



Legislation Text

File #: 2013-0443, **Version:** 1

Clerk 11/05/2013

A MOTION accepting the executive response to the 2013 Budget Ordinance, Ordinance 17476, Section 19, Proviso 1, office of performance, strategy and budget, Section 26, Proviso 1, office of labor relations, Section 122, Proviso 1, employee benefits; and authorizing the release, respectively, of \$100,000, \$100,000 and \$10,000,000 currently held in reserve.

WHEREAS, the 2013 Budget Ordinance 17476 contains a proviso in Section 19, office of performance, strategy and budget, stating that \$100,000 should not be encumbered or expended until the executive transmits a report and a motion that acknowledges receipt of the report and said motion is adopted by council, and

WHEREAS, Ordinance 17476 contains a similar proviso in Section 26, office of labor relations, stating that \$100,000 shall not be encumbered or expended until the executive transmits a report and a motion that acknowledges receipt of the report and said motion is adopted by council, and

WHEREAS, Ordinance 17476 contains a similar proviso in Section 122, employee benefits, stating that \$10,000,000 shall not be encumbered or expended until the executive transmits a report and a motion that acknowledges receipt of the report and said motion is adopted by council,

WHEREAS, the report on updates to the county's personnel code and the benefits package provided to employees is a joint report from the employee benefits section of the human resources division, the office of labor relations and the office of performance, strategy and budget, and

WHEREAS, the King County executive has transmitted to the King County council the requested report, and

WHEREAS, the King County council has reviewed the attached report that addresses the following proviso areas:

A. The level and sufficiency, based upon a needs assessment conducted by the executive, of the mental health benefits provided to employees;

B. The benefit to employees and the county from implementing additional leave options for long-term illness or disability, such as improved retention of valued employees affected by major illness;

C. The appropriateness of a leave bank for long-term illness or disability to provide a benefit to employees and to reduce administrative costs for the county;

D. The competitiveness of the county's leave policy for attracting and retaining top employees;

E. The efficacy for recruitment of the types of jobs eligible for relocation reimbursements;

F. The efficacy for recruitments of the maximum amount that can be paid for relocation reimbursements;

G. Programs that provide merit or incentive pay above the top salary step, and their effectiveness as an incentive tool. Examine whether there is a better tool that could be used;

H. The appropriate number of ranges and steps for classifications currently in the county squared salary table;

I. Conversion to a single type of paid time off;

J. Standardization of work weeks;

K. Standardization or reduction of adds to pay; and

L. Improvements for the administration of the United States Family and Medical Leave Act of 1993 and the King County family and medical leave policies in K.C.C. chapter 3.12.

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

The council acknowledges receipt of the executive's response to the 2013 Budget Ordinance 17476, Section 19, Proviso 1, Section 26, Proviso 1, and Section 122, Proviso 1, related to the office of performance,

strategy and budget, the office of labor relations and employee benefits, respectively, which is enclosed as Attachment A to this motion.

The proviso response is hereby accepted and the \$100,000 currently held in reserve in Ordinance 17476, Section 19, office of performance, strategy and budget, is hereby released.

The proviso response is hereby accepted and the \$100,000 currently held in reserve in Ordinance 17476, Sections 26, office of labor relations, is hereby released.

The proviso response is hereby accepted and the \$10,000,000 currently held in reserve in Ordinance 17476, Sections 122, employee benefits, is hereby released.