



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

March 31, 2015

Motion 14334

Proposed No. 2015-0101.1

Sponsors Dembowski, Hague, Gossett and Phillips

1 A MOTION requesting the executive to transmit to the
2 council a work plan for implementing the recommendations
3 and specific actions identified by the King County women's
4 advisory board for improving wage equity and promoting
5 family friendly workplace policies throughout King
6 County.

7 WHEREAS, according to the Institute for Women's Policy Research, full-time
8 working women's earnings were only about seventy-seven percent of their male
9 counterparts' earnings in 2012, and

10 WHEREAS, Claudia Goldin, a Harvard University labor economist, found in a
11 2014 article published in the American Economic Review, titled A Grand Gender
12 Convergence: Its Last Chapter, that the majority of the pay gap between men and women
13 actually comes from differences in pay between men and women in the same
14 occupations, and

15 WHEREAS, according to the American Association of University Women, the
16 pay gap between men and women is worse for women of color, and

17 WHEREAS, in 1978, King County established a women's advisory board to make
18 recommendations to the executive and the council to ensure the needs, rights and well-
19 being of women are taken into account by county government, and

20 WHEREAS, in 2014, the women's advisory board adopted the focus topics of
21 wage equity and family-friendly workplace policies, and

22 WHEREAS, the women's advisory board transmitted a report to the executive and
23 the council on January 23, 2015, titled Improving Wage Equity and Promoting Family
24 Friendly Workplace Policies throughout King County: Recommendations for the King
25 County Executive and Metropolitan King County Council Prepared by the King County
26 Women's Advisory Board, and

27 WHEREAS, the report recommended that the executive and the council:

28 1. Create a public/private compact pledging to end the wage gap and encourage
29 family friendly workplace policies;

30 2. Promote and encourage employees regardless of gender to take family leave
31 by creating incentives for employees at higher levels to both role model this and to create
32 a work environment where taking family leave is acceptable;

33 3. Offer and promote workplace flexibility, encouraging options such as job
34 sharing, telecommuting, time-shifting and expand part-time employment opportunities to
35 higher level jobs;

36 4. Achieve wage transparency;

37 5. Eliminate conscious and unconscious gender bias in hiring and in the
38 workplace;

39 6. Provide access to affordable childcare; and

40 7. Increase representation of women in traditionally "male" fields, and

41 WHEREAS, the women's advisory board also identified specific actions King
42 County could take to implement the report recommendations, and

43 WHEREAS, King County seeks to create economic opportunities for women,
44 such as through the King County apprenticeship program, and

45 WHEREAS, overall, King County's female employees earn ninety-nine percent of
46 what their male counterparts earn, but of the top one hundred earners, fifty-six are males,
47 and

48 WHEREAS, King County seeks to become a model employer of the future, as
49 described in Attachment A to Motion 14129, titled Creating the Employer of the Future
50 at King County, and family-friendly leave policies have been found to increase employee
51 retention, which is key for the county's success in providing the highest level of service to
52 King County's residents;

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

54 A. The council requests that the executive transmit a work plan for implementing
55 the recommendations and specific actions identified in the women's advisory board's
56 January 23, 2015, report. The work plan should identify a timeline for implementing the
57 recommendations and specific actions, as well as describing any necessary changes to
58 King County Code or other necessary legislative actions. The work plan should also
59 identify outcome or performance measures for each recommendation and each specific
60 action being implemented. If any recommendations or specific actions cannot be
61 implemented because the executive believes they require further assessment and
62 consideration, the work plan should identify the additional analysis to be conducted and
63 the timeline for conducting the analysis. If any recommendations or specific actions
64 cannot be implemented for other reasons, such as impracticability or cost, the work plan
65 should describe those reasons. The council requests that the executive transmit the work

66 plan requested by this subsection by September 7, 2015, in the form of a paper original
67 and an electronic copy with the clerk of the council, who shall retain the original and
68 provide an electronic copy to all councilmembers, the council chief of staff, the policy
69 staff director and the lead staff for the transportation, economy and environment
70 committee, or its successor.

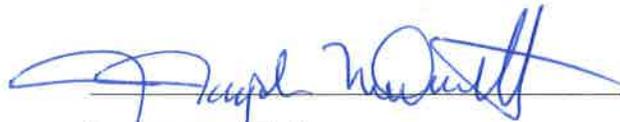
71 B. The council further requests that the executive transmit a report on the
72 outcomes and performance measures associated with implementation of the
73 recommendations and specific actions identified in the women's advisory board's January
74 23, 2015, report. The report should describe progress or accomplishments for each
75 outcome or performance measure for each recommendation and each specific action
76 implemented in subsection A. of this motion. The council requests that the executive
77 transmit the report on outcomes and performance measures requested by this subsection
78 by July 31, 2016, and annually thereafter, in the form of a paper original and an
79 electronic copy with the clerk of the council, who shall retain the original and provide an
80 electronic copy to all councilmembers, the council chief of staff, the policy staff director

81 and the lead staff for the transportation, economy and environment committee, or its
82 successor.
83

Motion 14334 was introduced on 3/2/2015 and passed by the Metropolitan King County Council on 3/30/2015, by the following vote:

Yes: 9 - Mr. Phillips, Mr. von Reichbauer, Mr. Gossett, Ms. Hague,
Ms. Lambert, Mr. Dunn, Mr. McDermott, Mr. Dembowski and Mr.
Upthegrove
No: 0
Excused: 0

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON



Larry Phillips, Chair

ATTEST:



Anne Noris, Clerk of the Council

Attachments: None