

**LAKEHAVEN UTILITY DISTRICT  
King County, Washington**

**Resolution No. 2010-1168**

**A RESOLUTION** of the Board of Commissioners of the Lakehaven Utility District, King County, Washington modifying the benefit accrual for vacation and vacation cash out provisions of the REWARDS Program and amending Section 2 of Resolution No. 2009-1130.

**WHEREAS**, The Board of Commissioners has adopted the REWARDS Program to recognize employees for service to the District and its customers, and

**WHEREAS**, one of the benefits provided under the Program is the awarding of additional vacation leave for use or cash payment upon reaching service milestones, and

**WHEREAS**, under the Program, the vacation awarded for reaching a service milestone may not be used or converted for cash payment until the year after the award, and

**WHEREAS**, the Board wishing to avoid the loss of the benefit for employees retiring during the year that a service milestone is reached;

**NOW THEREFORE BE IT RESOLVED** as follows:

1. Section 2 of Resolution No. 2009-1130 is amended to hereinafter read as follows:  
“2. Except as noted above for employee previously reaching thirty years of service, the vacation hours and other award items will not be provided for service-year milestones previously reached during the employee’s career (e.g. an employee reaching twenty years of service during or after the year of the initiation of the program would receive only the award items for the twenty year milestone). Further, an employee will only be recognized during the year they attain a service milestone (e.g. an employee with 11 years of service will not be recognized until reaching 15 years of service). Employees have the option of using the vacation time as leave or receiving the cash equivalent. The benefits herein will be subject to taxes and other normal payroll deductions. Employees will be allowed to use, or receive payment for, the vacation time awarded under this Program at any time following the anniversary date on which the award of such vacation is based.”
2. All other provisions of Resolution No. 2009-1130, or amendment thereto, not herein amended shall remain in full force and effect.
3. This Resolution shall be effective on January 1, 2010.

**ADOPTED** by the Board of Commissioners of Lakehaven Utility District, King County, Washington, at an open public meeting thereof this 28<sup>th</sup> day of October, 2010.

ATTEST:

Donald A. Miller  
President and Commissioner

Yea

Nay

Abstain

Ronald E. Nowicki  
Vice President and Commissioner

Yea

Nay

Abstain

Ronald O. Eyring  
Secretary and Commissioner

Yea

Nay

Abstain

Charles K. Hill  
Commissioner

Yea

Nay

Abstain

Jim McLean  
Commissioner

Yea

Nay

Abstain

Approved as to form:

[Signature]  
General Counsel