



WHEREAS, for the director of the records, elections and licensing services division to be ready to conduct all King County elections entirely by mail ballot beginning in April 2008 the council directed the elections section director to work with a consultant to begin a process of culture change within the section, and

WHEREAS, with the consulting services of Waldron & Company, this work has been undertaken and has been in progress for nearly one year.

WHEREAS, the results of these activities have resulted in a cultural transformation and a higher level of organizational effectiveness, and

WHEREAS, the activities and outcomes of this effort are detailed in the final assessment report and organizational effectiveness plan, and

WHEREAS, since January 2007, the council has received two progress reports from Waldron & Company as well as three quarterly reports from the elections section detailing the strides made within the organization, and

WHEREAS, this exit report assessment developed by Waldron & Company provides both short-term and long-range recommendations for continuing to optimize the elections culture and organizational effectiveness for a high performing team, and

WHEREAS, the elections team has completed its work, according to our consultant, and has the tools and long-term plans to guide the organization for a successful transition to all-mail voting in 2008 and thereafter;

NOW, THEREFORE, BE IT MOVED by the Council of King County:

The King County Elections Office Final Assessment Report and Organizational Effectiveness Plan, Attachment A to this motion, is hereby approved and adopted.