



Legislation Text

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Clerk 07/13/2011

AN ORDINANCE relating to the provision of transition check eligibility for employees serving a probationary period due to a promotion, demotion or lateral transfer upon the establishment of a biweekly pay period for county officers and employees, and to provide for repayment should an employee's payroll deduction be insufficient; and amending Ordinance 16818, Section 2, and K.C.C. 3.15.160 and Ordinance 16818, Section 4, and K.C.C. 3.15.180.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

SECTION 1. Ordinance 16818, Section 2, and K.C.C. 3.15.160 are each hereby amended to read as follows:

A. When a county officer or employee's payroll is transitioning from a semimonthly pay cycle to a biweekly pay cycle, the executive is authorized to allow county officers and employees the option to elect to receive a transition payment, as set forth in K.C.C. 3.15.170, if they meet the qualifications in subsection B. of this section.

B. County officers and employees who meet the following qualifications, on the date(~~((s))~~) or dates selected by the county administrative officer are eligible to elect a transition payment. Eligible county officers and employees are those who:

1. Are eligible for leave and insured benefits as provided for in K.C.C. 3.12.040;
2. Are not serving a probationary period, unless the probationary period is due to promotion, demotion or lateral transfer;

3. Are in a paid status;
4. Are employed in a position that is scheduled to be funded and filled for approximately one year after the date or dates selected by the county administrative officer;
5. Have elected to receive the transition payment by the date or dates selected by the county administrative officer; and
6. Have agreed and, if applicable, whose spouse or state registered domestic partner have agreed, in writing, to repay the county for the amount of the transition payment as set forth in K.C.C. 3.15.170.

SECTION 2. Ordinance 16818, Section 4, and K.C.C. 3.15.180 are each hereby revised to read as follows:

A. Repayment of the transition amount shall be made to the county no later than the end of the fiscal year within which the transition amount was paid. The repayment shall be by deductions from the employee's paychecks in equal installments. If repayment by payroll deductions is insufficient, the outstanding balance shall be paid in full by a payment directly to the county by the employee, or, if applicable, the employee's spouse or state registered domestic partner. If an employee leaves county employment before completion of repayment of the full transition payment amount, the outstanding balance shall be paid in full by the following methods:

1. A deduction from the final paycheck owed to the employee when the employee leaves employment; and if further payment is owed, then by
2. A deduction from any other payment owed to the employee; and if further payment is owed, then by
3. A payment directly to the county by the employee or, if applicable, the employee's spouse or state registered domestic partner.

B. If the deductions or payments under this section do not pay the full outstanding balance, the county reserves the right to refer any unpaid amount to a collection agency or to pursue other legal means for repayment.

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