



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

September 7, 2005

Ordinance 15274

Proposed No. 2005-0378.2

Sponsors Gossett, Phillips and Hague

1 AN ORDINANCE authorizing a process providing a one
2 time opportunity to allow eligible employees to convert
3 accrued vacation or accumulated compensatory time, or
4 both, to cash to benefit the relief efforts in states impacted
5 by Hurricane Katrina on August 29, 2005; and declaring an
6 emergency.
7
8

9 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

10 SECTION 1. Findings.

11 A. On August 29, 2005, a hurricane and associated storm surge devastated the
12 coastal regions of the states of Alabama, Louisiana and Mississippi.

13 B. The hurricane and associated storm surge resulted in many deaths and left
14 thousands homeless and without food, shelter, clean water or medical assistance.

15 C. The American Red Cross has declared this the largest required relief effort
16 ever in these United States.

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

19 E. King County has encouraged such contributions to relief efforts and wishes to
20 make it easier for its employees to make such contributions through a program allowing
21 the conversion of accrued vacation and/or accumulated compensatory time to cash to be
22 donated to the relief efforts.

23 F. The American Red Cross is an internationally recognized organization that has
24 provided support for a wide range of relief efforts, including efforts related to the events
25 of September 11, 2001, and the Southern Asia/Eastern Africa Tsunami of December 26,
26 2004.

27 G. The American Red Cross is currently providing substantial support to the
28 relief efforts associated with the events of August 29, 2005.

29 H. The American Red Cross is an appropriate agency to receive voluntary
30 contributions from King County employee supporting the relief efforts.

31 SECTION 2. Notwithstanding K.C.C 3.12.190, the executive may implement a
32 process providing a one-time opportunity to allow employees eligible for benefits to
33 convert either accrued vacation or accumulated compensatory time hours, or both, to cash
34 to benefit relief efforts in the states impacted by the hurricane and storm surge on August
35 29, 2005. This process must conform to the following requirements:

36 A. The executive shall establish a forty-five-day period during which time
37 employees may sign a written request, subject to approval by the department director, to
38 convert either accrued vacation or accumulated compensatory time hours, or both, to cash
39 and to authorize a payroll deduction of the cash to benefit Hurricane Katrina relief efforts

40 of the American Red Cross. The hours must be in full-hour increments, with a minimum
41 of four hours;

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

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

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

49 E. If employees elect to convert either accrued vacation or accumulated
50 compensatory time hours, or both, to cash as set forth in this section, the executive shall
51 contribute such amounts as are converted to the relief efforts of the American Red Cross
52 for the hurricane and storm surge as the employee shall direct;

53 F. The cash resulting from converted accrued vacation or compensatory time
54 hours, or both, net of all mandatory deductions, including, but not limited to, deductions
55 for retirement plans and federal income tax and the Federal Insurance Contributions Act,
56 must be transmitted to the American Red Cross as employees have directed for use in the
57 Hurricane Katrina relief efforts; and

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

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

65 SECTION 4. The King County Council finds as a fact and declares that an
66 emergency exists and that this ordinance is necessary for the immediate preservation of

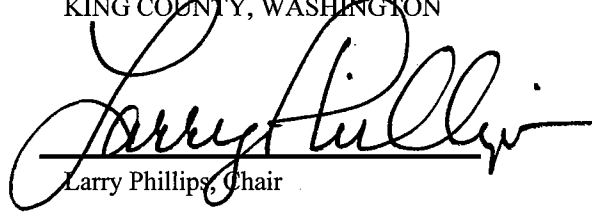
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67 public peace, health or safety or for the support of county government and its existing
68 public institutions.
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Ordinance 15274 was introduced on 9/5/2005 and passed as amended by the Metropolitan King County Council on 9/6/2005, by the following vote:

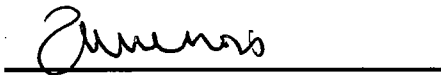
Yes: 13 - Mr. Phillips, Ms. Edmonds, Mr. von Reichbauer, Ms. Lambert, Mr. Pelz, Mr. Dunn, Mr. Ferguson, Mr. Hammond, Mr. Gossett, Ms. Hague, Mr. Irons, Ms. Patterson and Mr. Constantine
No: 0
Excused: 0

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON



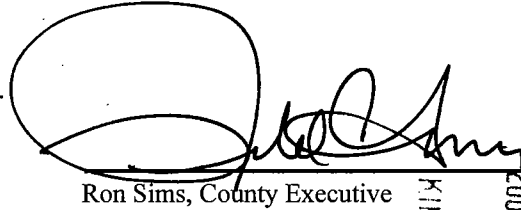
Larry Phillips, Chair

ATTEST:



Anne Noris, Clerk of the Council

APPROVED this 9 day of September, 2005.



Ron Sims, County Executive

Attachments None

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CLERK
KING COUNTY COUNCIL