



**WHATCOM COUNTY
EXECUTIVE ORDER 2007- 02**

COMPASSIONATE LEAVE PROGRAM

WHEREAS, the County adopted a voluntary Compassionate Leave Program (Executive Order 2004-08) to allow regular, non-probationary employees to donate up to 24 hours of their accrued vacation per calendar year to employees eligible for Compassionate Leave and,

WHEREAS, the County defined eligibility for Compassionate Leave as extending to those regular employees who have exhausted accruals, and are on unpaid leave for their own serious health condition as defined by the Family and Medical Leave Act (adopting Executive Order 2005-08 and rescinding 2004-08) and,

WHEREAS, the County wishes to expand eligibility for Compassionate Leave donations to employees in order to address a couple of additional circumstances;

NOW, THEREFORE, By virtue of the power vested in me by the Home Rule Charter for Whatcom County, I hereby order the rescission of Executive Order 2005-08 and the adoption of this Executive Order 2007-02; and

BE IT FURTHER ORDERED that the policy of Whatcom County pursuant to this executive order with regard to compassionate leave shall now be as follows:

1. Regular, non-probationary employees may donate up to 24 hours of accrued vacation per calendar year to employees eligible for Compassionate Leave.
 2. To be eligible for Compassionate Leave, an employee must:
 - Have exhausted all accruals, AND be
 - o On unpaid leave for own "serious health condition" as defined by the Family and Medical Leave Act, OR
 - o On unpaid leave to care for a spouse, child, or parent of the employee with a "serious health condition" as defined by the Family and Medical Leave Act (one occurrence allowed per employee while employed by County).
- OR
1. Have exhausted all vacation accruals, AND be
 - o Serving on unpaid Military Leave beyond 31 days. Compassionate Leave donations will be used to supplement military pay to base County pay levels.

DATED this 17th day of April 2007.


Pete Kremen, Whatcom County Executive