



# **Equal Employment Opportunity/ Affirmative Action Plan**

**2014-2016  
Executive  
Departments**

**Department of Executive Services  
Human Resources Division**

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**Ordinance**

Adopted by King County Council on \_\_\_\_\_

Signed by King County Executive \_\_\_\_\_

# 1. Executive Statement

King County serves all residents by promoting fairness and opportunity and eliminating inequities. The King County 2014 – 2016 Equal Employment Opportunity/Affirmative Action Plan (herein after referred to as the "EEO/AA Plan") is part of a commitment by the King County Executive and Executive Departments to ensure equal employment opportunity and affirmative action in the workplace. Central to this commitment is the belief that our workforce best serves King County residents if it reflects the profile of the many communities it serves. The EEO/AA Plan presented in this document will be in effect from January 1, 2014 through December 31, 2016 with the goal of developing a workforce that embraces diversity and practices inclusion.

The EEO/AA Plan is a management tool and as such implements King County's equal employment opportunity commitment by:

- Providing the Executive's written EEO/AA Policy statement
- Identifying areas for improvement (also called goal areas in this Plan), including those with underrepresentation of women and people of color
- Identifying and addressing barriers to employment and retention
- Designating clear responsibilities for implementation of the EEO/AA Plan
- Presenting specific action-oriented programs to address identified areas for improvement
- Establishing time tables to implement identified areas for improvement
- Establishing regular internal monitoring and reporting requirements to measure program efforts
- Establishing clear lines of accountability to insure continued progress in meeting the goals

## Executive Summary:

The document that follows contains the plan for 2014-2016 with percentage annual placement goals whenever the representation within a job group for persons of color or women was less than would reasonably be expected given their availability of basically qualified persons in the relevant labor area as reported in the 2010 census. Out of 434 potential goal areas, 91% or 396 were fully represented. Therefore, for the remaining 38 goal areas where the county's representation of persons of color and women were underrepresented when compared with those qualified and available in the workforce, the executive departments have set forth a number of strategies to increase that representation. What is different about this plan versus its predecessors is the focus on countywide efforts. As "One King County" and in an era of shrinking resources, recruiters, hiring managers and the entire county must pool and share efforts to ensure there are sufficient qualified, diverse candidates at every stage of the hiring process. The new plan's goal areas and proposed implementation activities begin on page 18.

The Countywide and department specific implementation activities for the 2014-2016 Plan, however, must be evaluated in the context of the County's financial picture in 2014. In preparing for the 2015-2016 budget, the County is anticipating a loss of approximately 700-1,000 jobs. It will be difficult to make meaningful progress in achieving full representation with little or no opportunity to hire.

Following the 2014-2016 plan and strategies is a summary and overview of the prior plan, in place from 2008-2013. At that plan's end, 87% or 284 of 325 goal-setting areas had full representation of persons of color and women. During this plan's period, the county experienced a significant reduction in force, and for some executive departments, far fewer opportunities to hire. The prior plan's summary begins on page 35.

In both creating the new plan and analyzing the results of the prior plan, the county involved a broad array of employees, including its Employee-Based Equal Employment Opportunity/Affirmative Action Advisory

Committee, agency Equity and Social Justice Inter-Branch Team members, and HR staff from across the government. This effort assisted in informing not just the plan goal areas and the implementation strategies, but the vision and policy statements set forth in the plan.

## Comparison of Executive Department Workforce and King County Labor Market Population

For comparison, this table shows the current Executive departments workforce and King County region labor market, by gender, race, and ethnicity as measured in the 2010 census. It also shows the snapshot of the county workforce at the beginning of the prior plan taken in 2007, as compared to the workforce availability data as outlined in the 2000 census.

Group	King County Region Labor Market – 2000 Census	Executive Departments Workforce – 2007 Snapshot	Difference	King County Region Labor Market – 2010 Census	Executive Departments Workforce – 2014 Snapshot	Difference
Female	46%	38%	-8%	46%	37%	-9%
Male	54%	62%	+8%	54%	63%	+9%
White	76%	69%	-7%	72%	66%	-6%
Black	5%	14%	+9%	5%	14%	+9%
Asian	11%	12%	+1%	12%	12%	none
Native American	1%	1%	None	1%	1%	none
Hispanic	2%	4%	+2%	7%	5%	-2%
Pacific Islanders	n/a	n/a	n/a	1%	1%	none
More than 2 races	n/a	n/a	n/a	1%	1%	none

For most racial and ethnic groups within the affirmative action plan, the Executive Departments workforce in aggregate is above the percentages of employable workers by race and ethnicity found in the King County labor population. However, as noted in the section detailing specific placement goals for the 2014-2016 plan, underrepresentation does exist within certain departments for certain jobs or job groups. The percentage of Hispanics in the King County region is growing, and those in the labor market jumped from 2% in 2007 to 7% in 2010. Eleven percent of the placement goals involve increasing the representation of Hispanics within the county workforce. Twenty-nine percent involve increasing the representation of Native Americans within the county workforce, even though overall, Native Americans' representation equals the workforce availability representation. Women's underrepresentation in the county workforce as compared to the region's available workforce continues because of the low numbers of women employed in skilled crafts, service maintenance, and protective services, as detailed in the job group areas analysis.

In creating the 2008-2013 plan, the county did not measure or include Pacific Islanders or those who prefer to identify as having two or more races. These racial and ethnic identifying questions were asked as part of the 2010 census. In an effort to allow employees to self-identify their race or ethnicity in a way that they prefer, to promote a sense of community and inclusion for employees as they enter our workforce, the county is now including those categories. The category names used in this plan are those used by the federal government when reviewing affirmative action plans. The county recognizes that these category names are not necessarily the ones by which ethnic groups would identify themselves in their respective communities.

## EEO/Affirmative Action Plan Vision

Government is a reflection of the people it serves. The vision for King County is that it is a diverse and dynamic community with a healthy economy and environment where all people and businesses have the opportunity to thrive. Its mission is to provide fiscally responsible, quality-driven local and regional services for healthy, safe, and vibrant communities. A key goal is to be the best run government in the nation. To meet that goal, we recognize the need to provide effective, culturally competent services to the many communities within the county. We can only do that through a diverse and culturally competent group of talented employees.

We value the diversity of our communities as a primary source of recruitment for our workforce.

The leadership of King County Executive Departments believes that diversity and equal employment opportunity are foundations of effective and productive service to our communities. Therefore, the executive branch will:

- Work to attract, hire, promote, and retain a committed, talented, and diverse workforce capable of addressing complex service challenges.
- Endeavor to create a bias-free work environment that promotes diversity, equity, equality, and productivity where our employees and residents can feel respected, included, communicate freely, and contribute fully; and
- Provide leadership, encouragement, accountability, and sufficient resources to foster innovation in meeting our commitments and to ensure the full implementation of this plan.

To assist in the fulfillment of this mission, the King County Executive Departments have established a voluntary EEO/Affirmative Action Plan with goals and timetables to address underutilization, underrepresentation and continuously strive toward inclusion, equality, equity and productivity in the workplace.

## 2. Affirmative Action Program Required Elements

The Executive Departments has established a voluntary written affirmative action plan to achieve equal employment opportunity ("EEO"), fair employment, and a diverse workforce.

The EEO/AA Plan describes a program designed to provide guidance to individual department management teams and employees to implement the equal employment opportunity and affirmative action policy of King County.

The King County departments and agencies covered by the plan are:

- Department of Adult and Juvenile Detention - (DAJD)
- Department of Community and Human Services - (DCHS)
- Department of Permitting and Environmental Review - (DPER)
- Department of Executive Services - (DES)
- Department of Judicial Administration - (DJA)
- Department of Natural Resources and Parks - (DNRP)
- Department of Assessments - (DOA)
- Department of Transportation - (DOT)
- Department of Public Health - (DPH)
- King County Sheriff's Office - (KCSO)
- King County Information & Technology - (KCIT)
- Department of Public Defense - (DPD)
- Department of Elections (DOE)

### EEO/AA Policy Statement and Reaffirmation

It is the policy of the King County Executive Departments to express the values of diversity, equity, equality, and productivity by treating its employees with dignity and respect in accomplishing its public service mission.

The compliance with equal employment opportunity and discrimination prohibition extends to all employment terms and conditions and personnel practices including, but are not limited to recruitment, application, selection and hiring, orientation, promotion, compensation and benefits, supervision, assignments, training and development opportunities, transfer, discipline, termination, lay-off, or recall. Employees are encouraged to report any incidents where they feel discrimination may have taken place promptly to management. Management is required to respond to any reports promptly and effectively.

The King County Executive Departments further reaffirm their EEO policy and Affirmative Action commitment by:

- Complying with all commitments to equal employment opportunity and prohibiting discrimination or harassment or retaliation on the basis of race, color, religion, religious affiliation, creed, national origin, ancestry, sex, sexual orientation, gender identity or expression, age (except by minimum age and retirement provisions), marital status, the presence of any sensory, mental or physical disability, or honorably discharged veteran or military status, in all employment and personnel practices as required under federal, state and local law and policies or bargaining agreements.
- Ensuring that all employees with questions or concerns about discrimination can raise issues and complaints without fear of discrimination, harassment, intimidation, or retaliation, and can bring such questions or concerns to the attention of their immediate supervisor, department human resources managers, the Human Resources Division (HRD) (at [hrcentral@kingcounty.gov](mailto:hrcentral@kingcounty.gov) or (206) 477-3290), or other appropriate parties.

- Informing employees when requested or as appropriate, of their right to file a discrimination complaint with complaint resolution agencies such as the King County Office of Civil Rights and Open Government, Washington State Human Rights Commission, US Equal Employment Opportunity Commission, or Veterans Administration.
- Making every reasonable effort to provide accommodations for applicants and employees with disabilities.
- Holding all employees accountable for complying with this policy. Any employee who commits or participates in any action which is a violation of this policy, may be subject to disciplinary action up to and including termination.

**To ensure EEO policy and EEO/AA Plan accountability, the King County Executive Departments will:**

- Monitor and evaluate program status and progress on a regular basis. Provide reports to the Executive, department directors, King County Council, Civil Rights Commission, and the Executive's Employee-Based EEO/AA Committee.
- Review employment and personnel practices to ensure that they are appropriately job-related and are nondiscriminatory.
- Hold all management accountable for the successful implementation of the EEO Policy and EEO/AA Plan.
- Provide a complaint process to address allegations of discrimination and/or non-compliance with the EEO Policy and provide employees with an annual reminder of said process.
- Ensure that employees are provided non-discrimination information and training, and that they are informed of their right to have access to the full text of the EEO/AA Plan. When adopted, copies of the full text of the EEO/AA Plan will be available:
  - Electronically on the Executive's web page under Jobs EEO/AA at <http://www.kingcounty.gov/jobs>
  - In an electronic form from the King County Human Resources Management Division
  - On the Diversity & Inclusion webpage at <http://kingcounty.gov/jobs/diversity>
  - In an alternative format upon request

To request the EEO/AA Plan in an alternative format, please contact the Human Resources Division Director's Office at 296-7340 or at [hrcentral@kingcounty.gov](mailto:hrcentral@kingcounty.gov). For Teletypewriter (TTY) users, please call (711).



## Dissemination of EEO Policy Statement

### Internal Dissemination

A successful Equal Employment Opportunity Plan requires effective communication. King County's Equal Employment Opportunity (EEO) Policy and Affirmative Action Plan (the Plan) will be disseminated to department directors, division directors, HR service delivery managers, and department human resources staff. Employees will have access to the full text of the EEO/AA Plan upon request and shall be informed of this right. A website link to the Plan and annual progress reports will be made available to employees and the public through the main King County website, the county jobs website and the Diversity and Inclusion webpage.

Additionally, the County:

- Reviews and updates the EEO/AA Plan annually
- Incorporates EEO/AA policies into personnel policies and collective bargaining agreements
- Provides discussion of EEO/AA policies in applicable department and division trainings
- Holds meetings with department leadership to inform them of the County's EEO/AA policies
- Posts its equal opportunity policy, along with employees' rights under employment laws and policies, on bulletin boards in designated county buildings.

### External Dissemination

The EEO/AA Plan will be available to external organizations upon request.

Copies of the EEO/AA Plan will be provided to appropriate federal agencies upon request for regulatory compliance purposes.

The EEO/AA Plan will also be available to individuals and community organizations in electronic form upon request. HRD will ensure that King County presents itself as an equal employment opportunity employer by including statements to that effect in all job announcements and advertisements.

The EEO/AA Plan will be made accessible to the public by making electronic copies available to the King County Library System and the City of Seattle Library System.

The EEO/AA Plan and annual progress reports will also be provided to the Executive Departments labor unions in electronic form.

## Plan Responsibilities

A successful EEO/AA Plan requires clarity of responsibilities. The responsibilities of the primary organizational and functional entities involved in the administration and implementation of the EEO/AA Plan are set forth below.

### King County Council

- Reviews and adopts the EEO/AA Plan at least every three years, or until a successor plan is adopted.
- Reviews progress made toward compliance with the EEO/AA Plan on an annual basis.
- Allocates resources for Plan development and implementation by the Executive Departments.

### King County Executive

- Develops and proposes the affirmative action plan at least every three years.
- Provides equal employment opportunity and affirmative action leadership, priorities, and policy direction to department management and advocates for resources to implement the EEO/AA Plan effectively.
- Holds department management accountable in performance measures for the successful implementation of the EEO/AA Plan.
- Recommends to the King County Council the policies, procedures, and resources to effectively comply with federal grant requirements and implement the EEO/AA Plan.
- Submits annual reports reflecting compliance progress to the King County Council.

### Director, Human Resources Management Division (HRD) and HRD staff

- Advises the County Executive on the contents of the King County Affirmative Action Plan.
- Provides regular updates to the County Executive in evaluating the performance and compliance of department management with the commitments and objectives of the EEO/AA Plan.
- Directs the planning, development, and implementation of equal opportunity human resources management policies, procedures, practices, and services related to employment at King County.
- Provides educational resources including training to King County management employees in support of implementing EEO/AA Plan commitments.
- Advises on strategy and policy, and department outcomes related to implementing the commitments of the EEO/AA Plan.
- Manages services necessary to implement equal employment opportunity, affirmative action, and diversity, including education, training, and technical assistance.
- Develops and prepares reports and data for monitoring and evaluating Executive Departments performance in implementing the EEO/AA Plan.
- Facilitates the countywide policy development, dissemination, education program, and implementation of the EEO/AA Plan.

## **Department Directors and Department HR Managers**

- Provide leadership and accountability to department management for accomplishing EEO/AA Plan objectives.
- Disseminate affirmative action plans and objectives to all management staff.
- Provide resources to accomplish objectives.
- Coordinate and ensure implementation of the following:
  - Dissemination of affirmative action objectives to employees;
  - Development and implementation of programs to achieve EEO/AA Plan efforts;
  - Communication of equal employment and affirmative action policies and procedures to management and employees, including the posting of required notices;
  - Provide subject matter training;
  - Provide accurate workforce data;
  - Report affirmative action efforts and results to the Director of the Human Resources Division on a regular basis;
  - Support the department Employee-based Equal Employment Opportunity/Affirmative Action Advisory Committee representatives.
- Ensure the evaluation and revision of policies, procedures, and practices in order to comply with the EEO/AA Plan;
- Ensure timely and appropriate response to allegations of employment discrimination filed with human rights agencies and coordinate with staff from HRD and the Prosecuting Attorney's Office for technical and legal advice and support; and
- Periodically highlight, discuss, and explain the intent of the Executive Departments policy and its goals and objectives to employees.

## **King County Civil Rights Commission**

- The King County Civil Rights Commission (Commission) is an independent county resident body that serves to advise the County Executive and County Council on matters concerning affirmative action, disability access, and equal employment opportunity.
- The Commission reviews the EEO Policy and Affirmative Action Plan and makes recommendations regarding its adoption to the King County Executive and the County Council.
- The Commission reviews and provides comments on the affirmative action progress reports.

## **King County Employee-Based EEO/AA Advisory Committee**

- The Employee-based Equal Employment Opportunity/Affirmative Action Advisory Committee serves to advise the Executive by reviewing and making recommendations regarding EEO and AA strategies, systems, policies and guidelines;
- Reviews the EEO/Affirmative Action Plan and updates with HRD, and makes recommendations for adoption to the Executive;
- Reviews EEO and Affirmative Action progress reports and advises the County Executive accordingly; and
- Meets with their department HR managers to discuss their department's progress in meeting EEO/AA goals on an annual basis.

## **Prosecuting Attorney's Office**

- The Office of the Prosecuting Attorney (PAO) provides legal counsel. The PAO interprets legal rulings and makes recommendations to the Human Resources Division and County Executive Departments.
- The PAO provides legal support and advice to the Human Resources Division and Executive Departments related to employment.

## **King County Employees**

- All County employees are responsible for contributing to a work environment that is supportive of equal employment opportunity and affirmative action. Employees participate in the implementation of this Plan, and comply with the County's anti-discrimination policies.

### 3. 2014-2016 Plan Area of Improvement

This plan proposes two areas of affirmative action effort. The first area includes people of color and women, the second targets people with disabilities. They are presented as proposed race and gender placement goals and proposed outreach and recruitment goals for people with disabilities.

#### 1. Proposed 2014-16 Race and Gender Placement Goals

Affirmative action planning for people of color and women requires the Executive Departments to periodically audit and assess the present percentage of persons of color and women employed in its workforce. The detailed workforce analysis is contained in Appendix A to this Plan.

Following that assessment, a determination is made as to whether the workforce reflects or is representative of the number of qualified persons of color and women available in the labor market. Available or "workforce availability" represents a good faith effort derived from the most recent U. S. Census Bureau and other factors to determine for all the persons qualified with the requisite skills required by the Executive Departments for potential employment, what percentages are people of color and women. Availability is assessed within categories of jobs within each department. A description of a job category is reported in the report glossary.

Where the workforce representation of persons of color and women in a job group is determined to be comparable to what may have been available in the labor market, equal employment opportunity efforts are deemed to have been successful. Where the workforce representation of people of color and women in a job group is determined to be less than what may be available in specific job categories, there may be an underrepresentation of people of color or women, and a placement goal might be established. Appendix C contains a comparison of Incumbency to Availability reports for the percentage of persons of color and women in each job group.

Underrepresentation in specific job categories will be addressed with the establishment of an employment placement goal. Departments will pursue and report on good faith efforts to have persons of color and women fully represented within the department workforce.

The 2014 – 2016 Plan will have 434 potential department-wide placement areas. The seven race and gender groups (Black, Asian, Native American, Hispanic, Pacific Islander, Two or More Races and Women) will each have 62 areas of employment opportunities.

The change in goal setting areas from the previous plan (65 to 62) accounts for changes in some job classifications and the migration of Transit Operators from a separate work group into the Service Maintenance Work Group.

As the Plan begins, 91% or 396 of the potential 434 placement goals were fully represented.

At the beginning of the Plan, representation is found to be:

- For Black, 95% or 59 of the 62 goal setting areas were fully represented.
- For Asian, 88% or 55 of the 62 goal setting areas were fully represented.
- For Hispanic, 91% or 57 of the 62 goal setting areas were fully represented.
- For Native Americans, 85% or 53 of the 62 goal setting areas were fully represented.
- For Pacific Islander, 94% or 58 of the 62 goal setting areas were fully represented.
- For Two or More Races, 89% or 55 of the 62 goal setting areas were fully represented.
- For Women, 89% or 55 of the 62 goal setting areas were fully represented.

## Workforce Availability Methodology

Workforce availabilities are used as benchmarks to determine if there is under-representation of people of color and women within the workforce, by department. Workforce availabilities are good faith estimates of the percentage of qualified persons of color and women available for employment by EEO job category from the total number of all qualified persons available for employment by EEO job category. The difference between the percentage available and who is employed in King County by race and by gender establishes a placement goal.

The Office of Federal Contract Compliance provides guidance in establishing race and availabilities based upon external and internal factors in updating workforce availabilities. The Executive Departments used the following information to update each department's workforce availabilities.

### A. External Factor

The combined workforce data by race and gender of qualified persons with the requisite skills in the immediate area and the recruitment area using 2010 Census tables is used to establish the external factor. See definition below. The county used recruitment practices to assign weights to combine both components.

- Requisite Skills in the Immediate and Recruitment Area. This is the availability of people of color and women in the workforce having the requisite skills that the Executive departments could reasonably recruit. Data for this factor reflects the reasonable recruitment area from which each department could reasonably seek workers for all levels of job duties and for each particular job category.

### B. Internal Factor

The percentage of people of color and women who are presently in the workforce. The data is obtained by profiling the workforce by EEO job category, and by vacancy reporting by prior workforce availabilities. Hiring and promotional practices are also identified to establish where employees are promotable and transferable within a particular department.

## Proposed Placement Goals

The following pages contain proposed 2014 – 2016 percentages of workforce availabilities by department and job categories for persons of color and women. Where underrepresentation is found, departments will make good faith efforts to address these areas during the three-year term of this EEO/AA Plan.

Department table reference key:

- Department of Adult and Juvenile Detention – (DAJD)
- Department of Community and Human Services – (DCHS)
- Department of Permitting and Environmental Review – (DPER)
- Department of Executive Services – (DES)
- Department of Judicial Administration – (DJA)
- Department of Natural Resources and Parks – (DNRP)
- Department of Assessments - (DOA)
- Department of Transportation (DOT)
- Department of Public Health (DPH)
- King County Sheriff's Office (KCSO)

- King County Information Technology (KCIT)
- Department of Public Defense (DPD)
- Department of Elections (KCE)

The workforce availability for race and gender groups shown is by percentage.

### Black

JOB GROUP	DAJD	DCHS	DPER	DES	DJA	DNRP	DOA	DOT	DPH	KCSO	KCIT	DPD	KCE
Officials& Administrators	4.24	6.91	1.75	9.63	2.41	2.93	3.43	5.93	8.54	2.10	2.04	2.64	
Professionals	20.80	6.59	5.27	6.28	5.75	3.98	3.78	6.84	5.90	5.06	3.06	4.69	7.75
Technicians			11.11	6.11		9.42		6.90	6.51	6.78	4.17		4.27
Protective Service	22.12			9.91		8.28		3.06		4.40			
Administrative Support	5.82	11.35	6.39	9.25	9.56	7.10	8.85	11.32	9.09	5.35	4.32	3.83	8.06
Skilled Crafts	1.16			8.34		5.40		6.14	9.49		.10		
Service Maintenance	7.39			20.63		9.75		24.33	16.55				

### Asian

JOB GROUP	DAJD	DCHS	DPER	DES	DJA	DNRP	DOA	DOT	DPH	KCSO	KCIT	DPD	KCE
Officials& Administrators	8.42	13.36	7.55	13.88	6.18	9.59	10.56	11.21	15.68	4.45	11.56	7.22	
Professionals	13.01	13.15	10.59	14.54	18.72	12.85	11.04	13.03	13.97	11.26	19.19	8.11	10.53
Technicians			22.22	19.82		4.83		6.84	11.30	13.11	18.78		21.39
Protective Service	9.87			6.17		11.14		10.48		6.91			
Administrative Support	17.09	11.51	18	15.49	18.50	10.87	13.99	11.20	15.34	10.93	9.34	8.46	.54
Skilled Crafts	1.24			7.56		6.32		8.94	16.86		9.67		
Service Maintenance	34.90			19.16		6.52		7.89	14.87				

### Hispanic

JOB GROUP	DAJD	DCHS	DPER	DES	DJA	DNRP	DOA	DOT	DPH	KCSO	KCIT	DPD	KCE
Officials& Administrators													
Professionals											2.97		
Technicians													
Protective Service				2.81									
Administrative Support							4.72						
Skilled Craft													
Service Maintenance	15.09					7.9							

**Native American**

JOB GROUP	DAJD	DCHS	DPER	DES	DJA	DNRP	DOA	DOT	DPH	KCSO	KCIT	DPD	KCE
Officials& Administrators	1.62	3.68	3.09	.11	.93	1.80	1.39	1.16	.61	1.34	2.24	1.02	2.15
Professionals	1.33	2.61	.80	.63	.52	.67	.98	1.04	.98	.32	.85	1.48	
Technicians						.50		2.50	1.37	1.66	.78		.48
Protective Service	1.80			4.44		2.41		2.04		1.79			
Administrative Support	2.13	2.95	.76	1.63	1.36	1.85	1.67	1.21	1.42	1.51	1.83	1.18	.62
Skilled Crafts	2.02			1.87		2.51		1.29	.77		.18		
Service Maintenance	.65			1.63		2.86		4.34	1.29				

**Pacific Islander**

JOB GROUP	DAJD	DCHS	DPER	DES	DJA	DNRP	DOA	DOT	DPH	KCSO	KCIT	DPD	KCE
Officials& Administrators	.09		.03	.25	.06	.14	.11	.40		.18	.08	.08	
Professionals	.27	.11	.26	.45	.05	.19	.22	.26	.10	.08	.29	.09	.07
Technicians				.18		.03			.30	.09	.48		.30
Protective Service	.51			.44		.67				.42			
Administrative Support	.44	.34	5.01	1.34	.16	.76	.47	.68	.84	.79	.78	.47	.17
Skilled Crafts	.25			.38		.42		.94	.71		.02		
Service Maintenance	.49			.86		.48		1.31	1.51				

**Two or More Races**

JOB GROUP	DAJD	DCHS	DPER	DES	DJA	DNRP	DOA	DOT	DPH	KCSO	KCIT	DPD	KCE
Officials& Administrators	.58	.46	.69	.55	.48	.60	.48	1.11	.61	.35	.53	.50	2.29
Professionals	.62	.86	.72	1.03	.64	.81	.74	1.19	.97	1.24	.80	.81	
Technicians				.36		.58		3.97	.67	2.43	.86		.91
Protective Service	.52			2.08		1.18				.66			
Administrative Support	2.76	1.89	.50	1.47	.34	1.42	.97	1.00	1.19	1.06	1.31	1.26	.54
Skilled Crafts	.47			1.01		1.63		.88	.71		.04		
Service Maintenance	.46			.54		1.06		1.29	2.60				

**Women**

JOB GROUP	DAJD	DCHS	DPER	DES	DJA	DNRP	DOA	DOT	DPH	KCSO	KCIT	DPD	KCE
Officials& Administrators	38.60	65.89	31.02	61.59	20.73	35.44	38.38	30.17	67.44	21.24	35.18	24.82	
Professionals	42.85	63.87	34.84	54.42	46.69	37.79	40.95	37.20	67.55	62.08	25.81	47.37	54.45
Technicians			77.77	47.93		41.66		41.63	60.99	51.35	35.14		35.20
Protective Service	25.81			33.66		38.18		56.77		15.73			
Administrative Support	86.93	83.79	96.29	76.46	76.19	74.23	82.20	55.23	83.55	77.33	83.98	84.83	79.53
Skilled Crafts	4.82			9.66		8.70		9.84	54.49		43		
Service Maintenance	41.31			28.56		13.96		32.68	86				



The following table is a summary of persons of color and women in the workforce underrepresented by department and by job group. Where underrepresentation is found, departments will make good faith efforts to address these areas during the term of this Plan.

DEPARTMENT	JOB GROUP	WORKFORCE UNDERREPRESENTATION
DAJD	Officials & Administrators Professionals Technicians Protective Services Administrative Support Skilled Crafts Service Maintenance	None Native Americans – 1 None Two or More Races – 1 None None Hispanic – 2
DCHS	Officials & Administrators Professionals Administrative Support	None Two or More Races – 1 Asian – 1
DPER	Officials & Administrators Professionals Technicians Administrative Support	Female – 1 Black – 1 None None
DES	Officials & Administrators Professionals Technicians Protective Services Administrative Support Skilled Crafts Service Maintenance	None Native American – 2 None Asian – 2, Native American – 2, Hispanic – 1 None None Native American – 1, Two or More Races – 1
DJA	Officials & Administrators Professionals Administrative Support	None Black – 1 Native American – 1
DNRP	Officials & Administrators Professionals Technicians Protective Services Administrative Support Skilled Crafts Service Maintenance	Asian – 1 None None None None None Hispanic – 12
DOA	Officials & Administrators Professionals Administrative Support	None None Hispanic – 2
DOT	Officials & Administrators Professionals Technicians Protective Services Administrative Support  Skilled Crafts Service Maintenance	Black – 1 None Female – 4 None Native American – 2, Pacific Islander – 1, Two or More Races – 1 Female – 31 Female – 338, Pacific Islander – 15, Two or More Races – 16

DEPARTMENT	JOB GROUP	WORKFORCE UNDERREPRESENTATION
DPH	Officials & Administrators Professionals Technicians Administrative Support Skilled Crafts Service Maintenance	None Pacific Islander – 1 Native American – 1, Pacific Islander – 1 Native American – 1, Asian - 1 Female – 2 None
KCSO	Officials & Administrators Professionals Technicians Protective Services Administrative Support	None None None None Native American – 1, Two or More Races – 2
KCIT	Officials & Administrators Professionals Technicians Administrative Support Skilled Crafts	None Hispanic – 3, Two or More Races - 1 Female – 2 None None
DPD	Officials & Administrators Professionals Administrative Support	None None Asian – 2
KCE	Professionals Technicians Administrative Support	Asian – 1 Female – 1 None

## 2. Proposed 2014-2016 Veterans and Persons with Disability Outreach and Recruitment

Whereas race and gender data can be requested of employees, or observed and recorded by human resource or management personnel for affirmative action and goal monitoring purposes, employee disability status data cannot be obtained in a similar manner. The Americans with Disabilities Act and OFCCP guidelines for affirmative action programs specifically protect employees with disabilities from being asked if they have a disability, and from being perceived as having a disability.

Unless disability status data is voluntarily provided by an applicant or employee with the assurance that it will be protected as confidential, departments cannot legally obtain the information, regardless of intention or affirmative action commitment.

It is acknowledged and may be evident that persons with disabilities are currently represented in the workforce in higher numbers than what is reported but by choice and legal right; such employees may choose not to disclose that information. Data collected and reported in past affirmative action plans for persons with disabilities was provided by employees to the County only for the purposes of gathering statistical data for affirmative action reporting use. Given this situation, previous hiring goals based upon disability status cannot be accurately tracked and measured.

Notwithstanding the above limitations, King County remains committed to the employment of persons with disabilities and will continue to take focused steps to enhance previous affirmative efforts. The County will also take strong defensible steps to the extent allowable by law to initiate new approaches for this workforce resource.

King County, as an initiative of this Plan, will undertake stronger outreach and recruitment activities to recruit qualified veterans and persons with disabilities. Executive departments propose to implement the following actions in their plans as goals to improve representation and reporting of veterans and persons with disabilities within the workforce:

- Strongly encourage applicants and employees to self-identify voluntarily in order that persons with disabilities and veterans obtain the benefits of accommodations and other state and federal law preferences when needed.
- As required by the Americans with Disabilities Act of 1990, all medical records related to a disability are kept separate and confidential from the personnel record of the individual and not disclosed, unless volunteered for affirmative action reporting purposes.
- Identify and address any challenges to recruitment and hiring, retention, and promotion within the workplace.
- Develop targeted training for managers and employees to recognize and respond to workplace challenges.
- Review employment practices and policies to ensure that barriers to employment when found are resolved with appropriate corrective measures.
- Where possible, put into action employment strategies such as internships and temporary or short-term employment specifically for persons with disabilities to provide knowledge, skills, and experience.
- Develop direct business relationships with employment related organizations that assist veterans and persons with disabilities who are ready to work.
- Continue to make every effort to provide reasonable accommodations for any physical and mental limitations of an applicant and employee with disabilities or who are disabled veterans.
- Continue to enforce equal employment and non-discrimination protections in the workplace.

### 3. 2014–2016 Department Implementation Plans

Executive departments and agencies must take action-oriented efforts to ensure equal employment opportunity, effective affirmative actions, and diversity in the workplace. To plan and perform these efforts, the county and the departments have developed an affirmative action implementation plan. Each implementation plan shall:

- Identify the activities proposed each year during the plan period to meet the department's placement goals. The plan shall discuss how the proposed activities will help the department achieve its placement goals;
- Identify the activities proposed during the plan period by year to recruit, retain, and promote women and persons of color in the work force; and
- Identify the specific activities during the plan period by year that each department will undertake to increase its hiring, retention, and promotion of persons with disabilities.

#### Designation of Department Responsibilities

Role	Responsibilities
<b>Directors</b>	Provide leadership and accountability to department management and employees for accomplishing EEO/AA Plan objectives.
<b>Supervisors</b>	Are responsible for promoting equal employment opportunity and making good faith efforts to achieve affirmative action goals. Are responsible for setting clear expectations that discriminatory practices are prohibited and take prompt, effective steps to eliminate such practices. Shall encourage qualified protected class individuals to prepare for and aspire to promotional opportunities.
<b>HR Managers</b>	<p>Shall take affirmative action to ensure that qualified protected class individuals are encouraged to aspire for promotion, and are considered as promotional opportunities arise. Prepare and analyze strategies on outreach efforts, recruiting and selection efforts, hiring, promotions, and disciplinary issues that pertain to implementing the plan. Make efforts to retain a diverse workforce at every level in the organization.</p> <p>Reviews semi-annual assessment reports on the recruitment and employment processes to ensure strategies and goals are being met. Ensure that all personnel involved in the employment process shall be trained to ensure that the commitments in the departments' affirmative action efforts and implementation plan can be executed.</p>
<b>Other HR Personnel</b>	Shall ensure job descriptions and other employment practices and policies will be periodically reviewed to ensure qualification requirements and essential job functions do not discriminate against qualified protected class individuals. Shall provide Countering Bias training and resources to individuals involved in any employment process.

## **Affirmative Action for Veterans and Persons with Disabilities**

King County encourages all applicants and employees with a disability and covered veterans to self-identify voluntarily. All departments will encourage staff to attend training on disability awareness in the workplace. In addition, HR staff will utilize the Diversity Network Listserv to share employment opportunities in King County.

### **Internal and External Dissemination of Policy for Persons with Disabilities and Covered Veterans**

Each department will develop internal communications designed to foster understanding, acceptance, and support among their division executive, management, supervisory and other personnel. Each department shall inform its employees and applicants for employment of its commitment to engage in affirmative action to increase the employment opportunities for qualified individuals with a disability and covered veterans. Each department shall also undertake appropriate outreach and positive recruitment activities that are reasonably designed to effectively recruit qualified individuals with disabilities and covered veterans.

### **Action Statement**

It is the policy of King County to provide equal opportunity in employment to all qualified employees and applicants provided in the affirmative action program. This policy requires the development of the strategies necessary to address barriers to equal opportunity employment and to respond to known underrepresentation of women, people of color, covered veterans, and persons with disabilities in the county workforce.

The affirmative action policy covers all aspects of the employment process, including, but not limited to recruitment, selection, probation, promotion, transfer, compensation, training, and layoff or termination, to attract qualified women, people of color, persons with disabilities (PWD), and qualified covered veterans to meet agency staffing needs. King County does not discriminate against any applicant or employee on the basis of race, gender, mental or physical disability, or veteran status. King County will make efforts to provide reasonable accommodations throughout the employment process.

All personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes shall be trained on how to avoid bias and/or discrimination in all aspects of the employment process, including, but not limited to recruitment, selection, probation, promotion, transfer, compensation, training, and layoff or termination to ensure that the commitments in King County's affirmative action program are implemented.

## 2014-16 King County Implementation Plans

In the 2014-2016 EEO/AA Plan, the focus in the implementation plans will move from what departments can do individually to what they do as part of "One King County". As we move forward in developing, promoting and retaining a more diverse, inclusive, nimble and innovative workforce, the workforce of the future, we must eliminate the silos that separate human resource professionals by departments. The Human Resources Division (HRD) will provide services to departments on issues of diversity and inclusion. County outreach and recruitment efforts must become more creative, engaging more employees and communities of color. In collaboration with other departments, HRD will ensure each and every job opportunity including special duty, stretch assignments and job openings are announced and advertised across the county, and to the general public when appropriate. This effort is currently being piloted in DES. In addition, in collaboration with department partners, HRD will be building a comprehensive HR analytics program. A primary lens for understanding the descriptive, relational and ultimately predictive analytics will be equity and social justice.

In reviewing the 38 placement goal areas for 2014-2016, 11 out of the 38 or 29% of the goal areas are Native Americans in the following job groups: Professionals -DAJD, DCHS & DES, Protective Services – DES, Technician – DPH & DOT, Administrative Support – DES, DJA & KCSO, Service Maintenance – DAJD & DES. This provides the opportunity for the HR personnel in these departments to work collectively and strategically to recruit from this community. In looking at the Hispanic community, 4 out of the 38 or 11% of the placement goal areas involve this community, demonstrating a need to work across departments to reach out and engage them in a collaborative fashion.

In order to meet the 2014-2016 placement goal areas, county department human resources staff will use a series of best practices in hiring, retention and promotion:

- Utilize NEOGOV to analyze groups by race/gender at various steps throughout the hiring process and to evaluate if any barriers can be identified and addressed
- Use a variety of outreach programs that include traditional and innovative ideas focused on partnering with the community, schools, labor unions, and internal employees to reach their targeted placement areas
- Utilize Countering Bias training for all staff involved in the hiring process, from job announcements to hiring authorities, to identify and eliminate biases
- Conduct regular self-assessments to determine areas of improvement, successful strategies, and new opportunities to fulfill their goals
- Use social media to advertise positions online, through LinkedIn and through local colleges and community publications to connect with qualified individuals from target underrepresented groups
- Work collaboratively with the EEO/AA Advisory Committee members to develop innovative methods to increase diversity in the county workforce
- Develop and support internal Diversity/ESJ committees to provide greater employee input into hiring practices in the department and reduce discrimination complaints
- Discuss with and train supervisors and hiring authorities on the County's mission on diversity, inclusion, equity and social justice
- Incorporate equity and social justice principles into job announcements and other aspects of recruitment
- Utilize targeted recruitment within a strategic approach to establish recruitment activities for specific placement goal areas

- Utilize Lominger competences to reduce barriers in job announcements
- Evaluate job openings for potential entry level opportunities
- Utilize student internships as a recruitment tool, particularly in communities of underrepresentation in the county workforce

Human Resources Division staff will:

- Provide consultative services to all departments on matters of diversity and inclusion, as well as how to reduce barriers to employment at King County
- Facilitate access to the Countering Bias training and work to expand it to all aspects of the recruitment, hiring, retention, and promotion processes and practices
- Provide training to HR staff, managers, and hiring authorities on the EEO/AA Plan to ensure that the AA commitments are incorporated in recruitment, hiring, retention, and promotions
- Provide training to leadership and HR staff to improve awareness around equity and social justice and how it relates to hiring and the EEO/AA goals for the county
- Coordinate a recruitment event calendar and county participation in job fairs and other potentially collaborative recruitment opportunities
- Develop relationships with professional associations and community groups with membership from the underrepresented placement goal areas categories, i.e., local tribes
- Participate in the Puget Sound Diversity Employment Network
- Work with departmental HR staff to review and analyze data on employees in the higher tier salary ranges and develop strategies to increase racial and ethnic diversity
- Work with the various county apprenticeship programs to increase participation of women and people of color

## Department of Adult and Juvenile Detention Implementation Plan

### DAJD Placement Goals

Based on analysis data provided, DAJD is represented in 25 out of 28, or 89% of placement goal areas.

GOALS	Female		Black	Asian	Native American	Hispanic	Pacific Islander	Two or More Races
Officials and Administrators								
Professionals					1			
Protective Services								1
Administrative Support								
Skilled Crafts								
Service Maintenance					2			

#### Activities proposed to meet placement goals:

The Department of Adult and Juvenile Detention has three target goal areas: two Native American and one Two or More Races. This will require focused recruitment in the Native American and other ethnic communities.

- Local advertising of positions and increased electronic jobs and careers listserv in population centers with large Native American and multicultural populations as well as developing collaborative relationships with the Tribes, and community organizations
- Engage with and discuss potential barriers to county employment with:
  - United Indians of All Tribes Foundation
  - Washington State Governor's Office on Indian Affairs
  - The Urban League
  - Community organizations serving diverse clientele
- Work with other county departments seeking increased recruitment activities with the Native American and Two or More Races communities to expand opportunities to hire

#### How these activities will help achieve placement goals:

- DADJ will have a greater and sustained presence in the target communities, making it a desirable place to consider for career opportunities
- Feedback from these communities will allow DAJD to address any barriers to county employment

#### Activities proposed to recruit, retain and promote women and persons of color in the work force:

- Do an assessment of past and current hiring and promotional practices within DAJD
- Continue successful recruitment practices in diverse communities.

#### Activities to increase hiring, retention and promotion of persons with disabilities:

DAJD will encourage staff to attend the Disability Awareness Workshop series to insure DAJD is a welcoming and inclusive workplace for People with Disabilities and that officers and staff have the tools to engage respectfully with this community.



## Department of Community and Health Services

Based on analysis data provided, DCHS is represented in 18 out of 21, or 86% of placement goal areas.

GOALS	Female	Black	Asian	Native American	Hispanic	Pacific Islander	Two or More Races
Officials and Administrators							
Professionals				1			1
Administrative Support			1				

### Activities proposed to meet placement goals:

The Department of Community and Health Services has three target goal areas: Asian, Native American and Two or More Races. This will require focused recruitment in these three communities.

- Regional advertising of positions and increased electronic jobs and careers listserv in population centers with large Native American populations as well as developing collaborative relationships with the Native American, Asian and other ethnic communities
- Engage with and discuss potential barriers to county employment with:
  - United Indians of All Tribes Foundation
  - Washington State Governor's Office on Indian Affairs
  - El Centro De la Raza
- Work with other county departments seeking increased recruitment activities with the Asian, Two or More Races and Native American communities

### How these activities will help achieve placement goals:

- DCHS will have a greater and sustained presence in the target communities, making it a desirable place to consider for career opportunities
- Feedback from these communities will allow DCHS to address any barriers to county employment

### Activities proposed to recruit, retain and promote women and persons of color in the work force:

- Do an assessment of past and current hiring and promotional practices within DCHS
- Continue successful recruitment practices in diverse communities.

### Activities to increase hiring, retention and promotion of persons with disabilities:

DCHS will encourage staff to attend the Disability Awareness Workshop series to help create a workplace culture of inclusion for people with disabilities.

## Department of Permitting and Environmental Review

Based on analysis data provided, DPER is represented in 25 out of 28, or 89% of placement goal areas.

GOALS	Female	Black	Asian	Native American	Hispanic	Pacific Islander	Two or More Races
Officials and Administrators	1						
Professionals		1	4				
Technicians							
Administrative Support							

### Activities proposed to meet placement goals:

The Department of Permitting and Environmental Review has three target goal areas: Female, Black and Asian. This will require focused recruitment in these three communities.

- Regional advertising of positions and increased electronic jobs and careers listserv in population centers with large Asian and Black populations as well as developing collaborative relationships with Asian and Black community organizations
- Outreach to Female professionals in leadership positions
- Engage with and discuss potential barriers to county employment with:
  - Asian and Black community organizations
  - The Urban League
- Work with other county departments seeking increased recruitment activities with the Asian and Black communities to expand opportunities to hire.

### How these activities will help achieve placement goals:

- DPER will have a greater and sustained presence in these target communities, making it a desirable place to consider for career opportunities
- Feedback from these communities will allow DPER to address any barriers to county employment

### Activities proposed to recruit, retain and promote women and persons of color in the work force:

- Do an assessment of past and current hiring and promotional practices within DPER
- Continue successful recruitment practices in diverse communities.

### Activities to increase hiring, retention and promotion of persons with disabilities:

DPER will encourage staff to attend the Disability Awareness Workshop series to insure DPER is a welcoming and inclusive workplace for People with Disabilities.

## Department of Executive Services

Based on analysis data provided, DES is represented in 43 out of 49, or 88% of placement goal areas.

GOALS	Female	Black	Asian	Native American	Hispanic	Pacific Islander	Two or More Races
Officials and Administrators							
Professionals				2			
Technicians							
Protective Services			2	2	1		
Administrative Support							
Skilled Crafts							
Service Maintenance				1			1

### Activities proposed to meet placement goals:

The Department of Executive Services has six target goal areas of which three include increasing goals for Native Americans. Three of the goal areas are in the Protective Services Work Group. This will require focused recruitment in the Native American communities as well as reviewing how to reach into the Asian and Hispanic communities to recruit for Protective Services workers. DES activities will include:

- Regional advertising of positions and increased electronic jobs and careers listserv in population centers with large Native American, Asian and Hispanic populations, as well as developing collaborative relationships with the Tribes, and outreach in the Asian and Hispanic communities
- Engage with and discuss potential barriers to county employment with:
  - United Indians of All Tribes Foundation
  - Washington State Governor's Office on Indian Affairs
  - El Centro De la Raza
  - Asian Counseling and Referral Services
- Partner with other county departments seeking increased recruitment activities with the Native American, Asian and Hispanic communities

### How these activities will help achieve placement goals:

- DES will have a greater and sustained presence in the target communities, making it a desirable place to consider for career opportunities
- Feedback from these communities will allow DES to address any barriers to county employment

### Activities proposed to recruit, retain and promote women and persons of color in the work force:

- Prepare an assessment of past and current hiring and promotional practices within DES
- Continue successful recruitment practices in diverse communities

### Activities to increase hiring, retention and promotion of persons with disabilities:

DES will continue to encourage staff to attend the Disability Awareness Workshop series.

King County's transitional duty program is committed to returning injured employees who have temporary medical restrictions back to work in short-term work assignments. By returning injured employees to work, they maintain a connection with their employer, continue to contribute in the workplace, continue to receive benefits, avoid the risk of feeling disassociated from the employer, and are less likely to become deconditioned and pain-focused.

King County's reassignment program services are provided to employees who can no longer perform the essential functions of their job due to a disability but able to work in another capacity. The KC transitional and reassignment programs are housed in the Human Resources Division in DES.

## Department of Judicial Administration

Based on analysis data provided, DJA is represented in 19 out of 21, or 90% of placement goal areas.

GOALS	Female	Black	Asian	Native American	Hispanic	Pacific Islander	Two or More Races
Officials and Administrators							
Professionals		1					
Administrative Support				1			

### Activities proposed to meet placement goals:

The Department of Judicial Administration has two target goal areas of which one is Native American and the other is Black. This will require focused recruitment in the Native American and Black communities.

- Regional advertising of positions and increased electronic jobs and careers listserv in population centers with large Native American and Black populations as well as developing collaborative relationships with the Tribes, and Black community organizations
- Engage with and discuss potential barriers to county employment with:
  - United Indians of All Tribes Foundation
  - Washington State Governor's Office on Indian Affairs
  - The Urban League
- Work with other county departments seeking increased recruitment activities with the Native American and Black communities to expand opportunities to hire.

### How these activities will help achieve placement goals:

- DJA will have a greater and sustained presence in the target communities, making it a desirable place to consider for career opportunities
- Feedback from these communities will allow DJA to address any barriers to county employment

### Activities proposed to recruit, retain and promote women and persons of color in the work force:

- Do an assessment of past and current hiring and promotional practices within DJA
- Continue successful recruitment practices in diverse communities.

### Activities to increase hiring, retention and promotion of persons with disabilities:

DJA will encourage staff to attend the Disability Awareness Workshop series to insure DJA is a welcoming and inclusive workplace for People with Disabilities.

## Department of Natural Resources and Parks

Based on analysis data provided, DNRP is represented in 47 out of 49, or 96% of placement goal areas.

GOALS	Female	Black	Asian	Native American	Hispanic	Pacific Islander	Two or More Races
Officials and Administrators			1				
Professionals							
Technicians							
Service Maintenance					12		

### Activities proposed to meet placement goals:

The Department of Natural Resources and Parks has two target goal areas of which one is an Asian Professional and the other is Hispanic Service Maintenance workers. This will require focused recruitment in the Asian and Hispanic communities.

- Regional advertising of positions and increased electronic jobs and careers listserv in population centers with large Asian and Hispanic populations as well as developing collaborative relationships with the Asian and Hispanic communities
- Engage with and discuss potential barriers to county employment with:
  - Washington State Commission on Asian Pacific American Affairs
  - Washington State Commission on Hispanic Affairs
  - El Centro De la Raza
  - The Asian Pacific Islander Community Leadership Foundation
- Work with other county departments seeking increased recruitment activities with the Asian and Hispanic communities

### How these activities will help achieve placement goals:

- DNRP will have a greater and sustained presence in the target communities, making it a desirable place to consider for career opportunities
- Feedback from these communities will allow DNRP to address any barriers to county employment

### Activities proposed to recruit, retain and promote women and persons of color in the work force:

- Do an assessment of past and current hiring and promotional practices within DNRP
- Continue successful recruitment practices in diverse communities
- Utilize professional translation services for applicable job postings

### Activities to increase hiring, retention and promotion of persons with disabilities:

DNRP will encourage staff to attend the Disability Awareness Workshop series in order to create a welcoming and inclusive workplace.

## Department of Assessments

Based on analysis data provided, DOA is represented in 20 out of 21, or 95% of placement goal areas.

GOALS	Female	Black	Asian	Native American	Hispanic	Pacific Islander	Two or More Races
Officials and Administrators							
Professionals							
Administrative Support					2		

### Activities proposed to meet placement goals:

The Department of Assessments has a target goal area of Hispanics in Administrative Support. While DOA continues to pursue diverse applicants in all diverse populations, DOA will focus on the following activities to support this goal area:

- National advertising of positions and enhance our electronic jobs and careers listserv in population centers with larger Hispanic populations, such as Los Angeles County, Yakima, San Antonio, etc.
- Coordinate additional messaging and outreach with local Hispanic media outlets
- Collaborate with:
  - El Centro de la Raza
  - Washington State Commission on Hispanic Affairs and King County based Commissioners to:
    - Review recruitment policies and outreach directories for updates
    - Foster discussion on how to better message public service as an employment opportunity to the Latino community
    - Identify existing career networks that the property based agencies can communicate open positions to
- Continue the department's translation efforts of outreach materials and videos
- Work with other county departments seeking increased recruitment activities with the Hispanic community

### How these activities will help achieve placement goals:

DOA will take a multi-part approach/effort for:

- Awareness Building - Increase awareness of King County Department of Assessments and the work the department does for the community, through coordination of messaging and outreach with local and regional Hispanic media outlets, and national advertising in Hispanic population centers
- Community Discussions - Increase the involvement and input from Hispanic community leaders and organizations regarding education, outreach and employment opportunities
- Availability - Continue to translate public information documents, in addition to producing YouTube videos available on the DOA website

### Activities proposed to recruit, retain and promote women and persons of color in the work force:

- Working with our Community Outreach Coordinator to share notice of public job opportunities to minority agency list serves, community groups, and organizations.
- Utilization of Career Support Services and Reassignment Services when able to place employees

### Activities to increase hiring, retention and promotion of persons with disabilities:

DOA will continue department attendance in 2014 and beyond in the Disability Workshops. This is an important employee training program and helps to foster a more inclusive and supportive environment for employees with disabilities.

## Department of Transportation

Based on analysis data provided, DOT is represented in 40 out of 49, or 81% of placement goal areas.

GOALS	Female	Black	Asian	Native American	Hispanic	Pacific Islander	Two or More Races
Officials and Administrators		1					
Professionals							
Technicians	4			1			
Protective Services							
Administrative Support				2		1	2
Skilled Crafts	31						
Service Maintenance	338					15	16

### Activities proposed to meet placement goals:

The Department of Transportation has five target goal areas spanning gender and race. This will require focused recruitment in multiple communities.

- Regional advertising of positions and increased electronic jobs and careers listserv in population centers with large Black, Native American, Pacific Islander and Two or More Races populations as well as developing collaborative relationships with these communities
- Engage with and discuss potential barriers to county employment with:
  - Washington State Commission on Asian Pacific American Affairs
  - United Indians of All Tribes Foundation
  - The Asian Pacific Islander Community Leadership Foundation
- Engage with Female professional and trade organizations to promote opportunities within DOT
  - Partnership with Apprenticeships and Non-traditional Employment for Women via Heavy Duty Diesel Mechanic Pre-Apprenticeship
  - Partnership with area vocational trades schools via Work Co-Operative, (Heavy Duty Diesel Mechanic Interns)
- Participate in the Women in Trades event annually
- Partnership with area Unions to promote diversity in Trades
- Membership in COMTO – Conference of Minority Transportation Officials – to promote opportunities with King County
- Membership in WTS – Women in Transportation – to promote opportunities with King County
- Work with other county departments seeking increased recruitment activities with the Black, Native American, Pacific Islander and Two or More Races communities

### How these activities will help achieve placement goals:

- DOT will have a greater and sustained presence in the target communities, making it a desirable place to consider for career opportunities
- Feedback from these communities will allow DOT to address any barriers to county employment, particularly for females

### Activities proposed to recruit, retain and promote women and persons of color in the work force:

- Do an assessment of past and current hiring and promotional practices within DOT
- Utilize employee focus group in vehicle maintenance to address workplace barriers to minorities and females and how to overcome them
- Ongoing and expanded cultural competency training to promote a welcome work environment for all employees
- Continue successful recruitment practices in diverse communities
- Build development programs at every level of leadership
- Develop highly competitive succession management programs
- Deploy career development resources, trainings, and planning sessions

**Activities to increase hiring, retention and promotion of persons with disabilities:**

DOT will encourage staff to attend the Disability Awareness Workshop series, when feasible, to insure DOT is a welcoming and inclusive workplace for People living with Disabilities, and that operators and staff have the tools to engage respectfully with this community.

Continue to provide reasonable accommodation to candidates with disabilities to ensure equal access to testing, interviewing and employment.



## Department of Public Health

Based on analysis data provided, DPH is represented in 36 out of 42, or 86% of placement goal areas.

GOALS	Female	Black	Asian	Native American	Hispanic	Pacific Islander	Two or More Races
Officials and Administrators							
Professionals						1	
Technicians				1		1	
Administrative Support							
Skilled Crafts	2		1				
Service Maintenance							

### Activities proposed to meet placement goals:

- DPH will identify community organizations and local merchant locations where higher population concentrations of Asian, Native American and Pacific Islanders reside and will provide these locations with postings of current job opportunities within the department.
- DPH will have recruitment representatives at the Women in Trades Career Fair to provide job information to potential candidates of skilled crafts available within DPH.
- Continue using social media to reach out to professional groups and associations that have membership in our identified goal areas.
- Increase the department's participation and support of job internships for individuals in identified goal areas. Conduct targeted recruitment to inform potential candidates of our internship opportunities.

### How these activities will help achieve placement goals:

All identified activities have the goal of increasing awareness of job opportunities within DPH and will identify the department and King County as an employer of choice based on our compensation packages, diversity of opportunities, and career growth potential.

### Activities proposed to recruit, retain and promote women and persons of color in the work force:

- DPH will explore use of and implementation of text messaging as a vehicle to notify current workforce of job opportunities
- Conduct exit interviews to identify barriers and reasons why individuals are leaving our organization
- Conduct ESJ and cultural competency training annually for supervisors and managers
- Develop a peer mentoring program for current employees in the department that focuses on skill and career development
- Modify payroll and HR policies and procedures to reflect a friendlier and service oriented tone

### Activities to increase hiring, retention and promotion of persons with disabilities:

- Conduct disability awareness training for supervisors/managers which focuses on breaking down stereotypes related to persons with disabilities
- Develop job opportunity marketing materials that feature real life stories of current employees with disabilities that are employed with DPH

## King County Sheriff's Office

Based on analysis data provided, KCSO is represented in 33 out of 35, or 94% of placement goal areas.

GOALS	Female	Black	Asian	Native American	Hispanic	Pacific Islander	Two or More Races
Officials and Administrators							
Professionals							
Technicians							
Protective Services							
Administrative Support				1			2

### Activities proposed to meet placement goals:

The King County Sheriff's Office has two target goal areas of which one is Native Americans and the other is Two or More Races. This will require focused recruitment in the Native American and other ethnic communities.

- Local advertising of positions and increased electronic jobs and careers listserv in population centers with large Native American and multicultural populations as well as developing collaborative relationships with the Tribes and community organizations
- Engage with and discuss potential barriers to county employment with:
  - United Indians of All Tribes Foundation
  - Washington State Governor's Office on Indian Affairs
  - The Urban League
  - Community organizations serving diverse clientele
- Work with other county departments seeking increased recruitment activities with the Native American and Two or More Races communities to expand opportunities to hire

### How these activities will help achieve placement goals:

- KCSO will have a greater and sustained presence in the target communities, making it a desirable place to consider for career opportunities
- Feedback from these communities will allow KCSO to address any barriers to county employment, Civil Service Rules permitting

### Activities proposed to recruit, retain and promote women and persons of color in the work force:

- Do an assessment of past and current hiring and promotional practices within KCSO
- Continue successful recruitment practices in diverse communities

### Activities to increase hiring, retention and promotion of persons with disabilities:

KCSO will encourage staff to attend the Disability Awareness Workshop series to insure KCSO is a welcoming and inclusive workplace for People with Disabilities, and that officers and staff have the tools to engage respectfully with this community.

## King County Information Technology

Based on analysis data provided, KCIT is represented in 32 out of 35, or 91% of placement goal areas.

GOALS	Female	Black	Asian	Native American	Hispanic	Pacific Islander	Two or More Races
Professionals					3		1
Technicians	2						

### Activities proposed to meet placement goals:

King County information Technology has three target goal areas: Female, Hispanic and Two or More Races. This will require focused recruitment in these three communities.

- Regional advertising of positions and increased electronic jobs and careers listserv in population centers with large Hispanic populations, as well as developing collaborative relationships with the Hispanic and other ethnic communities
- Engage with and discuss potential barriers to county employment with:
  - United Indians of All Tribes Foundation
  - Washington State Governor's Office on Indian Affairs
  - El Centro De la Raza
- Work with other county departments seeking increased recruitment activities with the Female, Two or More Races and Hispanic communities

### How these activities will help achieve placement goals:

- KCIT will have a greater and sustained presence in the target communities, making it a desirable place to consider for career opportunities
- Feedback from these communities will allow KCIT to address any barriers to county employment

### Activities proposed to recruit, retain and promote women and persons of color in the work force:

- Do an assessment of past and current hiring and promotional practices within KCIT
- Continue successful recruitment practices in diverse communities

### Activities to increase hiring, retention and promotion of persons with disabilities:

KCIT will encourage staff to attend the Disability Awareness Workshop series to help create a workplace culture of inclusion for people with disabilities.

## King County Department of Public Defense

Based on analysis data provided, DPD is represented in 20 out of 21, or 95% of placement goal areas.

DPD is a new department, formed in July 2013 by bringing in staff from five separate public defense agencies to create a new department. Of the 417 employees, 263 did not select a racial identity, which removed them from the data used to develop the goal placement areas. Therefore the data shown below is incomplete; as more racial identity data is gathered, these placement goals will probably change significantly.

GOALS	Female	Black	Asian	Native American	Hispanic	Pacific Islander	Two or More Races
Officials and Administrators							
Professionals							
Administrative Support			2				

### Activities proposed to meet placement goals:

King County Department of Public Defense has one target goal area: Asian. This will require focused recruitment in these communities.

- Regional advertising of positions and increased electronic jobs and careers listserv in population centers with large Asian populations as well as developing collaborative relationships with Asian community organizations
- Engage with and discuss potential barriers to county employment with:
  - Japanese American Citizens League
  - Asian Bar Association of Washington
  - National Association of Asian American Professionals – Seattle Chapter
  - Washington State Commission on Asian Pacific American Affairs
  - Asian Pacific Islander Coalition
  - Asian American Justice Center
  - UW Asian Law Center
  - Vietnamese American Bar Association of Washington
  - Korean American Bar Association
  - Filipino Lawyers of Washington
- Work with other county departments seeking increased recruitment activities with Asian communities to expand opportunities to hire

### How these activities will help achieve placement goals:

- DPD will have a greater and sustained presence in this target community, making it a desirable place to consider for career opportunities
- Feedback from these organizations will allow DPD to address any barriers to county employment

### Activities proposed to recruit, retain and promote women and persons of color in the work force:

- Do an assessment of current hiring and promotional practices within DPD
- Create successful recruitment practices in diverse communities

### Activities to increase hiring, retention and promotion of persons with disabilities:

DPD will encourage staff to attend the Disability Awareness Workshop series to insure DPD is a welcoming and inclusive workplace for People with Disabilities.

## King County Elections

Based on analysis data provided, KCE is represented in 19 out of 21, or 90% of placement goal areas.

GOALS	Female	Black	Asian	Native American	Hispanic	Pacific Islander	Two or More Races
Professionals			1				
Technicians	1						
Administrative Support							

### Activities proposed to meet placement goals:

King County Elections has two target goal areas: Female and Asian. This will require focused recruitment in these two communities.

- Regional advertising of positions and increased electronic jobs and careers listserv in population centers with large Asian populations as well as developing collaborative relationships with Asian community organizations
- Outreach to Female professionals in technical positions
- Engage with and discuss potential barriers to county employment with:
  - Vietnamese Friendship Association
  - Chinese information & Service Center
- Work with other county departments seeking increased recruitment activities with Asian communities to expand opportunities to hire

### How these activities will help achieve placement goals:

- Elections will have a greater and sustained presence in these target communities, making it a desirable place to consider for career opportunities
- Feedback from these communities will allow Elections to address any barriers to county employment

### Activities proposed to recruit, retain and promote women and persons of color in the work force:

- Do an assessment of past and current hiring and promotional practices within Elections
- Continue successful recruitment practices in diverse communities

### Activities to increase hiring, retention and promotion of persons with disabilities:

Elections will encourage staff to attend the Disability Awareness Workshop series to insure Elections is a welcoming and inclusive workplace for People with Disabilities.

## 4. Past Plan Activity

### 2008–2013 EEO/AA Plan Summary

To measure the overall results of the 2008 – 2013 plan and understand the description of employment progress for persons of color and women, and for persons with disabilities, an explanation of the term goal setting areas is required. Goal setting areas are a method of organizing jobs with similar work duties, responsibilities, wages or salaries, and advancement opportunities into broad categories for analysis purposes. The job groups for this plan were:

- Officials and Administrators
- Professional
- Technicians
- Protective Services
- Administrative Support
- Skilled Crafts
- Service Maintenance, and
- Transit Operations

For a detailed description of these job categories, please refer to the glossary of the Plan.

The Plan looked at the race and gender of employees in each job category of each department. It also looked at persons with disabilities where that status information was volunteered by employees. Depending upon business needs, a department may have a different set of job categories. For the 2008 –2013 EEO/AA Plan, all department goal-setting areas combined equaled 325.

A desired result of affirmative action is to make efforts to ensure equal or full employment representation in the county workforce of qualified people of color and women, and for qualified persons who identified themselves as having a disability. For a goal setting area to be considered fully represented, it must have a percentage of people of color and women equal to the percentage of qualified people of color and women who could be employed in the job group.

For persons with disabilities, full representation may be measured as an increase in the number of persons who chose to volunteer that information.

#### Goal Setting Attainment Overall

The 2008-2013 Plan had 325 potential goal setting areas. Goal setting areas can be described as areas of employment of persons within the affirmative action plan. For this plan, five race and gender groups (Black, Asian, Native American, Hispanic and Women) had 65 areas of employment opportunity by department job groups where identified.

At the plan's end, 87% or 284 of 325 goal-setting areas had full representation of persons of color and women. For each group at the end of the plan period the overall results were:

- For Black, 94% or 61 of the 65 goal setting areas were fully represented.
- For Asian, 97% or 63 of the 65 goal setting areas were fully represented.
- For Hispanic, 89% or 58 of the 65 goal setting areas were fully represented.
- For Native Americans, 78% or 51 of the 65 goal setting areas were fully represented.
- For Women, 78% or 51 of the 65 goal setting areas were fully represented.

of the department's implementation activities.

## Hires and Promotions

AA GROUP	EMPLOYEE CHANGES	2009 YEAR END COUNT	2010 YEAR END COUNT	2011 YEAR END COUNT	2012 YEAR END COUNT	2013 YEAR END COUNT	2009 %	2010 %	2011 %	2012 %	2013 %
All Employees	New Hires	2176	384	588	542	600					
	Promotions	145	222	199	234	254					
	Total	2321	606	787	776	854					
People of Color	New Hires	669	120	186	169	206	31%	31%	32%	31%	34%
	Promotions	33	73	52	67	82	2%	39%	26%	29%	32%
	Total	702	193	238	236	288	30%	32%	30%	30%	34%
Female	New Hires	1090	175	260	250	301	50%	46%	44%	46%	50%
	Promotions	54	101	90	102	107	2%	45%	45%	44%	42%
	Total	1144	276	350	352	408	49%	46%	44%	45%	48%

## Promotions by Race and Gender

By race and gender, the following results were found (Year 2009-2013):

Group	Number of Promotions	Percentage of Promotions
White	747	70.87%
Black	129	12.24%
Asian	117	11.10%
Hispanic	49	4.65%
Native Americans	12	1.14%
Total Promotions	1054	100%
Women	454	43.07%
Men	600	56.93%

## Voluntarily Self-Identified Persons with Disabilities

The table below shows the total number of persons with disabilities in each job group within the county work force and the total number of persons with disabilities by department voluntarily reported by individuals for equal employment opportunity affirmative action purposes.

<b>Job Group</b>	<b>Persons with Disabilities</b>
Officials & Administrators	1
Professionals	38
Technicians	1
Protective Service	9
Administrative Support	28
Skilled Crafts	15
Service Maintenance	36
<b>Total</b>	<b>128</b>

## Disability Accommodations

The Executive Departments have a commitment to assist qualified employees who become disabled to perform the essential functions of their jobs through reasonable accommodations. Through the Disability Services programs, employee assistance included consultations, referrals, and work re-assignment including transitional or light duty work. These and other services assist employees to return to work earlier while the department regains the work contribution of the returned employee. The number of employees who currently receive disability accommodations is 217.



## 5. Equal Employment Opportunity Complaints

It is against federal and state law, and King County policy to discriminate, harass, or retaliate in employment on the basis of an employee's race, color, age, gender, marital status, sexual orientation, religion, ancestry, national origin, veteran status, or disability. To ensure compliance, the Executive Non-discrimination and Anti-harassment Policy and Procedures provide employees and management with guidance and resources on how to address questions and concerns related to equal employment, discrimination, harassment or retaliation.

In addition, the departments and HRD take initiatives to ensure a positive employment environment. This includes EEO management and employee training on nondiscrimination and anti-harassment and diversity management. In addition HRD maintains a pool of consultants selected to provide investigation and equality assistance services.

Employees have access to immediate supervisors and other members of management should questions or workplace concerns specific to discrimination, harassment, or retaliation need to be addressed.

Should an employee so choose there are federal, state, and local enforcement agencies such as the US Equal Employment Opportunity Commission (EEOC), the Washington State Human Rights Commission (WSHRC), and the King County Office of Civil Rights and Open Government (OCROG), with which to file a complaint.

These efforts notwithstanding, in a workforce of over 13,500 employees, formal complaints with enforcement agencies may occur. In 2013, 16 complaints were filed.

### Summary and Complaint Tables

- The EEOC (47%) and the King County Office of Civil Rights (34%) receive the majority of cases filed on average.
- The most frequent basis of complaint in descending order is race (27%), retaliation (24%), disability (20%), and gender (13%).
- A complaint may include more than one basis of discrimination charged. Complaints with two bases (36%) are filed nearly as often as cases with one basis (45%).
- In no case was discrimination found.

The tables below detail complaint activity coordinated through the HRD Diversity Services Management Section for 2007 to year-end 2013.

#### Complaint Cases Open and Closed

Status of Complaints	2007	2008	2009	2010	2011	2012	2013	Total
Open Cases	0	0	3	5	5	6	24	43
Closed Cases	19	16	29	15	15	12	16	122
Total	19	16	32	20	29	18	40	174

**Complaints Filed Status**

<b>Status of Complaints</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>Total</b>	<b>Percentage of Total</b>
Administrative Closure	3	1	1	2	2	3	1	13	11%
Litigated	0	0	2	0	0	0	0	2	2%
Discrimination Found	0	0	0	0	0	0	0	0	0%
Dismissed	2	2	5	1	1	1	1	13	11%
No Cause Finding	9	11	18	12	12	8	13	83	68%
Settled	5	2	3	0	0	0	1	11	9%
<b>Total</b>	<b>19</b>	<b>16</b>	<b>29</b>	<b>15</b>	<b>15</b>	<b>12</b>	<b>16</b>	<b>122</b>	<b>100%</b>

**Number of Complaints Filed by Enforcement Agency**

<b>Complaint Agency</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>Total</b>	<b>Agency Percentage of Complaints</b>
EEOC	9	6	16	10	18	9	14	82	47%
OCR	8	8	13	6	9	6	10	60	34%
WSHRC	2	1	1	0	0	0	0	4	2%
DOL	0	0	1	0	1	0	0	2	1%
Joint EEOC/WSHRC	-	1	1	4	0	3	14	23	13%
Other	0	0	0	0	1	0	2	3	2%
<b>Total</b>	<b>19</b>	<b>16</b>	<b>32</b>	<b>20</b>	<b>29</b>	<b>18</b>	<b>40</b>	<b>174</b>	<b>100%</b>

**Number of Complaints by Executive Department**

Department	2007	2008	2009	2010	2011	2012	2013	Total	Percentage of Total
DAJD	1	2	3	0	0	0	9	15	9%
DCHS	0	0	3	3	1	0	2	9	5%
DPER	0	0	0	0	0	0	1	1	1%
DES	2	2	5	3	8	4	7	31	18%
DJA	2	0	0	0	0	0	0	2	1%
DNRP	1	2	2	3	6	0	0	14	8%
DNRP/DOT	0	0	0	0	0	0	1	1	1%
DOA	0	0	1	0	0	0	0	1	1%
DOT	8	7	13	7	8	6	14	63	36%
DPH	4	3	1	4	3	7	3	25	14%
Elections	0	0	3	0	0	0	1	4	2%
KCIT	1	0	0	0	0	1	1	3	2%
KCSO	0	0	1	0	3	0	1	5	3%
Total	19	16	32	20	29	18	40	174	100%

With a workforce of over 13,000 employees, in a typical year, the Executive Departments receive about one complaint for every 540 employees.

### Complaints by Basis

Complaints are filed based on one or more of the following. Because complaints may be filed on one or more protected statuses, the number of basis will be greater than the total number of complaints.

Basis of Complaints	2007	2008	2009	2010	2011	2012	2013	Total	Agency Percentage of Complaints
Age	3	0	7	2	8	3	1	24	8%
Ancestry	0	0	0	0	0	0	0	0	0%
Color	1	1	3	1	0	0	2	8	3%
Disability	6	5	11	5	9	7	15	58	20%
Gender	3	1	10	3	3	4	14	38	13%
Job Accommodation	0	0	0	0	0	0	2	2	1%
Marital Status	0	0	0	0	0	0	1	1	0%
National Origin	3	3	5	1	4	3	4	23	8%
Race	8	7	12	12	11	11	20	81	27%
Religion	0	0	2	0	1	0	2	5	2%
Sexual Orientation	0	0	0	0	4	0	0	4	1%
Veteran	0	0	0	0	1	0	0	1	1%
Other	1	0	0	0	0	0	4	5	2%
Retaliation	10	3	8	8	11	8	23	71	24%
Total	35	20	58	32	52	36	88	297	100%

### Number of Complaint Basis per Charge Filed

Employees may file a complaint with more than one allegation of discrimination. This table describes the number of complaints filed with one to four bases per year.

Basis Per Charge	2007	2008	2009	2010	2011	2012	2013	Total	Percentage of Total
One Basis	10	12	17	9	12	6	10	76	45%
Two Basis	6	4	9	9	11	7	15	61	36%
Three Basis	1	0	4	2	6	2	8	23	14%
Four Basis	1	0	0	0	0	1	6	8	5%
More Than Four Basis	1	0	2	0	0	2	1	6	4%
Total	18	16	30	20	29	16	39	168	100%

## 6. Internal Monitoring and Reporting

The Human Resources Division will monitor and report on department affirmative action and implementation progress to measure performance and ensure compliance with the policies and action of the plan.

The internal monitoring and report system will:

- Monitor, measure, and evaluate individual department and Executive Department implementation outcomes on a quarterly basis.
- Review and provide report results to the Human Resources Director and Department Directors.
- Provide progress reports to the King County Executive and King County Council on department affirmative efforts, and provide report copies to the King County Civil Rights Commission and the Executive's Employee-based EEO/AA Advisory Committee.

### Office of Federal Contract Compliance Program Gender Discrimination Compliance

King County complies with the gender discrimination guidelines as follows:

- King County's employment advertising does not express a gender preference and, if printed, does not appear in gender-segregated columns.
- King County's Personnel Guidelines and employment application forms expressly state that there will be no discrimination on the basis of gender.
- King County recruits employees of both genders for all positions.
- King County does not rely upon a state "protective" law to deny women employees the right to any job they are qualified to perform.
- King County offers employees of both genders an equal opportunity for any jobs they are qualified to perform, except when gender is a bona fide occupational qualification.
- King County does not make any distinction based upon gender with regard to employment opportunities, wages, hours or other terms and conditions of employment.
- King County does not make any distinction between married and unmarried persons of one gender that is not made between married and unmarried persons of the other gender.
- King County does not deny employment to women with young children.
- King County does not terminate employees of one gender in a particular job group when they reach a certain age, unless the same rule applies to members of the other gender.
- King County provides appropriate physical facilities to both genders.
- King County does not penalize, in conditions of employment, women who require time away from work for childbearing. When, under King County's leave policy, a woman employee would qualify for leave, then childbearing is considered a justification like any other for granting such leave, for a reasonable period of time. The conditions applicable to her leave and to her return to employment are in accordance with King County's leave policy with respect to all leaves of absence. Further, King County's maternity policy complies with the 1978 Pregnancy Amendment to Title VII of the Civil Rights Act of 1964.

- King County does not, on the basis of gender, specify any differences between men and women employees in retirement age.
- King County's wage schedules are not related to or based upon gender.
- King County does not discriminatorily restrict one gender to certain job groups.

In addition, King County will continue to take affirmative action to encourage women to apply for all positions in King County for which they are qualified. King County management has been made aware of the requirements set forth above. Further, the principles contained in these guidelines have been incorporated into the EEO policy of King County.

## **Office of Federal Contract Compliance Program - Support of Community Action Program Statement**

King County seeks to have its EEO commitment fully understood by the community for the purpose of diversifying our applicant pools and achieving a better understanding of the communities we serve.

In an effort to achieve such awareness on the part of the community, the following steps have been and will continue to be taken:

- King County encourages members of its management to serve in local civic organizations and community development activities to gain a better understanding of local community issues.
- King County encourages its employees to participate in community programs. For example, King County sponsors internships, summer hire for the economically disadvantaged, and summer hire for youth in the workplace. It also provides for the use of paid leave for volunteer work at schools and educational institutions.
- King County participates in local activities that encourages community involvement and integrates minorities, women, and people with disabilities in that work.

## **Office of Federal Contract Compliance Program Religion and National Origin Discrimination Statement**

King County is committed to providing and ensuring equal employment opportunity to all applicants and employees without regard to their religion or national origin, as follows:

- Internal communication of its policy with respect to nondiscrimination on the basis of religion or national origin
- Notification to recruitment sources of King County's policy regarding nondiscrimination on the basis of religion or national origin

King County accommodates the religious observances and practices of employees and prospective employees except where such accommodation would result in an undue hardship in conducting its business.

## 7. Plan Terminology and Guidance

In developing the EEO/AA Plan, terms and their meanings, including but not limited to, "placement goals, "underrepresentation", and "problem areas" are used as provided by EEOC and Office of Federal Contract Compliance Program for the purpose of federal funding and regulatory compliance. The use of such terms in the EEO/AA Plan should not be construed as an admission by King County in whole or in part, of any discrimination by King County in violation of federal, state, or local laws. In addition, nothing contained in the EEO/AA Plan or the supporting documents and data should be construed as an admission by King County in whole or in part that it has contravened/disregarded any federal, state, or local laws.

The EEO/AA Plan was developed in accordance with and reliance upon EEOC Guidelines on Affirmative Action and Department of Labor Office of Federal Contract Compliance Programs General Contractors, Affirmative Action Requirements Final Rules.

Any placement or hiring goals stated in the EEO/AA Plan are not intended as quotas, but are to be used as management tools to evaluate the composition of the workforce relative to the labor markets from which the Executive Departments recruit. They are also used as a means to measure affirmative efforts toward achieving equal employment opportunities. The implementation of or effect of implementing placement or hiring goals is not intended to discriminate against any qualified individual or group of individuals with respect to any employment opportunity.



## 8. Glossary of Terms

### **Affirmative Action Liaison**

The liaison is department management personnel responsible for the administrative implementation and coordination of the Affirmative Action program within their respective department. They are usually personnel officers or human resources service delivery managers.

### **Anti-Sexual Harassment Policy Designee**

The designee is responsible for providing oversight, tracking, monitoring, and guidance to department management to ensure appropriate handling of sexual harassment, inappropriate behavior of a sexual nature, and/or retaliation complaints and concerns under the Executive's Anti-Sexual Harassment Policy PER-22-3-1 (AEP).

### **Availability (Workforce Availability)**

"Availability" is an estimate of the number of qualified people of color and/or women available for employment in a given job group. The estimate of availability is expressed as a percentage of all qualified persons available for employment in the job group.

Availability is determined to establish a benchmark against which the demographic composition of the workforce can be compared in order to determine whether barriers to equal employment opportunity may exist by job groups.

### **Equal Employment Opportunity**

The availability of employment and advancement of all people on the basis of merit, capability, and potential, and without regard to race, color, national origin, sex, religion or age. A concept which addresses Equal Opportunity for all persons in employment which includes recruitment, application processing, hiring, job placement, compensation, promotion, transfer, termination, and shift assignment.

### **EEO (Equal Employment Opportunity) Job Categories**

The Plan utilizes job categories as defined by the EEOC to organize County jobs.

EEO job categories, also known as job groups, are a means to separate various occupations into groups based upon job title, skill and knowledge, requirements, and level of responsibility involved. The category titles used with this plan are: Officials & Administrators, Professionals, Technicians, Protective Services, Para-Professionals, Administrative Support, Skilled Craft, and Service/Maintenance. Descriptions of each category are provided below.

#### **Officials and Administrators**

Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district, or area basis. Includes: department heads, bureau chiefs and inspectors, division chiefs, directors, deputy directors, controllers, wardens, superintendents, sheriffs, police and fire chiefs and inspectors, examiners (bank, hearing, motor vehicle, warehouse), inspectors (construction, building, safety, rent-and-housing, fire, ABC Board, license, dairy, livestock, transportation), assessors, tax appraisers and investigators, coroners, farm managers, and kindred workers.

### **Professionals**

Occupations that require specialized and theoretical knowledge that is usually acquired through college training or through work experience and other training, which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, system analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

### **Technicians**

Occupations which require a combination of basic scientific or technical knowledge and manual skills, which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers, drafters, survey and mapping technicians, licensed practical nurses, photographers, radio operators, technical illustrators, highway technicians, technicians (medical, dental, electronic, physical sciences), police and fire sergeants, inspectors (production or processing inspectors, testers, and weighers), and kindred workers.

### **Protective Service Workers**

Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, firefighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

### **Administrative Support (Including Clerical and Sales)**

Occupations in which workers are responsible for internal and external communication, recording and retrieval of data/information, and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

### **Skilled Craft Workers**

Occupations in which workers perform jobs that require special manual skill and thorough and comprehensive knowledge of the processes involved in the work, which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

### **Service/Maintenance**

Occupations in which workers perform duties that result in or contribute to the comfort, convenience, hygiene, or safety of the general public or that contribute to the upkeep and care of buildings, facilities, or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

## **EEO (Equal Employment Opportunity) Coordinator**

A human resources or management department position responsible for developing preliminary responses to discrimination complaints and coordinating department participation in the mediation and/or investigative processes.

## **Equal Opportunity**

A system of practices under which individuals are not excluded from any opportunity or benefits because of their sex, disability, age, religion, race, color, national origin or ancestry.

## **Executive Departments**

The following departments and agencies covered in this plan are:

Department of Adult and Juvenile Detention (DAJD)  
 Department of Community and Human Services (DCHS)  
 Department of Permitting and Environmental Review (DPER)  
 Department of Executive Services (DES)  
 Department of Judicial Administration (DJA)  
 Department of Natural Resources and Parks (DNRP)  
 Department of Assessments (DOA)  
 Department of Transportation (DOT)  
 Department of Public Health (DPH)  
 King County Sheriff's Office (KCSO)  
 King County Information Technology (KCIT)  
 Department of Public Defense (DPD)  
 Department of Elections (DOE)

## **Human Resources Division (HRD)**

The Human Resources Division of the Department of Executive Services for purposes of the Plan is the county agency responsible for policy development, policy dissemination coordination, training, technical assistance, and monitoring complaints filed with enforcement agencies.

## **Human Rights Agencies**

Government agencies authorized to investigate employee allegations of workplace discrimination. Those agencies are:

Equal Employment Opportunity Commission (EEOC)  
 Washington State Human Right Commission (WSHRC)  
 King County Office of Civil Rights and Open Government (OCROG)

## **Job Group**

Aggregate job titles with similar work content, compensation, and opportunities for advancement. Job groups are also associated with job categories also known as EEO categories.

## **King County Civil Rights Commission**

An independent resident body, established by ordinance, that serves to advise the County Executive and County Council on matters concerning affirmative action, disability access, and equal employment opportunity

## **King County Employee-Based EEO AA Advisory Committee**

A committee, established by executive order, which serves to advise the Executive by making recommendations regarding EEO and AA strategies, systems, policies and guidelines.

### **Persons with Disabilities**

For federal law purposes, disability is defined as a physical or mental impairment which substantially limits one or more major life activities; a record of such impairment; or perception by others of such impairment. For state law purposes, (a) A disability is defined as the presence of a sensory, mental, or physical impairment that: (i) Is medically cognizable or diagnosable; or (ii) Exists as a record or history; or (iii) Is perceived to exist whether or not it exists in fact. (b) A disability exists whether it is temporary or permanent, common or uncommon, mitigated or unmitigated, or whether or not it limits the ability to work generally or work at a particular job or whether or not it limits any other activity within the scope of this chapter. (c) For purposes of this definition, "impairment" includes, but is not limited to: (i) Any physiological disorder, or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following body systems: neurological, musculoskeletal, special sense organs, respiratory, including speech organs, cardiovascular, reproductive, digestive, genitor-urinary, hemic and lymphatic, skin, and endocrine; or (ii) Any mental, developmental, traumatic, or psychological disorder, including but not limited to cognitive limitation, organic brain syndrome, emotional or mental illness, and specific learning disabilities. (d) Only for the purposes of qualifying for reasonable accommodation in employment, an impairment must be known or shown through an interactive process to exist in fact and: (i) The impairment must have a substantially limiting effect upon the individual's ability to perform his or her job, the individual's ability to apply or be considered for a job, or the individual's access to equal benefits, privileges, or terms or conditions of employment; or (ii) The employee must have put the employer on notice of the existence of an impairment, and medical documentation must establish a reasonable likelihood that engaging in job functions without an accommodation would aggravate the impairment to the extent that it would create a substantially limiting effect. (e) For purposes of (d) of this subsection, a limitation is not substantial if it has only a trivial effect.

### **Prosecuting Attorney's Office**

A separately elected branch of government. The Office interprets legal rulings and makes recommendations to the Human Resources Division and Executive Departments.

### **Placement Goals**

Placement goals serve as objectives reasonably attainable by means of applying every good faith effort to make all aspects of the entire affirmative action program work. Placement goals also are used to measure progress toward achieving equal employment opportunity.

### **Problem Area(s)**

The identified cause of job group underrepresentation found within a job group.

### **Promotion**

The movement of an employee to a position and title having a higher maximum salary range than the position promoted previously held.

### **Qualified Disabled Person**

A "qualified disabled person" with respect to employment, is a disabled person who can perform the essential function of a job with reasonable accommodation and who is eligible for appointment under the hiring regulations. Essential functions are defined as those tasks which are necessary or fundamental to accomplish the purpose of a job.

## Retaliation

To take adverse employment action against an individual because they have exercised their rights protected under the law by complaining in good faith about discrimination, harassment, and/or retaliation, or assisted or participated in an investigation of such allegations.

## Race and Ethnic Definitions

- a. *White (not of Hispanic origin)*: All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- b. *Black (not of Hispanic origin)*: All persons having origins in any of the Black racial groups of Africa.
- c. *Hispanic*: All persons of Mexican, Puerto Rican, Cuban, Central, or South American, or other Spanish culture or origin, regardless of race.
- d. *Asian or Pacific Islander*: All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, India, Japan, Korea, the Philippine Islands, and Samoa.
- e. *American Indian, Native American, or Alaskan Native*: All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.
- f. *Native Hawaiian or Other Pacific Islander*: A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- g. *Two or More Races*: People may have chosen to provide two or more races either by checking two or more race response check boxes, by providing multiple write-in responses, or by some combination of check boxes and write-in responses.

## Supervisor

An individual having the authority in the interest of the agency to hire, direct, assign, promote, reward, transfer, furlough, layoff, recall, suspend, discipline, or remove employees, to adjust their grievances, or to effectively recommend such action, if the exercise of the authority is not merely routine or clerical in nature but requires the consistent exercise of independent judgment.

## Underrepresentation (Under-utilization)

A quantitative analysis finding where there are fewer members of a protected race or gender group in a job classification than would normally be expected by their presence in the labor market.

## Vietnam Era Veteran

A person who served on active duty for a period of more than 180 days, and was discharged with other than a dishonorable discharge if any part of such active duty occurred: (I) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (II) between August 5, 1964, and May 7, 1975, anywhere in the world.

## Vietnam Era Veteran

For the purpose of compliance with the equal employment opportunity requirements of the Veterans Assistance Act of 1972, is defined as "a person (1) who served on active duty for a period of more than 180 days, any part of which occurred between August 5, 1964 and May 7, 1975, and was discharged or released there from with other than a dishonorable discharge, or served less than 180 days and was discharged or released with other than a dishonorable discharge because of service related disability."

**Workforce**

The total of all regular authorized positions found within a department. Such positions in the classified service include only regular full-time and part-time positions, excluding those specifically exempted by the appointing authority.

# Appendix A:

## 2008-2013 Plan Analysis

This was a time when the county experienced layoffs in several departments, including Public Health, Transportation, and Permitting and Environmental Review, due to changes in the economy, loss of funding and work, and a reduction in building permits for construction projects. This impacted the county's hiring opportunities. In 2012, 250 IT staff from seven other departments - DOT, DAJD, DCHS, DPER, DES, DPH and DNRP- migrated into KCIT and increased their staff size from 130 to 380. This also reduced staff in those departments.

During this period, the Executive Departments engaged in a number of innovative outreach activities targeting selected race and gender groups, designed to attract diverse and competitive applicants in their placement goal areas. These efforts were sometimes duplicative and not aligned with other Executive Departments engaged in similar outreach and recruitment efforts. Those activities included:

- Using a variety of outreach programs that included traditional and "out of the box" ideas focused on partnering with the community, schools, labor unions and internal employees to reach their targeted placement areas
- Training HR and managerial personnel on the department action plan to ensure that the AA commitments were implemented in hiring, retention, and promotions
- Utilization of Countering Bias training for interview panels to identify and eliminate biases
- Conducting self-assessments to determine areas of improvement, successful strategies, and new opportunities to fulfill their goals
- Advertising positions online, and through local colleges and community publications
- Developing relationships with professional associations and community groups with membership from the underrepresented placement goal areas categories, i.e., local tribes
- Posting job openings in business journals, publications and diverse job websites
- Utilizing Linked-In to connect with qualified individuals from target groups
- Partnering with military transitioning groups for recruitment opportunities
- Creation of internal Diversity/Equity and Social Justice committees to provide greater employee input into hiring practices
- Discussion of County's mission on diversity, equity and social justice with hiring supervisors
- Incorporating ESJ principles into job announcements and other aspects of recruitment
- Targeted recruitment within a strategic approach to establishing recruitment activities for specific placement goal areas
- Providing training to leadership and HR staff to improve awareness around equity and social justice and how it relates to hiring and the EEO/AA goals for the department
- Analysis of applicant pools and selection process for potential barriers

- Utilizing NEOGOV to analyze groups by race/gender at various steps throughout the hiring process
- Attending multiple job fairs in the community
- Utilizing local employment offices for outreach

When the department did meet their goal in the tables shown below, the "Actual Hiring Rate" is highlighted.

### Department of Adult and Juvenile Detention

The Department of Adult and Juvenile Detention had six goals area, and met all goal areas for which the department had an opportunity to hire.

Job Group	Placement Goal Area	Labor Force Availability	Total # of Positions Filled	Total # of Positions Filled In Goal Area	Actual Hiring Rate
Professionals	Native American	2.21%	22	0	No Opp.
Protective Service Workers	Female	29.45%	101	29	28.71%
Administrative Support	Female	77.45%	23	20	86.95%
Service Maintenance	Female	43.00%	8	5	62.50%
Service Maintenance	Native American	3.34%	8	0	No Opp.
Service Maintenance	Hispanic	13.02%	8	1	12.50%

### Department of Community and Health Services

The Department of Community and Human Services had two total placement areas and did not meet one goal, and did not have an opportunity to meet the other.

Job Group	Placement Goal Area	Labor Force Availability	Total # of Positions Filled	Total # of Positions Filled In Goal Area	Actual Hiring Rate
Officials and Administrators	Black	5.50%	3	0	No Opp.
Professionals	Native American	3.02%	186	5	2.68%

### Implementation Activities Analysis

From 2008 to 2013, DCHS did not meet their Native American placement goal for professionals 4 out of 6 years and had no opportunities to fill positions in the Black placement goal area for officials and administrators. In 2008, they increased efforts to develop long term relationships with specific agencies while using job boards at those agencies for hiring. In 2009, DCHS continued to research recruitment



resources within the Native American communities and identified job posting websites for employers. DCHS also developed a relationship with the United Indians of all Tribes and routinely notified them of department job openings. Outreach activities included providing a resume writing seminar (April 2009) and participation on a panel discussion on job search techniques (December 2009) to support their program participants in their career development. Recruitment efforts in 2011 included DCHS-HR participation in recruiter panel discussion for the United Indians Pathway to Prosperity. They continue to email DCHS job announcements to United Indians of All Tribes.

## Department of Permitting and Environmental Review

Permitting and Environmental Review had one goal area and did not meet it during the plan period.

Job Group	Placement Goal Area	Labor Force Availability	Total # of Positions Filled	Total # of Positions Filled In Goal Area	Actual Hiring Rate
Officials And Administrators	Female	37.98%	3	0	0.00

## Implementation Activities Analysis

From 2008 to 2013, DPER (formerly DDES) did not meet their annual Female placement goals in the Officials and Administrators job group (with no opportunity in 2009). In 2008, DPER's outreach included reaching out to the military, minority student and professional organizations, and posting job announcements in newspapers and on websites. In 2010, DPER continued their 2008 implementation activities while also providing Equity and Social Justice Awareness training to all managers and supervisors. They also reviewed all DPER job descriptions to ensure hiring practices promoted equal opportunity and are legally defensible.

In 2012 and 2013, DPER continued with past implementation activities while introducing broader recruitment efforts to reach out to professional organizations nationwide. Overall, due to the substantial decrease in permitting and construction related activity during the plan period, the department had very few opportunities to hire overall.

## Department of Executive Services

Job Group	Placement Goal Area	Labor Force Availability	Total # of Positions Filled	Total # of Positions Filled In Goal Area	Actual Hiring Rate
Officials and Administrators	Black	5.15%	29	3	10.34%
Officials and Administrators	Hispanic	4.13%	29	0	0.00
Professionals	Native American	1.56%	414	0	0.00
Protective Service Workers	Female	53.72%	54	26	48.14%
Protective Service Workers	Native American	3.86%	54	1	1.85%
Protective Service Workers	Hispanic	3.95%	54	2	3.70%
Administrative Support	Black	17.26%	200	23	11.50%
Administrative Support	Native American	2.41%	200	4	2.00%
Service Maintenance	Female	27.64%	81	29	35.80%

### Implementation Activities Analysis

From 2008 to 2013, DES met annual placement goals in the Officials and Administrators job group for Blacks five out of six years (with no opportunity in 2009). DES did not meet annual placement goals for Hispanics in the Officials and Administrators job group in the four years when there was opportunity to hire for this goal area.

From 2008 to 2013, DES did not meet any placement goals for Native American Professionals. Despite posting job announcements in business journals, publications and websites, making recruiting contacts with local tribes, and scheduling quarterly outreach efforts for resume writing and interviewing, implementation activities were unsuccessful.

For the Protective Service Workers job group, DES met their Female placement goals two out of six times from 2008 to 2013 but did not meet their Native American placement goals once (with no opportunity to hire in 2009). In 2009, the security series announcements were reviewed for potential disparate impact on Female and Native American protected classes. In addition, recruitment announcements were mailed to the International Association of Women Police. These implementation activities were not successful for improving placement goals for these targeted protected classes.

## Department of Judicial Administration

The Department of Judicial Administration had three placement goal areas and successfully attained two of the three goal areas.

Job Group	Placement Goal Area	Labor Force Availability	Total # of Positions Filled	Total # of Positions Filled In Goal Area	Actual Hiring Rate
Professionals	Female	53.45%	19	10	52.63%
Administrative Support	Female	82.28%	80	64	80.00%
Administrative Support	Native American	1.41%	80	2	2.50%

### Implementation Activities Analysis

From 2008 to 2013, DJA successfully met two of three placement goals. In 2008, they utilized recruitment resources to target females, persons of color, veterans, and disabled persons while providing diversity training to all supervisors and conducting pre-hiring meetings, meeting all but one of their targeted placement goals. In 2009 and 2010, DJA focused the majority of their effort on meeting Native American placement goals.

From 2011 to 2013, DJA conducted similar implementation activities with great success, meeting all annual placement goals. Their success can be attributed to creating a more organized and thoughtful approach through a newly formed Diversity Committee to assist them with community outreach ideas. During this time, they also began outreach to paralegal programs at multiple community colleges; expanded pre-hiring meetings to include interview panels related to EEO goals and began discussions on bias awareness. In 2012, DJA added comments to job announcements about working with diversity and the importance of having diversity on their staff. In 2013, they began to utilize Lominger competencies and focused recruitments on competencies in an ongoing effort to remove artificial barriers.

As DJA found success with targeted recruiting and more narrowly focusing their hiring and outreach efforts that had proven successful in recruiting Females and Native Americans, similar strategies were deployed to reach veterans and people with disabilities as well.

## Department of Natural Resources and Parks

The Department of Natural Resources and Parks had six placement areas and was able to obtain representation matching or exceeding the available workforce in three of those areas.

Job Group	Placement Goal Area	Labor Force Availability	Total # of Positions Filled	Total # of Positions Filled In Goal Area	Actual Hiring Rate
Officials and Administrators	Female	43.91%	6	2	33.33%
Professionals	Native American	1.59%	352	3	0.85%
Professionals	Hispanic	2.14%	352	7	1.98%
Service Maintenance	Asian	6.83%	299	22	7.35%
Service Maintenance	Native American	2.38%	299	8	2.67%
Service Maintenance	Hispanic	9.67%	299	21	7.02%

### Implementation Activities Analysis

From 2008 to 2013, DNRP met 3 of 6 annual placement goal areas. From 2008 to 2013, DNRP made targeted outreach to candidates within all protected classes, including persons of color, veterans, and people with disabilities through participation in numerous job fairs and posted job announcements in a variety of group-dedicated local and statewide publications and websites.

## Department of Assessments

Department of Assessments had three goals, meeting one of them during the plan period.

Job Group	Placement Goal Area	Labor Force Availability	Total # of Positions Filled	Total # of Positions Filled In Goal Area	Actual Hiring Rate
Professionals	Female	47.63%	47	18	38.29%
Professionals	Hispanic	3.25%	47	1	2.12%
Administrative Support	Hispanic	3.44%	8	1	12.50%

### Implementation Activities Analysis

From 2008 to 2013 DOA met one of three annual placement goals for both their female and Hispanic placement groups with no opportunity to meet their Professional Hispanic placement goal until 2013. Throughout this time, DOA created more diverse interview panels and succeeded in implementing Anti-bias Training for panelists. They worked to improve usage of NEOGOV applicant flow data and participated in ESJ related trainings. Outreach consisted of job announcement postings through multiple organizations and websites.

Although the overall representation percentage of Females was not met at the end of the plan, annual recruitment goals were exceeded for 2008 and 2010. From 2008 to 2013, Hispanic annual placement goals were reached 3 years with the overall representation increased during the plan period.

## Department of Transportation

The Department of Transportation had sixteen goal areas and was able to meet four of those goals over the life of the plan.

Job Group	Placement Goal Area	Labor Force Availability	Total # of Positions Filled	Total # of Positions Filled In Goal Area	Actual Hiring Rate
Officials and Administrators	Female	37.51%	9	3	33.33%
Officials and Administrators	Asian	6.34%	9	0	No Opp.
Professionals	Hispanic	1.93%	254	10	3.93%
Technicians	Female	30.65%	41	8	19.51%
Technicians	Asian	7.55%	41	5	12.19%
Technicians	Hispanic	2.65%	41	1	2.43%
Protective Service Workers	Female	34.11%	0	0	No Opp.
Administrative Support	Female	74.93%	131	72	54.96%
Administrative Support	Native American	1.67%	131	0	0.00
Administrative Support	Hispanic	2.69%	131	7	5.34%
Skilled Crafts	Native American	2.20%	419	8	1.90%
Skilled Crafts	Hispanic	3.01%	419	25	5.96%
Service Maintenance	Native American	2.68%	257	6	2.33%
Service Maintenance	Hispanic	6.44%	257	3	5.05%
Transit Operators	Female	49.77%	1038	233	22.44%
Transit Operators	Native American	2.18%	1038	4	0.38%

## Implementation Activities Analysis

During the life of the plan, HR staff did significant outreach and collaboration with apprenticeship programs geared to bringing women into the trades. They further embarked on a cultural change initiative to ensure that the work environment would be warm, welcoming and supportive of women. Further, HR staff routinely worked closely with managers to ensure EEO/AA efforts were part of discussions related to succession planning and recruiting, and to ensure there was no disparate treatment in employment decisions including disciplinary matters.

## Department of Public Health

The Department of Public Health had five goals and was able to achieve representation matching or exceeding the workforce availability in three of those areas.

Job Group	Placement Goal Area	Labor Force Availability	Total # of Positions Filled	Total # of Positions Filled In Goal Area	Actual Hiring Rate
Officials and Administrators	Asian	4.74%	9	1	11.11%
Professionals	Female	69.74%	841	666	79.19%
Professionals	Native American	2.21%	841	7	0.83%
Technicians	Black	4.70%	128	11	8.59%
Service Maintenance	Native American	2.46%	92	1	1.08%

### Implementation Activities Analysis

Although DPH's implementation activities varied widely, and the department attempted multiple approaches to meeting their Native Placement goals, they have had limited sustained success.

## King County Sheriff's Office

Job Group	Placement Goal Area	Labor Force Availability	Total # of Positions Filled	Total # of Positions Filled In Goal Area	Actual Hiring Rate
Officials and Administrators	Asian	7.81%	7	0	0.00
Professionals	Black	6.30%	43	2	4.65%
Protective Service Workers	Female	17.51%	390	57	14.61%
Protective Service Workers	Black	6.89%	390	14	3.58%
Protective Service Workers	Native American	2.04%	390	4	1.02%
Administrative Support	Asian	9.29%	79	10	12.65%

### Implementation Activities Analysis

From 2007 to 2013, KCSO met one out of seven placement goals. In 2007, KCSO identified restrictions due to Civil Service Hiring requirements that reduced their participation in many of the hiring activities. As a result, they made several changes in their background check process to ensure applicants would only be rejected for job related criteria. Specific groups to still target for the next hiring included Black, Native American and Asian candidates. While they showed some success in reaching Black, Native American and Asian groups in their recruitment efforts, they did not reach their specific goal for these groups.

## King County Information Technology

Job Group	Placement Goal Area	Labor Force Availability	Total # of Positions Filled	Total # of Positions Filled In Goal Area	Actual Hiring Rate
Officials and Administrators	Female	28.06%	4	2	50.00%
Officials and Administrators	Asian	8.13%	4	0	No Opp
Professionals	Female	41.45%	123	35	28.45%
Professionals	Native American	1.19%	123	0	0.00
Administrative Support	Female	67.45%	5	2	40.00%
Skilled Crafts	Hispanic	5.17%	13	0	0.00%

### Implementation Activities Analysis

In 2008, KCIT focused their efforts on targeted recruiting through advertising and forming new alliances and partnerships. This approach did not achieve 100% placement goals, although they were able to make Female placements. No opportunity was available for Asian, Native American, and Hispanic placement goal areas.

In 2009 through 2011, KCIT's reorganization brought greater mobility within the organization, and the department leadership built internal learning and development opportunities. Further, the department continued its targeted recruitment through advertising, network building, and heavy use of social media.

KCIT also trained new and existing managers in recruiting and hiring practices, and the necessary soft skills to create a welcoming work environment.

## Department of Elections

Job Group	Placement Goal Area	Labor Force Availability	Total # of Positions Filled	Total # of Positions Filled In Goal Area	Actual Hiring Rate
Administrative Support	Female	85.50%	679	449	66.12%
Administrative Support	Hispanic	2.50%	679	25	3.68%

### Implementation Activities Analysis

In 2007 and 2008, Elections was part of DES. From 2007 to 2009, data was insufficient to determine whether placement goal areas were met.

From 2009 through 2012, Elections did not meet Female placement goals. In 2009, Elections conducted web searches for opportunities to post job announcements and attended job fairs and events targeting

Female, Native American and Hispanic populations. This resulted in 11 women out of 15 total employees placed. Proposed activities for 2011 included utilizing diverse interview panels in the recruitment process. Recruitment efforts in 2012 towards targeted areas were not successful. Although Native Americans have not been a placement goal area for Elections from 2007 to 2013, there have been repeated efforts to recruit and place Native Americans.



## Executive Department Salaries by Race and Gender January 1, 2014

	By Race																
	Salary	Asian		Black		Hispanic		Native American		Pacific Islander		Two or more races		White		Total Employees	Percent of Salary Group
	\$1 to \$14,999	25	8.77%	86	30.18%	12	4.21%	2	0.70%	9	3.16%	12	4.21%	139	48.77%	285	2.44%
	\$15,000 to \$24,999	63	8.37%	138	18.33%	21	2.79%	7	0.93%	2	0.27%	8	1.06%	514	68.26%	753	6.44%
	\$25,000 to \$34,999	6	8.00%	3	4.00%	5	6.67%	2	2.67%	4	5.33%	1	1.33%	54	72.00%	75	0.64%
	\$35,000 to \$49,999	139	19.58%	103	14.51%	68	9.58%	12	1.69%	8	1.13%	11	1.55%	369	51.97%	710	6.07%
	\$50,000 to \$74,999	685	12.56%	992	18.19%	303	5.56%	83	1.52%	35	0.64%	46	0.84%	3310	60.69%	5454	46.66%
	\$75,000 to \$124,999	496	11.98%	300	7.24%	151	3.65%	50	1.21%	9	0.22%	45	1.09%	3090	74.62%	4141	35.43%
	\$125,000 or more	30	11.11%	18	6.67%	3	1.11%	4	1.48%	0	0.00%	0	0.00%	215	79.63%	270	2.31%
	Totals	1444	12.35%	1640	14.03%	563	4.82%	160	1.37%	67	0.57%	123	1.05%	7691	65.80%	11688	100.00%

## Executive Department Salaries by Race and Gender January 1, 2014

Gender	Salary	Asian		Black		Hispanic		Native American		Pacific Islander		Two or more races		White		Total Employees	Percent of Salary Group	Percent of all Employees
Female	\$1 to \$14,999	2	2.67%	31	41.33%	5	6.67%	2	2.67%	1	1.33%	4	5.33%	30	40.00%	75	1.73%	0.64%
Female	\$15,000 to \$24,999	12	5.83%	44	21.36%	6	2.91%	3	1.46%	1	0.49%	3	1.46%	137	66.50%	206	4.76%	1.76%
Female	\$25,000 to \$34,999	5	11.63%	2	4.65%	5	11.63%	1	2.33%	1	2.33%	1	2.33%	28	65.12%	43	0.99%	0.37%
Female	\$35,000 to \$49,999	85	18.97%	58	12.95%	48	10.71%	8	1.79%	4	0.89%	8	1.79%	237	52.90%	448	10.36%	3.83%
Female	\$50,000 to \$74,999	225	12.16%	345	18.64%	130	7.02%	30	1.62%	10	0.54%	17	0.92%	1094	59.10%	1851	42.80%	15.84%
Female	\$75,000 to \$124,999	202	12.66%	106	6.64%	66	4.14%	31	1.94%	1	0.06%	24	1.50%	1166	73.06%	1596	36.90%	13.66%
Female	\$125,000 or more	14	13.21%	6	5.66%	1	0.94%	2	1.89%	0	0.00%	0	0.00%	83	78.30%	106	2.45%	0.91%
	<b>Female Total</b>	<b>545</b>	<b>12.60%</b>	<b>592</b>	<b>13.69%</b>	<b>261</b>	<b>6.03%</b>	<b>77</b>	<b>1.78%</b>	<b>18</b>	<b>0.42%</b>	<b>57</b>	<b>1.32%</b>	<b>2775</b>	<b>64.16%</b>	<b>4325</b>	<b>100.00%</b>	<b>37.00%</b>
Male	\$1 to \$14,999	23	10.95%	55	26.19%	7	3.33%	0	0.00%	8	3.81%	8	3.81%	109	51.90%	210	2.85%	1.80%
Male	\$15,000 to \$24,999	51	9.32%	94	17.18%	15	2.74%	4	0.73%	1	0.18%	5	0.91%	377	68.92%	547	7.43%	4.68%
Male	\$25,000 to \$34,999	1	3.13%	1	3.13%	0	0.00%	1	3.13%	3	9.38%	0	0.00%	26	81.25%	32	0.43%	0.27%
Male	\$35,000 to \$49,999	54	20.61%	45	17.18%	20	7.63%	4	1.53%	4	1.53%	3	1.15%	132	50.38%	262	3.56%	2.24%
Male	\$50,000 to \$74,999	460	12.77%	647	17.96%	173	4.80%	53	1.47%	25	0.69%	29	0.80%	2216	61.50%	3603	48.93%	30.83%
Male	\$75,000 to \$124,999	294	11.55%	194	7.62%	85	3.34%	19	0.75%	8	0.31%	21	0.83%	1924	75.60%	2545	34.56%	21.77%
Male	\$125,000 or more	16	9.76%	12	7.32%	2	1.22%	2	1.22%	0	0.00%	0	0.00%	132	80.49%	164	2.23%	1.40%
	<b>Male Total</b>	<b>899</b>	<b>12.21%</b>	<b>1048</b>	<b>14.23%</b>	<b>302</b>	<b>4.10%</b>	<b>83</b>	<b>1.13%</b>	<b>49</b>	<b>0.67%</b>	<b>66</b>	<b>0.90%</b>	<b>4916</b>	<b>66.77%</b>	<b>7363</b>	<b>100.00%</b>	<b>63.00%</b>

## Appendix C

### Summary Analysis

#### Analysis Data as of 01/01/2014

Plan: KING,0100 - KING COUNTY Dept. of Adult & Juvenile Detention

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	6															
Current Utilization:	4	66.66	3	50.00	2	33.33	1	16.66	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.31	38.60	1.08	18.15	0.25	4.24	0.50	8.42	0.09	1.62	0.18	3.08	0.00	0.09	0.03	0.58
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.09	Yes *	0.18	Yes *	0.00	Yes *	0.03	Yes *
2 - Professionals																
Employees:	92															
Current Utilization:	41	44.56	41	44.56	23	25.00	12	13.04	0	0.00	6	6.52	0	0.00	0	0.00
Class Goal:	39.42	42.85	39.27	42.69	19.13	20.80	11.96	13.01	1.22	1.33	6.01	6.54	0.24	0.27	0.57	0.62
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	1.22	Yes *	0.01	No *	0.24	Yes *	0.57	Yes *
4 - Protective Service																
Employees:	659															
Current Utilization:	159	24.12	297	45.06	160	24.27	69	10.47	14	2.12	47	7.13	5	0.75	2	0.30
Class Goal:	170.08	25.81	275.98	41.88	145.77	22.12	65.04	9.87	11.86	1.80	45.93	6.97	3.36	0.51	3.42	0.52
Underutilized:	11.08	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No *	1.42	Yes *
6 - Administrative Support																
Employees:	42															
Current Utilization:	35	83.33	20	47.61	3	7.14	12	28.57	1	2.38	2	4.76	0	0.00	2	4.76
Class Goal:	36.51	86.93	13.71	32.66	2.44	5.82	7.17	17.09	0.89	2.13	1.81	4.32	0.18	0.44	1.15	2.76
Underutilized:	1.51	No *	0.00	No	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.18	Yes *	0.00	No *
7 - Skilled Crafts																
Employees:	1															
Current Utilization:	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.04	4.82	0.13	13.82	0.01	1.16	0.01	1.24	0.02	2.02	0.08	8.65	0.00	0.25	0.00	0.47
Underutilized:	0.00	No *	0.13	Yes *	0.01	Yes *	0.01	Yes *	0.02	Yes *	0.08	Yes *	0.00	Yes *	0.00	Yes *
8 - Service Maintenance																
Employees:	36															
Current Utilization:	13	36.11	23	63.88	3	8.33	17	47.22	0	0.00	3	8.33	0	0.00	0	0.00
Class Goal:	14.87	41.31	21.26	59.06	2.66	7.39	12.56	34.90	0.23	0.65	5.43	15.09	0.17	0.49	0.16	0.46
Underutilized:	1.87	No *	0.00	No *	0.00	No *	0.00	No *	0.23	Yes *	2.43	Yes *	0.17	Yes *	0.16	Yes *
Totals:	836	253	384		191		111		15		58		5		4	

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule

## Appendix : C

### Summary Analysis

#### Analysis Data as of 01/01/2014

Plan: KING,0200 - KING COUNTY Dept. of Community & Human Services

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	10															
Current Utilization:	6	60.00	5	50.00	1	10.00	2	20.00	0	0.00	2	20.00	0	0.00	0	0.00
Class Goal:	6.58	65.89	2.85	28.57	0.69	6.91	1.33	13.36	0.36	3.68	0.41	4.14	0.00	0.00	0.04	0.46
Underutilized:	0.58	No *	0.00	No *	0.00	No *	0.00	No *	0.36	Yes *	0.00	No *	0.00	No *	0.04	Yes *
2 - Professionals																
Employees:	217															
Current Utilization:	143	65.89	62	28.57	15	6.91	29	13.36	8	3.68	9	4.14	0	0.00	1	0.46
Class Goal:	138.59	63.87	61.75	28.46	14.30	6.59	28.53	13.15	5.66	2.61	10.82	4.99	0.23	0.11	1.86	0.86
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No *	1.82	No	0.23	Yes *	0.86	Yes *
6 - Administrative Support																
Employees:	33															
Current Utilization:	30	90.90	20	60.60	6	18.18	3	9.09	2	6.06	8	24.24	0	0.00	1	3.03
Class Goal:	27.65	83.79	12.97	39.31	3.74	11.35	3.79	11.51	0.97	2.95	3.66	11.11	0.11	0.34	0.62	1.89
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.79	Yes *	0.00	No *	0.00	No *	0.11	Yes *	0.00	No *
Totals:	260	179	87		22		34		10		19		0		2	

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule

## Appendix C

Summary Analysis  
Analysis Data as of 01/01/2014

Plan: KING,0300 - KING COUNTY Dept. of Permitting &amp; Environ Rev

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	3															
Current Utilization:		0 0.00		1 33.33		0 0.00		1 33.33		0 0.00		0 0.00		0 0.00		0 0.00
Class Goal:		0.93 31.02		0.46 15.51		0.05 1.75		0.22 7.55		0.09 3.09		0.06 2.31		0.00 0.03		0.02 0.69
Underutilized:		0.93 Yes *		0.00 No *		0.05 Yes *		0.00 No *		0.09 Yes *		0.06 Yes *		0.00 Yes *		0.02 Yes *
2 - Professionals																
Employees:	59															
Current Utilization:		16 27.11		6 10.16		2 3.38		2 3.38		0 0.00		2 3.38		0 0.00		0 0.00
Class Goal:		20.55 34.84		12.33 20.91		3.10 5.27		6.24 10.59		0.47 0.80		1.84 3.13		0.15 0.26		0.42 0.72
Underutilized:		4.55 No		6.33 Yes		1.10 Yes *		4.24 Yes *		0.47 Yes *		0.00 No *		0.15 Yes *		0.42 Yes *
3 - Technicians																
Employees:	9															
Current Utilization:		7 77.77		4 44.44		1 11.11		2 22.22		0 0.00		1 11.11		0 0.00		0 0.00
Class Goal:		6.99 77.77		3.99 44.44		0.99 11.11		1.99 22.22		0.00 0.00		0.99 11.11		0.00 0.00		0.00 0.00
Underutilized:		0.00 No *		0.00 No *		0.00 No *		0.00 No *		0.00 No *		0.00 No *		0.00 No *		0.00 No *
6 - Administrative Support																
Employees:	12															
Current Utilization:		12 100.00		6 50.00		1 8.33		3 25.00		0 0.00		1 8.33		1 8.33		0 0.00
Class Goal:		11.55 96.29		4.46 37.18		0.76 6.39		2.16 18.00		0.09 0.76		0.77 6.45		0.60 5.01		0.06 0.50
Underutilized:		0.00 No *		0.00 No *		0.00 No *		0.00 No *		0.09 Yes *		0.00 No *		0.00 No *		0.06 Yes *
Totals:	83	35	17		4		8		0		4		1		0	

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule

## Appendix C

### Summary Analysis

#### Analysis Data as of 01/01/2014

Plan: KING,0400 - KING COUNTY Dept. of Executive Services

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	16															
Current Utilization:	11	68.75	5	31.25	2	12.50	2	12.50	0	0.00	1	6.25	0	0.00	0	0.00
Class Goal:	9.85	61.59	4.65	29.11	1.54	9.63	2.22	13.88	0.01	0.11	0.74	4.65	0.04	0.25	0.08	0.55
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.22	No *	0.01	Yes *	0.00	No *	0.04	Yes *	0.08	Yes *
2 - Professionals																
Employees:	361															
Current Utilization:	213	59.00	105	29.08	29	8.03	58	16.06	0	0.00	12	3.32	2	0.55	4	1.10
Class Goal:	196.45	54.42	96.92	26.85	22.67	6.28	52.48	14.54	2.27	0.63	12.67	3.51	1.62	0.45	3.71	1.03
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	2.27	Yes *	0.67	No	0.00	No *	0.00	No *
3 - Technicians																
Employees:	5															
Current Utilization:	2	40.00	2	40.00	0	0.00	2	40.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.39	47.93	1.38	27.61	0.30	6.11	0.99	19.82	0.00	0.00	0.05	1.10	0.00	0.18	0.01	0.36
Underutilized:	0.39	No *	0.00	No *	0.30	Yes *	0.00	No *	0.00	No *	0.05	Yes *	0.00	Yes *	0.01	Yes *
4 - Protective Service																
Employees:	62															
Current Utilization:	16	25.80	14	22.58	8	12.90	2	3.22	1	1.61	1	1.61	0	0.00	2	3.22
Class Goal:	20.86	33.66	16.07	25.93	6.14	9.91	3.82	6.17	2.75	4.44	1.74	2.81	0.27	0.44	1.28	2.08
Underutilized:	4.86	No	2.07	No	0.00	No *	1.82	Yes *	1.75	Yes *	0.74	Yes *	0.27	Yes *	0.00	No *
6 - Administrative Support																
Employees:	161															
Current Utilization:	121	75.15	69	42.85	21	13.04	32	19.87	3	1.86	7	4.34	3	1.86	3	1.86
Class Goal:	123.10	76.46	54.67	33.96	14.89	9.25	24.93	15.49	2.62	1.63	7.30	4.54	2.15	1.34	2.36	1.47
Underutilized:	2.10	No	0.00	No	0.00	No	0.00	No	0.00	No *	0.30	No *	0.00	No *	0.00	No *
7 - Skilled Crafts																
Employees:	102															
Current Utilization:	15	14.70	38	37.25	16	15.68	10	9.80	2	1.96	8	7.84	0	0.00	2	1.96
Class Goal:	9.85	9.66	30.28	29.69	8.50	8.34	7.71	7.56	1.90	1.87	10.56	10.36	0.38	0.38	1.03	1.01
Underutilized:	0.00	No *	0.00	No	0.00	No *	0.00	No *	0.00	No *	2.56	No	0.38	Yes *	0.00	No *

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule

## Appendix C

Summary Analysis  
Analysis Data as of 01/01/2014

Plan: KING,0500 - KING COUNTY Dept. of Judicial Administration

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	1															
Current Utilization:	1	100.00	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.20	20.73	0.11	11.85	0.02	2.41	0.06	6.18	0.00	0.93	0.01	1.76	0.00	0.06	0.00	0.48
Underutilized:	0.00	No *	0.00	No *	0.02	Yes *	0.06	Yes *	0.00	No *	0.01	Yes *	0.00	Yes *	0.00	Yes *
2 - Professionals																
Employees:	46															
Current Utilization:	25	54.34	12	26.08	2	4.34	9	19.56	0	0.00	1	2.17	0	0.00	0	0.00
Class Goal:	21.47	46.69	13.36	29.05	2.64	5.75	8.61	18.72	0.23	0.52	1.46	3.18	0.02	0.05	0.29	0.64
Underutilized:	0.00	No	1.36	No	0.64	Yes *	0.00	No *	0.23	Yes *	0.46	Yes *	0.02	Yes *	0.29	Yes *
6 - Administrative Support																
Employees:	145															
Current Utilization:	107	73.79	68	46.89	19	13.10	39	26.89	1	0.68	9	6.20	0	0.00	0	0.00
Class Goal:	110.47	76.19	53.11	36.63	13.86	9.56	26.82	18.50	1.97	1.36	9.71	6.70	0.23	0.16	0.34	0.24
Underutilized:	3.47	No	0.00	No	0.00	No	0.00	No	0.97	Yes *	0.71	No	0.23	Yes *	0.34	Yes *
Totals:	192	133	81		21		48		2		10		0		0	

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule

## Appendix C

Summary Analysis  
Analysis Data as of 01/01/2014

Plan: KING,0400 - KING COUNTY Dept. of Executive Services

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
8 - Service Maintenance																
Employees:	99															
Current Utilization:		28 28.28		61 61.61		28 28.28		24 24.24		1 1.01		7 7.07		1 1.01		0 0.00
Class Goal:		28.27 28.56		53.48 54.03		20.42 20.63		18.96 19.16		1.61 1.63		10.98 11.10		0.85 0.86		0.54 0.55
Underutilized:		0.27 No		0.00 No		0.00 No		0.00 No		0.61 Yes *		3.98 No		0.00 No *		0.54 Yes *
Totals:	806	406	294		104		130		7		36		6		11	

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule



## Appendix C

### Summary Analysis

#### Analysis Data as of 01/01/2014

Plan: KING,0600 - KING COUNTY Dept. of Natural Resources and Parks

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	11															
Current Utilization:	4	36.36	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	3.89	35.44	2.01	18.35	0.32	2.93	1.05	9.59	0.19	1.80	0.34	3.17	0.01	0.14	0.06	0.60
Underutilized:	0.00	No *	2.01	Yes *	0.32	Yes *	1.05	Yes *	0.19	Yes *	0.34	Yes *	0.01	Yes *	0.06	Yes *
2 - Professionals																
Employees:	740															
Current Utilization:	303	40.94	152	20.54	29	3.91	93	12.56	4	0.54	19	2.56	2	0.27	5	0.67
Class Goal:	279.64	37.79	160.13	21.64	29.45	3.98	95.09	12.85	4.95	0.67	21.09	2.85	1.40	0.19	5.99	0.81
Underutilized:	0.00	No	8.13	No	0.45	No	2.09	No	0.95	No *	2.09	No	0.00	No *	0.99	No *
3 - Technicians																
Employees:	29															
Current Utilization:	13	44.82	4	13.79	3	10.34	1	3.44	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	12.08	41.66	4.61	15.93	2.73	9.42	1.40	4.83	0.14	0.50	0.15	0.54	0.00	0.03	0.16	0.58
Underutilized:	0.00	No *	0.61	No *	0.00	No *	0.40	Yes *	0.14	Yes *	0.15	Yes *	0.00	Yes *	0.16	Yes *
4 - Protective Service																
Employees:	2															
Current Utilization:	1	50.00	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.76	38.18	0.56	28.26	0.16	8.28	0.22	11.14	0.04	2.41	0.09	4.55	0.01	0.67	0.02	1.18
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.22	Yes *	0.04	Yes *	0.09	Yes *	0.01	Yes *	0.02	Yes *
6 - Administrative Support																
Employees:	127															
Current Utilization:	102	80.31	49	38.58	18	14.17	16	12.59	2	1.57	9	7.08	1	0.78	3	2.36
Class Goal:	94.27	74.23	36.81	28.99	9.01	7.10	13.80	10.87	2.34	1.85	8.62	6.79	0.96	0.76	1.80	1.42
Underutilized:	0.00	No	0.00	No	0.00	No *	0.00	No	0.34	No *	0.00	No *	0.00	No *	0.00	No *
7 - Skilled Crafts																
Employees:	255															
Current Utilization:	22	8.62	54	21.17	16	6.27	12	4.70	7	2.74	12	4.70	1	0.39	6	2.35
Class Goal:	22.18	8.70	55.43	21.74	13.77	5.40	16.11	6.32	6.40	2.51	13.46	5.28	1.07	0.42	4.15	1.63
Underutilized:	0.18	No	1.43	No	0.00	No	4.11	No	0.00	No *	1.46	No	0.07	No *	0.00	No *

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule

## Appendix C

### Summary Analysis

#### Analysis Data as of 01/01/2014

Plan: KING,0600 - KING COUNTY Dept. of Natural Resources and Parks

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
8 - Service Maintenance																
Employees:	253															
Current Utilization:		38 15.01		61 24.11		25 9.88		15 5.92		9 3.55		8 3.16		1 0.39		3 1.18
Class Goal:		35.31 13.96		72.71 28.74		24.66 9.75		16.49 6.52		7.23 2.86		19.98 7.90		1.21 0.48		2.68 1.06
Underutilized:		0.00 No		11.71 No		0.00 No		1.49 No		0.00 No *		11.98 Yes		0.21 No *		0.00 No *
Totals:	1,417	483	321		92		137		22		48		5		17	

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule

## Appendix C

Summary Analysis  
Analysis Data as of 01/01/2014

Plan: KING,0700 - KING COUNTY Dept. of Assessor's Office

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	7															
Current Utilization:		3 42.85		2 28.57		1 14.28		1 14.28		0 0.00		0 0.00		0 0.00		0 0.00
Class Goal:		2.68 38.38		1.35 19.31		0.24 3.43		0.73 10.56		0.09 1.39		0.22 3.20		0.00 0.11		0.03 0.48
Underutilized:		0.00 No *		0.00 No *		0.00 No *		0.00 No *		0.09 Yes *		0.22 Yes *		0.00 Yes *		0.03 Yes *
2 - Professionals																
Employees:	161															
Current Utilization:		67 41.61		37 22.98		6 3.72		21 13.04		2 1.24		4 2.48		1 0.62		3 1.86
Class Goal:		65.92 40.95		31.45 19.54		6.08 3.78		17.77 11.04		1.57 0.98		4.21 2.62		0.35 0.22		1.19 0.74
Underutilized:		0.00 No		0.00 No		0.08 No *		0.00 No		0.00 No *		0.21 No *		0.00 No *		0.00 No *
6 - Administrative Support																
Employees:	41															
Current Utilization:		31 75.60		20 48.78		8 19.51		11 26.82		1 2.43		0 0.00		0 0.00		0 0.00
Class Goal:		33.70 82.20		12.57 30.66		3.54 8.65		5.73 13.99		0.68 1.67		1.93 4.72		0.19 0.47		0.39 0.97
Underutilized:		2.70 No *		0.00 No *		0.00 No *		0.00 No *		0.00 No *		1.93 Yes *		0.19 Yes *		0.39 Yes *
Totals:	209	101	59		15		33		3		4		1		3	

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule

## Appendix C

### Summary Analysis

#### Analysis Data as of 01/01/2014

Plan: KING,0800 - KING COUNTY Dept. of Transportation

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	11															
Current Utilization:	4	36.36	1	9.09	0	0.00	1	9.09	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	3.31	30.17	2.56	23.28	0.65	5.93	1.23	11.21	0.12	1.16	0.36	3.36	0.04	0.40	0.12	1.11
Underutilized:	0.00	No *	1.56	Yes *	0.65	Yes *	0.23	No *	0.12	Yes *	0.36	Yes *	0.04	Yes *	0.12	Yes *
2 - Professionals																
Employees:	686															
Current Utilization:	261	38.04	193	28.13	63	9.18	89	12.97	8	1.16	21	3.06	2	0.29	10	1.45
Class Goal:	255.74	37.28	177.46	25.87	46.92	6.84	89.38	13.03	7.13	1.04	21.54	3.14	1.78	0.26	8.16	1.19
Underutilized:	0.00	No	0.00	No	0.00	No	0.38	No	0.00	No *	0.54	No	0.00	No *	0.00	No *
3 - Technicians																
Employees:	16															
Current Utilization:	3	18.75	4	25.00	1	6.25	2	12.50	0	0.00	0	0.00	0	0.00	1	6.25
Class Goal:	6.66	41.63	3.71	23.19	1.10	6.90	1.09	6.84	0.40	2.50	0.46	2.91	0.00	0.00	0.63	3.97
Underutilized:	3.66	Yes *	0.00	No *	0.10	No *	0.00	No *	0.40	Yes *	0.46	Yes *	0.00	No *	0.00	No *
4 - Protective Service																
Employees:	1															
Current Utilization:	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.56	56.77	0.17	17.90	0.03	3.06	0.10	10.48	0.02	2.04	0.02	2.30	0.00	0.00	0.00	0.00
Underutilized:	0.56	Yes *	0.17	Yes *	0.03	Yes *	0.10	Yes *	0.02	Yes *	0.02	Yes *	0.00	No *	0.00	No *
6 - Administrative Support																
Employees:	241															
Current Utilization:	143	59.33	86	35.68	42	17.42	30	12.44	1	0.41	11	4.56	1	0.41	1	0.41
Class Goal:	133.10	55.23	75.77	31.44	27.28	11.32	26.99	11.20	2.91	1.21	13.88	5.76	1.63	0.68	2.41	1.00
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	1.91	Yes *	2.88	No	0.63	Yes *	1.41	Yes *
7 - Skilled Crafts																
Employees:	794															
Current Utilization:	47	5.91	213	26.82	71	8.94	87	10.95	12	1.51	26	3.27	7	0.88	10	1.25
Class Goal:	78.12	9.84	182.46	22.98	48.75	6.14	70.98	8.94	10.24	1.29	35.09	4.42	7.46	0.94	6.98	0.88
Underutilized:	31.12	Yes	0.00	No	0.00	No	0.00	No	0.00	No	9.09	No	0.46	No *	0.00	No *

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule

## Appendix C

### Summary Analysis

#### Analysis Data as of 01/01/2014

Plan: KING,0800 - KING COUNTY Dept. of Transportation

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
8 - Service Maintenance																
Employees:	3,172															
Current Utilization:		699 22.03		1,336 42.11		772 24.33		350 11.03		42 1.32		120 3.78		27 0.85		25 0.78
Class Goal:		1,036.60 32.68		1,061.66 33.47		538.60 16.98		250.27 7.89		45.35 1.43		137.66 4.34		41.55 1.31		40.91 1.29
Underutilized:		337.60 Yes		0.00 No		0.00 No		0.00 No		3.35 No		17.66 No		14.55 Yes		15.91 Yes
Totals:	4,921	1,157	1,833		949		559		63		178		37		47	

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule

## Appendix C

### Summary Analysis

#### Analysis Data as of 01/01/2014

Plan: KING,0900 - KING COUNTY Dept. of Public Health

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	11															
Current Utilization:	7	63.63	4	36.36	1	9.09	2	18.18	0	0.00	1	9.09	0	0.00	0	0.00
Class Goal:	7.41	67.44	3.66	33.28	0.93	8.54	1.72	15.68	0.06	0.61	0.85	7.80	0.00	0.00	0.06	0.61
Underutilized:	0.41	No *	0.00	No *	0.00	No *	0.00	No *	0.06	Yes *	0.00	No *	0.00	No *	0.06	Yes *
2 - Professionals																
Employees:	811															
Current Utilization:	578	71.27	245	30.20	65	8.01	107	13.19	10	1.23	53	6.53	0	0.00	10	1.23
Class Goal:	547.83	67.55	226.67	27.95	47.84	5.90	113.29	13.97	7.94	0.98	45.65	5.63	0.81	0.10	7.86	0.97
Underutilized:	0.00	No	0.00	No	0.00	No	6.29	No	0.00	No *	0.00	No	0.81	Yes *	0.00	No *
3 - Technicians																
Employees:	171															
Current Utilization:	105	61.40	50	29.23	13	7.60	15	8.77	1	0.58	20	11.69	0	0.00	1	0.58
Class Goal:	104.29	60.99	48.85	28.57	11.13	6.51	19.32	11.30	2.34	1.37	14.12	8.26	0.51	0.30	1.14	0.67
Underutilized:	0.00	No	0.00	No	0.00	No	4.32	No	1.34	Yes *	0.00	No	0.51	Yes *	0.14	No *
6 - Administrative Support																
Employees:	280															
Current Utilization:	222	79.28	149	53.21	38	13.57	60	21.42	3	1.07	42	15.00	3	1.07	3	1.07
Class Goal:	233.94	83.55	105.30	37.61	25.45	9.09	42.95	15.34	3.97	1.42	26.62	9.51	2.35	0.84	3.33	1.19
Underutilized:	11.94	No	0.00	No	0.00	No	0.00	No	0.97	Yes *	0.00	No	0.00	No *	0.33	No *
7 - Skilled Crafts																
Employees:	3															
Current Utilization:	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.63	54.49	1.16	38.74	0.28	9.49	0.50	16.86	0.02	0.77	0.30	10.16	0.02	0.71	0.02	0.71
Underutilized:	1.63	Yes *	1.16	Yes *	0.28	Yes *	0.50	Yes *	0.02	Yes *	0.30	Yes *	0.02	Yes *	0.02	Yes *
8 - Service Maintenance																
Employees:	85															
Current Utilization:	69	81.17	63	74.11	18	21.17	16	18.82	1	1.17	23	27.05	2	2.35	3	3.52
Class Goal:	73.10	86.00	43.11	50.72	14.06	16.55	12.63	14.87	1.09	1.29	11.74	13.82	1.28	1.51	2.21	2.60
Underutilized:	4.10	No	0.00	No	0.00	No	0.00	No	0.09	No *	0.00	No	0.00	No *	0.00	No *
Totals:	1,361	981	511		135		200		15		139		5		17	

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule

Appendix C

### Summary Analysis

#### Analysis Data as of 01/01/2014

Plan: KING, 1100 - KING COUNTY King County Sheriff's Office

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	4															
Current Utilization:		1 25.00		0 0.00		0 0.00		0 0.00		0 0.00		0 0.00		0 0.00		0 0.00
Class Goal:		0.84 21.24		0.43 10.84		0.08 2.10		0.17 4.45		0.05 1.34		0.09 2.36		0.00 0.18		0.01 0.35
Underutilized:		0.00 No *		0.43 Yes *		0.08 Yes *		0.17 Yes *		0.05 Yes *		0.09 Yes *		0.00 Yes *		0.01 Yes *
2 - Professionals																
Employees:	81															
Current Utilization:		55 67.90		16 19.75		4 4.93		8 9.87		0 0.00		3 3.70		0 0.00		1 1.23
Class Goal:		50.28 62.08		17.64 21.78		4.09 5.06		9.12 11.26		0.25 0.32		3.00 3.71		0.06 0.08		1.00 1.24
Underutilized:		0.00 No		1.64 No		0.09 No *		1.12 No *		0.25 Yes *		0.00 No *		0.06 Yes *		0.00 No *
3 - Technicians																
Employees:	65															
Current Utilization:		40 61.53		20 30.76		5 7.69		9 13.84		1 1.53		3 4.61		0 0.00		2 3.07
Class Goal:		33.37 51.35		18.68 28.75		4.40 6.78		8.52 13.11		1.07 1.66		3.00 4.62		0.05 0.09		1.57 2.43
Underutilized:		0.00 No		0.00 No		0.00 No *		0.00 No *		0.07 No *		0.00 No *		0.05 Yes *		0.00 No *
4 - Protective Service																
Employees:	685															
Current Utilization:		100 14.59		132 19.27		29 4.23		52 7.59		14 2.04		29 4.23		3 0.43		5 0.72
Class Goal:		107.75 15.73		133.30 19.46		30.14 4.40		47.33 6.91		12.26 1.79		35.41 5.17		2.87 0.42		4.52 0.66
Underutilized:		7.75 No		1.30 No		1.14 No		0.00 No		0.00 No		6.41 No		0.00 No *		0.00 No *
6 - Administrative Support																
Employees:	161															
Current Utilization:		133 82.60		39 24.22		7 4.34		21 13.04		1 0.62		8 4.96		2 1.24		0 0.00
Class Goal:		124.50 77.33		39.09 24.28		8.61 5.35		17.59 10.93		2.43 1.51		7.26 4.51		1.27 0.79		1.70 1.06
Underutilized:		0.00 No		0.09 No		1.61 No *		0.00 No		1.43 Yes *		0.00 No *		0.00 No *		1.70 Yes *
Totals:	996	329	207		45		90		16		43		5		8	

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule

Appendix

C

### Summary Analysis Analysis Data as of 01/01/2014

Plan: KING,1200 - KING COUNTY King County Information Technology

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	5															
Current Utilization:		2 40.00		1 20.00		0 0.00		1 20.00		0 0.00		0 0.00		0 0.00		0 0.00
Class Goal:		1.75 35.18		0.97 19.50		0.10 2.04		0.57 11.56		0.11 2.24		0.14 2.96		0.00 0.08		0.02 0.53
Underutilized:		0.00 No *		0.00 No *		0.10 Yes *		0.00 No *		0.11 Yes *		0.14 Yes *		0.00 Yes *		0.02 Yes *
2 - Professionals																
Employees:	373															
Current Utilization:		129 34.58		119 31.90		36 9.65		68 18.23		4 1.07		8 2.14		1 0.26		2 0.53
Class Goal:		96.27 25.81		102.61 27.51		11.41 3.06		71.57 19.19		3.17 0.85		11.07 2.97		1.08 0.29		2.98 0.80
Underutilized:		0.00 No		0.00 No		0.00 No		3.57 No		0.00 No *		3.07 No		0.08 No *		0.98 Yes *
3 - Technicians																
Employees:	26															
Current Utilization:		7 26.92		10 38.46		4 15.38		4 15.38		0 0.00		2 7.69		0 0.00		0 0.00
Class Goal:		9.13 35.14		7.14 27.48		1.08 4.17		4.88 18.78		0.20 0.78		0.59 2.30		0.12 0.48		0.22 0.86
Underutilized:		2.13 Yes *		0.00 No *		0.00 No *		0.88 No *		0.20 Yes *		0.00 No *		0.12 Yes *		0.22 Yes *
6 - Administrative Support																
Employees:	6															
Current Utilization:		6 100.00		3 50.00		2 33.33		1 16.66		0 0.00		0 0.00		0 0.00		0 0.00
Class Goal:		5.03 83.98		1.33 22.29		0.25 4.32		0.56 9.34		0.10 1.83		0.27 4.58		0.04 0.78		0.07 1.31
Underutilized:		0.00 No *		0.00 No *		0.00 No *		0.00 No *		0.10 Yes *		0.27 Yes *		0.04 Yes *		0.07 Yes *
7 - Skilled Crafts																
Employees:	11															
Current Utilization:		0 0.00		3 27.27		2 18.18		1 9.09		0 0.00		0 0.00		0 0.00		0 0.00
Class Goal:		0.04 0.43		1.18 10.81		0.01 0.10		1.06 9.67		0.01 0.18		0.08 0.78		0.00 0.02		0.00 0.04
Underutilized:		0.04 Yes *		0.00 No *		0.00 No *		0.06 No *		0.01 Yes *		0.08 Yes *		0.00 Yes *		0.00 Yes *
Totals:	421	144	136		44		75		4		10		1		2	

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule



Appendix

C

### Summary Analysis

#### Analysis Data as of 01/01/2014

Plan: KING, 1300 - KING COUNTY Dept. of Public Defense

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	4															
Current Utilization:	3	75.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.99	24.82	0.54	13.73	0.10	2.64	0.28	7.22	0.04	1.02	0.08	2.20	0.00	0.08	0.02	0.50
Underutilized:	0.00	No *	0.54	Yes *	0.10	Yes *	0.28	Yes *	0.04	Yes *	0.08	Yes *	0.00	Yes *	0.02	Yes *
2 - Professionals																
Employees:	84															
Current Utilization:	57	67.85	35	41.66	8	9.52	9	10.71	1	1.19	7	8.33	0	0.00	10	11.90
Class Goal:	39.79	47.37	15.85	18.88	3.93	4.69	6.81	8.11	1.24	1.48	2.76	3.29	0.07	0.09	0.68	0.81
Underutilized:	0.00	No	0.00	No	0.00	No *	0.00	No *	0.24	No *	0.00	No *	0.07	Yes *	0.00	No *
6 - Administrative Support																
Employees:	26															
Current Utilization:	18	69.23	10	38.46	3	11.53	0	0.00	1	3.84	4	15.38	1	3.84	1	3.84
Class Goal:	22.05	84.83	5.15	19.84	0.99	3.83	2.19	8.46	0.30	1.18	1.14	4.42	0.12	0.47	0.32	1.26
Underutilized:	4.05	No *	0.00	No *	0.00	No *	2.19	Yes *	0.00	No *	0.00	No *	0.00	No *	0.00	No *
Totals:	114	78	45		11		9		2		11		1		11	

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule

## Appendix C

Summary Analysis  
Analysis Data as of 01/01/2014

Plan: KING,9700 - KING COUNTY King County Elections

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2 - Professionals																
Employees:	30															
Current Utilization:		18 60.00		9 30.00		3 10.00		2 6.66		1 3.33		2 6.66		0 0.00		1 3.33
Class Goal:		16.33 54.45		8.44 28.15		2.32 7.75		3.15 10.53		0.64 2.15		1.56 5.20		0.02 0.07		0.68 2.29
Underutilized:		0.00 No *		0.00 No *		0.00 No *		1.15 Yes *		0.00 No *		0.00 No *		0.02 Yes *		0.00 No *
3 - Technicians																
Employees:	3															
Current Utilization:		0 0.00		1 33.33		0 0.00		1 33.33		0 0.00		0 0.00		0 0.00		0 0.00
Class Goal:		1.05 35.20		0.88 29.58		0.12 4.27		0.64 21.39		0.01 0.48		0.06 2.20		0.00 0.30		0.02 0.91
Underutilized:		1.05 Yes *		0.00 No *		0.12 Yes *		0.00 No *		0.01 Yes *		0.06 Yes *		0.00 Yes *		0.02 Yes *
6 - Administrative Support																
Employees:	39															
Current Utilization:		28 71.79		12 30.76		4 10.25		7 17.94		0 0.00		1 2.56		0 0.00		0 0.00
Class Goal:		31.01 79.53		10.56 27.08		3.14 8.06		5.62 14.43		0.24 0.62		1.23 3.17		0.06 0.17		0.21 0.54
Underutilized:		3.01 No *		0.00 No *		0.00 No *		0.00 No *		0.24 Yes *		0.23 No *		0.06 Yes *		0.21 Yes *
Totals:	72	46	22		7		10		1		3		0		1	

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule

Appendix D

### Job Group Analysis

#### Analysis Data as of 01/01/2014

Job Group: 1 - Officials and Administrators

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0100	Asst Div. Dir., Cmnty Corr	1	1.12	1	0	0	0	0	0	0	0
0100	Deputy Dir., Adult & Juv Det	1	1.12	1	1	0	1	0	0	0	0
0100	Dir., Adult & Juv Detention	1	1.12	1	0	0	0	0	0	0	0
0100	Div. Dir. II, Admin Services	1	1.12	0	0	0	0	0	0	0	0
0100	Div. Dir., Cmnty Corrections	1	1.12	0	1	1	0	0	0	0	0
0100	Div. Dir., Juvenile	1	1.12	1	1	1	0	0	0	0	0
0200	Asst Div Dir., Mental Hlth-CA	2	2.24	1	1	0	0	0	1	0	0
0200	Asst Div Dir., Dev Disabilities	1	1.12	1	1	0	1	0	0	0	0
0200	Asst Div. Dir., Cmnty Svcs	1	1.12	1	1	0	0	0	1	0	0
0200	Chief Admin Officer, Pub Hlth	1	1.12	1	1	0	1	0	0	0	0
0200	Chief Financial Officer	1	1.12	0	0	0	0	0	0	0	0
0200	Dir., Cmnty & Human Svcs	1	1.12	1	0	0	0	0	0	0	0
0200	Div. Dir., Cmnty & Human Svcs	1	1.12	0	0	0	0	0	0	0	0
0200	Div. Dir., Dev Disability	1	1.12	1	1	1	0	0	0	0	0
0200	Div. Dir., Men Hlth-Chem Abuse	1	1.12	0	0	0	0	0	0	0	0
0300	Chief Financial Officer	1	1.12	0	0	0	0	0	0	0	0
0300	Deputy Dir., DDES	1	1.12	0	1	0	1	0	0	0	0
0300	Dir., Dev & Environmental Svcs	1	1.12	0	0	0	0	0	0	0	0
0400	Asst Div Dir., Emergency Mgmt	1	1.12	1	1	0	0	0	1	0	0
0400	Asst Div Dir., Facilities Mgt	1	1.12	0	1	1	0	0	0	0	0
0400	Asst Div Dir., Fin & Bus Ops	1	1.12	1	0	0	0	0	0	0	0
0400	Asst Division Dir, RALS	1	1.12	1	0	0	0	0	0	0	0
0400	Deputy Dir., Executive Svcs	1	1.12	0	0	0	0	0	0	0	0
0400	Dir., Business Resource Cntr	1	1.12	1	0	0	0	0	0	0	0
0400	Director, Exec Svcs/Co Adm Off	1	1.12	1	0	0	0	0	0	0	0
0400	Director, Office of Risk Mgmt	1	1.12	1	0	0	0	0	0	0	0

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### Job Group Analysis Analysis Data as of 01/01/2014

Job Group: 1 - Officials and Administrators

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0400	Div. Dir., Constr & Fac Mgmt	1	1.12	1	0	0	0	0	0	0	0
0400	Div. Dir., Finance & Bus Ops	1	1.12	0	0	0	0	0	0	0	0
0400	Div. Dir., HR Management	1	1.12	1	0	0	0	0	0	0	0
0400	Div. Dir., Ofc of Civil Rights	1	1.12	1	0	0	0	0	0	0	0
0400	Div. Dir., Ofc of Emerg Mgmt	1	1.12	0	1	1	0	0	0	0	0
0400	Div. Dir., Records & Licensing	1	1.12	0	0	0	0	0	0	0	0
0400	Facilities Maintenance Manager	1	1.12	1	1	0	1	0	0	0	0
0400	Health Reform Director	1	1.12	1	1	0	1	0	0	0	0
0500	Deputy Dir., Judicial Admin	1	1.12	1	1	0	0	1	0	0	0
0600	Asst Div Dir., Parks	1	1.12	1	0	0	0	0	0	0	0
0600	Asst Div Dir., Solid Waste	1	1.12	0	0	0	0	0	0	0	0
0600	Asst Div Dir., Wastewater Trmt	1	1.12	1	0	0	0	0	0	0	0
0600	Asst Div Dir., Water & Land	1	1.12	0	0	0	0	0	0	0	0
0600	Chief Financial Officer	1	1.12	0	0	0	0	0	0	0	0
0600	Deputy Dir., DNRP	1	1.12	0	0	0	0	0	0	0	0
0600	Director, DNRP	1	1.12	1	0	0	0	0	0	0	0
0600	Div. Dir., Parks	1	1.12	0	0	0	0	0	0	0	0
0600	Div. Dir., Solid Waste	1	1.12	0	0	0	0	0	0	0	0
0600	Div. Dir., Wastewater Trmt	1	1.12	1	0	0	0	0	0	0	0
0600	Div. Dir., Water & Land Res.	1	1.12	0	0	0	0	0	0	0	0
0700	Chief Appraiser	1	1.12	0	0	0	0	0	0	0	0
0700	Chief Deputy Assessor	1	1.12	0	1	1	0	0	0	0	0
0700	Div. Dir. II, Admin Services	1	1.12	0	0	0	0	0	0	0	0
0700	Div. Dir., Accounting	1	1.12	1	0	0	0	0	0	0	0
0700	Div. Dir., Commercial/Business	1	1.12	1	0	0	0	0	0	0	0
0700	Div. Dir., IT Services	1	1.12	0	1	0	1	0	0	0	0

## Appendix

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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 1 - Officials and Administrators

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0700	Div. Dir., Residential	1	1.12	1	0	0	0	0	0	0	0
0800	Asst Div Dir., Fleet	1	1.12	1	0	0	0	0	0	0	0
0800	Asst Div Dir., Roads	1	1.12	0	0	0	0	0	0	0	0
0800	Asst Div Dir., Transit	1	1.12	0	0	0	0	0	0	0	0
0800	Deputy Dir., Transportation	1	1.12	1	0	0	0	0	0	0	0
0800	Director, Transportation	1	1.12	0	1	0	1	0	0	0	0
0800	Div. Dir., Airport	1	1.12	0	0	0	0	0	0	0	0
0800	Div. Dir., Fleet	1	1.12	1	0	0	0	0	0	0	0
0800	Div. Dir., Marine	1	1.12	0	0	0	0	0	0	0	0
0800	Div. Dir., Policy & Technology	1	1.12	0	0	0	0	0	0	0	0
0800	Div. Dir., Roads	1	1.12	1	0	0	0	0	0	0	0
0800	Div. Dir., Transit	1	1.12	0	0	0	0	0	0	0	0
0900	Asst Div Dir., EMS	1	1.12	1	1	0	0	0	1	0	0
0900	Asst Div Dir., Environtl Hlth	1	1.12	1	1	0	1	0	0	0	0
0900	Asst Div. Dir., Cmnty Hlth Svc	1	1.12	0	0	0	0	0	0	0	0
0900	Chief Admin Officer, Pub Hlth	1	1.12	0	0	0	0	0	0	0	0
0900	Chief Financial Officer	1	1.12	1	0	0	0	0	0	0	0
0900	Chief PH - APPE	1	1.12	1	1	0	1	0	0	0	0
0900	Director, Public Health	1	1.12	0	0	0	0	0	0	0	0
0900	Div. Dir., Cmnty Health Svcs	1	1.12	1	0	0	0	0	0	0	0
0900	Div. Dir., Emergency Med Svcs	1	1.12	0	0	0	0	0	0	0	0
0900	Div. Dir., Environ. Health Svcs	1	1.12	1	1	1	0	0	0	0	0
0900	Public Health Dental Director	1	1.12	1	0	0	0	0	0	0	0
1100	Chief	2	2.24	1	0	0	0	0	0	0	0
1100	Chief Financial Officer-KCSO	1	1.12	0	0	0	0	0	0	0	0
1100	Chief of Staff - KCSO	1	1.12	0	0	0	0	0	0	0	0

## Appendix

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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 1 - Officials and Administrators

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
1200	Chief Financial Officer	1	1.12	1	1	0	1	0	0	0	0
1200	Chief Info Security Officer	1	1.12	0	0	0	0	0	0	0	0
1200	Chief Information Officer	1	1.12	0	0	0	0	0	0	0	0
1200	Information Resources Mgmt Dir	1	1.12	1	0	0	0	0	0	0	0
1200	IT Project Director	1	1.12	0	0	0	0	0	0	0	0
1300	Assistant Director	1	1.12	1	0	0	0	0	0	0	0
1300	Dir., Public Defense	1	1.12	0	0	0	0	0	0	0	0
1300	Director	1	1.12	1	0	0	0	0	0	0	0
1300	Executive Director	1	1.12	1	0	0	0	0	0	0	0
Total #		89		46	23	7	11	1	4	0	0
Total %				51.68	25.84	7.86	12.35	1.12	4.49	0.00	0.00

## Appendix D

Job Group Analysis  
Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0100	Administrator III	1	0.02	0	0	0	0	0	0	0	0
0100	Business & Finance Officer III	3	0.08	3	1	0	1	0	0	0	0
0100	Business & Finance Officer IV	1	0.02	0	0	0	0	0	0	0	0
0100	Community Corr. Placement Spc	3	0.08	1	1	1	0	0	0	0	0
0100	Community Corrections Casewkr	10	0.26	4	4	3	1	0	0	0	0
0100	Community Work Prog. Crew Supv	8	0.21	3	6	2	3	0	1	0	0
0100	Corrections Captain	10	0.26	4	4	3	1	0	0	0	0
0100	Corrections Program Admstr	2	0.05	2	1	1	0	0	0	0	0
0100	Corrections Program Specialist	22	0.58	3	10	5	3	0	2	0	0
0100	Corrections Program Supervisor	4	0.10	0	2	1	1	0	0	0	0
0100	Finance and Admin Services Mgr	1	0.02	1	0	0	0	0	0	0	0
0100	Functional Analyst II	1	0.02	1	1	0	1	0	0	0	0
0100	Health Services Adminstr I	1	0.02	1	1	0	0	0	1	0	0
0100	HR Services Delivery Mgr. I	1	0.02	1	1	0	0	0	1	0	0
0100	Human Resource Analyst	2	0.05	2	2	2	0	0	0	0	0
0100	Human Resource Analyst- Senior	1	0.02	1	0	0	0	0	0	0	0
0100	IT Project Manager I	1	0.02	0	0	0	0	0	0	0	0
0100	Occupational Educ & Trng Coord	2	0.05	2	1	1	0	0	0	0	0
0100	Orientation & Assessment Spec	2	0.05	0	2	2	0	0	0	0	0
0100	Project/Program Manager II	4	0.10	3	1	1	0	0	0	0	0
0100	Project/Program Manager III	2	0.05	2	0	0	0	0	0	0	0
0100	Project/Program Manager IV	4	0.10	2	2	1	1	0	0	0	0
0100	Records & Information Sys Mgr	1	0.02	1	0	0	0	0	0	0	0
0100	Registered Nurse - Juvenile	5	0.13	4	1	0	0	0	1	0	0
0200	Administrator I	3	0.08	2	0	0	0	0	0	0	0
0200	Business & Finance Officer I	5	0.13	3	3	0	3	0	0	0	0

## Appendix

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# Job Group Analysis Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0200	Business & Finance Officer II	4	0.10	3	4	1	3	0	0	0	0
0200	Business & Finance Officer III	3	0.08	0	2	1	1	0	0	0	0
0200	Business & Finance Officer IV	4	0.10	3	4	1	3	0	0	0	0
0200	Chem Dependency Case Monitor	1	0.02	1	0	0	0	0	0	0	0
0200	Chem Dependency Inv Comm Spc	1	0.02	1	0	0	0	0	0	0	0
0200	Chem Dependency Prgm Screener	10	0.26	1	5	3	1	1	0	0	0
0200	Chemical Dependency Scrn- Supv	2	0.05	1	1	0	0	1	0	0	0
0200	Communications Specialist IV	1	0.02	1	0	0	0	0	0	0	0
0200	Database Specialist - Journey	2	0.05	0	0	0	0	0	0	0	0
0200	Engineer II	3	0.08	0	1	0	1	0	0	0	0
0200	Finance and Admin Services Mgr	2	0.05	2	1	0	1	0	0	0	0
0200	Functional Analyst III	1	0.02	0	0	0	0	0	0	0	0
0200	Government Relations Officer	1	0.02	1	1	0	1	0	0	0	0
0200	Human Resource Analyst	1	0.02	1	1	0	0	0	1	0	0
0200	Involuntary Commitment Coord	1	0.02	1	0	0	0	0	0	0	0
0200	Involuntary Commitment Spec	28	0.74	23	3	0	2	1	0	0	0
0200	Involuntary Commitment Supv	4	0.10	2	0	0	0	0	0	0	0
0200	Occupational Ed&TrngPr Adm- Sr	1	0.02	0	1	0	1	0	0	0	0
0200	Project/Program Manager I	2	0.05	2	1	0	0	1	0	0	0
0200	Project/Program Manager II	42	1.12	28	9	2	4	1	2	0	0
0200	Project/Program Manager III	47	1.25	32	4	1	1	2	0	0	0
0200	Project/Program Manager IV	9	0.24	8	2	0	1	1	0	0	0
0200	Social Services Specialist	4	0.10	3	3	2	0	0	1	0	0
0200	Social Worker	29	0.77	22	15	4	6	0	4	0	1
0200	Social Worker - Senior	3	0.08	1	1	0	0	0	1	0	0
0200	Special Projects Manager III	1	0.02	0	0	0	0	0	0	0	0



## Appendix

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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0200	Statistician	1	0.02	1	0	0	0	0	0	0	0
0200	Workforce Dev Svcs Adminstr	1	0.02	0	0	0	0	0	0	0	0
0300	Accountant	1	0.02	1	0	0	0	0	0	0	0
0300	Business & Finance Officer III	3	0.08	1	1	1	0	0	0	0	0
0300	Engineer II	11	0.29	0	1	0	1	0	0	0	0
0300	Engineer III	5	0.13	0	0	0	0	0	0	0	0
0300	Engineer IV	1	0.02	0	0	0	0	0	0	0	0
0300	Environmental Scientist III	5	0.13	2	0	0	0	0	0	0	0
0300	Fire Marshal Deputy II	3	0.08	0	0	0	0	0	0	0	0
0300	Functional Analyst III	1	0.02	1	0	0	0	0	0	0	0
0300	General Inspector II	5	0.13	1	0	0	0	0	0	0	0
0300	HR Services Delivery Mgr. II	1	0.02	1	0	0	0	0	0	0	0
0300	Human Resource Analyst	1	0.02	1	0	0	0	0	0	0	0
0300	Managing Engineer	1	0.02	1	0	0	0	0	0	0	0
0300	Permitting Product Line Mgr	5	0.13	1	1	0	0	0	1	0	0
0300	Plans Exam Eng II/Pln Rvw Crd	2	0.05	0	0	0	0	0	0	0	0
0300	Plans Exam Eng III/Pln Rvw Crd	2	0.05	1	0	0	0	0	0	0	0
0300	Project/Program Manager II	1	0.02	1	1	0	0	0	1	0	0
0300	Project/Program Manager III	6	0.16	4	1	1	0	0	0	0	0
0300	Project/Program Manager IV	1	0.02	0	0	0	0	0	0	0	0
0300	Site Development Specialist II	3	0.08	0	1	0	1	0	0	0	0
0300	Special Projects Manager IV	1	0.02	0	0	0	0	0	0	0	0
0400	Accountant	7	0.18	6	5	1	4	0	0	0	0
0400	Accountant - Principal	2	0.05	1	1	0	1	0	0	0	0
0400	Accountant - Senior	13	0.34	12	7	1	5	0	1	0	0
0400	Administrative Assistant III	1	0.02	1	1	1	0	0	0	0	0

## Appendix D

Job Group Analysis  
Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0400	Administrative Services Mgr	1	0.02	1	0	0	0	0	0	0	0
0400	Administrator I	5	0.13	5	2	1	1	0	0	0	0
0400	Administrator II	1	0.02	1	1	0	1	0	0	0	0
0400	Administrator III	7	0.18	6	2	1	0	0	1	0	0
0400	Administrator IV	2	0.05	0	0	0	0	0	0	0	0
0400	Alt Dispute Res/Med - Asst Mgr	1	0.02	1	0	0	0	0	0	0	0
0400	Alternative Dispute Resltn Med	1	0.02	0	0	0	0	0	0	0	0
0400	Alternative Dispute Resltn Mgr	1	0.02	1	0	0	0	0	0	0	0
0400	Animal Shelter Clinic Mgr	1	0.02	1	0	0	0	0	0	0	0
0400	Applications Developer - Mstr	4	0.10	0	2	0	2	0	0	0	0
0400	Applications Developer - Sr	3	0.08	1	3	0	3	0	0	0	0
0400	Archives and Records Manager	1	0.02	1	0	0	0	0	0	0	0
0400	Archivist	1	0.02	1	0	0	0	0	0	0	0
0400	Archivist - Assistant	1	0.02	1	0	0	0	0	0	0	0
0400	Asst Facilities Maint. Manager	2	0.05	0	0	0	0	0	0	0	0
0400	Benefits Plan Manager	2	0.05	1	0	0	0	0	0	0	0
0400	Benefits Strategic Planner	1	0.02	0	0	0	0	0	0	0	0
0400	Business & Finance Officer I	2	0.05	0	1	1	0	0	0	0	0
0400	Business & Finance Officer II	6	0.16	3	4	0	3	0	0	1	0
0400	Business & Finance Officer III	5	0.13	5	2	0	1	0	1	0	0
0400	Business & Finance Officer IV	4	0.10	2	0	0	0	0	0	0	0
0400	Buyer	7	0.18	5	1	1	0	0	0	0	0
0400	Buyer - Assistant	3	0.08	1	1	0	0	0	0	0	1
0400	Buyer - Lead Senior	2	0.05	1	0	0	0	0	0	0	0
0400	Buyer - Senior	5	0.13	2	1	1	0	0	0	0	0
0400	Capital Imprv. Prog Sect Mgr	1	0.02	0	0	0	0	0	0	0	0

## Appendix D

Job Group Analysis  
Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0400	Capital Proj Financial Advisor	1	0.02	0	0	0	0	0	0	0	0
0400	Capital Project Manager II	3	0.08	2	3	0	1	0	1	0	1
0400	Capital Project Manager III	2	0.05	1	0	0	0	0	0	0	0
0400	Capital Project Manager IV	9	0.24	3	0	0	0	0	0	0	0
0400	Capital Projects Managing Supv	1	0.02	0	0	0	0	0	0	0	0
0400	Career Support Services Mgr	1	0.02	1	1	1	0	0	0	0	0
0400	Civil Rights Specialist II	3	0.08	1	1	1	0	0	0	0	0
0400	Claims Administrator	1	0.02	1	0	0	0	0	0	0	0
0400	Claims Manager	2	0.05	2	1	1	0	0	0	0	0
0400	Claims Officer	8	0.21	5	2	1	0	0	0	0	1
0400	Claims Officer II	1	0.02	1	0	0	0	0	0	0	0
0400	Claims Supervisor	1	0.02	1	0	0	0	0	0	0	0
0400	Class/Comp Services Manager	1	0.02	0	0	0	0	0	0	0	0
0400	Clinic Veterinarian	1	0.02	0	0	0	0	0	0	0	0
0400	Communications Manager	1	0.02	0	0	0	0	0	0	0	0
0400	Communications Specialist III	3	0.08	2	0	0	0	0	0	0	0
0400	Communications Specialist IV	1	0.02	0	0	0	0	0	0	0	0
0400	Construction Proj Control Ofcr	1	0.02	0	0	0	0	0	0	0	0
0400	Contract Specialist I	2	0.05	1	0	0	0	0	0	0	0
0400	Contract Specialist II	7	0.18	4	2	1	1	0	0	0	0
0400	Contract Specialist III	3	0.08	1	1	1	0	0	0	0	0
0400	Database Administrator -Master	2	0.05	1	0	0	0	0	0	0	0
0400	Database Administrator -Senior	2	0.05	0	2	0	2	0	0	0	0
0400	Database Specialist - Senior	1	0.02	1	0	0	0	0	0	0	0
0400	Deputy Risk Manager - Claims	1	0.02	1	1	1	0	0	0	0	0
0400	Disability Board Coordinator	1	0.02	0	1	0	1	0	0	0	0

## Appendix D

Job Group Analysis  
Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0400	Educator Consultant II	5	0.13	3	1	0	1	0	0	0	0
0400	Educator Consultant III	1	0.02	0	0	0	0	0	0	0	0
0400	Emergency Mgmt Program Coord	3	0.08	2	0	0	0	0	0	0	0
0400	Emergency Mgmt Program Mgr	8	0.21	3	2	0	1	0	1	0	0
0400	Emergency Mgmt Program Sr Mgr	1	0.02	1	0	0	0	0	0	0	0
0400	Employee & Labor Relations Rep	1	0.02	1	0	0	0	0	0	0	0
0400	Employee Dev. & Training Mgr	1	0.02	1	0	0	0	0	0	0	0
0400	Employment Manager	1	0.02	1	0	0	0	0	0	0	0
0400	Engineer IV	1	0.02	0	0	0	0	0	0	0	0
0400	Executive Program Assistant II	1	0.02	0	1	0	0	0	1	0	0
0400	Finance and Admin Services Mgr	2	0.05	2	2	0	2	0	0	0	0
0400	Finance Manager	2	0.05	1	0	0	0	0	0	0	0
0400	Finance/Accounting Supervisor	9	0.24	2	3	0	2	0	1	0	0
0400	Financial Services Administr.	1	0.02	0	0	0	0	0	0	0	0
0400	Functional Analyst I	4	0.10	4	3	0	1	0	0	1	1
0400	Functional Analyst II	11	0.29	7	2	0	2	0	0	0	0
0400	Functional Analyst III	26	0.69	18	9	0	9	0	0	0	0
0400	Functional Analyst IV	2	0.05	2	0	0	0	0	0	0	0
0400	GIS Specialist - Journey	1	0.02	1	1	0	0	0	1	0	0
0400	GIS Specialist - Senior	1	0.02	0	1	0	1	0	0	0	0
0400	Government Relations Officer	1	0.02	1	1	1	0	0	0	0	0
0400	Grant Specialist	3	0.08	3	1	0	1	0	0	0	0
0400	HR Services Delivery Mgr III	1	0.02	0	0	0	0	0	0	0	0
0400	HR Services Delivery Mgr. I	4	0.10	1	2	0	2	0	0	0	0
0400	Human Resource Analyst	3	0.08	2	2	1	1	0	0	0	0
0400	Human Resource Analyst- Senior	14	0.37	12	5	1	3	0	1	0	0

## Appendix D

Job Group Analysis  
Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0400	Human Resource Senior Manager	1	0.02	1	0	0	0	0	0	0	0
0400	Insurance & Contract Revw Mgr	1	0.02	1	0	0	0	0	0	0	0
0400	IT Enterprise Manager II	3	0.08	2	0	0	0	0	0	0	0
0400	IT Project Manager II	1	0.02	0	0	0	0	0	0	0	0
0400	IT Project Manager III	4	0.10	3	1	0	1	0	0	0	0
0400	IT Systems Specialist - Sr	2	0.05	1	1	0	1	0	0	0	0
0400	Labor Analyst	3	0.08	1	2	1	1	0	0	0	0
0400	LAN Administrator - Master	1	0.02	0	0	0	0	0	0	0	0
0400	License Inspector	2	0.05	1	0	0	0	0	0	0	0
0400	Maintenance Planner Scheduler	1	0.02	1	0	0	0	0	0	0	0
0400	Manager of Licensing	1	0.02	1	0	0	0	0	0	0	0
0400	Manager of Recording	1	0.02	0	0	0	0	0	0	0	0
0400	Occupational Ed&Trng Pr Admstr	2	0.05	2	0	0	0	0	0	0	0
0400	Operations Manager	1	0.02	0	0	0	0	0	0	0	0
0400	Procurement Manager	1	0.02	1	0	0	0	0	0	0	0
0400	Project Control Officer	1	0.02	1	0	0	0	0	0	0	0
0400	Project/Program Manager I	2	0.05	2	1	1	0	0	0	0	0
0400	Project/Program Manager II	10	0.26	8	3	1	1	0	1	0	0
0400	Project/Program Manager III	12	0.32	10	1	0	0	0	1	0	0
0400	Project/Program Manager IV	12	0.32	7	3	3	0	0	0	0	0
0400	Property Services Manager	1	0.02	0	0	0	0	0	0	0	0
0400	Real Property Agent II	4	0.10	2	0	0	0	0	0	0	0
0400	Real Property Agent III	6	0.16	2	3	2	1	0	0	0	0
0400	Real Property Agent IV	3	0.08	1	1	1	0	0	0	0	0
0400	Real Property Agent Supervisor	2	0.05	0	0	0	0	0	0	0	0
0400	Records Center Supervisor	1	0.02	0	0	0	0	0	0	0	0

## Appendix D

Job Group Analysis  
Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0400	Regional Animal Services Mgr	1	0.02	0	0	0	0	0	0	0	0
0400	Safety & Health Admin IV	4	0.10	1	1	1	0	0	0	0	0
0400	Special Projects Manager II	2	0.05	2	0	0	0	0	0	0	0
0400	Special Projects Manager III	1	0.02	1	0	0	0	0	0	0	0
0400	Special Projects Mgr -Fac Mgmt	5	0.13	1	0	0	0	0	0	0	0
0400	Systems Engineer - Senior	1	0.02	0	1	0	1	0	0	0	0
0400	Tort Claims Investigator	6	0.16	3	2	1	0	0	1	0	0
0400	Treasury Manager	1	0.02	0	0	0	0	0	0	0	0
0500	Applications Developer - Sr	4	0.10	0	3	0	3	0	0	0	0
0500	Database Administrator -Senior	1	0.02	1	1	0	1	0	0	0	0
0500	Financial Services Administr.	1	0.02	0	0	0	0	0	0	0	0
0500	IT Manager II	1	0.02	0	0	0	0	0	0	0	0
0500	IT Project Administrator -Jmy	1	0.02	1	0	0	0	0	0	0	0
0500	IT Project Manager II	1	0.02	1	0	0	0	0	0	0	0
0500	IT Systems Specialist - Sr	1	0.02	0	0	0	0	0	0	0	0
0500	Judicial Services Division Mgr	3	0.08	3	1	1	0	0	0	0	0
0500	Judicial Services Supv II	8	0.21	7	2	0	1	0	1	0	0
0500	LAN Administrator - Senior	1	0.02	0	0	0	0	0	0	0	0
0500	Legal Services Supervisor I	1	0.02	0	0	0	0	0	0	0	0
0500	Project/Program Manager I	12	0.32	7	3	1	2	0	0	0	0
0500	Project/Program Manager II	3	0.08	2	0	0	0	0	0	0	0
0500	Project/Program Manager III	2	0.05	1	0	0	0	0	0	0	0
0500	Project/Program Manager IV	2	0.05	1	1	0	1	0	0	0	0
0500	Social Worker	2	0.05	1	0	0	0	0	0	0	0
0500	Systems Engineer - Senior	2	0.05	0	1	0	1	0	0	0	0
0600	Accountant	2	0.05	1	0	0	0	0	0	0	0

## Appendix D

# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0600	Accountant - Senior	1	0.02	0	0	0	0	0	0	0	0
0600	Administrator I	4	0.10	4	1	0	1	0	0	0	0
0600	Administrator II	7	0.18	6	4	0	2	0	2	0	0
0600	Administrator III	1	0.02	0	0	0	0	0	0	0	0
0600	Aquatic Facility Coord - Asst	1	0.02	0	0	0	0	0	0	0	0
0600	Aquatic Facility Coordinator	1	0.02	0	0	0	0	0	0	0	0
0600	Business & Finance Officer I	1	0.02	1	0	0	0	0	0	0	0
0600	Business & Finance Officer II	1	0.02	1	1	0	1	0	0	0	0
0600	Business & Finance Officer III	21	0.56	14	8	2	4	1	0	1	0
0600	Business & Finance Officer IV	7	0.18	4	1	0	1	0	0	0	0
0600	Capital Project Manager I	1	0.02	1	1	0	0	0	0	0	1
0600	Capital Project Manager IV	3	0.08	0	1	0	1	0	0	0	0
0600	Capital Projects Managing Supv	2	0.05	2	0	0	0	0	0	0	0
0600	Communications Manager	1	0.02	0	0	0	0	0	0	0	0
0600	Communications Specialist III	13	0.34	8	2	0	2	0	0	0	0
0600	Communications Specialist IV	3	0.08	2	0	0	0	0	0	0	0
0600	Construction Proj Control Ofcr	1	0.02	1	0	0	0	0	0	0	0
0600	Contract Specialist I	1	0.02	1	0	0	0	0	0	0	0
0600	Contract Specialist II	3	0.08	3	0	0	0	0	0	0	0
0600	Contract Specialist III	1	0.02	1	0	0	0	0	0	0	0
0600	Customer Services Administr	1	0.02	1	0	0	0	0	0	0	0
0600	Designer II	1	0.02	0	1	0	0	0	1	0	0
0600	Designer IV	3	0.08	1	3	0	2	1	0	0	0
0600	Designer V	1	0.02	0	0	0	0	0	0	0	0
0600	Designer VI	1	0.02	0	0	0	0	0	0	0	0
0600	Educator Consultant II	2	0.05	2	0	0	0	0	0	0	0

## Appendix

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Job Group Analysis  
Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0600	Employee & Labor Relations Rep	3	0.08	1	1	0	0	1	0	0	0
0600	Engineer I	18	0.48	6	5	1	4	0	0	0	0
0600	Engineer II	32	0.85	6	8	2	5	0	1	0	0
0600	Engineer III	38	1.01	12	9	1	7	0	1	0	0
0600	Engineer IV	18	0.48	3	3	0	3	0	0	0	0
0600	Engineering Services Mgr - SWD	2	0.05	0	1	1	0	0	0	0	0
0600	Engineering Technician II	2	0.05	1	1	0	0	0	1	0	0
0600	Environmental Lab Scientist I	5	0.13	1	2	0	1	0	1	0	0
0600	Environmental Lab Scientist II	25	0.66	11	5	0	5	0	0	0	0
0600	Environmental Lab Scientist III	14	0.37	2	3	0	2	0	1	0	0
0600	Environmental Lab Supervisor	4	0.10	0	0	0	0	0	0	0	0
0600	Environmental Prog. Mng Supv	12	0.32	6	0	0	0	0	0	0	0
0600	Environmental Prog. Sect Mgr	7	0.18	3	0	0	0	0	0	0	0
0600	Environmental Scientist I	1	0.02	0	0	0	0	0	0	0	0
0600	Environmental Scientist II	6	0.16	3	0	0	0	0	0	0	0
0600	Environmental Scientist III	20	0.53	8	0	0	0	0	0	0	0
0600	Environmental Scientist IV	3	0.08	1	0	0	0	0	0	0	0
0600	Finance and Admin Services Mgr	2	0.05	1	0	0	0	0	0	0	0
0600	Financial Services Adminstr.	3	0.08	0	0	0	0	0	0	0	0
0600	Financial Services Mgr - WTD	1	0.02	0	1	0	1	0	0	0	0
0600	Fiscal Services Mgr - SW	1	0.02	1	1	0	1	0	0	0	0
0600	Functional Analyst III	1	0.02	0	0	0	0	0	0	0	0
0600	Government Relations Adminstr	4	0.10	2	1	0	0	0	0	0	1
0600	Government Relations Officer	1	0.02	0	0	0	0	0	0	0	0
0600	Grant Administrator	2	0.05	0	1	0	1	0	0	0	0
0600	Graphic Designer	1	0.02	0	0	0	0	0	0	0	0



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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0600	Health & Environ. Investgr I	5	0.13	2	1	1	0	0	0	0	0
0600	Health & Environ. Investgr II	5	0.13	4	1	0	1	0	0	0	0
0600	Health & Environ. Investgr III	10	0.26	6	3	0	1	0	1	0	1
0600	Health & Environ. Investgr IV	3	0.08	0	1	1	0	0	0	0	0
0600	HR Services Delivery Mgr. I	4	0.10	3	1	1	0	0	0	0	0
0600	HR Services Delivery Mgr. II	1	0.02	1	1	0	1	0	0	0	0
0600	Human Resource Analyst	2	0.05	2	2	0	2	0	0	0	0
0600	Human Resource Analyst- Senior	7	0.18	4	2	0	2	0	0	0	0
0600	Librarian - Assistant	1	0.02	1	0	0	0	0	0	0	0
0600	Maintenance Planner Scheduler	2	0.05	1	1	0	0	0	1	0	0
0600	Managing Engineer	4	0.10	0	2	0	2	0	0	0	0
0600	Operations Manager	1	0.02	0	0	0	0	0	0	0	0
0600	Operations Manager, Assistant	2	0.05	0	1	1	0	0	0	0	0
0600	Parks Maintenance Manager	1	0.02	0	0	0	0	0	0	0	0
0600	Process Analyst - Chief	2	0.05	2	1	0	1	0	0	0	0
0600	Process Control Supervisor	2	0.05	0	1	0	1	0	0	0	0
0600	Process Laboratory Spec III	1	0.02	1	0	0	0	0	0	0	0
0600	Project Control Engineer II	3	0.08	1	1	0	1	0	0	0	0
0600	Project Control Engineer III	11	0.29	5	3	1	2	0	0	0	0
0600	Project Control Engineer IV	3	0.08	1	1	0	1	0	0	0	0
0600	Project Control Engineer Supv	3	0.08	1	0	0	0	0	0	0	0
0600	Project Plan & Delvry Sect Mgr	2	0.05	1	0	0	0	0	0	0	0
0600	Project Resources Unit Mgr	5	0.13	1	0	0	0	0	0	0	0
0600	Project/Program Manager I	3	0.08	3	1	1	0	0	0	0	0
0600	Project/Program Manager II	23	0.61	15	6	1	5	0	0	0	0
0600	Project/Program Manager III	59	1.57	35	8	1	2	0	3	0	2

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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0600	Project/Program Manager IV	26	0.69	14	3	0	2	0	1	0	0
0600	Real Property Agent II	1	0.02	1	1	0	1	0	0	0	0
0600	Real Property Agent III	7	0.18	2	0	0	0	0	0	0	0
0600	Real Property Agent IV	3	0.08	1	1	0	0	1	0	0	0
0600	Real Property Agent Supervisor	1	0.02	1	0	0	0	0	0	0	0
0600	Recycling & Environ. Svcs Mgr	1	0.02	0	0	0	0	0	0	0	0
0600	Regional Aquatic Ctr Coord	1	0.02	0	0	0	0	0	0	0	0
0600	Safety & Health Admin III	1	0.02	1	1	1	0	0	0	0	0
0600	Safety & Health Admin IV	4	0.10	0	0	0	0	0	0	0	0
0600	Safety and Health Supervisor	1	0.02	0	0	0	0	0	0	0	0
0600	Solid Waste Program Plng Mgr	1	0.02	1	0	0	0	0	0	0	0
0600	Special Projects Manager I	1	0.02	0	0	0	0	0	0	0	0
0600	Special Projects Manager IV	1	0.02	1	0	0	0	0	0	0	0
0600	Statistician	1	0.02	1	1	0	0	0	1	0	0
0600	Strategic Development Analyst	1	0.02	0	0	0	0	0	0	0	0
0600	Transit Oriented Dev Prog Mgr	1	0.02	0	0	0	0	0	0	0	0
0600	WasteConstruction Management I	2	0.05	0	0	0	0	0	0	0	0
0600	Wastewater Cap. Proj Mng Supv	3	0.08	1	0	0	0	0	0	0	0
0600	Wastewater Capital Proj Mgr I	1	0.02	1	0	0	0	0	0	0	0
0600	Wastewater Capital Proj Mgr II	2	0.05	2	0	0	0	0	0	0	0
0600	Wastewater Capital Proj Mgr III	14	0.37	10	4	2	2	0	0	0	0
0600	Wastewater Capital Proj Mgr IV	11	0.29	3	3	1	2	0	0	0	0
0600	Wastewater Construct. Mgmt II	3	0.08	0	0	0	0	0	0	0	0
0600	Wastewater Construct. Mgmt III	25	0.66	2	5	2	3	0	0	0	0
0600	Wastewater Construct. Mgmt IV	12	0.32	0	3	1	1	0	1	0	0
0600	Wastewater Construct. Mgmt V	2	0.05	0	1	1	0	0	0	0	0

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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0600	Wastewater Construct. Mgmt VI	6	0.16	2	0	0	0	0	0	0	0
0600	Wastewater Engineer - Entry	3	0.08	2	2	1	1	0	0	0	0
0600	Wastewater Engineer - Journey	4	0.10	1	2	1	1	0	0	0	0
0600	Wastewater Engineer - Senior	17	0.45	5	7	1	5	0	0	1	0
0600	Wastewater Engineer -Principal	7	0.18	0	0	0	0	0	0	0	0
0600	Wastewater Engineer Supervisor	4	0.10	0	0	0	0	0	0	0	0
0600	Wastewater Engineer VI	4	0.10	1	2	0	2	0	0	0	0
0600	Wastewater Maintenance Supv	6	0.16	0	0	0	0	0	0	0	0
0600	Wastewater Plant Mgr - Asst	5	0.13	0	1	0	1	0	0	0	0
0600	Wastewater Plant Ops Mgr	2	0.05	0	0	0	0	0	0	0	0
0600	Wastewater Process Analyst I	2	0.05	0	2	0	1	0	1	0	0
0600	Wastewater Process Analyst II	3	0.08	1	1	0	1	0	0	0	0
0600	Wastewater Process Analyst III	3	0.08	0	0	0	0	0	0	0	0
0600	Wastewater Process Engineer II	2	0.05	1	0	0	0	0	0	0	0
0600	Wastewater Treatment Supv	11	0.29	2	2	0	1	0	1	0	0
0600	Water Pollution Cntr Maint Mgr	1	0.02	0	0	0	0	0	0	0	0
0600	Water Quality Plnr/Prj Mgr I	11	0.29	8	3	1	2	0	0	0	0
0600	Water Quality Plnr/Prj Mgr II	9	0.24	7	0	0	0	0	0	0	0
0600	Water Quality Plnr/Prj Mgr III	26	0.69	13	3	2	0	0	1	0	0
0600	Water Quality Plnr/Prj Mgr IV	11	0.29	6	1	0	1	0	0	0	0
0700	Administrative Assistant II	2	0.05	1	2	1	1	0	0	0	0
0700	Administrative Assistant IV	1	0.02	1	0	0	0	0	0	0	0
0700	Administrator III	1	0.02	1	0	0	0	0	0	0	0
0700	Applications Developer - Jrny	4	0.10	1	0	0	0	0	0	0	0
0700	Applications Developer - Sr	5	0.13	0	3	0	2	0	0	0	1
0700	Appraiser - Senior	9	0.24	3	1	0	1	0	0	0	0

## Appendix

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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0700	Assessments Auditor	1	0.02	0	0	0	0	0	0	0	0
0700	Assessments Section Supervisor	1	0.02	0	0	0	0	0	0	0	0
0700	Assessments Unit Supervisor	1	0.02	0	0	0	0	0	0	0	0
0700	Auditor Appraiser - Assistant	3	0.08	2	2	0	0	1	1	0	0
0700	Auditor Appraiser I	6	0.16	3	3	1	2	0	0	0	0
0700	Business & Finance Officer I	1	0.02	1	1	1	0	0	0	0	0
0700	Business & Finance Officer II	2	0.05	1	1	1	0	0	0	0	0
0700	Commercial Appraiser I	11	0.29	5	3	0	3	0	0	0	0
0700	Commercial Appraiser II	16	0.42	4	1	0	0	0	1	0	0
0700	Database Administrator - Senior	1	0.02	1	1	0	1	0	0	0	0
0700	GIS Specialist - Entry	3	0.08	1	1	0	0	0	0	0	1
0700	GIS Specialist - Journey	3	0.08	2	2	0	2	0	0	0	0
0700	GIS Specialist - Senior	1	0.02	1	0	0	0	0	0	0	0
0700	IT Project Manager I	1	0.02	0	0	0	0	0	0	0	0
0700	LAN Administrator - Senior	1	0.02	0	0	0	0	0	0	0	0
0700	Mapping Unit Supervisor	1	0.02	0	0	0	0	0	0	0	0
0700	Project/Program Manager II	1	0.02	0	1	0	1	0	0	0	0
0700	Project/Program Manager IV	1	0.02	0	0	0	0	0	0	0	0
0700	Residential Appraiser I	59	1.57	29	9	1	3	1	2	1	1
0700	Residential Appraiser II	24	0.64	10	6	1	5	0	0	0	0
0700	Website Developer - Senior	1	0.02	0	0	0	0	0	0	0	0
0800	Accountant - Senior	1	0.02	0	0	0	0	0	0	0	0
0800	Administrative Services Mgr	1	0.02	1	0	0	0	0	0	0	0
0800	Administrator I	17	0.45	15	6	3	1	1	1	0	0
0800	Administrator II	4	0.10	4	0	0	0	0	0	0	0
0800	Administrator III	2	0.05	2	0	0	0	0	0	0	0

## Appendix D

# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0800	Administrator IV	1	0.02	0	0	0	0	0	0	0	0
0800	Asst Roads Maint Mgr&Trf. Eng	1	0.02	1	1	0	1	0	0	0	0
0800	Business & Finance Officer I	2	0.05	2	0	0	0	0	0	0	0
0800	Business & Finance Officer II	9	0.24	2	3	0	3	0	0	0	0
0800	Business & Finance Officer III	10	0.26	6	5	2	1	0	0	0	2
0800	Business & Finance Officer IV	5	0.13	3	1	0	1	0	0	0	0
0800	Business Analyst - Sr.	1	0.02	0	0	0	0	0	0	0	0
0800	Capital Project Manager IV	1	0.02	1	1	0	1	0	0	0	0
0800	Capital Projects Managing Supv	3	0.08	1	0	0	0	0	0	0	0
0800	Chief Structural Engineer	1	0.02	0	1	0	1	0	0	0	0
0800	Communications Manager	1	0.02	1	1	1	0	0	0	0	0
0800	Communications Specialist III	6	0.16	4	1	1	0	0	0	0	0
0800	Communications Specialist IV	3	0.08	2	0	0	0	0	0	0	0
0800	Contract Specialist I	2	0.05	0	1	0	1	0	0	0	0
0800	Data Administrator	7	0.18	7	3	2	1	0	0	0	0
0800	Database Specialist - Senior	1	0.02	1	1	0	1	0	0	0	0
0800	Employee & Labor Relations Rep	3	0.08	2	0	0	0	0	0	0	0
0800	Engineer I	16	0.42	9	7	1	3	1	2	0	0
0800	Engineer II	57	1.52	16	25	1	22	0	1	0	1
0800	Engineer III	38	1.01	8	8	1	7	0	0	0	0
0800	Engineer IV	15	0.40	1	4	1	2	0	1	0	0
0800	Engineering Services Sect Mgr	1	0.02	0	0	0	0	0	0	0	0
0800	Engineering Technician I	1	0.02	0	1	0	1	0	0	0	0
0800	Environmental Scientist I	1	0.02	0	0	0	0	0	0	0	0
0800	Environmental Scientist II	2	0.05	0	0	0	0	0	0	0	0
0800	Environmental Scientist III	6	0.16	2	1	0	1	0	0	0	0

## Appendix

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# Job Group Analysis Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0800	Environmental Scientist IV	1	0.02	0	0	0	0	0	0	0	0
0800	Finance and Admin Services Mgr	2	0.05	0	0	0	0	0	0	0	0
0800	Finance Mgr - Enterprise Ops	3	0.08	1	0	0	0	0	0	0	0
0800	Financial Services Administr.	2	0.05	0	0	0	0	0	0	0	0
0800	Functional Analyst I	1	0.02	1	1	1	0	0	0	0	0
0800	Functional Analyst II	1	0.02	0	0	0	0	0	0	0	0
0800	Functional Analyst III	19	0.50	8	9	2	4	1	0	0	2
0800	Functional Analyst IV	4	0.10	3	1	1	0	0	0	0	0
0800	GIS Specialist - Journey	2	0.05	1	0	0	0	0	0	0	0
0800	Government Relations Administr	1	0.02	0	0	0	0	0	0	0	0
0800	Grant Administrator	4	0.10	2	1	0	0	0	1	0	0
0800	HR Services Delivery Mgr. I	2	0.05	0	0	0	0	0	0	0	0
0800	HR Services Delivery Mgr. II	2	0.05	1	0	0	0	0	0	0	0
0800	Human Resource Analyst	4	0.10	3	2	0	1	0	1	0	0
0800	Human Resource Analyst- Senior	7	0.18	4	1	0	1	0	0	0	0
0800	IT Project Manager I	4	0.10	1	0	0	0	0	0	0	0
0800	IT Project Manager II	14	0.37	7	1	0	0	0	1	0	0
0800	IT Supervisor I	1	0.02	0	1	0	1	0	0	0	0
0800	IT Systems Specialist - Mstr	1	0.02	0	0	0	0	0	0	0	0
0800	Maintenance Planner Scheduler	2	0.05	0	1	0	1	0	0	0	0
0800	Manager - Fleet & Warehouse Ops	1	0.02	0	0	0	0	0	0	0	0
0800	Managing Engineer	4	0.10	2	2	1	1	0	0	0	0
0800	Marine Operations & Maint. Mgr	1	0.02	0	1	0	0	0	1	0	0
0800	Operations Manager, Assistant	1	0.02	1	0	0	0	0	0	0	0
0800	Paratransit/Rideshare Ops Mgr	1	0.02	1	0	0	0	0	0	0	0
0800	Personal Property Supervisor	1	0.02	0	0	0	0	0	0	0	0

## Appendix

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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0800	Photographer - Lead	1	0.02	0	0	0	0	0	0	0	0
0800	Project/Program Manager I	6	0.16	4	3	1	2	0	0	0	0
0800	Project/Program Manager II	17	0.45	11	4	1	1	1	0	0	1
0800	Project/Program Manager III	15	0.40	11	3	0	2	1	0	0	0
0800	Project/Program Manager IV	21	0.56	12	6	3	3	0	0	0	0
0800	Rail Technical Trainer	3	0.08	0	1	0	0	0	0	1	0
0800	Real Est Lnd Use Env Plan Supv	1	0.02	1	0	0	0	0	0	0	0
0800	Real Property Agent II	1	0.02	1	1	1	0	0	0	0	0
0800	Real Property Agent III	2	0.05	2	0	0	0	0	0	0	0
0800	Rideshare Services Rep	14	0.37	8	3	2	1	0	0	0	0
0800	Safety & Health Admin II	1	0.02	0	1	0	0	0	0	0	1
0800	Safety & Health Admin IV	9	0.24	5	3	1	1	0	0	0	1
0800	Site Development Specialist I	1	0.02	1	1	0	0	1	0	0	0
0800	Site Development Specialist II	1	0.02	0	0	0	0	0	0	0	0
0800	Special Projects Manager II	2	0.05	0	1	0	0	0	1	0	0
0800	Special Projects Manager III	2	0.05	2	0	0	0	0	0	0	0
0800	Strategic Development Analyst	1	0.02	0	0	0	0	0	0	0	0
0800	Streetcar Ops and Maint Supv	3	0.08	0	1	1	0	0	0	0	0
0800	Transit Base Dispatch/Planner	27	0.72	7	12	7	3	1	1	0	0
0800	Transit Chief -Customer Svcs	1	0.02	0	0	0	0	0	0	0	0
0800	Transit Chief -Market&Svc Info	2	0.05	1	1	0	0	0	0	0	1
0800	Transit Chief -Operations	42	1.12	14	10	9	1	0	0	0	0
0800	Transit Chief -Rail Ops	11	0.29	1	4	1	1	0	2	0	0
0800	Transit Chief -Rideshare Ops	3	0.08	3	1	0	1	0	0	0	0
0800	Transit Communications Coord.	21	0.56	3	9	7	2	0	0	0	0
0800	Transit Construction Mgmt III	4	0.10	0	1	1	0	0	0	0	0

## Appendix

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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0800	Transit Construction Mgmt IV	4	0.10	0	1	1	0	0	0	0	0
0800	Transit Design & Constrn. Mgr	1	0.02	0	0	0	0	0	0	0	0
0800	Transit Designer IV	2	0.05	0	1	0	0	0	0	1	0
0800	Transit Designer V	4	0.10	2	2	1	0	0	1	0	0
0800	Transit Engineer III	2	0.05	1	1	1	0	0	0	0	0
0800	Transit Engineer IV	10	0.26	2	1	0	1	0	0	0	0
0800	Transit Engineer V	11	0.29	3	0	0	0	0	0	0	0
0800	Transit Engineer VI	3	0.08	0	1	0	1	0	0	0	0
0800	Transit Environ Planner	2	0.05	0	0	0	0	0	0	0	0
0800	Transit Instructor	24	0.64	4	3	0	1	0	2	0	0
0800	Transit Light Rail Manager	1	0.02	0	1	1	0	0	0	0	0
0800	Transit Maintenance Analyst	7	0.18	0	0	0	0	0	0	0	0
0800	Transit Operations Manager	1	0.02	0	0	0	0	0	0	0	0
0800	Transit Ops Manager - Asst	1	0.02	1	0	0	0	0	0	0	0
0800	Transit Ops Support Sys Coord	3	0.08	1	0	0	0	0	0	0	0
0800	Transit Power & Facilities Mgr	1	0.02	0	0	0	0	0	0	0	0
0800	Transit Proj Control Engr I	1	0.02	0	0	0	0	0	0	0	0
0800	Transit Proj Control Engr II	2	0.05	2	0	0	0	0	0	0	0
0800	Transit Proj Control Engr III	1	0.02	0	0	0	0	0	0	0	0
0800	Transit Proj Control Engr IV	1	0.02	0	1	0	1	0	0	0	0
0800	Transit Sales & Cust. Svcs Mgr	1	0.02	0	1	1	0	0	0	0	0
0800	Transit Schedule Plnr - Senior	11	0.29	3	3	0	3	0	0	0	0
0800	Transit Service Dev. Mgr	1	0.02	0	1	0	0	0	1	0	0
0800	Transit Veh. Maint. Mgr - Asst	1	0.02	0	0	0	0	0	0	0	0
0800	Transit Vehicle Maint. Manager	1	0.02	0	0	0	0	0	0	0	0
0800	Transit Vehicle Procure Admin	3	0.08	1	0	0	0	0	0	0	0



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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0800	Transportation Compl. Admstr	1	0.02	1	0	0	0	0	0	0	0
0800	Transportation Planner I	2	0.05	2	2	1	1	0	0	0	0
0800	Transportation Planner II	13	0.34	3	4	2	2	0	0	0	0
0800	Transportation Planner III	40	1.06	18	11	2	3	1	4	0	1
0800	Transportation Planner IV	10	0.26	3	1	0	1	0	0	0	0
0800	Van Pool Risk Specialist	1	0.02	0	0	0	0	0	0	0	0
0800	Warranty Administrator	1	0.02	0	0	0	0	0	0	0	0
0800	Website Developer - Senior	1	0.02	0	0	0	0	0	0	0	0
0900	Accountant	3	0.08	3	2	1	1	0	0	0	0
0900	Administrator I	4	0.10	4	2	1	1	0	0	0	0
0900	Administrator II	5	0.13	5	3	0	1	1	1	0	0
0900	Administrator III	4	0.10	2	0	0	0	0	0	0	0
0900	Administrator IV	5	0.13	4	3	2	1	0	0	0	0
0900	Advanced Pract. Nurse Spc-Jail	1	0.02	1	0	0	0	0	0	0	0
0900	Advanced Practice Nurse Spec	11	0.29	11	1	0	0	0	1	0	0
0900	Advanced Reg Nurse Practnr	19	0.50	18	4	0	2	0	2	0	0
0900	Advanced Reg Nurse Practr-Jail	9	0.24	7	3	2	0	0	1	0	0
0900	Asst Med Exam/For. Pthlgy Trne	1	0.02	1	1	0	0	0	0	0	1
0900	Business & Finance Officer I	1	0.02	0	1	1	0	0	0	0	0
0900	Business & Finance Officer II	5	0.13	3	2	0	2	0	0	0	0
0900	Business & Finance Officer III	3	0.08	1	3	1	2	0	0	0	0
0900	Business & Finance Officer IV	6	0.16	6	3	1	1	0	0	0	1
0900	Business Analyst - Sr.	2	0.05	1	0	0	0	0	0	0	0
0900	Clinical Psychologist	1	0.02	1	0	0	0	0	0	0	0
0900	Communications Manager	1	0.02	0	0	0	0	0	0	0	0
0900	Communications Specialist III	3	0.08	2	0	0	0	0	0	0	0

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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0900	Contract Specialist II	3	0.08	1	1	1	0	0	0	0	0
0900	Contract Specialist III	1	0.02	0	0	0	0	0	0	0	0
0900	Correctional Health Sect Mgr	1	0.02	1	0	0	0	0	0	0	0
0900	Data Administrator	1	0.02	1	1	0	1	0	0	0	0
0900	Dentist	10	0.26	5	8	0	6	0	1	0	1
0900	Disease Control Officer	7	0.18	1	2	1	1	0	0	0	0
0900	Disease Intervention Spec	16	0.42	11	8	1	2	0	5	0	0
0900	Disease Research & Data Spec	2	0.05	2	2	1	1	0	0	0	0
0900	Educator Consultant I	14	0.37	9	5	3	0	0	2	0	0
0900	Educator Consultant II	5	0.13	3	5	1	2	0	2	0	0
0900	Educator Consultant III	4	0.10	4	2	1	1	0	0	0	0
0900	Employee & Labor Relations Rep	2	0.05	1	2	1	0	0	1	0	0
0900	Environmental PH Planner III	2	0.05	2	0	0	0	0	0	0	0
0900	Epidemiologist I	6	0.16	4	2	0	1	0	0	0	1
0900	Epidemiologist II	15	0.40	11	4	0	4	0	0	0	0
0900	Epidemiologist III	4	0.10	3	1	0	1	0	0	0	0
0900	Finance and Admin Services Mgr	5	0.13	1	1	1	0	0	0	0	0
0900	Financial Services Administr.	1	0.02	1	1	1	0	0	0	0	0
0900	Forensic Anthropologist	1	0.02	1	0	0	0	0	0	0	0
0900	Forensic Medicolegal Dh Inv I	7	0.18	2	0	0	0	0	0	0	0
0900	Forensic Medicolegal Dh Inv II	3	0.08	0	2	0	1	0	1	0	0
0900	Forensic Medicolegal Dh Inv-Ld	1	0.02	0	0	0	0	0	0	0	0
0900	Functional Analyst I	1	0.02	0	1	0	1	0	0	0	0
0900	Functional Analyst II	6	0.16	5	2	0	2	0	0	0	0
0900	Functional Analyst III	6	0.16	4	1	0	1	0	0	0	0
0900	Health & Environ. Inspector	1	0.02	0	0	0	0	0	0	0	0

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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0900	Health & Environ. Investgr II	45	1.20	21	16	4	11	0	1	0	0
0900	Health & Environ. Investgr III	17	0.45	6	4	2	2	0	0	0	0
0900	Health & Environ. Investgr IV	7	0.18	1	2	1	1	0	0	0	0
0900	Health Services Adminstr I	8	0.21	4	2	1	0	0	1	0	0
0900	Health Services Adminstr II	14	0.37	8	5	2	2	0	1	0	0
0900	HR Services Delivery Mgr. I	2	0.05	1	2	1	0	1	0	0	0
0900	HR Services Delivery Mgr. II	1	0.02	0	0	0	0	0	0	0	0
0900	Human Resource Analyst	5	0.13	3	2	0	1	0	1	0	0
0900	Human Resource Analyst- Senior	1	0.02	1	1	1	0	0	0	0	0
0900	Jail Health Physician	2	0.05	1	0	0	0	0	0	0	0
0900	Librarian - Assistant	1	0.02	1	0	0	0	0	0	0	0
0900	Managing Psychiatrist	1	0.02	0	0	0	0	0	0	0	0
0900	Medic One Manager	1	0.02	0	0	0	0	0	0	0	0
0900	Medical Interpreter/Translator	17	0.45	15	14	2	0	0	12	0	0
0900	Medical Officer	3	0.08	1	0	0	0	0	0	0	0
0900	Medical Svcs Offcr -Sfty Ofc	1	0.02	0	0	0	0	0	0	0	0
0900	Medical Svcs Offcr-Prmdc Supv	4	0.10	0	0	0	0	0	0	0	0
0900	Medical Svcs Offcr-SpcOps/Adm	1	0.02	0	0	0	0	0	0	0	0
0900	Microbiologist - Public Health	2	0.05	1	1	0	1	0	0	0	0
0900	Microbiologist Public Hlth-Sr	5	0.13	3	3	0	3	0	0	0	0
0900	MPRAF - Compliance Officer	3	0.08	0	0	0	0	0	0	0	0
0900	Nurse Manager	2	0.05	2	1	0	0	1	0	0	0
0900	Nurse Manager - Jail	1	0.02	1	0	0	0	0	0	0	0
0900	Nurse Recruiter	1	0.02	1	0	0	0	0	0	0	0
0900	Nutrition Consultant I	2	0.05	2	0	0	0	0	0	0	0
0900	Nutrition Consultant II	3	0.08	3	0	0	0	0	0	0	0

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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0900	Nutritionist I	14	0.37	12	1	0	1	0	0	0	0
0900	Nutritionist II	11	0.29	11	1	0	1	0	0	0	0
0900	Occupational Ed&Trng Pr Admstr	3	0.08	2	1	0	1	0	0	0	0
0900	Occupational Ed&TrngPr Adm- Sr	1	0.02	1	0	0	0	0	0	0	0
0900	Occupational Educ & Trng Coord	1	0.02	0	0	0	0	0	0	0	0
0900	Pharmacist	2	0.05	2	2	0	2	0	0	0	0
0900	Pharmacist Supervisor	4	0.10	2	3	1	2	0	0	0	0
0900	Plumbing Inspector	10	0.26	1	1	0	1	0	0	0	0
0900	Plumbing Inspector - Senior	2	0.05	0	0	0	0	0	0	0	0
0900	Program Supervisor II	1	0.02	1	0	0	0	0	0	0	0
0900	Project/Program Manager I	12	0.32	9	4	1	2	0	1	0	0
0900	Project/Program Manager II	38	1.01	30	11	5	3	1	2	0	0
0900	Project/Program Manager III	43	1.14	33	7	3	1	1	2	0	0
0900	Project/Program Manager IV	39	1.04	29	6	2	0	1	3	0	0
0900	Psychiatric Evaluation Spec	9	0.24	1	1	0	1	0	0	0	0
0900	Psychiatric Services Manager	1	0.02	0	0	0	0	0	0	0	0
0900	Psychiatrist	4	0.10	3	0	0	0	0	0	0	0
0900	Public Health Admin Supp. Supv	14	0.37	10	7	4	2	0	1	0	0
0900	Public Health Lab Mgr - Asst	1	0.02	0	1	0	1	0	0	0	0
0900	Public Health Laboratory Mgr	1	0.02	0	0	0	0	0	0	0	0
0900	Public Health Nurse	109	2.91	107	32	1	17	3	9	0	2
0900	Public Health Nurse-Jail	1	0.02	0	0	0	0	0	0	0	0
0900	Public Health Veterinarian	1	0.02	1	0	0	0	0	0	0	0
0900	Regional Health Administrator	8	0.21	7	0	0	0	0	0	0	0
0900	Registered Nurse	23	0.61	21	9	1	6	0	1	0	1
0900	Registered Nurse - Jail	55	1.47	40	14	5	6	0	0	0	3

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Job Group Analysis  
Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0900	Social Research Scientist	4	0.10	3	0	0	0	0	0	0	0
0900	Social Worker	23	0.61	21	8	6	1	0	1	0	0
0900	Social Worker - Senior	1	0.02	1	1	0	1	0	0	0	0
0900	Staff Physician	10	0.26	7	0	0	0	0	0	0	0
0900	Staff Physician - Senior	6	0.16	4	3	1	1	1	0	0	0
1100	Accountant	2	0.05	2	1	0	1	0	0	0	0
1100	Administrator II	2	0.05	2	0	0	0	0	0	0	0
1100	Business & Finance Officer II	1	0.02	1	0	0	0	0	0	0	0
1100	Business & Finance Officer III	2	0.05	1	0	0	0	0	0	0	0
1100	Business & Finance Officer IV	1	0.02	0	1	0	0	0	0	0	1
1100	Communications Operations Mgr	1	0.02	1	0	0	0	0	0	0	0
1100	Communications Supervisor	9	0.24	7	0	0	0	0	0	0	0
1100	Community Service Officer	6	0.16	4	2	0	1	0	1	0	0
1100	Database Administrator - Jrny	1	0.02	1	0	0	0	0	0	0	0
1100	Desktop Support Spec - Jrny	5	0.13	3	1	1	0	0	0	0	0
1100	Educator Consultant II	1	0.02	1	1	0	1	0	0	0	0
1100	Educator Consultant III	1	0.02	0	0	0	0	0	0	0	0
1100	Forensic Operations Manager	1	0.02	1	0	0	0	0	0	0	0
1100	Functional Analyst I	1	0.02	1	0	0	0	0	0	0	0
1100	Functional Analyst II	1	0.02	0	0	0	0	0	0	0	0
1100	GIS Specialist - Journey	1	0.02	1	0	0	0	0	0	0	0
1100	Grant Administrator	1	0.02	0	0	0	0	0	0	0	0
1100	Human Resource Analyst	1	0.02	1	1	1	0	0	0	0	0
1100	Human Resource Analyst- Senior	1	0.02	0	0	0	0	0	0	0	0
1100	Human Resource Senior Manager	1	0.02	0	0	0	0	0	0	0	0
1100	Identification Operations Mgr	1	0.02	1	0	0	0	0	0	0	0

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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
1100	Identification Supervisor	4	0.10	3	2	1	1	0	0	0	0
1100	Inspection Services Unit Mgr	1	0.02	0	0	0	0	0	0	0	0
1100	IT Manager II	1	0.02	0	0	0	0	0	0	0	0
1100	IT Project Manager I	2	0.05	2	0	0	0	0	0	0	0
1100	IT Systems Specialist - Jmy	3	0.08	2	0	0	0	0	0	0	0
1100	LAN Administrator - Journey	3	0.08	2	1	0	1	0	0	0	0
1100	LAN Administrator - Master	1	0.02	0	1	0	0	0	1	0	0
1100	LAN Administrator - Senior	2	0.05	1	0	0	0	0	0	0	0
1100	Legal Advisor-Sheriff's Office	2	0.05	2	0	0	0	0	0	0	0
1100	Photographer	2	0.05	1	1	0	0	0	1	0	0
1100	Program Supervisor I	2	0.05	2	0	0	0	0	0	0	0
1100	Project/Program Manager I	2	0.05	2	1	0	1	0	0	0	0
1100	Project/Program Manager II	7	0.18	6	1	0	1	0	0	0	0
1100	Project/Program Manager III	2	0.05	1	0	0	0	0	0	0	0
1100	Project/Program Manager IV	1	0.02	1	0	0	0	0	0	0	0
1100	Records & Information Sys Mgr	1	0.02	1	0	0	0	0	0	0	0
1100	Regional Fingerprint Ident Mgr	1	0.02	1	0	0	0	0	0	0	0
1100	Research & Technology Supv	1	0.02	0	0	0	0	0	0	0	0
1100	Systems Architect	1	0.02	0	1	1	0	0	0	0	0
1100	Systems Engineer - Senior	1	0.02	0	1	0	1	0	0	0	0
1200	Administrator I	1	0.02	1	0	0	0	0	0	0	0
1200	Administrator II	1	0.02	1	0	0	0	0	0	0	0
1200	Applications Developer - Jmy	5	0.13	1	2	0	2	0	0	0	0
1200	Applications Developer - Mstr	13	0.34	2	4	0	4	0	0	0	0
1200	Applications Developer - Sr	49	1.30	13	17	5	10	0	1	0	1
1200	Business & Finance Officer I	1	0.02	1	0	0	0	0	0	0	0

## Appendix D

Job Group Analysis  
Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
1200	Business & Finance Officer II	2	0.05	1	1	0	1	0	0	0	0
1200	Business & Finance Officer IV	1	0.02	1	1	0	1	0	0	0	0
1200	Communications Specialist III	4	0.10	4	0	0	0	0	0	0	0
1200	Communications Specialist IV	2	0.05	1	0	0	0	0	0	0	0
1200	Computer Operator Supervisor	1	0.02	0	0	0	0	0	0	0	0
1200	Contract Specialist III	2	0.05	1	1	1	0	0	0	0	0
1200	Data Center Architect	1	0.02	0	0	0	0	0	0	0	0
1200	Data Center Engineer - Senior	1	0.02	0	0	0	0	0	0	0	0
1200	Data Control Specialist - Sr	1	0.02	0	1	1	0	0	0	0	0
1200	Data Control Supervisor	1	0.02	0	0	0	0	0	0	0	0
1200	Database Administrator - Jmy	2	0.05	1	1	0	1	0	0	0	0
1200	Database Administrator -Master	3	0.08	0	0	0	0	0	0	0	0
1200	Database Administrator -Senior	13	0.34	4	5	1	4	0	0	0	0
1200	Database Specialist - Master	1	0.02	0	1	0	1	0	0	0	0
1200	Database Specialist - Senior	1	0.02	1	1	0	1	0	0	0	0
1200	Desktop Support Spec - Senior	4	0.10	3	2	0	1	0	1	0	0
1200	EMail Administrator - Journey	1	0.02	0	0	0	0	0	0	0	0
1200	Finance and Admin Services Mgr	1	0.02	0	0	0	0	0	0	0	0
1200	Financial Services Administr.	1	0.02	0	0	0	0	0	0	0	0
1200	Functional Analyst I	1	0.02	1	1	0	1	0	0	0	0
1200	Functional Analyst III	1	0.02	1	0	0	0	0	0	0	0
1200	GIS Specialist - Journey	8	0.21	5	2	2	0	0	0	0	0
1200	GIS Specialist - Master	5	0.13	1	1	0	0	0	1	0	0
1200	GIS Specialist - Senior	12	0.32	5	4	0	4	0	0	0	0
1200	Government Relations Officer	1	0.02	0	0	0	0	0	0	0	0
1200	HR Services Delivery Mgr. II	1	0.02	1	1	0	0	0	1	0	0

## Appendix

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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
1200	Human Resource Analyst	1	0.02	1	0	0	0	0	0	0	0
1200	Human Resource Analyst- Senior	2	0.05	2	0	0	0	0	0	0	0
1200	IT Business Analyst - Journey	3	0.08	3	1	0	1	0	0	0	0
1200	IT Business Analyst - Senior	7	0.18	5	2	0	2	0	0	0	0
1200	IT Enterprise Manager I	4	0.10	2	3	2	1	0	0	0	0
1200	IT Enterprise Manager II	6	0.16	3	1	1	0	0	0	0	0
1200	IT Enterprise Manager III	1	0.02	0	0	0	0	0	0	0	0
1200	IT Enterprise Svc Ctr Spc	12	0.32	8	4	3	1	0	0	0	0
1200	IT Enterprise Svc Ctr Spc - Sr	2	0.05	2	2	0	0	0	1	0	1
1200	IT Project Administrator - Sr	1	0.02	1	1	1	0	0	0	0	0
1200	IT Project Administrator - Jmy	2	0.05	2	2	0	1	1	0	0	0
1200	IT Project Manager I	4	0.10	2	1	1	0	0	0	0	0
1200	IT Project Manager II	9	0.24	2	1	1	0	0	0	0	0
1200	IT Project Manager III	5	0.13	2	1	0	1	0	0	0	0
1200	IT Services Delivery Mgr	6	0.16	3	1	0	1	0	0	0	0
1200	IT Services Manager I	11	0.29	5	3	0	3	0	0	0	0
1200	IT Services Manager II	5	0.13	1	1	0	0	1	0	0	0
1200	IT Systems Specialist - Jrny	3	0.08	1	2	0	2	0	0	0	0
1200	IT Systems Specialist - Mstr	2	0.05	1	1	1	0	0	0	0	0
1200	IT Systems Specialist - Sr	6	0.16	2	3	0	3	0	0	0	0
1200	IT Technical Trainer	2	0.05	1	0	0	0	0	0	0	0
1200	LAN Administrator - Journey	12	0.32	2	5	3	1	1	0	0	0
1200	LAN Administrator - Master	5	0.13	0	3	1	2	0	0	0	0
1200	LAN Administrator - Senior	36	0.96	5	10	5	3	1	1	0	0
1200	Network Engineer - Journey	6	0.16	0	2	1	1	0	0	0	0
1200	Network Engineer - Senior	10	0.26	1	4	2	1	0	0	1	0



## Appendix D

Job Group Analysis  
Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
1200	Project/Program Manager I	1	0.02	1	0	0	0	0	0	0	0
1200	Project/Program Manager II	1	0.02	1	0	0	0	0	0	0	0
1200	Project/Program Manager III	3	0.08	3	1	0	0	0	1	0	0
1200	Special Projects Manager III	2	0.05	0	1	1	0	0	0	0	0
1200	Strategic Info Resources Mgr	6	0.16	2	0	0	0	0	0	0	0
1200	Systems Architect	8	0.21	1	2	0	2	0	0	0	0
1200	Systems Engineer - Senior	27	0.72	5	12	3	9	0	0	0	0
1200	Telecommunications Spec - Jmy	3	0.08	1	0	0	0	0	0	0	0
1200	Telecommunications Spec - Sr	5	0.13	4	0	0	0	0	0	0	0
1200	Website Developer - Journey	1	0.02	0	1	0	0	0	1	0	0
1200	Website Developer - Master	2	0.05	0	0	0	0	0	0	0	0
1200	Website Developer - Senior	9	0.24	4	2	0	2	0	0	0	0
1300	Administrative Asst/Paralegal	1	0.02	1	0	0	0	0	0	0	0
1300	Attorney	15	0.40	7	5	0	2	0	0	0	3
1300	Attorney - Grade 1	2	0.05	0	1	0	0	0	0	0	1
1300	Attorney - Tier 1	1	0.02	1	1	1	0	0	0	0	0
1300	Attorney - Tier 2	3	0.08	3	3	0	0	0	1	0	2
1300	Attorney - Tier 3	9	0.24	9	3	1	1	0	0	0	1
1300	Attorney 1	1	0.02	1	1	0	1	0	0	0	0
1300	Attorney 2 and 2	1	0.02	1	0	0	0	0	0	0	0
1300	Bookkeeper	1	0.02	1	0	0	0	0	0	0	0
1300	Business & Finance Officer III	1	0.02	1	1	0	1	0	0	0	0
1300	Communications Specialist II	1	0.02	1	0	0	0	0	0	0	0
1300	Controller	1	0.02	1	0	0	0	0	0	0	0
1300	Finance and Admin Services Mgr	1	0.02	0	1	0	1	0	0	0	0
1300	HR Services Delivery Mgr. II	1	0.02	0	1	0	0	0	1	0	0

## Appendix

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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
1300	Human Resource Analyst- Senior	1	0.02	1	0	0	0	0	0	0	0
1300	Investigator	11	0.29	6	2	1	0	0	0	0	1
1300	Legal Advisor, Ofc Pub Defender	1	0.02	0	0	0	0	0	0	0	0
1300	Mitigation Specialist	2	0.05	1	1	0	0	0	1	0	0
1300	Office Manager - SCRAP	1	0.02	1	1	1	0	0	0	0	0
1300	Project/Program Manager III	1	0.02	1	1	0	0	1	0	0	0
1300	Project/Program Manager IV	1	0.02	1	0	0	0	0	0	0	0
1300	Public Defense Coordinator	4	0.10	4	3	1	1	0	1	0	0
1300	Public Defense Interviewer	6	0.16	5	4	1	1	0	2	0	0
1300	Senior Attny IV/Asst Dir	1	0.02	0	0	0	0	0	0	0	0
1300	Senior Attorney	1	0.02	1	0	0	0	0	0	0	0
1300	Senior Attorney II/Supv	3	0.08	2	2	1	0	0	0	0	1
1300	Senior Atty 1&1, Atty Unit Supv	1	0.02	0	0	0	0	0	0	0	0
1300	Senior Atty 1&6, Atty Unit Supv	1	0.02	0	1	0	1	0	0	0	0
1300	Social Worker	5	0.13	3	1	0	0	0	0	0	1
1300	Special Projects Manager III	1	0.02	1	0	0	0	0	0	0	0
1300	Staff Accountant	1	0.02	1	0	0	0	0	0	0	0
1300	Staff Supervisor	1	0.02	1	1	0	0	0	1	0	0
1300	Supervisor - Dependency Div	1	0.02	1	1	1	0	0	0	0	0
1300	Supervisor - Civil Cmt Div	1	0.02	0	0	0	0	0	0	0	0
9700	Administrator I	1	0.02	1	0	0	0	0	0	0	0
9700	Administrator III - Elections	1	0.02	0	1	0	0	0	1	0	0
9700	Applications Developer - Sr	2	0.05	1	1	0	1	0	0	0	0
9700	Business & Fin Ofcr IV-Electns	1	0.02	0	0	0	0	0	0	0	0
9700	Business Analyst - Sr.	1	0.02	1	1	0	1	0	0	0	0
9700	Communications Mgr - Elections	1	0.02	1	0	0	0	0	0	0	0

## Appendix

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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
9700	Communications Specialist II	1	0.02	1	0	0	0	0	0	0	0
9700	Desktop Support Spec - Senior	1	0.02	0	1	0	0	0	1	0	0
9700	Elections Program Manager	4	0.10	4	1	1	0	0	0	0	0
9700	GIS Specialist - Entry	2	0.05	0	1	1	0	0	0	0	0
9700	GIS Specialist - Journey	2	0.05	2	1	0	0	0	0	0	1
9700	HR Services Del Mgr II -Elctns	1	0.02	0	0	0	0	0	0	0	0
9700	Human Resource Analyst	1	0.02	1	0	0	0	0	0	0	0
9700	IT Project Manager III	1	0.02	1	0	0	0	0	0	0	0
9700	IT Services Del Mgr -Elections	1	0.02	0	0	0	0	0	0	0	0
9700	IT Systems Specialist - Jrny	1	0.02	1	0	0	0	0	0	0	0
9700	LAN Administrator - Senior	1	0.02	0	0	0	0	0	0	0	0
9700	Program Supervisor I	1	0.02	1	1	0	0	1	0	0	0
9700	Program Supervisor II -Electns	3	0.08	2	0	0	0	0	0	0	0
9700	Project/Program Manager I	1	0.02	0	0	0	0	0	0	0	0
9700	Quality Improvement Mgr-Elctns	1	0.02	0	1	1	0	0	0	0	0
9700	Website Developer - Journey	1	0.02	1	0	0	0	0	0	0	0
Totals		Total #	3,741	1,906	1,032	285	507	38	147	8	47
		Total %		50.94	27.58	7.61	13.55	1.01	3.92	0.21	1.25

## Appendix

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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 3 - Technicians

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0300	Code Enforcement Officer II	5	1.48	3	2	1	0	0	1	0	0
0300	Code Enforcement Officer IV	1	0.29	1	0	0	0	0	0	0	0
0300	Permit Review Coord - Senior	1	0.29	1	0	0	0	0	0	0	0
0300	Permit Review Coordinator	2	0.59	2	2	0	2	0	0	0	0
0400	Fire & Life Safety Technician	1	0.29	0	0	0	0	0	0	0	0
0400	IT Services Supervisor	2	0.59	1	1	0	1	0	0	0	0
0400	Pre-Press Production Spec	1	0.29	0	1	0	1	0	0	0	0
0400	Veterinary Technician	1	0.29	1	0	0	0	0	0	0	0
0600	Indstrl Wst Complnc Inv I	2	0.59	2	1	0	1	0	0	0	0
0600	Indstrl Wst Complnc Inv II	4	1.19	1	1	1	0	0	0	0	0
0600	Indstrl Wst Complnc Inv III	3	0.89	1	0	0	0	0	0	0	0
0600	Indstrl Wst Complnc Spec II	3	0.89	1	0	0	0	0	0	0	0
0600	Indstrl Wst Complnc Spec III	1	0.29	0	0	0	0	0	0	0	0
0600	Laboratory Assistant II	2	0.59	1	1	1	0	0	0	0	0
0600	Noxious Weed Control Spc I	2	0.59	0	0	0	0	0	0	0	0
0600	Noxious Weed Control Spc II	3	0.89	1	0	0	0	0	0	0	0
0600	Process Laboratory Spec I	4	1.19	2	1	1	0	0	0	0	0
0600	Process Laboratory Spec II	5	1.48	4	0	0	0	0	0	0	0
0800	Transit Electronic Tech -2d Sh	2	0.59	0	0	0	0	0	0	0	0
0800	Transit Equip. Dispatch-2d Sh	1	0.29	0	0	0	0	0	0	0	0
0800	Transit Equip. Dispatch-3d Sh	7	2.08	1	2	0	1	0	0	0	1
0800	Transit Equipment Dispatcher	6	1.78	2	2	1	1	0	0	0	0
0900	Dental Assistant	22	6.54	19	13	4	6	0	3	0	0
0900	Dental Hygienist	2	0.59	2	1	1	0	0	0	0	0
0900	Dental Hygienist Supervisor	1	0.29	1	0	0	0	0	0	0	0
0900	Electronic Comm. Tech I	1	0.29	0	0	0	0	0	0	0	0

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**Job Group Analysis**  
**Analysis Data as of 01/01/2014**

Plan: KING - KING COUNTY

Job Group: 3 - Technicians

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0900	Electronic Comm. Tech II	1	0.29	0	0	0	0	0	0	0	0
0900	Forensic Autopsy Tech - Lead	1	0.29	1	0	0	0	0	0	0	0
0900	Forensic Autopsy Technician	3	0.89	0	1	0	1	0	0	0	0
0900	Laboratory Assistant II	2	0.59	0	1	1	0	0	0	0	0
0900	Licensed Practical Nurse-Jail	10	2.97	9	2	1	0	1	0	0	0
0900	Medical Technologist	1	0.29	0	0	0	0	0	0	0	0
0900	Nutrition Assistant	46	13.69	44	26	4	4	0	17	0	1
0900	Paramedic	61	18.15	10	3	1	2	0	0	0	0
0900	Personal Hlth Svcs Supv - Jail	4	1.19	1	2	1	1	0	0	0	0
0900	Personal Hlth Svcs Supv-Clinic	18	5.35	18	1	0	1	0	0	0	0
1100	Evidence Specialist	10	2.97	5	2	1	0	1	0	0	0
1100	Identification Technician	17	5.05	8	9	3	5	0	0	0	1
1100	IT Supervisor I	1	0.29	1	0	0	0	0	0	0	0
1100	IT Supervisor II	1	0.29	1	0	0	0	0	0	0	0
1100	Latent Print Examiner	19	5.65	13	3	0	1	0	1	0	1
1100	Latent Print Supervisor	1	0.29	1	1	0	1	0	0	0	0
1100	Tenprint Examiner	16	4.76	11	5	1	2	0	2	0	0
1200	Computer Operator Specialist	5	1.48	1	3	2	1	0	0	0	0
1200	Electronic Comm. Spec	5	1.48	0	1	1	0	0	0	0	0
1200	Electronic Comm. Tech I	3	0.89	0	1	0	1	0	0	0	0
1200	Electronic Comm. Tech II	2	0.59	0	0	0	0	0	0	0	0
1200	IT Services Supervisor	5	1.48	2	2	1	0	0	1	0	0
1200	IT Supervisor I	9	2.67	3	2	0	1	0	1	0	0
1200	IT Supervisor II	3	0.89	1	2	1	1	0	0	0	0
1200	Network Architect	4	1.19	0	1	0	1	0	0	0	0
9700	IT Services Supervisor-Electns	3	0.89	0	1	0	1	0	0	0	0

Appendix

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# Job Group Analysis Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 3 - Technicians

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
Totals	Total #	336		177	97	28	37	2	26	0	4
	Total %			52.67	28.86	8.33	11.01	0.59	7.73	0.00	1.19

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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 4 - Protective Service

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0100	Community Surveillance Ofc	9	0.63	6	6	6	0	0	0	0	0
0100	Corrections Major	2	0.14	1	1	0	1	0	0	0	0
0100	Corrections Officer	477	33.85	76	207	107	49	10	36	4	1
0100	Corrections Supervisor	10	0.70	6	5	3	1	0	0	1	0
0100	Corrections Supv (Sergeant)	3	0.21	2	1	0	0	0	1	0	0
0100	Corrections Supvr - Sergeant	34	2.41	7	9	5	2	1	1	0	0
0100	Corrections Technician	31	2.20	23	14	8	3	1	2	0	0
0100	Detention Officer	77	5.46	25	50	29	12	2	6	0	1
0100	Facility Commander	2	0.14	0	0	0	0	0	0	0	0
0100	Personal Recognizance Invstgr	13	0.92	12	3	1	1	0	1	0	0
0100	Training Coordinator	1	0.07	1	1	1	0	0	0	0	0
0400	Animal Control Officer	14	0.99	8	2	0	1	0	0	0	1
0400	Animal Control Sergeant	4	0.28	3	1	0	0	1	0	0	0
0400	Animal Control Sergeant - Lead	1	0.07	0	0	0	0	0	0	0	0
0400	Security Chief	1	0.07	0	1	0	0	0	0	0	1
0400	Security Officer	29	2.05	2	5	4	1	0	0	0	0
0400	Security Officer - Dispatch	10	0.70	3	4	4	0	0	0	0	0
0400	Security Sergeant	3	0.21	0	1	0	0	0	1	0	0
0600	Lifeguard	1	0.07	1	0	0	0	0	0	0	0
0600	Security Officer	1	0.07	0	1	1	0	0	0	0	0
0800	Transit Ops Security Liaison	1	0.07	0	0	0	0	0	0	0	0
1100	Assistant Fire Marshal	1	0.07	0	0	0	0	0	0	0	0
1100	Captain	20	1.41	3	2	0	1	0	1	0	0
1100	County Marshal	30	2.12	1	3	0	1	0	0	1	1
1100	Fire Investigator II	3	0.21	0	0	0	0	0	0	0	0
1100	Major	8	0.56	1	2	1	0	1	0	0	0

## Appendix D

Job Group Analysis  
Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 4 - Protective Service

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
1100	Police Officer (Deputy)	500	35.48	68	90	25	27	12	21	1	4
1100	Polygraph Examiner	1	0.07	0	0	0	0	0	0	0	0
1100	Security Screener	28	1.98	13	19	1	14	0	3	1	0
1100	Security Screener - Lead	2	0.14	2	1	0	1	0	0	0	0
1100	Sergeant	92	6.52	12	15	2	8	1	4	0	0
Total #		1,409		276	444	198	123	29	77	8	9
Total %				19.58	31.51	14.05	8.72	2.05	5.46	0.56	0.63



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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 6 - Administrative Support

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0100	Administrative Specialist I	4	0.30	4	0	0	0	0	0	0	0
0100	Administrative Specialist II	5	0.38	3	3	1	2	0	0	0	0
0100	Administrative Specialist III	13	0.98	11	6	1	2	1	1	0	1
0100	Confidential Secretary I	5	0.38	5	1	0	1	0	0	0	0
0100	Confidential Secretary II	1	0.07	0	1	0	0	0	0	0	1
0100	Fiscal Specialist II	2	0.15	2	1	0	1	0	0	0	0
0100	Fiscal Specialist III	8	0.60	7	7	1	6	0	0	0	0
0100	Human Resource Associate	2	0.15	1	0	0	0	0	0	0	0
0100	Inventory Purchasing Spec II	1	0.07	1	1	0	0	0	1	0	0
0100	Volunteer Coordinator	1	0.07	1	0	0	0	0	0	0	0
0200	Administrative Office Asst	2	0.15	1	0	0	0	0	0	0	0
0200	Administrative Specialist II	6	0.45	6	3	2	0	0	1	0	0
0200	Administrative Specialist III	9	0.68	9	8	1	0	0	7	0	0
0200	Administrative Specialist IV	1	0.07	1	0	0	0	0	0	0	0
0200	Administrative Staff Assistant	1	0.07	1	0	0	0	0	0	0	0
0200	Billing Analyst	1	0.07	1	1	1	0	0	0	0	0
0200	Confidential Secretary I	4	0.30	3	1	1	0	0	0	0	0
0200	Confidential Secretary II	1	0.07	1	1	0	0	0	0	0	1
0200	Court Scheduling Specialist	1	0.07	0	1	0	0	1	0	0	0
0200	Customer Service Spec III	2	0.15	2	1	1	0	0	0	0	0
0200	Fiscal Specialist II	2	0.15	2	2	0	2	0	0	0	0
0200	Fiscal Specialist III	3	0.22	3	2	0	1	1	0	0	0
0300	Administrative Specialist II	4	0.30	4	2	1	1	0	0	0	0
0300	Confidential Secretary I	1	0.07	1	0	0	0	0	0	0	0
0300	Confidential Secretary II	1	0.07	1	1	0	0	0	1	0	0
0300	Fiscal Specialist II	2	0.15	2	2	0	2	0	0	0	0

## Appendix

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# Job Group Analysis Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 6 - Administrative Support

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0300	Fiscal Specialist III	3	0.22	3	1	0	0	0	0	1	0
0300	Records Management Specialist	1	0.07	1	0	0	0	0	0	0	0
0400	Accountant - Assistant	10	0.76	9	4	2	2	0	0	0	0
0400	Accounting Technician II	1	0.07	1	0	0	0	0	0	0	0
0400	Administrative Office Asst	3	0.22	2	1	0	1	0	0	0	0
0400	Administrative Specialist I	7	0.53	6	2	2	0	0	0	0	0
0400	Administrative Specialist II	15	1.14	12	4	2	1	0	1	0	0
0400	Administrative Specialist III	10	0.76	6	1	0	0	0	1	0	0
0400	Administrative Specialist IV	3	0.22	3	1	0	1	0	0	0	0
0400	Administrative Staff Assistant	2	0.15	1	2	2	0	0	0	0	0
0400	Claims Assistant	3	0.22	3	0	0	0	0	0	0	0
0400	Confidential Secretary I	5	0.38	5	1	0	1	0	0	0	0
0400	Confidential Secretary II	1	0.07	1	0	0	0	0	0	0	0
0400	Customer Service Spc Supv	4	0.30	4	2	1	1	0	0	0	0
0400	Customer Service Spec II	2	0.15	1	1	0	0	0	0	1	0
0400	Customer Service Spec III	35	2.66	25	17	3	11	1	1	0	1
0400	Customer Service Spec IV	5	0.38	5	1	1	0	0	0	0	0
0400	Customer Services Coord -Lead	1	0.07	1	0	0	0	0	0	0	0
0400	Fiscal Specialist I	1	0.07	0	1	0	0	0	1	0	0
0400	Fiscal Specialist II	15	1.14	10	10	5	1	1	2	1	0
0400	Fiscal Specialist III	19	1.44	18	13	3	8	0	1	0	1
0400	Fiscal Specialist IV	2	0.15	1	1	0	1	0	0	0	0
0400	Foster Program Coordinator	1	0.07	1	0	0	0	0	0	0	0
0400	Human Resource Associate	3	0.22	1	3	0	1	1	0	1	0
0400	Inventory Purchasing Spec I	2	0.15	0	0	0	0	0	0	0	0
0400	Inventory Purchasing Spec III	2	0.15	0	0	0	0	0	0	0	0

## Appendix D

# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 6 - Administrative Support

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0400	LEOFF 1 Claims Specialist	1	0.07	1	1	0	1	0	0	0	0
0400	Records Center Technician	2	0.15	0	1	0	1	0	0	0	0
0400	Records Management Specialist	4	0.30	3	1	0	0	0	0	0	1
0400	Research Assistant	1	0.07	0	0	0	0	0	0	0	0
0400	Volunteer Coordinator	1	0.07	1	1	0	1	0	0	0	0
0500	Administrative Office Asst	1	0.07	1	0	0	0	0	0	0	0
0500	Administrative Specialist III	1	0.07	1	0	0	0	0	0	0	0
0500	Administrative Specialist IV	3	0.22	2	2	1	1	0	0	0	0
0500	Court Clerk I	32	2.43	24	7	1	4	1	1	0	0
0500	Court Clerk II	17	1.29	16	7	4	1	0	2	0	0
0500	Customer Service Spec II	6	0.45	5	5	0	5	0	0	0	0
0500	Customer Service Spec III	16	1.21	10	7	2	5	0	0	0	0
0500	Customer Service Spec IV	1	0.07	1	0	0	0	0	0	0	0
0500	Fiscal Specialist II	14	1.06	9	7	3	4	0	0	0	0
0500	Fiscal Specialist III	5	0.38	4	4	0	3	0	1	0	0
0500	Fiscal Specialist IV	2	0.15	2	2	0	2	0	0	0	0
0500	Legal Administrative Spec II	27	2.05	15	16	4	11	0	1	0	0
0500	Legal Administrative Spec III	19	1.44	16	10	3	3	0	4	0	0
0500	Technical Info Proc Spec III	1	0.07	1	1	1	0	0	0	0	0
0600	Accountant - Assistant	2	0.15	1	1	0	1	0	0	0	0
0600	Administrative Office Asst	3	0.22	2	0	0	0	0	0	0	0
0600	Administrative Specialist I	2	0.15	2	2	0	0	2	0	0	0
0600	Administrative Specialist II	11	0.83	11	2	1	0	0	1	0	0
0600	Administrative Specialist III	9	0.68	8	6	3	1	0	2	0	0
0600	Administrative Specialist IV	1	0.07	1	1	1	0	0	0	0	0
0600	Administrative Staff Assistant	13	0.98	13	5	0	1	0	3	0	1

## Appendix

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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 6 - Administrative Support

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0600	Confidential Secretary I	3	0.22	3	0	0	0	0	0	0	0
0600	Confidential Secretary II	2	0.15	2	1	1	0	0	0	0	0
0600	Customer Service Spec II	6	0.45	4	4	1	1	0	0	0	2
0600	Customer Service Spec III	1	0.07	0	0	0	0	0	0	0	0
0600	Customer Service Spec IV	1	0.07	1	0	0	0	0	0	0	0
0600	Customer Services Coord -Lead	2	0.15	2	0	0	0	0	0	0	0
0600	Fiscal Specialist III	17	1.29	14	9	4	5	0	0	0	0
0600	Fiscal Specialist IV	2	0.15	2	2	1	1	0	0	0	0
0600	Human Resource Associate	1	0.07	1	1	1	0	0	0	0	0
0600	Inventory Purchasing Spec I	2	0.15	1	0	0	0	0	0	0	0
0600	Inventory Purchasing Spec II	10	0.76	4	6	2	2	0	1	1	0
0600	Inventory Purchasing Spec III	4	0.30	1	2	1	1	0	0	0	0
0600	Records Management Specialist	1	0.07	1	1	1	0	0	0	0	0
0600	Scale Operator	26	1.97	21	4	1	2	0	1	0	0
0600	Scale Operator - Cedar Hills	2	0.15	2	1	0	1	0	0	0	0
0600	Technical Info Proc Spec III	1	0.07	1	1	0	0	0	1	0	0
0600	Wastewater Support Specialist	5	0.38	4	0	0	0	0	0	0	0
0700	Abstract Technician	6	0.45	2	1	0	1	0	0	0	0
0700	Administrative Specialist I	1	0.07	1	0	0	0	0	0	0	0
0700	Administrative Specialist II	21	1.59	16	13	3	9	1	0	0	0
0700	Administrative Specialist III	3	0.22	3	0	0	0	0	0	0	0
0700	Administrative Staff Assistant	2	0.15	2	1	1	0	0	0	0	0
0700	Confidential Secretary I	1	0.07	0	0	0	0	0	0	0	0
0700	Current Use Evaluation Spec	1	0.07	1	0	0	0	0	0	0	0
0700	Customer Service Spec III	4	0.30	4	3	3	0	0	0	0	0
0700	Fiscal Specialist II	1	0.07	1	1	0	1	0	0	0	0

## Appendix

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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 6 - Administrative Support

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0700	Technical Info Proc Spec IV	1	0.07	1	1	1	0	0	0	0	0
0800	Administrative Specialist II	17	1.29	17	7	2	3	0	1	1	0
0800	Administrative Specialist III	3	0.22	3	2	1	1	0	0	0	0
0800	Administrative Staff Assistant	2	0.15	2	1	1	0	0	0	0	0
0800	Confidential Secretary I	3	0.22	3	0	0	0	0	0	0	0
0800	Confidential Secretary II	1	0.07	1	0	0	0	0	0	0	0
0800	Customer Service Spec II	4	0.30	2	1	1	0	0	0	0	0
0800	Customer Service Spec III	1	0.07	1	1	1	0	0	0	0	0
0800	Customer Service Spec IV	1	0.07	1	1	0	1	0	0	0	0
0800	Customer Services Coord -Lead	8	0.60	7	4	3	1	0	0	0	0
0800	Customer Services Coordinator	6	0.45	3	4	1	3	0	0	0	0
0800	Customer Services Supervisor	1	0.07	0	0	0	0	0	0	0	0
0800	Fiscal Specialist II	2	0.15	2	0	0	0	0	0	0	0
0800	Fiscal Specialist III	11	0.83	8	4	1	2	0	1	0	0
0800	Human Resource Associate	2	0.15	2	2	0	1	0	1	0	0
0800	Inventory Purchasing Spec II	6	0.45	3	3	2	0	0	1	0	0
0800	Inventory Specialist	4	0.30	0	3	1	2	0	0	0	0
0800	Inventory Specialist Supv	1	0.07	1	1	0	1	0	0	0	0
0800	Marine Information Agent	2	0.15	0	1	1	0	0	0	0	0
0800	Marketing and Sales Spec II	5	0.38	2	0	0	0	0	0	0	0
0800	Marketing and Sales Spec III	5	0.38	3	0	0	0	0	0	0	0
0800	Records Management Specialist	2	0.15	2	0	0	0	0	0	0	0
0800	Transit Accounting Rep -Senior	3	0.22	1	2	2	0	0	0	0	0
0800	Transit Accounting Spec I	6	0.45	3	2	2	0	0	0	0	0
0800	Transit Accounting Spec II	5	0.38	5	3	1	1	0	1	0	0
0800	Transit Admin Support Spec I	3	0.22	3	1	0	0	0	1	0	0

## Appendix

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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 6 - Administrative Support

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0800	Transit Admin Support Spec II	7	0.53	4	3	1	2	0	0	0	0
0800	Transit Admin Support Spec III	30	2.28	28	13	6	6	0	1	0	0
0800	Transit Cust Info Spc -2nd Sh	5	0.38	3	2	2	0	0	0	0	0
0800	Transit Cust Info Spc-Asgnd	4	0.30	1	1	1	0	0	0	0	0
0800	Transit Custmr Info Spc-Sr-2nd	1	0.07	0	0	0	0	0	0	0	0
0800	Transit Customer Info Spc	17	1.29	8	3	2	0	1	0	0	0
0800	Transit Customer Info Spc -Sr	2	0.15	0	1	0	0	0	0	0	1
0800	Transit Customer Service Spec	1	0.07	1	0	0	0	0	0	0	0
0800	Transit Info Distributor	2	0.15	0	0	0	0	0	0	0	0
0800	Transit Parts Spc - 2d Sh	8	0.60	0	1	0	1	0	0	0	0
0800	Transit Parts Spc - 3d Sh	7	0.53	3	1	0	0	0	1	0	0
0800	Transit Parts Spec - Lead	7	0.53	1	2	0	1	0	1	0	0
0800	Transit Parts Specialist	7	0.53	0	3	3	0	0	0	0	0
0800	Transit Pass Sales Rep	9	0.68	5	3	1	1	0	1	0	0
0800	Transit Purchasing Spc - Lead	1	0.07	0	0	0	0	0	0	0	0
0800	Transit Purchasing Specialist	9	0.68	1	1	0	1	0	0	0	0
0800	Transit Revenue Coordinator	6	0.45	1	6	4	1	0	1	0	0
0800	Transit Transf Rm/WarehouseWkr	1	0.07	0	0	0	0	0	0	0	0
0800	Transit Veh Maint TIP Spc	8	0.60	7	1	1	0	0	0	0	0
0800	Transit Veh Maint TIP Spc-2dSh	5	0.38	5	2	1	1	0	0	0	0
0900	Administrative Office Asst	1	0.07	0	0	0	0	0	0	0	0
0900	Administrative Specialist II	144	10.95	119	81	20	38	1	18	2	2
0900	Administrative Specialist III	40	3.04	35	24	8	8	1	5	1	1
0900	Administrative Specialist IV	1	0.07	1	0	0	0	0	0	0	0
0900	Administrative Staff Assistant	11	0.83	5	2	1	0	0	1	0	0
0900	Application Worker	22	1.67	18	12	4	3	1	4	0	0

## Appendix D

Job Group Analysis  
Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 6 - Administrative Support

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0900	Billing Analyst	6	0.45	4	2	1	1	0	0	0	0
0900	Confidential Secretary I	5	0.38	5	1	0	0	0	1	0	0
0900	Confidential Secretary II	1	0.07	1	1	0	0	0	1	0	0
0900	Customer Service Spec II	5	0.38	5	3	0	2	0	1	0	0
0900	Customer Service Spec III	3	0.22	2	2	1	1	0	0	0	0
0900	Education Specialist	25	1.90	16	15	2	2	0	11	0	0
0900	Fiscal Specialist II	1	0.07	1	0	0	0	0	0	0	0
0900	Fiscal Specialist III	6	0.45	4	4	0	4	0	0	0	0
0900	Fiscal Specialist IV	4	0.30	3	2	1	1	0	0	0	0
0900	Inventory Purchasing Spec II	2	0.15	0	0	0	0	0	0	0	0
0900	Research Assistant	3	0.22	3	0	0	0	0	0	0	0
1100	Administrative Office Asst	1	0.07	1	1	1	0	0	0	0	0
1100	Administrative Specialist I	1	0.07	1	1	0	1	0	0	0	0
1100	Administrative Specialist II	26	1.97	25	6	2	3	1	0	0	0
1100	Administrative Specialist III	9	0.68	9	3	0	2	0	1	0	0
1100	Administrative Specialist IV	4	0.30	2	1	0	1	0	0	0	0
1100	Administrative Staff Assistant	1	0.07	1	0	0	0	0	0	0	0
1100	Communications Spec-Dispatcher	1	0.07	1	0	0	0	0	0	0	0
1100	Communications Spec-Receiver	60	4.56	49	10	2	3	0	3	2	0
1100	Division Secretary	4	0.30	3	1	0	1	0	0	0	0
1100	Executive Secretary/Asst I	1	0.07	1	1	0	0	0	1	0	0
1100	Fiscal Specialist II	3	0.22	2	1	0	0	0	1	0	0
1100	Fiscal Specialist III	6	0.45	6	3	0	2	0	1	0	0
1100	Human Resource Associate	4	0.30	4	1	0	1	0	0	0	0
1100	Paralegal - KCSO	4	0.30	4	0	0	0	0	0	0	0
1100	Sheriff's Data Technician	13	0.98	8	2	1	1	0	0	0	0

## Appendix

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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 6 - Administrative Support

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
1100	Sheriff's Data/Records Supv	2	0.15	2	0	0	0	0	0	0	0
1100	Sheriff's Records Specialist	10	0.76	8	3	0	2	0	1	0	0
1100	Tenprint Information Spec	11	0.83	6	5	1	4	0	0	0	0
1200	Administrative Specialist III	1	0.07	1	0	0	0	0	0	0	0
1200	Confidential Secretary I	1	0.07	1	1	1	0	0	0	0	0
1200	Confidential Secretary II	1	0.07	1	0	0	0	0	0	0	0
1200	Fiscal Specialist III	2	0.15	2	1	0	1	0	0	0	0
1200	Inventory Purchasing Spec II	1	0.07	1	1	1	0	0	0	0	0
1300	Administrative Specialist II	2	0.15	2	2	2	0	0	0	0	0
1300	Confidential Admin Asst 3	1	0.07	1	0	0	0	0	0	0	0
1300	Confidential Secretary II	1	0.07	1	0	0	0	0	0	0	0
1300	Docket Clerk	1	0.07	0	1	0	0	1	0	0	0
1300	Executive Assistant	1	0.07	1	0	0	0	0	0	0	0
1300	Fiscal Specialist II	1	0.07	1	1	0	0	0	0	1	0
1300	Legal Administrative Spec II	1	0.07	1	0	0	0	0	0	0	0
1300	Legal Assistant	2	0.15	2	0	0	0	0	0	0	0
1300	Legal Asst/Office Asst	1	0.07	0	0	0	0	0	0	0	0
1300	Legal Clerk 2	1	0.07	0	1	0	0	0	1	0	0
1300	Legal Clerk 6	1	0.07	1	0	0	0	0	0	0	0
1300	Office Assistant	1	0.07	1	0	0	0	0	0	0	0
1300	Office Asst 2/Receptn	2	0.15	2	2	1	0	0	1	0	0
1300	Office Tech 3	1	0.07	0	0	0	0	0	0	0	0
1300	Paralegal	5	0.38	3	2	0	0	0	1	0	1
1300	Prof Non-Legal 3,Paralgl	1	0.07	0	1	0	0	0	1	0	0
1300	Prof Non-Legal 4,Paralgl	1	0.07	0	0	0	0	0	0	0	0
1300	Prof Non-Legal 8,Paralgl	1	0.07	1	0	0	0	0	0	0	0



## Appendix D

# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 6 - Administrative Support

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
1300	Word Processor Tech	1	0.07	1	0	0	0	0	0	0	0
9700	Administrative Specialist II	22	1.67	15	10	2	7	0	1	0	0
9700	Administrative Specialist III	11	0.83	7	2	2	0	0	0	0	0
9700	Administrative Specialist IV	1	0.07	1	0	0	0	0	0	0	0
9700	Administrative Staff Assistant	1	0.07	1	0	0	0	0	0	0	0
9700	Confidential Secretary II	1	0.07	1	0	0	0	0	0	0	0
9700	Fiscal Specialist III	2	0.15	2	0	0	0	0	0	0	0
9700	Human Resource Associate	1	0.07	1	0	0	0	0	0	0	0
Totals		Total #	1,314	988	551	172	235	16	102	12	14
		Total %		75.19	41.93	13.08	17.88	1.21	7.76	0.91	1.06

## Appendix D

Job Group Analysis  
Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 7 - Skilled Crafts

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0100	Supervisor III	1	0.08	1	0	0	0	0	0	0	0
0400	Carpenter I	13	1.12	0	2	0	0	0	2	0	0
0400	Carpenter II	3	0.25	1	0	0	0	0	0	0	0
0400	Electrician I	16	1.38	1	6	5	1	0	0	0	0
0400	Electrician I - Lead	1	0.08	0	1	0	1	0	0	0	0
0400	Electrician II	3	0.25	0	2	1	0	0	1	0	0
0400	Facilities Maint. Constructor	4	0.34	0	3	1	2	0	0	0	0
0400	Hazardous Waste Technician	3	0.25	0	2	0	0	0	2	0	0
0400	Operating Engineer II	16	1.38	0	5	1	1	1	1	0	1
0400	Operating Engineer III	3	0.25	0	2	1	0	0	0	0	1
0400	Painter I	8	0.69	2	5	2	2	0	1	0	0
0400	Painter II	1	0.08	0	0	0	0	0	0	0	0
0400	Plumbing and Mechanical I	12	1.03	3	3	1	0	1	1	0	0
0400	Plumbing and Mechanical II	3	0.25	1	0	0	0	0	0	0	0
0400	Printing Equipment Technician	2	0.17	2	0	0	0	0	0	0	0
0400	Supervisor I	8	0.69	5	6	4	2	0	0	0	0
0400	Supervisor II	2	0.17	0	0	0	0	0	0	0	0
0400	Supervisor III	4	0.34	0	1	0	1	0	0	0	0
0600	Carpenter I	5	0.43	1	1	0	1	0	0	0	0
0600	Electrician I	1	0.08	0	1	0	0	1	0	0	0
0600	Electrician II	1	0.08	0	0	0	0	0	0	0	0
0600	Equipment Operator	27	2.33	0	4	1	0	1	2	0	0
0600	Industrial Engine Mechanic	5	0.43	0	0	0	0	0	0	0	0
0600	Industrial Instr/Elec Tech-Ld	3	0.25	0	1	0	0	0	1	0	0
0600	Industrial Instrument Tech	19	1.64	1	2	1	0	0	1	0	0
0600	Industrial Lubrication Sys Spc	1	0.08	0	0	0	0	0	0	0	0

## Appendix

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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 7 - Skilled Crafts

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0600	Industrial Machinist/Mech - Ld	5	0.43	0	0	0	0	0	0	0	0
0600	Industrial Maint Program Spec	4	0.34	0	2	0	2	0	0	0	0
0600	Industrial Maint. Electrician	13	1.12	1	2	0	2	0	0	0	0
0600	Industrial Maint. Mech - Mstr	25	2.16	1	7	2	2	1	1	0	1
0600	Industrial Maint. Mechanic	9	0.77	1	2	0	0	1	0	0	1
0600	Industrial Painter	2	0.17	0	0	0	0	0	0	0	0
0600	Irrigation Spec/Plumb&Mech I	1	0.08	0	1	1	0	0	0	0	0
0600	Mechanic/Auto Machinist I - HD	12	1.03	0	2	0	0	0	0	0	2
0600	Mechanic/Auto Machinist II -HD	3	0.25	0	0	0	0	0	0	0	0
0600	Metal Fabricator	10	0.86	0	4	2	1	0	1	0	0
0600	Operating Engineer II	1	0.08	0	0	0	0	0	0	0	0
0600	Operating Engineer III	2	0.17	0	0	0	0	0	0	0	0
0600	Painter I	1	0.08	0	0	0	0	0	0	0	0
0600	Plumbing and Mechanical I	1	0.08	0	0	0	0	0	0	0	0
0600	Supervisor I	1	0.08	0	0	0	0	0	0	0	0
0600	Supervisor II	10	0.86	1	3	2	1	0	0	0	0
0600	Supervisor III	3	0.25	0	0	0	0	0	0	0	0
0600	Wastewater Treatment Operator	3	0.25	1	0	0	0	0	0	0	0
0600	Wastewater Trmt Operator	49	4.24	9	12	4	2	2	2	1	1
0600	Wastewater Trmt Opr - Sr	33	2.85	6	9	3	0	1	4	0	1
0600	Wastewater Trmt Opr -SIC	4	0.34	0	1	0	1	0	0	0	0
0600	Wastewater Trmt Opr-in-Tr	1	0.08	0	0	0	0	0	0	0	0
0800	Carpenter I	6	0.51	1	1	1	0	0	0	0	0
0800	Carpenter II	2	0.17	0	0	0	0	0	0	0	0
0800	Electrician Constr Crew Chief	1	0.08	0	1	1	0	0	0	0	0
0800	Electrician Constructor	15	1.29	2	7	4	3	0	0	0	0

## Appendix

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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 7 - Skilled Crafts

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0800	Electrician Constructor 2nd	6	0.51	0	2	2	0	0	0	0	0
0800	Electrician I	2	0.17	0	0	0	0	0	0	0	0
0800	Equipment Operator	25	2.16	1	2	1	1	0	0	0	0
0800	Equipment Svcs&Maint Spec	2	0.17	0	1	1	0	0	0	0	0
0800	Equipment Svcs&Maint Spec-HD	2	0.17	0	2	2	0	0	0	0	0
0800	Heavy Equip. Body Repair Tech	1	0.08	0	0	0	0	0	0	0	0
0800	Line Crew Chief	3	0.25	0	1	1	0	0	0	0	0
0800	Line Material Worker I	5	0.43	1	0	0	0	0	0	0	0
0800	Line Material Worker I -2/3rd	2	0.17	2	0	0	0	0	0	0	0
0800	Line Material Worker II	1	0.08	0	1	1	0	0	0	0	0
0800	Marine Engineer	2	0.17	0	1	0	1	0	0	0	0
0800	Marine Oiler	2	0.17	0	0	0	0	0	0	0	0
0800	Mechanic/Auto Machinist I	10	0.86	0	2	1	0	1	0	0	0
0800	Mechanic/Auto Machinist I - HD	15	1.29	0	3	1	2	0	0	0	0
0800	Millwright	1	0.08	0	0	0	0	0	0	0	0
0800	Operating Engineer II	1	0.08	0	1	0	1	0	0	0	0
0800	Painter I	1	0.08	0	0	0	0	0	0	0	0
0800	Plumbing and Mechanical I	1	0.08	0	1	1	0	0	0	0	0
0800	Power Distribution Tech Asst	2	0.17	0	1	1	0	0	0	0	0
0800	Rail Electrical Wkr -2nd/3rd Sh	6	0.51	0	1	0	0	0	1	0	0
0800	Rail Electrical Worker	4	0.34	0	3	1	1	0	1	0	0
0800	Rail Electro-Mechanic	6	0.51	0	4	0	2	0	2	0	0
0800	Rail Electro-Mechanic -2nd Shf	5	0.43	0	1	0	0	1	0	0	0
0800	Rail Electro-Mechanic -3rd Shf	3	0.25	0	2	0	2	0	0	0	0
0800	Rail Facilities Mechanic	4	0.34	0	2	1	1	0	0	0	0
0800	Rail SCADA Systems Spec	4	0.34	0	0	0	0	0	0	0	0

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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 7 - Skilled Crafts

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0800	Rail SCADA Systems Spec Sr	1	0.08	0	0	0	0	0	0	0	0
0800	Rail Signal & Com Tech	7	0.60	0	1	1	0	0	0	0	0
0800	Rail Track & ROW Mnt -3rdShf	3	0.25	0	1	0	0	0	1	0	0
0800	Rail Track and ROW Maintainer	2	0.17	0	0	0	0	0	0	0	0
0800	Supervisor I	4	0.34	3	2	2	0	0	0	0	0
0800	Supervisor II	14	1.21	1	5	0	1	3	1	0	0
0800	Supervisor III	4	0.34	2	1	1	0	0	0	0	0
0800	Traffic Signal Technician	11	0.95	1	5	0	2	0	1	1	1
0800	Transit Bldg Opr Engr -2d Sh	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Bldg Opr Engr -3d Sh	1	0.08	0	1	0	0	0	1	0	0
0800	Transit Building Opr Engineer	4	0.34	0	0	0	0	0	0	0	0
0800	Transit Building Opr Engr-Ld	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Carpenter	9	0.77	3	3	0	1	1	1	0	0
0800	Transit Carpenter - Lead	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Chief -Power Distribtn	4	0.34	0	1	1	0	0	0	0	0
0800	Transit Chief -Rail Veh Maint.	4	0.34	0	1	0	1	0	0	0	0
0800	Transit Chief -Railway,Sig&Fac	4	0.34	0	1	0	0	0	1	0	0
0800	Transit Chief -Vehicle Maint.	28	2.42	4	7	0	5	0	1	0	1
0800	Transit Electronic Tech - Lead	2	0.17	0	0	0	0	0	0	0	0
0800	Transit Electronic Technician	13	1.12	0	3	2	1	0	0	0	0
0800	Transit Equip Operator-3d Sh	4	0.34	0	2	0	1	0	1	0	0
0800	Transit Equip Painter - Lead	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Equip Painter -2d Sh	3	0.25	0	1	0	1	0	0	0	0
0800	Transit Equip Svc Wkr-Strs Drv	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Equipment Operator	4	0.34	0	1	1	0	0	0	0	0
0800	Transit Equipment Painter	6	0.51	1	3	0	1	1	0	0	1

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# Job Group Analysis Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 7 - Skilled Crafts

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0800	Transit Facilities Electrician	4	0.34	0	2	0	1	0	0	1	0
0800	Transit Maint Constr-2d Sh	2	0.17	0	1	0	0	0	1	0	0
0800	Transit Maint Constr-3d Sh	2	0.17	0	0	0	0	0	0	0	0
0800	Transit Maint Constructor	8	0.69	1	0	0	0	0	0	0	0
0800	Transit Maint Machinist - Lead	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Maint Machinist-2d Sh	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Maint Painter - Lead	2	0.17	0	0	0	0	0	0	0	0
0800	Transit Maint Sign. Spc - Lead	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Maint Signage Spc	5	0.43	1	3	2	1	0	0	0	0
0800	Transit Maintenance Machinist	5	0.43	0	0	0	0	0	0	0	0
0800	Transit Maintenance Painter	8	0.69	0	5	4	1	0	0	0	0
0800	Transit Mechanic	111	9.61	0	20	9	9	0	1	1	0
0800	Transit Mechanic - Apprentice	3	0.25	0	0	0	0	0	0	0	0
0800	Transit Mechanic - Lead	12	1.03	0	1	0	1	0	0	0	0
0800	Transit Mechanic -2d Sh	78	6.75	0	20	3	12	1	3	1	0
0800	Transit Mechanic -3d Sh	70	6.06	0	23	3	10	3	3	2	2
0800	Transit Mechanic -Ld-2d Sh	7	0.60	0	0	0	0	0	0	0	0
0800	Transit Mechanic -Ld-3d Sh	11	0.95	0	3	0	2	0	0	0	1
0800	Transit Metal Constr -2d Sh	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Metal Constructor	2	0.17	0	0	0	0	0	0	0	0
0800	Transit Millwright	6	0.51	0	2	1	0	1	0	0	0
0800	Transit Millwright -2d Sh	2	0.17	0	0	0	0	0	0	0	0
0800	Transit Radio & Comm Sys Spc	11	0.95	0	5	2	2	0	1	0	0
0800	Transit Radio&Comm Sys Spc-Ld	2	0.17	0	0	0	0	0	0	0	0
0800	Transit Service Supervisor	51	4.41	8	19	12	4	0	2	1	0
0800	Transit Sheet Met Wkr -Ld-2dSh	1	0.08	0	0	0	0	0	0	0	0

## Appendix

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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 7 - Skilled Crafts

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0800	Transit Sheet Metal Wkr - Lead	5	0.43	0	1	0	1	0	0	0	0
0800	Transit Sheet Metal Wkr-2d Sh	10	0.86	0	3	0	2	0	0	0	1
0800	Transit Sheet Metal Wkr-3d Sh	1	0.08	0	1	0	0	0	1	0	0
0800	Transit Sheet Metal Worker	21	1.81	0	8	0	7	0	1	0	0
0800	Transit Supervisor-in-Training	4	0.34	0	2	1	0	0	0	0	1
0800	Transit Supt. -Base Operations	6	0.51	2	1	1	0	0	0	0	0
0800	Transit Supt. -Control Center	2	0.17	0	0	0	0	0	0	0	0
0800	Transit Supt. -Fac Maint.	4	0.34	2	3	0	2	0	0	0	1
0800	Transit Supt. -Fleet Eng.	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Supt. -Ops Training	1	0.08	1	0	0	0	0	0	0	0
0800	Transit Supt. -Plng & Tech Sup	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Supt. -Power	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Supt. -Rail Operations	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Supt. -Rail Veh Maint.	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Supt. -RailWay,Pwr&Sig	2	0.17	0	0	0	0	0	0	0	0
0800	Transit Supt. -Service Quality	1	0.08	0	1	0	1	0	0	0	0
0800	Transit Supt. -Veh.Procurement	1	0.08	0	1	0	0	0	1	0	0
0800	Transit Supt. -Vehicle Maint.	8	0.69	2	1	0	1	0	0	0	0
0800	Transit Supv -Accessible Svcs	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Supv -Customer Svcs	5	0.43	3	3	3	0	0	0	0	0
0800	Transit Supv -Market &Svc Info	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Supv -Rideshare Ops	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Supv -Safety	1	0.08	0	1	1	0	0	0	0	0
0800	Transit Supv -Service Dev.	6	0.51	2	0	0	0	0	0	0	0
0800	Transit Supv -Sys Dev & Ops	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Veh Damage Estimator	1	0.08	0	0	0	0	0	0	0	0

## Appendix D

# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 7 - Skilled Crafts

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0800	Transit Veh Upholster-2d Sh	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Vehicle Upholster-Ld	1	0.08	1	0	0	0	0	0	0	0
0800	Transit Vehicle Upholsterer	7	0.60	1	2	0	1	0	0	0	1
0800	Utility Line Worker	9	0.77	1	2	1	1	0	0	0	0
0800	Utility Line Wrkr 2nd/3rd	4	0.34	0	0	0	0	0	0	0	0
0900	Chief Plumbing Inspector	1	0.08	0	0	0	0	0	0	0	0
1200	Supervisor II	1	0.08	0	1	1	0	0	0	0	0
Totals		Total #	1,154	85	306	104	109	21	46	8	18
		Total %		7.36	26.51	9.01	9.44	1.81	3.98	0.69	1.55



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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 8 - Service Maintenance

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0100	Cook/Baker I	19	0.52	4	13	1	9	0	3	0	0
0100	Cook/Baker II	4	0.10	1	1	0	1	0	0	0	0
0100	Health Care Assistant	5	0.13	4	4	2	2	0	0	0	0
0100	Juvenile Fac. Cook - Helper	1	0.02	0	1	0	1	0	0	0	0
0100	Juvenile Facility Cook/Baker	5	0.13	2	3	0	3	0	0	0	0
0100	Recreation Coordinator	1	0.02	1	1	0	1	0	0	0	0
0100	Small Fac Food Svcs Supv	1	0.02	1	0	0	0	0	0	0	0
0400	Animal Care Technician	4	0.10	3	0	0	0	0	0	0	0
0400	Custodian	68	1.86	21	43	17	17	1	7	1	0
0400	Custodian - Floor Care	6	0.16	1	5	3	2	0	0	0	0
0400	Custodian - Lead	8	0.21	3	7	3	4	0	0	0	0
0400	Custodian - Windows	2	0.05	0	0	0	0	0	0	0	0
0400	Electrician Helper	1	0.02	0	0	0	0	0	0	0	0
0400	Plumber Helper	1	0.02	0	0	0	0	0	0	0	0
0400	Utility Worker I	3	0.08	0	1	1	0	0	0	0	0
0400	Utility Worker II	5	0.13	0	4	3	1	0	0	0	0
0400	Utility Worker II - Lead	1	0.02	0	1	1	0	0	0	0	0
0600	Crew Chief	3	0.08	0	2	1	0	0	0	1	0
0600	Custodian	6	0.16	3	2	0	0	1	0	0	1
0600	Custodian - Lead (Aquatic Ctr)	1	0.02	1	1	0	1	0	0	0	0
0600	Gardener - Senior	6	0.16	0	2	0	1	1	0	0	0
0600	Landfill Gas Operator I	2	0.05	0	0	0	0	0	0	0	0
0600	Landfill Gas Operator II	1	0.02	0	0	0	0	0	0	0	0
0600	Park Aide	3	0.08	1	0	0	0	0	0	0	0
0600	Parking Specialist	2	0.05	0	2	0	2	0	0	0	0
0600	Parks District Maint. Coord.	11	0.30	2	1	0	0	1	0	0	0

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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 8 - Service Maintenance

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0600	Parks Specialist I	5	0.13	1	3	2	1	0	0	0	0
0600	Parks Specialist II	65	1.78	9	14	4	3	3	3	0	1
0600	Playground Specialist	1	0.02	0	0	0	0	0	0	0	0
0600	Recreation Asst- Teen Prgm	1	0.02	0	1	0	1	0	0	0	0
0600	Recreation Coordinator	2	0.05	2	0	0	0	0	0	0	0
0600	Recreation Specialist	1	0.02	1	0	0	0	0	0	0	0
0600	Solid Waste Electronics Tech	1	0.02	0	0	0	0	0	0	0	0
0600	Solid Waste Prevnt Maint Spec	9	0.24	0	4	3	0	0	1	0	0
0600	Transfer Station Operator	55	1.50	7	14	8	2	3	1	0	0
0600	Truck Driver II	4	0.10	0	0	0	0	0	0	0	0
0600	Truck Driver III	50	1.37	11	5	3	1	0	1	0	0
0600	Utility Worker - Assistant	3	0.08	0	1	0	0	0	1	0	0
0600	Utility Worker I	5	0.13	0	1	1	0	0	0	0	0
0600	Utility Worker II	7	0.19	0	2	0	1	0	1	0	0
0600	Wastewater Trmt Utility Wkr I	4	0.10	0	2	1	1	0	0	0	0
0600	Wastewater Trmt Utility Wkr II	5	0.13	0	4	2	1	0	0	0	1
0800	Crew Chief	16	0.43	3	1	1	0	0	0	0	0
0800	Marine Captain	4	0.10	1	1	0	0	0	1	0	0
0800	Marine Deckhand	3	0.08	0	0	0	0	0	0	0	0
0800	Marine Deckhand - Pursor	2	0.05	0	0	0	0	0	0	0	0
0800	Marine Deckhand - Senior	3	0.08	0	2	1	1	0	0	0	0
0800	Rail Fac. Custn -2ndShf- Ld	1	0.02	0	1	1	0	0	0	0	0
0800	Rail Facilities Custn -2nd Shf	1	0.02	0	1	0	1	0	0	0	0
0800	Rail Facilities Custodian - Ld	1	0.02	1	0	0	0	0	0	0	0
0800	Rail Laborer	3	0.08	0	1	0	0	0	1	0	0
0800	Rail Maint Svc Ctr Worker	3	0.08	0	1	1	0	0	0	0	0

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# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY  
 Job Group: 8 - Service Maintenance

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0800	Rail Operator	55	1.50	5	15	8	5	0	0	2	0
0800	Rail Service Worker	2	0.05	1	0	0	0	0	0	0	0
0800	Rail Service Worker - 2nd Shf	1	0.02	0	1	1	0	0	0	0	0
0800	Rail Service Worker - 3rd Shf	6	0.16	1	1	0	0	0	1	0	0
0800	Rail Station Custn -3rd Shf	4	0.10	0	3	1	2	0	0	0	0
0800	Rail Station Custn -3rdShf- Ld	1	0.02	0	1	0	1	0	0	0	0
0800	Rail Station Custodian	2	0.05	0	1	0	1	0	0	0	0
0800	Rail Station Custodian - Ld	1	0.02	0	1	0	1	0	0	0	0
0800	Rail Supervisor	13	0.35	3	2	1	1	0	0	0	0
0800	Sign and Marking Spec - Lead	1	0.02	0	0	0	0	0	0	0	0
0800	Sign and Marking Specialist II	14	0.38	3	3	1	1	0	1	0	0
0800	Sign Painter I	2	0.05	0	0	0	0	0	0	0	0
0800	Streetcar Maintainer	1	0.02	0	0	0	0	0	0	0	0
0800	Streetcar Maintainer 2nd	2	0.05	0	1	0	0	0	0	1	0
0800	Streetcar Operator	9	0.24	4	4	2	1	0	1	0	0
0800	Transit Chief -Facility Maint	7	0.19	1	3	1	1	0	1	0	0
0800	Transit Custodian -2nd Shf- Ld	3	0.08	1	3	2	1	0	0	0	0
0800	Transit Custodian -3rd Shf- Ld	1	0.02	0	1	1	0	0	0	0	0
0800	Transit Custodian I	3	0.08	1	3	0	2	0	1	0	0
0800	Transit Custodian I - 2nd Shf	2	0.05	1	0	0	0	0	0	0	0
0800	Transit Custodian II	9	0.24	2	4	1	2	0	0	0	1
0800	Transit Custodian II -2nd Shf	29	0.79	0	25	13	12	0	0	0	0
0800	Transit Custodian II -3rd Shf	6	0.16	0	6	4	1	0	0	1	0
0800	Transit Equip Svc Wkr-2d Sh	59	1.61	4	28	7	15	1	3	1	1
0800	Transit Equip Svc Wkr-3d Sh	48	1.31	2	25	7	14	1	2	1	0
0800	Transit Equip Svc Wkr-Ld-2d Sh	5	0.13	1	5	2	3	0	0	0	0

## Appendix D

Job Group Analysis  
Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 8 - Service Maintenance

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0800	Transit Equip Svc Wkr-Ld-3d Sh	1	0.02	0	0	0	0	0	0	0	0
0800	Transit Equip Svc Worker	21	0.57	0	11	5	5	0	1	0	0
0800	Transit Facilities Maint. Wkr	6	0.16	4	1	0	1	0	0	0	0
0800	Transit Grounds Spc - Lead	3	0.08	0	0	0	0	0	0	0	0
0800	Transit Grounds Specialist	2	0.05	0	1	1	0	0	0	0	0
0800	Transit Operator	2,627	72.07	625	1,105	678	255	33	97	19	23
0800	Transit Operator -System Board	26	0.71	5	13	10	2	1	0	0	0
0800	Transit Utility Labor-Ld-3d Sh	1	0.02	0	0	0	0	0	0	0	0
0800	Transit Utility Laborer	26	0.71	0	11	5	2	1	3	0	0
0800	Transit Utility Laborer-3d Sh	13	0.35	1	9	1	5	1	2	0	0
0800	Transit Utility Svc Wkr	6	0.16	4	4	1	2	1	0	0	0
0800	Transit Utility Svc Wkr - Asst	1	0.02	0	0	0	0	0	0	0	0
0800	Transit Utility Svc Wkr-2d Sh	3	0.08	1	1	0	1	0	0	0	0
0800	Transit Utility Svc Wkr-3d Sh	3	0.08	1	2	1	0	1	0	0	0
0800	Transit Utility Svc Wkr-CDL2Sh	2	0.05	1	0	0	0	0	0	0	0
0800	Transit Utility Svc Wkr-CDLDrv	3	0.08	0	1	1	0	0	0	0	0
0800	Transit Utility Svc Wkr-Grd2Sh	3	0.08	3	3	0	3	0	0	0	0
0800	Transit Utility Svc Wkr-Grd3Sh	5	0.13	2	4	2	2	0	0	0	0
0800	Transit Utility Svc Wkr-Grfd	4	0.10	1	3	1	2	0	0	0	0
0800	Truck Driver I	1	0.02	0	1	1	0	0	0	0	0
0800	Truck Driver II	25	0.68	5	4	1	0	1	1	1	0
0800	Truck Driver III	2	0.05	0	0	0	0	0	0	0	0
0800	Utility Line Wkr-Helper 2d/3rd	2	0.05	0	1	1	0	0	0	0	0
0800	Utility Line Worker - Helper	8	0.21	0	3	3	0	0	0	0	0
0800	Utility Worker II	54	1.48	11	14	4	4	1	4	1	0
0800	Vegetation Specialist	1	0.02	0	0	0	0	0	0	0	0

## Appendix D

# Job Group Analysis

## Analysis Data as of 01/01/2014

Plan: KING - KING COUNTY

Job Group: 8 - Service Maintenance

Location	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
		Persons	Percent								
0900	Health Care Assistant	4	0.10	4	3	1	0	0	2	0	0
0900	Health Outreach Aide	3	0.08	0	3	1	0	0	2	0	0
0900	Health Program Assistant I	13	0.35	10	7	3	3	0	1	0	0
0900	Health Program Assistant II	7	0.19	6	6	1	1	0	4	0	0
0900	Medical Assistant	45	1.23	42	37	10	8	1	14	1	3
0900	Medical Svcs Offcr -Trng	2	0.05	0	0	0	0	0	0	0	0
0900	Pharmacy Technician	9	0.24	7	6	1	4	0	0	1	0
0900	Truck Driver I	2	0.05	0	1	1	0	0	0	0	0
Totals		Total #	3,645	847	1,544	846	422	53	161	31	31
		Total %		23.23	42.35	23.20	11.57	1.45	4.41	0.85	0.85

