



SNOHOMISH HEALTH DISTRICT
RESOLUTION OF THE BOARD OF HEALTH

RESOLUTION NUMBER: 22-34

RESOLUTION SUBJECT: ACCRUAL CASH OUT OPTION FOR NON-REPRESENTED
EMPLOYEES

WHEREAS, it is necessary and appropriate to establish the Health District organizational structure and accrual program for employees of the Snohomish Health District by resolution of the Board of Health; and

WHEREAS, on January 1, 2023, a new health department will be established within Snohomish County government and all current Health District employees will move to positions within that department; and

WHEREAS, the vacation and sick leave accrual balances will carry over to the County as a starting place for current District employees; and

WHEREAS, per the employee handbook in section 5.20, treatment of sick leave accrual upon termination employees separating with the District is paid at 25% for staff that have accrued more than 84 service credits; and

WHEREAS, to promote internal equity and retain quality employees, the Board of Health wishes to offer vacation and/or eligible sick leave cash out option to non-represented employees.

NOW, THEREFORE, BE IT RESOLVED that the Snohomish Health District Board of Health hereby resolves to allow non-represented staff to cash out their hours of vacation and/or hours of eligible sick leave as cash less taxes on the January 9th paycheck. This will result in a decrease to the balance of vacation and/or sick leave being transferred over to the County.

ADOPTED this 29th day of December 2022.



Julieta Altamirano-Crosby, Chair
Board of Health

ATTEST:



Pamela Aguilar
Acting Administrative Officer