

CERTIFICATION OF ENROLLMENT  
**ENGROSSED SUBSTITUTE HOUSE BILL 1214**

Chapter 249, Laws of 1991

52nd Legislature  
1991 Regular Session

ATTENDANCE INCENTIVE PROGRAM--REIMBURSEMENT FOR UNUSED SICK LEAVE

EFFECTIVE DATE: 7/28/91

Passed by the House March 18, 1991  
Yeas 98 Nays 0

JOE KING  
Speaker of the  
House of Representatives

Passed by the Senate April 15, 1991  
Yeas 47 Nays 0

JOEL PRITCHARD  
President of the Senate

Approved May 17, 1991

BOOTH GARDNER  
Governor of the State of Washington

CERTIFICATE

I, Alan Thompson, Chief Clerk of the House of Representatives of the State of Washington, do hereby certify that the attached is **ENGROSSED SUBSTITUTE HOUSE BILL 1214** as passed by the House of Representatives and the Senate on the dates hereon set forth.

ALAN THOMPSON  
Chief Clerk

FILED

May 17, 1991 - 10:24 a.m.

Secretary of State  
State of Washington



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ENGROSSED SUBSTITUTE HOUSE BILL 1214

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AS AMENDED BY THE SENATE

Passed Legislature - 1991 Regular Session

State of Washington                      52nd Legislature                      1991 Regular Session

By House Committee on State Government (originally sponsored by Representatives Anderson, Spanel, Fraser, R. Johnson and Riley).

Read first time March 5, 1991.

1            AN ACT Relating to state employees; and amending RCW 41.04.340 and  
2 41.04.255.

3 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

4            **Sec. 1.** RCW 41.04.340 and 1990 c 162 s 1 are each amended to read  
5 as follows:

6            (1) An attendance incentive program is established for all eligible  
7 employees. As used in this section the term "eligible employee" means  
8 any employee of the state, other than teaching and research faculty at  
9 the state and regional universities and The Evergreen State College,  
10 entitled to accumulate sick leave and for whom accurate sick leave  
11 records have been maintained. No employee may receive compensation  
12 under this section for any portion of sick leave accumulated at a rate  
13 in excess of one day per month. The state and regional universities  
14 and The Evergreen State College shall maintain complete and accurate  
15 sick leave records for all teaching and research faculty.

1       (~~An attendance incentive program is established for all eligible~~  
2 ~~employees.~~) (2) In January of the year following any year in which a  
3 minimum of sixty days of sick leave is accrued, and each January  
4 thereafter, any eligible employee may receive remuneration for unused  
5 sick leave accumulated in the previous year at a rate equal to one  
6 day's monetary compensation of the employee for each four full days of  
7 accrued sick leave in excess of sixty days. Sick leave for which  
8 compensation has been received shall be deducted from accrued sick  
9 leave at the rate of four days for every one day's monetary  
10 compensation.

11       (3) At the time of separation from state service due to retirement  
12 or death, an eligible employee or the employee's estate (~~shall~~) may  
13 elect to receive remuneration at a rate equal to one day's current  
14 monetary compensation of the employee for each four full days of  
15 accrued sick leave(~~(: PROVIDED, That community college districts may~~  
16 ~~delay until July 1, 1981, payment due any eligible employee or~~  
17 ~~employee's estate: PROVIDED FURTHER, That there shall be added to any~~  
18 ~~such delayed payment interest at the rate of eight percent per year))).~~

19       (4) Pursuant to this subsection, in lieu of cash remuneration the  
20 state may, with equivalent funds, provide eligible employees with a  
21 benefit plan providing for reimbursement of medical expenses. The  
22 committee for deferred compensation shall develop any benefit plan  
23 established under this subsection, but may offer and administer the  
24 plan only if (a) each eligible employee has the option of whether to  
25 receive cash remuneration or to have his or her employer transfer  
26 equivalent funds to the plan; and (b) the committee has received an  
27 opinion from the United States internal revenue service stating that  
28 participating employees, prior to the time of receiving reimbursement  
29 for expenses, will incur no United States income tax liability on the  
30 amount of the equivalent funds transferred to the plan.

1       (~~Moneys~~) (5) Remuneration or benefits received under this section  
2 shall not be included for the purpose of computing a retirement  
3 allowance under any public retirement system in this state.

4       (6) With the exception of subsection (4) of this section, this  
5 section shall be administered, and rules shall be promulgated to carry  
6 out its purposes, by the state personnel board and the higher education  
7 personnel board for persons subject to chapters 41.06 and 28B.16 RCW,  
8 respectively, and by their respective personnel authorities for other  
9 eligible employees:     PROVIDED, That determination of classes of  
10 eligible employees shall be subject to approval by the office of  
11 financial management.

12       (7) Should the legislature revoke any remuneration or benefits  
13 granted under this section, no affected employee shall be entitled  
14 thereafter to receive such benefits as a matter of contractual right.

15       **Sec. 2.** RCW 41.04.255 and 1982 c 107 s 2 are each amended to read  
16 as follows:

17       In addition to its other powers prescribed under this chapter, the  
18 committee for deferred compensation is authorized to offer to state  
19 employees one or more individual retirement account plans established  
20 under applicable state or federal law. The committee for deferred  
21 compensation is also authorized to administer the medical benefits plan  
22 identified in RCW 41.04.340.

Passed the House March 18, 1991.  
Passed the Senate April 15, 1991.  
Approved by the Governor May 17, 1991.  
Filed in Office of Secretary of State May 17, 1991.