

LAKEHAVEN UTILITY DISTRICT
King County, Washington

Resolution No. 2015-1252

A RESOLUTION of the Board of Commissioners of the Lakehaven Utility District, King County, Washington modifying the REWARDS Program to allow employees to direct the value of milestone rewards to a charity of their choice, superseding Resolution No. 2010-1168 and amending Section 1 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 award of an item from a shopping category with a value based on years of service, and

WHEREAS, in certain cases, employees may wish to direct the value of these items to a charity of their choice as an alternative to the direct receipt of the item, and

WHEREAS, the Board believing that allowing such a choice is consistent with the purpose for the REWARDS Program;

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. Employees shall be permitted to direct the maximum dollar amount for an item in the list of shopping categories which they would be eligible to receive based on years of service, for payment to a charity of their choosing”.

2. Resolution No. 2010-1168 is hereby superseded in its entirety.

3. All other provisions of Resolution No. 2009-1130 not herein amended shall remain in full force and effect.

4. This Resolution shall be effective on the date of adoption below.

ADOPTED by the Board of Commissioners of Lakehaven Utility District, King County, Washington, at an open public meeting thereof this 22nd day of September, 2015.

ATTEST:

Donald L.P. Miller Yea Nay Abstain
President and Commissioner

Donald E. Hawkins Yea Nay Abstain
Vice President and Commissioner

Harold D. Espino Yea Nay Abstain
Secretary and Commissioner

Charles West Yea Nay Abstain
Commissioner

Tom Miller Yea Nay Abstain
Commissioner

Approved as to form:

Alvin A. Pulcher
General Counsel