

**ORDINANCE NO. 2905**

AN ORDINANCE OF THE CITY OF ISSAQUAH, WASHINGTON, AUTHORIZING THE MAYOR, CITY ADMINISTRATOR, OR DESIGNEE TO IMPLEMENT UNPAID FURLOUGHS AND TEMPORARY SALARY REDUCTIONS TO ADDRESS BUDGETARY SHORTFALLS DUE TO THE COVID-19 PANDEMIC; PROVIDING FOR SEVERABILITY; AND ESTABLISHING AN EFFECTIVE DATE.

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WHEREAS, the outbreak of the novel coronavirus (COVID-19) and its rapid progression in Washington state and throughout the United States continues to threaten the life and health of people, as well as the economy; and

WHEREAS, on January 31, 2020, United States Health and Human Services Secretary Alex Azar declared a public emergency for COVID-19, beginning January 27, 2020; and

WHEREAS, on February 29, 2020, Governor Jay Inslee proclaimed a State of Emergency in Washington state due to COVID-19; and

WHEREAS, on March 1, 2020, King County Executive Dow Constantine signed a proclamation of emergency due to the number of confirmed cases of COVID-19 in King County; and

WHEREAS, on March 6, 2020, Mary Lou Pauly, as the Mayor of the City of Issaquah issued a Proclamation of Emergency declaring that a state of civil emergency exists in the City of Issaquah due to the outbreak of COVID-19; and

WHEREAS, on March 13, 2020, the President of the United States declared a national emergency due to the COVID-19 pandemic; and

WHEREAS, the COVID-19 pandemic has resulted in a significant shortfall in

the amount of funding needed to sustain the current level of general operations through 2020, and one method of addressing the budget shortfall is to implement unpaid furloughs and / or salary reductions, or some combination thereof, in 2020 for non-represented employees;

WHEREAS, consistent with WAC 296-128-533, deductions from the salary of a public employee for absences where authorized by law due to a budget-required leave of absence will not disqualify the public employee from being paid on a "salary basis" except in the workweek in which the absence occurs and for which the public employee's pay is accordingly reduced;

WHEREAS, in order to achieve budget savings, the Mayor, City Administrator, or designee, shall be authorized to implement various cost-saving measures as more specifically described in Section 1 of this ordinance, including but not limited to implementing furlough days and salary reductions for designated non-represented employees; NOW, THEREFORE,

THE CITY COUNCIL OF THE CITY OF ISSAQUAH, WASHINGTON, DO  
ORDAIN AS FOLLOWS:

Section 1. To achieve budget savings, the Mayor, City Administrator, or designee, shall be authorized to implement the following cost-saving measures for the period May 1 to Dec. 31, 2020:

(1) ten (10) unpaid furlough days for non-represented employees other than the City Administrator, the Deputy City Administrator and the Department Directors;

(2) a salary reduction of seven percent (7%) for the City Administrator, the Deputy City Administrator and the Department Directors.

Elected officials whose salary cannot be decreased during their term of office per Article 11, Section 8 of the Washington State Constitution, are not included in this salary reduction, although it may be donated back to the city or waived.

Further, the Mayor, City Administrator, or designee shall report back to the Council on the

effectiveness of these various cost-saving measures for the remainder of calendar year 2020.

Section 2.     Severability. If any section, sentence, clause or phrase of this ordinance should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, sentence, clause or phrase of this ordinance.

Section 3.     Effective Date. This ordinance or a summary thereof consisting of the title shall be published in a newspaper of general circulation in the City and become effective in full force five (5) days after publication.

Passed by the City Council of the City of Issaquah, the 20th day of April, 2020.


Approved by the Mayor of the City of Issaquah, the 20th day of April, 2020.

  
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MARY LOU PAULY, MAYOR

ATTEST/AUTHENTICATED:

  
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CHRISTINE L. EGGERS, CITY CLERK

APPROVED AS TO FORM:

  
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JAMES E. HANEY, CITY ATTORNEY

PUBLISHED: April 23, 2020  
EFFECTIVE DATE: April 28, 2020  
ORDINANCE NO.: 2905 / AB 7959