

July 30, 1992  
RECRUIT4.MOT

Introduced by: Barden

Proposed No.: 92-326

MOTION NO. 8792

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A MOTION relating to the recruitment of minorities and women as King County police officers, and directing the County Executive to prepare a plan for increasing the number of women and minority candidates recruited for service as police officers in the Department of Public Safety.

WHEREAS, a special study of the King County department of public safety field training officer program identified that while the rate minorities and women who successfully complete the field training officer program has improved, the number of women and minorities entering the program has substantially declined; and

WHEREAS, the special study found that implementation of additional procedures in the recruitment and selection process may increase the pool of qualified applicants; and

WHEREAS, the number of qualified applicants may be increased by expanding the scope and nature of recruiting efforts; and

WHEREAS, expanding present recruitment efforts may yield a larger pool of qualified underrepresented candidates for police work in the King County Department of Public Safety; and

WHEREAS, the citizens of King County will benefit from a police force representing the diversity of the general community;

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

A. The county executive and the department of public safety are requested to prepare and submit to the council for its consideration no later than January 1, 1993 a plan for increasing the recruitment of qualified underrepresented applicants for the position of police officer with the department of public safety. Said plan should address, but not be limited to, the following elements:

- 1           1. The expansion of recruitment for qualified  
2           underrepresented candidates for police officer  
3           positions beyond the local area. This shall include  
4           provision for advertising in other jurisdictions  
5           outside of King County and within the State of  
6           Washington or in any jurisdiction outside of the State  
7           of Washington where it has been determined that  
8           reasonable recruiting efforts shall result in a  
9           significant expansion of the qualified applicant pool;
- 10          2. The expansion of recruitment to members of the armed  
11          forces of the United States being terminated due to  
12          personnel reductions and coordination of such efforts  
13          with the local and national offices of the department  
14          of defense, office of veteran affairs and any other  
15          pertinent federal agency, as may be appropriate, which  
16          will reasonably contribute to a significant expansion  
17          of the qualified applicant pool;
- 18          3. The expansion of recruitment to the police departments  
19          of other jurisdictions within and outside of King  
20          County which, due to funding cutbacks, are laying off  
21          commissioned police officers. Such efforts may include  
22          coordination with the State department of employment  
23          security, police benevolent associations, professional  
24          police organizations, police collective bargaining  
25          units, or any other public or private entities which  
26          may be able to provide assistance to King County in  
27          recruiting qualified applicants.

28           B. Said plan may incorporate any, or all, of the above  
29           elements as the Executive and department of public safety deem  
30           appropriate to the accomplishment of the goal of increasing  
31           minority and women's recruitment, or any other element designed  
32           to enhance recruitment not herein identified.

33           C. Said plan shall have as its main focus, in addition to  
34           the above elements, the improvement of recruitment from among  
35           the residents of King County, which may include, but not be

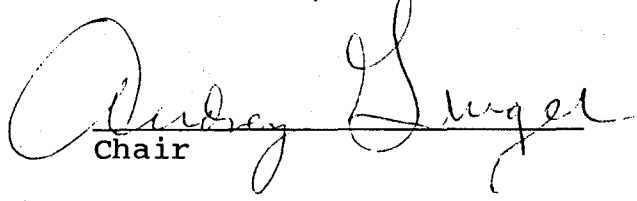
1 limited to, offering preparatory workshops for the police  
2 officer selection written examination, and establishing liaison  
3 with insitutions of higher learning to enhance recruitment from  
4 among criminal justice course majors.

5 D. Said plan shall include the projected costs of each  
6 element, and shall rank the elements in the order in which  
7 those elements shall prove most effective and cost beneficial.


8 E. Said plan shall include a process for regularly  
9 reporting the status of the program to the Council, and shall  
10 also include a proposed report format for reporting program  
11 results to the Council.

12 PASSED this 28<sup>th</sup> day of September, 1992.

13 KING COUNTY COUNCIL  
14 KING COUNTY, WASHINGTON

  
Chair

17 ATTEST:

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19 Clerk of the Council