

MOTION NO. 4947

1
2 A MOTION relating to the Department of
3 Public Safety, directing the Executive to
4 take action resulting in semi-annual certi-
5 fication of applicants for police officer
6 positions; placing special emphasis on the
7 police hiring process adhering to affirma-
8 tive action policies.

9 WHEREAS, the management audit of the Police Officer Hiring
10 Process, dated April, 1980, Report 80-1, assessed police officer
11 recruiting including the review of adherence to schedule, coord-
12 ination of the recruitment program, and achievement of recruitment
13 objectives, and

14 WHEREAS, the audit found that recruitment responsibilities
15 are not clearly defined, there is an overall lack of well defined
16 objectives, recruiters are in need of additional training, the
17 recruitment effort should be based on a formal implementation
18 plan, and the plan to include procedures for monitoring and
19 evaluation, and-

20 WHEREAS, the audit also found that the recruitment process
21 should expand on present procedures regarding the implementation
22 of the County's affirmative action policies, and

23 WHEREAS, past recruitment efforts have not sufficiently
24 identified the number of ethnic minorities and women applicants
25 needed to meet affirmative action goals and there is a need to
26 plan and implement formal and specific recruitment processes
27 to meet defined needs, and

28 WHEREAS, in testimony before the Operations, Police and
29 Judiciary Committee, responsible officials from the affected
30 County agencies testified that adequate numbers of minorities
31 and women are applying for police officer positions; but, of the
32 total number of each group declining, at a future date, to
33 actually take the written examination, approximately fifty per
cent of applying women and minorities fail to take the written
examination, and

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1 WHEREAS, the "no-show" rate for white males, in comparison,
2 is twenty-five per cent, and

3 WHEREAS, the policy of the Council is that, different from
4 the past, there will be a continual need in King County to fill
5 vacant and new police officer positions, and

6 WHEREAS, it appears clear that a relevant and current list
7 of certified applicants is necessary to insure adequate planning
8 and adherence to Affirmative Action policies in police hiring,
9 and

10 WHEREAS, the filling of budgeted police officer positions
11 including adherence to the affirmative action policies of the
12 County is a priority issue of concern to the Council and the
13 citizens of King County,

14 NOW THEREFORE BE IT MOVED BY THE COUNCIL:

15 The Executive is directed to consult with the Civil Service
16 Commission and the Department of Public Safety in forwarding to
17 the Council, by August 1, 1980, proposed procedures and legisla-
18 tion, necessary to effectuate the recruitment and testing of
19 police officer applicants, on a semi-annual basis. Such semi-
20 annual testing to result in a certified list of candidates
21 which will stand until the certification of applicants, follow-
22 ing the next examination; PROVIDED THAT, recommended procedures
23 and legislation shall clearly identify responsible parties and
24 their roles in measurably meeting the County's and the Civil
25 Service Commission's adopted Affirmative Action policies through
26 police officer hiring.

27 PASSED this 7th day of July, 1980.

28 KING COUNTY COUNCIL
29 KING COUNTY, WASHINGTON

30 Bill Reams
31 Chairman

32 ATTEST:

33 Dorothy M. Owens
DEPUTY Clerk of the Council

