

**KING CONSERVATION DISTRICT  
KING COUNTY, WASHINGTON  
RESOLUTION NO. 19-001**

**A RESOLUTION** of the Board of Supervisors, Washington, reflecting the District's elections with respect to paid family and medical leave premiums.

**WHEREAS**, pursuant to RCW 50A.04.005 *et seq.*, Washington State has established a new insurance program providing partial wage replacement to an employee who is on leave for covered family and medical reasons ("PFML"); and

**WHEREAS**, commencing January 1, 2019, the Employment Security Department shall begin assessing for each District employee a premium for such new PFML benefits, for a total premium rate of .4% of each employee's wages; of this total premium rate, 1/3 is to be allocated to family leave benefits and 2/3 is to be allocated to medical leave benefits; and

**WHEREAS**, pursuant to RCW 50A.04.115, the District may deduct from the wages of each employee up to (i) 100% of the "family leave" premium and (ii) 45% of the "medical leave" premium, or a total of 63% of the total premium rate (the "Employee-Share"); and

**WHEREAS**, pursuant to RCW 50A.04.115, the remaining percentages of the premiums for "family leave" and "medical leave," totaling 37% of the total premium rate, are allocated to the District (the "Employer-Share"); however, as an employer with less than 50 employees, the District is not required to pay the Employer-Share of the total premium rate but may elect to do so; and

**WHEREAS**, the District may elect to cover all or a portion of the Employee-Share of the total premium rate; NOW, THEREFORE

**BE IT RESOLVED BY THE BOARD OF SUPERVISORS**

**Section 1.**     Election to Pay Employee-Share. Effective January 1, 2019, the District elects to pay one hundred percent (100%) of the total Employee-Share of the total premium rate (or 63% of the total premium rate), in lieu of deducting this amount from the wages of District employees (the "District Contribution").

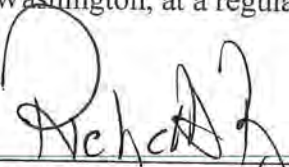
**Section 2.**     Election Not to Pay Employer-Share. The District elects not to pay the Employer-Share portion of the total premium rate, unless otherwise required by law.

**Section 3.**     Reservation of Rights. The District reserves the right to revisit, revise and amend the elections set forth in this Resolution, including but not limited to the District Contribution, at any time, in its sole discretion.

Section 4.     Severability. If any provision of this Resolution or its application to any person or circumstance is held invalid or unconstitutional by a court of competent jurisdiction, the remainder of the Resolution, or the application of the provision to other persons or circumstances, shall not be affected.

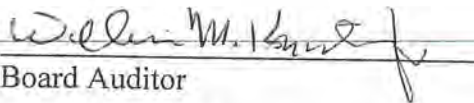
Section 5.     Effective Date. This Resolution shall be effective immediately upon adoption.

ADOPTED by the Board of Supervisors King Conservation District, King County, Washington, at a regular open public meeting held on the 11<sup>th</sup> day of February, 2019.



Chairman of the Board

Date 2/20/2019



Board Auditor

Date 2/12/2019