



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

Ordinance 19990

Proposed No. 2025-0333.1

Sponsors Zahilay

1 AN ORDINANCE relating to standardizing benefits that
2 were bargained in the Coalition Labor Agreement;
3 amending Ordinance 12014, Section 19, as amended, and
4 K.C.C. 3.12.190 and Ordinance 12014, Section 20, as
5 amended, and K.C.C. 3.12.215, and adding a new section to
6 K.C.C. chapter 3.15.

7 **STATEMENT OF FACTS:**

8 1. In June 2025, a tentative Coalition Labor Agreement ("CLA") was
9 reached. The 2025 CLA further builds upon the efficiencies originally
10 established in the 2018 Master Labor Agreement and the subsequent 2021
11 CLA by standardizing additional common benefits and practices for
12 employees.
13 2. Standardization between the 2025 CLA and the King County Code
14 furthers those achievements and supports the county government operating
15 more efficiently and effectively.

16 **BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:**

17 SECTION 1. Ordinance 12014, Section 19, as amended, and K.C.C. 3.12.190 are
18 each hereby amended to read as follows:

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19 A. Employees eligible for comprehensive leave benefits shall accrue vacation
 20 leave benefits as described in and further qualified by this section. Elected officials are
 21 not employees and are therefore not entitled to vacation leave benefits.

Months of Service	Hourly Accrual Rate	Approximate Days/Year
0	((0.04620)) <u>0.05384</u>	((12.01200)) <u>13.9984</u>
((60)) <u>48</u>	0.05770	15.00200
96	0.06160	16.01600
120	0.07700	20.02000
192	0.08080	21.00800
204	0.08470	22.02200
216	0.08850	23.01000
228	0.09240	24.02400
240	0.09620	25.01200
252	0.10010	26.02600
264	0.10390	27.01400
276	0.10780	28.02800
288	0.11160	29.01600
300	0.11540	30.00400

22 B. Vacation accrual rates for an employee who works other than the full-time
 23 schedule standard to the employee's work unit shall be prorated to reflect the employee's
 24 normally scheduled work week. No adjustment to vacation accrual rates for a furloughed
 25 employee shall be made as a result of a budgetary furlough.

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26 C. Employees eligible for comprehensive leave benefits shall accrue vacation
27 leave from their date of hire into a comprehensive leave benefit eligible position.

28 D.1. Employees hired before December 31, 2017, who are eligible for vacation
29 leave may accrue up to four hundred eighty hours of vacation leave, prorated to reflect
30 their normally scheduled work week.

31 2. Employees hired January 1, 2018, or thereafter, who are eligible for vacation
32 leave may accrue up to three hundred twenty hours of vacation leave, prorated to reflect
33 their normally scheduled work week.

34 3. All employees shall use vacation leave beyond the employee's maximum
35 accrual amount before the end of the pay period that includes December 31 every year.
36 Failure to use vacation leave beyond the employee's maximum accrual amount before the
37 end of the pay period that includes December 31 shall result in forfeiture of the accrued
38 vacation leave beyond the employee's maximum accrual amount unless the appointing
39 authority has approved a carryover of the vacation leave because of cyclical workloads,
40 work assignments, or other reasons in the best interests of the county.

41 E. Employees eligible for comprehensive leave benefits may use vacation leave
42 hours in the pay period after they are accrued. Employees who leave county employment
43 before successfully completing their first six months of county service shall forfeit their
44 vacation leave hours and are excluded from the payout provisions in this section.

45 F. An employee who is eligible for comprehensive leave benefits shall be paid
46 for accrued vacation leave to the employee's date of separation up to the employee's
47 maximum accrual amount if the employee has successfully completed the employee's
48 first six months of county service and is in good standing. Payment shall be the accrued

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49 vacation leave multiplied by the employee's base rate of pay in effect upon the date of
50 leaving county employment less mandatory withholdings.

51 G. In lieu of payment for fifty percent of unused accrued vacation leave at
52 retirement, the director may, with equivalent funds and in accordance with the procedures
53 in K.C.C. 3.12.220.E.2.b., provide eligible employees with a voluntary employee
54 beneficiary association plan that provides for reimbursement of retiree and other
55 qualifying medical expenses. The remaining fifty percent of eligible unused accrued
56 vacation leave at retirement shall be paid as outlined in subsection F. of this section.

57 H. Employees shall not work for compensation for the county in any capacity
58 during the time that the employees are on vacation leave.

59 I. When a current employee dies with accrued vacation leave and the employee
60 has successfully completed the employee's first six months of county service, payment of
61 the unused vacation leave up to the employee's maximum accrual amount shall be made
62 to the employee's estate, or, in applicable cases, as provided for by state law, Title 11
63 RCW.

64 J. If an employee resigns, is laid off, or is separated for nondisciplinary reasons
65 from a regular or term-limited temporary position with the county in good standing and
66 subsequently returns to county employment within two years from the resignation, layoff,
67 or nondisciplinary separation, the employee's prior county service shall be counted in
68 determining the vacation leave accrual rate under subsection A. of this section.

69 SECTION 2. Ordinance 12014, Section 20, as amended, and K.C.C. 3.12.215 are
70 each hereby amended to read as follows:

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71 The appointing authority shall allow an employee eligible for comprehensive
72 leave benefits who is voluntarily participating as a donor in a life-giving or life-saving
73 procedure such as, but not limited to, a bone marrow transplant, kidney transplant, or
74 blood transfusion to take ~~((five))~~ ten days of paid organ donor leave, but only if the
75 employee:

76 A. Gives the appointing authority reasonable advance notice of the need to take
77 time off from work for the donation of bone marrow, a kidney, or other organs or tissue
78 where there is a reasonable expectation that the employee's failure to donate may result in
79 serious illness, injury, pain, or the eventual death of the identified recipient; and

80 B. Provides written proof from an accredited medical institution, organization, or
81 individual as to the need for the employee to donate bone marrow, a kidney, or other
82 organs or tissue, or to participate in any other medical procedure where the participation
83 of the donor is unique or critical to a successful outcome.

84 NEW SECTION. SECTION 3. There is hereby added to K.C.C. chapter 3.15 a
85 new section to read as follows:

86 A. Nonrepresented employees in positions designated by the department of
87 human resources to have non-English language or American Sign Language proficiency
88 as a desired or required skill for the position are eligible to receive bilingual pay
89 premiums.

90 B. Eligible employees whose job posting or other written notice for the position
91 include as a desired skill the use of one or more specific non-English language or
92 American Sign Language will receive a one dollar per hour premium on actual hours
93 worked.

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94 C. Eligible employees whose job posting or other written notice for the position
95 includes as a required skill the use of one or more specific non-English language or
96 American Sign Language will receive a two dollar per hour premium on actual hours
97 worked.

98 D. To qualify for the bilingual pay premium, eligible employees must
99 demonstrate sufficient language proficiency as determined by the county.

100 E. The department of human resources may end or modify the assignment of job
101 duties and the designation of a position that qualifies for bilingual pay premiums at any
102 time, which will result in the immediate termination of the bilingual pay premium.

103 F. Any employee deemed ineligible for a bilingual pay premium shall not be
104 required to provide bilingual services.

105 G. Bilingual pay premiums for represented employees shall be subject to the
106 employees' applicable collective bargaining agreement. Unless otherwise provided in an

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- 107 applicable collective bargaining agreement, the bilingual pay premium shall not apply to
108 represented employees.

Ordinance 19990 was introduced on 10/14/2025 and passed by the Metropolitan King County Council on 10/28/2025, by the following vote:

Yes: 9 - Balducci, Barón, Dembowski, Dunn, Mosqueda, Perry,
Quinn, von Reichbauer and Zahilay

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Signed by:



1AEA3C5077F8485...

Girmay Zahilay, Chair

ATTEST:

DocuSigned by:



8DE1BB375AD3422...

Melani Hay, Clerk of the Council

APPROVED this ____ day of 10/30/2025, ____.

Signed by:



AAA4841FD7644BE...

Shannon Braddock, County Executive

Attachments: None

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Council Chair

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Melani Hay

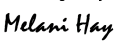
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Clerk of the Council

King County Council

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Shannon Braddock

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Deputy Executive

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(None)

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King County
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