

THE HOUSING AUTHORITY OF THE COUNTY OF KING

RESOLUTION NO. 5666

A RESOLUTION RELATING TO EMPLOYEE COMPENSATION; AUTHORIZING TEMPORARY COMPENSATION TO ALL EMPLOYEES OF THE AUTHORITY; AND, DIRECTING IMPLEMENTING ACTIONS.

WHEREAS, On March 2, 2020 the Governor of the State of Washington declared an Emergency in response to the COVID-19 global pandemic, and

WHEREAS, On March 3, 2020 the King County Executive declared an Emergency in response to the COVID-19 global pandemic, and

WHEREAS, On March 13, 2020 the President of the United States declared a National Emergency in response to the COVID-19 global pandemic, and

WHEREAS, On March 15, 2020 the Executive Director of the King County Housing Authority (KCHA) declared an Emergency in response to the COVID-19 global pandemic, and

WHEREAS KCHA has officially closed all offices to the public through the end of 2020, and

WHEREAS all employees of housing authority are deemed “essential” by the Governor of the State of Washington, and

WHEREAS RCW 42.24.090 permits KCHA to reimburse its employees for expenses incurred in the performance of duties for KCHA and that such payments may be computed on a per diem or monthly basis, and

WHEREAS the duration of the impact of the pandemic on the operations and the need to operate under an emergency declaration has extended beyond initial expectations and is likely to continue into mid-2021; and

WHEREAS the disruption to current operations and the need to have the staff work remotely to perform their work functions is likely to continue through mid-2021; and

WHEREAS in carrying out the fundamental purpose of KCHA every employee continues to incur incremental costs in the fulfillment of their role as essential employees including increased costs related to personal protection devices, work related sundries, utilities (including phone and internet

services) and the use of the employee's private domicile and related personal property for KCHA business, and

WHEREAS it would be administratively burdensome to collect and collate actual incremental costs being incurred by each employee, and

WHEREAS KCHA has negotiated and reached tentative agreement with unions representing bargaining units of KCHA employees regarding additional compensation for KCHA employees, and

WHEREAS in consideration of each employee continuing to carry out the fundamental purpose of KCHA and the additional costs borne by every employee in so performing each employee's duties, KCHA determines to authorize temporary payment of additional compensation to each employee, and

WHEREAS KCHA further determines that going forward additional compensation in an amount of \$60 per calendar month, per employee through June 2021 is reasonable compensation to defray all or a portion of all such costs and additional burdens of working during this period of emergency, and

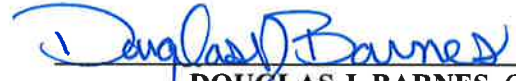
WHEREAS KCHA further determines that such incremental cost compensation payments shall be paid to each employee in each of the next nine calendar months commencing October 2020,

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COMMISSIONERS OF THE HOUSING AUTHORITY OF THE COUNTY OF KING:

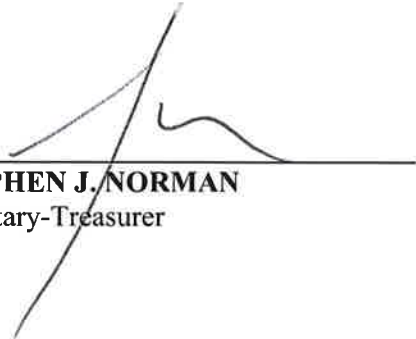
The Executive Director of the King County Housing Authority and his designees are hereby authorized and directed to provide additional compensation to each regular, full-time employee of KCHA, excepting the executive staff team, of \$60 per calendar month, subject to all applicable taxes and other mandatory withholdings, payable through June 2021. The Executive Director and his designees are also authorized, but not required, to calculate and provide an incremental cost compensation payment in an amount up to \$60 for part-time and temporary employees in each of the next nine calendar months. The Board of Commissioners reserves the right to reevaluate such compensation at any time and may modify or extend this program if the Board of Commissioners reasonably determines such modified or extended payments are fair and adequate, and for represented employees following bargaining with appropriate bargaining units.

ADOPTED AT THE SPECIAL MEETING OF THE BOARD OF COMMISSIONERS OF
THE HOUSING AUTHORITY OF THE COUNTY OF KING THIS 12th DAY OF OCTOBER,
2020.

THE HOUSING AUTHORITY OF THE
COUNTY OF KING, WASHINGTON



DOUGLAS J. BARNES, Chair
Board of Commissioners



STEPHEN J. NORMAN
Secretary-Treasurer