

WHATCOM COUNTY EXECUTIVE ORDER #04-08

COMPASSIONATE LEAVE

WHEREAS, Whatcom County offers a voluntary Sick Leave Sharing program (Executive Order 97-02) to allow regular employees to alleviate other employees' financial hardship when unable to work due to catastrophic and extended medical conditions, and

WHEREAS, employees may not donate sick leave unless their accrual balance is adequate to insure coverage for their own potential extended serious health condition (over 240 hours), and

WHEREAS, employees without an adequate sick leave balance to qualify as donors asked for a way to contribute leave for employees who qualify for Sick Leave Sharing, and

WHEREAS, the County created a Compassionate Leave Program on a trial basis to allow regular employees to donate up to 24 hours of accrued vacation leave per year to employees who qualify for Sick Leave Sharing, and

WHEREAS, the program was evaluated and found to be working well, and

WHEREAS, the County continues its desire to provide a mechanism for such donations while preserving leave protection for the donors,

NOW, THEREFORE, By virtue of the power vested in me by the Home Rule Charter for Whatcom County, I hereby order creation of a Compassionate Leave Program as on-going County policy.

DATED this 14<sup>th</sup> day of December, 2004.



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PETE KREMEN, County Executive