



**KING COUNTY**

1200 King County Courthouse  
516 Third Avenue  
Seattle, WA 98104

**Signature Report**

**January 10, 2005**

**Ordinance 15111**

**Proposed No.** 2005-0021.1

**Sponsors** Phillips, Constantine, Patterson,  
Lambert, Edmonds, Gossett,  
Ferguson, Irons, Hague, von  
Reichbauer, Pelz and Hammond

1 AN ORDINANCE authorizing a process providing a one-time  
2 opportunity to allow eligible employees to convert accrued  
3 vacation or accumulated compensatory time, or both, to cash to  
4 benefit the relief efforts in countries impacted by the southern Asia  
5 earthquake and tsunami on December 26, 2004; and declaring an  
6 emergency.

7  
8

9 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

10 SECTION 1. Findings.

11 A. On December 26, 2004, an earthquake and associated tsunami devastated  
12 many countries throughout southern Asia and eastern Africa.

13 B. The earthquake and associated tsunami resulted in deaths in the hundreds of  
14 thousands and left millions homeless and with an immediate need for food, shelter, clean  
15 water, and medical assistance.

16 C. The nations of the world have joined together in one of the largest relief  
17 efforts to assist those who have been impacted by the earthquake and tsunami.

18 D. Many King County residents and employees have contributed to the relief  
19 efforts through donations to the numerous organizations supporting those efforts.

20 E. King County has encouraged such contributions to relief efforts and wishes to  
21 make it easier for its employees to make such contributions through a program allowing  
22 the conversion of either accrued vacation time or accumulated compensatory time, or  
23 both, to cash to be donated to provide funding for the immediate relief needs of the  
24 victims.

25 F. The American Red Cross, CARE and Northwest Medical Teams International,  
26 Inc., are nationally recognized organizations that have provided support for a wide range  
27 of relief efforts, including efforts related to the events of September 11, 2001.

28 G. The American Red Cross International Response Fund, CARE and Northwest  
29 Medical Teams International, Inc., are currently providing substantial support to the relief  
30 efforts associated with the events of December 26, 2004.

31 H. The American Red Cross International Response Fund, CARE and Medical  
32 Teams Northwest International, Inc., are appropriate agencies to receive voluntary  
33 contributions from King County employee supporting the relief efforts.

34 SECTION 2. Notwithstanding K.C.C 3.12.190, the executive may implement a  
35 process providing a one-time opportunity to allow employees eligible for benefits to  
36 convert either accrued vacation or accumulated compensatory time hours, or both, to cash  
37 to benefit relief efforts in the countries impacted by the southern Asia earthquake and

38 tsunami on December 26, 2004. This process must conform to the following  
39 requirements:

40 A. The executive shall establish a forty-five-day period during which time  
41 employees may sign a written request, subject to approval by the department director, to  
42 convert either accrued vacation or accumulated compensatory time hours, or both, to cash  
43 and to authorize a payroll deduction of the cash to benefit southern Asia earthquake and  
44 tsunami relief efforts of the American Red Cross International Response Fund, CARE or  
45 Northwest Medical Teams International, Inc. The hours must be in full-hour increments,  
46 with a minimum of four hours;

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

49 C. The department director shall determine the maximum hours that any  
50 employee can convert to cash, but the maximum may not be greater than a total of forty  
51 hours by each employee;

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

54 E. If employees elect to convert either accrued vacation or accumulated  
55 compensatory time hours, or both, to cash as set forth in this section, the executive shall  
56 contribute such amounts as are converted to the relief efforts of the American Red Cross  
57 International Response Fund, CARE or Northwest Medical Teams International, Inc., for  
58 the southern Asia earthquake and tsunami as the employee shall direct; provided that an  
59 employee shall select no more than one of the organizations for their donation;

60 F. The cash resulting from converted accrued vacation or compensatory time  
61 hours, or both, net of all mandatory deductions, including, but not limited to, deductions  
62 for retirement plans and federal income tax and the Federal Insurance Contributions Act,  
63 must be transmitted to the American Red Cross International Response Fund, CARE or  
64 Northwest Medical Teams International, Inc., as employees have directed for use in the  
65 southern Asia earthquake and tsunami relief efforts;

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

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

73 SECTION 4. The county council finds as a fact and declares that an emergency  
74 exists and that this ordinance is necessary for the immediate preservation of public peace,

**Ordinance 15111**

---

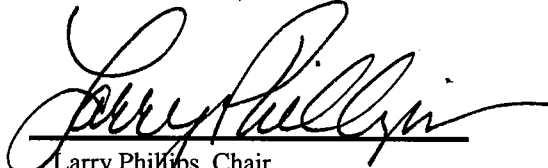
75 health or safety or for the support of county government and its existing public  
76 institutions.

77

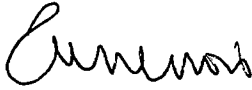
Ordinance 15111 was introduced on 1/10/2005 and passed by the Metropolitan King County Council on 1/10/2005, by the following vote:

Yes: 12 - Mr. Phillips, Ms. Edmonds, Mr. von Reichbauer, Ms. Lambert, Mr. Pelz, Mr. Ferguson, Mr. Hammond, Mr. Gossett, Ms. Hague, Mr. Irons, Ms. Patterson and Mr. Constantine  
No: 0  
Excused: 1 - Mr. McKenna

KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON

  
Larry Phillips, Chair

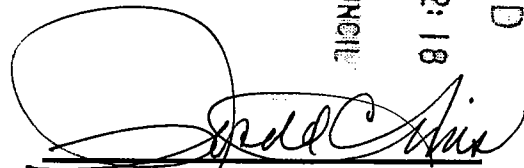
ATTEST:

  
\_\_\_\_\_

Anne Noris, Clerk of the Council

APPROVED this 13 day of January, 2005.



  
\_\_\_\_\_

Ron Sims, County Executive

RECEIVED  
2005 JAN 13 PM 12:18  
CLERK  
KING COUNTY COUNCIL

**Attachments**      A. Vacation and Accumulated Compendation Time Election and Payroll Deduction  
                                 Authorization-Southeast Asian Tsunami Relief Efforts