

THE HOUSING AUTHORITY OF THE COUNTY OF KING

RESOLUTION NO. 5717

**RESOLUTION AUTHORIZING THE LIMITED PAYOUT OF ACCRUED VACATION
LEAVE IN EXCESS OF MAXIMUM ANNUAL VACATION CARRYOVER BALANCES**

WHEREAS, On March 2, 2020 the Governor of the State of Washington declared an Emergency in response to the COVID-19 global pandemic, and shortly thereafter, identified those providing services to low income households as part of the Essential Workforce; 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, following similar declarations by the King County Executive and the President of the United States; and

WHEREAS the employees of the authority quickly transitioned to remote work locations while responding in a myriad of ways to ensure the continued and safe operations of the agency while continuing to support the residents; and

WHEREAS Senior Management proposed and the Board of Commissioners adopted Resolution 5653 on May 18, 2020 which awarded employees an additional 5 days of paid leave throughout 2020 and waived the maximum annual vacation carryover limitations for vacation balances carried over from 2020 into 2021 and again from 2021 and into 2022; and

WHEREAS Senior Management proposed and the Board of Commissioners adopted Resolution 5677 on February 16, 2021 which authorized the limited payout of accrued vacation in excess of maximum annual vacation carry balances; and

WHEREAS the COVID-19 pandemic has continued on for another 13 months subsequent to the adoption of Resolution 5677; and

WHEREAS several employees have accrued leave balances in excess of standard policy maximum limitations, and it is projected that this condition will exist on the last day of 2022; and

WHEREAS several employees will need to take many weeks of vacation beyond their standard annual accrual rate to avoid losing vacation time; and

WHEREAS employees taking amounts of vacation during the remainder of 2022 in a sufficient quantity to avoid the loss of vacation time at the end of 2022 would put an undue burden on all KCHA employees; and

WHEREAS Senior Management believes it would be detrimental to the morale of staff to lose vacation time that has been accrued or properly carried over;

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


At December 31, 2022, employees will be allowed to carry vacation amounts over to 2023 at an amount equal to 150% of normal carryover limitations as set forth in the following chart.

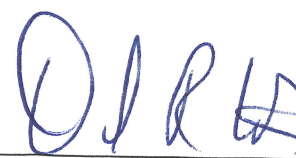
Years of Service	Normal Maximum Carryover per KCHA Policy	Exception Maximum Carryover at 150% of Normal
Up to 5	192	288
6 to 10	240	360
11 to 15	288	432
16 to 20	336	504
Greater than 21	384	576

The above exception applies solely to amounts accrued at 12/31/2022 and to no other subsequent date.

ADOPTED AT THE REGULAR MEETING OF THE BOARD OF COMMISSIONERS OF THE HOUSING AUTHORITY OF THE COUNTY OF KING AT AN OPEN PUBLIC MEETING THIS 18TH DAY OF APRIL, 2022.

**THE HOUSING AUTHORITY OF THE
COUNTY OF KING, WASHINGTON**


DOUGLAS BARNES, Chair
Board of Commissioners


DANIEL WATSON
Acting Secretary-Treasurer