

February 28, 2024

**S1**

Technical Striking  
Amendment

[A. Kim] Sponsor: Dembowski  
Proposed No.: 2023-0417

1 **STRIKING AMENDMENT TO PROPOSED ORDINANCE 2023-0417, VERSION**

2 **1**

3 On page 1, beginning on line 14, strike everything through page 22, line 475, and insert:

4 "STATEMENT OF FACTS:

5 1. In 1976, the King County affirmative action committee was  
6 established, and was replaced in November 1995 by the King County civil  
7 rights commission by Ordinance 12058.

8 2. The civil rights commission was established to serve in an advisory  
9 capacity to the executive and the council on matters concerning  
10 affirmative action, disability access, equal employment opportunity,  
11 contract compliance, fair housing, minority and women owned businesses,  
12 and access to public accommodations to ensure the consistent application  
13 of all county ordinances, rules and regulations concerning these programs.

14 3. The scope of work and activities of the civil rights commission have  
15 diminished over the years due to various factors. ~~Currently, only two of~~  
16 ~~the twelve~~The civil rights commission ~~positions are filled and the~~has been  
17 inactive since 2020. ~~The~~ last civil rights commission briefing received by  
18 the council was in June 2010 where the council was briefed on the

19 commission's 2009 annual report.

20 4. For many years, the commission was the primary advisory body on  
21 county activities relating to equity and social justice, in particular  
22 enactment of the county's "Equity and Social Justice Ordinance," also  
23 referred to as the "Fair and Just Ordinance," which is Ordinance 16948,  
24 establishing the office of law enforcement and oversight, renaming the  
25 county in honor of the Reverend Doctor Martin Luther King, Jr., County  
26 as enacted by Chapter 90, Laws of Washington 2005, and changing the  
27 county logo from an imperial crown to the image of Reverend Doctor  
28 Martin Luther King, Jr., and establishing the immigrant and refugee task  
29 force. However, as these activities have become a priority for the county,  
30 they have been delegated to newly established county entities such as the  
31 office of law enforcement oversight community advisory committee, the  
32 immigrant and refugee commission, and the office of equity and racial and  
33 social justice.

34 5. The commission is also tasked with reviewing and conducting fact-  
35 finding sessions of ~~appeals related to alleged violations of~~  
36 ~~county complaints filed under the county's~~ antidiscrimination ordinances  
37 ~~that apply to King County as an employer with a finding of no reasonable~~  
38 ~~cause and in unincorporated King County request for reconsideration by~~  
39 ~~the complainant was denied.~~ However, the number of cases has decreased  
40 over time, in part, due to annexations and incorporations that have  
41 occurred in the county over the years reducing the area over which the

42 county has jurisdictional responsibility.

43 6. The commission has historically been active in community engagement  
44 by establishing relationships with other regional human and civil rights  
45 commissions, meeting and networking with community organizations, and  
46 educating communities and the public at large on the work of the  
47 commission. The commission included such activities in its annual work  
48 plans from 2014 through 2017; however, it is unclear whether the  
49 commission conducted such activities during 2014 through 2017 or  
50 whether it continues to do so currently. If the commission failed to  
51 undertake these activities, the lack of community engagement activities  
52 may also have contributed to the decrease in the number of complaints that  
53 relate to violations of county antidiscrimination ordinances.

54 7. In September 2001, Ordinance 14199 established the office of civil  
55 rights under the department of executive services to enforce county  
56 ordinances related to discrimination and provide staff support to the  
57 commission. However, through the 2017-2018 Biennial Budget  
58 Ordinance, Ordinance 18409, the council moved the functions of the  
59 office of civil rights to the office of equity and social justice, which  
60 administratively changed the office of civil rights to a civil rights program.

61 8. In 2018, the executive approached some members of the council to  
62 consider replacing the civil rights commission with an equity, civil rights  
63 and social justice commission. In response, King County councilmembers  
64 Larry Gossett and Rod Dembowski engaged with Seattle University's Fred

65 T. Korematsu Center for Law and Equality ("the Korematsu Center") to  
66 assist in conducting research on leading practices on civil rights  
67 commissions in local jurisdictions across the United States.

68 9. On August, 21, 2019, the executive transmitted Proposed Ordinance  
69 2019-0330 to replace the civil rights commission with a newly established  
70 equity, civil rights and social justice commission. The new commission  
71 would maintain the work of the civil rights commission but also  
72 incorporate work related to advancing the county's equity and social  
73 justice policies and practices. However, final action was never taken by  
74 the council and the proposed ordinance lapsed on February 4, 2020.

75 10. At the September 24, 2019, law and justice committee meeting, the  
76 Korematsu Center provided a briefing, Briefing 2019-B0149, on its final  
77 report, which included research findings and the following eleven  
78 recommendations:

79 a. grant greater authority to the civil rights commission to implement the  
80 county's civil rights laws;

81 b. include language in the enabling law of the commission that explicitly  
82 establishes the independence and objectivity of the work of the  
83 commission and its staff;

84 c. establish the commission's permanence through a new provision in the  
85 county charter;

86 d. to ensure independence and representation, create a balanced process  
87 for appointment of commissioners that takes into account the

88 representation and input of protected classes;

89 e. to ensure independence, create a new position of executive director of  
90 the commission who would be responsible for the day-to-day operations of  
91 the commission and for the appointment and supervision of staff;

92 f. reestablish an independent staff, led by the executive director and  
93 separate from other offices in the executive branch, supported by  
94 sufficient funding and resources to accomplish the goals and workload  
95 contemplated by the ordinances;

96 g. consider whether renaming the commission to incorporate both civil  
97 rights and human rights into the name will enhance community  
98 engagement and inclusion in the work of the commission by indicating the  
99 county's commitment to protecting the rights of all residents;

100 h. engage in a robust engagement process to determine the need for new  
101 policies to address inequity proactively and propose related legislation;

102 i. consider expanding protections to additional classes of people to  
103 ensure equal treatment for broader segments of the population;

104 j. update affirmative action policy based on the scope of the new state  
105 law; and

106 k. explore interlocal agreements with municipalities located within the  
107 county that do not have the resources to enact or enforce their own civil  
108 rights laws.

109 11. On October 19, 2021, the council passed Motion 15954,  
110 acknowledging receipt of the Disability Equity Action Plan as required by

111 the 2021-2022 Biennial Budget Ordinance, Ordinance 19210, Section 19,  
112 Proviso P1. The plan provided seven recommendations such as funding  
113 additional resources to enhance the county's American Disabilities Act  
114 compliance efforts, reactivating the county's existing 504/ADA advisory  
115 committee, continuing to utilize a disability equity consultant for review  
116 of policies and practices, and establishing an interbranch workgroup and  
117 affinity group for county employees with disabilities.

118 12. On July 11, 2023, the council passed Motion 16389 to approve the  
119 Gender Identity and Sexual Orientation Inclusion Task Force Strategy  
120 Report and Recommendations. The report recommended a countywide  
121 gender identity and sexual orientation inclusion strategy to better support  
122 the LGBTQIA+ community in King County.

123 13. The Universal Declaration of Human Rights ("the UDHR") was  
124 proclaimed by the United Nations General Assembly in December 1948,  
125 by General Assembly Resolution 217 A. The UDHR includes thirty  
126 articles that proclaims fundamental human rights to be universally  
127 protected for all peoples and all nations.

128 14. Historically, bodies established to address racial conflict, inequality,  
129 and discrimination in local governments across the United States often  
130 included "human relations" in their names. That label was so widely  
131 accepted that in the late 1990s, the United States Department of Justice,  
132 Community Relations Service issued Guidelines for Effective Human  
133 Relations Commissions. More recently, however, most jurisdictions have

134 moved away from the language of "human relations," and have moved  
135 toward incorporating either a human rights or a civil rights emphasis, or  
136 both, into the name of commissions focused on antidiscrimination and  
137 equality. Some local governments have also made an explicit  
138 commitment to refer to the UDHR to inform their work. The field of  
139 human rights is broader, but encompasses civil rights, and including a  
140 commitment to human rights would expand advancing the rights of its  
141 residents. Including "human rights" acknowledges the changing nature of  
142 the county's community, and its local government's commitment to  
143 including and promoting the rights of all, as stated in the UDHR, and  
144 serve to communicate to the community the broad vision King County  
145 would take in protecting the rights of its residents.

146 15. In December 2019, Ordinance 19047 established an independent King  
147 County human and civil rights commission based on the recommendations  
148 from the Korematsu Center. The ordinance would take effect on April 1,  
149 2021 only if by that date the council passed a motion approving a  
150 feasibility study on the establishment of the human and civil rights  
151 commission as adopted by the council. On March 9, 2021, the executive  
152 transmitted the feasibility study and Proposed Motion 2021-0089 to  
153 approve the feasibility study. However, the council did not take final  
154 action on the proposed motion and as a result Ordinance 19047 did not  
155 take effect.

156 16. Along with the 2023-2024 Proposed Biennial Budget, the executive

157 transmitted Proposed Ordinance 2022-0394 to incorporate the civil rights  
158 program under the department of human resources. The executive stated  
159 that the civil rights program's enforcement and investigative  
160 responsibilities of the county's antidiscrimination ordinances would be  
161 more suitable for the department of human resources. However, the  
162 council amended the proposed ordinance to maintain the civil rights  
163 program as a responsibility of the newly renamed office of equity and  
164 racial and social justice. The amended proposed ordinance was enacted in  
165 November 2022 as Ordinance 19541. The appropriations included in the  
166 2023-2024 Biennial Budget Ordinance, Ordinance 19546, is consistent  
167 with the organization of the civil rights program as set forth by Ordinance  
168 19541.

169 17. K.C.C. 2.28.006 authorizes the council by ordinance to provide per  
170 diem compensation for members of specific boards and commissions.

171 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

172 SECTION 1. Sections 2 through 7 of this ordinance should constitute a new  
173 chapter in K.C.C. Title 2.

174 NEW SECTION. SECTION 2. The definitions in this section apply throughout  
175 this chapter unless the context clearly requires otherwise.

176 A. "Antidiscrimination ordinances" means K.C.C. chapters 2.15, 3.12D, 12.16,  
177 12.17, 12.18, 12.20, and 12.22 and K.C.C. 6.27A.120 and 7.08.080.

178 B. "Commission" means the King County human and civil rights commission.

179 C. "Protected class" means sex, race, color, national origin, religious affiliation,

180 disability or use of a service or assistive animal by an individual with a disability, sexual  
181 orientation, gender identity or expression, age except by minimum age or retirement  
182 provisions, status as a family caregiver, military status, or status as a veteran who was  
183 honorably discharged or who was discharged solely as a result of the person's sexual  
184 orientation or gender identity or expression.

185 NEW SECTION. SECTION 3.

186 A. The King County human and civil rights commission is hereby established.

187 B. The organization and administration of the commission shall be sufficiently  
188 independent to ensure that no interference or influence external to the commission  
189 adversely affects the independence and objectivity of the commission.

190 C. The commission is established to advance the human rights, including civil  
191 rights, of all county residents by representing the residents' interests and to ensure the  
192 principles of the United Nations Universal Declaration of Human Rights are applied in all  
193 the county does in order to achieve equity and protect county residents from  
194 discrimination.

195 NEW SECTION. SECTION 4. The commission shall have the following duties:

196 A. Advise the executive, the council, and the public to implement and carry out  
197 the purposes and provisions of this chapter, which may include, but are not limited to, the  
198 following:

199 1. Human and civil rights protections that strengthen county antidiscrimination  
200 ordinances and support the county's equity, racial, and social justice goals;

201 2. Human and civil rights protections to address issues of concern for county  
202 residents;

203           3. Policies to proactively prevent discrimination and address inequalities at the  
204 front end with an explicit focus on racial justice and equitable outcomes that would  
205 benefit communities who have historically lacked power in the community;

206           4. Policies related to affirmative action and updates to the county's list of  
207 protected classes based on robust engagement with community members, in particular  
208 those individuals with a vested interest in policies related to affirmative action and  
209 protected classes;

210           5. Policies, practices, and procedures to assist county decision makers in  
211 fulfilling the county's commitment to address the root causes of inequities and distribute  
212 resources equitably;

213           6. Equitable allocation of county resources, with investments that are consistent  
214 with human and civil rights values, focused on people and places with the greatest needs;

215           7. The county's equal employment opportunity affirmative action plan; and

216           8. The county's equity and social justice strategic plan and related county  
217 policies and practices;

218           B. Conduct and prioritize a robust and ongoing engagement process with  
219 community members and county entities to consider their input in implementing and  
220 carrying out the purposes and provisions of this chapter. Engagement shall be prioritized  
221 for historically disadvantaged communities who have historically lacked power to  
222 influence policies for the community. County entities should include, but not be limited  
223 to, the office of law enforcement oversight, the community advisory committee for law  
224 enforcement oversight, the immigrant and refugee commission, the women's advisory  
225 board, 504/ADA advisory committee, the veterans, seniors and human services levy

226 advisory board, the office of equity and racial and social justice, the legislative branch's  
227 director of equity and social justice, the county auditor, the hearing examiner, the office  
228 of public complaints, and the various King County unincorporated area councils;

229 C.1. Conduct research, public forums, and educational programs on social  
230 stresses that impact the cohesion between groups in the county to support building of  
231 alliances;

232 2. Conduct community outreach to ascertain the status and treatment of county  
233 residents based on their protected class;

234 3. Evaluate means of alleviating discrimination and bias and of improving  
235 human relations within the county; and

236 4. Issue such publications as may assist in enhancing the human and civil rights  
237 of all county residents;

238 D. Monitor and review the implementation procedures and processes of  
239 antidiscrimination ordinances and affirmative action policies to determine compliance  
240 and effectiveness. The monitoring and reviewing may include, but not be limited to,  
241 reviewing any complaints filed under the antidiscrimination ordinances with a finding of  
242 no reasonable cause and request for reconsideration by the complainant was denied. In  
243 conducting its review, the commission may hold informal fact finding sessions with  
244 respect to processes and procedures and any findings may result in recommendations to  
245 the executive;

246 E. Evaluate existing county policies and new ordinances for disproportionate  
247 impacts on historically disadvantaged communities who have historically lacked power to  
248 influence policies for the community;

249 F. Lead county efforts in raising community awareness, conducting education,  
250 assistance and information programs on human and civil rights issues and on the purpose  
251 and work of the commission; and

252 G. Beginning in 2025, provide an annual report to the executive and council that  
253 shall include, but not be limited to, a quantitative and qualitative summary of completed  
254 and ongoing commission activities as required in this chapter, progress on the work  
255 program outlined in the prior calendar year annual report, and a work program for the  
256 following calendar year. On behalf of the commission, the executive shall electronically  
257 file the report by April 15 of each year with the clerk of the council, who shall retain an  
258 electronic copy and provide an electronic copy to all councilmembers, the council chief  
259 of staff, and the lead staff for the law and justice committee ~~of the whole~~ or its successor.  
260 The report shall be publicized widely, in particular to those historically disadvantaged  
261 communities who have historically lacked power to influence policies for the community.  
262 Publicity methods shall include, but not be limited to, the official county newspaper,  
263 newspapers of general circulation within each council district, King County civic  
264 television, television news outlets, social media platforms, non-English language  
265 newspapers and periodicals distributed in the county, and the county's website. The  
266 commission should provide annual briefings to media and elected officials representing  
267 cities, the county, and the state to ensure that the commission's lessons learned and  
268 achievements are shared with the public and policy makers.

269 NEW SECTION. SECTION 5.

270 A. The commission shall be composed of eleven members, in accordance with  
271 the following:

272           1. Membership shall reflect representation from a broad range of protected  
273 classes to reflect the diversity of the county's communities, with an emphasis on those  
274 most disproportionately impacted by inequities and discrimination;

275           2. All members shall demonstrate active and engaged civic participation in  
276 human and civil rights and be well-versed on the issues affecting the county's  
277 communities;

278           3. Membership shall represent a diverse range of age groups;

279           4. At least one member shall have experience with investigations and  
280 enforcement of either human rights, civil rights, or both;

281           5. At least one member shall be a member of the King County 504/ADA  
282 advisory committee or who is part of the disability community and have experience with  
283 the federal Americans with Disabilities Act of 1990, Section 504 of the federal  
284 Rehabilitation Act of 1973 or other laws, regulations, and rules related to individuals with  
285 disabilities;

286           6. At least one member shall be a member of the King County immigrant and  
287 refugee commission or who is part of the immigrant and refugee community;

288           7. At least one member shall have familiarity with King County government,  
289 systems, or agencies;

290           8. All members shall be residents of King County; and

291           9. All member shall not hold or campaign for elective office.

292           B. For the initial selection of members and for vacancies of members thereafter,  
293 the executive and council shall jointly announce a call for applications to seek candidates  
294 for appointment. The executive and council shall work collaboratively to ensure that the

295 announcement is publicized widely, in particular to those historically disadvantaged  
296 communities who have historically lacked power to influence policies for the community.  
297 Publicity methods shall include, but not be limited to, the official county newspaper,  
298 newspapers of general circulation within each council district, King County civic  
299 television, television news outlets, social media platforms, non-English language  
300 newspapers and periodicals distributed in the county, community-based organizations,  
301 community leaders with expertise and focus on human and civil rights, and the county's  
302 website. \_\_\_\_\_

303 \_\_\_\_\_ C.1. For initial appointments of regular members to the commission, a  
304 recommending committee, comprised of two council representatives appointed by the  
305 council chair and two representatives selected by the executive, shall review the  
306 applications submitted in response to the call for applications set forth in subsection B. of  
307 this section. The committee shall prepare a list of applicants recommended as candidates  
308 for the executive's consideration. In making its recommendations, the committee shall  
309 ensure that the candidates recommended for appointment meet the requirements as  
310 outlined in this section.

311 2. For vacancies of members of the commission, a recommending committee,  
312 comprised of two council representatives appointed by the council chair, two  
313 representatives selected by the executive and up to three former members of the human  
314 and civil rights commission recommended by the chair of the commission, shall review  
315 the applications submitted in response to the call for applications set forth in subsection  
316 C. of this section. The committee shall prepare a list of applicants recommended as  
317 candidates for the executive's consideration. In making its recommendations, the

318 committee shall ensure that the candidates recommended for appointment meet the  
319 requirements as outlined in this section.

320 D. Ten members of the commission shall be appointed by the executive and  
321 confirmed by the council. The eleventh member shall be appointed by the other ten  
322 regular members and confirmed by the council by motion. The executive shall transmit  
323 the motion to approve the eleventh member. The commission shall ensure that the  
324 eleventh member meets the requirements as outlined in this section.

325 E. For the initial commission formation, five regular commission positions shall  
326 have initial terms of three years, three positions shall have initial terms of two years and  
327 the remainder of the positions shall have initial terms of one year. The commission shall  
328 determine by randomized methods the initial term for each commission position.

329 F. At the conclusion of the initial term of each appointment for members, all  
330 subsequent terms of each position shall be for three years. A commission member whose  
331 term has expired may continue to serve into the following term until a successor has been  
332 appointed to complete the term. A member shall not serve more than two consecutive  
333 terms. A vacancy for an unexpired term of a member shall be filled by the appointment  
334 process provided for in this section.

335 G. At its first meeting after January 1 of each year, the commission shall elect  
336 from its membership a chair and a vice-chair. The chair shall preside at all meetings of  
337 the commission. In the absence of the chair, the vice-chair shall preside.

338 H. Members of the commission may remove a member for cause with six  
339 members voting in favor of the removal, subject to approval by the council by motion.

340 NEW SECTION. SECTION 6.

341

342           A. Commission members who are neither employees of the county nor  
343 employees of other municipal governments shall receive per diem compensation of  
344 seventy-five dollars for attendance at one commission meeting per month. If there is a  
345 direct conflict between the per diem compensation in K.C.C. 2.28.006 and the per diem  
346 compensation found in subsection A. of this section, then K.C.C. 2.28.006 shall control.  
347 The purpose of the compensation is to alleviate financial burden as a barrier to serving as  
348 a commission member and ensure representation from communities that are most  
349 impacted by inequities and discrimination. The per diem compensation shall be in  
350 addition to the reimbursements as authorized in subsection B. of this section. The per  
351 diem amount shall be automatically adjusted annually, beginning January 1, 2024, and  
352 every year thereafter, ~~using~~ at the rate equivalent to the twelve-month change in the U.S.  
353 Department of Labor, Bureau of Labor Statistics Consumer ~~January through December~~  
354 Price Index for All Urban Consumers for the Seattle-Tacoma-Bremerton Statistical  
355 Metropolitan Area, which is known as "the CPI-U". However, if the twelve-month  
356 change in the CPI-U is negative, there shall not be an adjustment.

357           B. The executive shall reimburse commission members for actual mileage at the  
358 standard county reimbursement rate for travel within the county to and from scheduled  
359 commission meetings, workgroup meetings, and community meetings, and for parking at  
360 meetings outside the county facilities. Commission members attending meetings or  
361 conducting business related to the commission at county facilities shall have parking in  
362 the county automotive parking facilities paid by the executive.

363           NEW SECTION. SECTION 7.

364           A. The executive shall designate employees to support the duties of the  
365 commission as required by this chapter.

366           B. All boards, commissions and committees, departments, or agencies and the  
367 officers, employees, and agents of those boards and commissions, departments, and  
368 agencies shall cooperate fully and in good faith with the commission to support the duties  
369 of the commission under this chapter.

370           SECTION 8. Ordinance 15548, Section 1, as amended, and K.C.C. 2.28.0015 are  
371 hereby amended to read as follows:

372           A. Each councilmember must provide the executive with a nomination to represent  
373 the councilmember's council district. If the executive does not appoint the person  
374 nominated by the councilmember, the executive shall request that the councilmember  
375 nominate another person.

376           B. At-large positions designated for the council shall be appointed by the executive  
377 after receiving nominations from the council. When notified of a vacancy in one of these  
378 four at-large positions, the council chair shall inform the council at an open public meeting  
379 of the vacancy and seek nominations from councilmembers. At a subsequent council  
380 meeting, the chair shall inform the council of the names of all nominees received from  
381 councilmembers and that all nominations have been forwarded to the executive. If the  
382 executive does not appoint a person who has been nominated by the council, the executive  
383 must request that the council nominate other candidates for appointment.

384           C. When appointing and confirming members to boards, commissions and  
385 committees it shall be the goal to have geographical diversity and balance. The women's  
386 advisory board created under K.C.C. 2.30.010, the conservation futures advisory committee

387 established under K.C.C. 2.36.070, the Harborview Medical Center board of trustees  
388 established under K.C.C. 2.42.030, and the human and civil rights commission (~~(created)~~)  
389 established under (~~(K.C.C. 3.10.010)~~) section 3 of this ordinance, should not have more  
390 than two members from a single council district. This subsection does not apply to a board,  
391 commission or committee until the board, commission or committee attains the council  
392 district and at-large membership as specified in Ordinance 15548, Section 7.

393 SECTION 9. Ordinance 12058, Section 9, and K.C.C. 2.55.010 are hereby  
394 amended to read as follows:

395 A. (~~(Creation.)~~) There is hereby created a King County Section 504 of the  
396 Rehabilitation Act of 1973/Americans with Disabilities Act of 1990 (~~(hereinafter referred~~  
397 ~~to as the ADA) A)~~advisory (~~(C)~~)committee, (~~(hereinafter referred to as)~~), referred to in  
398 this section as the 504/ADA committee.

399 B. (~~(Composition.)~~) The 504/ADA committee shall be composed of not less than  
400 three individuals, subject to confirmation by the county council, including the chair of the  
401 committee. The executive shall appoint the chair (~~(who will also serve on the civil rights~~  
402 ~~commission to ensure coordination of efforts)~~) of the committee.

403 C. (~~(Purpose.)~~) The 504/ADA committee shall serve in an advisory capacity to  
404 the executive in developing strategies, systems and guidelines in implementing the  
405 504/ADA Compliance Workplan. The functions of the 504/ADA committee shall  
406 include, but not be limited to, the following:

407 1. Review the 504/ADA (~~(e)~~)Compliance (~~(w)~~)Workplan and make  
408 recommendations towards improving its effectiveness;

409 2. Review and monitor the progress of the 504/ADA (~~(e)~~)Compliance

410 ~~((w))~~ Workplan; and

411           3. Review and monitor the ~~((affirmative action))~~ progress of affirmative action  
412 made in the employment of ~~((persons))~~ individuals with disabilities in the county's  
413 workforce.

414           D. ~~((Staffing.))~~ Appropriate staff to the 504/ADA committee shall be provided  
415 by the executive, including the Section 504 of the Rehabilitation Act of 1973/~~((ADA))~~  
416 Americans with Disabilities Act of 1990 compliance specialist in ~~((such department of~~  
417 ~~information and administrative services))~~ the office of equity and racial and social justice.

418           ~~((E. Designation of Americans with Disabilities Act coordinator.))~~ The Section  
419 504 of the Rehabilitation Act of 1973/~~((ADA))~~ Americans with Disabilities Act of 1990  
420 compliance specialist ~~((in the department of information and administrative services))~~ is  
421 the designated county employee to coordinate the county's effort to comply with and  
422 carry out its responsibilities under Section 504 of the Rehabilitation Act of 1973 and the  
423 ~~((ADA))~~ Americans with Disabilities Act of 1990 and its implementing regulations.

424           SECTION 10. The following are hereby repealed:

425           A. Ordinance 2647, Section 3, as amended, and K.C.C. 3.10.010;

426           B. Ordinance 2647, Section 4, as amended, and K.C.C. 3.10.020;

427           C. Ordinance 2647, Section 5, as amended, and K.C.C. 3.10.030;

428           D. Ordinance 12058, Section 4, and K.C.C. 3.10.040;

429           E. Ordinance 2647, Section 7, as amended, and K.C.C. 3.10.050;

430           F. Ordinance 2647, Section 8, as amended, and K.C.C. 3.10.060; and

431           G. Ordinance 6891, Section 4, as amended, and K.C.C. 3.10.070.

432           SECTION 11.

433           A. The commission shall provide a report recommending changes to the powers  
434 and duties of the human and civil rights commission. The report shall include, but not be  
435 limited to, the following:

436           1. Analysis of the county's civil rights program, including, but not limited to,  
437 activities related to assisting departments in complying with the federal Americans with  
438 Disabilities Act of 1990, the federal Rehabilitation Act of 1973, Section 504, and other  
439 legislation and rules regarding access to county programs, facilities, and services for  
440 people with disabilities, to identify strengths, weaknesses, and opportunities;

441           2. Recommendations on the placement of the county's civil rights program  
442 within the organizational structure of the executive branch and any changes to the duties  
443 of the civil rights program based on the analysis as required by subsection A.1. of this  
444 section, including duties related to assisting departments in complying with the federal  
445 Americans with Disabilities Act of 1990, the federal Rehabilitation Act of 1973, Section  
446 504, and other legislation and rules regarding access to county programs, facilities and  
447 services for people with disabilities;

448           3. Recommendations on ensuring the independence and objectivity of the work  
449 of the commission and its staff, which shall include, but not limited to, the following:

450           a. creating a new position of executive director of the commission who would  
451 be responsible for the day-to-day operations of the commission and for the appointment  
452 and supervision of staff; and

453           b. establishing an independent staff, led by the executive director and separate  
454 from other offices in the executive branch, supported by sufficient moneys and resources  
455 to accomplish the goals and workload as required of the commission;

456           4. Recommendations on amending the county's list of protected classes in both  
457 the King County Charter and the King County Code to expand protections to additional  
458 classes of people to ensure equal treatment for broader segments of the population; and

459           5. Recommendations on establishing interlocal agreements with municipalities  
460 located within the county that do not have the resources to enact or enforce their own  
461 civil rights laws.

462           B. The report shall consider, but not be limited to, recommendations from the  
463 following:

464           1. Seattle University's Fred T. Korematsu Center for Law and Equality's report  
465 entitled Research and Recommendations Regarding the King County Civil Rights  
466 Commission, Briefing 2019-B0149;

467           2. The Disability Equity Action Plan, Attachment A to Motion 15954; and

468           3. The Gender Identity and Sexual Orientation Inclusion Task Force Strategy  
469 Report and Recommendations, Attachment A to Motion 16389.

470           C. The executive shall draft legislation based on the recommendations in the  
471 report as described in this section.

472           D. On behalf of the commission, the executive shall electronically file the report  
473 and draft legislation within six months of the first meeting of the commission, with the  
474 clerk of the council, who shall retain electronic copies and provide electronic copies to all

475 councilmembers, the council chief of staff, and the lead staff for the law and justice  
476 committee ~~of the whole~~ or its successor:."

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478

~~KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON~~

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~~ATTEST:~~

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~~APPROVED this \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.~~

\_\_\_\_\_  
\_\_\_\_\_

~~Attachments: None~~

479

~~**EFFECT prepared by A. Kim: *The striking amendment would make technical***~~

480

~~**corrections.**~~