

July 2, 1986  
9785A/KN/clt

Introduced by: RON SIMS

Proposed No.: 86-160

ORDINANCE NO. 7787

AN ORDINANCE approving and adopting the King County 1986 Affirmative Action Plan, the 1986 Affirmative Action Employment Goals and Work Program, the 1986 Contract Compliance Goals, the 1986 Minority/Women's Business Utilization Goals, and repealing Ordinance 7312.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

SECTION 1. Ordinance 7312, Sections 1 through 5 are each repealed.

NEW SECTION SECTION 2. King County Affirmative Action Plan is hereby approved and adopted.

NEW SECTION. SECTION 3. King County departments shall make vigorous and affirmative efforts to meet the proposed goals. Departments shall further comply with the rules and policies contained in the Plan governing affirmative action and equal employment.

NEW SECTION SECTION 4. The goals for the three elements of King County's Affirmative Action Program shall be as follows:

A. AFFIRMATIVE ACTION EMPLOYMENT. The 1986 affirmative action employment goals for women and minorities are established by the 1986 availability percentage rates by EEO job category as indicated on the chart on page 36 of the Affirmative Action Plan, attached as Exhibit A. A weighted average of the overall 1986 availability percentage rates is 42.9% for women and 15.7% for minorities. The affirmative action employment goal for persons with disabilities is 7%. Exhibit A, page 2 presents a summary of assumptions used to calculate the 1986 availability percentage rates.

1 B. MINORITY/WOMEN'S BUSINESS UTILIZATION. The 1986  
2 minority/women's business utilization goals are as follows:

3 <u>Nature of Contract</u>	4 <u>Minority Businesses</u>	5 <u>Women Businesses</u>
6 1. Architectural & Engineering	7 15%	8 7%
9 2. Concession	10 10%	11 5%
12 3. Construction	13 18%	14 10%
15 4. Consultant	16 15%	17 12%
18 5. Purchase/Service	19 10%	20 3%

21 C. CONTRACT COMPLIANCE. The 1986 contract compliance goals  
22 are as follows:

	23 <u>Minorities</u>	24 <u>Women</u>
25 Construction Contractors	26 15%	27 6.9%
28 Vendors/Service Contractors	29 11%	30 35.0%

31 NEW SECTION. SECTION 5. The King County 1986 Affirmative  
32 Action Plan and appendices thereto are incorporated as if fully  
33 set forth in this Ordinance by reference herein.

INTRODUCED AND READ for the first time this 31<sup>st</sup> day  
of March, 1986.

PASSED this 22nd day of September, 1986.

KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON

Audrey Lugee  
Chair

ATTEST:

Dorothy M. Owens  
Clerk of the Council

APPROVED this 15<sup>th</sup> day of October, 1986.

Jim Hill  
King County Executive