

Memo



To: Memorandum of Clarification
From: Gretchen Russo
cc: Scott Larson, Shawna Punzalan
Date: 6/16/2022
Re: Memorandum of Clarification - Temporary Position Benefits

After reviewing Department of Retirement Systems (DRS) eligibility rules and the current Collective Bargaining Agreement (CBA) between the City of Orting and AFSCME, City staff have interpreted the temporary position benefits to be the following:

Medical Benefits:

A temporary position is entitled to employee only coverage if the position will be for a duration of 6 months or more.

Sick Leave:

A temporary position will earn one (1) hour per 40 hours worked.

DRS Eligibility:

A PERS/SERS eligible position is one that is expected to require at least five months of 70 hours or more for two consecutive years initially.

Once a position is determined to be eligible, it will continue to be eligible if it requires at least five months of 70 or more hours of compensated service at least every other year.

Union Representation:

Per CBA, 26.2.4 Temporary Employee – Temporary employees, which includes interns, are “at will” employees not covered by this agreement. Temporary employees may be hired for a maximum of 2,000 cumulative hours in a fiscal year to assist with seasonal fluctuations in workload.