

**WHATCOM COUNTY
EXECUTIVE ORDER # 04-04**

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 have asked for a way to contribute leave for employees who qualify for Sick Leave Sharing, and

WHEREAS, the County is desirous of providing a mechanism for such gifts which preserves 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 on a 180-day trial basis which allows regular employees to donate up to 24 hours of accrued vacation leave per year to employees who qualify for Sick Leave Sharing. The trial program will be evaluated after 180 days for consideration as on-going County policy.

DATED this 7th day of May, 2004.

A handwritten signature in black ink, appearing to read "Pete Kremen", with a long horizontal flourish extending to the right.

PETE KREMEN, County Executive