

## RESOLUTION NO. R-2678

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF KIRKLAND APPROVING THE DONATION OF SICK LEAVE TO AN EMPLOYEE OF THE CITY OF KIRKLAND BY OTHER EMPLOYEES OF THE CITY OF KIRKLAND.

WHEREAS, Eric Shields is a permanent full-time employee of the City of Kirkland who is undergoing treatment for an illness that causes and will continue to cause him to be intermittently absent from work; and

WHEREAS, these absences are not causing serious problems for the City of Kirkland; and

WHEREAS, Mr. Shields has used up all of his accumulated sick leave, and is periodically taking leave without pay for these treatments; and

WHEREAS, the City of Kirkland does not presently have wage insurance available to its employees that would compensate Mr. Shields during these absences; and

WHEREAS, some alternative to Mr. Shields having to take leave without pay for his treatments may benefit both the City of Kirkland and Mr. Shields; and

WHEREAS, the City Council finds that the gift of accumulated sick leave by other employees of the City of Kirkland to Mr. Shields is such a beneficial alternative.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Kirkland as follows:

Section 1. Notwithstanding any restrictions contained in Chapter 3.80 of the Kirkland Municipal Code upon the use by any individual employee of accumulated sick leave, any permanent employee of the City of Kirkland may under the following conditions donate accumulated sick leave to Eric Shields:

A. All such donations shall be voluntary only and no employee may be subjected to influence of any kind to make such a donation, nor may any employee be, in any way, disciplined or discriminated against for not making such a donation. The City shall keep the name of each donor and the amount of sick leave donated strictly confidential.

B. The donation must be in writing and signed by the donating employee and if applicable by that employee's spouse, and must be submitted to that employee's Department Head no later than close of business on December 31, 1979.

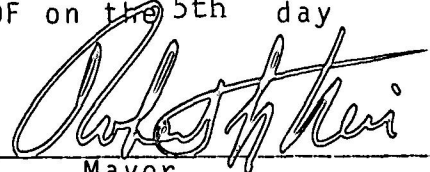
C. No employee may donate more than ten (10) percent of the unused sick leave he or she has accumulated as of December 31, 1979.

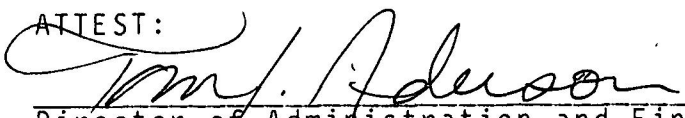
D. Any donated sick leave not used by Mr. Shields on or before December 31, 1980, shall revert proportionately to the employees who donated sick leave. The City Manager may extend this date if he determines that this will benefit both the City of Kirkland and Mr. Shields. - If Mr. Shields leaves the employ of the City of Kirkland prior to the date of expiration of the donated sick leave, any unused donated sick leave shall revert proportionately to the employees who donated it.

Section 2. The Director of Administration and Finance shall establish all necessary rules, records, and procedures for the implementation of Section 1 of this Resolution.

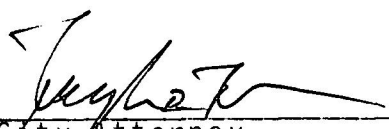
PASSED by the Kirkland City Council in regular open meeting on the 5th day of November 1979.

SIGNED IN AUTHENTICATION THEREOF on the 5th day of November , 1979.

  
\_\_\_\_\_  
Mayor

ATTEST:  
  
\_\_\_\_\_  
Director of Administration and Finance  
(ex officio City Clerk)

APPROVED AS TO FORM:

  
\_\_\_\_\_  
City Attorney