



**KING COUNTY**

1200 King County Courthouse  
516 Third Avenue  
Seattle, WA 98104

**Signature Report**

**September 5, 2001**

**Ordinance 14199**

**Proposed No.** 2001-0288.3

**Sponsors** von Reichbauer and McKenna

1 AN ORDINANCE relating to reorganization of the  
2 executive branch; amending Ordinance 5962, section 2, and  
3 K.C.C. 2.12.080; Ordinance 11955, section 2, and  
4 K.C.C. 2.16.020; Ordinance 12075, section 3, as amended,  
5 and K.C.C. 2.16.025; Ordinance 11955, section 9, as  
6 amended, and K.C.C. 2.16.045; Ordinance 11955, section  
7 5, as amended, and K.C.C. 2.16.055; Ordinance 14005,  
8 section 3, and K.C.C. 2.16.0755; Ordinance 13263, section  
9 42, and K.C.C. 2.16.097; Ordinance 11955, section 12, and  
10 K.C.C. 2.16.100; Ordinance 11955, section 13, as  
11 amended, and K.C.C. 2.16.110; Ordinance 11955, section  
12 11, as amended, and K.C.C. 2.16.140; Ordinance 12341,  
13 section 1, and K.C.C. 2.16.250; Ordinance 13623, section  
14 1, and K.C.C. 2.36.055; Ordinance 11417, section 6, and  
15 K.C.C. 2.40.040; Ordinance 12075, section 12, and  
16 K.C.C. 2.40.050; Ordinance 12014, section 2, and  
17 K.C.C. 3.04.017; Ordinance 12014, section 3, and

18 K.C.C. 3.04.030; Ordinance 1308, section 6, as amended,  
19 and K.C.C. 3.04.050; Ordinance 1321, section 5, as  
20 amended, and K.C.C. 3.04.110; Ordinance 12014, section  
21 31, and K.C.C. 3.12.330; Ordinance 12943, section 14, and  
22 K.C.C. 3.12A.020; Ordinance 12014, section 56, as  
23 amended, and K.C.C. 3.24.170; Ordinance 12077, section  
24 13, and K.C.C. 3.30.040; Ordinance 12076, section 8, and  
25 K.C.C. 4.08.005; Ordinance 12076, section 9, as amended,  
26 and K.C.C. 4.08.015; Ordinance 12076, section 10, as  
27 amended, and K.C.C. 4.08.025; Ordinance 12076, section 7,  
28 and K.C.C. 4.08.030; Ordinance 12076, section 11, and  
29 K.C.C. 4.08.035; Ordinance 3521, section 1, and  
30 K.C.C. 4.08.040; Ordinance 12076, section 15, and  
31 K.C.C. 4.08.070; Ordinance 12076, section 16, and  
32 K.C.C. 4.08.090; Ordinance 12076, section 17, and  
33 K.C.C. 4.08.100; Ordinance 12076, section 18, and  
34 K.C.C. 4.08.110; Ordinance 12076, section 19, and  
35 K.C.C. 4.08.130; Ordinance 12076, section 20, and  
36 K.C.C. 4.08.140; Ordinance 12076, section 25, as amended,  
37 and K.C.C. 4.08.210; Ordinance 12076, section 32, and  
38 K.C.C. 4.08.280; Ordinance 11591, section 1, and  
39 K.C.C. 4.08.290; Ordinance 12144, sections 1 and 2, and  
40 K.C.C. 4.08.295; Ordinance 14008, section 1, and

41 K.C.C. 4.08.297; Ordinance 13325, sections 5, 6 and 7, and  
42 K.C.C. 4.08.315; Ordinance 13302, sections 1 and 2, and  
43 K.C.C. 4.08.325; Ordinance 13733, section 9, and  
44 K.C.C. 4.08.327; Ordinance 12076, section 33, and  
45 K.C.C. 4.10.010; Ordinance 12076, section 34, and  
46 K.C.C. 4.10.040; Ordinance 12076, section 35, and  
47 K.C.C. 4.10.050; Ordinance 7112, section 6, and  
48 K.C.C. 4.10.060; Ordinance 7112, section 7, and  
49 K.C.C. 4.10.070; Ordinance 7112, section 9, and  
50 K.C.C. 4.10.090; Ordinance 12076, section 36, as amended,  
51 and K.C.C. 4.10.110; Ordinance 12076, section 37, and  
52 K.C.C. 4.10.120; Ordinance 7112, section 13, and  
53 K.C.C. 4.10.130; Ordinance 12076, section 41, and  
54 K.C.C. 4.14.030; Ordinance 12076, section 42, and  
55 K.C.C. 4.14.040; Ordinance 12138, section 6, and  
56 K.C.C. 4.16.010; Ordinance 12138, section 7, and  
57 K.C.C. 4.16.025; Ordinance 12138, section 9, and  
58 K.C.C. 4.16.040; Ordinance 12138, section 10, and  
59 K.C.C. 4.16.070; Ordinance 12138, section 11, as amended,  
60 and K.C.C. 4.16.080; Ordinance 10581, section 8, as  
61 amended, and K.C.C. 4.16.085; Ordinance 3441, section 8,  
62 as amended, and K.C.C. 4.16.090; Ordinance 12138,  
63 section 12, and K.C.C. 4.16.095; Ordinance 12138, section

64 13, and K.C.C. 4.16.100; Ordinance 12138, section 14, and  
65 K.C.C. 4.16.110; Ordinance 12076, section 45, and  
66 K.C.C. 4.16.130; Ordinance 12138, section 22, and  
67 K.C.C. 4.16.140; Ordinance 12138, section 16, and  
68 K.C.C. 4.16.142; Ordinance 12138, section 19, and  
69 K.C.C. 4.16.155; Ordinance 12138, section 20, and  
70 K.C.C. 4.16.165; Ordinance 12138, section 23, and  
71 K.C.C. 4.16.175; Ordinance 13983, section 3, and  
72 K.C.C. 4.19.030; Ordinance 12076, section 46, and  
73 K.C.C. 4.20.020; Resolution 9490 (part) and  
74 K.C.C. 4.36.010; Resolution 9490 (part), as amended, and  
75 K.C.C. 4.36.020; Ordinance 12076, section 47, and  
76 K.C.C. 4.42.040; Ordinance 9279, section 9, and  
77 K.C.C. 4.42.070; Ordinance 12076, section 49, and  
78 K.C.C. 4.42.100; Ordinance 12076, section 50, and  
79 K.C.C. 4.44.010; Ordinance 12076, section 51, and  
80 K.C.C. 4.52.010; Ordinance 12045, section 21, and  
81 K.C.C. 4.56.030; Ordinance 12045, section 20 and  
82 K.C.C. 4.56.035; Ordinance 12045, section 3, and  
83 K.C.C. 4.56.040; Ordinance 12045, section 2, and  
84 K.C.C. 4.56.050; Ordinance 12045, section 4, as amended,  
85 and K.C.C. 4.56.060; Ordinance 12045, section 5, as  
86 amended, and K.C.C. 4.56.070; Ordinance 12045, section

87 6, and K.C.C. 4.56.075; Ordinance 12394, section 3, and  
88 K.C.C. 4.56.085; Ordinance 12045, section 10, as amended,  
89 and K.C.C. 4.56.100; Ordinance 12045, section 11, and  
90 K.C.C. 4.56.115; Ordinance 12045, section 12, and  
91 K.C.C. 4.56.130; Ordinance 12045, section 13, as  
92 amended, and K.C.C. 4.56.140, Ordinance 12045, section  
93 14, as amended, and K.C.C. 4.56.150; Ordinance 12045,  
94 section 15, as amended, and K.C.C. 4.56.160; Ordinance  
95 12045, section 16, and K.C.C. 4.56.170; Ordinance 12192,  
96 section 1, and K.C.C. 4.56.195; Ordinance 12076, section  
97 52, and K.C.C. 4.57.010; Ordinance 10326, section 2, and  
98 K.C.C. 4.62.020; Ordinance 10326, section 3, and  
99 K.C.C. 4.62.030; Ordinance 12076, section 55, as amended,  
100 and K.C.C. 4.64.030; Ordinance 12076, section 56, and  
101 K.C.C. 4.68.010; Ordinance 12076, section 59, and  
102 K.C.C. 4.84.020; Ordinance 14006, section 2, and  
103 K.C.C. 4.98.010; Ordinance 13923, section 4, and  
104 K.C.C. 4.100.020; Ordinance 13923, section 5, and  
105 K.C.C. 4.100.030; Ordinance 1888, article 1, section 2, and  
106 K.C.C. 6.01.010; Ordinance 1492, section 23, and  
107 K.C.C. 6.24.180; Ordinance 1710, section 5, and  
108 K.C.C. 6.27.050; Ordinance 10159, section 3, as amended,  
109 and K.C.C. 6.27A.010; Ordinance 10159, section 16, as

110 amended, and K.C.C. 6.27A.140; Ordinance 10159, section  
111 25, and K.C.C. 6.27A.230; Ordinance 10159, section 28,  
112 and K.C.C. 6.27A.260; Ordinance 10498, section 1, and  
113 K.C.C. 6.64.010; Ordinance 8659, section 2, and  
114 K.C.C. 6.72.020; Ordinance 1603, section 1, as amended,  
115 and K.C.C. 6.76.010; Ordinance 5225, section 2 (part), as  
116 amended, and K.C.C. 7.08.010; Ordinance 6798, section 1,  
117 as amended, and K.C.C. 7.12.010; Ordinance 6798, section  
118 69, as amended, and K.C.C. 7.12.690; Resolution 36164, as  
119 amended, and K.C.C. 7.16.010; Ordinance 9163, section 2,  
120 as amended, and K.C.C. 9.04.020; Ordinance 2281, section  
121 6, as amended, and K.C.C. 9.04.070; Ordinance 13191,  
122 section 10, and K.C.C. 9.04.115; Ordinance 4938, section  
123 12, as amended, and K.C.C. 9.04.140; Ordinance 7590,  
124 section 1, as amended, and K.C.C. 9.08.010; Ordinance  
125 7590, section 14, as amended, and K.C.C. 9.08.110;  
126 Ordinance 10636, section 3, as amended, and  
127 K.C.C. 9.12.015; Ordinance 10636, section 4, as amended,  
128 and K.C.C. 9.12.025; Ordinance 10636, section 5, as  
129 amended, and K.C.C. 9.12.035; Ordinance 10636, section 6,  
130 as amended, and K.C.C. 9.12.045; Ordinance 10636,  
131 section 7, as amended, and K.C.C. 9.12.050; Ordinance  
132 8891, section 3, as amended, and K.C.C. 10.04.020;

133 Ordinance 800, section 3, as amended, and  
134 K.C.C. 10.12.030; Ordinance 800 (part), as amended, and  
135 K.C.C. 10.12.060; Ordinance 9240, section 3, and  
136 K.C.C. 10.16.030; Ordinance 11949, section 5, and  
137 K.C.C. 10.22.035; Ordinance 6862, section 1, and  
138 K.C.C. 10.28.010; Ordinance 6862, section 2, as amended,  
139 and K.C.C. 10.28.020; Ordinance 6862, sections 3 and 4 ,  
140 and K.C.C. 10.28.030; Ordinance 9464, section 2, and  
141 K.C.C. 11.06.020; Ordinance 5280, section 2, as amended,  
142 and K.C.C. 12.20.020; Ordinance 13263, section 53, and  
143 K.C.C. 12.20.150; Ordinance 8625, section 2, and  
144 K.C.C. 12.22.020; Ordinance 1198, sections 2 and 3 , as  
145 amended, and K.C.C. 12.44.250; Ordinance 1239, sections  
146 2 through 9 , as amended, and K.C.C. 12.44.260; Ordinance  
147 1468, sections 2 and 3 , as amended, and K.C.C. 12.44.280;  
148 Ordinance 2086, section 1, and K.C.C. 12.44.300;  
149 Ordinance 2875, section 1, and K.C.C. 12.44.310;  
150 Ordinance 3038 and K.C.C. 12.44.320; Ordinance 4965,  
151 section 1, and K.C.C. 12.44.330; Ordinance 4966, section  
152 1, and K.C.C. 12.44.340; Ordinance 6015 and  
153 K.C.C. 12.44.610; Ordinance 6355 and K.C.C. 12.44.740;  
154 Ordinance 6384 and K.C.C. 12.44.750; Ordinance 6889  
155 and K.C.C. 12.44.760; Ordinance 6909 and

156 K.C.C. 12.44.770; Ordinance 8847 and K.C.C. 12.44.780;  
157 Ordinance 9860 and K.C.C. 12.44.790; Ordinance 10311  
158 and K.C.C. 12.44.800; Ordinance 10758 and  
159 K.C.C. 12.44.810; Ordinance 12433, section 1, and  
160 K.C.C. 12.44.820; Ordinance 4257, section 6, and  
161 K.C.C. 12.46.050; Ordinance 2041, section 2, and  
162 K.C.C. 12.54.020; Ordinance 5991, sections 1 and 2, and  
163 K.C.C. 12.68.770; Ordinance 10154, section 4, as  
164 amended, and K.C.C. 12.82.040; Ordinance 10393, section  
165 1, as amended, and K.C.C. 12.82.070; Ordinance 10508,  
166 section 1, and K.C.C. 12.82.080; Ordinance 10509, section  
167 1, and K.C.C. 12.82.090; Ordinance 10689, section 1, and  
168 K.C.C. 12.82.100; Ordinance 10690, section 1, and  
169 K.C.C. 12.82.110; Ordinance 10723 and K.C.C. 12.82.120;  
170 Ordinance 10724 and K.C.C. 12.82.130; Ordinance 10793,  
171 section 1, and K.C.C. 12.82.140; Ordinance 11006 and  
172 K.C.C. 12.82.150; Ordinance 11040 and K.C.C. 12.82.160;  
173 Ordinance 11080, section 1, and K.C.C. 12.82.180;  
174 Ordinance 11979, section 1, and K.C.C. 12.82.190;  
175 Ordinance 11991 and K.C.C. 12.82.200; Ordinance 11071,  
176 section 1, as amended, and K.C.C. 12.82.400; Ordinance  
177 4307, section 2, as amended, and K.C.C. 13.24.020;  
178 Ordinance 1709, section 6, as amended, and

179 K.C.C. 13.24.080; Ordinance 1709, section 8, as amended,  
180 and K.C.C. 13.24.100; Ordinance 665, section 1, and  
181 K.C.C. 14.04.010; Ordinance 665, section 5, and  
182 K.C.C. 14.04.050; Ordinance 665, section 9, and  
183 K.C.C. 14.04.090; Ordinance 5701, section 18, as amended,  
184 and K.C.C. 14.16.170; Ordinance 336 (part), as amended,  
185 and K.C.C. 14.20.020; Resolution 22903 (part), as  
186 amended, and K.C.C. 14.24.010; Resolution 22903 (part),  
187 as amended, and K.C.C. 14.24.020; Ordinance 4895,  
188 section 6, as amended, and K.C.C. 14.28.060; Ordinance  
189 4895, section 11, and K.C.C. 14.28.090; Ordinance 7025,  
190 section 5, and K.C.C. 14.30.025; Resolution 9793 (part), as  
191 amended, and K.C.C. 14.32.220; Ordinance 129, section 1,  
192 as amended, and K.C.C. 14.40.015; Ordinance 129, section  
193 3, as amended, and K.C.C. 14.40.030; Ordinance 129,  
194 section 4, as amended, and K.C.C. 14.40.040; Ordinance  
195 11187, section 1, and K.C.C. 14.42.010; Ordinance 11790,  
196 section 1, and K.C.C. 14.44.055; Ordinance 1711, section 8,  
197 as amended, and K.C.C. 14.44.080; Ordinance 1711,  
198 section 9, and K.C.C. 14.44.090; Ordinance 1711, section  
199 10, and K.C.C. 14.44.100; Ordinance 1711 (part), as  
200 amended, and K.C.C. 14.44.110; Ordinance 4099, section  
201 2, and K.C.C. 14.46.020; Ordinance 4099, section 3, and

202 K.C.C. 14.46.030; Ordinance 1503, section 1, and  
203 K.C.C. 14.48.010; Ordinance 1503, section 2, and  
204 K.C.C. 14.48.020; Ordinance 1503, section 3, and  
205 K.C.C. 14.48.030; Ordinance 1503, section 4, and  
206 K.C.C. 14.48.040; Ordinance 3027, section 2, and  
207 K.C.C. 14.52.020; Ordinance 3027, section 3, and  
208 K.C.C. 14.52.030; Ordinance 3027, section 4, and  
209 K.C.C. 14.52.040; Ordinance 3027, section 5, and  
210 K.C.C. 14.52.050; Ordinance 11617, section 50, and  
211 K.C.C. 14.75.110; Ordinance 7444, section 8, and  
212 K.C.C. 15.90.080; Ordinance 1488, section 11, as amended,  
213 and K.C.C. 16.82.100; Ordinance 1488, section 12, as  
214 amended, and K.C.C. 16.82.110; Ordinance 9614, section  
215 103, as amended, and K.C.C. 16.82.150; Ordinance 5770,  
216 section 302, and K.C.C. 18.12.020; Ordinance 9153, as  
217 amended, and K.C.C. 20.12.430; Ordinance 4461, section  
218 2, as amended, and K.C.C. 20.24.080; Ordinance 1076,  
219 section 3, as amended, and K.C.C. 20.36.030; Ordinance  
220 10511, section 7, as amended, and K.C.C. 20.36.100;  
221 Ordinance 12969, section 1, and K.C.C. 20.36.150;  
222 Ordinance 10870, section 177, and K.C.C. 21A.06.685;  
223 Ordinance 10870, section 330, as amended, and  
224 K.C.C. 21A.08.030; Ordinance 10870, section 337, as

225 amended, and K.C.C. 21A.08.100; Ordinance 10870,  
226 section 364, as amended, and K.C.C. 21A.14.040;  
227 Ordinance 11168, section 3, and K.C.C. 21A.30.045;  
228 Ordinance 11168, sections 6 - 8, and K.C.C. 21A.30.064;  
229 Ordinance 11168, section 14, and K.C.C. 21A.30.075;  
230 Ordinance 10870, section 583, as amended, and  
231 K.C.C. 21A.39.020; Ordinance 13275, section 1, and  
232 K.C.C. 21A.55.050; Ordinance 13274, section 4, as  
233 amended, and K.C.C. 21A.55.130; Ordinance 13274,  
234 section 7, and K.C.C. 21A.55.160; Ordinance 13733,  
235 section 10, and K.C.C. 21A.55.210; Ordinance 13733,  
236 section 11, and K.C.C. 21A.55.220; Ordinance 13733,  
237 section 12, and K.C.C. 21A.55.230; Ordinance 13733,  
238 section 15, and K.C.C. 21A.55.260; Ordinance 13263,  
239 section 3, and K.C.C. 23.02.010; Ordinance 13263, section  
240 13, and K.C.C. 23.02.120; Ordinance 13659, section 2, and  
241 K.C.C. 27.02.085; Ordinance 12020, section 13, and  
242 K.C.C. 27A.30.020; Ordinance 12020, section 16, and  
243 K.C.C. 27A.30.050; Ordinance 11034, section 3 (part), as  
244 amended, and K.C.C. 28.82.210; Ordinance 11034, section  
245 3 (part), as amended, and K.C.C. 28.82.220; Ordinance  
246 11034, section 4, as amended, and K.C.C. 28.84.040;  
247 Ordinance 13680, section 16, and K.C.C. 28.86.160;

248 Ordinance 13680, section 18, and K.C.C. 28.86.180;  
249 Ordinance 5292, section 5, and K.C.C. 46.04.040; adding a  
250 new section to K.C.C. chapter 2.16; and repealing  
251 Ordinance 11955, section 4, as amended, and  
252 K.C.C. 2.16.050, Ordinance 11955, section 8, as amended,  
253 and K.C.C. 2.16.075, Ordinance 11955, section 10, as  
254 amended, and K.C.C. 2.16.095, Ordinance 1965, section 1,  
255 as amended, and K.C.C. 2.16.160, Ordinance 11955,  
256 section 7, as amended, and K.C.C. 2.16.165, Ordinance  
257 9024, sections 1 - 3 (part), and K.C.C. 10.20.010,  
258 Ordinance 9024, section 1 (part), and K.C.C. 10.20.020,  
259 Ordinance 9024, section 2, and K.C.C. 10.20.030,  
260 Ordinance 9024, sections 3 (part) and 5, and  
261 K.C.C. 10.20.040 and Ordinance 9024, section 4,  
262 K.C.C. 10.20.050 and Ordinance 11034, section 4, as  
263 amended, and K.C.C. 28.84.040.

264 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

265 SECTION 1. Policy Direction to Executive. In adopting this ordinance, it is the  
266 council's intent that the transition to the reorganized government occur with the least  
267 possible impacts on county employees and on the services the county provides. In  
268 implementing this reorganization and any future reorganization efforts, the executive is  
269 directed to ensure that:

270 A. Elimination of management and administrative positions are considered prior  
271 to positions that provide direct services;

272 B. All personnel actions do not discriminate against any protected class or group  
273 and are consistent with the adopted affirmative action plan, which, among other things,  
274 encourages developing and maintaining a work environment that promotes diversity,  
275 equity and productivity;

276 C. All layoff and recall actions are consistent with existing collective bargaining  
277 agreements and provisions of the county code regarding all career service employees and  
278 follow effective communication protocols;

279 D. Job placement and referral services are provided to employees who have  
280 received layoff notices;

281 E. The skills and expertise necessary to accomplish the county's mission and  
282 mandates are retained to the extent feasible;

283 F. The requirements of the Accountancy Act, RCW 43.09.210, and other local,  
284 state and federal laws relating to use of restricted funds or revenues are followed.

285 **SECTION 2. Relationship Between Reorganization and Budget.** Adoption of  
286 this reorganization ordinance does not indicate approval of any reductions in county  
287 services that would impact county employees or the public. The council will review and  
288 consider the impacts of any proposed reductions in county services during consideration  
289 of the 2002 executive proposed budget and make appropriations accordingly.

290 **SECTION 3. Classification/Compensation Policy.** King County conducted a  
291 comprehensive classification/compensation survey during the major reorganization of  
292 county government at the time of the merger with the municipality of metropolitan

293 Seattle. Nothing in this ordinance creates an obligation for the county to conduct a  
294 countywide classification and compensation study. The council intends that the further  
295 reorganization of county government implemented by this ordinance shall not create  
296 additional position classification disparities necessitating additional compensation  
297 adjustments for all employee classification levels. However, individual positions may be  
298 subject to classification review and adjustment.

299 **SECTION 4. Budget, Customer Service and Natural Resources Reports.**

300 The deputy county executive, who fulfills the duties and responsibilities of the  
301 county administrative officer as set forth in K.C.C. 2.16.020A, is directed to transmit the  
302 following reports with the 2002 executive proposed budget:

303 **A. Fiscal Impacts.**

304 1. A report reconciling the differences between the cost savings and FTE  
305 reductions identified by the executive in July 2001 and those in the 2002 executive  
306 proposed budget. At a minimum, the report shall also include:

307 a. Estimated costs and savings related to technology, motor pool, leases,  
308 personnel (payroll) and benefits, relocating the offices of county employees, signage,  
309 name changes and customer services;

310 b. Departure costs for those employees who lost positions as a result of the  
311 reorganization, including job referral and placement services, vacation payout and  
312 unemployment costs; and

313 c. Status of assets that may be either transferred between agencies or  
314 disposed of by agencies, or both.

315           2. Amended financial plans and policies for current expense and enterprise  
316 funds.

317           3. Mission statements for each county department and agency.

318           **B. Customer Service.**

319           1. A plan for implementing the reorganization and the steps to be taken to ensure  
320 that the reorganization has the least possible impact on the public and customer service.

321           At a minimum, the plan shall contain:

322           a. A delineation of services and programs that are being eliminated,  
323 reduced or otherwise modified;

324           b. The identification of steps to quickly and courteously direct customers  
325 to appropriate services impacted by this reorganization, including, but not limited to,  
326 automated telephone switching, refinements to the county world wide web page and  
327 transitional mail forwarding service;

328           c. A strategy for providing appropriate information to agencies and staff  
329 who will be required, as part of their usual and customary duties, to explain the  
330 reorganization to customers; and

331           d. Steps to meet with and inform those affected by the reorganization,  
332 including, but not limited to, county citizens, employees, the respective political parties,  
333 the league of women voters, the suburban cities association and other interested parties.

334           **C. Natural Resource Lands**

335           1. A report on implementation merger of the parks department and the  
336 department of natural resources regarding the management of parks and resource lands.

337           At a minimum, the report shall include:

- 338 a. An inventory of natural resource properties;
- 339 b. A description of how these lands will be managed;
- 340 c. Maintenance costs for lands managed by the department of natural
- 341 resources and parks;
- 342 d. Staffing levels for lands managed by the department of natural resources
- 343 and parks; and
- 344 e. Funding sources and uses for lands managed by the department of
- 345 natural resources and parks.

346 **SECTION 5. Post-Implementation Evaluation.**

347 A. The county administrative officer shall conduct an evaluation and prepare a

348 report on the reorganization. For these purposes "reorganization" means those changes in

349 organizational structure or management and administrative FTE reductions, or both,

350 resulting from the adoption of this ordinance. At a minimum, the evaluation process shall

351 include:

- 352 1. The development, implementation and tracking of agency performance
- 353 measures and customer service measures, including any benchmarks, to gauge the
- 354 effectiveness of this reorganization;
- 355 2. The conduct of periodic, valid customer service surveys to determine impacts
- 356 to public access and to public and customer satisfaction with county services;
- 357 3. Cost savings, cost avoidances, operating efficiencies and service
- 358 improvements achieved and anticipated through reorganization, including an analysis of
- 359 centralizing internal administrative functions;