



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

Motion 15942

Proposed No. 2021-0212.2

Sponsors von Reichbauer

1 A MOTION acknowledging the executive's implementation
2 of the recommendations and specific actions identified in
3 the women's advisory board's report dated January 23,
4 2015.

5 WHEREAS, according to the Institute for Women's Policy Research, full-time
6 working women's earnings were only about eighty-two percent of their male counterparts'
7 earnings in 2020, and

8 WHEREAS, King County seeks to become a model employer of the future, as
9 described in Attachment A to Motion 14129, titled Creating the Employer of the Future
10 at King County, and family-friendly workplace policies have been found to increase
11 employee retention, which is key for the county's success in providing the highest level of
12 service to King County's residents, and

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

18 WHEREAS, the report provided seven recommendations for King County to
19 enact to improve wage equity and promote family friendly policies, and

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20 WHEREAS, recommendation one was to create a public/private compact
21 pledging to end the wage gap and encourage family friendly workplace policies. King
22 County was a founding signatory in the "100% Talent" regional initiative to close the
23 gender wage gap in Washington State. Signatories represent close to one hundred public
24 and private employers who represent a local workforce of more than two million
25 employees, including Amazon, Microsoft, Alaska Airlines, Starbucks, PayScale, Bank of
26 American, Delta Dental, T-Mobile, the Seattle Mariners, Zillow and others. Each
27 employer pledged to be part of the solution to achieving gender equity in the workplace
28 and to implement best practices in the workplace. Signatories have worked to inspire
29 action in our regional economy by improving awareness around the wage gap and the
30 actions individuals and organizations can take to eliminate it, and

31 WHEREAS, recommendation two was to promote and encourage employees
32 regardless of gender to take family leave by creating incentives for employees at higher
33 levels to both role model this and to create a work environment where taking family leave
34 is acceptable. King County promotes and encourages all employees regardless of gender
35 to take family leave. King County provides employees with a robust family and medical
36 leave package that goes further than the national leave requirements, by providing six
37 additional weeks of protected leave and by expanding who is a covered family member.
38 Additionally, King County has staff dedicated to helping employees navigate the leave
39 process and understand what leaves are available to them under federal law, state law and
40 county code, and

41 WHEREAS, following a successful pilot program in 2016, King County
42 established an ongoing Paid Parental Leave program for employees, making King County

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43 one of only about a dozen public-sector employers across the country to provide this type
44 of program at the time. To encourage participation, employees are offered the
45 opportunity to use paid parental leave all at once or on an intermittent basis during the 12
46 months following the qualifying event. The number of employees using paid parental
47 leave has risen each year since 2016, with male employee usage outpacing their overall
48 employee proportion, and

49 WHEREAS, recommendation three was to offer and promote workplace
50 flexibility, encouraging options such as job sharing, telecommuting, time-shifting and
51 expand part-time employment opportunities to higher level jobs. Workplace flexibility
52 has risen significantly with expanded telecommuting, alternate work schedules, and time-
53 shifting now available to many employees. Prior restrictions on having dependents
54 present during the workday have been removed and instead the focus is on balancing the
55 expectation of productive work with personal or household responsibilities during the
56 telecommuting workday, and

57 WHEREAS, recommendation four was to achieve wage transparency. King
58 County supported changes to Washington's Equal Pay and Opportunity Act in 2018,
59 which eliminated employers' ability to rely on pay history to justify pay differences
60 between men and women and prohibits policies that require employees to keep wages
61 confidential, and

62 WHEREAS, recommendation five was to eliminate conscious and unconscious
63 gender bias in hiring and in the workplace. In 2018, the Department of Human
64 Resources implemented the Hiring an Excellent Workforce Toolkit, which provides
65 guidance on how to recruit, hire, onboard, and retain diverse and culturally responsive

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66 candidates for county agencies. The toolkit incorporates equal employment, equity and
67 social justice principles and practices, and is intended to eliminate conscious and
68 unconscious bias in hiring. Additionally, as part of King County's commitment to equity
69 and social justice, the county requires all interview panelists to view implicit bias training
70 before participating in an interview, and

71 WHEREAS, recommendation six was to provide access to affordable childcare.
72 King County has implemented a COVID-19 childcare reimbursement program for the
73 2020-2021 school year to reimburse parents for childcare or tutoring for children age 12
74 or younger and children 13 or older with documented special needs. As of March 29,
75 2021, the program had reimbursed employees more than \$2.1 million. The county is in
76 active negotiations with the Coalition of Unions around the future state of a childcare
77 reimbursement program, and

78 WHEREAS, recommendation seven was to increase representation of women in
79 traditionally "male" fields. King County has increased the number of women in
80 traditionally "male" fields through participation in the annual Washington Women in
81 Trades Career Fair, the Priority Hire workforce development strategy, Metro Transit's
82 Blue Collar Intern program, and Metro Transit's partnership with the Apprenticeship and
83 Non-Traditional Employment for Women's preapprenticeship program, and

84 WHEREAS, the county successfully implemented the women's advisory board's
85 2015 recommendations for improving wage equity and promoting family friendly
86 workplace policies;

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

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88 A. The progress and specific actions taken to implement the women's advisory
89 board's 2015 recommendations for improving wage equity and promoting family friendly
90 workplace policies are hereby acknowledged.

91 B. The council determines that the reports on outcomes and performance
92 measures requested in Motion 14334 are no longer needed. The executive is no longer
93 requested to transmit reports on the work plan to implement the women's advisory board's
94 2015 recommendations.

Motion 15942 was introduced on and passed by the Metropolitan King County Council on 9/28/2021, by the following vote:

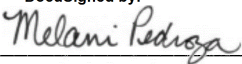
Yes: 9 - Ms. Balducci, Mr. Dembowski, Mr. Dunn, Ms. Kohl-Welles, Ms. Lambert, Mr. McDermott, Mr. Upthegrove, Mr. von Reichbauer and Mr. Zahilay

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

DocuSigned by:

7E1C273CE9994B6...
Claudia Balducci, Chair

ATTEST:

DocuSigned by:

8DE1BB375AD3422...
Melani Pedroza, Clerk of the Council

Attachments: None

Certificate Of Completion

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Source Envelope:	
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	Seattle, WA 98104
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Signer Events

Claudia Balducci
 claudia.balducci@kingcounty.gov
 King County General (ITD)
 Security Level: Email, Account Authentication (None)

Signature

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Melani Pedroza
 melani.pedroza@kingcounty.gov
 Clerk of the Council
 King County Council
 Security Level: Email, Account Authentication (None)

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Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps

Envelope Summary Events	Status	Timestamps
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Payment Events	Status	Timestamps
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