



Signature Report

July 24, 2006

Ordinance 15558

Proposed No. 2006-0292.1

Sponsors Gossett and Phillips

1 AN ORDINANCE authorizing a process that provides the
2 opportunity for eligible employees to convert accrued
3 vacation or accumulated compensatory hours, or both, to
4 cash to benefit nonprofit organizations participating in the
5 King County employee charitable campaign; and adding a
6 new section to K.C.C. chapter 3.12.

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BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

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SECTION 1. Findings:

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

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

17 NEW SECTION. SECTION 2. There is hereby added to K.C.C. chapter 3.12 a
18 new section to read as follows:

19 The executive may implement a process providing the opportunity for benefit-
20 eligible employees to convert accrued vacation or accumulated compensatory hours, or
21 both, into a cash donation. This process must conform to the following:

22 A. Annually, from the first business day in October through the last business day
23 in November, an employee may sign a written authorization subject to approval by the
24 employee's department director, or the employee's department director's designee, to
25 convert accrued vacation or accumulated compensatory hours, or both, into cash to
26 benefit one nonprofit organization participating in the King County employee charitable
27 campaign in accordance with K.C.C. chapter 3.36, of the employee's choice.

28 B. Notwithstanding K.C.C. 3.12.190, an employee may convert accrued vacation
29 or accumulated compensatory hours, or both, into cash to benefit natural disaster relief
30 efforts. Upon the occurrence of a natural disaster and with the exception of the employee
31 charitable campaign-related period designated under subsection A. of this section the
32 executive may authorize a forty-five-day opportunity for benefit-eligible employees to
33 sign a written authorization to convert accrued vacation or accumulated compensatory
34 hours, or both, into cash to benefit one nonprofit organization designated by the
35 executive. The employee's written authorization is subject to approval by the employee's
36 department director or the employee's department director's designee. The designated
37 nonprofit organization must be a King County employee charitable campaign participant
38 in accordance with K.C.C. chapter 3.36.

39 C. The hours converted under subsection A. or B. of this section must be in full-
40 hour increments. The employee's donation must be a minimum of four hours and no
41 more than forty hours per calendar year with the exception of the conditions described in
42 subsection D. of this section.

43 D. An employee who earned excess vacation leave or compensatory hours, or
44 both, beyond the amount that may be carried over into the next fiscal year may donate
45 greater than forty hours under subsection A. or B. of this section with approval from the
46 employee's department director, or the employee's department director's designee.

47 E. All King County benefit-eligible employees may donate in accordance with
48 this section voluntarily.

49 F. The finance and business operations division shall value the hours donated
50 under this section based on the regular hourly rate of the employee in effect at the time
51 the approved conversion authorization is processed. The finance and business operations
52 division shall process leave donations authorized under subsection A. of this section on
53 Monday of the first full week in December. The finance and business operations division
54 shall process leave donations authorized under subsection B. of this section on Monday
55 of the first full week after the forty-five-day period designated in accordance with
56 subsection B. of this section.

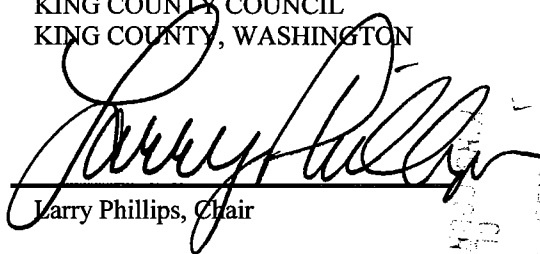
57 G. The net cash value of the accrued vacation or compensatory hours, or both,
58 after all mandatory withholdings, including, but not limited to, withholding in accordance
59 with retirement plans, federal income tax and the Federal Insurance Contributions Act,
60 have been deducted must be distributed by the finance and business operations division to
61 the designated nonprofit organization or organizations.

62 H. Employees governed by a collective bargaining agreement may convert to
63 cash accrued vacation or accumulated compensatory hours, or both, if the existing
64 agreement allows for, or the agreement is amended to allow for, conversions as
65 authorized in this section. The executive may enter into such agreements or
66 modifications to existing collective bargaining agreements as are necessary to implement
67 this section.
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Ordinance 15558 was introduced on 7/10/2006 and passed by the Metropolitan King
County Council on 7/24/2006, by the following vote:

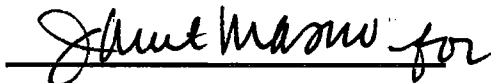
Yes: 9 - Mr. Phillips, Mr. von Reichbauer, Ms. Lambert, Mr. Dunn, Mr.
Ferguson, Mr. Gossett, Ms. Hague, Ms. Patterson and Mr. Constantine
No: 0
Excused: 0

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON



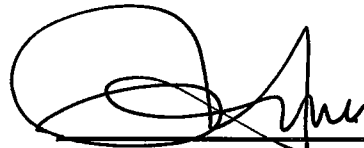
Larry Phillips, Chair

ATTEST:



Anne Noris, Clerk of the Council

APPROVED this 2 day of August, 2006.



Ron Sims, County Executive

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Attachments None