

1 SNOHOMISH COUNTY COUNCIL
2 Snohomish County, Washington

3
4 ORDINANCE NO. 19- 081

5
6 RELATING TO RESTRICTED HIRING PROCESS, REPEALING CHAPTER 3.90 SCC
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8
9 WHEREAS, the 2018 revenue projections by the department of finance indicated
10 the need to manage general fund expenditures; and

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12 WHEREAS, the County Council felt it prudent to establish a restricted hiring
13 process that disallowed the automatic filling of management exempt positions and
14 thereby reducing personnel expenditures; and

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16 WHEREAS, County elected officials and department directors have
17 demonstrated their ability to manage within adopted budgets; and

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19 WHEREAS, the restricted hiring process has served its useful purpose.

20
21 NOW, THEREFORE, BE IT ORDAINED:

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23 Section 1. Chapter 3.90 of the Snohomish County Code, adopted by Amended
24 Ordinance No. 17-104 on January 31, 2018, is hereby repealed.

25
26 PASSED this ___ day of _____, 2019.

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28 SNOHOMISH COUNTY COUNCIL
29 Snohomish County, Washington

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32 _____
33 Chair

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35 ATTEST:

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38 _____
39 Clerk of the Council

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- () APPROVED
- () EMERGENCY
- () VETOED

DATE: _____

County Executive

ATTEST:

Approved as to form only:



 _____ 11/14/19
 Deputy Prosecuting Attorney

SNOHOMISH COUNTY COUNCIL

EXHIBIT LIST

Public Hearing: Ord. 19-081 RELATING TO RESTRICTED HIRING
PROCESS, REPEALING CHAPTER 3.90 SCC
(ECAF 68769)

Date/Time: Public Hearing set for 12/18/19 at 10:30 a.m.

Staff Person: Jim Martin

DPA: Jason Cummings

-
1. 11/14/19 ECAF
 2. 11/15/19 Ordinance Intro slip signed
 3. 11/15/19 Council Staff Report

EXECUTIVE/COUNCIL APPROVAL FORM (Revised 9/02)

MANAGEMENT ROUTING:
 EXECUTIVE Dave Somers
 DEPUTY/EXEC. DIR. Susan Neely
 DIRECTOR/ELECTED _____
 DEPARTMENT _____
 DIV. MGR. _____
 DIVISION _____
 ORIGINATOR Susan Neely
 DATE 11-14-19 EXT. 3695

TO: COUNCIL CHAIRPERSON:
SNOHOMISH COUNTY COUNCIL

EXECUTIVE RECOMMENDATION:

Approve _____ No Recommendation
 _____ Further Processing
 _____ Requested By SUSAN NEELY
 Executive Director
Susan Neely 11/14/19
 Executive Office Signature
 CEO Staff Review Cep NOV 14 2019
 Received at Council Office 3:00 pm 11/14/19

DOCUMENT TYPE:

BUDGET ACTION:
 _____ Emergency Appropriation
 _____ Supplemental Appropriation
 _____ Budget Transfer
 CONTRACT:
 _____ New
 _____ Amendment

GRANT APPLICATION
 ORDINANCE
 _____ Amendment to Ord. # _____
 PLAN **SNOHOMISH COUNTY COUNCIL**
 OTHER
EXHIBIT # 1
FILE ORD. 19-081

DOCUMENT / AGENDA TITLE:

AN ORDINANCE RELATING TO RESTRICTED HIRING PROCESS, REPEALING CHAPTER 3.90 SCC.

APPROVAL AUTHORITY:

EXECUTIVE _____ COUNCIL
 CITE BASIS Section 2.20 Snohomish Co. Charter

HANDLING: NORMAL _____ EXPEDITE _____ URGENT _____ DEADLINE DATE _____

PURPOSE:

To repeal the restricted hiring process implemented in 2018.

BACKGROUND:

The County Council implemented a restricted hiring process in January 2018, citing the need to reduce General Fund spending, 70-80% of which is made up of salaries, wages, benefits, overtime and payroll taxes.

County Elected Officials and Department Directors have demonstrated their ability to manage within adopted budgets and the restricted process is not required.

FISCAL IMPLICATIONS:

EXPEND: FUND, AGY, ORG, ACTY, OBJ, AU	CURRENT YR	2ND YR	1ST 6 YRS
TOTAL	0		

REVENUE: FUND, AGY, ORG, REV, SOURCE	CURRENT YR	2ND YR	1ST 6 YRS
TOTAL	0		

DEPARTMENT FISCAL IMPACT NOTES:

BUDGET REVIEW: Analyst *nk* Administrator *nk* Recommend Approval

CONTRACT INFORMATION:

ORIGINAL _____ CONTRACT # _____ AMOUNT \$ _____
 AMENDMENT _____ CONTRACT # _____ AMOUNT \$ _____

CONTRACT PERIOD:

ORIGINAL Start _____ End _____
 AMENDMENT Start _____ End _____

CONTRACT / PROJECT TITLE:

CONTRACTOR NAME & ADDRESS (City/State only):

APPROVED:

RISK MANAGEMENT Yes _____ No _____

COMMENTS _____

PROSECUTING ATTY - AS TO FORM: Yes _____ No _____

OTHER DEPARTMENTAL REVIEW / COMMENTS:

ELECTRONIC ATTACHMENTS : (List & include path & filename for each, e.g. G:\ECAF\deptname\docname_Motion)
 G:\ECAF\Council\20068769-ECAF.docx
 - Ordinance.docx

NON-ELECTRONIC ATTACHMENTS:

ORDINANCE
INTRODUCTION SLIP SNOHOMISH COUNTY COUNCIL

TO: Clerk of the Council

EXHIBIT # 2

TITLE OF PROPOSED ORDINANCE:

FILE ORD. 19-081

RELATING TO RESTRICTED HIRING PROCESS, REPEALING CHAPTER 3.90 SCC

Councilmember 11-15-19
Date

Clerk's Action: Proposed Ordinance No. 19-081

Assigned to: Committee of the Whole Date: 11/18/19

STANDING COMMITTEE RECOMMENDATION FORM

The following action item was considered by Committee of the Whole
(name of Committee)

on 12.4.19. By a vote of 5 Yeas and Nays, the
(date)

Committee makes the following recommendation:

- Move to Council to schedule public hearing ON 12.18.19 @ 10:30 am
- Move to Council as amended to schedule public hearing
- Move to Council with no recommendation

This item should/should not be placed on the Consent Agenda.

(Consent agenda may be used for routine items that do not require public hearing and do not need discussion at General Legislative Session)

This item should/should not be placed on the Administrative Matters Agenda

(Administrative Matters agenda may be used for routine action to set time and date for public hearings)

Committee Chair



Snohomish County Council

SNOHOMISH COUNTY COUNCIL

EXHIBIT # 3

FILE ORD. 19-081

Committee: Finance
ECAF: 6-8769
Ordinance: 19-081

Analyst: Jim Martin

Date: November 15, 2019

Consideration

The Executive is requesting Council’s consideration of ECAF 20068769, repealing Snohomish County Code 3.90 relating to restricted hiring practice.

Background

In 2018 the County Council passed Ordinance 17-104 requiring Council’s approval to advertise for, and hire, all management exempt positions within the County. Justification stated in the original ECAF:

“Based on the department of finance revenue projections, there is a need to contain general fund expenditures. Personnel costs, including salaries and wages, benefits, overtime and payroll taxes account for 70%-80% of general fund expenditures. In order to achieve meaningful reductions in general fund expenditures, a restricted hiring practice that disallows the automatic filling of management exempt positions shall be established. The proposed ordinance establishes code to provide council with a tool to manage county’s general fund expenditures in a manner that ensures ongoing fiscal health and financial sustainability. The proposed ordinance will sunset after six years, unless re-enacted prior to that date.”¹

The Executive is requesting SCC 3.90 be repealed prior to its sunset date, stating that “County elected officials and department directors have demonstrated their ability to manage within adopted budgets.”²

Fiscal Impact

There is no direct fiscal impact associated with this ordinance.

Handling: n/a

Approved-as-to-form: Yes

Risk Management: n/a

Executive Recommendation: Approve

¹ ECAF 20066316 – Ord. 17-104 – Establishing Restricted Hiring Practice, SCC 3.90

² ECAF 20068769 – Ord 19-xxx – Repealing Restricted Hiring Practice – page 1, line 16-17