

King County Ombuds Office

KCC 3.04 Minimal Changes for Consideration				
Topic	Section	Current Section Summary	Concern/Gap	Recommendation
De minimis personal use	020.A	No use of County facilities for personal convenience or profit, except <i>de minimis</i> authorized uses are allowed.	Strict liability exceptions to <i>de minimis</i> personal use are unstated.	Add explicit no <i>de minimis</i> use for profit or criminal acts.
Campaign Activities	020.E	No use of County facilities to assist election campaigns or promotion or opposition to ballot initiatives.	Neither <i>De minimis</i> nor strict liability are stated.	Add explicit no <i>de minimis</i> use for elections and initiatives.
Waiver of Service	055 C, G & H 057 A, B & E	Service by certified mail or in person.	Respondents regularly waive formal service, but it isn't mentioned in the code.	Add explicitly that Respondents have option to waive formal service in writing.
Nepotism	020(F); 030.B.13; 035.E; 050.D; 120.A;	Prohibits or requires: ▪ Use of information for family benefit ▪ Accomplice to employee family member's ethics violation ▪ Former employee use of proprietary information ▪ Statement of financial interest re immediate family ▪ Consultant disclosure of financial interest	Code only supplies narrow categories of conflicts of interest regarding employee family members and others with a significant relationship to an employee.	Add specific anti-nepotism prohibitions in accord with Proposed Ordinance 2026-0126 (and noting that the proposed ordinance addresses the concern in the first 4 code sections listed to the left).

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Topic	Section	Current Section Summary	Concern/Gap	Recommendation
Policy	015	County policy to avoid actual or apparent conflicts of interest; public confidence requires enforcement of ethics rules; former employees should engage with the County at highest ethical level and avoid appearances of seeking special treatment.	Longstanding Ombuds interpretation is that this section is policy guidance for applying operative sections and is not explicitly enforceable, but this is unstated and so has confused complainants through the years.	Add explicitly that .015 is guidance for applying operative terms within.