

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact/Phone:	CBO Contact/Phone:
Seattle Department of Human Resources	Keith Gulley/ Sarah Butler/206-684-7929	Kailani DeVille/

** Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.*

1. BILL SUMMARY

Legislation Title:

AN ORDINANCE relating to City employment; amending Sections 4.14.140 and 4.14.150 of the Seattle Municipal Code to expand eligibility for the moving expenses reimbursement benefit for certain individuals; and ratifying and confirming certain prior acts.

Summary and Background of the Legislation:

Seattle Municipal Code Section 4.14.140 currently provides that department appointing authorities may offer a moving expenses reimbursement benefit to employees who meet certain eligibility criteria. Employees must relocate a distance that meets the Internal Revenue Service’s distance test (typically, 50 miles) to qualify for the benefit, and must also be appointed to a position of certain title or salary level to qualify for the benefit. In 2022, the maximum reimbursement allowance for qualified moving expenses is \$25,049.

This legislation expands eligibility for appointing authorities to offer the benefits package. If passed, departments would be authorized to offer the benefit to employees under the 300 salary level (\$35.74 to \$41.66 in 2022), provided the department was unable to recruit persons in the immediate employment area who possess the unique skills, expertise, and/or educational qualifications to perform the work.

This legislation also updates the consumer price index (CPI) by which moving expense amounts are increased to the current CPI and allows for successor CPIs.

2. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation amend the Adopted Budget? ___ Yes X No

Does the legislation have other financial impacts to The City of Seattle that are not reflected in the above, including direct or indirect, short-term or long-term costs?

Yes, moving expenses will need to be funded either using existing budget authority or requesting additional funds to cover any offers of moving expenses. Because this is intended to be used in instances where departments have encountered challenges in filling positions, any department using this expanded criterion to offer moving expenses should have adequate salary savings to cover any costs to reimburse for moving expenses. However, in some cases, departments may need to request additional budget authority if their offer of moving expenses exceeds what was budget for certain positions.

Are there financial costs or other impacts of *not* implementing the legislation?

If the legislation is not implemented, departments will only be able to offer the moving expenses reimbursement benefits to individuals meeting the salary minimums currently in effect.

3. OTHER IMPLICATIONS

a. Does this legislation affect any departments besides the originating department?

This legislation affects all City departments.

b. Is a public hearing required for this legislation?

No.

c. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?

No.

d. Does this legislation affect a piece of property?

No.

e. Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities? What is the Language Access plan for any communications to the public?

This legislation provides access to moving expenses to employees of all salary levels, if offered by the appointing authority.

f. Climate Change Implications

1. Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?

No.

2. Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle's resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects.

No.

g. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s)?

N/A

Summary Attachments: None.