

Executive Staff's Survey of Practices in Other Jurisdictions

	Travel Expenses			Moving Expenses		
	Allowed	Max	Types of Positions	Allowed	Max	Types of Positions
Kitsap County	N/A			Yes case by case	Discretionary, subject to approval of Board of Commissioners	N/A
Pierce	Yes	\$4K – above that requires prior council approval	Special experience and training – requires prior approval by elected official in each branch	Yes	\$4K – above that requires prior council approval	Special experience and training – requires prior approval by elected official in each branch
Renton	Yes	Discretionary (no cap)	Generally only at Director, Administrator or higher level (at times at manager level)	Yes	Discretionary (no cap) – included in job offer letter	Generally only at Director, Administrator or higher level (at times at manager level)
Tacoma	Yes	Discretionary (no cap)	Director level, Difficult to fill, & City Mgr direct appoints	Yes	Discretionary (no cap) – included in job offer letter and may include temporary housing costs	Available to any – typically only used for high level & difficult to fill pos'ns
Seattle	N/A			Yes	\$19,627	Specific define high/hard to fill positions
Snohomish	Yes	Discretion of County Executive	Executive Positions	No	N/A	N/A
Washington	N/A			Yes	Actual moving expenses \$8,000+ (above this amount requires three estimates)	N/A
Charlotte, NC	N/A			Yes	\$60,00+ (above this amount requires council approval)	Assistant Department Directors and above, Divisional, Senior Managers, Key Technical Staff, Difficult to recruit & retain employees (allowable amount depends on employee category)
Douglas County, NE (Omaha)	Yes	Discretionary (no cap)	N/A	No formal Proces		
Fresno, CA	Yes	Discretionary (no cap)	Director level (and assistant) and key or hard to fill positions	Yes	Discretionary (no cap) - typically \$5K - \$20K Note: not expense reimbursement (no receipts required)	Director level (and assistant) and key or hard to fill positions
Juneau, AK	Yes	Costs and per diem as reasonably necessary to attnd interview	Any position, upon advance authorization by city mgr	Yes	As negotiated with maximum amount equal to 20% of employees base pay - prorated repayment if employment terminated within four years	Any position, upon advance authorization by city mgr
Los Angeles County, CA	Yes	Actual costs, based upon submittal of receipts (~\$275 per day + airfare)	Answer not provided	Yes	Actual costs, based upon submittal of receipts	Any employee, subject to approval of Board of Supervisors
Multinoma County, OR	Yes	Discretionary (no cap)	Key or hard to fill positions	Yes	Discretionary (no cap) - typically under \$10K Used rarely and judiciously	Key or hard to fill positions

Jurisdictions where no moving/travel expenses are permitted:

Everett, WA
Long Beach, CA