



King County Administrative Policies and Procedures

Title Implementation of the Employee Performance and Accountability System	Document Code No. PER 18-10-1 (AEO)
Department/Issuing Agency Human Resources Division	Date 1-5-11

An Executive Order directing the implementation of the Employee Performance and Accountability System (EPAS) within the executive agencies of King County government.

This Executive Order supersedes PER 18-10 (AEO), dated October 20, 2010.

WHEREAS, King County departments and agencies are guided by the goals and objectives of the adopted 2010-2014 King County Strategic Plan; and

WHEREAS the goals of the Strategic Plan include establishing a culture of customer service; developing and empowering King County government’s most valuable asset--our employees; and building King County’s long-term fiscal strength; and

WHEREAS, priority objectives of the Strategic Plan for implementation in 2011 are to build a culture of performance and improve the effectiveness and efficiency of county programs, services, and systems; to foster an ethic of working together for One King County; to utilize employees in an efficient, effective, and productive manner; and to keep the county’s cost of doing business down, including keeping growth in costs below the rate of inflation and population growth; and

WHEREAS, the performance of the county’s senior management will be evaluated on leadership competencies to include their ability to implement these priority objectives in partnership with employees; and

WHEREAS, the County Executive, through the Human Resources Division of the Department of Executive Services, provides for the performance evaluation process for county employees, including for senior county management within the Executive Branch;

NOW, THEREFORE, I, Dow Constantine, King County Executive, do hereby order that the Human Resources Division pilot the Employee Performance Accountability System commencing March 2011 with my Deputy County Executive, Fred Jarrett; all senior executive staff within the Office of the Executive; and all department/division directors and department/division deputy directors within the executive agencies of King County government;

FURTHERMORE, I do hereby order the Human Resources Division to conduct training on the Employee Performance Accountability System within all executive agencies of King County government in order that the agencies are preparing to be able to implement the system for all management employees in 2012 and for all employees in 2013 as negotiated.

Dated this 5 day of JANUARY, 2010



Dow Constantine
King County Executive

Attest:



Lorraine Patterson
Director Designee, Records and Licensing Services Division