

October 30, 1997

clerk 3/10/98

Introduced By: Kent Pullen  
Larry Gossett

Proposed No.: 97-660

ORDINANCE NO. **13027**

AN ORDINANCE repealing Ordinance 10499 and adopting  
the 1997-1999 Affirmative Action Plan.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

SECTION 1. Ordinance 10499 is hereby repealed.

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1            SECTION 2. The attached 1997-1999 Affirmative Action Plan for King County is  
2 hereby adopted effective January 1, 1997. It shall remain in effect through December 31,  
3 1999

4            PROVIDED THAT on pages 46, Vol. 1 of the attached plan, under the selective  
5 certification heading in the paragraph beginning with, "Selective certification was," and  
6 before, "administered", insert, "previously." After "candidate of choice" add new  
7 sentence, "This procedure will no longer be followed under this new plan and waivers will  
8 no longer be required."

9            PROVIDED FURTHER THAT on pages 46, Vol. 1 of the attached plan, under the  
10 selective certification heading and after bullet statement beginning with "to ensure..." and  
11 ending with "are not met." insert a new bullet statement, "The executive is responsible for  
12 holding departmental directors and managers accountable for the affirmative action goals  
13 contained herein. The office of human resource management shall report to the executive  
14 annually on affirmative goal attainment with a copy to the council."

15            PROVIDED FURTHER THAT on pages 46, Vol. 1 of the attached plan, under the  
16 selective certification heading and after the bullet statement beginning with "For ranked  
17 employment..." and ending with "...next to their names." insert a new bullet statement,  
18 "The selection from the expanded pool of applicants shall be based solely on knowledge,  
19 skills and abilities in the context of business needs and team/organizational fit."

20            PROVIDED FURTHER THAT in Vol.1, Chapter 2 (Affirmative Action Program  
21 Requirements), page 2, of the attached plan, insert new sentence after, "equal employment  
22 opportunity ("EEO")." "As defined in the King County Personnel Guidelines, affirmative  
23 action is: A temporary corrective program that is designed to ensure full representation of

1 minorities, women and persons of disability in the workplace. (p.73, KCPG 5/28/97)."

2 Also add to Appendix:2 AA Plan Program Definitions as item number 1.

3 INTRODUCED AND READ for the first time this 3rd day of November, 1997.

4 PASSED by a vote of 11 to 2 this 9<sup>th</sup> day of March,  
5 1998.

6 KING COUNTY COUNCIL  
7 KING COUNTY, WASHINGTON

8 Louise Miller  
9 Chair

10 ATTEST:

11 Amens  
12 Clerk of the Council

13 APPROVED this 18 day of MARCH, 1998  
14 Spindel Amis  
15 King County Executive

16 Attachments: Affirmative Action Plan

# **ORDINANCE 13027**

**1997-1999  
KING COUNTY  
AFFIRMATIVE ACTION PLAN**

**October 30, 1997**

**ATTACHMENT(S)  
ARE AVAILABLE IN ARCHIVES**