



# KING COUNTY

1200 King County Courthouse  
516 Third Avenue  
Seattle, WA 98104

## Signature Report

### Ordinance 18871

Proposed No. 2019-0055.1

Sponsors Dembowski

1 AN ORDINANCE relating to living wage requirements;  
2 and amending Ordinance 17909, Section 4, and K.C.C.  
3 3.18.010 and Ordinance 17909, Section 6, and K.C.C.  
4 3.18.030.

5 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

6 SECTION 1. Ordinance 17909, Section 4, and K.C.C. 3.18.010 are hereby  
7 amended to read as follows:

8 A. "Actuarial value" means the percentage of total average costs for covered  
9 benefits that a health benefits package will cover.

10 B. "Bonuses" means non-discretionary payments in addition to hourly, salary,  
11 commission or piece-rate payments paid under an agreement between an employer and  
12 employee.

13 C. "Commissions" means a sum of money paid to an employee upon completion  
14 of a task, usually selling a certain amount of goods or services.

15 D. "Compensation" means wages together with the money paid by an employer  
16 towards an individual employee's health benefits plan.

17 E. "Contract" means a mutually binding legal relationship or any modification  
18 thereof obligating the county to pay a contractor one hundred thousand dollars or more to  
19 provide professional services, technical services or services, as defined in K.C.C 2.93.030

20 to, or at the direction of, the county. "Contract" does not include: a contract between a  
21 contract-awarding authority and another government or public entity; a contract that the  
22 county enters into as the administrator of grants received from a third party; a contract for  
23 public works; an architectural or engineering contract; or a collective bargaining  
24 agreement.

25 F. "Contract-awarding authority" means the county officer, department,  
26 commission, employee or board authorized to enter into or to administer contracts on  
27 behalf of the county.

28 G. "Contractor" means any person that enters into a contract with the county, or  
29 negotiates the extension of an existing contract with the county, after the effective date of  
30 this ordinance, or that is a subcontractor performing services under such a contract.

31 H. "Division" means the finance and business operations division of the  
32 department of executive services.

33 I. "Director" means the manager of the finance and business operations division  
34 of the department of executive services, or the manager's designee.

35 J. "Employee" means any individual employed by an employer, whether on a  
36 full-time, part-time, temporary or seasonal basis, including temporary workers,  
37 contracted workers, contingent workers and persons made available to work through a  
38 temporary services, staffing or employment agency or similar entity.

39 K. "Employer" includes King County and any individual, partnership,  
40 association, corporation, business trust or person or group of persons acting directly or  
41 indirectly in the interest of an employer in relation to an employee.

42 L. "Health benefits plan" means a silver or higher level essential health benefits

43 package, as defined in 42 U.S.C. Sec. 18022, or an equivalent plan that is designed to  
44 provide benefits that are actuarially equivalent to seventy percent of the full actuarial  
45 value of the benefits provided under the plan, whichever is greater.

46 M. "Hourly minimum compensation" means the minimum compensation due to  
47 an employee under this chapter for each hour worked during a pay period.

48 N. "Hourly minimum wage" means the minimum wage due to an employee under  
49 this chapter for each hour worked during a pay period.

50 O. "Person" means any individual, partnership, corporation, limited liability  
51 company, sole proprietorship, association, joint adventure, estate, trust or other entity,  
52 group or combination acting as a unit, and the individuals constituting the group or unit.

53 P. "Piece-rate" means a price paid per unit of work.

54 Q. "Rate of inflation" means ~~((the))~~ one hundred percent of the annual average  
55 growth rate of the bi-monthly Seattle-Tacoma-Bremerton Area Consumer Price Index  
56 ~~((annual percent change))~~ for urban wage earners and clerical workers, termed CPI-W,  
57 ~~((or a successor index,))~~ for the twelve month~~((s before each September 1 as calculated~~  
58 ~~by the United States Department of Labor))~~ period ending in August, provided that the  
59 percentage increase shall not be less than zero.

60 R. "Schedule 1 employer" means an employer that employs more than five  
61 hundred employees in the United States, regardless of where those employees are  
62 employed in the United States.

63 S. "Schedule 2 employer" means an employer that employs five hundred or fewer  
64 employees in the United States, regardless of where those employees are employed in the  
65 United States.

66 T. "Subcontractor" means any person, not an employee, that enters into a contract  
67 with a contractor or subcontractor, and that employs employees for that purpose, to assist  
68 the contractor or subcontractor in performing a contract with the county.

69 U. "Wage" means compensation due to an employee by reason of employment,  
70 payable in legal tender of the United States or checks on banks convertible into cash on  
71 demand at full face value, subject to such deductions, charges or allowances as may be  
72 permitted by rules of the director. "Wages" include commissions, piece-rate  
73 compensation and bonuses, all of which shall be counted as wages in the work-week in  
74 which they were earned. An employer payment toward a health benefits plan does not  
75 constitute a "wage."

76 SECTION 2. Ordinance 17909, Section 6, and K.C.C. 3.18.030

77 are hereby amended to read as follows:

78 The county shall pay its employees at a rate no less than the hourly minimum  
79 wage for Schedule 1 employers, except for ~~((individuals performing services under a~~

80 ~~work study agreement and~~) short-term temporary employees who are employed in social  
81 service programs designed to help youth gain basic work training skills.

82

Ordinance 18871 was introduced on 2/6/2019 and passed by the Metropolitan King  
County Council on 3/13/2019, by the following vote:

Yes: 9 – Mr. von Reichbauer, Mr. Gossett, Ms. Lambert, Mr. Dunn,  
Mr. McDermott, Mr. Dembowski, Mr. Upthegrove, Ms. Kohl-Welles  
and Ms. Balducci  
No: 0  
Excused: 0

KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON

Rod Dembowski, Chair

ATTEST:

Melani Pedroza, Clerk of the Council



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CLERK  
KING COUNTY COUNCIL

APPROVED this 19 day of MARCH, 2019.

Dow Constantine, County Executive

Attachments: None