



# KING COUNTY

1200 King County Courthouse  
516 Third Avenue  
Seattle, WA 98104

## Signature Report

### Ordinance 18853

Proposed No. 2018-0423.2

Sponsors von Reichbauer and Lambert

1 AN ORDINANCE related to the leasing and licensing of  
2 real property for the possession or use by the county; and  
3 amending Ordinance 11992, Section 2, as amended, and  
4 K.C.C. 12.16.010 and Ordinance 10849, Section 19, as  
5 amended, and K.C.C. 12.16.125.

6 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

7 SECTION 1. Ordinance 11992, Section 2, as amended, and K.C.C. 12.16.010 are  
8 each hereby amended to read as follows:

9 The definitions in this section apply throughout this chapter unless the context  
10 clearly requires otherwise.

11 A. "Administrator" means the director of the finance and business operations  
12 division in the department of executive services.

13 B. "Contract awarding authority" means any person with the power to enter into a  
14 contractual arrangement binding the county and also means the particular office, agency  
15 or division on whose behalf the contract is executed. In addition, "contract awarding  
16 authority" includes, but is not limited to, the county executive, heads of county  
17 departments or offices and as delegated, division directors.

18 C. "Contractor" means any person, firm, business, organization, company,  
19 partnership, corporation or other legal entity, excluding real property lessors and lessees

20 and government agencies, contracting to do business with the county including, but not  
21 limited to, public work contractors, consultant contractors, providers of professional  
22 services, service agencies, vendors and suppliers selling or furnishing materials,  
23 equipment or goods or services.

24 D. "Disability" means the presence of a sensory, mental or physical impairment  
25 that is medically cognizable or diagnosable; or exists as a record or history; or is  
26 perceived to exist whether or not it exists in fact. A disability exists whether it is  
27 temporary or permanent, common or uncommon, mitigated or unmitigated, or whether or  
28 not it limits the ability to work generally or work at a particular job or whether or not it  
29 limits any other activity within the scope of this chapter.

30 E. "Disability access laws" means all laws requiring that county services,  
31 programs and activities be accessible by people with disabilities including Title II of the  
32 Americans with Disabilities Act, Title II of the Telecommunications Act of 1934, as  
33 amended, and Section 504 of the Rehabilitation Act of 1973, as amended.

34 F. "Discriminate" means an action, other than an action taken in accordance with  
35 lawful equal employment opportunity efforts, or failure to act, whether by itself or as part  
36 of a practice, the effect of which is to adversely affect or differentiate between or among  
37 individuals or groups of individuals, by reasons of sex, race, color, marital status, national  
38 origin, religious affiliation, disability, sexual orientation, gender identity or expression or  
39 age except by minimum age and retirement provisions, unless based upon a bona fide  
40 occupational qualification.

41 G. "Discrimination" means differential treatment of or pursuit of policies or  
42 practices that have a disproportionate impact upon persons due to their sex, race, color,

43 marital status, national origin, religious affiliation, disability, sexual orientation, gender  
44 identity or expression or age except by minimum age and retirement provisions, unless  
45 based upon a bona fide occupational qualification.

46 H. "Employment" means any and all terms and conditions and policies and  
47 practices of employment including, but not limited to, hiring, firing, upgrading, demotion,  
48 recruiting, transfer, lay-off, termination, pay rates and advertisement, hours and conditions  
49 of work.

50 I. "Equal employment opportunity" means the availability of employment and  
51 advancement of all people based on merit, capability, and potential, and without regard to  
52 an individual's sex, race, color, marital status, national origin, religious affiliation,  
53 disability, sexual orientation, gender identity or expression or age except by minimum  
54 age and retirement provisions, unless based upon a bona fide occupational qualification.  
55 "Equal employment opportunity" includes the following components: recruitment,  
56 application processing, hiring, job placement, compensation, promotion, transfer,  
57 termination and work assignment.

58 J. "Equal employment opportunity efforts" means active efforts to ensure equal  
59 opportunity in employment that is free from all forms of discrimination.

60 K. "Equal opportunity" means a system of practices under which individuals are  
61 not excluded from any opportunity or benefits because of their sex, race, color, marital  
62 status, national origin, religious affiliation, disability, sexual orientation, gender identity  
63 or expression or age except by minimum age and retirement provisions, unless based  
64 upon a bona fide occupational qualification.

65 L. "Lessor" and "lessee" means any person, firm, business, organization,

66 company, partnership, corporation or other legal entity, excluding government agencies,  
67 entering into any lease or license for the possession or use of real property with the  
68 county.

69 M. "Minority" or "minorities" means a person who is a citizen of the United  
70 States and who is a member of one or more of the following historically disadvantaged  
71 racial groups:

72 1. Black or African American: Having origins in any of the Black racial groups  
73 of Africa;

74 2. Hispanic: Mexican, Puerto Rican, Cuban, Central American, South  
75 American or of other Spanish or Portuguese culture or origin, regardless of race;

76 3. Asian American: Having origins in any of the original peoples of the Far  
77 East, Southeast Asia, the Indian subcontinent or the Pacific Islands; or

78 4. American Indian or Alaskan Native: Having origins in any of the original  
79 peoples of North America.

80 ~~((M.))~~ N. "Permanent workforce" means those persons employed by a bidder,  
81 proposer or contractor for at least six continuous months immediately prior to the bid or  
82 proposal opening or the award of a contract by the county, and who are currently  
83 employed by the bidder, proposer or contractor.

84 ~~((N.))~~ O. "Reasonable accommodation" means steps taken to modify facilities  
85 used by employees or to modify a particular job component which enables an otherwise  
86 qualified person with a disability to perform the essential functions of the job.

87 ~~((O.))~~ P. "Sexual orientation" means heterosexuality, bisexuality or  
88 homosexuality, and includes a person's attitudes, preferences, beliefs and practices

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89 pertaining to sex.

90           (~~P.~~) Q. "Underrepresentation" means presence in a contractor's work force of  
91 minorities, women and persons with disabilities, in a particular job category in  
92 proportionate numbers less than their representation in the county's labor market area.

93           SECTION 2. Ordinance 10849, Section 19, as amended, and K.C.C. 12.16.125  
94 are each hereby amended to read as follows:

95           No lessor or lessee doing business with the county shall discriminate on the basis of  
96 race, color, marital status, national origin, religious affiliation, disability, sexual orientation,  
97 gender identity or expression or age except by minimum age and retirement provisions,  
98 unless based upon a bona fide occupational qualification, in the employment or application  
99 for employment or in the administration or delivery of services or any other benefits under  
100 this chapter. The lessor or lessee shall comply fully with all applicable federal, state and  
101 local laws, ordinances, executive orders and regulations that prohibit such discrimination.  
102 These laws include, but are not limited to, chapter 49.60 RCW, and Titles VI and VII of the  
103 Civil Rights Act of 1964. The language in this section shall be included in all lease or

104 license agreements for the possession or use of real property, except for agreements with  
105 government agencies.

106

Ordinance 18853 was introduced on 9/17/2018 and passed as amended by the Metropolitan King County Council on 12/10/2018, by the following vote:

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

No: 0

Excused: 0

KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON

J. Joseph McDermott, Chair

ATTEST:

Melani Pedroza, Clerk of the Council



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APPROVED this 10 day of December, 2018

Dow Constantine, County Executive

Attachments: None