



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

December 6, 2005

Ordinance 15338

Proposed No. 2005-0514.1

Sponsors Phillips

1 AN ORDINANCE authorizing a process that provides a
2 one-time opportunity to allow eligible employees to
3 convert accrued vacation or accumulated compensatory
4 time, or both, to cash to benefit the King County employee
5 charitable campaign; and declaring an emergency.

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8 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

9 SECTION 1. Findings.

10 A. King County currently administers the King County employee charitable
11 campaign, which benefits hundreds of charitable and nonprofit organizations.

12 B. King County encourages financial contributions to charitable organizations
13 and the county desires to make it easier for its employees to make such contributions
14 through a program allowing for the conversion of an employee's accrued vacation or
15 accumulated compensatory time, or both, to cash.

16 C. In order to expedite cash conversion donations of this type and administer the
17 program without additional resources, the intent is to have an employee's donation go

18 directly to the King County employee charitable campaign and then be distributed
19 proportionately among all campaign-approved charities.

20 SECTION 2. Notwithstanding K.C.C 3.12.190, the executive may implement a
21 process providing a one-time opportunity to allow employees eligible for benefits to
22 convert accrued vacation or accumulated compensatory time hours, or both, to a cash
23 donation. This process must conform to the following requirements:

24 A. Starting on the day of the council's approval of this ordinance, there shall be a
25 forty-five day period during which time employees may sign a written request, subject to
26 approval by the department director or designee, to convert accrued vacation or
27 accumulated compensatory time hours, or both, to cash and to authorize a payroll
28 deduction of the cash to benefit the King County employee charitable campaign. The
29 hours must be in full-hour increments, with a minimum of four hours.

30 B. All King County employees eligible for benefits shall be eligible to participate
31 in this program on a voluntary basis.

32 C. The department director or designee shall determine the maximum hours that
33 any employee can convert to cash, but the maximum may not be greater than a total of
34 forty hours per fiscal year by each employee.

35 D. The value of the hours must be determined based on the regular hourly rate of
36 the employee in effect at the time the approved conversion request is processed.

37 E. If employees elect to convert either accrued vacation or accumulated
38 compensatory time hours, or both, to cash as set forth in this section, the executive shall
39 contribute such amounts as are converted to the King County employee charitable
40 campaign.

41 F. The cash resulting from converted accrued vacation or compensatory time
42 hours, or both, net of all mandatory deductions, including, but not limited to, deductions
43 for retirement plans and federal income tax and the Federal Insurance Contributions Act,
44 must be transmitted to the King County employee charitable campaign.

45 G. Employees governed by a collective bargaining agreement may convert to
46 cash either accrued vacation or accumulated compensatory time hours, or both, only if
47 the existing agreement allows for or the agreement is amended to allow for conversions
48 as authorized in this section.

49 H. For an employee who has earned excess vacation leave or compensatory time,
50 or both, beyond the amount that can be carried over from the 2005 fiscal year to the 2006
51 fiscal year, the employee may exercise a one-time option to donate a minimum of four
52 hours or a maximum of forty hours. However, donations of excess vacation and/or
53 compensatory time applying to fiscal year 2005 must be submitted by the employee and
54 approved by the employee's department director or designee by December 30, 2005.

55 SECTION 3. The executive may enter into such agreements or modifications to
56 existing collective bargaining agreements as are necessary to implement the purpose of
57 this ordinance.

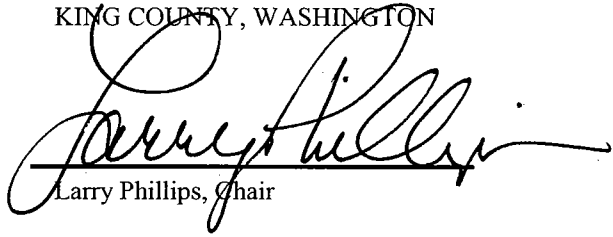
58 SECTION 4. The King County council finds as a fact and declares that an
59 emergency exists and that this ordinance is necessary for the immediate preservation of

60 public peace, health or safety or for the support of county government and its existing
61 public institutions.
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Ordinance 15338 was introduced on 12/5/2005 and passed by the Metropolitan King
County Council on 12/5/2005, by the following vote:

Yes: 9 - Mr. Phillips, Ms. Lambert, Mr. Dunn, Mr. Ferguson, Mr. Hammond,
Mr. Gossett, Ms. Hague, Mr. Irons and Mr. Constantine
No: 0
Excused: 4 - Ms. Edmonds, Mr. von Reichbauer, Mr. Pelz and Ms. Patterson

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON



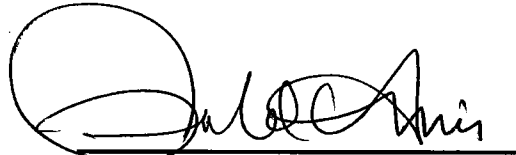
Larry Phillips, Chair

ATTEST:



Anne Noris, Clerk of the Council

APPROVED this 16 day of December 2005.



Ron Sims, County Executive

Attachments None

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CLERK
KING COUNTY COUNCIL