

Ordinance No. 118778

*W* *Lab* *Dept*  
The City of Seattle

Council Bill No. 111945

Council Bill/Ordinance

AN ORDINANCE adding a new Subsection to Seattle Municipal Code Section 4.14.110 and to Seattle Municipal Code Section 4.14.140, to include all positions assigned to the Accountability Pay for Executives, Manager, and Strategic Advisor compensation programs.

OK

OK

10/28 Tech + L

11-3-97 Full Council

CF No. \_\_\_\_\_

Date Introduced: <u>OCT 27 1997</u>	
Date 1st Referred: <u>OCT 27 1997</u>	To: (committee) <u>Technology &amp; Labor Policy Committee</u>
Date Re - Referred:	To: (committee)
Date Re - Referred:	To: (committee)
Date of Final Passage: <u>11-3-97</u>	Full Council Vote: <u>9-0</u>
Date Presented to Mayor: <u>11-3-97</u>	Date Approved: <u>NOV 5 1997</u>
Date Returned to City Clerk: <u>NOV 5 1997</u>	Date Published: <u>3PM</u>
Date Vetted by Mayor:	Date Veto Published:
Date Passed Over Veto:	Veto Sustained:

T.O.   
F.T.

This file is complete and ready

Law Dept. Review

R

**The City of Seattle - Legislative Department**

Council Bill/Ordinance sponsored by: \_\_\_\_\_

PODLOVIC, GUY  
Councilmember

**Committee Action:**

10/28 Tech + Labor PASS 9-0

1-3-92 Full Council Action: Passed 9-0

This file is complete and ready for presentation to Full Council. Committee: \_\_\_\_\_

(initial/date)

Law Dept. Review

OMP  
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ORDINANCE 118778

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4 AN ORDINANCE adding a new Subsection to Seattle Municipal Code Section  
5 4.14.110 and to Seattle Municipal Code Section 4.14.140, to include all  
6 positions assigned to the Accountability Pay for Executives, Manager, and  
7 Strategic Advisor compensation programs.  
8

9 **BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:**

10  
11 **Section 1.** Seattle Municipal Code Section 4.14.110, *Eligibility for payment of*  
12 *travel expenses* (Ordinance 117258) is amended as follows:

13 The appointing authority may approve payment of travel expenses for  
14 applicants for positions which meet the following criteria:

15 A. Positions identified in the Salary Ordinance (Ordinance 97330 as  
16 amended) by salary range 40.0 and above, or a salary equivalent to the top step of  
17 range 40.0 and above when no range is provided; or

18 B. Positions under salary range 40.0, or the equivalent thereto, for which  
19 the employing unit is unable to successfully recruit qualified candidates in the  
20 immediate employment area because the position qualifications are rare in the  
21 general population; or

22 C. All positions assigned to the Accountability Pay for Executives  
23 Program; the Manager Compensation Program; or the Strategic Advisor Program.

24 **Section 2.** Seattle Municipal Code Section 4.14.140, *Payment for moving*  
25 *expenses of certain employees* (Ordinance 117258), is amended as follows:  
26

1           A.     If necessary to obtain the services of a particular individual, the  
2 following persons may have moving expenses, incurred by them in relocating to the  
3 City (from a distance consistent with the Internal Revenue Service Distance Test for  
4 moving expense deductions), reimbursed or advanced by the City upon  
5 presentation of verifying documents and upon the additional conditions set forth  
6 below:

7                     1.     Department, office, and agency heads appointed by the  
8 Mayor, upon confirmation by the City Council of such appointments, when payment  
9 or reimbursement is authorized by the Mayor;

10                    2.     Executive Director of the Legislative Department, upon  
11 appointment by the City Council, when such payment or reimbursement is  
12 authorized by the President of the City Council;

13                    3.     The following positions, when reimbursement is  
14 authorized by the head of the employing unit and the Budget Director, and when  
15 conditions specified by the administrative guidelines issued by the Personnel  
16 Director are met:

17                         a.     Positions identified in the Salary Ordinance  
18 (Ordinance 97330, as amended) by salary range 40.0 and above, or a salary  
19 equivalent to or higher than the top step of range 40.0 when no range is given;  
20 provided that such positions are not represented under the terms of a collective  
21 bargaining agreement, or





# City of Seattle

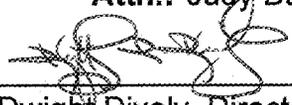
Norman B. Rice, Mayor  
Executive Services Department  
Dwight D. Dively, Director

October 2, 1997

**TO:** The Honorable Jan Drago, President  
Seattle City Council

**Via:** The Honorable Norm B. Rice, Mayor  
**Attn.:** Judy Bunnell, Acting OMP Director

**FROM:**

  
Dwight Dively, Director  
Executive Services Department

  
Sarah Welch,  
Personnel Director

**SUBJECT:** Proposed Legislation To Amend SMC Chapter 4.14

The attached council bill proposes to amend SMC Chapter 4.14.110, *Eligibility for payment of travel expenses*, and SMC 4.14.140, *Payment for moving expenses of certain employees*, to provide that position assignment to the APEX (Accountability Pay for Executives) Program or to the Manager or Strategic Advisor Classification and Compensation Programs is sufficient criteria for the payment of travel expenses for job candidates or moving expenses for new hires.

Your favorable consideration of this proposed legislation will be appreciated. Please direct any questions to Kathy Steinmeyer, Policy Development Unit, at 4-7921.

SW/ks  
Attachment

**C:** The Honorable Tina Podlodowski, Chair  
Technology and Labor Policy Committee  
Mary Denzel, Legislative Central Staff  
Personnel Division Administrators  
Civil Service Commission

Personnel Division, Dexter Horton Building, 710 Second Avenue, 12th Floor, Seattle, WA 98104-1793

Tel. (206) 684-7664, TDD: (206) 684-7888, FAX: (206) 684-4157, <http://www.ci.seattle.wa.us>

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# City of Seattle

*Approved by  
Norman B. Rice  
10/17/97*

Norman B. Rice, Mayor

Executive Department - Office of Management and Planning  
Judy Bunnell, Director

*97-305*

October 17, 1997

The Honorable Mark Sidran  
City Attorney  
City of Seattle

Dear Mr. Sidran:

The Mayor is proposing to the City Council that the enclosed legislation be adopted.

REQUESTING  
DEPARTMENT: Executive Services Department

SUBJECT: AN ORDINANCE adding a new Subsection to Seattle Municipal Code Section 4.14.100 and to Seattle Municipal Code Section 4.14.140, to include all positions assigned to the Accountability Pay for Executives, Manager, and Strategic Advisor Compensation Programs.

Pursuant to the City Council's S.O.P. 100-014, the Executive Department is forwarding this request for legislation to your office for review and drafting.

After reviewing this request and any necessary redrafting of the enclosed legislation, return the legislation to OMP. Any specific questions regarding the legislation can be directed to Glenn Whitham at 684-8036.

Sincerely,

Norman B. Rice  
Mayor

by

JUDY BUNNELL  
Director

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Enclosure

Seattle Municipal Building, 600 Fourth Avenue, Seattle, WA 98104-1826  
Tel: (206) 684-8080, TDD (206) 684-8118, FAX: (206) 233-0085

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**City of Seattle**

**ORDINANCE 118778**

AN ORDINANCE adding a new Subsection to Seattle Municipal Code Section 4.14.110 and to Seattle Municipal Code Section 4.14.140 to include all positions assigned to the Accountability Pay for Executives, Manager, and Strategic Advisor compensation programs

**BE IT ORDAINED BY THE CITY OF SEATTLE AS FOLLOWS:**

Section 1. Seattle Municipal Code Section 4.14.110, Eligibility for payment of travel expenses (Ordinance 117258) is amended as follows:

The appointing authority may approve payment of travel expenses for applicants for positions which meet the following criteria:

A. Positions identified in the Salary Ordinance (Ordinance 97330 as amended) by salary range 40.0 and above, or a salary equivalent to the top step of range 40.0 and above when no range is provided; or

B. Positions under salary range 40.0, or the equivalent thereto, for which the employing unit is unable to successfully recruit qualified candidates in the immediate employment area because the position qualifications are rare in the general population; or

C. All positions assigned to the Accountability Pay for Executives Program; the Manager Compensation Program; or the Strategic Advisor Program.

Section 2. Seattle Municipal Code Section 4.14.140, Payment for moving expenses of certain employees (Ordinance 117254), is amended as follows:

A. If necessary to obtain the services of a particular individual, the following persons may have moving expenses, incurred by them in relocating to the City (from a distance consistent with the Internal Revenue Service Distance Test for moving expense deductions), reimbursed or advanced by the City upon presentation of verifying documents and upon the additional conditions set forth below:

1. Department, office, and agency heads appointed by the Mayor, upon confirmation by the City Council of such appointments, when payment or reimbursement is authorized by the Mayor;
2. Executive Director of the Legislative Department, upon appointment by the City Council, when such payment or reimbursement is authorized by the President of the City Council;
3. The following positions, when reimbursement is authorized by the head of the employing unit and the Budget Director, and when conditions specified by the administrative guidelines issued by the Personnel Director are met:
  - a. Positions identified in the Salary Ordinance (Ordinance 97330, as amended) by salary range 40.0 and above, or a salary equivalent to or higher than the top step of range 40.0 when no range is given, provided that such positions are not represented under the terms of a collective bargaining agreement; or
  - b. Positions under salary range 40.0, or the equivalent thereto, for which the employing unit was unable to recruit persons in the immediate employment area who possess the unique skills, expertise and/or educational qualifications thereof, provided that such positions are not represented under the terms of a collective bargaining agreement; or
  - c. Positions assigned to the Accountability Pay for Executives Program; the Manager Compensation Program; or the Strategic Advisor Compensation Program, that do not otherwise meet any of the eligibility criteria in this Section.

Section 3. This ordinance shall take effect and be in force thirty (30) days from and after its approval by the Mayor, but if not approved and returned by the Mayor within ten (10) days after presentation, it shall take effect as provided by Municipal Code Section 1.04.020.

Passed by the City Council of the City of Seattle this 3rd day of November, 1997, and signed by me in open session in authentication of its passage this 3rd day of November, 1997.

**JAN DRAGO,**  
President of the City Council.  
Approved by me this 5th day of November, 1997.

**NORMAN B. RICE,**  
Mayor.  
Filed by me this 5th day of November, 1997.

(Seal) **JUDITH E. PIPPIN,**  
City Clerk.  
Publication ordered by **JUDITH PIPPIN,**  
City Clerk.

Date of official publication in Daily Journal of Commerce, Seattle, November 18, 1997. 11/18/97(8916)

**STATE OF WASHINGTON - KING COUNTY**

City Clerk

—SS.

No. \_\_\_\_\_ ORDINANCE IN

**Affidavit of Publication**

The undersigned, on oath states that he is an authorized representative of The Daily Journal of Commerce, a daily newspaper, which newspaper is a legal newspaper of general circulation and it is now and has been for more than six months prior to the date of publication hereinafter referred to, published in the English language continuously as a daily newspaper in Seattle, King County, Washington, and it is now and during all of said time was printed in an office maintained at the aforesaid place of publication of this newspaper. The Daily Journal of Commerce was on the 12th day of June, 1941, approved as a legal newspaper by the Superior Court of King County.

The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

CT:ORD 118778

was published on

11/18/97

The amount of the fee charged for the foregoing publication is the sum of \$ \_\_\_\_\_, which amount has been paid in full.

*R. Patterson*

Subscribed and sworn to before me on

11/18/97

Notary Public for the State of Washington, residing in Seattle