

RESOLUTION 2020-C

A RESOLUTION OF THE EATONVILLE TOWN COUNCIL APPROVING A PAID FAMILY AND MEDICAL LEAVE POLICY FOR THE TOWN OF EATONVILLE

WHEREAS, as of January 1, 2020, the Paid Family and Medical Leave Program allows qualified employees to be paid a portion of their wages for up to 12 weeks in a 12 month period; and

WHEREAS, under PFML the employees of the Town of Eatonville are required to pay their share of the required premium to the State of Washington, and the Town is not required to pay any portion of the premium because it does not meet the statutorily defined requirement of 50 employees; and

WHEREAS, the way the State calculates the amount owed by the employee, there is a small rounding discrepancy between what is withheld and what is owed to the State; and

WHEREAS, in order to minimize the inconvenience to the Town's employees and the Town staff, the Town shall pay the difference out of the current expense fund; now, therefore,

THE TOWN COUNCIL OF THE TOWN OF EATONVILLE, WASHINGTON, HEREBY RESOLVES AS FOLLOWS:

THAT: The Paid Family and Medical Leave Policy is approved in the form attached hereto as Exhibit A.

PASSED by the Town Council of Town of Eatonville and attested by the Town Clerk in authentication of such passage this 27th day of January 2020.

Mike Schaub, Mayor

ATTEST:

Miranda Doll, Town Clerk

Town of Eatonville Paid Family and Medical Leave Policy

Starting January 1, 2020, the Paid Family and Medical Leave Program (PFML), Ch. 50A RCW, allows qualified employees to be paid a portion of their wages, for up to 12 weeks in a 12-month period in most cases, if they miss work for certain family and medical leave related events.

Under the PFML, the employees of the Town of Eatonville (Town) are required to pay their share of the required premium to the State of Washington (State). The Town is not required to pay any portion of the premium because it does not meet the statutorily defined minimum requirement of 50 employees.

Due to the way in which the State calculates the amount owed by the employee, the Town has found there to be small rounding-based discrepancies between the amount withheld from the employee's paycheck and the amount owed to the State. In order to minimize the inconvenience to the Town's employees and to the Town staff who administer the program, it shall be the Town's policy that any shortfalls in the amount paid by employees and what is due to the State of Washington will be paid by the Town as a salary expense out of the current expense fund.