

## ORDINANCE NO. 2022-

**AN ORDINANCE** amending the City of Yakima Municipal Code Chapter 2.24.010 Longevity plan—Eligibility--Restrictions

**WHEREAS**, the City Council of the City of Yakima finds it is in the best interests of the City and its residents to amend Chapter 2.24.010 regarding the longevity plan for management group employees; now, therefore,

### **BE IT ORDAINED BY THE CITY OF YAKIMA:**

**Section 1.** Chapter 2.24.010 of the City of Yakima Municipal Code is hereby amended to read as follows:

#### **2.24.010 Longevity plan—Eligibility—Restrictions.**

A. For all employees covered by a collective bargaining agreement, the city shall provide longevity pay in the amount required in the applicable collective bargaining agreement for which this benefit has been included.

B. All management employees shall receive longevity pay, in addition to their regular salary, according to the following schedule, to be paid on the first applicable day following the thirty-first day of December and the thirtieth day of June of each year. Municipal judges shall not receive longevity pay.

<b>Years of Service</b>	<b>Percent of Base Pay</b>
5	2.5
10	4.0
15	5.5
20	7.0
24	10.0

C. Upon termination of employment of anyone entitled to longevity pay, except upon the seasonal termination of seasonal employees, such person shall receive a longevity payment, according to the above schedule, for the number of months of eligibility served by such employee from the date on which the immediately previous longevity payment was made. Such payment shall not be made for fractions of a month, and if termination of employment occurs on or before the fifteenth day of any month, that month shall not be counted as one for which longevity pay is to be made, and if termination of employment occurs after the fifteenth day of any month, that month shall be counted as one full month for which longevity pay is to be made.

D. No longevity pay shall be paid to any employee who is discharged from employment for disciplinary reasons, or who terminates his employment without giving at least two weeks' notice in writing of such termination.

E. Employees covered by the Washington State Law Enforcement Officers' and Firefighters' Retirement System who terminate their employment after disability leave and placed on disability retirement shall receive longevity pay for the period of disability leave as provided in Chapter 41.26 of the Revised Code of Washington. (Ord. 2014-023 §5 (part), 2014; Ord. 2021-41 § 1, 2012; Ord. 2005-85 § 2, 2005; Ord. 2001-63 § 1, 2001; Ord. 95-16 § 1, 1995; Ord. 94-83 § 5, 1994; Ord. 3403 § 5, 1991; Ord. 2384 § 1, 1980; Ord. 2275 § 2, 1979; Ord. 2265 § 3, 1979; Ord. 2153 § 4, 1978; Ord. 2051 § 2, 1977; Ord. 1910 § 1, 1976; Ord. 1474 § 2, 1972; Ord. 748, 1965; Ord. 583 § 2, 1964; Ord. 85 § 1, 1960).

**Section 2.** This ordinance shall be in full force and effect January 1, 2023, after its passage, approval, and publication as provided by law and by the City Charter.

**PASSED BY THE CITY COUNCIL**, signed and approved this \_\_\_\_ day of \_\_\_\_, 2022.

ATTEST:

\_\_\_\_\_  
Janice Deccio, Mayor

\_\_\_\_\_  
Sonya Claar Tee, City Clerk

Publication Date:\_\_\_\_\_

Effective Date:\_\_\_\_\_