

ORDINANCE NO. _____

AN ORDINANCE OF THE COUNCIL OF THE CITY OF
SANTA BARBARA AMENDING THE MANAGEMENT
PERFORMANCE AND COMPENSATION PLAN TO
PROVIDE FOR RELOCATION ASSISTANCE BENEFITS
AS A RECRUITMENT TOOL

THE CITY COUNCIL OF THE CITY OF SANTA BARBARA DOES ORDAIN AS
FOLLOWS:

SECTION 1. The Management Performance and Compensation Plan is hereby
amended, effective July 1, 2015, to include the following provision:

“Relocation Assistance

The City Administrator, at his or her sole discretion, may offer a
prospective management employee who is not already employed by the
City and who resides more than 50 miles from the City limits the following
relocation assistance benefits.

A. Moving Expense Reimbursement

The City Administrator may authorize the reimbursement of the
reasonable cost of supplies, ground transportation, and professional
services related to packing, crating, and transporting the employee’s
household goods and personal effects and those of the members of
employee’s household from the employee’s former home to the
employee’s new home located within the Santa Barbara South Coast
area, or to a storage facility of the employee’s choosing located within the
Santa Barbara South Coast area. Reimbursement shall initially be limited
to \$12,500 or less for offers during Fiscal Year 2016, and such limit will be
increased or decreased annually by the percent increase in the Consumer
Price Index (Bureau of Labor Statistics, All Urban Consumers, Los
Angeles- Riverside-Orange) for the previous calendar year. Itemized
expense estimates must be provided by the employee and approved by
the City Administrator in advance.

The City Administrator may establish additional standards and limitations
for this benefit that are not inconsistent with these provisions, including
requirements for reimbursement to the City under specific circumstances.

B. Temporary Housing Allowance

In addition to, or as an alternative to, moving expense reimbursement, the City Administrator may offer a temporary housing allowance, limited to 12% or less of the annual base salary for the position. Such temporary housing allowance shall be paid in equal biweekly amounts over the first 26 pay periods of employment, provided that the employee resides within Santa Barbara South Coast area during that time. Should the employee separate from employment for any reason or move outside of the Santa Barbara South Coast area at any time during the first year of employment, any unpaid amount will be forfeited.

The City Administrator may establish additional standards and limitations for this benefit that are not inconsistent with these provisions.”