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MOTION NO. **4298**

A MOTION relating to the personnel administration of classified, commissioned, personnel in the Department of Public Safety; requesting that the Executive, in the 1980 recommended operating budget, provide alternatives for the administration of such positions.

WHEREAS, the Council in approving the 1979 operating budget for King County, examined outstanding issues in the recruitment, testing and selection of candidates for police officers in the Department of Public Safety, and

WHEREAS, the Council noted that the current personnel process requiring the coordinated efforts of the department and the Civil Service Commission was not resulting in the timely filling of newly budgeted police officer positions with fully trained personnel, and

WHEREAS, the Council also noted that issues regarding the personnel process were further compounded by the system's lack of ability to react in a timely manner to fill additional vacancies due to normal attrition or disability retirements in the department, and

WHEREAS, the Council has previously stated that adequate law enforcement is the highest priority of King County, and

WHEREAS, the Council, during the 1979 budget process, made a formal policy decision that the issue of recurring delays in the filling of vacant police officers positions directly impacted patrol services to citizens and therefore, as an issue, must be resolved, and

WHEREAS, the County Auditor was directed by the Council to objectively examine the recruitment, testing and selection aspects of the personnel process for their efficiency and effectiveness, and propose recommendations for corrective action where deemed appropriate, and

1           WHEREAS, the County Auditor, in compliance with the Council's  
2 directive is currently performing an audit of the process, scheduled  
3 to be completed prior to the end of 1979, and

4           WHEREAS, in discussion with the Council, in May, the  
5 Sheriff-Director has noted substantial numbers of police officer  
6 vacancies in the department, and

7           WHEREAS, it continues to be apparent to the Council that  
8 specific policy direction should be provided the Executive  
9 administration to aid them in all expedient efforts possible to  
10 resolve the continuing delay in the filling of police officer  
11 vacancies, and

12           WHEREAS, the Council, in reviewing the Executive's recommended  
13 1980 operating budget anticipates making formal policy to resolve  
14 issues, regarding the police officer recruitment, testing and  
15 selection process, and

16           WHEREAS, the Council may wish to consider alternative  
17 organizational frameworks for administrating the recruitment,  
18 testing and selection of classified positions within the Department  
19 of Public Safety, and

20           WHEREAS, the Council may deem it necessary to invoke Section  
21 970.50 of the Charter, thereby transferring administration of  
22 classified positions from the Civil Service System to the County's  
23 Career Service System, and

24           WHEREAS, the consideration of alternatives for personnel  
25 administration raises serious issues such as the protection of  
26 employee rights, and

27           WHEREAS, it is imperative that the Council request the Executive  
28 to prepare alternative recommendations in his 1980 operating budget  
29 request so that issues may be resolved prior to the beginning of the  
30 new budget year,  
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1 NOW THEREFORE, BE IT MOVED by the Council of King County:

2 The Executive is requested to propose alternative 1980 budget  
3 requests for the personnel administration relating to the  
4 recruitment, testing and selection of classified positions in the  
5 Department of Public Safety, including:

6 1. Alternative organizational frameworks which shall include  
7 maintaining the current Civil Service System and invoking Section  
8 970.50 of the Home Rule Charter which provides for transferring  
9 administration of classified positions from the Civil Service System  
10 to the Career Service System, and

11 2. Staffing levels for each alternative organizational  
12 framework, and

13 3. Consideration of legal requirements and program impact, such  
14 as:

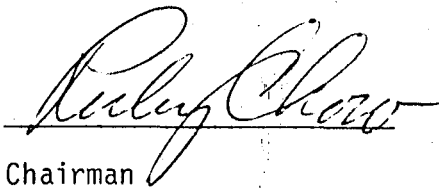
15 (a) The costs for establishing and staffing a  
16 police appeals board whose composition shall in-  
17 clude, at a minimum, representatives of the public,  
18 the department, and the collective bargaining unit, and

19 (b) The process by which such an appeals board  
20 would be implemented.

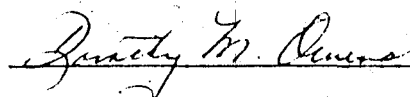
21 PASSED this 11<sup>th</sup> day of June, 1979.

22 KING COUNTY COUNCIL

23 KING COUNTY, WASHINGTON

24  
25   
26 Chairman

27 ATTEST:

28  
29  DEPUTY  
30 Clerk of the Council  
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