

April 23, 1992  
92-128.ORD (NR:clt)

Introduced by: Sullivan/Sims

Proposed No.: 92 - 128

ORDINANCE NO. **10379**

AN ORDINANCE relating to adjustments of sick leave and vacation accruals, adding a new section to Ordinance 4324 and K.C.C. 3.12.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

NEW SECTION. SECTION 1. There is hereby added to K.C.C. Chapter 3.12 a new section to read as follows:

Change in work week -- Adjustment to sick leave and vacation accruals.

SECTION 1. Notwithstanding any other provision of this chapter, in the event the number of hours in the standard work week of a permanent position occupied by a full-time employee is increased, the sick leave and vacation hour accruals of such employee at the time of the increase shall be adjusted upward so as to insure that the equivalent number of sick leave and vacation days accrued does not change. (For example, if the standard work week of a permanent position is increased from 35 to 40 hours, and if at the time of such change the employee occupying the position had accrued seven hours of sick leave, the sick leave accrual of that employee would be adjusted upward to eight hours.) This section shall apply to all current full-time employees occupying permanent positions where the standard work week of the position was permanently increased on or after July 1, 1991. Thereafter, such employees shall accrue vacation and sick leave hours in accordance with the otherwise applicable provisions of K.C.C. 3.12.

SECTION 2. Separate accounts shall be maintained for any vacation or sick leave accrued prior to an increase in the number of work-week hours. The "adjusted leave account" shall be used for leave accrued prior to an increase in the number of work-week hours. The "unadjusted leave account" shall be used for leave accrued subsequent to an increase in the number of

1 work-week hours. Leave in the adjusted leave account shall be  
2 used first.

3 SECTION 3. In the event the number of work-week hours is  
4 reduced for any employee whose leave accruals have been  
5 adjusted upward under the terms of this ordinance, the  
6 remaining hours in the adjusted leave account shall be reduced  
7 in the same proportion as the work-week hours are reduced.  
8 Under no circumstances shall the adjusted leave account be  
9 reduced by a greater proportion than the proportion of the  
10 previous upward adjustment. Any leave accrued in the  
11 unadjusted leave account shall not be affected by this  
12 reduction.

13 INTRODUCED AND READ for the first time this 24<sup>th</sup> day  
14 of February, 1992.

15 PASSED this 18<sup>th</sup> day of May, 1992.

16 KING COUNTY COUNCIL  
17 KING COUNTY, WASHINGTON

18 *Audrey Gruyer*  
19 Chair  
20

21 ATTEST:

22 *Gerald A. Patern*  
Clerk of the Council

23 APPROVED this 29<sup>th</sup> day of May, 1992.

24 *J. Hill*  
25 King County Executive