

ORDINANCE NO. ~~6410~~

AN ORDINANCE approving and adopting the King County 1983 Affirmative Action Plan.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

SECTION 1. The King County 1983 Affirmative Action Plan is hereby approved and adopted.

Provided that:

The 1982 employment goals shall be continued through calendar year 1983;

The Executive Administration shall establish 1984 employment goals through the application of availability rates of minorities and women throughout King County;

The Executive Administration shall utilize selective certification in filling positions only when women and particular minority groups, by sex, are underutilized in relation to the established employment goals.

SECTION 2. King County departments shall make vigorous and affirmative efforts to meet the proposed goals. Departments shall comply with the adopted personnel rules, per Section 530, of the Home Rule Charter for King County.

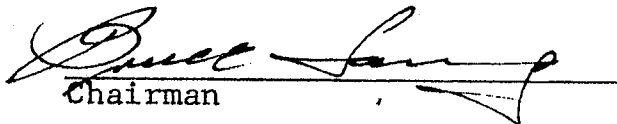
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1            SECTION 3. The King County 1983 Affirmative Action Plan is  
2 incorporated as if fully set forth in this Ordinance by reference  
3 herein.

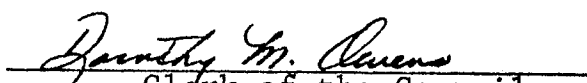
4            INTRODUCED AND READ for the first time this 9th day of  
5            May, 19 83.

6            PASSED this 10th day of May, 19 83.

7            KING COUNTY COUNCIL  
8            KING COUNTY, WASHINGTON

9              
10            Chairman

11            ATTEST:

12  
13              
14            Clerk of the Council

15            APPROVED this \_\_\_\_ day of \_\_\_\_\_, 19 \_\_\_\_.

16            DEEMED ENACTED WITHOUT  
17            COUNTY EXECUTIVE'S SIGNATURE.

18            DATED: 5/26/83

19            \_\_\_\_\_  
20            King County Executive

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**King County Executive**

Randy Revelle

May 26, 1983

1983 MAY 26 PM 3:27  
CLERK  
KING COUNTY COUNCIL

RECEIVED

The Honorable Bruce Laing  
Chairman, King County Council  
402 C O U R T H O U S E

RE: Ordinance 6410 - 1983 Affirmative Action Plan

Dear Chairman Laing:

I have allowed Ordinance 6410, adopting the 1983 Affirmative Action Plan, to become law without my signature. I am very disappointed that the Council rejected our proposal to set employment goals that are both aggressive and realistic and instead has instructed us to continue to use the goals as established in the 1982 Affirmative Action Plan -- goals that in large part we have already achieved.

King County's workforce profile as of the first quarter 1983 consists of 17.8% minority and 40.1% females. The 1983 goals we had proposed would have resulted in an increase to 20% minority with a 40% female overall.

We believe that we have missed an opportunity to demonstrate our commitment to the aggressive pursuit of affirmative action hiring in King County. We will consider the goals as adopted by the Council to be a floor, not a ceiling, and will continue our efforts to ensure that our workforce profile in all job categories truly reflects the human diversity of King County.

Sincerely,

RANDY REVELLE  
King County Executive

RR:LDB:jb

cc: King County Councilmembers  
ATTN: Jerry Peterson, Council Administrator  
Lauraine Brekke, Director, Executive Administration