

03/09/99

Hiringimproveord4.doc

Introduced By:

Kent Pullen

cmm

Proposed No.:

1999-0130

ORDINANCE NO. **13430**

1
2 AN ORDINANCE relating to the county's present hiring
3 practices, directing the executive to address the length of time
4 it takes to hire new employees and fill vacancies, reform
5 present hiring practices and report to the council by a date
6 certain on steps to be taken in addressing the problem of
7 hiring new employees.

8 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

9 SECTION 1. Findings. During the 1998 labor summit, held between the elected
10 leadership of King County and the leaders of the county's collective bargaining units,
11 many of the labor leaders present asked that the county take steps to improve its hiring
12 processes. The concerns those labor leaders expressed revolved around the inordinate
13 amount of time it takes the county to hire new employees to fill vacant positions, not
14 affording present employees the promotional opportunity to apply for vacant positions
15 before opening them for outside hire, the lack of viable employee training programs for
16 new employees and the lack of consistent countywide hiring standards.

17 SECTION 2. Improving the county's hiring and personnel processes. A. The
18 executive is directed to formulate ways in which the county's hiring processes for vacant
19 positions and on-the-job training opportunities for newly hired county employees can be
20 substantially revised and improved. The intent of improving present processes is manifold:
21 to make sure that vacant positions are filled as quickly as possible; to make sure that a

1 common understanding of what has to be done to fill vacant positions in an expeditious
2 manner is commonly understood by all of the county's functional units; to make sure that
3 qualified applicants for vacant positions are not discouraged by having to wait for long
4 periods of time for notification of their status or, if not selected, discouraged from applying
5 for vacant positions that might come available in the future; to make sure that the public's
6 need to have the county deliver high quality service without interruption or delay is met; to
7 make sure that present employees are afforded the opportunity to apply for all vacant
8 positions that might afford them promotional opportunities; that newly hired employees are
9 afforded on-the-job training or orientation, or both, they need in order to perform their jobs
10 well; and, that present employees have access, where feasible, to training opportunities that
11 will enhance their skills and competitiveness.

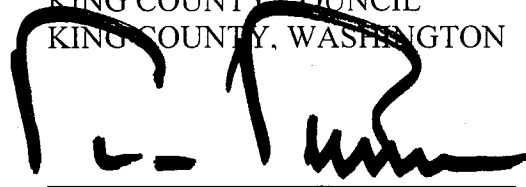
1 B. The executive is directed to forward to the council no later than August 31,
2 1999, a response to this ordinance, including, but not limited to, any legislation necessary
3 to effect improvements to the county's hiring processes.

4 INTRODUCED AND READ for the first time this 8th day of March, 1999.

5 PASSED by a vote of 11 to 0 this 15th day of March

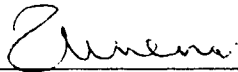
6 19 99

7 KING COUNTY COUNCIL
8 KING COUNTY, WASHINGTON



9
10 VICE Chair

11 ATTEST:

12 

13 Clerk of the Council

14 APPROVED this 27 day of March, 19 99

15 
16 King County Executive

17 Attachments: None