



Jan. 27, 2015

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Sponsor: von Reichbauer

Proposed No.: 2015-0036

1 **STRIKING AMENDMENT TO PROPOSED ORDINANCE 2015-0036, VERSION**

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3 On page 1, beginning on line 7, strike everything through page 4, line 64, and insert:

4 "BE IT ORDAINED BY THE COUNTY COUNCIL OF KING COUNTY:

5 **SECTION 1. Findings:**

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

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

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

20 A. Within the executive branch, including the department of judicial
21 administration, the manager of the human resources management division may authorize
22 in writing, at the written request of the appointing authority, reimbursement ~~((for))~~ of
23 reasonable and necessary moving expenses ~~((to))~~ for the following categories of county
24 employees:

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

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

29 3. Persons appointed by the directors of executive departments to exempt
30 positions; and

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

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

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

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

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

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

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

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

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

55 6. Before the appointment the appointing authority and the appointee agreed to
56 the reimbursement in writing;

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

61 8. Reimbursement of specific expenses complies with the other limitations
62 contained in this chapter.

63 E. Moving expenses may not be reimbursed for ((€))confidential secretaries ((;
 64 and)) or other exempt clerical positions ((, shall be excluded from the provisions of this
 65 section)).

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

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

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

78 SECTION 3. Severability. If any provision of this ordinance or its application to
 79 any person or circumstance is held invalid, the remainder of the ordinance or the
 80 application of the provision to other persons or circumstances is not affected."

81 **EFFECT:**

- 82 **1. Clarifies and makes other non-substantive changes in the wording of the**
 83 **ordinance;**
- 84 **2. Groups the limitations on reimbursement into a single subsection;**
- 85 **3. Adds a requirement of a written reimbursement agreement;**

- 86 **4. Requires an employee to repay the reimbursement within 30 days if the**
87 **employee leaves county employment less than two years after being hired;**
- 88 **5. Removes, as unclear and unnecessary, the first sentence of subsection G.**
- 89 **6. Removes, as unnecessary, a provision related to tax withholding.**
- 90 **7. Adds a provision permitting direct payment of moving expenses instead of**
91 **reimbursement, subject to any applicable requirements concerning the**
92 **county's purchase of goods and services from third parties.**