



**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

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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.

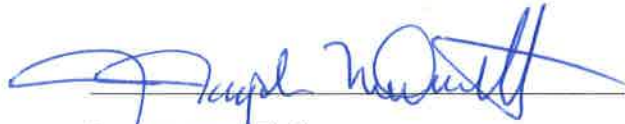
71         B. The council further requests that the executive transmit a report on the  
72 outcomes and performance measures associated with implementation of the  
73 recommendations and specific actions identified in the women's advisory board's January  
74 23, 2015, report. The report should describe 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