

8730

ORDINANCE NO. _____

AN ORDINANCE relating to sick leave, allowing for the use of sick leave by an employee to care for a child of the employee in compliance with WAC 296-130; amending Ordinance 4324 and K.C.C. 3.12.210 and 220.

SECTION 1. Ordinance 4324, Section 26, and K.C.C. 3.12.220 are hereby amended to read as follows:

A. Every employee in a regular full-time or regular part-time position, except those covered by subsection L. of this section, shall accrue sick leave benefits at a monthly rate equal to .00384615 times the normally scheduled annual hours of the employee's position; except that sick leave shall not begin to accrue until the first of the month following the month in which the employee commenced employment. The employee is not entitled to sick leave if not previously earned.

As an example of the above formula, an employee whose annual work schedule is 2080 hours shall accrue sick leave monthly at the rate of .00384615 times 2080, or 8 hours per month.

~~((Sick-leave-shall,-in-accordance-with-RGW-41.48.12-180,-be paid-on-account-of-the-employee's-illness-and-excluded-as-taxable wages-under-the-Federal-Old-Age-and-Survivor's-Insurance-(OASI) and-in-accordance-with-Section-209(b)-of-the-Social-Security Act.))~~

B. No employee shall earn sick leave credit during a month in which the employee is absent without authorization or absent without pay more than three days.

C. After the first six months of full-time service, a regular employee may, at the division manager's discretion, be permitted to use up to five days of vacation as an essential extension of used sick leave. If an employee does not work a

1 full twelve months, any vacation credit used for sick leave must
2 be reimbursed to the county upon termination.

3 D. Sick leave may be used in one-half hour increments, at
4 the discretion of the division manager or department director.

5 E. There shall be no limit to the hours of sick leave
6 benefits accrued by an employee.

7 F. Department management is responsible for the proper
8 administration of the sick leave benefit. Verification of illness
9 from a licensed physician may be required for any requested sick
10 leave absences.

11 G. Separation from county employment except by reason of
12 retirement or layoff due to lack of work or funds or efficiency
13 reasons, shall cancel all sick leave currently accrued to the
14 employee. Should the employee resign in good standing or be laid
15 off and return to the county within two years, accrued sick leave
16 shall be restored.

17 H. Accrued sick leave may be used for absence due to
18 temporary disability caused by pregnancy.

19 I. Sick leave because of an employee's physical incapacity
20 shall not be approved where the injury is directly traceable to
21 employment other than with the county.

22 J. County employees who have at least five years county
23 service and who retire as a result of length of service or who
24 terminate by reason of death shall be paid an amount equal to
25 twenty-five percent of their unused, accumulated sick leave, to a
26 maximum of thirty days. All payments shall be based on the
27 employee's base rate.

28 K. Employees injured on the job may not simultaneously
29 collect sick leave and workers' compensation payments in a total

1 amount greater than the net regular pay of the employee.

2 L. Uniformed employees covered under the LEOFF Retirement
3 System-Plan I shall apply for disability retirement under the
4 provisions of RCW 41.26.120. ~~((Disability-pay-benefits-shall-also
5 be-excluded-as-taxable-wages-under-0ASI-))~~

6 M. Employees are eligible for payment on account of their
7 own illness for the following reasons:

8 1. ~~((Employee))~~ Personal illness;

9 2. Noncompensable injury ~~((of-an-employee))~~ (e.g.,
10 those injuries generally not eligible for worker's compensation
11 payments);

12 3. ~~((Employee d))~~ Disability due to pregnancy or
13 childbirth;

14 4. ~~((Employee e))~~ Exposure to contagious diseases and
15 resulting quarantine;

16 5. ~~((Employee k))~~ Keeping medical, dental or optical
17 appointments.

18 ~~((All-other-leaves-of-absence-with-pay-shall-not,-in
19 accordance-with-Social-Security-law-and-regulations,-be
20 excludable-as-taxable-wages-under-0ASI-~~

21 ~~N.--All-0ASI-nontaxable-payments-as-described-in-this
22 section-shall-be-accounted-for-separately-in-all-records,
23 providing-a-clear-distinction-between-uses-of-1.--0ASI-excludable
24 sick-leave-and-2.--sick-leave-uses-subject-to-0ASI-in-compliance
25 with-all-necessary-federal-and-state-accounting-and-auditing-
26 procedures-))~~

27 N. Employees may use accrued sick leave to care for their
28 child under the age of 18 who suffers from a health condition
29 that requires medical treatment or supervision. For purposes of

1 this section, "child" means the natural or adoptive child of the
 2 employee or the employee's spouse, or any child under the
 3 employee's legal guardianship, legal custody or foster care.
 4 Employees are eligible to use sick leave on account of their
 5 child's suffering any of the conditions listed in subsection M
 6 of this section. Verification of the child's health condition
 7 from a licensed physician may be required for any requested
 8 sick leave absence used to care for a child.

9 O. Regular full-time and regular part-time employees
 10 shall be entitled to use sick leave in the maximum amount of
 11 three days for each instance where such employee is required to
 12 care for immediate family members who are seriously ill, except
 13 as provided for in subsection N.

14 P. Up to one day of sick leave may be used by a regular
 15 full-time or regular part-time employee for the purpose of being
 16 present at the birth of his child.

17 Section 2. Ordinance 4324, Section 27, and K.C.C. 3.12.210
 18 are hereby amended to read as follows:

19 A. Regular full-time employees shall be entitled to three
 20 working days of bereavement leave a year due to death of members
 21 of their immediate family. For purposes of this section,
 22 "immediate family" shall be limited to the children, parents,
 23 siblings and spouse of the employee.

24 B. Regular full-time employees who have exhausted their
 25 bereavement leave shall be entitled to use sick leave in the
 26 amount of three days for each instance when death occurs to a
 27 member of the employee's immediate family.

28 ~~((G.--Regular-full-time-employees-shall-be-entitled-to-use~~
 29 ~~sick-leave-in-the-maximum-amount-of-three-days-for-each-instance~~

1 where-such-employee-is-required-to-care-for-immediate-family
2 members-who-are-seriously-ill.--Up to-one-day-of-sick-leave-may
3 be-used-by-a-regular-full-time-employee-for-the-purpose-of-being
4 present-at-the-birth-of-his-child-))

5 ((B)) C. In cases of family ((care-or)) death where no sick
6 leave benefit is authorized or exists, an employee may be granted
7 leave without pay.

8 ((E)) D. In the application in any of the foregoing
9 Provisions, holidays or regular days off falling within the
10 prescribed period of absence shall not be charged.

11 INTRODUCED AND READ for the first time this 17th day of
12 October, 1988.

13 PASSED this 14th day of November, 1988.

14 KING COUNTY COUNCIL
15 KING COUNTY, WASHINGTON

16 Gary Grant
17 Chairman

18 ATTEST:

19
20 Dorothy M. Owens
21 Clerk of the Council

22 APPROVED this 23rd day of November, 1988.

23 Jim Delp
24 King County Executive

25 LAS:ls
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