

SNOHOMISH COUNTY COUNCIL
PUBLIC HEARING PACKET

ORDINANCE 21-052 AN ORDINANCE AMENDING AMENDED ORDINANCE NO. 21-045 RELATING TO COVID-19 PREMIUM PAY FOR ELIGIBLE SNOHOMISH COUNTY EMPLOYEES TO CLARIFY APPLICATION OF ITS PROVISIONS

ECAF: 2021-0594

Date/Time: Wednesday, September 22, 2021, at 10:30 a.m.

Staff Person: Jim Martin

DPA: Steven Bladek

EXHIBIT LIST

Click on Exhibit # to view document.

Exhibit #	Date	Exhibit Description
1	8/20/21	Council Staff Report
2	8/17/21	ECAF Received
3	8/19/21	Ordinance Introduction Sheet Signed

1 ADOPTED:
2 EFFECTIVE:

3
4 SNOHOMISH COUNTY COUNCIL
5 SNOHOMISH COUNTY, WASHINGTON

6
7 ORDINANCE NO. 21-052

8
9 AN ORDINANCE AMENDING AMENDED ORDINANCE NO. 21-045 RELATING TO
10 COVID-19 PREMIUM PAY FOR ELIGIBLE SNOHOMISH COUNTY EMPLOYEES TO
11 CLARIFY APPLICATION OF ITS PROVISIONS

12
13 BE IT ORDAINED:

14
15 Section 3 of Amended Ordinance 21-045, adopted on July 21 2021, is amended to
16 read:

17
18 Section 3. Premium Pay

19
20 An eligible employee (~~shall receive~~) may earn premium pay for hours worked
21 up to a maximum total of twelve-hundred-fifty-dollars (\$1250) in premium pay as
22 follows:

23 A. Full-time FLSA exempt employees shall (~~receive~~) earn a lump sum of
24 \$625 in each of the first two pay periods that the FLSA exempt employee
25 receives paid compensation for at least seven (7) eight-hour work shifts or an
26 equivalent number of work hours in the months (~~of~~) from September (~~and/or~~
27 October) 2021 through March 2022. FLSA exempt employees sharing a single
28 full-time equivalent (FTE) position or assigned to a half-time FTE position shall
29 earn a lump sum of \$312.50 in each of the first four pay periods that the FLSA
30 exempt employee receives paid compensation for at least seven (7) four-hour
31 work shifts or an equivalent number of work hours from September 2021 through
32 March 2022.

33 B. FLSA non-exempt employees shall (~~receive~~) earn a premium of \$8.00
34 per hour (\$12.00 per hour for hours worked at a time-and-a-half overtime rate) for
35 each hour worked (~~in~~) from September 2021 (~~and October 2021~~) through
36 March 2022 until a maximum premium of twelve-hundred-and-fifty (\$1250) in
37 premium pay is earned.

38 C. Eligible employees on authorized military leave as provided in SCC
39 3A.06.055 for any period between September 2021 and March 2022 may earn
40 premium pay under this section upon restoration of employment for an additional
41 period of up to seven months or the length of their authorized military leave
42 whichever is the shorter period. The intent of this provision is to provide eligible
43 employees returning from authorized military leave an equal opportunity as other
44 employees to earn premium pay up to the maximum of twelve-hundred-fifty
45 dollars (\$1250) under this section.

1 PASSED this _____ day of _____, 2021.

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3 SNOHOMISH COUNTY COUNCIL
4 Snohomish County, Washington

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7 _____
8 Council Chair

9
10 ATTEST:

11
12
13 _____
14 Asst. Clerk of the Council

- 15
16 () APPROVED
17 () EMERGENCY
18 () VETOED

19 DATE: _____
20

21
22 _____
23 Dave Somers
24 County Executive

25
26 ATTEST:

27
28
29 _____
30
31 Approved as to form only:

32
33
34 **Bladek, Steven**

Digitally signed by Bladek,
Steven
Date: 2021.08.16 13:03:25 -07'00'

35 _____
36 Deputy Prosecuting Attorney Date
37



Snohomish County Council

SNOHOMISH COUNTY COUNCIL

EXHIBIT # 1

FILE ORD. 21-052

Committee: Finance Committee

Analyst: Jim Martin

ECAF: 2021-0594

Proposal: Ord 21-052

Date: August 20, 2021

Consideration:

An Ordinance amending Amended Ordinance No. 21-045 relating to COVID-19 premium pay for eligible Snohomish County Employees to clarify application of its provisions.

Background

Council adopted Amended Ordinance 21-045 on July 21, 2021, as a means to pay eligible employees premium pay in an amount up to \$1,250 per employee for work performed during the ongoing public health emergency. Since adoption, there were multiple housekeeping items that have been brought forth in this proposed ordinance. First, the language is being modified from an eligible employee “shall” earn to an eligible employee “may” earn. Secondly, the time frame for earning the premium pay is being extended through March of 2022, in order to allow for those employees either on FMLA or Military leave to be eligible to qualify. Thirdly, the language is being modified to allow for exempt part-time workers to qualify, as that class of employee was mistakenly excluded in the original language. Finally, there is a section added to close a loophole that was discovered related to those on Military leave, providing those returning from Military leave an equal opportunity to qualify.

Current Proposal

Adoption of Ordinance 21-052 would amend previously adopted Amended Ordinance 21-045 with regard to premium pay for eligible Snohomish County employees

Duration: N/A

Fiscal Implications: N/A

2021 Budget:

Is this in the current year budget. No

Future Budget Impacts: N/A

Handling: Normal.

Approved-as-to-form: Yes

Risk Management: N/A

Executive Recommendation: Approval

Attachments: Refer to the submitted ECAF that includes the following attachments:

(1) Proposed Ordinance

Amendments: NONE.

Request: Move to GLS on August 25th to set Time and Date for Public Hearing.



File #: 2021-0594, Version: 1

Executive/Council Action Form (ECAF)

ITEM TITLE:

Ordinance 21-052, amending Amended Ordinance No. 21-045 relating to Covid-19 Premium Pay for eligible Snohomish County Employees to clarify application of its provisions

DEPARTMENT: Human Resources

ORIGINATOR: Click or tap here to enter text.

EXECUTIVE RECOMMENDATION: Approve

PURPOSE: Amendment to Ordinance No. 21-045, modifying Section 3 re Premium Pay

BACKGROUND: Ordinance No. 21-045 approved the allocation of ARPA funds for the purposes of providing premium pay to eligible County employees, and subsequent to its approval, necessitated the addition of: 1) eligibility for FLSA exempt employees sharing a single full-time equivalent (FTE) position or assigned to a half-time FTE position; 2) eligibility for employees on authorized military leave; and 3) a modified end-date of March 2022 (originally October 2021) for hours worked.

FISCAL IMPLICATIONS:

EXPEND: FUND, AGY, ORG, ACTY, OBJ, AU	CURRENT YR	2ND YR	1ST 6 YRS
TOTAL			

REVENUE: FUND, AGY, ORG, REV, SOURCE	CURRENT YR	2ND YR	1ST 6 YRS
TOTAL			

DEPARTMENT FISCAL IMPACT NOTES: Click or tap here to enter text.

CONTRACT INFORMATION:

ORIGINAL	CONTRACT#	AMOUNT
AMENDMENT	CONTRACT#	AMOUNT

Contract Period

ORIGINAL	START	END
AMENDMENT	START	END

OTHER DEPARTMENTAL REVIEW/COMMENTS: Approved as to form by PA (Steven Bladek)
Approved/Reviewed by Finance and Risk

ECAF NO.:
ECAF RECEIVED:

**ORDINANCE
INTRODUCTION SLIP**

SNOHOMISH COUNTY COUNCIL

EXHIBIT # 3

TO: Clerk of the Council

FILE ORD. 21-052

TITLE OF PROPOSED ORDINANCE:

Stephanie Wright
Councilmember Date

Clerk's Action: Proposed Ordinance No. _____

Assigned to: _____ Date: _____

STANDING COMMITTEE RECOMMENDATION FORM

On _____, the Committee considered the item and by ____ Consensus /
____ Yeas and ____ Nays, made the following recommendation:

____ Move to Council to schedule public hearing _____

Public Hearing Date 9/22/2021 at 10:30 a.m.

____ Move to Council as amended to schedule public hearing

____ Move to Council with no recommendation

This item ____ should/ ____ should not be placed on the Consent Agenda.

(Consent agenda may be used for routine items that do not require public hearing and do not need discussion at General Legislative Session)

This item ____ should/ ____ should not be placed on the Administrative Matters Agenda

(Administrative Matters agenda may be used for routine action to set time and date for public hearings)

Stephanie Wright
Committee Chair