



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

December 13, 2006

Motion 12429

Proposed No. 2006-0597.2

Sponsors Gossett

1 A MOTION relating to the organization of the council,
2 electing the chair and vice-chairs of the council and
3 designating the committees and committee functions and
4 chairs and vice-chairs of committees for the year 2007; and
5 amending Motion 10651, Section II, as amended, and OR
6 1-010, Motion 11105 (part), as amended, and OR 1-040,
7 Motion 11122, Section B, as amended, and OR 2-010,
8 Motion 11122, Section D, as amended, and OR 2-020,
9 Motion 10651, Section V, as amended, and OR 2-030,
10 Motion 11122, Section G, as amended, and OR-2-040,
11 Motion 11122, Section F, as amended, and OR 2-120,
12 Motion 10651, Section VI, as amended, and OR 3-010,
13 Motion 11327, Section II, and OR 3-101 and Motion
14 10002, Sections A-C, and OR 4-010.

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16

17 WHEREAS, the King County Charter provides that the county council "shall elect
18 one of its members as chairman, shall be responsible for its own organization and for the
19 employment and supervision of those employees," and

20 WHEREAS, the council desires to elect a chair and vice-chairs of the council,
21 establish committees and appoint committee chairs and vice-chairs and clarify its general
22 organization;

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

24 I. Motion 10651, Section II, as amended, and OR 1-010 are each hereby amended
25 to read as follows:

26 A. The council shall elect a chair and vice-chairs, who shall serve at the pleasure of
27 the council for a term of one year, unless decided otherwise by the ~~((full))~~ council and until
28 successors are elected.

29 B. There shall be ~~((three))~~ two vice-chairs: the vice-chair of policy ~~((and~~
30 ~~administration,))~~ and the vice-chair of ~~((council affairs and the vice chair of regional~~
31 ~~affairs))~~ employment and administration. For the purposes of implementing the provisions
32 of K.C.C. chapter 1.24, "vice-chair" means the vice-chair of policy ~~((and administration;))~~.
33 ~~((i))~~ In the absence of the vice-chair of policy ~~((and administration))~~, "vice-chair" means the
34 vice-chair of ~~((council affairs; and in the absence of the vice chair of council affairs, "vice-~~
35 ~~chair" means the vice chair of regional affairs))~~ employment and administration.

36 C. In the event the chair is unable to serve the remainder of a term, the vice-chair
37 shall become chair, consistent with the order set forth in subsection 1.B. of this section. In
38 the event a vice-chair is unable to serve the remainder of a term, a new vice-chair shall be
39 elected.

40 II. Motion 10651, Section III, as amended, and OR 1-020 are each hereby
41 amended to read as follows:

42 A. The chair shall appoint (~~(the membership)~~) councilmembers to regional
43 committees, standing committees, administrative committees, special committees and
44 outside committees as required or as deemed necessary to efficiently conduct the business
45 of the council. The council recognizes that its committee structure, membership and chairs
46 and vice-chairs reflect the council's will. Any changes thereto shall be made only by
47 formal legislative motion adopted by a majority of the members at a council meeting.

48 B. The chair shall have the responsibility and general direction for the council's
49 resources, budget, operation and organizational structure. The chair shall be responsible
50 for the general oversight of legislative branch employees, except personal staff of
51 councilmembers. The council chief of staff and policy staff director shall be responsible
52 for the overall management and administration of legislative branch employees as
53 specified in OR 3-030.

54 C. The chair of the council shall not enter into a consultant contract for more than
55 twenty-five thousand dollars without first being authorized to do so by council motion. All
56 consultants shall comply with the King County code of ethics.

57 D. The chair shall regularly consult in the exercise of her or his duties with the
58 vice-chairs. The chair, in consultation with committee chairs, shall direct the necessary
59 coordination of staff. The council's chief of staff and the policy staff director shall report to
60 the chair or the chair's staff designee. The chair may exercise any power conferred upon
61 the chief of staff or policy staff director.

62 E. The chair shall be a member of the employment and administration committee.

63 III. Motion 10651, Section IV, as amended, and OR 1-030 are each hereby
64 amended to read as follows:

65 A. The vice-chairs shall exercise the duties, powers and prerogatives of the council
66 chair in the event of the chair's absence, consistent with the order set forth in OR 1-010.B.

67 B. The vice-chair of policy (~~(and administration)~~) shall serve as the chair of the
68 committee-of-the-whole.

69 C. The vice-chair of (~~(council affairs)~~) employment and administration shall serve
70 as the chair of the employment and administration committee. The vice-chair of (~~(council~~
71 ~~affairs)~~) employment and administration shall issue, upon recommendation of the
72 employment and administration committee and with the approval of a majority of the
73 (~~(full)~~) council, all employment decisions for legislative branch employees except the
74 councilmembers' personal staff. The vice-chair of (~~(council affairs)~~) employment and
75 administration shall convene the employment and administration committee as needed.

76 IV. Motion 11105 (part), as amended, and OR 1-040 are each hereby amended to
77 read as follows:

78 **Chair and vice-chair elected.** For the year (~~(2006)~~) 2007, and until a successor is
79 elected, the council elects Councilmember Larry (~~(Phillips)~~) Gossett as council chair,
80 Councilmember (~~(Larry Gossett)~~) Julia Patterson as council vice-chair of policy (~~(and~~
81 ~~administration)~~); and Councilmember Jane Hague as council vice-chair of (~~(council affairs;~~
82 ~~and Councilmember Pete von Reichbauer as council vice chair of regional affairs)~~)
83 employment and administration.

84 V. Motion 11122, Section B, as amended, and OR 2-010 are each hereby
85 amended to read as follows:

86 **Committee-of-the-whole – functions.** The council may go into committee-of-
87 the-whole at any time. The committee-of-the-whole shall consider: issues of interest to
88 the entire council, including the annual work program and appointments to the state
89 legislature and to the executive branch; the annual legislative program; agendas for
90 council meetings; and other program and policy matters. The committee-of-the-whole
91 shall be responsible for conducting regular town hall meetings on issues of significance.
92 For the purposes of K.C.C. chapter 3.16, the committee-of-the-whole is designated as the
93 committee responsible for establishing labor policy. The committee-of-the-whole shall
94 consider labor policy issues at least quarterly.

95 VI. Motion 11122, Section D, as amended, and OR 2-020 are each hereby
96 amended to read as follows:

97 **Committees – functions.** In addition to any committee otherwise established by
98 law, the committees of the metropolitan King County council and their respective
99 functions are established as follows:

100 A. ~~((Annual budget reconciliation and adoption committee shall convene for~~
101 ~~purposes of reviewing and making recommendations on the executive's proposed 2007~~
102 ~~annual budget. In respect to consideration of the county's annual budget, all members of~~
103 ~~the council will be considered voting members of the committee. The annual budget~~
104 ~~reconciliation and adoption committee shall contain a capital budget panel and an~~
105 ~~operating budget panel. The capital budget panel and the operating budget panel shall~~
106 ~~review the executive's proposed 2007 annual budget make recommendations to the~~
107 ~~annual budget reconciliation and adoption committee.~~

108 The capital budget committee and the operating budget committee shall stand

109 down during the review of the of the executive's proposed 2007 annual budget, except for
110 purposes of considering legislation and briefings related to the 2006 budget.

111 **B.)) Capital budget committee shall ((, in consideration of the capital budget))**
112 review ~~((and monitor the budget))~~ capital improvement proposals and programs,
113 including financial plans, revenues~~((,))~~ and expenditures~~((, quarterly reports, and capital~~
114 improvement programs; monitor the financial status of county funds)); provide capital
115 project oversight; and consider and make recommendations on ~~((debt and investment~~
116 proposals, levies, fees and taxes)) all capital budget appropriations.

117 **B. External affairs committee shall consider and make recommendations to the**
118 council on legislation before the federal, state and local governments that affects King
119 County. The committee shall meet regularly with all branches of King County
120 government to review legislation and policies that affect them and to coordinate the
121 county's response to issues from other levels of government.

122 **C. General government and labor relations committee shall:**

123 **1. Consider and make recommendations on policies relating to management**
124 organizational structure; customer service; the efficiency, cost effectiveness and
125 performance of county departments, including: assessor; personnel; purchasing; civil
126 rights and compliance; real property management; general services; records and
127 elections; facilities management; risk management; safety and worker's compensation;
128 and cooperative extension community services;

129 **2. Consider and make recommendations to the full council on the annual audit**
130 program;

131 **3. Consider and make recommendations to the full council on labor agreements;**

132 4. Perform the functions of the labor implementation committee as specified in
133 K.C.C. chapter 3.16;

134 5. Consider and make recommendations relating to information technology,
135 cable communications and telecommunications issues;

136 6. Consider and make recommendations relating to constitutional and human
137 rights, discrimination, civil and criminal liability, ethics and campaign practices; and

138 7. Consider and make recommendations relating to the King County
139 international airport.

140 **D. Growth management and natural resources committee** shall consider and
141 make recommendations on policies relating to land use development, comprehensive
142 planning, development regulations, regulatory reform and recommendations to the
143 department of development and environmental services (DDES). In respect to
144 consideration of updates of the Comprehensive Plan, all members of the council not
145 assigned to the growth management and natural resources committee will be considered
146 ex officio voting members of the committee. The chair of the committee may refer
147 various portions of the Comprehensive Plan to panels of members. The chair of the
148 committee may employ the various standing committees as panels. The panels shall
149 transmit their recommendations to all councilmembers for their consideration as regular
150 or ex officio members of the growth management and natural resources committee before
151 the committee refers the annual update of the Comprehensive Plan to the full council.

152 The committee shall consider and make recommendations relating to: market rate
153 housing and housing affordability; Growth Management Planning Council (GMPC),
154 including GMPC task forces, timelines, products (such as benchmarking and land

155 capacity), and Countywide Planning Policies; Potential Annexation Areas (~~and interlocal~~
156 ~~agreements~~); boundary review board (~~and nonutility annexations~~); planned action
157 environmental impact statements and related phased state Environmental Policy Act
158 review; and the Puget Sound Regional Council; and development and land use
159 regulations necessary to either implement salmon recovery or comply with the
160 Endangered Species Act, or both.

161 The committee shall (~~consider and make recommendations on King County~~
162 ~~motions and ordinances which have force and effect only in the unincorporated areas of~~
163 ~~the county; evaluate and make recommendations on the quality of service delivery in~~
164 ~~areas such as police, roads and human services; and~~) consider and make
165 recommendations relating to subarea planning community councils and other
166 unincorporated self-government strategies.

167 The committee shall consider and make recommendations on policies relating to:
168 natural resources; cultural resources; recreation programs; issues relating to the
169 Endangered Species Act; parks; open space; agricultural lands; resource lands; utility
170 services including wastewater treatment, solid waste management, flood control and
171 surface water and stormwater management; utility annexations; utility comprehensive
172 plans and franchises; and water quality and water quantity issues.

173 (~~There shall be one chair of the growth management and natural resources~~
174 ~~committee with responsibility and authority for committee operations. There shall be three~~
175 ~~policy chairs of the growth management and natural resources committee: the policy chair~~
176 ~~of growth management, the policy chair of unincorporated and rural affairs, and the policy~~
177 ~~chair of natural resources, parks and utilities.~~

178 ~~((D. Labor, operations and technology committee shall:~~

179 ~~1. Consider and make recommendations on policies relating to management~~
180 ~~organizational structure; customer service; the efficiency, cost effectiveness and~~
181 ~~performance of county departments, including: assessor; personnel; purchasing; civil~~
182 ~~rights and compliance; real property management; general services; records and~~
183 ~~elections; facilities management; risk management; safety and worker's compensation;~~
184 ~~and cooperative extension community services;~~

185 ~~2. Consider and make recommendations to the full council on the annual audit~~
186 ~~program;~~

187 ~~3. Consider and make recommendations to the full council on labor agreements;~~

188 ~~4. For the purposes of K.C.C. chapter 3.16, is labor implementation committee;~~

189 ~~5. Consider and make recommendations relating to municipal service contracts;~~

190 ~~6. Consider DDES efficiency and customer service; and~~

191 ~~7. Consider and make recommendations relating to information technology,~~
192 ~~cable communications and telecommunications issues.))~~

193 **E. Law, justice and human services committee shall:**

194 1. Consider and make recommendations on policies relating to: public safety;
195 adult detention; ~~((constitutional and human rights; discrimination; civil and criminal~~
196 ~~liability; ethics; campaign practices;))~~ juvenile justice programs; youth services; the
197 superior and district courts; judicial administration; prosecuting attorney; and public
198 defense; and

199 2. Consider and make recommendations on matters relating to personal and
200 environmental health; mental health; developmental disabilities; alcoholism and

201 substance abuse; emergency medical services; human services; families and children;
202 women's programs; and aging programs.

203 ~~((There shall be one chair of the law, justice and human services committee with
204 responsibility and authority for committee operations. There shall be two policy chairs of
205 the law, justice and human services committee: the policy chair of law and justice, and the
206 policy chair of human services.~~

207 ~~**F. Legislative steering committee** shall consider and make recommendations to
208 the full council on legislation before the federal, state and local governments that affect
209 King County. The committee shall meet regularly with all branches of King County
210 government to review legislation and policies that affect them and to coordinate the
211 county response to issues from other levels of government.))~~

212 ~~((G.))~~ **F. Operating budget, fiscal management and mental health committee**
213 shall, in consideration of the operating budget: review and monitor the budget, including
214 financial plans, revenues, expenditures, quarterly reports, and operating programs;
215 monitor the financial status of county funds; consider and make recommendations to all
216 supplemental appropriations; and consider and make recommendations on debt and
217 investment proposals, levies, fees and taxes. The committee shall consider and make
218 recommendations on municipal annexations and incorporations and on all briefings and
219 actions related to Motion 12320 regarding mental health, chemical dependency and
220 therapeutic court services and the mental health recovery plan.

221 In addition to these functions, the operating budget, fiscal management and
222 mental health committee shall convene for the purpose of reviewing and making
223 recommendations on the executive's proposed 2008 annual budget. All members of the

224 council shall be considered voting members of the committee for the duration of the
225 committee's review of the executive's proposed 2008 annual budget. The chair of the
226 operating budget, fiscal management and mental health committee shall appoint members
227 to an operating budget panel, chaired by the vice-chair of the operating budget, fiscal
228 management and mental health committee and a capital budget panel, chaired by the
229 chair of the capital budget committee. The vice-chair of the capital budget committee
230 shall be the vice-chair of both panels. The operating budget panel and the capital budget
231 panel shall review the executive's proposed 2008 annual budget and make
232 recommendations to the operating budget, fiscal management and mental health
233 committee.

234 **((H.)) G. Transportation committee** shall consider and make recommendations
235 on policies relating to: transportation; planning; roads; engineering; and public
236 transportation.

237 VII. Motion 10651, Section V, as amended, and OR 2-030 are each hereby
238 amended as follows:

239 **Employment and administration committee.**

240 **A. Membership requirements – duties.** The employment and administration
241 committee shall consist of four members and two alternates. Two members and one
242 alternate shall be from the majority party and two members and one alternate shall be
243 from the minority party. The only time an alternate may vote is when a regular member
244 of the same party is absent. ~~((If a regular member of the employment committee cannot~~
245 ~~attend an employment committee meeting, an alternate member may be appointed. The~~
246 ~~chair of the council shall appoint the alternate for an absent member from the majority~~

247 ~~party. The minority caucus shall appoint the alternate for an absent member from the~~
248 ~~minority party. An appointment of an alternate must be in writing and filed with the~~
249 ~~clerk of the council and the chair of the employment committee. Alternate employment~~
250 ~~committee members may be designated for either a specific meeting or for any meeting at~~
251 ~~which an absence might occur in the future.)) A quorum of the employment and~~
252 ~~administration committee shall consist of three committee members.~~

253 The council vice-chair of ~~((the council))~~ employment and administration shall
254 chair the committee.

255 **B. Duties and ((P))process.**

256 1. Personnel decisions. The employment and administration committee shall
257 make recommendations to the ~~((full))~~ council concerning decisions for legislative branch
258 employees, except for councilmembers' personal staff. Personnel decisions include
259 decisions to hire, to fill vacancies, to make staffing adjustments, to assign or reassign
260 staff, to adjust staff pay, to analyze future hiring needs and to make other necessary
261 employment decisions. Personnel decisions do not include termination or disciplinary
262 decisions, which follow the process stated in subsection B.2 of this section. Employment
263 and administration committee recommendations on personnel decisions shall be
264 developed in consultation with appropriate committee chairs. Personnel decisions shall
265 be contained in a written recommendation report that shall, upon signature of three
266 committee members, be sent to the ~~((full))~~ council. The council shall consider the
267 recommendation reports from the committee on an employment and administration
268 committee consent agenda.

269 2. Terminations and disciplinary decisions. The employment and

270 administration committee makes decisions on discipline and termination,
271 including layoffs. If three committee members vote for a termination or
272 disciplinary action the decision is final, except when an employee exercises the
273 right of an appeal to the full council. An employee who has been either
274 suspended without pay of two weeks or more(~~(5)~~) or terminated may appeal the
275 decision of the employment and administration committee to the (~~(full)~~) council.
276 The appeal must be filed with ten calendar days of written notice of the
277 suspension or termination being sent to the employee. An appeal is accomplished
278 by delivering a notice of appeal to the clerk of the council. Nondisciplinary
279 terminations are subject to appeal in the same manner as disciplinary
280 terminations.

281 3. Nothing in this process is to be construed to alter the at-will status of
282 legislative branch employees. This process is designed to facilitate the will of the
283 majority of the council.

284 **C. Recommendations to the council chair.** The employment and
285 administration committee may consider and make recommendations to the
286 council chair regarding management organization structure and legislative branch
287 customer service. The committee may monitor and make recommendations on
288 the legislative branch budget.

289 **D. Removal of recommendations from consent agenda.** Upon the request of
290 any member present before the (~~(full)~~) council, any specific recommendation from the
291 employment and administration committee shall be removed from the consent agenda
292 and considered separately by the council prior to adoption of the employment and

293 administration committee consent agenda. The council may then by a majority vote
294 make whatever orderly disposition of the matter it deems appropriate.

295 ~~((D.))~~ **E. Motions for censure.** The employment and administration committee
296 shall consider and make recommendations on motions for censure related to alleged
297 violations of any antiharassment policy by a councilmember.

298 ~~((E.))~~ **F. Personnel records as confidential.** To the extent permitted by law,
299 personnel records which would be exempt from public disclosure shall continue to be
300 treated as confidential and records or portions thereof which are exempt shall be
301 conspicuously identified as such and separated from nonexempt records.

302 VIII. Motion 11122, Section G, as amended, and OR 2-040 are each hereby
303 amended to read as follows:

304 **Chairs and vice-chairs.** The council designates the following councilmembers
305 as chairs and vice-chairs of the standing committees created in this motion and the
306 regional committees established in the King County Charter.

307 Committee-of-the-whole:

308 Chair: ~~((Larry Gossett))~~ Julia Patterson.

309 Vice-chair((s)): Jane Hague ~~((and Larry Phillips)).~~

310 ~~((Annual budget reconciliation and adoption committee:~~

311 Chair: ~~Dow Constantine.~~

312 Capital budget panel chair: ~~Bob Ferguson.~~

313 Operating budget panel chair: Jane Hague.))

314 Capital budget committee:

315 Chair: ~~((Bob Ferguson))~~ Dow Constantine.

316 Vice-chair((s)): (~~Larry Gossett, Pete von Reichbauer~~) Kathy Lambert.

317 Capital budget panel:

318 Chair: Dow Constantine.

319 Vice-chair: Kathy Lambert.

320 Employment and administration committee:

321 Chair: Jane Hague.

322 Vice-chair: Larry Gossett.

323 External affairs committee:

324 Chair: Pete von Reichbauer.

325 Vice-chair: Larry Phillips.

326 General government and labor relations committee:

327 Chair: Larry Gossett.

328 Vice-chair: Pete von Reichbauer.

329 Growth management and natural resources committee:

330 Chair: (~~Dow Constantine~~) Larry Phillips.

331 (~~Policy~~) Vice-chair (~~of growth management: Dow Constantine.~~

332 ~~Policy chair of unincorporated and rural affairs: Reagan Dunn.~~

333 ~~Policy chair of natural resources, parks and utilities~~): Jane Hague.

334 (~~Labor, operations and technology committee:~~

335 ~~Chair: Larry Gossett.~~

336 ~~Vice-chair: Jane Hague.~~)

337 Law, justice and human services committee:

338 Chair: (~~Bob Ferguson~~) Kathy Lambert.

339 ~~((Policy))~~ Vice-chair ~~((of law and justice: Bob Ferguson.~~
340 ~~Policy chair of human services)):~~ ~~((Kathy Lambert))~~ Larry Gossett.
341 ~~((Legislative steering committee:~~
342 ~~Co chairs: Dow Constantine, Kathy Lambert.))~~
343 Operating budget, fiscal management and mental health committee:
344 Chair: ~~((Dow Constantine))~~ Bob Ferguson.
345 Vice-chair~~((s)):~~ ~~((Larry Gossett, Kathy Lambert))~~ Jane Hague.
346 Operating budget panel:
347 Chair: Jane Hague.
348 Vice-chair: Kathy Lambert.
349 Transportation committee:
350 Chair: ~~((Julia Patterson))~~ Reagan Dunn.
351 Vice-chair: ~~((Reagan Dunn))~~ Julia Patterson.
352 Regional policy committee:
353 Chair: Pete von Reichbauer.
354 Regional transit committee:
355 Chair: Reagan Dunn.
356 Vice-chair: Julia Patterson.
357 Regional water quality committee:
358 Chair: Larry Phillips.
359 Vice-chair: Jane Hague.
360 IX. Motion 11122, Section F, as amended, and OR 2-120 are each hereby
361 amended to read as follows:

362 **Interim staff assignments.** Pending consideration by the employment and
363 administration committee and action by the ((full)) council on general staffing
364 adjustments necessary as a result of committee reorganization, the council chair, in
365 consultation with the employment and administration committee chair, the affected
366 committee chairs, the policy staff director and the chief of staff, is hereby authorized to
367 temporarily assign staff to any committee or legislation. Such assignments shall give due
368 consideration to existing areas of expertise, workload and priorities of committee chairs.

369 X. Motion 10651, Section VI, as amended, and OR 3-010 are each hereby
370 amended to read as follows:

371 **Use of councilmembers' district accounts.**

372 A.1. All salaries for a councilmember's personal staff shall be paid out of the
373 councilmember's district account.

374 2. The cost of benefits for personal staff shall be paid out of the council's central
375 administration account for up to ((three)) four personal staff per district. The cost of
376 benefits for each personal staff member above ((three)) four for a councilmember shall be
377 paid out of that councilmember's district account.

378 B.1. All expenditures for mail originating from an individual councilmember's
379 office shall be paid for out of that councilmember's district account, except for mailings of
380 ten items or less, which may be paid for out of the council's central administration account.

381 2. A councilmember shall not send any mass mailing that is deposited in the mail
382 between June 30 and election day in any year in which an election is to be held to fill the
383 councilmember's office. However, mailings may be made after the last day for filing for
384 office if the councilmember has not filed for the office. For the purposes of this subsection

385 B.2, "mass mailing" means any mailing of more than two hundred pieces that contains
386 essentially identical messages and that is prepared or sent by or on behalf of an individual
387 councilmember at council expense.

388 C. All expenditures for rent, office equipment and furniture, utilities and
389 telephones to support a councilmember's district office shall be paid out of the
390 councilmember's district account.

391 D. All travel expenditures incurred by councilmembers or personal staff shall be
392 paid for out of the councilmember's district account, except that travel relating to legislative
393 advocacy or travel that is likely to provide financial benefits to the county may be paid out
394 of the council's central administration account, subject to approval of the chair of the
395 council within the chair's discretion.

396 E. All other expenditures for community meetings, training, newspaper
397 advertising, nonnewspaper advertising or other related activities as determined by the
398 councilmember shall be paid out of the councilmember's district account.

399 F. Whenever questions about expenditures may arise, a councilmember shall
400 consult with the chief of staff, legal counsel or the council administrator as necessary in
401 considering whether a specific expenditure is authorized by this rule OR 3-010.

402 XI. Motion 11327, Section II, and OR 3-101 are each hereby amended to read as
403 follows:

404 **Hiring.** The council wishes to formalize its process for outreach, recruitment and
405 hiring as described below.

406 A. A job announcement will be prepared by the council administrator and will be
407 distributed by the county personnel department to the county's standard distribution list.

408 The job announcement should include a job description, salary, minimum qualifications,
409 the standard "EEO" notice encouraging women and minorities to apply, and application
410 instructions. Appropriate employment resources to recruit persons from minority groups
411 should be used in order to attract as many minority applicants as possible.

412 B. Positions will remain open for a reasonable period of time.

413 C. Applications will be screened according to written objective work-related
414 criteria established from the job description. Oral interviews will be scheduled with an
415 interview team selected by the council administrator. The oral interview has a two-fold
416 purpose: (1) to give the applicant a more detailed description of the job, and the council
417 and the staff; and (2) to examine in a structured fashion the experience and qualifications
418 of the applicant. The oral interview may be supplemented by additional tests of an
419 applicant's abilities such as writing samples and analytical exercises.

420 D. The council administrator will assess the results of the interview/testing
421 process and will recommend the top candidates to the employment and administration
422 committee. The employment and administration committee may choose to consider other
423 candidates than those recommended by the council administrator. The employment and
424 administration committee will recommend a candidate to the council for final selection.
425 After the employment and administration committee has made a recommendation, the
426 council may choose to consider other candidates than those recommended by the
427 employment and administration committee.

428 E. In cases where a new vacancy occurs within six months of the recruitment
429 process described above, the administrator may use the results of the previous

430 recruitment process to select finalists for recommendation to the council to fill the vacant
431 position.

432 F. The only exceptions to this procedure will be for internal promotions and for
433 the recruitment of interns, clerical employees, CTV operations specialists, and temporary
434 employees.

435 G. A preference shall be given to an applicant for any position who is presently
436 on the staff of the legislative branch who has already demonstrated the capability to
437 perform the duties of the position satisfactorily.

438 H. The authority for hiring temporary employees for positions lasting sixty days
439 or less is delegated to the chief of staff.

440 XII. Motion 100002, Sections A-C, and OR 4-010 are each hereby amended to
441 read as follows:

442 **Office of government access television.**

443 A. The office of government access television is created within the legislative
444 branch.

445 B. The position of manager of the office of government access television is
446 hereby created. The manager of the office shall be appointed to the position by a
447 majority of the members of the county council for a term of three years. A subcommittee
448 of the government access channel oversight committee, consisting of its citizen members,
449 shall review and interview sufficient applicants for the position and recommend a group
450 of finalists to the council.

451 C. The manager of the office may be removed at any time, with or without cause,
452 by a vote of two-thirds of the members of the county council. The council may appoint

453 an interim manager, for a period not to exceed six months, pending the appointment of a
454 new manager whenever the term of office has expired or the office otherwise becomes
455 vacant. The council's employment and administration committee may take disciplinary
456 action regarding the manager, consistent with council employment practices and policies.
457 The chair of the council shall provide reasonable notification to the government access
458 channel oversight committee of any such disciplinary action. The manager shall be
459 appointed solely with regard to his or her qualifications and experience to manage a
460 government access television channel. The manager shall hold no other appointive or
461 elective public office or position during the term of employment as manager.

462 XIII. For purposes of implementing council procedures and policies, any
463 references in adopted procedures, policies or legislation to "employment committee" shall

464 be deemed to mean the employment and administration committee.

465 XIV. This motion takes effect January 1, 2007.

466

Motion 12429 was introduced on 12/11/2006 and passed as amended by the Metropolitan King County Council on 12/11/2006, by the following vote:

Yes: 9 - Mr. Phillips, Mr. von Reichbauer, Ms. Lambert, Mr. Dunn, Mr. Ferguson, Mr. Gossett, Ms. Hague, Mr. Constantine and Ms. Patterson
No: 0
Excused: 0

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON



Larry Phillips, Chair

ATTEST:



Anne Noris, Clerk of the Council

Attachments None