

April 26, 1993  
93-323.MOT (MW:clt)

BRUCE LAING  
Introduced by: AUDREY COUGER  
Proposed No.: 93 - 323

MOTION NO. 8977

A MOTION related to King County/Metro consolidation and personnel policies and practices covering employees of both currently independent governments.

WHEREAS, King County Charter Amendment No. 1 (Ordinance No. 10530) and King County Proposition No. 1 (Ordinance No. 10531), approved by the voters at the November 3, 1992 general election, provide for the assumption of the rights, powers, functions and obligations of the Municipality of Metropolitan Seattle (Metro) by King County under an expanded metropolitan county legislative authority effective January 1, 1994, and

WHEREAS, Ordinance No. 10531 provides for consolidation transition planning work to begin in 1993, and

WHEREAS, the amended Charter and Ordinance No. 10531 call for the establishment of a metropolitan services department to operate Metro's current transit and water pollution abatement functions and to take jurisdiction of all of Metro's assets, property, and personnel for at least a two year period beginning January 1, 1994, during which time additional transition planning work will be carried out, and

WHEREAS, it is in the best interests of the public and the employees of the newly consolidated government to use the two-year transition period beginning January 1, 1994 to involve employees in work redesign to improve the performance and efficiency of the newly consolidated government to better serve the public, and

WHEREAS, uncertainty about both the local economy and consolidation is causing anxiety and concern about job security among some Metro and county employees, and

WHEREAS, both county and Metro policy makers and management wish to begin taking measures now that will minimize the possibility that employees in good standing in either of the currently separate governments could lose employment as a

1 result of reduction in the size of the work force or work  
2 redesign;

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

4 A. Existing collective bargaining agreements covering  
5 Metro employees and county employees are acknowledged and will  
6 be unaffected by the consolidation of Metro and the county  
7 until any such agreement has expired or until an affected  
8 bargaining unit has been modified as provided by law.

9 B. It is the policy intent of the council that any  
10 reduction in the size of the work force in particular agencies  
11 or job classifications in the metropolitan county government  
12 required by economic constraints or resulting from work  
13 redesign or consolidation efficiencies should be accomplished,  
14 to the maximum extent possible under applicable law and in  
15 accordance with existing personnel policies including but not  
16 limited to affirmative action policies, by placing affected  
17 employees into other vacant county positions (whether vacated  
18 by attrition or newly created) for which they are qualified.  
19 Such managed use of vacant positions should, to the extent  
20 funds are available and to the extent needed and reasonable,  
21 provide training to facilitate the retention or recall of  
22 qualified employees affected by a reduction in force. Such  
23 managed use of vacant positions should, if feasible, be  
24 combined with lawful special incentives for employees to  
25 voluntarily vacate their positions early, possibly including  
26 training and outplacement assistance for jobs outside the  
27 government and early retirement.

28 C. To help achieve the policy intent expressed in  
29 paragraph B above, the County Executive is hereby requested to  
30 prepare, in collaboration with Metro and with the Prosecuting  
31 Attorney's Office and in consultation with union  
32 representatives and other employee representatives, and present  
33 to the council:

34 1. by June 1, 1993, a report on the feasibility of,  
35 and, if feasible, a proposed agreement between Metro and the

1 county to facilitate the transfer of employees in good standing  
2 between the two governments in 1993, with the primary purpose  
3 of attempting to place into vacant positions, qualified  
4 employees who might otherwise lose employment as a result of  
5 reduction in the size of the work force of agencies of the  
6 consolidated metropolitan government in 1994; and

7 2. by July 30, 1993, a plan for the managed use of  
8 vacant positions to retain qualified employees who might be  
9 affected by reductions in force resulting from revenue  
10 constraints or of job redesign or consolidation efficiencies.  
11 The plan should include proposals for training and for special  
12 incentives for incumbent employees to voluntarily vacate their  
13 positions early;

14 3. by December 11, 1993, a proposal for state  
15 legislation in 1994, if appropriate and if required, to  
16 authorize special incentives for employees to vacate positions  
17 early.

18 D. It is the policy intent of the council that the two-  
19 year consolidation transition period beginning January 1, 1994  
20 should be used to maximum advantage to design and implement new  
21 human resource management policies and procedures to best  
22 achieve the mission and goals of the metropolitan government,  
23 including the objectives of:

24 1. reducing the number of and expanding the breadth of  
25 job classifications so as to facilitate flexibility for  
26 employee transfers and promotions across agencies; and

27 2. expeditious hiring and job progression of highly  
28 qualified people who reflect the diversity of the region's work  
29 force.

30 E. It is the policy intent of the council that fair and  
31 equitable treatment in employment conditions and actions that  
32 affect employment for county employees and current Metro  
33 employees who become county employees on January 1, 1994 should  
34 be assured.

1 F. It is the policy intent of the council that incumbent  
2 county employees will continue to work within the county human  
3 resource management policies and procedures that exist  
4 immediately prior to January 1, 1994 until such time as they  
5 may be modified or amended as provided by law.

6 G. It is the policy intent of the council that, to the  
7 extent permitted by applicable law, incumbent Metro employees,  
8 upon becoming metropolitan county employees effective January  
9 1, 1994, will continue to be governed by the human resource  
10 management policies and procedures in effect at Metro  
11 immediately prior to consolidation, until such time as new  
12 human resource management policies and procedures, including  
13 related job classification, compensation and benefit  
14 provisions, have been adopted by the metropolitan county  
15 council by ordinance;

16 PROVIDED THAT:

17 Elements of any new policies and procedures may be  
18 presented and adopted incrementally during the two-year  
19 transition period so long as the entire set of policies and  
20 procedures is presented and adopted by the end of the two-year  
21 transition period.

22 H. To help achieve the policy intent expressed in  
23 paragraph G above, the county executive is hereby requested to  
24 prepare and present to the council by July 30, 1993, a  
25 preliminary personnel report and a proposed county ordinance,  
26 if necessary, to clarify the status of incumbent Metro  
27 employees when they become metropolitan county employees on  
28 January 1, 1994. The report should be prepared in  
29 collaboration with Metro and with the Prosecuting Attorney's  
30 Office, and in consultation with union representatives and  
31 other employee representatives. The report also should  
32 include any other transition-related personnel issues

1 identified by Metro or county employees and their  
2 representatives, by the Consolidation Transition Committee, and  
3 by the Consolidation Advisory Committee.

4 PASSED this 26<sup>th</sup> day of April, 1993.

5 KING COUNTY COUNCIL  
6 KING COUNTY, WASHINGTON

7 Andrey Snygor  
8 Chair

9 ATTEST:

10 Gerald A. Peltzman  
11 Clerk of the Council

12 CONCURRENCE BY EXECUTIVE this 27<sup>th</sup> day of APRIL, 1993:

13 [Signature]  
14 King County Executive