

THE HOUSING AUTHORITY OF THE COUNTY OF KING

RESOLUTION NO. 5689

RESOLUTION AUTHORIZING THE LIMITED PAYOUT OF ACCRUED VACATION LEAVE IN EXCESS OF MAXIMUM ANNUAL VACATION CARRYOVER BALANCES AND A LIMITED WAIVER OF THE MAXIMUM ANNUAL VACATION CARRYOVER LIMITATIONS AT THE END OF 2022

WHEREAS, in response to the global COVID-19 pandemic the Board of Commissioners adopted Resolution No. 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 balances carried over from 2020 into 2021 and again from 2021 and into 2022; and

WHEREAS the Board of Commissioners adopted Resolution No. 5677 on February 16, 2021 which authorized the limited payout of some vacation balances accrued in excess of annual carryover limitations upon the voluntary termination or retirement of employees in 2021 and 2022; and

WHEREAS several employees now have accrued vacation balances in excess of annual carryover limitations, and it is projected that these balances will grow throughout 2021 and 2022; and

WHEREAS under current policies all such excess hours would be forfeited by the employees at the end of 2022; and

WHEREAS to avoid such forfeitures employees could potentially need to take extra weeks of vacation in 2022; and

WHEREAS Senior Management believes that either option could have detrimental effects on both staff morale and efficient department operations; and

WHEREAS Senior Management believes it is in the best interests of staff and residents to give employees better interim tools to manage their excess vacation hours;

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

First, employees with accrued vacation leave balances in excess of annual carryover limitations as of a specific date in the month of June, 2021 (the date to be set by the Chief Administrative Officer), shall be allowed to redeem such excess vacation hours for a cash payment at the employee's regular rate of pay, less all required payroll deductions, according to the following schedule:

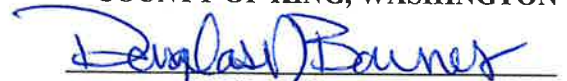
Excess Leave Hours	# Hours Eligible for Redemption
Less than 40	0
Between 40 and 79.99	up to 40
Between 80 and 119.99	up to 80
Between 120 and 159.99	up to 120
Greater than 160	up to 160

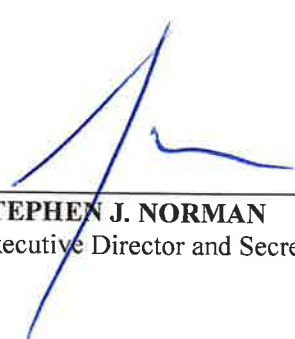
The Chief Administrative Officer shall develop redemption procedures, and all employees wishing to redeem excess hours according to the above chart must follow all procedures.

Second, employees shall be allowed to carry 50% of their accrued vacation leave balances in excess of annual carryover limitations at 12/31/2022 into 2023, but will not be paid for any such excess accrued vacation hours in 2023 either upon termination or retirement from KCHA.

ADOPTED BY THE BOARD OF COMMISSIONERS OF THE HOUSING AUTHORITY OF THE COUNTY OF KING AT THE ANNUAL PUBLIC MEETING THIS 17TH DAY OF MAY, 2021.

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


DOUGLAS J. BARNES, Chair
Board of Commissioners


STEPHEN J. NORMAN
Executive Director and Secretary-Treasurer