



**KING COUNTY**

1200 King County Courthouse  
516 Third Avenue  
Seattle, WA 98104

**Signature Report**

**December 9, 2014**

**Ordinance 17948**

**Proposed No. 2014-0428.2**

**Sponsors McDermott**

1 AN ORDINANCE relating to employee medical benefits;  
2 providing that employees who meet the definition of full-  
3 time employee under the Patient Protection and Affordable  
4 Care Act of 2010, as amended, are added as a class to the  
5 list of those county employees who are eligible to receive  
6 medical benefits; and amending Ordinance 12014, Section  
7 7, as amended, and K.C.C. 3.12.040.

8 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

9 **SECTION 1. Findings:**

10 A. In 2010, the United States Congress passed the Patient Protection and  
11 Affordable Care Act of 2010 ("the ACA"). The ACA requires that, effective January 1,  
12 2015, certain large employers, including King County, offer adequate and affordable  
13 benefits to full time employees as defined by the ACA ("ACA full-time employees").

14 B. An employer that declines to offer adequate and affordable benefits to ACA  
15 full-time employees is liable for payment of a penalty under the ACA.

16 C. Certain King County employees who meet the definition of ACA full-time  
17 employees do not currently receive medical benefits. This ordinance would allow King  
18 County to offer medical benefits, effective January 1, 2015, to ACA full-time employees.

19            SECTION 2. Ordinance 12014, Section 7, as amended, and K.C.C. 3.12.040 are  
20 each hereby amended to read as follows:

21            A. Full-time regular, part-time regular, provisional, probationary and term-  
22 limited temporary employees shall receive the leave benefits provided in this chapter.

23            B. Full-time regular, part-time regular, provisional, probationary, ~~((and))~~ term-  
24 limited temporary employees and those employees who meet the definition of full time  
25 employee under the Patient Protection and Affordable Care Act of 2010, as amended, and  
26 including applicable regulations promulgated under the Patient Protection and Affordable  
27 Care Act of 2010, as amended, and their spouse or domestic partner, each of their  
28 dependent children~~((s))~~ and each of the dependent children of their spouse or domestic  
29 partner, shall be eligible for medical, dental, life, disability~~((s))~~ and vision benefits, except  
30 in those instances where contrary provisions have been agreed to in the collective  
31 bargaining process and to the extent such benefits are available through insurers selected  
32 by the county. The director shall establish specific provisions governing eligibility for  
33 these benefits as part of the personnel guidelines and consistent with budget  
34 requirements. ~~((Such))~~ The provisions may include waiting periods for employees  
35 newly-hired to the county.

36            C. Part-time and temporary employees, other than probationary, provisional~~((s))~~  
37 and term-limited temporary employees who exceed the calendar year working hours  
38 threshold defined in this chapter, shall receive compensation in lieu of leave benefits at  
39 the rate of ~~((15%))~~ fifteen percent of gross pay for all hours worked, paid retroactive to  
40 the first hour of employment and for each hour worked thereafter. The employee ~~((will))~~  
41 shall also receive a one-time only payment in an amount equal to the direct cost of three

42 months of insured benefits, as determined by the director, and, in lieu of insured benefits,  
43 in an amount equal to the direct cost to the county for each employee for whom insured  
44 benefits are provided, prorated to reflect the affected employee's normal work week, for  
45 each hour worked thereafter. ~~((Such))~~ The additional compensation shall continue until  
46 termination of employment or hire into a full-time regular, part-time regular or term-  
47 limited position. Further, employees receiving pay in lieu of insured benefits may elect  
48 to receive the medical component of the insured benefit plan, with the cost to be deducted  
49 from their gross pay~~((; provided, that))~~, but an employee who so elects shall remain in the  
50 selected plan until: termination of employment~~((;))~~; hire into a full-time regular, part-  
51 time regular~~((;))~~ or term-limited position~~((;))~~; or service of an appropriate notice of  
52 change or cancellation during the employee benefits annual ~~((open-enrollment))~~ open  
53 enrollment.

54 Part-time and temporary employees, other than probationary, provisional and  
55 term-limited temporary employees, who exceed the applicable threshold ~~((will))~~ are also  
56 ~~((be))~~ eligible for cash in lieu of the bus pass benefit provided to regular employees. The  
57 value ~~((will))~~ shall be determined based on the average annual cost per employee as  
58 determined in the adopted budget, prorated to an hourly equivalent based on the  
59 employee's normal work week, and ~~((will))~~ shall be paid retroactive to the first hour  
60 worked and for each hour worked thereafter until termination of employment or hire into  
61 a full-time regular, part-time regular~~((;))~~ or term limited position.

62 SECTION 3. This ordinance takes effect January 1, 2015.

63            SECTION 4. Severability. If any provision of this ordinance or its application to  
64 any person or circumstance is held invalid, the remainder of the ordinance or the  
65 application of the provision to other persons or circumstances is not affected.  
66

Ordinance 17948 was introduced on 11/10/2014 and passed by the Metropolitan King  
County Council on 12/8/2014, by the following vote:

Yes: 9 - Mr. Phillips, Mr. von Reichbauer, Mr. Gossett, Ms. Hague,  
Ms. Lambert, Mr. Dunn, Mr. McDermott, Mr. Dembowski and Mr.  
Upthegrove  
No: 0  
Excused: 0

KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON

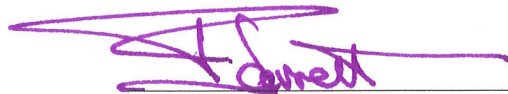
  
Larry Phillips, Chair

ATTEST:



Anne Noris, Clerk of the Council

APPROVED this 17<sup>th</sup> day of December, 2014.



Dow Constantine, County Executive

Attachments: None

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2014 DEC 17 AM 11:51  
CLERK  
KING COUNTY COUNCIL