



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

November 19, 2013

Ordinance 17698

Proposed No. 2013-0497.1

Sponsors Gossett

1 AN ORDINANCE relating to the employee giving
2 program; amending Ordinance 15558, Section 2, as
3 amended, and K.C.C. 3.12.222 and declaring an
4 emergency.

5 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

6 SECTION 1. Findings:

7 A. On November 8, 2013, a typhoon, called Haiyan, and associated storm surge
8 devastated the island nation of the Philippines.

9 B. The typhoon was the strongest typhoon ever recorded.

10 C. The typhoon and associated storm surge resulted in an estimated two thousand
11 five hundred deaths and has displaced eight hundred thousand from their homes.
12 Millions are without food, clean water, sanitation, shelter or medical assistance.

13 D. Many King County residents and employees have contributed to the relief
14 efforts through donations to the numerous organizations supporting these efforts.

15 E. King County has encouraged contributions to disaster relief efforts through its
16 employee giving program and has the opportunity to facilitate contributions for Haiyan
17 typhoon relief efforts during the 2013 annual giving drive.

18 F. Currently, during the annual campaign period employees are limited to
19 donating accrued vacation or accumulated compensatory hours to a single nonprofit

20 organization, therefore not allowing them to support both a natural disaster relief effort
21 and a nonprofit of choice in the employee giving program.

22 G. K.C.C. 3.12.222 provides a separate process for donating accrued
23 vacation or accumulated compensatory hours for natural disaster relief efforts;
24 however, this process is not available during the annual campaign period. The
25 2013 campaign period is underway, but there are only two weeks remaining. To
26 expedite donations to the organizations providing relief to victims of Typhoon
27 Haiyan, this ordinance must be enacted as an emergency ordinance.

28 SECTION 2. Ordinance 15558, Section 2, as amended, and K.C.C. 3.12.222 are
29 each hereby amended to read as follows:

30 The executive may implement a process providing the opportunity for benefit-
31 eligible employees to convert accrued vacation or accumulated compensatory hours, or
32 both, into a cash donation. This process must conform to the following:

33 A. Annually, from the first business day in October through the last business day
34 in November, an employee may sign a written authorization subject to approval by the
35 employee's department director, or the employee's department director's designee, to
36 convert accrued vacation or accumulated compensatory hours, or both, into cash to
37 benefit ~~((one))~~ up to three nonprofit organizations participating in the King County
38 employee annual drive in accordance with K.C.C. chapter 3.36, of the employee's choice.

39 B. Notwithstanding K.C.C. 3.12.190, an employee may convert accrued vacation
40 or accumulated compensatory hours, or both, into cash to benefit natural disaster relief
41 efforts. Upon the occurrence of a natural disaster and with the exception of the employee
42 charitable campaign-related period designated under subsection A. of this section the

43 executive may authorize a forty-five-day opportunity for benefit-eligible employees to
44 sign a written authorization to convert accrued vacation or accumulated compensatory
45 hours, or both, into cash to benefit ~~((one))~~ up to three nonprofit organizations designated
46 by the executive. The employee's written authorization is subject to approval by the
47 employee's department director or the employee's department director's designee. The
48 designated nonprofit organization must be a King County employee annual drive
49 participant in accordance with K.C.C. chapter 3.36. This section shall be administered in
50 accordance with K.C.C. chapter 3.36.

51 C. The hours converted under subsection A. or B. of this section must be in full-
52 hour increments. The employee's donation must be a minimum of four hours and no
53 more than forty hours per calendar year with the exception of the conditions described in
54 subsection D. of this section.

55 D. An employee who earned excess vacation leave or compensatory hours, or
56 both, beyond the amount that may be carried over into the next fiscal year may donate
57 greater than forty hours under subsection A. or B. of this section with approval from the
58 employee's department director, or the employee's department director's designee.

59 E. All King County benefit-eligible employees may donate in accordance with
60 this section voluntarily.

61 F. The finance and business operations division shall value the hours donated
62 under this section based on the regular hourly rate of the employee in effect at the time
63 the approved conversion authorization is processed. The finance and business operations
64 division shall process leave donations authorized under subsection A. of this section ~~((on~~
65 ~~Monday of the first full week))~~ within the first two full weeks in December. The finance

66 and business operations division shall process leave donations authorized under
67 subsection B. of this section (~~(on Monday of the first full week)~~) within the first two full
68 weeks after the forty-five-day period designated in accordance with subsection B. of this
69 section.

70 G. The net cash value of the accrued vacation or compensatory hours, or both,
71 after all mandatory withholdings, including, but not limited to, withholding in accordance
72 with retirement plans, federal income tax and the Federal Insurance Contributions Act,
73 have been deducted must be distributed by the finance and business operations division to
74 the designated nonprofit organization or organizations.

75 H. Employees governed by a collective bargaining agreement may convert to
76 cash accrued vacation or accumulated compensatory hours, or both, if the existing
77 agreement allows for, or the agreement is amended to allow for, conversions as
78 authorized in this section. The executive may enter into such agreements or
79 modifications to existing collective bargaining agreements as are necessary to implement
80 this section.

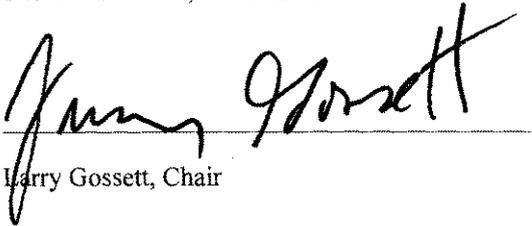
81 SECTION 2. The county council finds as a fact and declares that an emergency
82 exists and that this ordinance is necessary for the immediate preservation of public peace,

83 health or safety or for the support of county government and its existing public
84 institutions.
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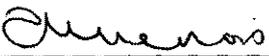
Ordinance 17698 was introduced on 11/18/2013 and passed by the Metropolitan King County Council on 11/18/2013, by the following vote:

Yes: 8 - Mr. Phillips, Mr. von Reichbauer, Mr. Gossett, Ms. Hague,
Ms. Patterson, Ms. Lambert, Mr. McDermott and Mr. Dembowski
No: 0
Excused: 1 - Mr. Dunn

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON


Harry Gossett, Chair

ATTEST:



Anne Noris, Clerk of the Council

Attachments: None