



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

October 14, 2008

Motion 12860

Proposed No. 2008-0515.2

Sponsors Patterson, Lambert, Hague and
Constantine

1 A MOTION relating to the organization of the council;
2 prohibiting hiring by council members of any person as
3 personal staff who is a recent personal staff member or
4 council administrative or policy staff employee at pay
5 range 23 or above, and prohibiting payment of salary or
6 benefits for such persons by the county from either the
7 central council account or any member's district account;
8 and amending Motion 10651, Section VI, as amended, and
9 OR 3-010.

10
11 WHEREAS, the council employs a number of persons in policy and
12 administrative positions who work for and provide service to all councilmembers, who
13 are referred to as "central staff," and

14 WHEREAS, each councilmember also employs a number of persons in positions
15 designed to serve the needs of the individual district and its councilmember, who are
16 referred to as "personal staff," and

17 WHEREAS, employees in personal staff and policy central staff positions have
18 access to and knowledge of background information, of policy formation proposals and
19 considerations which are often confidential in nature to one or more councilmembers, and

20 WHEREAS employees in central administrative positions have access to and
21 knowledge of technical, financial and administrative information and processes that are
22 often sensitive or confidential in nature to one or more councilmembers, and

23 WHEREAS, the possibility that a policy or administrative central staff employee,
24 who provides service and works closely with all councilmembers, could be hired into a
25 personal staff position reduces the effectiveness of policy and administrative staff, and

26 WHEREAS, councilmembers are less likely to candidly discuss policy formation
27 considerations, relay confidential information or seek assistance from staff if they are not
28 assured that the staff person will not be employed by another councilmember as a
29 personal staff member in the near future. These concerns will have a chilling effect on
30 councilmembers' candid and confidential working relationship with policy and
31 administrative central staff and their own personal staff, and

32 WHEREAS, the prohibition in this motion on hiring of certain county central staff
33 as personal staff members applies only to positions classified in the Legislative Branch
34 Compensation and Classification plan in pay range 23 and above because the duties
35 assigned to lower classified positions generally do not include access to and knowledge
36 of significant confidential or sensitive technical, financial and administrative information
37 and processes of concern to councilmembers. Positions in pay range 23 and above
38 include, but are not limited to, legislative analyst, executive assistant, network analyst
39 and code reviser, for example;

40 NOW, THEREFORE, BE IT MOVED by the King County Council:

41 I. Motion 10651, Section VI, as amended, and OR 3-010 are each hereby
42 amended to read as follows:

43 **Use of councilmembers' district accounts.**

44 A.1. All salaries for a councilmember's personal staff shall be paid out of the
45 councilmember's district account.

46 2.a. The council prohibits councilmembers from hiring as personal staff persons
47 who have been employed within the prior twelve months:

48 (1) as a council policy or administrative central staff member classified at
49 range 23 or above in the Legislative Branch Classification Plan; or

50 (2) persons who have been employed within the prior twelve months as a
51 personal staff member of another councilmember, except with the consent of the former-
52 employer councilmember.

53 b. District account funds cannot be used to pay the salary or benefits of persons
54 prohibited from being hired as set forth subsection A.2.a. of this section.

55 c. This subsection A.2. shall not apply to any employee hired as a personal
56 staff member before October 13, 2008.

57 3. The cost of benefits for personal staff shall be paid out of the central council
58 account for up to four personal staff per district. The cost of benefits for each personal staff
59 member above four for a councilmember shall be paid out of that councilmember's district
60 account. Neither the central council account nor a district account may be used to fund
61 benefits for employees whose employment as personal staff is prohibited by subsection A.2
62 of this section.

63 B.1. All expenditures for mail originating from an individual councilmember's
64 office shall be paid for out of that councilmember's district account, except for mailings of
65 ten items or less, which may be paid for out of the central council account.

66 2. A councilmember shall not send any mass mailing that is deposited in the mail
67 between the date the councilmember has filed a declaration and affidavit of candidacy with
68 the records, elections and licensing services division and election day in any year in which
69 an election is to be held to fill the councilmember's office. However, mailings may be
70 made after the last day for filing for office if the councilmember has not filed for the office.
71 For the purposes of this subsection B.2, "mass mailing" means any mailing of more than
72 two hundred pieces that contains essentially identical messages and that is prepared or sent
73 by or on behalf of an individual councilmember at council expense.

74 C. All expenditures for rent, office equipment and furniture, utilities and
75 telephones to support a councilmember's district office shall be paid out of the
76 councilmember's district account.

77 D. All travel expenditures incurred by councilmembers or personal staff shall be
78 paid for out of the councilmember's district account, except that councilmember travel
79 relating to legislative advocacy or travel that is likely to provide financial benefits to the
80 county may be paid out of the central council account, subject to approval of the chair of
81 the council within the chair's discretion.

82 E. All other expenditures for community meetings, training, newspaper
83 advertising, nonnewspaper advertising or other related activities as determined by the
84 councilmember shall be paid out of the councilmember's district account.

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85 F. Whenever questions about expenditures may arise, a councilmember shall
86 consult with the chief of staff, legal counsel or the council administrator as necessary in
87 considering whether a specific expenditure is authorized by this rule OR 3-010.

88

Motion 12860 was introduced on 9/29/2008 and passed as amended by the Metropolitan King County Council on 10/13/2008, by the following vote:

Yes: 5 - Ms. Patterson, Mr. Constantine, Ms. Lambert, Mr. von Reichbauer
and Ms. Hague
No: 4 - Mr. Dunn, Mr. Ferguson, Mr. Gossett and Mr. Phillips
Excused: 0

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON


Julia Patterson, Chair

ATTEST:



Anne Noris, Clerk of the Council

Attachments None