



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

February 11, 2015

Ordinance 17974

Proposed No. 2015-0036.2

Sponsors von Reichbauer and Lambert

1 AN ORDINANCE relating to recruitment of county
2 employees; enhancing the county's competitive position in
3 hiring the most-highly-qualified employees by allowing
4 reimbursement of the moving expenses of additional
5 employees; revising and clarifying the limitations on
6 reimbursement; allowing direct payment of moving
7 expenses instead of reimbursement; making technical
8 corrections; and amending Ordinance 12014, Section 56, as
9 amended, and K.C.C. 3.24.170

10 BE IT ORDAINED BY THE COUNTY COUNCIL OF KING COUNTY:

11 **SECTION 1. Findings:**

12 A. Recruiting skilled, experienced and productive employees is of tremendous
13 importance to the county. Reimbursement of moving expenses is sometimes necessary to
14 induce an individual to accept a position with the county, particularly in hard-to-fill areas
15 where the county is competing with private sector employers. There have been instances
16 where the county had to go through multiple recruitment efforts before securing a
17 candidate for a position requiring specialized knowledge, skills and abilities because the
18 county could not offer moving expense reimbursement.

19 B. While the King County Code currently provides for moving expense
20 reimbursement for some positions, amending the code to expand the categories of
21 positions eligible for reimbursement to include positions requiring specialized
22 knowledge, skills and abilities will further the county's goal of finding the most-highly-
23 qualified job applicants.

24 SECTION 2. Ordinance 12014, Section 56, as amended, and K.C.C. 3.24.170 are
25 each hereby amended to read as follows:

26 A. Within the executive branch, including the department of judicial
27 administration, the manager of the human resources management division may authorize
28 in writing, at the written request of the appointing authority, reimbursement ~~((fex))~~ of
29 reasonable and necessary moving expenses ~~((to))~~ for the following categories of county
30 employees:

31 1. Persons whose appointments require council confirmation and who have been
32 so confirmed~~((:))~~;

33 2. Persons appointed by the county administrative officer to exempt
34 positions~~((:))~~;

35 3. Persons appointed by the directors of executive departments to exempt
36 positions; and

37 4. Persons hired for positions requiring specialized knowledge, skill or abilities
38 that the manager of the human resources management division has confirmed in writing
39 are not found in the local labor market. However, this subsection A.4. may be used no
40 more than four times each calendar year.

41 B. Within the legislative branch, the department of assessments, the department
42 of public safety, the department of elections, the office of the prosecuting attorney,
43 ~~((and))~~ district court and superior court~~((s))~~, the presiding elected official may authorize,
44 in writing, reimbursement of the reasonable and necessary moving expenses of
45 employees appointed within their agencies.

46 C. The forecast council may authorize, in writing, reimbursement ~~((for))~~ of the
47 reasonable and necessary moving expenses of the chief economist.

48 D. ~~((Reimbursement shall be authorized provided that prior to the appointment
49 the appointing authority agreed to the reimbursement of moving expenses as))~~ Moving
50 expenses may not be reimbursed unless the following conditions are met:

51 1. The reimbursement is permitted under subsection A., B. or C. of this section;

52 2. The reimbursement is necessary to obtain the services of ~~((a particular))~~ the
53 individual whose moving expenses are being reimbursed;

54 3. The reimbursement is limited to reasonable and necessary moving expenses,
55 which may include the cost of travel directly to the place of new residence following
56 appointment;

57 4. The reimbursement to a particular employee does not exceed a total of fifteen
58 thousand dollars;

59 5. The reimbursement will not create a need for a supplemental appropriation to
60 the department, agency or office in which the individual is employed;

61 6. Before the appointment the appointing authority and the appointee agreed to
62 the reimbursement in writing;

63 7. The written reimbursement agreement provides that if the appointee leaves
64 county employment, either voluntarily or involuntarily, less than two years after the
65 appointment, the appointee shall repay to the county, within thirty days after leaving
66 county employment, the entire amount of the reimbursement; and

67 8. Reimbursement of specific expenses complies with the other limitations
68 contained in this chapter.

69 E. Moving expenses may not be reimbursed for ((C))confidential secretaries ((5
70 and)) or other exempt clerical positions ((, shall be excluded from the provisions of this
71 section)).

72 ~~((F. Total reimbursement shall not exceed six thousand dollars and~~
73 ~~reimbursement for specific expenses shall be subject to the limitations provided for~~
74 ~~throughout this chapter. Reimbursement will be authorized within the budgetary~~
75 ~~constraints of the employing department, agency or office.~~

76 ~~G. Authorized moving expenses shall be reimbursable from departure until such~~
77 ~~time as possessions arrive in the county, unless such expenses have been otherwise~~
78 ~~reimbursed. Costs incurred in travel other than those related to direct travel will be~~
79 ~~considered nonreimbursable.))~~

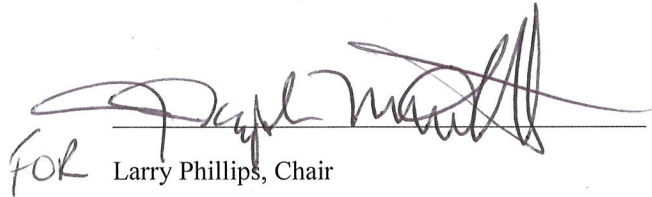
80 F. To the extent that reimbursement of moving expenses is permitted under this
81 section, the appointing authority may pay the third party provider of moving services
82 directly, rather than by reimbursing the employee, subject to any applicable requirements
83 concerning the county's purchase of goods and services from third parties.

84 SECTION 3. Severability. If any provision of this ordinance or its application to
85 any person or circumstance is held invalid, the remainder of the ordinance or the
86 application of the provision to other persons or circumstances is not affected.
87

Ordinance 17974 was introduced on 1/26/2015 and passed by the Metropolitan King
County Council on 2/9/2015, by the following vote:

Yes: 7 - Mr. von Reichbauer, Mr. Gossett, Ms. Lambert, Mr. Dunn,
Mr. McDermott, Mr. Dembowski and Mr. Upthegrove
No: 0
Excused: 2 - Mr. Phillips and Ms. Hague

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON


FOR Larry Phillips, Chair

ATTEST:



Anne Noris, Clerk of the Council

APPROVED this 18th day of February, 2015.



Dow Constantine, County Executive

Attachments: None