

October 15, 1996

Introduced By: Ron Sims

supcod/de

Proposed No.: 96-847

ORDINANCE NO. **12498**

AN ORDINANCE related to personnel, and  
creating a new section in K.C.C. 3.12.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

SECTION 1. Supported Employment. It is the policy of King County to provide opportunities for paid, competitive employment for individuals with developmental disabilities, as defined in this ordinance, in integrated work settings. The executive shall seek the cooperation, assistance and participation of all County departments in the successful implementation of this policy.

SECTION 2. Findings.

A. Approximately twenty years ago, the federal government adopted legislation encouraging the development of "mainstream" opportunities for persons with developmental disabilities. During the 1990's the federal government adopted legislation to create regular or "mainstream-employment" opportunities for persons with developmental disabilities. The ultimate objectives of mainstream employment were to allow supported employees to become active and productive members of the regular work force and to reduce demands upon limited public and private social service resources.

B. King County's supported employment program provides employment opportunities to individuals with developmental

1 disabilities, as defined in this ordinance, in regular  
2 positions within integrated work settings.

3 C. By 1995, the average wage for a King County  
4 supported employee was 27% higher than the Washington State  
5 average and 59% higher than the national average for  
6 supported employees. The overall average hours per week by  
7 County employees was 22% higher than the national average for  
8 supported employees. In addition, the County's supported  
9 employment programs achieved positive outcomes for both  
10 employers and employees, including the promotion of supported  
11 employees to more complex, higher paid positions.

12 SECTION 3. Definitions. The following definitions  
13 shall apply in interpretation and implementation of this  
14 ordinance:

15 A. "Developmental disability" means a disability, as  
16 defined in RCW 71A.10.020(2), as amended, attributable to  
17 mental retardation, cerebral palsy, epilepsy, autism, or  
18 other neurological or other condition of an individual found  
19 by the secretary of the Washington state department of social  
20 and health services, or designee to be closely related to  
21 mental retardation or to require treatment similar to that  
22 required for individuals with mental retardation, which  
23 disability originates before the individual attains age  
24 eighteen (18), which has continued or can be expected to  
25 continue indefinitely, and which constitutes a substantial  
26 handicap for the individual.

27 B. "Competitive employment" means a position  
28 established in the county budget and which will require at  
29 least twenty-six (26) weeks of service per year as the work  
30 schedule established for the position.

1 C. "Integrated work setting" means a work setting with  
2 no more than eight (8) persons with developmental  
3 disabilities or with the presence of a sensory, mental or  
4 physical handicap as specified in K.C.C. 3.12.180, as  
5 amended. This definition refers to all county offices, field  
6 locations and other work sites at which supported employees  
7 work along side employees who are not persons with  
8 developmental disabilities employed in permanent county  
9 positions.

10 SECTION 4 Eligibility for services. Persons with  
11 developmental disabilities as defined in RCW 71A.10.020(2), as  
12 amended, shall be eligible for supported employment pursuant  
13 to this ordinance.

14 SECTION 5. Civil rights and compliance reports and  
15 affirmative action master plan. The executive shall submit  
16 the appropriate statistics and analysis of county activities  
17 in supported employment as part of the reporting requirements  
18 mandated in K.C.C. 3.12.185 to be used in creation of the  
19 affirmative action master plan as referenced in 3.12.180(B).

20 SECTION 6. Responsible agency. The office of human  
21 resource management, or its successor agency, is designated  
22 as the lead agency responsible for the management of the  
23 supported employment initiative with technical support  
24 provided by the Developmental Disabilities Division, or its  
25 successor agency.

1 SECTION 7. Executive Authorized to Adopt Administrative  
2 Rules. The executive is authorized to adopt administrative  
3 rules to implement this ordinance pursuant to K.C.C.  
4 3.12.350.

5  
6 INTRODUCED AND READ for the first time this 14<sup>th</sup> day of  
7 October, 1996.

8 PASSED by a vote of 12 to 0 this 21<sup>st</sup> day of  
9 October, 1996.

10 KING COUNTY COUNCIL  
11 KING COUNTY, WASHINGTON

12 Jane Hague  
13 Chair

14 ATTEST:

15 Guadalupe Pitarum  
16 Clerk of the Council

17 APPROVED this 1st day of November, 1996.

18 [Signature]  
19 [Signature] King County Executive

20 Attachments: None