



Signature Report

March 10, 2015

Motion 14324

Proposed No. 2015-0117.1

Sponsors Phillips

1 A MOTION relating to the organization of the council; and
2 amending Motion 11105 (part), as amended, and OR 1-040,
3 Motion 11122, Section B, as amended, and OR 2-010,
4 Motion 11122, Section D, as amended, and OR 2-020,
5 Motion 10651, Section V, as amended, and OR 2-030,
6 Motion 11122, Section G, as amended, and OR 2-040, and
7 Motion 11122, Section H, as amended, and OR 2-050 and
8 rescinding Motion 13129, Section X, and OR 2-051.

9 WHEREAS, the council has specified by motion the chairs, vice-chairs and
10 members of council committees and provided for any changes to these positions to be
11 made by adoption of a formal legislative motion, and

12 WHEREAS, the council desires to specify committee names and functions and
13 membership;

14 NOW, THEREFORE, BE IT MOVED by the Council of King County:

15 I. Motion 11105 (part), as amended, and OR 1-040 are each hereby amended to
16 read as follows:

17 For the year ((2014)) 2015 and until a successor is elected, the council elects
18 Councilmember Larry Phillips as council chair, Councilmember Joe McDermott as

19 council vice-chair of policy development and review and Councilmember Jane Hague as
20 council vice-chair of regional coordination.

21 II. Motion 11122, Section B., as amended, and OR 2-010 are each hereby
22 amended to read as follows:

23 The council may go into committee of the whole at any time. The committee of
24 the whole shall consider: issues of interest to the entire council, including the annual
25 work program and appointments to the state legislature and to the executive branch; the
26 annual legislative program; legislation before the federal, state and local governments
27 that affect King County; ~~((agendas for council meetings;))~~ the King County Strategic
28 Plan; oversight of the Harborview Medical Center management agreement; and other
29 program and policy matters. The committee of the whole shall be responsible for
30 conducting regular town hall meetings on issues of significance.

31 ~~((The committee of the whole may hold briefings on the status of the mental
32 illness and drug dependency fund services and programs.))~~

33 III. Motion 11122, Section D., as amended, and OR 2-020 are each hereby
34 amended to read as follows:

35 In addition to any committee otherwise established by law, the committees of the
36 metropolitan King County council and their respective functions are established as
37 follows:

38 A. Budget and fiscal management committee shall consider and make
39 recommendations on: the county revenue and expenditure fiscal structural gap; capital
40 and operating budget appropriations; the sale and lease of real property to or by the
41 county; debt and investment proposals; bond issues; the office of economic and financial

42 analysis; and financial policies. The committee shall also consider the implementation of
43 appropriate labor agreements.

44 1. The committee shall develop recommendations on policy direction for the
45 2015/16 biennial budget, based on the recommendations of other council committees and
46 taking into account the estimated fiscal impacts of state and federal legislation.

47 2. In respect to consideration of the county's proposed biennial budget, all
48 members of the council not assigned to the budget and fiscal management committee
49 shall be considered ex officio voting members of the committee.

50 B. Government accountability and oversight committee.

51 1. The committee shall consider and make recommendations on:

52 a. improving the efficiency, cost effectiveness, and performance of all
53 branches of county government (legislative, executive and judicial);

54 b. enhancing oversight, accountability, and transparency in King County
55 government, the office of law enforcement oversight, the annual county audit program
56 and federal, state or county audit reports, the administration of the Public Records Act,
57 civil rights and compliance, capital projects oversight, ~~((implementation of a pretrial risk
58 assessment tool,))~~ strategic planning, performance measurement and performance
59 management, management organizational structure and technology management; and

60 c. general government oversight, including customer service, worker safety,
61 the department of assessments; elections; records and licensing; animal control; cable
62 communications; the county fair; King County international airport; risk management;
63 veterans, and executive services such as telecommunications, facilities management,
64 purchasing and real property management.

65 2. In the areas within the committee's purview, the committee shall track state
66 and federal legislative action and develop recommendations on policy direction for the
67 biennial budget.

68 C. Health, housing and human services committee.

69 1. The committee shall consider and make recommendations on policies relating
70 to:

71 a. public health programs, including those related to the protection, promotion
72 and provision functions of the department of public health, including the structure of the
73 public health centers;

74 b. affordable housing, including therapeutic and low-income housing ; and

75 c. human services programs, including review of human services-related
76 levies, and civil rights and social justice. The committee shall also consider the
77 implementation of appropriate labor agreements.

78 2. In the areas within the committee's purview, the committee shall track state
79 and federal legislative action and develop recommendations on policy direction for the
80 biennial budget.

81 D. Law, justice(, health and human services)) and emergency management
82 committee.

83 1. The committee shall consider and make recommendations on policies relating
84 to(:

85 a:)) law, safety, criminal justice and emergency management programs
86 including those related to: public safety; adult detention; juvenile justice and youth
87 services; superior and district courts; judicial administration; prosecuting attorney; public

88 defense; implementation of a pretrial risk assessment tool; emergency medical services;
89 emergency management, including disaster response, emergency preparedness and
90 emergency planning((;

91 b. ~~public health programs, including those related to the protection, promotion~~
92 ~~and provision functions of the department of public health, including the structure of the~~
93 ~~public health centers; and~~

94 e. ~~human services programs, including review of the veterans and human~~
95 ~~services levy programs and options for levy renewal; therapeutic and low-income~~
96 ~~housing; and civil rights and social justice. The committee shall also consider the~~
97 ~~implementation of appropriate labor agreements)) and the Puget Sound emergency radio
98 network project.~~

99 2. In the areas within the committee's purview, the committee shall track state
100 and federal legislative action and develop recommendations on policy direction for the
101 biennial budget.

102 ((D.)) E. Transportation, economy and environment committee.

103 1. The committee shall consider and make recommendations on policies relating
104 to:

105 a. growth management, including land use development and regulation,
106 comprehensive planning, including implementation of its affordable housing elements,
107 economic development, including pay equity and income disparity, and annexations ((and
108 affordable housing));

109 b. the environment, including: salmon recovery; resource lands; energy;
110 surface water management and water supply; wastewater treatment; solid waste; and

111 unincorporated and rural areas, including agriculture and rural services; and parks,
112 recreation and cultural resources; and

113 c. transportation, including roads, passenger ferries and public transportation.

114 The committee shall also consider the implementation of appropriate labor agreements.

115 2. In the areas within the committee's purview, the committee shall track state
116 and federal legislative action and develop recommendations on policy direction for the
117 biennial budget.

118 IV. Motion 10651, Section V, as amended, and OR 2-030 are each hereby
119 amended to read as follows:

120 **A. Membership requirements.** The employment and administration committee
121 shall consist of (~~four~~) three members. The chair of the employment and administration
122 committee shall issue, upon recommendation of the employment and administration
123 committee and with the approval of a majority of the council, all employment decisions
124 for legislative branch employees except interns and the councilmembers' personal and
125 district support and constituent services staff, other than employment decisions that are
126 made by the chair of the employment and administration committee as provided in this
127 section.

128 **B. Duties and process.**

129 1. Administrative committee. The employment and administration committee is
130 an administrative committee of the council. The employment and administration
131 committee shall consult with councilmembers, the chief of staff and policy staff director
132 on a continuing basis in order to review council operations under the staffing structure
133 defined in this motion.

134 2. Personnel decisions. The employment and administration committee shall
135 make recommendations to the council concerning decisions for legislative branch
136 employees, except for interns and councilmembers' personal and district support and
137 constituent services staff, and except for minor personnel decisions, which may be made
138 by the chair of the employment and administration committee in accordance with
139 subsection B.6. of this section. Personnel decisions include decisions to hire, to fill
140 vacancies, to make staffing adjustments, to designate staff employment assignments,
141 except assignments of policy staff to specific issues and legislation which shall be made
142 by the policy staff director under OR 3-040.D.2, to adjust staff pay, to analyze future
143 hiring needs and to make other necessary employment decisions. Personnel decisions do
144 not include termination or disciplinary decisions, which follow the process stated in
145 subsection B.3. of this section, or minor personnel decisions, which follow the process
146 stated in subsection B.6. of this section. Where applicable, employment and
147 administration committee recommendations on personnel decisions shall be developed in
148 consultation with appropriate committee chairs and, where applicable, the chief of staff
149 and policy staff director.

150 3. Personnel decisions shall be contained in a written recommendation report
151 and may be voted out of committee upon: a. the receipt of the signature of ~~((three))~~ two
152 committee members during a meeting of the committee; or b. subject to signature by a
153 quorum of the committee members in accordance with K.C.C. 1.24.055.C (Rule 6.C).
154 Once the necessary signatures are obtained, recommendation reports from the committee
155 shall be forwarded to the council for consideration on an employment and administration
156 committee consent agenda. The chair of the employment and administration committee

157 shall issue, upon recommendation of the employment and administration committee and
158 with the approval of a majority of the council, all employment decisions for legislative
159 branch employees except interns and the councilmembers' personal and district support
160 and constituent services staffs.

161 4. Terminations and disciplinary decisions. The employment and administration
162 committee makes decisions on discipline and termination, including layoffs, except for
163 councilmembers' personal and district support and constituent services staff. If ~~((three))~~
164 two committee members vote for a termination or disciplinary action the decision is final,
165 except when an employee exercises the right of an appeal to the full council. An
166 employee who has been either suspended without pay of two weeks or more or
167 terminated may appeal the decision of the employment and administration committee to
168 the council. The appeal must be filed within ten calendar days of written notice of the
169 suspension or termination being sent to the employee. An appeal is accomplished by
170 delivering a notice of appeal to the clerk of the council. Nondisciplinary terminations are
171 subject to appeal in the same manner as disciplinary terminations.

172 5. Performance evaluations of chief of staff and policy staff director. Valuing
173 broad-spectrum review of key staff within the legislative branch, performance appraisals
174 of the chief of staff and policy staff director shall be drafted by the chair of the council
175 with input from all councilmembers. Performance evaluation drafts shall then be
176 forwarded to the committee for review and consideration before review with the
177 individual being reviewed and rated.

178 6. Minor personnel decisions.

179 a. Except for interns and councilmembers' personal and district support and
180 constituent services staff, the chair of the employment and administration committee shall
181 make all minor personnel decisions as set forth in this subsection B.6. Minor personnel
182 actions are:

183 (1) authorizing recruiting for a vacated or newly created position;

184 (2) increasing or reducing the hours assigned to a current position up to the
185 total budgeted hours for the position, as reflected in the Staff and Salary Detail Report
186 maintained by the chief of staff or his or her designee;

187 (3) reassigning an employee employed within a legislative branch agency of
188 the county auditor, board of appeals/equalization, hearing examiner, office of law
189 enforcement oversight, ombudsman/tax advisor or civic television to another position in
190 the same agency and pay range;

191 (4) hiring a temporary or a term-limited temporary employee to perform
192 clerical or technical functions, up to a total of the maximum period allowed by ordinance
193 or two years, whichever is less;

194 (5) extending the employment period of a temporary or a term-limited
195 temporary employee hired to perform clerical or technical functions, up to a total of the
196 maximum period allowed by ordinance or two years, whichever is less; and

197 (6) approving a carryover of excess vacation leave under K.C.C. 3.12.190
198 because of cyclical workloads, work assignments or other reasons as may be in the best
199 interests of the county.

200 b. Requests for minor personnel decisions shall be made in writing to the
201 employment and administration committee chair via the chief of staff or policy staff

202 director. Requests may be made only by councilmembers, legislative branch agency
203 managers, the chief of staff, the policy staff director or a staff member who is supervised
204 directly by the chair of the council. The chief of staff or policy staff director shall
205 promptly provide the employment and administration committee chair with a copy of the
206 request and the chief of staff's or policy staff director's recommendation for approval,
207 disapproval or modification of the request.

208 c. Action on a requested minor personnel decision shall be in writing, signed
209 by the chair of the employment and administration committee. The chief of staff shall
210 file the original of the decision action with the clerk of the council, and shall provide
211 copies of the decision action to the agency manager or supervisor, affected employee and
212 members of the employment and administration committee.

213 7. Nothing in this process is to be construed to alter the at-will status of
214 legislative branch employees. This process is designed to facilitate the will of the
215 majority of the council. If there are specific provisions of a collective bargaining
216 agreement that are contrary to this process, the collective bargaining agreement controls.

217 **C. Recommendations to the council chair.** The employment and
218 administration committee may consider and make recommendations to the council chair
219 regarding management organization structure and legislative branch customer service.
220 The committee may monitor and make recommendations on the legislative branch
221 budget.

222 **D. Removal of recommendations from consent agenda.** Upon the request of
223 any member present before the council, any specific recommendation from the
224 employment and administration committee shall be removed from the consent agenda

225 and considered separately by the council prior to adoption of the employment and
226 administration committee consent agenda. The council may then by a majority vote
227 make whatever orderly disposition of the matter it deems appropriate.

228 **E. Motions for censure.** The employment and administration committee shall
229 consider and make recommendations on motions for censure related to alleged violations
230 of any antiharassment policy by a councilmember.

231 **F. Personnel records as confidential.** To the extent permitted by law, personnel
232 records which would be exempt from public disclosure shall continue to be treated as
233 confidential and records or portions thereof which are exempt shall be conspicuously
234 identified as such and separated from nonexempt records.

235 V. Motion 11122, Section G, as amended, and OR 2-040 are each hereby
236 amended to read as follows:

237 The council designates the following councilmembers as chairs and vice-chairs of
238 the standing committees created in this motion and the regional committees established in
239 the King County Charter.

240 Committee of the whole:

241 Chair: Jane Hague.

242 Vice-chair: Joe McDermott.

243 Budget and fiscal management committee:

244 Chair: Joe McDermott.

245 Vice-chair: Kathy Lambert

246 Employment and administration committee:

247 Chair: Larry Gossett.

248 Vice-chair: Reagan Dunn.

249 Government accountability and oversight committee:

250 Chair: Pete von Reichbauer.

251 Vice-chair: (~~Dave Upthegrove~~) Rod Dembowski.

252 Health, housing and human services committee:

253 Chair: Dave Upthegrove

254 Vice-chair: Kathy Lambert

255 Law, justice(~~, health and human services~~) and emergency management

256 committee:

257 Chair: Kathy Lambert.

258 Vice-chair: (~~Rod Dembowski~~) Larry Gossett.

259 Transportation, economy and environment committee:

260 Chair: Rod Dembowski.

261 Vice-chair: Jane Hague.

262 Regional policy committee:

263 Chair: Pete von Reichbauer.

264 Regional transit committee:

265 Chair: Reagan Dunn.

266 Regional water quality committee:

267 Chair: Dave Upthegrove.

268 VI. Motion 11122, Section H, as amended, and OR 2-050 are each hereby

269 amended to read as follows:

270 The council designates the following councilmembers, in addition to the chairs
271 and vice-chairs, as members of the standing committees created in this motion and the
272 regional committees established in the King County Charter.

273 Budget and fiscal management committee:

274 Members: Rod Dembowski, Jane Hague, Dave Upthegrove.

275 Committee of the whole:

276 Members: All councilmembers.

277 Employment and administration committee:

278 Members: ((~~Reagan Dunn, Kathy Lambert,~~) Larry Phillips.

279 Government accountability and oversight committee:

280 Members: ((~~Rod Dembowski,~~) Reagan Dunn,

281 Health, housing and human services committee:

282 Members: Larry Gossett

283 Law, justice((~~, health and human services~~)) and emergency management

284 committee:

285 Members: ((~~Larry Gossett,~~) Rod Dembowski, Joe McDermott.

286 Transportation, economy and environment committee:

287 Members: Kathy Lambert, Joe McDermott, Larry Phillips, Dave

288 Upthegrove, Pete von Reichbauer.

289 Regional policy committee:

290 Members: Larry Gossett, Kathy Lambert.

291 Alternate: Joe McDermott.

292 Regional transit committee:

293 Members: Jane Hague, Joe McDermott.

294 Alternate: Rod Dembowski.

295 Regional water quality committee:

296 Members: Jane Hague, Larry Phillips.

297 Alternate: (~~Rod Dembowski~~).

298 VI. Motion 13129, Section X, and OR 2-051 are each hereby rescinded.


299

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Motion 14324 was introduced on 3/9/2015 and passed by the Metropolitan King County Council on 3/9/2015, by the following vote:

Yes: 8 - Mr. Phillips, Mr. von Reichbauer, Mr. Gossett, Ms. Hague,
Ms. Lambert, Mr. Dunn, Mr. McDermott and Mr. Dembowski
No: 1 - Mr. Upthegrove
Excused: 0

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON



Larry Phillips, Chair

ATTEST:



Anne Noris, Clerk of the Council

Attachments: None