

C8	Competitive Hiring for Appointed Positions	Ginn	Article 7, Section 7.10
--------------------	--	------	-------------------------

Amendment location: Packet Date – Page #

2/18-59					3/30-54	4/6-127	4/16-50	4/20-67	4/27-29
-------------------------	--	--	--	--	-------------------------	-------------------------	-------------------------	-------------------------	-------------------------

Removes some positions currently allowed to be appointed by department heads making them subject to standard hiring requirements.

Sponsor of Proposal

Commissioner Kate Ginn

Brief Summary of Proposal:

This proposal adds requirements that appointed positions be made through open, meritorious hiring processes, used to draw as wide as possible a pool of applicants, thus ensuring the county finds the most qualified individual to fill a role, and is restricted from filling roles based on pre-existing relationships. It also adds qualifications language to be used to guide decision-making during hiring processes.

Prior Action on Proposal:

Introduced as C-8, withdrawn by Commissioner Ginn prior to seeking 4 vote sponsorship. Resubmitted as C-8R, for First Reading on April 13, 2026. Amended at First Reading, Proposal as set forth below will be considered at Second Reading.

Proposed Charter Amendment:

Section 7.10 -- Purpose

The Council shall, by ordinance, establish and maintain a personnel system for the County which shall assure recruitment, selection and retention of County employees and appointed officials on the basis of merit; the development of a County career service; promotion on the basis of demonstrated ability; and compensation and personnel practices which will keep the County system competitive. Recruitment shall include an open and competitive hiring process soliciting applicants responding to a public request, and selection shall be made on the basis of an applicant’s abilities, qualifications, and relevant experience concerning the duties of the position.

Section 7.20 -- Exemptions

(1) The provisions of this article shall apply to all County positions except:

- (a) contract employees.
- (b) all volunteer members of boards and commissions appointed by the Council or Executive.
- (c) all elected officials and no more than two other persons in each department of an elected official of the executive branch.
- (d) those employees or appointed officials of the Prosecuting Attorney and Superior and District courts according to State law; provided the above independent elected officials may request and the Council and Executive may grant, by ordinance, modifications to this exemption.
- (e) those employees or appointed officials of the Executive Department of Sheriff to the extent required by State law.
- (f) ~~the chief officer of each executive department.~~
- (f) acting or interim officers
- (g) all employees or appointed officials of the Council.
- (h) other employees as may be necessary as determined by the Council and all employees of the Office of the Executive.

(2) Exemptions provided by this Section shall not limit the County's responsibility to fulfill its affirmative action and nondiscrimination policies.

Rationale for Proposal:

The Charter does not currently require County officials to be selected and appointed based on open and meritorious hiring processes, nor have standards around the qualifications of those filling the roles. This proposal aims to ensure that standard hiring processes are used for appointed County officials such as departmental leadership, ensuring the county is identifying the best possible person for each role. Since conducting open hiring processes takes time, there is an

exception made for appointing interim roles to fill positions while undertaking a hiring process. Expressly requiring open and competitive recruitment and merit-based selection of appointive department directors in addition to County employees promotes transparency, accountability, and the appointment of qualified leadership consistent with best practices in public-sector governance.

Summary Points

Submit written testimony

By Email: katey.hobbs@piercecountywa.gov

By Web Form: <https://www.piercecountywa.gov/FormCenter/Charter-Review-41/Provide-Written-Public-Comment-893>

Submitted public testimony

Names in **RED** = CON

Names in **GREEN** = PRO

As of 3-17-26 = **0 CON** ~ **0 PRO**

Packet
