



Legislation Text

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Clerk 10/02/2007

A MOTION adopting the King County Elections Office Final Assessment Report and Organizational Effectiveness Plan, which is the complete detailed report regarding the elections section staff cultural change, organizational effectiveness and training recommended by the citizens' elections oversight committee and independent task force on elections.

WHEREAS, in 2005 the Washington state Legislature enacted a law allowing counties the option of conducting all elections by mail, under RCW 29A.48.010, and

WHEREAS, in authorizing the option to conduct all elections by mail in King County, the King County council adopted Ordinance 15524 on June 19, 2006, indicating several criteria that must be met, including one that culture change must occur within elections section staff, and

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.