



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

Ordinance 19569

Proposed No. 2022-0429.1

Sponsors Perry

1 AN ORDINANCE related to the procurement of clothing
2 and uniforms; and adding a new section to K.C.C. chapter
3 2.93.

4 **STATEMENT OF FACTS:**

5 1. The council received community input from members of Girl Scout
6 Troop 41653 related to availability of uniforms and clothing options for
7 county employees, particularly for those employees who identify as
8 female and those employees who are pregnant and required to wear
9 uniforms and clothing during pregnancy.

10 2. A review of current uniform contracts conducted by the county's
11 finance and business operation division indicated that contracts related to
12 uniforms and clothing do not have consistent specifications, as provided
13 by departments, that include gender-specific options for employees who
14 wear uniforms, particularly for those employees who identify as female
15 and those employees who are pregnant and required to wear uniforms and
16 clothing during pregnancy.

17 3. A survey conducted by council staff of county department and office
18 representatives found that there are currently no formal practices in place
19 throughout county government to solicit input from employees on the
20 condition of the uniforms and clothing provided or on future uniform and

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21 clothing specification requests. Moreover, the survey also found that
22 some voluntary inputs were received from Metro transit department
23 employees on the lack of options for those who are pregnant, the need for
24 more larger sizes and the need for women's cuts for uniforms and clothing
25 worn by vehicle maintenance and facilities employees. Other than the
26 Metro transit department employees there has been no other voluntary
27 input on uniforms and clothing from employees.

28 4. The King County Equity and Social Justice Strategic Plan states the
29 importance of listening to employees, understanding their needs and
30 responding to those needs is necessary to ensure that employees provide
31 high quality services to all of our communities.

32 5. In accordance with Section 840 of the King County Charter, the county
33 shall not discriminate with respect to employment on account of sex and
34 sexual orientation or gender identity or expression. Ordinance 19026
35 codified that charter-based requirement throughout the King County Code.
36 Where applicable in the code, Ordinance 19026 also defined "sexual
37 orientation" and "gender identity or expression" to reflect the current
38 understanding of those definitions. The ordinance was also a reflection of
39 the evolving nature of language and the diversity of King County's
40 communities.

41 6. An article in the June 2022 (Volume 15 Issue 6) e-newsletter of the
42 U.S. Department of Justice's Office of Community Oriented Policing
43 Services, entitled Gender-Neutral Uniform and Grooming Policies, states

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44 that for nonbinary officers, binary uniforms do not fit the officers' bodies
45 or gender presentations. The article states that gender-neutral uniforms or
46 gender inclusive uniforms can eliminate that issue and significantly reduce
47 psychological distress for both trans and nonbinary officers, as well as for
48 cisgendered officers who are temporarily or permanently unable to fit a
49 too-narrow binary standard.

50 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

51 SECTION 1. It is the policy of King County that all county departments, agencies
52 and offices shall make a range of uniforms and clothing available for employees to choose
53 from, including gender-inclusive uniforms and clothing options that shall be suitable for
54 any employees of any gender identity or expression and therefore not conform to a single
55 gender fit, style or presentation, maximizing consistency in county practices and promoting
56 fiscal responsibility of county moneys. The manager of the finance and business
57 operation division or designee shall coordinate with county departments and offices to
58 solicit input from employees to compile specifications necessary to implement multiple
59 uniform and clothing options. Departments and offices shall also solicit input from their
60 employees at least once a year to determine the level of satisfaction with the uniform and
61 clothing options, and such input shall be forwarded to the manager of the finance and
62 business operations division or its designee.

63 NEW SECTION. SECTION 2. There is hereby added to K.C.C. chapter 2.93 a
64 new section to read as follows:

65 A. The manager shall ensure that procurement of uniforms and clothing include
66 uniforms and clothing options suitable for employees of all gender identities or

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67 expressions represented in the department, agency or office requesting such a
68 procurement. The manager shall also ensure that procurement of uniforms and clothing
69 includes uniforms and clothing suitable for pregnant employees who are required to wear
70 uniforms and clothing during pregnancy in the department, agency or office requesting
71 such a purchase. For the purposes of this section, "suitable" means meeting the tailoring
72 specifications that will ensure that uniforms and clothing fit well and are comfortable for
73 employees with different body types.

74 B. The manager shall coordinate with the department, agency or office to solicit
75 input from employees to compile uniform and clothing specifications necessary to comply
76 with subsection A. of this section.

77 C. The manager may solicit more than one formal solicitation, award contracts to
78 multiple offerors or bidders, or both, to comply with subsection A. of this section.

79 D. Any additional costs incurred from complying with this section shall be paid by
80 county moneys and not be a burden or expense to employees.

81 SECTION 3. Section 2 of this ordinance applies to contracts related to uniforms
82 and clothing that are either new contracts or renewal of existing contracts, or both that go
83 into effect on or after January 1, 2023.

84 SECTION 4. A. The executive shall transmit a report on the impacts to the
85 procurement of uniforms and clothing as a result of implementing the policies and
86 provisions required by this ordinance. The report shall include, but not be limited to, the
87 following:

88 1. A list of contracts related to uniforms and clothing that complied with the
89 policies and provisions as required by this ordinance;

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90 2. A list of contracts related to uniforms and clothing that have yet to comply
91 with the policies and provisions as required by this ordinance with reasons for
92 noncompliance;

93 3. A fiscal summary by department of all additional costs incurred as a result of
94 implementing the policies and provisions as required by this ordinance;

95 4. A summary of input received from employees to compile specifications
96 necessary for procurement as required by this ordinance;

97 5. A summary of input received from employees on the level of satisfaction with
98 uniforms and clothing after implementing the policies and provisions as required by this
99 ordinance;

100 6. Risks and challenges to implementing the policies and provisions as required
101 by this ordinance, if any; and

102 7. A summary of lessons learned and recommendations from implementing the
103 policies and provisions as required by this ordinance, if any.

104 B. The executive should electronically file the report no later than one year after
105 the effective date of this ordinance with the clerk of the council, who shall retain an
106 electronic copy and provide an electronic copy to all councilmembers, the council chief

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107 of staff and the lead staff for the government accountability and oversight committee, or
108 its successor.

Ordinance 19569 was introduced on 10/25/2022 and passed by the Metropolitan King County Council on 1/10/2023, by the following vote:


Yes: 9 - Balducci, Dembowski, Dunn, Kohl-Welles, Perry, McDermott, Upthegrove, von Reichbauer and Zahilay

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON


DocuSigned by:

E76CE01F07B14EF...
Dave Upthegrove, Chair

ATTEST:

DocuSigned by:

8DE1BB375AD3422...
Melani Pedroza, Clerk of the Council

APPROVED this _____ day of 1/18/2023, _____.

DocuSigned by:

4FBCAB8196AE4C6...
Dow Constantine, County Executive

Attachments: None

Certificate Of Completion

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Source Envelope:	
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Certificate Pages: 5	Initials: 0
AutoNav: Enabled	Envelope Originator:
Envelope Stamping: Enabled	Cherie Camp
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	Cherie.Camp@kingcounty.gov
	IP Address: 198.49.222.20

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Signer Events

Dave Upthegrove
dave.upthegrove@kingcounty.gov
Chair
Security Level: Email, Account Authentication (None)

Signature

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Melani Pedroza
melani.pedroza@kingcounty.gov
Clerk of the Council
King County Council
Security Level: Email, Account Authentication (None)

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Dow Constantine
Dow.Constantine@kingcounty.gov
King County Executive
Security Level: Email, Account Authentication (None)

DocuSigned by:

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Editor Delivery Events	Status	Timestamp
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Kaitlyn Wiggins kwwiggins@kingcounty.gov Executive Legislative Coordinator King County Executive Office Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	<div style="border: 2px solid blue; padding: 5px; display: inline-block;">COPIED</div>	Sent: 1/12/2023 9:07:59 AM Viewed: 1/12/2023 10:12:21 AM
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Witness Events	Signature	Timestamp
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Notary Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
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Signing Complete	Security Checked	1/18/2023 5:01:31 PM
Completed	Security Checked	1/18/2023 5:01:31 PM

Payment Events	Status	Timestamps
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Electronic Record and Signature Disclosure
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