



# KING COUNTY

1200 King County Courthouse  
516 Third Avenue  
Seattle, WA 98104

## Signature Report

### Ordinance 19209

**Proposed No.** 2020-0224.2

**Sponsors** Dembowski, Kohl-Welles and  
Zahilay

1           AN ORDINANCE establishing June 19 of each year,  
 2           Juneteenth, as a paid holiday for King County employees  
 3           eligible for leave benefits; and amending Ordinance 12014,  
 4           Section 23, as amended, and K.C.C. 3.12.230.

5           STATEMENT OF FACTS:

6           1. This nation experienced a new birth of freedom with the emancipation  
 7           of persons held in enslavement before the American Civil War, 1861 to  
 8           1865.

9           2. The end of enslavement profoundly changed the nation as a whole,  
 10          remaking the political system, restructuring its economy, restoring its  
 11          honor in the community of progressive nations and renewing its national  
 12          promise absent the stain of slavery.

13          3. While a complex and troubled racial environment was to mark the  
 14          nation's path for the time to come, and while, in many ways, the way  
 15          forward remains a difficult one in racial terms, still, the physical shackles  
 16          have been removed and that dark time was put behind us as a nation.

17          4. African Americans, who achieved freedom as a result of the Civil War,  
 18          have traditionally celebrated the date of June 19, 1865, which is the date  
 19          that the end of enslavement was proclaimed in the State of Texas, two

Ordinance 19209

---

20 years after the Emancipation Proclamation and two months after the  
21 surrender of Confederate forces at Appomattox Courthouse in Virginia.

22 5. In acknowledgement of the continuing struggle for racial justice, as  
23 well as the seminal national victory that emancipation represents, the date  
24 should rightly take its place of honor as an observed holiday for  
25 employees of King County, named after the Reverend Dr. Martin Luther  
26 King, Jr.

27 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

28 SECTION 1. Ordinance 12014, Section 23, as amended, and K.C.C. 3.12.230 are  
29 hereby amended to read as follows:

30 A. All employees eligible for comprehensive leave benefits shall be granted the  
31 following designated holidays with pay:

- 32 1. January 1, New Year's Day;
- 33 2. Third Monday in January, Martin Luther King, Jr. Day;
- 34 3. Third Monday in February, President's Day;
- 35 4. Last Monday in May, Memorial Day;
- 36 5. June 19, Juneteenth;
- 37 6. July 4, Independence Day;
- 38 ~~((6.))~~ 7. First Monday in September, Labor Day;
- 39 ~~((7.))~~ 8. November 11, Veteran's Day;
- 40 ~~((8.))~~ 9. Fourth Thursday in November, Thanksgiving Day;
- 41 ~~((9.))~~ 10. Friday after Thanksgiving, Day after Thanksgiving;
- 42 ~~((10.))~~ 11. December 25, Christmas Day; and

Ordinance 19209

---

43           ~~((44.))~~ 12. For an employee who is eligible for comprehensive leave benefits, two  
44 personal holidays, which shall be added to the employee's vacation bank in the second full  
45 pay period of the calendar year or upon hire.

46           B. For holidays falling on a Saturday, the Friday before shall be a paid holiday.  
47 For holidays falling on a Sunday, the Monday following shall be a paid holiday.

48           C. An employee must be eligible for comprehensive leave benefits and in a pay  
49 status on the day before and the day following a holiday to be eligible for holiday pay.  
50 However, an employee who has successfully completed at least five years of county service  
51 and who retires at the end of a month in which the last regularly scheduled working day is  
52 observed as a holiday, shall be eligible for holiday pay if the employee is in a pay status the  
53 day before the day observed as a holiday. An employee otherwise eligible for holiday pay  
54 shall not be ineligible as a result of not being in a pay status on the day before or after the  
55 holiday due to budgetary furlough.

56           D. When a holiday falls on the scheduled day off of a full time employee entitled  
57 to comprehensive leave benefits who works other than a five-day, eight-hour schedule, the  
58 employee shall be given a deferred holiday. The employee's supervisor shall jointly select  
59 another day, preferably within the same pay period, for the employee to take as holiday.  
60 Deferred holidays for a part-time employee eligible for comprehensive leave benefits shall  
61 be prorated to the employee's schedule.

62           SECTION 2. The Juneteenth holiday created under this ordinance is subject to  
63 available funding resources and bargaining, taking into account the full range of pay and  
64 benefits available to employees through the county's total compensation framework, as

Ordinance 19209

---

65 well as potential impacts to existing county services.

66 SECTION 3. This ordinance takes effect January 1, 2022.

67

Ordinance 19209 was introduced on 6/23/2020 and passed as amended by the Metropolitan King County Council on 11/17/2020, by the following vote:

Yes: 7 - Ms. Balducci, Mr. Dembowski, Ms. Kohl-Welles, Mr. McDermott, Mr. Upthegrove, Mr. von Reichbauer and Mr. Zahilay  
No: 2 - Mr. Dunn and Ms. Lambert

KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON

DocuSigned by:  
*Claudia Balducci*  
7E1G273CE0004B6...

---

Claudia Balducci, Chair

ATTEST:

DocuSigned by:  
*Melani Pedroza*  
8DE1BB375AD3422...

---

Melani Pedroza, Clerk of the Council

APPROVED this \_\_\_\_\_ day of 11/30/2020, \_\_\_\_\_.

DocuSigned by:  
*Dow Constantine*  
4FBCAB8196AE4C6...

---

Dow Constantine, County Executive

**Attachments:** None

## Certificate Of Completion

Envelope Id: 44ADFDE90CB94654992DA88CCB85DF02

Status: Completed

Subject: Please DocuSign: Ordinance 19209.docx

Source Envelope:

Document Pages: 4

Signatures: 3

Envelope Originator:

Certificate Pages: 5

Initials: 0

Angel Allende

AutoNav: Enabled

401 5th Ave

Envelopeld Stamping: Enabled

Suite 100

Time Zone: (UTC-08:00) Pacific Time (US & Canada)

Seattle, WA 98104

Angel.Allende@kingcounty.gov

IP Address: 198.49.222.20

## Record Tracking

Status: Original

Holder: Angel Allende

Location: DocuSign

11/19/2020 12:45:50 PM

Angel.Allende@kingcounty.gov

Security Appliance Status: Connected

Pool: FedRamp

Storage Appliance Status: Connected

Pool: King County General (ITD)

Location: DocuSign

## Signer Events

Claudia Balducci

claudia.balducci@kingcounty.gov

King County General (ITD)

Security Level: Email, Account Authentication (None)

## Signature

DocuSigned by:

7E1C273CE9994B6...

Signature Adoption: Pre-selected Style

Using IP Address: 198.49.222.20

## Timestamp

Sent: 11/19/2020 12:47:37 PM

Viewed: 11/23/2020 11:32:38 AM

Signed: 11/23/2020 11:32:45 AM

## Electronic Record and Signature Disclosure:

Not Offered via DocuSign

Melani Pedroza

melani.pedroza@kingcounty.gov

Clerk of the Council

King County Council

Security Level: Email, Account Authentication (None)

DocuSigned by:

8DE1BB375AD3422...

Signature Adoption: Uploaded Signature Image

Using IP Address: 198.49.222.20

Sent: 11/23/2020 11:32:46 AM

Viewed: 11/23/2020 11:55:45 AM

Signed: 11/23/2020 11:55:51 AM

## Electronic Record and Signature Disclosure:

Not Offered via DocuSign

Dow Constantine

dow.constantine@kingcounty.gov

Security Level: Email, Account Authentication (None)

DocuSigned by:

4FBCAB8196AE4C6...

Signature Adoption: Uploaded Signature Image

Using IP Address: 67.185.195.85

Sent: 11/23/2020 11:55:53 AM

Viewed: 11/30/2020 2:14:02 PM

Signed: 11/30/2020 2:14:35 PM

## Electronic Record and Signature Disclosure:

Accepted: 11/30/2020 2:14:02 PM

ID: b335a78a-b5cd-454c-9193-64b0133b1ec4

## In Person Signer Events

## Signature

## Timestamp

## Editor Delivery Events

## Status

## Timestamp

## Agent Delivery Events

## Status

## Timestamp

## Intermediary Delivery Events

## Status

## Timestamp

Certified Delivery Events	Status	Timestamp
---------------------------	--------	-----------

Carbon Copy Events	Status	Timestamp
--------------------	--------	-----------

Bailey Bryant bailey.bryant@kingcounty.gov Security Level: Email, Account Authentication (None) <b>Electronic Record and Signature Disclosure:</b> Not Offered via DocuSign	<div style="border: 2px solid blue; padding: 5px; display: inline-block;"><b>COPIED</b></div>	Sent: 11/23/2020 11:55:53 AM Viewed: 11/23/2020 1:26:26 PM
---	---	---

Witness Events	Signature	Timestamp
----------------	-----------	-----------

Notary Events	Signature	Timestamp
---------------	-----------	-----------

Envelope Summary Events	Status	Timestamps
-------------------------	--------	------------

Envelope Sent	Hashed/Encrypted	11/19/2020 12:47:37 PM
Certified Delivered	Security Checked	11/30/2020 2:14:02 PM
Signing Complete	Security Checked	11/30/2020 2:14:35 PM
Completed	Security Checked	11/30/2020 2:14:35 PM

Payment Events	Status	Timestamps
----------------	--------	------------

Electronic Record and Signature Disclosure
--

## **ELECTRONIC RECORD AND SIGNATURE DISCLOSURE**

From time to time, Carahsoft OBO King County ITD (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through the DocuSign, Inc. (DocuSign) electronic signing system. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to these terms and conditions, please confirm your agreement by clicking the 'I agree' button at the bottom of this document.

### **Getting paper copies**

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. You will have the ability to download and print documents we send to you through the DocuSign system during and immediately after signing session and, if you elect to create a DocuSign signer account, you may access them for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

### **Withdrawing your consent**

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

### **Consequences of changing your mind**

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. To indicate to us that you are changing your mind, you must withdraw your consent using the DocuSign 'Withdraw Consent' form on the signing page of a DocuSign envelope instead of signing it. This will indicate to us that you have withdrawn your consent to receive required notices and disclosures electronically from us and you will no longer be able to use the DocuSign system to receive required notices and consents electronically from us or to sign electronically documents from us.

### **All notices and disclosures will be sent to you electronically**

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through the DocuSign system all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

**How to contact Carahsoft OBO King County ITD:**

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: bob.johnson@kingcounty.gov

**To advise Carahsoft OBO King County ITD of your new e-mail address**

To let us know of a change in your e-mail address where we should send notices and disclosures electronically to you, you must send an email message to us at bob.johnson@kingcounty.gov and in the body of such request you must state: your previous e-mail address, your new e-mail address. We do not require any other information from you to change your email address..

In addition, you must notify DocuSign, Inc. to arrange for your new email address to be reflected in your DocuSign account by following the process for changing e-mail in the DocuSign system.

**To request paper copies from Carahsoft OBO King County ITD**

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an e-mail to bob.johnson@kingcounty.gov and in the body of such request you must state your e-mail address, full name, US Postal address, and telephone number. We will bill you for any fees at that time, if any.

**To withdraw your consent with Carahsoft OBO King County ITD**

To inform us that you no longer want to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your DocuSign session, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an e-mail to bob.johnson@kingcounty.gov and in the body of such request you must state your e-mail, full name, US Postal Address, and telephone number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

**Required hardware and software**

Operating Systems:	Windows® 2000, Windows® XP, Windows Vista®; Mac OS® X
Browsers:	Final release versions of Internet Explorer® 6.0 or above (Windows only); Mozilla Firefox 2.0 or above (Windows and Mac); Safari™ 3.0 or above (Mac only)
PDF Reader:	Acrobat® or similar software may be required to view and print PDF files
Screen Resolution:	800 x 600 minimum



Enabled Security Settings:	Allow per session cookies
----------------------------	---------------------------

\*\* These minimum requirements are subject to change. If these requirements change, you will be asked to re-accept the disclosure. Pre-release (e.g. beta) versions of operating systems and browsers are not supported.

**Acknowledging your access and consent to receive materials electronically**

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please verify that you were able to read this electronic disclosure and that you also were able to print on paper or electronically save this page for your future reference and access or that you were able to e-mail this disclosure and consent to an address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format on the terms and conditions described above, please let us know by clicking the 'I agree' button below.

By checking the 'I agree' box, I confirm that:

- I can access and read this Electronic CONSENT TO ELECTRONIC RECEIPT OF ELECTRONIC RECORD AND SIGNATURE DISCLOSURES document; and
- I can print on paper the disclosure or save or send the disclosure to a place where I can print it, for future reference and access; and
- Until or unless I notify Carahsoft OBO King County ITD as described above, I consent to receive from exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to me by Carahsoft OBO King County ITD during the course of my relationship with you.