

April 22, 1993
93-322.MOT (MW:clt)

Introduced by: Gruger

Proposed No.: 93 - 322

MOTION NO. 897-6

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A MOTION relating to consolidation of Metro with King County; specifying the approach to guide the transition of Metro and King County from separate organizations into a new regional government.

WHEREAS, Ordinance 10530 and Ordinance 10531 enacted by the voters at the November 3, 1992 election provide for the organizational consolidation of Metro and the county under a new metropolitan legislative authority effective January 1, 1994, and

WHEREAS, there is a need to provide policy guidance to those both within and without the two organizations who will be working over the next several years to create and shape the new Metropolitan King County government, and

WHEREAS, it is imperative that an approach to the consolidation be clearly articulated and understood by all consolidation participants, including elected officials, employees of both organizations, labor unions and the public, in order to avoid confusion and wasted effort, and

WHEREAS, in 1994 a new 13-member Metropolitan County council will be reviewing the status of the consolidation and determining policy for the new government, and

WHEREAS, as a result, the consolidation approach should be specific enough to accomplish the task of ensuring that Metro functions smoothly as a new county department following consolidation, and yet flexible enough to accommodate whatever ongoing modifications may be needed, and

WHEREAS, one element of the approach to consolidation should be to save costs and achieve operational efficiencies wherever possible by combining like or related functions of Metro and the county through consolidation of common support functions, and

1 WHEREAS, a second element of the approach to consolidation
2 should be to create a common work culture by emphasizing
3 customer satisfaction, efficiency, and employee satisfaction;

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

5 A. The county council joins the county executive and Metro
6 in supporting the creation of a truly new, regional, high-
7 performance government that is more than the mere consolidation
8 of Metro and the county. The new regional government should
9 meet the needs of an expanding group of stakeholders
10 (individuals and groups interested in the responsiveness and
11 effectiveness of the new government) and do so in an efficient
12 and effective manner. The employees of the new government need
13 to understand they are an essential part of the new
14 organization and should be given the flexibility, guidance, and
15 opportunity to help make it work. The new regional
16 government's other stakeholders must also feel that they have
17 an important role in the creation, design and in the
18 implementation phases.

19 B. This approach to consolidation must also make adequate
20 provision for the maintenance of Metro as an independent
21 organizational entity during at least the initial two-year
22 transitory period. The approach should not prevent the new
23 government from adopting new policies and procedures for Metro
24 as a result of legal and policy shifts, however.

25 C. In order to successfully implement this approach to
26 consolidation, the efforts of those involved in consolidation
27 should be directed in the short term to the task of creating
28 the new government. In 1993, those legal and policy issues
29 necessary for Metro to become a fully-functioning department of
30 King County government on January 1, 1994 need to be addressed
31 as quickly as possible. At the same time, both agencies need
32 to evaluate whether to proceed with implementation of any plans
33 and programs which could be in conflict with future
34 consolidation efforts.

1 D. In 1994 and 1995, legislative changes made necessary by
2 legal constraints or new policy formulations should be
3 transmitted to the Metropolitan County council as discrete work
4 program phases are completed. It is recognized that other
5 processes to improve the responsiveness and effectiveness of
6 existing operations will take well beyond 1996 before they may
7 result in new legislative proposals.

8 E. The design effort should be grounded in an agreed-upon
9 mission, goals, values statement. The design effort is to be
10 accomplished through collaborative efforts involving all
11 affected stakeholders, including employees, citizens and labor.
12 That effort should not be limited by the ways in which Metro or
13 King County do business now, but should attempt to find the
14 best way possible to meet those same mission, goals, values and
15 expectations. Elected officials and county and Metro
16 management should keep an open mind during this process.

17 F. The county executive is requested to submit, no later
18 than July 30, 1993, proposed legislation establishing the
19 Metropolitan Services Department and clarifying the policies
20 and procedures that will apply to the Metropolitan Services
21 Department and other county departments effective on January 1,
22 1994. A comparative analysis should be performed and
23 transmitted by the county executive, along with proposed
24 legislation which addresses, wherever necessary, differences in
25 existing policies and procedures, including but not limited to,
26 the areas of procurement and contract services; sale, purchase
27 and lease of real property; human resource management; and
28 finance, budgeting, and accounting and torts, and risk

1 management. A 1994-1995 transition work program that reflects
2 the approach described above shall also be submitted at that
3 time.

4 PASSED this 26th day of April, 1993.

5 KING COUNTY COUNCIL
6 KING COUNTY, WASHINGTON

7 *[Signature]*
8 Chair

8 ATTEST:

9 *[Signature]*
10 Clerk of the Council

11 Attachments: