

IMPACT STATEMENT

Legislation title: *Adjust application of City Protected Sick Time for City casual employees (Ordinance)

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Purpose of proposed legislation and background information:

Increase the level of City Sick Time accrual for seasonal non-represented employees in order to avoid reducing the accrued and unused sick leave accruals reported to PERS for all regular employees. Non-represented seasonal employees will accrue City Sick Time at the equivalent rate that regular employees accrue sick leave, and they will be able to use any accrued and unused City Sick Time during the calendar year. They will continue to be able to carry over up to forty hours into the next calendar year.

Under the PERS system, the City reports to PERS the accumulated unused sick leave accruals for employees annually. For PERS purposes, the maximum sick leave accrual rate is the lowest rate of accrual for any employee who is entitled to sick leave. Because the City has different accrual rates for different employees, the allowed rate for PERS purposes will be based on the lower accrual rate earned by casual employees, which will reduce the accrued and unused sick leave accruals reported for all regular employees.

To avoid this result, the amount of City Sick Time a City casual employee may accrue and use during a calendar year will need to be increased through this ordinance.

Financial and budgetary impacts:

The cost of increasing the accrual rate for non-represented seasonal employees is an estimate based on available data and assumptions about increased use. Based on available current data and appropriate assumptions, the increased cost for the use of City Sick Time for these employees is \$113,409. Increased costs will be absorbed by bureaus with the exception of PP&R, which bears the majority of the increased costs. This ordinance requests an adjustment to PP&R's current budget and ongoing current appropriation starting in FY 2015-16 by \$105,417. That adjustment includes money to offset increased costs from represented groups of Seasonal Maintenance Workers and seasonal Park Rangers. The cost impact of changes to those represented groups is \$4,592 and \$536 respectively. PP&R is the bureau that has the only significant cost impact. This adjustment represents the difference in cost from the initial implementation of City Sick Leave and the estimated cost of implementing these changes.

Community impacts and community involvement:

This change is internal to City employment only.

Budgetary Impact Worksheet**Does this action change appropriations?**

- ☐ **YES:** Please complete the information below.
☒ **NO:** Skip this section

Fund	Fund Center	Commitment Item	Functional Area	Funded Program	Grant	Sponsored Program	Amount