



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

Ordinance 19558

Proposed No. 2022-0354.2

Sponsors Kohl-Welles

1 AN ORDINANCE adopting the King County 2022-2025
2 Equal Employment Opportunity/Affirmative Action Plan.

3 **STATEMENT OF FACTS:**

4 1. The Office of Federal Contract Compliance, in accordance with Title
5 41 C.F.R. 60, requires federal grant recipients to develop and implement
6 an affirmative action plan.

7 2. RCW 49.60.400 prohibits preferential treatment based on race, sex,
8 color, ethnicity, or national origin, but allows public employers to
9 establish affirmative action plans to maintain eligibility under federal
10 grant requirements.

11 3. King County is a federal grant recipient and receives grants directly
12 from federal government agencies and indirectly through state and local
13 agencies.

14 4. To ensure equal opportunity for all persons, in accordance with K.C.C.
15 3.12.180.C., all county departments must establish and maintain an
16 effective equal employment opportunity affirmative action plan.

17 5. The King County 2022-2025 Equal Employment
18 Opportunity/Affirmative Action Plan has been drafted to comply with the
19 county's federal grant requirements and to comply with K.C.C.
20 3.12.180.C.

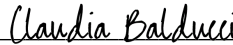
Ordinance 19558

- 21 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:
- 22 SECTION 1. The King County 2022-2025 Equal Employment
- 23 Opportunity/Affirmative Action Plan , Attachment A to this ordinance, is hereby adopted.

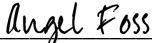
Ordinance 19558 was introduced on 9/27/2022 and passed by the Metropolitan King County Council on 12/13/2022, by the following vote:

Yes: 9 - Balducci, Dembowski, Dunn, Kohl-Welles, Perry, McDermott, Upthegrove, von Reichbauer and Zahilay


KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

DocuSigned by:

 F8830816F1C4427...
 Claudia Balducci, Chair

ATTEST:

DocuSigned by:

 C267B914088E4A0...
 Melani Pedroza, Clerk of the Council

APPROVED this _____ day of 12/22/2022, _____.

DocuSigned by:

 4FBCAB8196AE4C6...
 Dow Constantine, County Executive

Attachments: A. 2022-2025 Equal Employment Opportunity/Affirmative Action Plan, dated December 2022

2022-2025
**EQUAL EMPLOYMENT OPPORTUNITY/
AFFIRMATIVE ACTION PLAN**

December 2022



King County

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II. Equal Employment Opportunity/Affirmative Action Plan Certification Statement

This certifies that the attached Equal Employment Opportunity/Affirmative Action Plan represents King County's commitment to provide equal employment opportunities to all applicants and employees. We attest that King County follows all applicable federal and state laws, including current executive orders governing equal employment opportunities.

III. Executive Summary

This King County 2022-2025 Equal Employment Opportunity/Affirmative Action Plan (EEO/AA Plan) is part of a broader commitment by the King County Executive and executive departments to equal employment opportunity and affirmative action in the workplace. Central to this commitment is the belief that the County workforce best serves King County residents when it reflects the profile of the many communities it serves.

The purpose of this EEO/AA Plan is to reiterate King County's commitment to equal employment opportunity in its employment practices, program operations, and service delivery systems. Pursuant to King County Code 3.12.180(C), this EEO/AA Plan is a four-year plan. It is an informational resource to provide an overview of the County's key policies, procedures, tools, efforts, and plans relating to equal employment opportunity. Please note that this plan uses federal terminology and categories that may not reflect the most current thinking on gender, identity, and the County's categorization of its workforce.

Once adopted by the King County Council, the EEO/AA Plan presented in this document will be in effect from January 1, 2022, through December 31, 2025. Since King County Council passed the first ordinance (Ord. 12014) establishing an EEO/AA plan in 1995, King County has continued to develop a workforce that embraces diversity, practices inclusion, and creates belonging. The EEO/AA Plan is a tool for managers and policymakers. It helps to implement King County's equal employment opportunity commitment by:

- Providing the Executive's written EEO/AA policy statement;
- Identifying opportunities for improvement (referred to as goal areas), including those areas 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 timetables to implement identified action for improvement in goal areas;
- Establishing regular internal monitoring and reporting requirements to measure program efforts; and
- Establishing clear lines of accountability to ensure continued progress in meeting the goals.

King County is focused on being an employer where all employees have an equal opportunity to thrive and are free from harassment and discrimination. Notably, EEO complaints were lower in 2021 than they were in 2019. Restorative support has been provided to employees who have expressed concerns or have filed harassment or discrimination complaints, including alternative dispute resolution options and organizational development personnel to facilitate conversations and to help improve the work environment and create mutual trust and respect in the workplace.

King County's workforce continues to become representative of the communities it serves. Based on census data (2010 to 2020)¹, King County's Black, Indigenous, People of Color (BIPOC) population within the county workforce grew from 32.3 percent of the county workforce in the first quarter of 2012 to 43.6 percent of the workforce in the fourth quarter of 2021, representing an 11.3 percent increase overall. At the same time, the White population within King County government decreased 12.9 percent. These figures reflect similar changes in the County's population.

Based on census data (2010 to 2020), King County's BIPOC population shows an increase from 35.1 percent in the first quarter of 2012 to 45 percent of the population in the fourth quarter of 2021, representing an 9.9 percent increase. At the same time, King County's White population decreased from 64.8 percent to 56.1 percent, a decrease of 8.7 percent (see Tables 1 and 2 on page 21).

King County executive departments still show underrepresentation of employees who identify as female, and overrepresentation of those who identify as male when compared to the countywide population. However, it is equally worth highlighting the progress that has been made from Q1 of 2012 to Q4 of 2021. Although 2020 Census numbers show that the percentage of females decreased by 0.5 percent in countywide population, King County's workforce data shows a 1.7 percent increase of those who identify as female. King County Department of Human Resources, the preparer of this report, recognizes that definitions of gender continue to evolve and will be working on ways to include a discussion of that in future plans.

Pursuant to Motion 15162, the King County Executive convened the Gender Identity and Sexual Orientation Inclusion Task Force. This diverse group of community partners is tasked with developing a recommended county-wide gender identity and sexual orientation inclusion strategy and accompanying report, with recommendations to implement the use of an additional gender designation or designations in all appropriate administrative processes in use by county departments. The task force process includes engaging county staff, community leaders, and members of the public as it develops recommendations on how King County can be more accessible and inclusive of all genders and sexual orientations. The task force is comprised of advocates, experts, and community leaders who are deeply engaged in the work of serving the LGBTQ+ communities of King County, as well as representatives from King County government.

From 2018 through 2021, King County provided disability-related accommodations for 970 employees who requested such services. However, in PeopleSoft, King County's system of record, 63 employees self-identify as disabled. This report acknowledges that individuals may not feel safe disclosing disability status due to stigma and may not want their disability status recorded in their personnel records.

¹ [King County, Washington - Census Bureau Search](https://data.census.gov/cedsci/all?q=King%20County,%20Washington),
<https://data.census.gov/cedsci/all?q=King%20County,%20Washington>

Employee disability information is provided by employees on a voluntary basis and is an undercount of employees with disabilities in the workforce.

The COVID-19 pandemic continues to impact the County in many unprecedented ways. The pandemic required departments to change how they approach recruiting and hiring. In many cases, departments had to adapt outreach strategies from in-person to virtual. Despite these challenges departments have made great progress toward diversifying King County's workforce. During the 2018-2021 EEO/AA Plan period:

- Six departments achieved 100 percent of their placement goals;
- Two departments achieved 75 percent or more of their placement goals, but less than 100 percent;
- Four departments achieved 50 percent or more of their placement goals, but less than 75 percent;
- Two departments achieved less than 50 percent of their placement goals.

Departments demonstrate continued commitment to fulfilling EEO/AA goals and have presented plans for the 2022-2025 plan period included here. Successful strategies from prior years will be emphasized and new tactics implemented to further diversify the workforce and better reflect the communities King County serves.

IV. Background

A. Purpose

The purpose of the EEO/AA Plan is to reaffirm King County's commitment to equal employment opportunity, diversity, equity, and inclusion in its employment practices, program operations, and service delivery systems. The EEO/AA Plan formalizes standard analyses to understand the demographics of the community we serve and compare whether the King County workforce reflects the residents of King County. Through this plan, the King County executive branch outlines goals and objectives to attract and retain a diverse workforce that is reflective of the community we serve.

This EEO/AA Plan also includes reporting on EEO complaints so that county leadership can monitor the frequency and resolution of these complaints. The goal of providing this data is to promote a work environment that is free from all forms of discrimination, harassment, and inappropriate conduct based on an individual's race, color, sex, age, creed, disability, marital status, national origin, religion, pregnancy, gender (including gender identity and gender expression), genetic information, sexual orientation, veteran or military status, use of a service animal, domestic violence victimization, or any other basis protected by federal, state, or local law.

This EEO/AA Plan requirements precede additional goals laid out in the 2016-2020 Equity and Social Justice Strategic Plan, but align with the goals to:

- Provide opportunities for career development and advancement for all employees and identify barriers and challenges to diversity and inclusion and remove them or develop solutions.
- Increase the pool of qualified, diverse applicants and candidates, particularly for job categories or areas that are underrepresented or underutilized.
- Increase diversity and inclusion among employees of differing identities and backgrounds to promote a welcoming, inclusive, and productive workforce that responds to the needs of an increasingly diverse King County community.

The King County Executive recognizes that the success of the County's equal employment opportunity and diversity, equity, and inclusion programs depends on county senior leadership support, along with a commitment from department directors, managers, supervisors, and employees to advance these goals.

B. King County True North and Values

King County serves all residents by promoting fairness and opportunity and by eliminating inequities. The EEO/AA Plan aligns with the Executive's True North: *Making King County a welcoming community where every person has the opportunity to thrive*. The True North values are:

We are one team | We solve problems | We focus on the customer | We drive for results
We are racially just | We respect all people | We lead the way | We are responsible stewards

C. Plan Terminology and Guidance

In developing the EEO/AA Plan, terms including but not limited to “placement goals,” “underrepresentation,” and “problem areas” are used as provided by the 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 or disregarded any federal, state, or local laws. The EEO/AA Plan was developed in accordance with and reliance upon the federal EEOC Guidelines on Affirmative Action and the 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 quotas. They 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 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.

V. Report Requirements

A. Affirmative Action Program Required Elements

EEO/AA Policy Statement and Reaffirmation

King County is an equal opportunity employer and carries out federal, state, and local laws and regulations prohibiting discrimination in employment based on race, color, sex, age, creed, disability, marital status, national origin, religion, pregnancy, gender, gender identity or expression, genetic information, sexual orientation, veteran or military status, use of a service animal, domestic violence victimization, and any other status protected by federal, state, or local laws.

Further, it is the intent of the County to ensure that employment is based on the principle of equal opportunity and that such a principle shall be implemented in all county personnel-related actions including, but not limited to, recruitment, hiring, retention, testing, training, promotion, compensation, transfer, and all other terms and conditions of employment in all job classifications.

King County serves all residents by promoting fairness and opportunity and by eliminating inequities. The EEO/AA Plan is part of a broader 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 their diversity.

The EEO/AA Plan, once adopted by the King County Council, will be in effect from January 1, 2022, through December 31, 2025. The goal of the plan is developing a workforce that embraces diversity,

practices inclusion, and creates belonging. 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 (referred to as goal areas), 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 timetables to implement identified action for improvement in goal areas;
- Establishing regular internal monitoring and reporting requirements to measure program efforts; and
- Establishing clear lines of accountability to ensure continued progress in meeting the goals.

Dissemination of EEO Policy Statement

Internal Dissemination

A successful EEO/AA Plan requires effective communication. King County's EEO/AA Plan will be disseminated to department directors, division directors, HR managers, EIB Managers, and Department of 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 EEO/AA Plan and annual progress reports will be made available to employees and the public through the main King County website and the Workforce Equity webpage. Additionally, the County will:

- Review and report on the progress of the EEO/AA Plan annually;
- Incorporate EEO/AA policies into personnel policies and collective bargaining agreements;
- Provide discussion of EEO/AA policies in applicable department and division trainings;
- Hold meetings with department leadership to inform them of the County's EEO/AA policies;
- Post its equal opportunity policy and employees' rights under employment laws and policies on designated online spaces and 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. The Department of Human Resources 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

Review and adopt the EEO/AA Plan, review progress reports, and allocate resources for plan development and implementation.

King County Executive

- Develop and propose the EEO/AA Plan and report on progress as set forth in King County Code.
- Provide equal employment opportunity and affirmative action leadership, priorities, and policy direction to department management and hold them accountable for plan implementation.
- Recommend to the King County Council the policies, procedures, and resources to effectively comply with federal grant requirements and implement the EEO/AA Plan and advocate for resources to implement the EEO/AA Plan effectively.

Department of Human Resources Staff

- Advise the County Executive on the development of the EEO/AA Plan and provide regular evaluations to the County Executive regarding progress toward the commitments and objectives of the EEO/AA Plan.
- Direct the planning, development, and implementation of equal employment opportunity policies, procedures, practices, and services within King County.
- Provide advice and education to King County management on strategy, policy, and department outcomes related to implementing the EEO/AA Plan commitments.
- Ensure the evaluation and revision of policies, procedures, and practices in order to comply with the EEO/AA Plan;
- Ensure 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 on the Executive's web page, the Workforce Equity webpage, and by request from King County's Workforce Equity Manager in the Department of Human Resources.

Workforce Equity Investigators

- Receive allegations of discriminatory, harassing, or retaliatory conduct and promptly conduct or oversee fair and impartial investigations into allegations.
- Ensure timely and appropriate response to allegations of employment discrimination and coordinate with department or division HR Managers, department or division Equity, Inclusion, and Belonging (EIB) Managers, and the Prosecuting Attorney's Office for legal advice and support.

Department HR Managers

Coordinate and ensure implementation of the following:

- Dissemination of equal opportunity and affirmative action objectives, policies, and procedures to management and employees, including the posting of required notices;
- Development and implementation of a department-specific EEO/AA plan and periodic reports with accurate workforce data, affirmative action efforts and results to the Director of the Department of Human Resources.
- Support the department's Employee-Based Equal Employment Opportunity/Affirmative Action Advisory Committee representatives.
- Respond timely and appropriately to allegations of employment discrimination filed with human rights agencies and coordinate with staff from Department of Human Resources and the Prosecuting Attorney's Office for legal advice and support.

Department Directors

- Provide leadership, resources, and information to department management to accomplish EEO/AA Plan objectives and goals and maintain accountability.
- Support the department's Employee-Based Equal Employment Opportunity/Affirmative Action Advisory Committee representatives.

Prosecuting Attorney's Office

- Act as legal counsel for King County and its officials, interpret legal rulings, make recommendations, and provide legal support and advice to the Department of Human Resources and executive departments related to employment discrimination claims.

Employee-Based Equal Employment Opportunity/Affirmative Action Advisory Committee

- Review and make recommendations regarding EEO/AA plans, reports, strategies, systems, policies, and guidelines.
- Meet with department directors and human resources managers to discuss the departments' progress in meeting EEO/AA goals on an annual basis.

Office of Equity and Social Justice

- The equity, inclusion, and belonging managers will collaborate with and provide as-needed support to human resources managers and investigators.
- Lead the design, implementation, and evaluation of strategies to create a welcoming, inclusive, and supportive workplace.
- Collaborate on the implementation of the Equity and Social Justice Strategic Plan, with support on the workforce equity goals.
- Work with individual subject matter experts to identify new strategies and polices to assist the County with change management and culture change to become a more equitable organization.

King County Employees

All county employees are responsible for contributing to a work environment that is welcoming, inclusive, and supportive of equal employment opportunities and affirmative action. Employees must

participate in the implementation of this plan and comply with the County's *Nondiscrimination, Anti-harassment, and Inappropriate Conduct Policy*.

Internal Monitoring and Reporting

The Department of Human Resources will monitor and report on the executive departments' EEO/AA implementation progress to measure performance and ensure compliance with the policies and the plan. The internal monitoring and reporting system will:

- Monitor, measure, and evaluate individual department and executive department implementation outcomes on a quarterly basis;
- Review and provide report results to department directors;
- Provide progress reports to the King County Executive and King County Council on department EEO/AA efforts;
- Provide report copies to the King County Civil Rights Commission and the Executive's Employee-Based Equal Employment Opportunity/Affirmative Action Advisory Committee .

B. Federal Contract Compliance

Coverage

Individuals covered by the provisions of this plan are:

- Current employees
- Former employees
- Job applicants

Office of Federal Contract Compliance Program Gender Discrimination Compliance

King County complies with the gender non-discrimination guidelines. Specifically, King County:

- Does not express a gender preference in employment advertising and, if printed, does not appear in gender-segregated columns.
- Expressly states that there will be no discrimination on the basis of gender in its Personnel Guidelines and employment application forms.
- Recruits employees of all genders for all positions, except when gender is a bona fide occupational qualification.
- Does not rely upon a state "protective" law to deny women the right to any job they are qualified to perform.
- Offers employees of all genders equal opportunity for any jobs they are qualified to perform, except when gender is a bona fide occupational qualification.
- Does not make any distinction based upon gender with regard to employment opportunities, wages, hours, or other terms and conditions of employment.
- Does not make any distinction between married and unmarried persons of one gender that is not made between married and unmarried persons of any other gender.

- Does not deny employment to women with young children.
- 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.
- Provides appropriate physical facilities to all genders.
- Does not penalize, in conditions of employment, persons who require time away from work for childbearing, adoption, or foster-to-adopt placement. Under King County's paid parental leave policy, an eligible employee would qualify for leave to bond with a new child following childbearing, adoption, or a foster-to-adopt placement. The conditions applicable to the leave and to the return to employment are in accordance with King County's leave policy. Further, King County's paid parental leave policy complies with the 1978 Pregnancy Amendment to Title VII of the Civil Rights Act of 1964.
- Does not specify any differences in retirement age based on gender.
- Does not base its wage schedules upon gender.
- 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.

The principles contained in these guidelines have been incorporated into King County's *Nondiscrimination, Anti-Harassment & Inappropriate Conduct Policy* (Appendix B).

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

King County seeks to have its EEO commitment fully understood by all communities to ensure that all people feel supported while applying for jobs at King County. To achieve such awareness on the part of the community, the following steps have been and will continue to be taken. King County:

- Encourages leaders to serve in local civic organizations and community development activities to gain a better understanding of local community issues.
- Encourages its employees to participate in community programs. It also provides for the use of paid leave for volunteer work at schools and nonprofit institutions.²
- Sponsors employment and internship programs for youth, individuals who are economically disadvantaged, and individuals with diverse backgrounds and experience.³

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. Specifically, King County:

- Communicates its policy with respect to nondiscrimination on the basis of religion or national origin internally.

² K.C.C. 3.12.225

³ E.g., Ruth Woo Fellowships, K.C.C. 3.12.184; Wastewater Treatment Division Internships, [College/Graduate Internships - King County](#)

- Notifies recruitment sources of King County’s policy regarding nondiscrimination on the basis of religion or national origin.
- 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.

C. Discrimination Prohibition Compliance Policy and Reaffirmation

It is the policy of the King County Executive and the Prosecuting Attorney’s Office to express the values of diversity, equity, inclusion, belonging, and productivity by treating its employees with dignity and respect in accomplishing its public service mission. Compliance with equal employment opportunity and discrimination prohibition extends to all employment terms and conditions and personnel practices. They include, but are not limited to, recruitment, selection and hiring, orientation, compensation and benefits, retention, supervision, assignments, training and development opportunities, promotion, transfer, discipline, termination, lay-off, and recall.

Employees are responsible for promptly reporting to human resources any incidents where discrimination may have occurred. Human resources and management are required to respond to any reports promptly and effectively. King County executive departments and the King County Prosecuting Attorney’s Office further reaffirm their EEO policy and Affirmative Action commitment by:

- Complying with all commitments to equal employment opportunity and prohibiting discrimination, harassment or retaliation on the basis of race, color, sex, age, creed, disability, marital status, national origin, religion, pregnancy, gender, gender identity or expression, genetic information, sexual orientation, veteran or military status, use of a service animal, domestic violence victimization, and any other status protected by federal, state or local law, in all employment and personnel practices as required under federal, state and local laws, and policies or bargaining agreements.
- Ensuring that all employees with questions or concerns about discrimination or harassment can bring such questions or concerns to the attention of their immediate supervisor, a human resources manager, an Equity Inclusion and Belonging (EIB) Manager, the Workforce Equity Manager in the Department of Human Resources, or other appropriate parties without fear of retaliation.
- Informing employees of their right to file a discrimination complaint with agencies such as the King County Civil Rights Program, the Ombuds, the Washington State Human Rights Commission, the United States Equal Employment Opportunity Commission, or the Veterans Administration.
- Providing reasonable accommodations for applicants and employees with disabilities or religious needs.
- Holding all employees accountable for complying with this policy. Substantiated complaints in violation of this policy will result in prompt, corrective action, up to and including termination of any employee violating this policy.

It is against federal⁴ and state law⁵, and King County policy to discriminate, harass, or retaliate in employment based on an employee’s race, color, sex, age, creed, disability, marital status, national origin, religion, pregnancy, gender, gender identity or expression, genetic information, sexual orientation, veteran or military status, use of a service animal, domestic violence victimization, and any other status protected by federal, state, or local law. To ensure compliance with these laws, the Executive’s *Nondiscrimination, Anti-Harassment & Inappropriate Conduct Policy* provides employees and management with guidance and resources on how to address questions and concerns related to equal employment, discrimination, harassment, or retaliation.

In addition, King County executive departments, the Prosecuting Attorney’s Office, and the Department of Human Resources (DHR) take initiatives to ensure a positive employment environment. This includes EEO management and employee training on nondiscrimination and anti-harassment, and equity, inclusion and belonging. Moreover, DHR maintains a pool of consultants selected to provide investigation and equity assistance services.

Summary and Complaints Tables—2019, 2020, 2021

The following is a series of charts that reflect a summary of the complaint reports filed in executive departments under the *Nondiscrimination, Anti-Harassment & Inappropriate Conduct Policy* for years 2019, 2020, and 2021. Data in Chart 1 shows that there were fewer complaints in 2021 than there were in 2019. Charts 2, 3, and 4 show the complaint categories for each department for each year. The two most common categories of complaints across all departments in 2019, 2020, and 2021 are “multiple statuses” and “race/color”.

K.C.C.3.12.180.B.1.g: a summary by year for the prior plan period on executive branch discrimination complaints by basis of complaint and complaint status. The summary shall also include data by department on the number of complaints filed by complaint type and the number of people filing complaints;

⁴ 42 U.S.C. §2000e et seq.;

42 U.S.C. § 12101;

29 U.S.C. §§ 621-634;

Pub. L. 95-555;

Pub. L. 110-233

⁵ Chapter 49.60 RCW

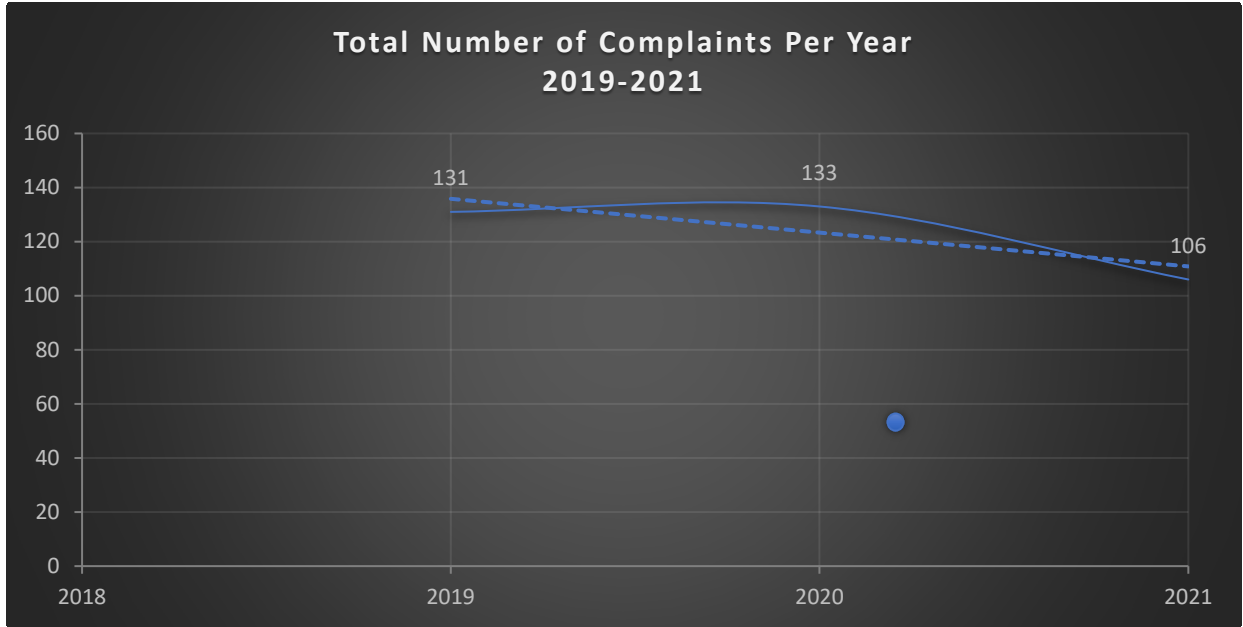


Chart 1: Total Complaints 2019-2021

Chart 1 represents complaint trends for year 2019 (which includes some data from part of 2018), 2020, and 2021. This data does not include complaints filed with the following agencies: Prosecuting Attorney’s Office, District Court, Superior Court, or King County Council.

	Executive Departments															Over all
	DAJD	DCHS	DES	DHR	DJA	DLS	DNRP	DPD	DPH	DOA	MTD	KCE	KCSO	KCIT	EXEC	
Age											2					2
Disability/Use of Service Animal	1								1		2		5	1		10
Gender Identity or Expression											1		1			2
Multiple Statuses Cited	4	1				2	5	1	6		21		2	2		44
N/A-Complaint of Retaliation	1		3							1						5
National Origin									1		1					2
Race/Color	2		3	1	3	4	5	1	2		14		5			40
Religion/Creed	1										1					2
Sex	2	1	3		1	1	2		5	2	3				1	21
Sexual Orientation	1												1	1		3
Total	12	2	9	1	4	7	12	2	15	3	45	0	14	4	1	131

Chart 2: 2018-2019 Complaints by Department and Type

The above chart showing data from July 1, 2018-December 31, 2019, does not include complaints filed with the following agencies: Prosecuting Attorney’s Office, District Court, Superior Court, or King County Council. There were also no complaints filed during this period within King County Elections (KCE).

2020 Complaints by Department and Type

	Executive Departments														Over all	
	DAJD	DCHS	DES	DHR	DJA	DLS	DNRP	DPD	DPH	DOA	MTD	KCE	KCIT	KCSO		EXEC
■ Age							1				3					4
■ Disability/Use of Service Animal			2						2		3		1	1	1	10
■ Domestic Violence Victim											1					1
■ Gender Identity or Expression	1					1					2					4
■ Multiple Statuses Cited	2		3	1		2		2	6		18	1		1		36
■ N/A-Complaint of Retaliation		1							5	1	5					12
■ National Origin							1		1							2
■ Pregnancy									1							1
■ Race/Color	5	1	3				1	2	3	1	25			1		42
■ Religion/Creed											1			1		2
■ Sex	2						1	1	2	1	8		1	2		18
■ Sexual Orientation											1					1
■ Total	10	2	8	1	0	3	4	5	20	3	67	1	2	6	1	133

Chart 3: 2020 Complaints by Department and Type

The above January 1, 2020-December 31, 2020, data does not include complaints filed with the following agencies: Prosecuting Attorney's Office, District Court, Superior Court, or King County Council. There were also no complaints filed during this period within the Department of Judicial Administration (DJA).

2021 Complaints by Department and Type

	Executive Departments														Over all
	DAJD	DCHS	DES	DHR	DJA	DLS	DNRP	DPD	DPH	DOA	MTD	KCE	KCSO	KCIT	
Age								1	1						2
Disability/Use of Service Animal			1						1		5		1		8
Domestic Violence Victim															0
Gender Identity or Expression			2						2						4
Marital Status									1						1
Multiple Statuses Cited			2	1		1		1	2		12		3	1	23
N/A-Complaint of Retaliation									3		6		1		10
National Origin									1		9				10
Pregnancy									1						1
Race/Color	1	1				1	3		11		13		2		32
Religion/Creed										2			1		3
Sex								1			11				12
Sexual Orientation															0
Total	1	1	5	1	0	2	3	3	23	2	56	0	8	1	106

Chart 4: 2021 Complaints by Department and Type

The above January 1, 2021-December 31, 2021, data does not include complaints filed with the following agencies: Prosecuting Attorney’s Office, District Court, Superior Court, or King County Council. There were also no complaints filed during this period within the Department of Judicial Administration or King County Elections.

D. County Workforce Statistics

Workforce Availability Methodology

Workforce availabilities are used as benchmarks to determine if there is underrepresentation of people of color and women within the workforce of each 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 in the King County population and who is employed in King County by race/ethnicity 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.

K.C.C. 3.12.180.C.1.c.: A discussion of the methodology by which the labor force availability and county work force data is developed and a listing of the county job classifications that are included in each job group.

External Factor

The combined workforce data by race/ethnicity and gender of qualified persons with the requisite skills in the immediate area and the recruitment area using the 2020 Census numbers are used to establish the external factor. The County used recruitment practices to assign weights to combine both components. Requisite Skills in the Immediate and Recruitment Area 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.

Internal Factor

The percentage of people of color and women who are presently in the King County 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.

EEO Job Categories and Corresponding King County Job Classifications

The EEO/AA 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 designated by the EEOC: Officials and Administrators, Professionals, Technicians, Protective Service Workers, Paraprofessionals, Administrative Support, Skilled Craft Workers, 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.

Paraprofessionals

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.

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)

Occupations in which workers are responsible for internal and external communication, recording and retrieval of data or 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 and 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, and helpers, and kindred workers.

Workforce Availability Analysis

This section presents workforce availability data comparison by both race/ethnicity and gender based on the countywide population as reported in census data from 2010 and 2020. King County's internal workforce data from 2012 is used because it is the earliest data available; 2021 is the most recent workforce data available.

Comparison by Race/Ethnicity Group

In the first quarter of 2012 (Table 1), the King County population was 35.1 percent BIPOC and 64.8 percent White (2010 Census). In comparison, during the same quarter, the King County workforce was 32.3 percent BIPOC and 65.6 percent White. The remaining 2.1 percent did not identify.

Table 1: Comparison of County Population to Workforce Demographics in 2012

Countywide Population		King County Workforce		Difference	KC Workforce
Race Category	2010	Race Category	Q1—2012	Individual Groups	BIPOC to White
Asian and Asian Pacific Islander (API)	15.2%	Asian and API	11.9%	-3.3%	32.3%
Black/African American	6%	Black/African American	12.9%	+6.9%	
Hispanic or Latino	8.9%	Hispanic or Latino	4.5%	-4.4%	
Native American	0.9%	Native American	1.2%	+0.3%	
Two or More Races	4.1%	Two or More Races	1.8%	-2.3%	
White	64.8%	White	65.6%	+0.8%	65.6%

In the fourth quarter of 2021 (Table 2), the King County population was 45 percent BIPOC and 56.1 percent White (2020 Census). In comparison, during the same quarter, the King County workforce was 43.6 percent BIPOC and 52.7 percent White. 3.7 percent did not identify.

Table 2: Comparison of County Population to Workforce Demographics in 2021

Countywide Population		King County Workforce		Difference		KC Workforce
Race Category	2020	Race Category	Q4—2021	Individual Groups	BIPOC to White	
Asian and API	20.9%	Asian and API	14.8%	-6.1%	43.6%	
Black/African American	7.2%	Black/African American	16.4%	+9.2%		
Hispanic or Latino	10.3%	Hispanic or Latino	6.7%	-3.6%		
Native American	1%	Native American	1.1%	+0.1%		
Two or More Races	5.6%	Two or More Races	4.6%	-1%		
White	56.1%	White	52.7%	-3.4	52.7%	

Based on census data (2010 to 2020), King County's White population decreased from 64.8 percent to 56.1 percent (-8.7 percent), representation within King County's workforce followed the same trend and

shows a decrease from 65.6 percent to 52.7 percent (-12.9 percent). At the same time, BIPOC representation shows an increase within the same period from 32.3 percent of the county workforce in the first quarter of 2012 to 43.6 percent of the workforce in the fourth quarter of 2021, representing an 11.3 percent increase.

Comparison by Gender

In 2010 those who identified as female in King County were 50.2 percent of the population; however, they only represented 40.6 percent of the King County workforce (Table 3). At the same time, the same data shows over-representation for those who identified as male. Although they made up 49.8 percent of the county population, they represented 59.4 percent of the county workforce.

Table 3: Comparison of County Population to Workforce Demographics by Gender in 2012

Countywide Population		King County Workforce		Difference
Gender Category	2010	Gender Category	Q1—2012	Individual Groups
Female	50.2%	Female	40.6%	-9.6%
Male	49.8%	Male	59.4%	+9.6%

In the 2020 Census, those who identified as female in King County were 49.7 percent of the population and represented 42.3 percent of the King County workforce (Table 4). The same data shows over-representation for those who identified as male who made up 50.3 percent of the county population and represented 57.7 percent of the county workforce.

Table 4: Comparison of County Population to Workforce Demographics by Gender in 2021

Countywide Population		King County Workforce		Difference
Gender Category	2020	Gender Category	Q4—2021	Individual Groups
Female	49.7%	Female	42.3%	-7.4%
Male	50.3%	Male	57.7%	+7.4%

The overall gender representation still shows underrepresentation for those who identify as female, and overrepresentation for those who identify as male in the county workforce when compared to countywide population. However, it is equally worth highlighting the progress that has been made from Q1 of 2012 to Q4 of 2021. Although 2020 Census numbers show a female demographic decrease by 0.5 percent for countywide population, county internal workforce data shows an increase of the same demographic by 1.7 percent.

Labor Force Availability Comparisons by Department

Appendix C consists of a report that provides the following required data: *A comparison of labor force availability for women and persons of color to the County's actual labor force for women and persons of color as a summary across all departments. The plan shall also compare labor force availability for women and persons of color to the County's actual labor force for women and persons of color by departments and job group. The plan shall also summarize the percentage of total goal setting areas which meet or exceed the labor force availability rate.*

Persons with Self-reported Disability and Requests for Accommodations

Table 5 shows the total number of persons with disabilities in each job group within the county workforce as voluntarily reported by individuals for equal employment opportunity affirmative action purposes.

3.12.180.C.1.d: *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. The plan shall include the number of positions for which an accommodation is currently in effect.*

Table 5: Employees with Self-Reported Disabilities by Department and Job Group

Job Group	DAJD	DCHS	DES	DHR	DJA	DLS	DNRP	DOA	DPH	EXEC	KCIT	KCSO	MTD
Administrative Support	2	1	5	1	2	1	2	1	1			2	2
Professionals			1	2		1	4			1	3		6
Protective Service												2	
Service Maintenance						1	9						7
Skilled Craft			1										2
Technicians							1					2	
Grand Total	2	1	7	3	2	3	16	1	1	1	3	6	17

DHR Disability Services’ Cases—2018-2021

Table 6 represents King County Disability Services’ employee cases within the Department of Human Resources (DHR) from 2018 to 2021. The DHR Disability Services Section (DSS) is an interdisciplinary team dedicated to providing services to King County employees who have an illness or injury that impacts them at work. The DSS manages the return-to-work programs, such as Transitional Duty Assignment and the Reassignment Program, as well as the Supported Employment Program. This table reflects the interactions with employees utilizing those programs by requesting an accommodation for their positions. This table does not reflect the work that is completed by the Department of Metro Transit Disability Services team, who provides supports to Metro employees requesting accommodations for temporary or permanent disabilities. This table does include employees within Metro that have utilized the Transitional Duty Assignment and Reassignment Programs during this period.

Neither table represents a full account of all employees that identify as having a disability within King County between 2018 to 2021. Representation of employees that identify as having a disability remains a challenge as many employees do not feel comfortable sharing this information unless they need an accommodation. Fears around disclosure, confidentiality, retaliation, and stigma around disability remain a barrier to accurately tracking disability representation. King County is expanding the scope of the Equity and Social Justice Strategic Plan for 2023 to include disability equity and justice, which will hopefully help increase employees’ willingness to self-report within PeopleSoft.

Table 6: Number of Accommodation Requests and Individuals Served by Department

Department	Cases	Individuals
Assessments	33	27
County Council	8	7
County Executive	3	3
DAJD	188	165
DCHS	46	44
DES	131	114
DHR	13	8
District Court	12	11
DLS	55	48
DMT	28	28
DNRP	117	101
DPD	90	71
Elections	5	4
Judicial Admin	43	35
KCIT	18	17
KCSO	32	31
PAO	25	23
Public Health	271	220
Superior Court	13	13
Grand Total	1131	970

Analysis of Positions Filled by Promotion by Race and Gender

This section presents the data analysis of King County's workforce in both the highest earning—top 20 percent of the salary range, or salary range 65 and higher—and promotion brackets by race/ethnicity for years 2018-2021. Data analysis shows that great progress has been made across the county workforce in hiring and/or promoting both in the highest earning brackets, as well as in supervisory positions. Increasing diversity in supervisory positions is integral to the County's goal of reflecting the community it serves.

K.C.C.3.12.180. C.1.f.: An analysis by race and gender of the positions filled by promotion during the prior plan period. For the purposes of this subsection, "promotions" means those instances in which an individual advances in salary level because the individual changed to a position with a higher pay range assignment;

Chart 4 shows combined promotions by Gender (Female or Male) for each year from 2018-2021.

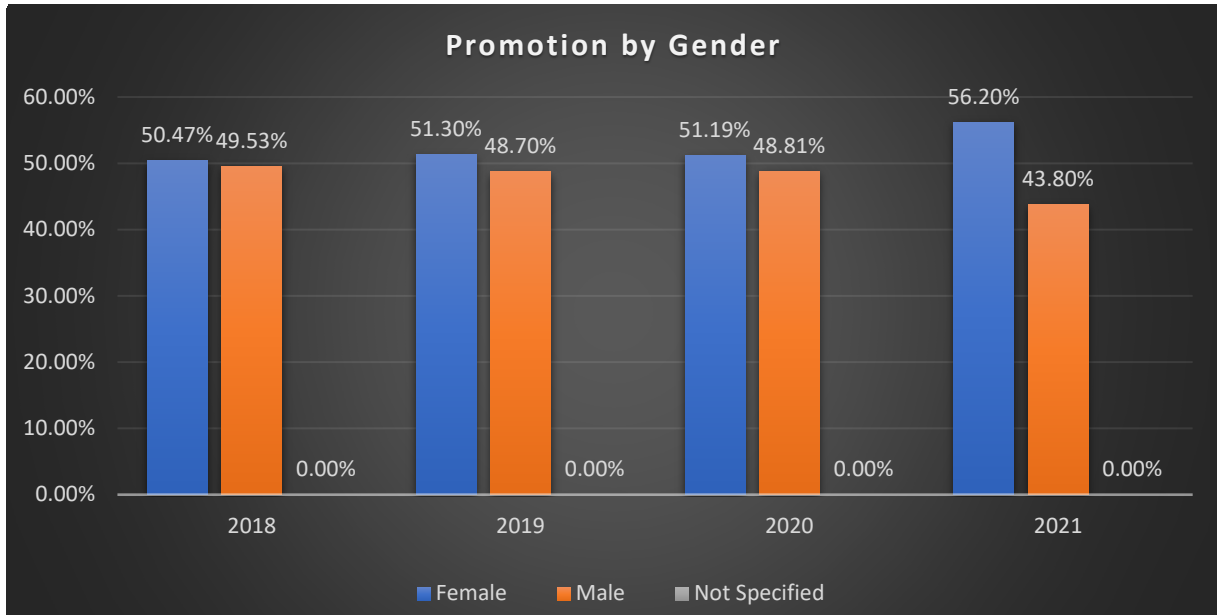


Chart 4: Overall Promotions by Gender 2018-2021

Chart 5 shows combined promotions by race/ethnicity group (BIPOC or White) for each year from 2018-2021. Data includes those who prefer not to specify their race or ethnicity.

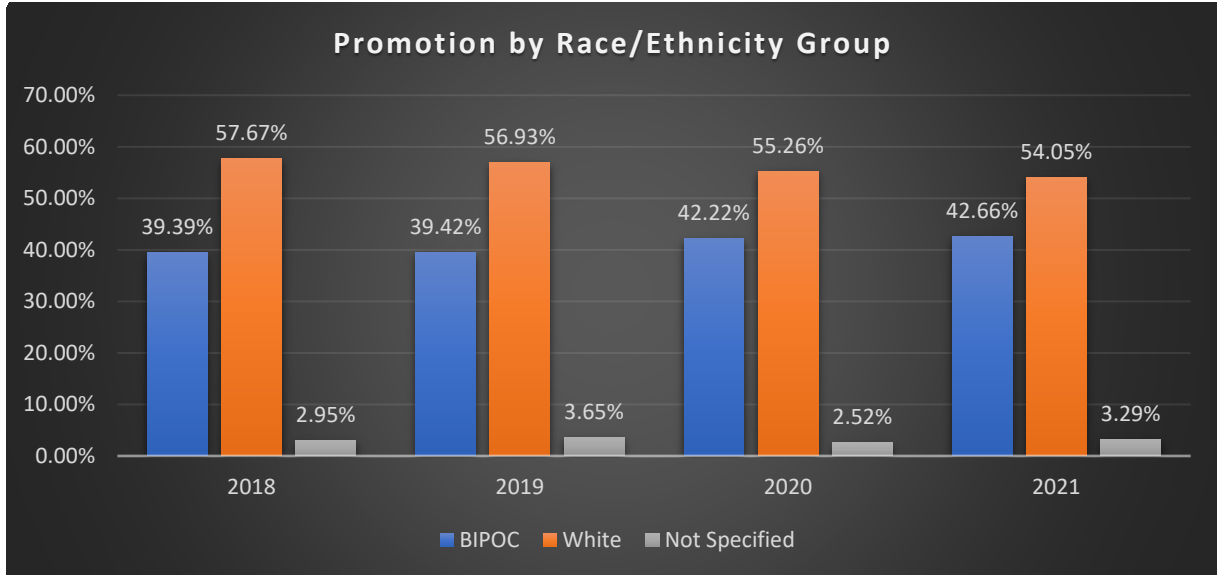


Chart 5: Overall Promotions by Race/Ethnicity 2018-2021

Chart 6 gives an overview of the demographics by race/ethnicity of the highest earning employees in the King County workforce. Between 2018 and 2021, the race/ethnicity demographics for those in the highest earning jobs changed. Specifically, for employees identifying as:

- Native American increased by 1 percent
- Asian American/API increased by 2 percent
- Black/African American increased by 1 percent
- Hispanic increased by 1 percent
- Two or More Races increased by 1 percent
- White decreased by 6 percent

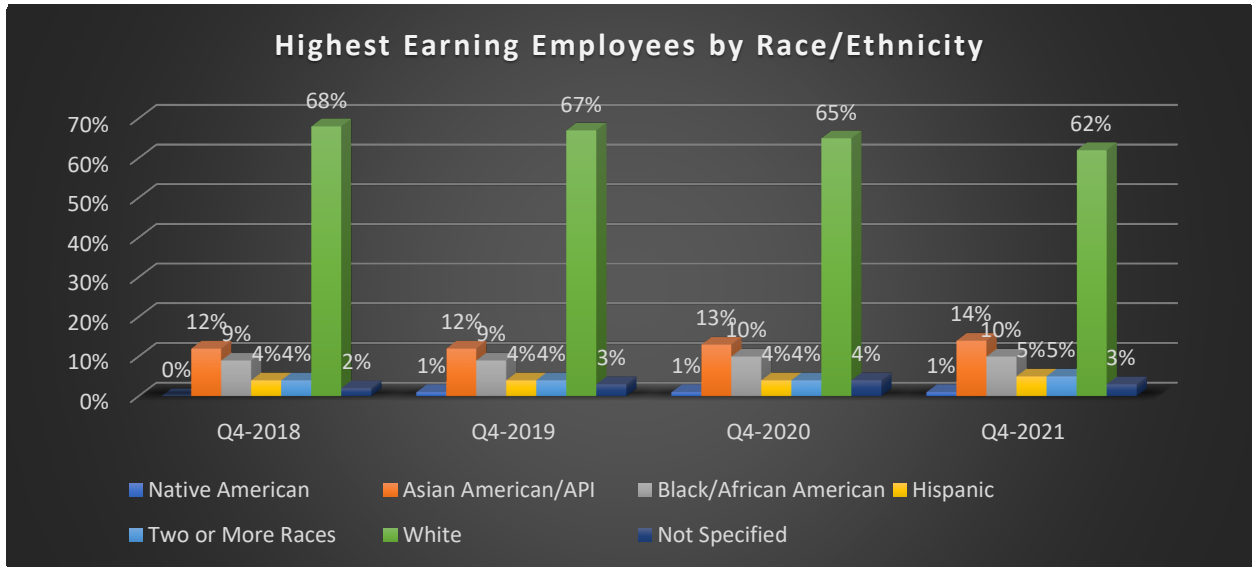


Chart 6: Demographics of Highest Earning Employees by Year

From the fourth quarter of 2018 to the fourth quarter of 2021 (Chart 7), data analysis of the demographics of employees who became the highest earners by hiring and promotions shows increased diversity. During the four-year period, there was variation in the number of hires and promotions within each demographic category by year, but overall, the proportion of BIPOC employees that were hired or promoted into the highest earning positions increased.

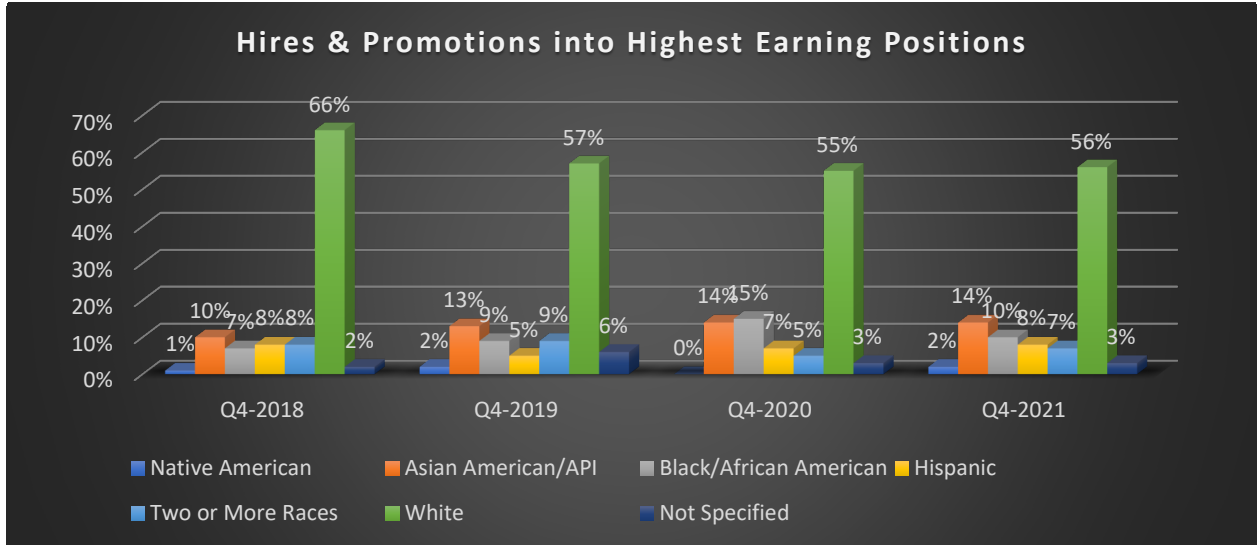


Chart 7: Demographics of those hired and promoted to become highest earning employees

From 2018-2021, hiring and promotions into supervisory positions varied considerably by year for different demographics (Chart 8). This is an area where concerted, consistent effort must be applied to maintain progress in diversifying King County’s supervisory positions.

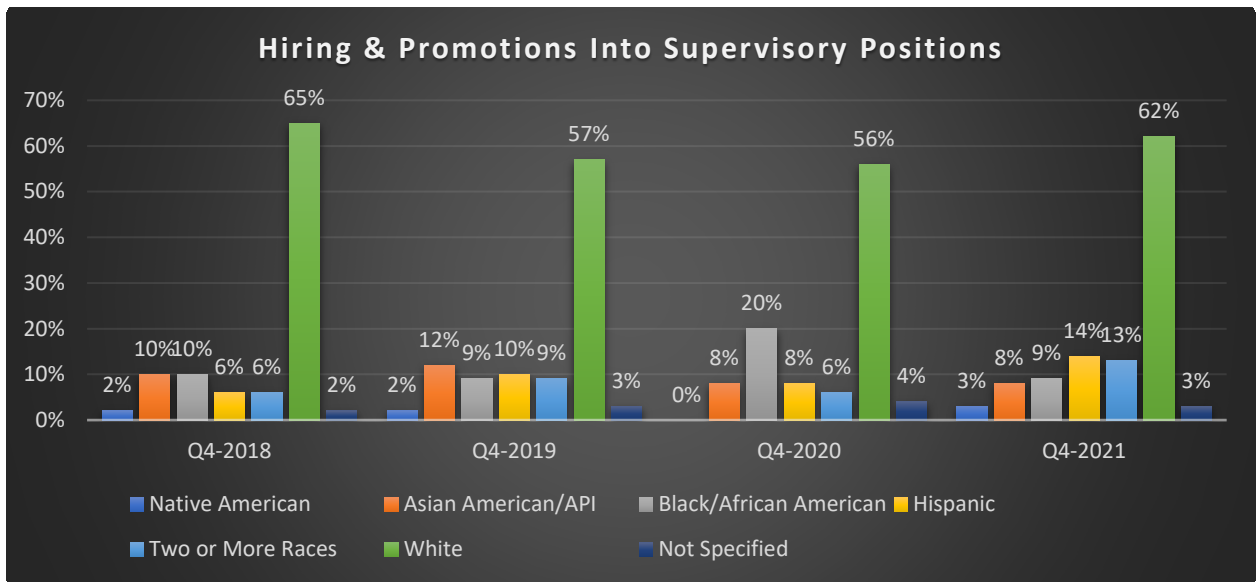


Chart 8: Demographics of those hired and promoted into supervisory positions

Turnover by Race

The graph below shows turnover by race/ethnicity groups (BIPOC and White). There is an increase overall across groups overtime, with the White racial group consistently having higher turnover than that of BIPOC employees.

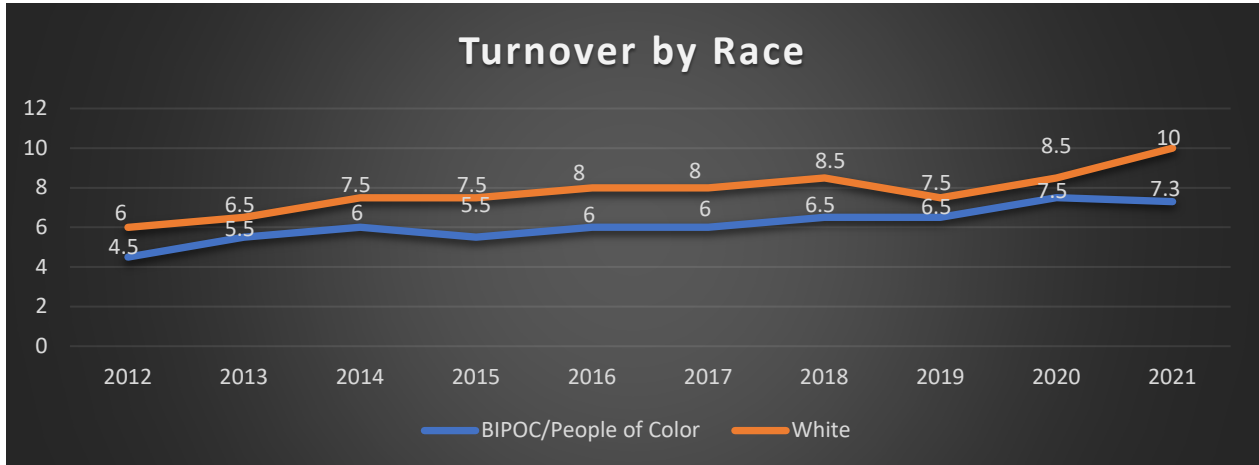


Chart 9: Turnover by Race 2012-201

Turnover by Gender

The graph below shows turnover by gender groups (Female and Male). The Female group has had a consistently higher turnover rate compared to that of Male until 2019, which saw a sharp spike in the turnover rate in the Male group. This sudden change in trend may be due to the impact of COVID-19.

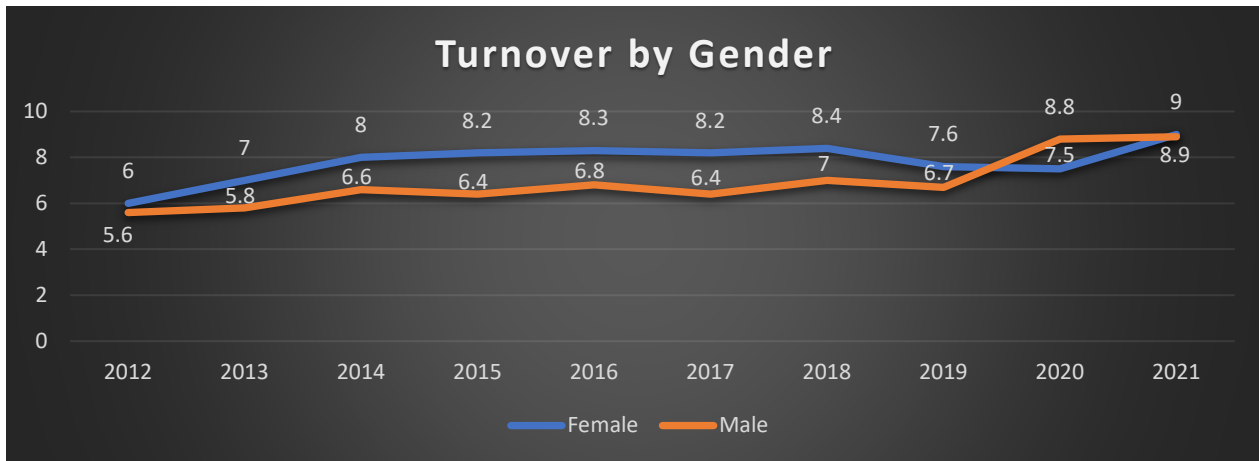


Chart 10: Turnover by Gender 2012-2021

E. Implementation plans for departments

This section contains the plan for each department for the 2022-2025 plan period with annual percentage placement goals whenever the representation within a job group for persons of color or women was less than would reasonably be expected, given the availability of basically qualified persons in the relevant labor area as reported in the 2020 Census. Out of a total of 840 potential goal areas, 86 percent or 722 are fully represented. For the remaining 118 goal areas where there is underrepresentation, the executive departments have set forth several ongoing strategies to increase representation.

K.C.C. 3.12.180: 3. Implementation plans for departments. Each implementation plan shall:

- a. 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;*
- b. 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*
- c. 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;*

In both creating the new plan and analyzing the results of the prior plan, the County involved its Employee-Based Equal Employment Opportunity/Affirmative Action Advisory Committee and human resources staff from across King County. This effort assisted in informing not just the plan goal areas, but also implementation strategies.

The following pages contain the 2022-2025 placement goals by department and job categories for persons of color and women. These goals are based on King County workforce availabilities (from the 2020 county population) and where underrepresentation is currently found in the King County workforce (among the King County employee population). Departments will make good faith efforts to address these areas during the four-year term of this EEO/AA Plan. Implementation strategies are also included.

Department of Adult and Juvenile Detention (DAJD) 2022-2025 Placement Goals and Proposed Implementation Plan

Table 7: DAJD 2022-2025 Placement Goals

Group	Category							
	<i>AS</i>	<i>OA</i>	<i>Professionals</i>	<i>PP</i>	<i>Protective Services</i>	<i>Service Maintenance</i>	<i>Skilled Crafts</i>	<i>Technicians</i>
Asian			2					
Black								
Hispanic			3			1		
Native American			1					
Pacific Islander	1		1		1			
Two of More Races	1					1		
Female	1				23	4		
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

During the four-year plan period, DAJD will focus their recruitment outreach programs on connecting with BIPOC communities, specifically Hispanic and Asian groups, using both social media and in-person job fairs. Members of DAJD's diverse recruitment team continue to focus on attending job fairs, including Women in Trades, and military and veteran's hiring programs. DAJD is actively developing recruitment ads via social media, radio, and print advertisement to reach BIPOC communities in an effort to attract diverse talent to the workforce. Additional strategies include placing ads in Mexican and Latin publications in areas of south central and eastern Washington, and western Idaho to attract Hispanic candidates, and in the Northwest Asian Weekly and similar Asian publications in other areas.

Department of Assessments (DOA) 2022-2025 Placement Goals and Proposed Implementation Plan

Table 8: DOA 2022-2025 Placement Goals

Group	Category							
	<i>AS</i>	<i>OA</i>	<i>Professionals</i>	<i>PP</i>	<i>Protective Services</i>	<i>Service Maintenance</i>	<i>Skilled Crafts</i>	<i>Technicians</i>
Asian			1					1
Black								1
Hispanic	1		1					
Native American								
Pacific Islander								
Two of More Races			2					
Female	2		3					
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

During the four-year plan period, DOA will work in partnership with the Department of Human Resources’ Talent Acquisition Committee and the recruitment support team to conduct outreach to underserved and underrepresented communities. They will attend job and recruitment fairs and implement Equity Toolkit best practices to enhance their recruitment efforts. They will use social media and diverse email listservs with a greater focus on ethnic media outlets across the region to increase their recruitment exposure and the diversity of their applicant pools. They will also post jobs to diverse job boards.

Department of Community and Human Services (DCHS) 2022-2025 Placement Goals and Proposed Implementation Plan

Table 9: DCHS 2022-2025 Placement Goals

Group	Category							
	<i>AS</i>	<i>OA</i>	<i>Professionals</i>	<i>PP</i>	<i>Protective Services</i>	<i>Service Maintenance</i>	<i>Skilled Crafts</i>	<i>Technicians</i>
Asian			10					
Black								
Hispanic								
Native American								
Pacific Islander								
Two of More Races								
Female	6							
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

During the four-year plan period, DCHS will focus on community connections, relationship building, and continued use of best recruitment, hiring, and retention practices they have put in place. DCHS will reaffirm the County's commitment to equal employment opportunity and diversity, equity, and inclusion by reviewing personnel policies, employment practices and procedures, and making improvements or recommendations on steps to promote equal employment opportunity. DCHS’s primary focus will be on retaining the diverse employees that they have hired and providing education and training to strengthen DCHS’s commitment to equal employment opportunity and a racially just workplace.

Department of Executive Services (DES) 2022-2025 Placement Goals and Proposed Implementation Plan

Table 10: DES 2022-2025 Placement Goals

Group	Category							
	<i>AS</i>	<i>OA</i>	<i>Professionals</i>	<i>PP</i>	<i>Protective Services</i>	<i>Service Maintenance</i>	<i>Skilled Crafts</i>	<i>Technicians</i>
Race & Gender								
Asian					1			
Black								
Hispanic	3	1				6	7	
Native American			2			1		
Pacific Islander			1				1	
Two of More Races						1		
Female					1	3	2	
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

During the four-year plan period, DES will improve on the strategic plan they put in place with the previous EEO/AA plan. They will also continue to work to retain employees in areas where their goals have been met. They will continue to focus on internship programs within the King County International Airport and Fleet Divisions. These agencies work with local high schools and other community partners serving diverse populations. DES is also working with the King County's Green Jobs Initiative to highlight county career pathways for targeted recruitment to front-line communities affected by the climate crisis. DES has identified internships and apprenticeships in four of its divisions. The department will also continue to partner with the Department of Human Resources' Workforce Equity Team to create best practices around the development and retention of employees. As in-person job fairs begin to ramp back up, DES will evaluate which events will help meet these goals and attend accordingly. These events include:

- Women in Trades Fair organized by the Washington Women in Trade
- UW Diversity Career Fair organized by the National Society of Black Engineers
- Veterans job fairs organized by WorkSource

Department of Human Resources (DHR) 2022-2025 Placement Goals and Proposed Implementation Plan

Table 11: DHR 2022-2025 Placement Goals

Group	Category							
	<i>AS</i>	<i>OA</i>	<i>Professionals</i>	<i>PP</i>	<i>Protective Services</i>	<i>Service Maintenance</i>	<i>Skilled Crafts</i>	<i>Technicians</i>
Race & Gender								
Asian								
Black								
Hispanic	1	1						
Native American								
Pacific Islander								
Two of More Races		1						
Female	1							
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

During the four-year plan period, DHR will focus on attending career fairs, because career fairs are most effective when hiring multi-incumbent, broadly skilled positions rather than highly skilled, single openings.

DHR will continue to make improvements on their processes and focus on both continuing to diversify and retain talent. They will also focus on special duty assignment opportunities, which have helped build experience, leadership, and marketable skills for current employees. Additionally, DHR will hold information sessions for employees to learn about the department, as well as hold panels with current individuals who identify as employees of color to share their experience with others.

Department of Judicial Administration (DJA) 2022-2025 Placement Goals and Proposed Implementation Plan

Table 12: DJA 2022-2025 Placement Goals

Group	Category							
	<i>AS</i>	<i>OA</i>	<i>Professionals</i>	<i>PP</i>	<i>Protective Services</i>	<i>Service Maintenance</i>	<i>Skilled Crafts</i>	<i>Technicians</i>
Asian								
Black			2					
Hispanic			1					
Native American								
Pacific Islander								
Two of More Races	3							
Female	7							
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

During the four-year plan period, DJA will focus on using best practices for recruiting and selecting a diverse workforce. To expand their outreach efforts, they plan to use a centralized outreach list that is being developed by the Department of Human Resources. In addition, they will focus on building diverse applicant pipelines through colleges and Communities of Opportunity. DJA will continue exploring opportunities to partner with other county agencies to attend job fairs and will focus on increasing diversity on their interview panels and rater groups. DJA will also continue to require anti-bias training for all raters and panelists and implement in-person rater reconciliation to uncover bias.

DJA is currently working on implementing a process to measure the impact their outreach strategies have on their job postings. They will further focus their strategies on retaining a diverse workforce by creating a welcoming and inclusive workplace. They have committees working on New Employee Orientation, onboarding, and peer sponsors to provide new employees with a positive and meaningful experience.

Department of Local Services (DLS) 2022-2025 Placement Goals and Proposed Implementation Plan

Table 13: DLS 2022-2025 Placement Goals

Group	Category							
	<i>AS</i>	<i>OA</i>	<i>Professionals</i>	<i>PP</i>	<i>Protective Services</i>	<i>Service Maintenance</i>	<i>Skilled Crafts</i>	<i>Technicians</i>
Race & Gender								
Asian						2	1	
Black		1					3	
Hispanic			3			5	3	1
Native American							1	
Pacific Islander								
Two of More Races	1							
Female								
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

During the four-year plan period, DLS will focus on strengthening current processes and strategies and building on them to stay focused on meeting and exceeding placement goals. They will continue to participate in recruitment events with a focus on diversity. These events include:

- Women in Trades Fair organized by Washington Women in Trades
- Career Day organized by Kent Meridian High School
- Peace in the Hood Job Fair
- National Black Engineers Conference organized by the National Society of Black Engineers
- Showcase at accesso™ ShoWare Center.

DLS's Equity Social Justice Advisory Change Team has established a Workforce Planning Pipeline Committee to generate ideas for improving recruitment and promotion efforts. The department is also focusing on creating a culture of welcoming and belonging to ensure they maintain the gains they have made in diversifying their workforce. DLS will further incorporate remote work and alternate work locations into job postings to promote and hire a more diverse workforce. The removal of location and transportation barriers has resulted in more diverse applicant pools and contributed to increased diversity in hires. DLS also has representation on two committees that are focused on helping high school and college students find jobs once they graduate. These advisory committees are at the Green River College in the Career and Technical Department and the career center advisory team with the Kent School District, one of the most diverse districts in the state.

Department of Natural Resources and Parks (DNRP) 2022-2025 Placement Goals and Proposed Implementation Plan

Table 14: DNRP 2022-2025 Placement Goals

Group	Category							
	<i>AS</i>	<i>OA</i>	<i>Professionals</i>	<i>PP</i>	<i>Protective Services</i>	<i>Service Maintenance</i>	<i>Skilled Crafts</i>	<i>Technicians</i>
Asian		1	1				3	
Black							4	
Hispanic		1	7			14		1
Native American								
Pacific Islander							1	
Two of More Races								1
Female	1							
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

DNRP is in the process of evaluating and improving their recruitment process with an intent to ensure equity is built into each step of the process. The project will address DNRP's outreach and sourcing of candidates as well as marketing of DNRP positions. DNRP's effort with the recruitment lifecycle will include special focus on connecting with the Hispanic, as well as African American communities, for their skilled crafts positions. Areas of strong focus include the following:

- Continue to work with their equity and social justice subcommittees on enhancements to their recruitment processes.
- Partner with the Green Jobs program manager to create career on-ramps for those in internship programs.
- Outreach to affinity groups within King County for collaboration and a strong partnership.
- Continue to advertise positions with KXPA Radio Station, Latin X radio, and El Centro De La Raza.
- Partner with Careers in Government for social media efforts.
- Connect with the Washington State programs coordinator for Youth Corps.

Department of Public Defense (DPD) 2022-2025 Placement Goals and Proposed Implementation Plan

Table 15: DPD 2022-2025 Placement Goals

Group	Category							
	<i>AS</i>	<i>OA</i>	<i>Professionals</i>	<i>PP</i>	<i>Protective Services</i>	<i>Service Maintenance</i>	<i>Skilled Crafts</i>	<i>Technicians</i>
Race & Gender								
Asian	3		18					
Black								
Hispanic								
Native American			1					
Pacific Islander								
Two of More Races								
Female	2							
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

DPD is continually adapting to retain current placements and make improvements in placement areas where there are gaps. DPD will continue to focus on strengthening current recruitment and retention processes and procedures. During the four-year plan period, DPD will further develop their targeted outreach efforts at diversity-focused career fairs for both non-attorney and attorney applicants. DPD will continue to work with other county departments to increase recruitment activities within Asian and Native American communities and to expand opportunities to hire from these communities.

Public Health Seattle-King County (PHSKC) 2022-2025 Placement Goals and Proposed Implementation Plan

Table 16: PHSKC 2022-2025 Placement Goals

Group	Category							
	<i>AS</i>	<i>OA</i>	<i>Professionals</i>	<i>PP</i>	<i>Protective Services</i>	<i>Service Maintenance</i>	<i>Skilled Crafts</i>	<i>Technicians</i>
Race & Gender								
Asian		2						
Black								
Hispanic		1						
Native American								
Pacific Islander								
Two of More Races		1						1
Female				3				
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

During the four-year plan period, PHSKC will focus on areas of success both for recruitment and retention purposes. Specifically, they plan to continue building a more robust recruiting and hiring resource library for hiring analysts to utilize. This will inform discussions around outreach and identifying strategies unique to individual positions. They will further focus on systematically increasing recruiting networks via social media and other media networks including LinkedIn. They will also focus on their Job Shadow Program. Job shadowing supports exploration of other programs or jobs of interest within the workplace, offers opportunities for personal and professional growth, and encourages a culture of cross-program collaboration.

PHSKC also plans to continue putting a greater emphasis on building stronger partnerships with King County teams and community partners to develop more outreach strategies specific to underrepresented and underserved communities.

King County Elections (KCE) 2022-2025 Placement Goals and Proposed Implementation Plan

Table 17: KCE 2022-2025 Placement Goals

Group	Category							
	<i>AS</i>	<i>OA</i>	<i>Professionals</i>	<i>PP</i>	<i>Protective Services</i>	<i>Service Maintenance</i>	<i>Skilled Crafts</i>	<i>Technicians</i>
Asian			2					
Black								
Hispanic								
Native American								
Pacific Islander								
Two of More Races								
Female	7							
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

During the four-year plan period, KCE will expand recruitment and training efforts to increase their established talent pipeline, while standardizing the recruitment process. The following are additional steps they will undertake:

- Offer in-person interview and hire events where they will conduct some onsite testing and interviews with job offers.
- Participate in King County Affinity groups’ activities and work with KCE Equity and Social Justice Change Team to create equity and social justice training sessions.
- Partner with the Workforce Equity Manager to help create best practices to develop current employees.
- Train human resources practitioners and hiring managers to use the Hiring an Excellent Workforce toolkit.
- Participate in the King County Jobs and Housing program, providing support for jobs and housing for those currently experiencing homelessness.

- Partner with the Department of Community and Health Services Communities of Opportunities and Veterans Affairs for hiring temporary elections workers.
- Advertise job openings with their Voter Education Fund (VEF) partners. KCE offers grants to over 30 community organizations to fight voter suppression and increase civic engagement and voter participation among historically excluded communities.
- Promote a racially just workplace and culture for all employees.

King County Information Technology (KCIT) 2022-2025 Placement Goals and Proposed Implementation Plan

Table 18: KCIT 2022-2025 Placement Goals

<i>Group</i>	<i>Category</i>							
	<i>AS</i>	<i>OA</i>	<i>Professionals</i>	<i>PP</i>	<i>Protective Services</i>	<i>Service Maintenance</i>	<i>Skilled Crafts</i>	<i>Technicians</i>
Asian		1	3					
Black								
Hispanic			3					
Native American								
Pacific Islander								
Two of More Races			2					
Female		1						2
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

During the four-year plan period, one of the primary goals of KCIT is to include disadvantaged and historically excluded employees in all employment practices, and to ensure nondiscrimination in all aspects of employment. KCIT intends to achieve its goals through an ongoing assessment of outreach in hiring, review of hiring decisions, promotional patterns, training, development, and a review of terminations, demotions, and lay-offs (if applicable). KCIT will routinely conduct detailed assessments of current employment practices to identify those practices that operate as employment barriers and unjustifiably contribute to underutilization. Any problem areas that are identified will have a proposed remedial, affirmative action included in the EEO program. The assessment will include:

- Outreach in recruitment and employment selection procedures.
- Compensation determinations and benefits administration.
- Disciplinary procedures and terminations (voluntary and involuntary); and,
- A reasonable assessment of external factors which may lead to underutilizations.

KCIT will continue to review its position descriptions, position titles, application forms, interview procedures, skills testing procedures (if any), final selection process and similar matters to determine whether they interfere with the hiring and advancement of diverse qualified candidates. To achieve its objectives, KCIT will partner with their Employee-Based Equal Employment Opportunity/Affirmative Action Advisory Committee representative to coordinate strategic outreach for underrepresented

groups. Emphasis will be given to positions in those categories that are underrepresented for the job category in which the vacancy exists.

King County Sheriff's Office (KCSO) 2022-2025 Placement Goals and Proposed Implementation Plan

Table 19: KCSO 2022-2025 Placement Goals

<i>Group</i>	<i>Category</i>							
	<i>AS</i>	<i>OA</i>	<i>Professionals</i>	<i>PP</i>	<i>Protective Services</i>	<i>Service Maintenance</i>	<i>Skilled Crafts</i>	<i>Technicians</i>
Asian		1						
Black			2		5			
Hispanic	2		1					
Native American	1				1			
Pacific Islander								
Two of More Races					2			
Female		3			7			2
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

During the four-year plan period, KCSO will focus its efforts on strengthening existing plans and strategies and making improvements to reach its placement goals. KCSO's Community Outreach Specialist will focus on building trust and connection within local communities to attract candidates from underrepresented communities. They will focus on refining recruitment processes by working closely with the Civil Service Unit to decrease wait times and improve communication to applicants. KCSO will also improve its social media recruitment strategy with the goal of attracting more diverse candidates. These recruiting initiatives will be enhanced by the addition of a full-time recruiter, community specific and bilingual ads, and the addition of a second Community Outreach Specialist.

Additionally, KCSO is researching and planning several recruiting trips and targeted advertising focused on drawing women and people of color to the agency. KCSO will utilize the full-time recruiter for the purpose of widening outreach, creating awareness, and attracting a diverse pool of candidates.

Metro Transit Department (MTD) 2022-2025 Placement Goals and Proposed Implementation Plan

Table 20: MTD 2022-2025 Placement Goals

Group	Category							
	<i>AS</i>	<i>OA</i>	<i>Professionals</i>	<i>PP</i>	<i>Protective Services</i>	<i>Service Maintenance</i>	<i>Skilled Crafts</i>	<i>Technicians</i>
Asian		1	18					1
Black							40	
Hispanic	4	1	9			13	10	2
Native American			4					
Pacific Islander			2					1
Two of More Races		1				19		1
Female						319	55	2
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

During the four-year plan period, MTD will focus on strategies they have successfully implemented, as well as strengthen programs and projects they have developed. They will focus on increasing outreach in communities of color, speaker engagements, and resume and career workshops for bus operators, especially in Communities of Opportunity. The following are additional activities and strategies that the MTD plans to undertake:

- Continue the implementation of standardized recruiting practices and monitor their effectiveness.
- Train recruiters on Korn Ferry competencies and competency-based recruiting strategies, to move away from experience-based recruiting that can adversely impact those with less opportunities and connections.
- Train recruiters on crucial conversations to be able to give constructive feedback to candidates and hiring managers.
- Train recruiters to better discuss team diversity with their hiring managers.
- Train recruiters to facilitate interview calibration sessions.
- Establish more effective recruiting metrics through Metro's Monthly Business Review.
- Build new programming to provide career pathways, development opportunities and mentorship to existing employees, and consider apprenticeship, training programs, on the job training programs, and other career advancement programs.
- Provide access to training for employees to grow in their existing positions and potentially take steps to new positions.
- Leverage existing programs and consider new programs to attract target populations to work at Metro, including veterans, women in trades, and people of color.
- Consider effective ways to enhance computer skills, particularly for Metro employees who do not utilize computers in their day-to-day work.

Prosecuting Attorney's Office (PAO) 2022-2025 Placement Goals and Proposed Implementation Plan

Table 21: PAO 2022-2025 Placement Goals

Group	Category							
	<i>AS</i>	<i>OA</i>	<i>Professionals</i>	<i>PP</i>	<i>Protective Services</i>	<i>Service Maintenance</i>	<i>Skilled Crafts</i>	<i>Technicians</i>
Race & Gender								
Asian			5					
Black			1					
Hispanic	1	1						
Native American								
Pacific Islander								
Two of More Races								
Female								1
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

During the four-year plan period, the PAO will continue to use their previously developed strategies for recruiting and retaining a diverse staff who reflect the community they serve. To expand their recruiting efforts, they are partnering with the University of Washington, Seattle University, and Gonzaga University law schools to develop and build relationships with law students. This includes sending members of their Equity Action Groups to talk to law students of color regarding a career in prosecution. The PAO will also continue to send their job announcements to the Washington Regional Minority Bar Associations and the Washington Bar Association Diversity list serves. They will continue to attend the National Black Prosecutor's Association conference, which includes a job fair. And for the first time, they plan to attend the Southeastern Minority Job fair and the Equal Justice Works Career Fair and Conference, which is the largest national public-interest legal career fair.

For their professional administrative staff, they have and will continue to reduce barriers that preclude groups from applying. A good example is that they no longer require a master's degree in social work for victim advocate recruitments. As a result, they have received more applicants of color. They are and will continue to advertise on social media—Facebook, LinkedIn, and Twitter. The PAO is also considering attending more job fairs where they can recruit more diverse applicants for their professional administrative staff positions.

F. Previous Plan—2018-21—Overview

This section briefly summarizes the previous (2018-2021) EEO/AA Plan. This summary includes previous plan goals, a summary of activities that helped departments achieve goals, as well as a few featured accomplishments.

Previous Plan Goals

Data analysis of the previous plan showed that out of the 462 defined goal areas, 91 percent (422) had a workforce makeup consistent with the availability of people of color or women with requisite job skills in King County.

For the remaining 9 percent where the percentage of people of color and women were underrepresented when compared with those qualified and available in the workforce, the executive branch implemented strategies to increase representation. Note: not every department has employees in each job classification group and many already reflect the available workforce.

The availability of persons of color or women with requisite job skills in the specified job categories of the 2018-2021 Plan was broken down as follows for people who identify as:

- Black: 92 percent of goal setting areas were fully represented (61 of 66)
- Asian: 95 percent of goal setting areas were fully represented (63 of 66)
- Hispanic: 83 percent of goal setting areas were fully represented (55 of 66)
- Native American: 83 percent of goal setting areas were fully represented (55 of 66)
- Pacific Islander: 100 percent of goal setting areas were fully represented (66 of 66)
- Two or More Races: 95 percent of goal setting areas were fully represented (63 of 66)
- Female: 89 percent of goal setting areas were fully represented (59 of 66)

Plan Achievement Summary

Although executive departments faced a variety of ongoing challenges during the prior plan period, such as the COVID-19 pandemic and difficult recruiting challenges, marked placement goals were achieved across all departments. A concerted effort was made by departments to reach out to, build, and strengthen sustainable relationships with underrepresented BIPOC communities through targeted outreach strategies, targeted advertising, and building pipelines for future employees.

The COVID-19 pandemic impacted the County in many unprecedented ways. The pandemic required departments to change how they approached recruiting and implement strategies to hire internal candidates who faced layoffs because of budget shortfalls. In many cases, departments had to adapt their outreach strategies from in-person to virtual. Despite these challenges departments made significant progress toward diversifying the County's workforce as shown in Chart 8 below:

- Six departments achieved 100 percent of their placement goals;
- Two departments achieved 75 percent or more of their placement goals, but less than 100 percent;
- Four departments achieved 50 percent or more of their placement goals, but less than 75 percent;
- Two departments achieved less than 50 percent of their placement goals.



Chart 11: Percent of 2018-2021 EEO/AA Placement Goals Achieved

Plan Activities Summary

Throughout the plan duration, executive branch departments focused on areas of historical underrepresentation, incorporated best practices, and implemented meaningful strategies for addressing diversity in placement areas. The County's Workforce Equity Manager oversaw the implementation of workforce equity strategies and equity and social justice practices in partnership with the Office of Equity and Social Justice, department human resources managers, department directors, department and division equity, inclusion and belonging managers, and employee resource groups (also known as affinity groups).

Departments and agencies engaged in equity and social justice (ESJ) strengths, weaknesses, opportunities, and challenges (SWOC) processes with employees to obtain feedback on county recruitment, hiring, and retention practices and workplace culture as part of the implementation of the County's ESJ Strategic Plan. This practice of ongoing feedback and evaluation helped inform how to make King County a government that is multicultural, inclusive, where everyone belongs, and where every employee feels valued and supported to learn and grow.

As a central service delivery department serving all executive departments, the Department of Human Resources focused on equitable recruitment, pipeline work development, and talent acquisition, which resulted in the improvement of current processes and practices that all departments can use. The following are some of the prior plan's best practices that are used in the recruitment, hiring, and retention processes across departments:

- Require hiring panelists to review the "Countering Bias" video and participate in ensuing discussions to increase awareness around implicit biases during the hiring process.
- Provide hiring incentives and programs specific to department needs.

- Increase the availability of diversity, equity, and inclusion trainings.
- Include diverse subject matter experts and hiring panelists.
- Post and conduct competitive hiring processes for special duty assignments, which provide an exceptional opportunity to gain invaluable workplace skills for career advancement.
- Develop partnerships with local colleges and other community-based organizations to build pipelines to employment in hard-to-fill jobs to hire more women and people of color in these positions.
- Participate in job and career fairs—in person and virtually.
- Post positions utilizing electronic job boards, career listservs, and social media.

Plan Accomplishment Highlights

The following include some of the results of the County's 2018-2021 actions that reiterate and advance the County's commitment to equal employment opportunity, diversity, equity, inclusion, and belonging.

- Increased representation of diverse and underrepresented employees to reflect the increasingly diverse community the County serves.
- Expanded job application tools that made the application process more accessible for candidates with disabilities, candidates with children or other family responsibilities, and candidates of lower socio-economic status.
- Broadened recruitment efforts to attract a diverse pool of applicants including participation in career and job fairs, expos, and community events.
- Targeted advertising of job opportunities to professional organizations representing women, BIPOC persons, and other underrepresented groups.
- Expanded internship programs to provide opportunities for community youth from a variety of diverse backgrounds to learn about potential careers, including those in public service.
- Focused on the Management Development Program to further the professional development of managers and prepare employees to assume high-level leadership positions.
- Expanded transformational conversations, which fostered opportunities to discuss diversity, equity, inclusion, belonging, and other emerging issues among leadership and staff.
- Established a Professional Development Scholarship Fund, which supports a workplace where employees are encouraged to learn, innovate, and grow their career while doing their best work for our community.

VI. Conclusion

Over the next four years, King County's executive departments will implement their plans, monitor progress, and cultivate a workforce that is representative of King County's population. King County will continue to refine efforts through the EEO/AA Committee, ESJ strategic planning, department leadership, the Office of Equity and Social Justice, the Department of Human Resources. This work will be accomplished with the input of the equity, inclusion and belonging managers.

VII. Appendix A: King County Code 3.12.180(A),(B),(C), and (E)

K.C.C. 3.12.180 Equality of county employment - reporting requirements.

A. For purposes of this section:

1. "County work force" means persons employed by King County executive departments;
2. "Job group" means a grouping of jobs as defined by the United States Department of Labor;
3. "Labor force availability rate" means the percentage of persons of color or women with requisite job skills in King County as reported by the United States Census Bureau;
4. "Persons of color" means persons in each of the following groups: Blacks; Hispanics; Asian/Pacific Islanders; and Native Americans; and
5. "Placement goal" shall equal the labor force availability rate.

B. The county is an equal opportunity employer and shall carry out federal, state and local laws and regulations prohibiting discrimination in employment 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, honorably discharged veteran or military status, or the presence of a sensory, mental or physical disability. Further, it is the intent of the county to ensure that employment is based on the principle of equal opportunity and that such a principle shall be implemented in all county personnel-related actions including, but not limited to, recruitment, hiring, testing, training, promotion, compensation, transfer and all other terms and conditions of employment in all job classifications.

C. In order to comply with federal contracting requirements and to ensure equal opportunity for all persons, all county departments shall establish and maintain an effective equal employment opportunity affirmative action plan, as adopted by the council by ordinance. Such an equal employment opportunity affirmative action plan shall promote the objectives of public policy set forth in applicable federal and state laws relating to nondiscrimination, equal employment opportunity, affirmative action and civil rights. Specifically, the plan shall promote the objectives of the State Law Against Discrimination, chapter 49.60 RCW (applicable parts), and provisions of the Washington Administrative Code adopted thereunder. As part of the county's equal employment opportunity affirmative action plan, the executive shall submit by June 1 of every fourth year, commencing with 2018, a proposed ordinance for the approval of an equal employment opportunity affirmative action plan pertaining to executive county departments and agencies to be approved, or modified, by the council by ordinance, or rejected by the council, by January 1 following the plan's submittal to council. The equal employment opportunity affirmative action plan shall include:

1. Information related to county work force statistics, which shall include:
 - a. a comparison of labor force availability for women and persons of color to the county's actual labor force for women and persons of color as a summary across all departments. The plan shall also compare labor force availability for women and persons of color to the county's actual labor force for women and persons of color by departments and job group. The plan shall also summarize the percentage of total goal setting areas which meet or exceed the labor force availability rate;
 - b. a summary of the county work force by job group and by race and gender;
 - c. a discussion of the methodology by which the labor force availability and county work force data is developed and a listing of the county job classifications that are included in each job group;
 - d. 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. The plan shall include the number of positions for which an accommodation is currently in effect;

e. the total number and percentage of employees by salary range and by race and gender. Salary ranges shall be reported in a manner consistent with the equal employment opportunity data reported by the United States Census Bureau. The plan shall include data reported by the United States Census Bureau on the total number and percentage of the labor force working in King County by salary range and by race and gender;

f. an analysis by race and gender of the positions filled by promotion during the prior plan period. For the purposes of this subsection, "promotions" means those instances in which an individual advances in salary level because the individual changed to a position with a higher pay range assignment;

g. a summary by year for the prior plan period on executive branch discrimination complaints by basis of complaint and complaint status. The summary shall also include data by department on the number of complaints filed by complaint type and the number of people filing complaints; and

h. historical data on the county work force by race and gender. Historical data before 2014 is required only to the extent it is readily available;

2. Placement goals for the plan period. For those job groups within departments where the actual number of women and persons of color employed is less than projected by labor force availability, a placement goal by race and gender shall be established for the entire plan period. A placement goal shall equal the labor force availability rate. Placement goals are used to measure progress toward achieving equal employment opportunity. Placement goals may not be quotas, which must be met, nor do they create set-asides for specific groups. Placement goals may not be used to supersede merit selection principles. Further, existence of a placement goal does not constitute evidence of discrimination. If a placement goal has been established, the plan shall identify the labor force availability rate;

3. Implementation plans for departments. Each implementation plan shall:

a. 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;

b. 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

c. 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; and

4. A summary of the results of the prior equal employment opportunity affirmative action plan, which shall include:

a. A description of the progress of each department in completing the activities listed in subsection C.3. a. through c. of this section proposed in the previous implementation plan. The outcomes of each activity shall be reported. The department of human resources shall provide an evaluation of the effectiveness of each department's implementation activities during the plan period;

b. the status of each placement goal established in the prior equal employment opportunity affirmative action plan. For each identified placement goal, the status report shall report the:

(1) labor force availability rate;

(2) total number of positions filled for the corresponding job group within a department;

(3) of the total number reported under subsection C.4.b.(2) of this section, the number of positions that were filled by each race and gender category; and

(4) an actual hiring rate for each race and gender category calculated by dividing the number of positions filled by the number of positions filled by each race and gender category; and

c. a separate listing of those placement goals for the plan period that were not achieved.

Placement goals are considered not achieved when the actual hiring rate is less than the availability rate

for the overall plan period. For each placement goal not achieved, the plan shall provide an analysis of why the goals were not met including whether the planned implementation activities were completed. Placement goals shall only be considered not achieved in those instances in which the total number of hires is large enough such that it is statistically reasonable to expect under conditions of equal employment opportunity that the number of hires by race and gender will reflect work force availability.

E. The executive shall submit a proposed ordinance approving a new four-year equal employment opportunity affirmative action plan to the council within twelve months of the publication of the appropriate data from the ten-year United States census. (Ord. 18793 § 10, 2018: Ord. 18635 § 15, 2017: Ord. 17631 § 1, 2013: Ord. 15777 § 1, 2007: Ord. 12014 § 18, 1995).

VIII. Appendix B: Nondiscrimination, Anti-Harassment & Inappropriate Conduct Policy & Reporting Procedures (PDF)

The PDF attachment labeled Appendix B is King County's [*Nondiscrimination, Anti-Harassment & Inappropriate Conduct Policy & Reporting Procedures.*](#)

Nondiscrimination, Anti-Harassment & Inappropriate Conduct Policy & Reporting Procedures

Policy Number: 2021-0012
 Issue Date: 07-02-2021
 Replaces: 2018-0001

POLICY

King County is committed to maintaining a respectful, productive, inclusive and equitable workplace. Therefore, all elected officials and employees are expected to act with fairness, civility, integrity and to treat all coworkers equitably. Discrimination, harassment, retaliation, and inappropriate conduct based on a protected status undermines the integrity of the employment relationship and is prohibited. All complaints of conduct inconsistent with these expectations, regardless of whether the conduct rises to the level of unlawful discrimination, harassment or retaliation, will be addressed. King County will determine the appropriate response to all complaints, which may include a formal investigation. Substantiated complaints will result in prompt, corrective action, up to and including termination of any employee violating this policy.

King County prohibits discrimination or harassment that is related to an individual's race, color, sex, age, creed, disability, marital status, national origin, religion, pregnancy, gender, gender identity or expression, genetic information, sexual orientation, veteran or military status, use of a service animal, domestic violence victimization, and any other status protected by federal, state or local law. Additionally, King County prohibits retaliation of any kind against employees who engage in related protected activity, such as good faith reporting of harassment, discrimination, inappropriate conduct, or retaliation, or assisting in the investigation of such complaints.

DEFINITIONS

Discrimination occurs when an employer takes a discrete adverse employment action against an employee and the employee's protected status was a substantial factor in the employer's decision.

- **Disability Discrimination** occurs when the employer knows that an employee is unable to perform an essential function of the job due to a disability and fails to provide a reasonable accommodation that would enable the employee to perform the essential function.

Discrete Adverse Employment Action, in the case of discrimination, is an action that substantially affects the terms, conditions, or privileges of employment. It includes, but is not limited to, discipline, discharge, layoff, and a failure to hire or promote.

- **In the case of retaliation**, it is an action that would discourage a reasonable employee from making a complaint or participating in a discrimination, harassment or retaliation investigation or proceeding.

Protected Status includes an employee's sex, age, creed, disability, marital status, national origin, race, color, religion, pregnancy, gender, gender identity or expression, genetic information, sexual orientation, veteran or military status, use of a service animal, domestic violence victimization, engaging in protected activity and any other status protected by federal, state or local law.

Harassment is unwelcome conduct that can take many forms, including but not limited to, innuendoes, unwelcome compliments, suggestive or insulting noises, facial expressions, vulgar language, nicknames, slurs, derogatory comments, cartoons, jokes, pranks, written materials, offensive gestures or touching, and deliberately misgendering someone. It is illegal when:

- Enduring the conduct becomes a condition of continued employment; or
- The conduct is severe or pervasive enough to create an environment that a reasonable person would consider intimidating, hostile or abusive.

Sexual Harassment occurs when unsolicited and unwelcome sexual advances, requests for sexual favors, displays of sexually oriented material, or other verbal or physical conduct of a sexual nature:

- Is explicitly or implicitly made a term or condition of employment;
- Is used as a basis for an employment decision; or
- Unreasonably interferes with an employee's work performance, or creates an intimidating, hostile or otherwise offensive environment.

Both the victim and the harasser can be the same gender or gender identity.

Retaliation occurs when a supervisor or manager takes a discrete adverse employment action against an employee because the employee engaged in protected activity, such as good faith reporting of harassment, discrimination, inappropriate conduct, or retaliation, or assisting in the investigation of such complaints. It also occurs when a co-worker engages in retaliatory harassment, if the conduct is sufficiently severe or pervasive.

Inappropriate Conduct is conduct that, while not rising to the level of unlawful discrimination, harassment, sexual harassment or retaliation, communicates a hostile, derogatory, unwelcome or negative message about persons based on a protected status. Inappropriate conduct can be either verbal or nonverbal and includes slights, insults, and other conduct that a reasonable person would find offensive.

Disability is a sensory, mental or physical impairment that: (1) is medically recognized or diagnosable; (2) exists as a record or history; or (3) is perceived by the employer to exist, whether or not it actually exists. A disability exists whether it is temporary or permanent, common or uncommon, mitigated or unmitigated, limits the ability to work generally or work at a particular job, or limits any other activity.

REPORTING PROCEDURES

Reporting Discrimination, Harassment, Retaliation, or Inappropriate Conduct

If an employee believes that they have been the subject of inappropriate, discriminatory or harassing conduct based on a protected status, or they have been subjected to retaliation for reporting such conduct, they should report the conduct either verbally or in writing to one of the County's Human Resources (HR) Managers, the Workforce Equity Manager, or the Equal Employment Opportunity (EEO) Officer for Metro Transit. A report can be made to anyone on the list below; it does not have to be the employee's department HR Manager.

- [List of the current HR Managers, Workforce Equity Manager, and EEO Officer for Metro Transit](#)

Allegations of conduct which violate this policy made against the King County Executive, Assessor or the Director of Elections should be reported to the Department of Human Resources Director.

If an employee feels that their complaint is not being adequately addressed by the managers listed above, please contact the Department of Human Resources Director.

If an employee is concerned that they or another King County employee has been subjected to treatment in violation of this policy and the employee wants to have a confidential discussion about their concerns, please contact the Employee Assistance Program at 206-477-0632 or 206-477-0631, or Making Life Easier at 1-888-874-7290. These resources offer comprehensive programs and services that help King County employees, and their families, to be healthy and safe.

Confidentiality and Public Disclosure

All information will be maintained on a confidential basis to the greatest extent possible. However, such information may be subject to disclosure under Washington's Public Records Act, RCW 42.56, and RCW 41.56, or for relevant litigation. Additionally, information may need to be disclosed to employees to carry out the purpose and intent of this policy.

Pursuant to RCW 42.56.250(6), investigative records that involve discrimination, harassment, or related retaliation claims are exempt from public disclosure while an investigation is active and ongoing. Once the investigation has been concluded and the complainant has been notified of the outcome, the records may be disclosed, provided that the names of the following are redacted, unless the following consent to the disclosure of their name:

- the complainant;
- other accusers; and
- witnesses.

RESPONSIBILITIES

Responsibilities of All King County Executive Branch Employees and Elected Officials

All employees and elected officials in executive branch departments, offices, divisions and agencies, including the Assessor's Office, Elections, and the Sheriff's Office, shall be responsible for:

- Acting professionally and refraining from discriminatory, harassing, retaliatory or inappropriate conduct;
- Becoming familiar with the provisions of this policy, complying with all requirements of this policy, and cooperating with any inquiry under this policy; and
- Promptly reporting, as outlined above, any incident of discriminatory, harassing, retaliatory or inappropriate conduct based on a protected status that they experience or observe. The County cannot correct discriminatory, harassing, retaliatory or inappropriate conduct if the conduct is not known.

Where an inquiry establishes that an employee engaged in discriminatory, harassing, retaliatory or inappropriate conduct based on a protected status, the employee will be subject to appropriate corrective action, up to and including termination.

Responsibilities of the Human Resources Managers, the Workforce Equity Manager, and the Equal Employment Opportunity Officer for Metro Transit

The HR Managers in executive branch departments, offices, divisions and agencies, the Workforce Equity Manager and the EEO Officer for Metro Transit shall be responsible for:

- Receiving allegations of discriminatory, harassing, retaliatory or inappropriate conduct based on a protected status;
- Advising supervisors and managers on appropriate actions to address alleged or substantiated conduct that violates this policy (e.g., investigation, counseling, education, corrective action);
- As appropriate, promptly conducting or overseeing fair and impartial investigations into allegations of discriminatory, harassing, retaliatory or inappropriate conduct based on a protected status;

- Advising supervisors and managers on interim actions, as needed, to ensure retaliation or other misconduct does not occur pending the outcome of an investigation;
- Communicating with the complaining party about the status of the investigation, what the complainant should do if they feel that they are being retaliated against for making a complaint under this policy, the resolution of the investigation, and what actions will be taken, if applicable;
- Advising the relevant division and/or department director about allegations of discriminatory, harassing, retaliatory or inappropriate conduct based on a protected status and the resolution of those allegations under this policy;
- Providing the Department of Human Resources Director, the Department Director and the Division/Office Director with quarterly reports on complaints filed under this policy and the outcome of investigations; and
- Documenting the allegations received and the steps taken to address them.

Responsibilities of Supervisors and Managers

All supervisors and managers in executive branch departments, offices, divisions and agencies, including the Assessor's Office, Elections, and the Sheriff's Office, shall be responsible for:

- Receiving allegations of discrimination, harassment, retaliation or inappropriate conduct based on a protected status and handling complaints promptly and appropriately;
- Acting promptly and appropriately to prevent discrimination, harassment, retaliation or inappropriate conduct in the workplace. This includes using sound judgment in determining the appropriate corrective actions. In some situations, the appropriate corrective action may be immediate supervisory actions, such as counseling the offending employee. If unsure the supervisor should consult with their HR Manager.
- Consulting with their HR Manager if there are concerns or questions about whether a particular situation rises to the level of a policy violation;
- Reporting to their HR Manager, the Workforce Equity Manager, or the EEO Officer for Metro Transit any alleged incident of discrimination, harassment, retaliation or inappropriate conduct based on a protected status, that they witness or is otherwise brought to their attention;
- In consultation with the HR Manager, Workforce Equity Manager or EEO Officer for Metro Transit, providing interim actions, as needed, to ensure that retaliation or other misconduct does not occur pending the outcome of an investigation;
- In consultation with the HR Manager, Workforce Equity Manager or EEO Officer for Metro Transit, taking prompt and appropriate corrective and disciplinary action, up to and including termination, against employees who have engaged in discriminatory, harassing, retaliatory or inappropriate conduct based on a protected status or who have not carried out their responsibilities under this policy; and
- Actively monitoring the workplace to ensure compliance with this policy. A supervisor or manager who knew or should have known about harassment, discrimination, retaliation or other inappropriate behavior in the workgroup and failed to report it to their department's HR Manager, may be subject to corrective action, up to and including termination.

Responsibilities of Division and Department Directors

All directors in executive branch divisions and departments, including the Assessor's Office, Elections, and the Sheriff's Office, shall be responsible for:

- Acting promptly and appropriately to prevent and address discrimination, harassment, retaliation or inappropriate conduct in the workplace;
- In consultation with the HR Manager, Workforce Equity Manager or EEO Officer for Metro Transit, ensuring that interim action is provided, as needed, to ensure that retaliation or other misconduct does not occur pending the outcome of an investigation; and
- In consultation with the HR Manager, Workforce Equity Manager or EEO Officer for Metro Transit, taking prompt and appropriate corrective and disciplinary action, up to and including termination, against employees who have engaged in discriminatory, harassing, retaliatory or inappropriate conduct based on a protected status or who have not carried out their responsibilities under this policy.

Consequences of Non-Compliance

Any employee, manager, supervisor, HR Manager, Workforce Equity Manager, EEO Officer, or Division or Department Director found to have failed to properly carry out the responsibilities outlined above, shall be subject to appropriate corrective action, up to and including termination.

ADDITIONAL RESOURCES & AVENUES FOR REPORTING AVAILABLE TO EMPLOYEES

King County Civil Rights Program, Office of Equity and Social Justice,
<https://kingcounty.gov/elected/executive/equity-social-justice/civil-rights.aspx>

- The enforcement unit of the Civil Rights Program investigates and resolves complaints of discrimination, provides education and offers technical assistance. They work as impartial fact-finders and do not represent any party.

Washington State Human Rights Commission, <https://www.hum.wa.gov/>

U.S. Equal Employment Opportunity Commission, <https://www.eeoc.gov/>

IX. Appendix C: Workforce Availabilities by Department and Job Group (PDF)

The PDF attachment labeled Appendix C consists of a report that fulfills the requirement in K.C.C. 3.12.180.1.a,b: *A comparison of labor force availability for women and persons of color to the county's actual labor force for women and persons of color as a summary across all departments. The plan shall also compare labor force availability for women and persons of color to the county's actual labor force for women and persons of color by departments and job group. The plan shall also summarize the percentage of total goal setting areas which meet or exceed the labor force availability rate.*

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	153															
Current Utilization:	76	49.67	52	33.99	23	15.03	17	11.11	2	1.31	3	1.96	1	0.65	6	3.92
Class Goal:	69.73	45.57	48.17	31.48	13.67	8.94	18.72	12.24	1.17	0.77	7.34	4.80	0.87	0.57	6.39	4.18
Underutilized:	0.00	No	0.00	No	0.00	No	1.72	No	0.00	No	4.34	Yes	0.00	No	0.39	No
2 - Professionals																
Employees:	5,602															
Current Utilization:	3,098	55.30	2,127	37.97	584	10.42	826	14.74	40	0.71	344	6.14	39	0.70	294	5.25
Class Goal:	2,790.58	49.81	1,963.78	35.05	455.16	8.13	835.00	14.91	39.46	0.70	346.43	6.18	35.57	0.63	252.15	4.50
Underutilized:	0.00	No	0.00	No	0.00	No	9.00	No	0.00	No	2.43	No	0.00	No	0.00	No
3 - Technicians																
Employees:	501															
Current Utilization:	245	48.90	220	43.91	63	12.57	79	15.77	5	1.00	50	9.98	5	1.00	18	3.59
Class Goal:	232.54	46.42	191.42	38.21	46.09	9.20	72.85	14.54	4.54	0.91	41.76	8.33	4.41	0.88	21.77	4.35
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	3.77	No
4 - Protective Service																
Employees:	1,292															
Current Utilization:	213	16.49	503	38.93	197	15.25	106	8.20	20	1.55	117	9.06	16	1.24	47	3.64
Class Goal:	234.82	18.17	474.60	36.73	190.52	14.75	98.41	7.62	18.88	1.46	100.56	7.78	15.58	1.21	50.65	3.92
Underutilized:	21.82	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	3.65	No
5 - Para - Professionals																
Employees:	7															
Current Utilization:	3	42.86	5	71.43	1	14.29	2	28.57	0	0.00	2	28.57	0	0.00	0	0.00
Class Goal:	5.64	80.61	2.29	32.74	0.42	5.95	0.88	12.62	0.05	0.73	0.55	7.91	0.06	0.82	0.33	4.71
Underutilized:	2.64	Yes	0.00	No	0.00	No	0.00	No	0.05	Yes	0.00	No	0.06	Yes	0.33	Yes
6 - Administrative Support																
Employees:	1,525															
Current Utilization:	1,118	73.31	795	52.13	232	15.21	266	17.44	21	1.38	152	9.97	28	1.84	96	6.30
Class Goal:	1,108.84	72.71	587.17	38.50	149.10	9.78	195.30	12.81	15.95	1.05	130.83	8.58	18.96	1.24	77.03	5.05
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

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
7 - Skilled Crafts																
Employees:	1,248															
Current Utilization:	84	6.73	468	37.50	102	8.17	164	13.14	25	2.00	88	7.05	28	2.24	61	4.89
Class Goal:	131.85	10.57	486.13	38.95	153.10	12.27	137.35	11.01	16.38	1.31	105.13	8.42	20.50	1.64	53.68	4.30
Underutilized:	47.85	Yes	18.13	No	51.10	Yes	0.00	No	0.00	No	17.13	No	0.00	No	0.00	No
8 - Service Maintenance																
Employees:	3,538															
Current Utilization:	729	20.60	2,184	61.73	1,248	35.27	476	13.45	60	1.70	202	5.71	75	2.12	123	3.48
Class Goal:	986.03	27.87	1,720.15	48.62	902.32	25.50	337.41	9.54	43.64	1.23	248.91	7.04	50.95	1.44	136.92	3.87
Underutilized:	257.03	Yes	0.00	No	0.00	No	0.00	No	0.00	No	46.91	Yes	0.00	No	13.92	No
Totals:	13,866	5,566	6,354		2,450		1,936		173		958		192		645	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0100 - DAJD-Adult & Juvnile Detention

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	11															
Current Utilization:	5	45.45	8	72.73	4	36.36	2	18.18	0	0.00	1	9.09	0	0.00	1	9.09
Class Goal:	4.69	42.66	4.31	39.15	1.81	16.41	1.27	11.53	0.02	0.22	0.69	6.23	0.02	0.14	0.51	4.61
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.02	Yes	0.00	No	0.02	Yes	0.00	No
2 - Professionals																
Employees:	98															
Current Utilization:	50	51.02	49	50.00	29	29.59	10	10.20	0	0.00	5	5.10	0	0.00	5	5.10
Class Goal:	49.46	50.47	45.87	46.81	20.00	20.41	12.44	12.70	0.73	0.74	7.66	7.81	0.59	0.60	4.46	4.55
Underutilized:	0.00	No	0.00	No	0.00	No	2.44	No	0.73	Yes	2.66	Yes	0.59	Yes	0.00	No
3 - Technicians																
Employees:	15															
Current Utilization:	14	93.33	7	46.67	4	26.67	1	6.67	1	6.67	1	6.67	0	0.00	0	0.00
Class Goal:	10.71	71.40	5.07	33.79	2.04	13.61	0.88	5.84	0.54	3.58	0.96	6.42	0.17	1.15	0.48	3.18
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.17	Yes	0.48	Yes
4 - Protective Service																
Employees:	533															
Current Utilization:	114	21.39	283	53.10	130	24.39	59	11.07	9	1.69	59	11.07	6	1.13	20	3.75
Class Goal:	136.96	25.70	198.14	37.17	103.37	19.39	42.65	8.00	2.93	0.55	22.18	4.16	6.84	1.28	20.17	3.78
Underutilized:	22.96	Yes	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.84	No	0.17	No
6 - Administrative Support																
Employees:	74															
Current Utilization:	52	70.27	39	52.70	16	21.62	14	18.92	0	0.00	7	9.46	0	0.00	2	2.70
Class Goal:	53.25	71.96	30.75	41.55	8.61	11.64	10.52	14.21	0.47	0.63	6.69	9.04	1.02	1.38	3.44	4.65
Underutilized:	1.25	No	0.00	No	0.00	No	0.00	No	0.47	Yes	0.00	No	1.02	Yes	1.44	Yes

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0100 - DAJD-Adult & Juvnile Detention

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
8 - Service Maintenance																
<i>Employees:</i>	28															
<i>Current Utilization:</i>	7	25.00	22	78.57	3	10.71	14	50.00	0	0.00	4	14.29	1	3.57	0	0.00
<i>Class Goal:</i>	11.11	39.66	17.13	61.19	1.99	7.10	7.92	28.28	0.12	0.44	5.33	19.04	0.51	1.81	1.27	4.53
<i>Underutilized:</i>	4.11	Yes	0.00	No	0.00	No	0.00	No	0.12	Yes	1.33	Yes	0.00	No	1.27	Yes
Totals:	759	242	408		186		100		10		77		7		28	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0100 - DAJD-Adult & Juvnile Detention, 0101 - Administrative Services

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	4															
Current Utilization:	2	50.00	2	50.00	0	0.00	1	25.00	0	0.00	1	25.00	0	0.00	0	0.00
Class Goal:	1.78	44.58	0.88	21.99	0.14	3.52	0.35	8.87	0.02	0.41	0.21	5.13	0.02	0.38	0.15	3.68
Underutilized:	0.00	No	0.00	No	0.14	Yes	0.00	No	0.02	Yes	0.00	No	0.02	Yes	0.15	Yes
2 - Professionals																
Employees:	20															
Current Utilization:	13	65.00	10	50.00	4	20.00	3	15.00	0	0.00	2	10.00	0	0.00	1	5.00
Class Goal:	12.88	64.39	9.56	47.82	3.07	15.34	3.57	17.83	0.04	0.18	1.70	8.48	0.14	0.68	1.06	5.32
Underutilized:	0.00	No	0.00	No	0.00	No	0.57	No	0.04	Yes	0.00	No	0.14	Yes	0.06	No
6 - Administrative Support																
Employees:	11															
Current Utilization:	7	63.64	7	63.64	1	9.09	3	27.27	0	0.00	2	18.18	0	0.00	1	9.09
Class Goal:	9.35	85.03	3.02	27.49	0.70	6.35	1.14	10.36	0.14	1.26	0.58	5.30	0.09	0.79	0.38	3.42
Underutilized:	2.35	Yes	0.00	No	0.00	No	0.00	No	0.14	Yes	0.00	No	0.09	Yes	0.00	No
Totals:	35	22	19		5		7		0		5		0		2	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0100 - DAJD-Adult & Juvnile Detention, 0102 - Juvenile

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	3															
Current Utilization:	2	66.67	2	66.67	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.13	37.62	0.80	26.82	0.09	2.98	0.43	14.23	0.01	0.38	0.16	5.28	0.01	0.24	0.11	3.70
Underutilized:	0.00	No	0.00	No	0.00	No	0.43	Yes	0.01	Yes	0.16	Yes	0.01	Yes	0.11	Yes
2 - Professionals																
Employees:	13															
Current Utilization:	9	69.23	5	38.46	4	30.77	1	7.69	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	7.95	61.17	6.38	49.07	2.43	18.71	1.84	14.15	0.10	0.79	1.30	10.00	0.03	0.23	0.68	5.20
Underutilized:	0.00	No	1.38	Yes	0.00	No	0.84	Yes	0.10	Yes	1.30	Yes	0.03	Yes	0.68	Yes
3 - Technicians																
Employees:	3															
Current Utilization:	3	100.00	3	100.00	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.72	90.50	1.75	58.39	1.14	38.07	0.27	9.07	0.01	0.34	0.21	6.83	0.02	0.61	0.10	3.47
Underutilized:	0.00	No	0.00	No	0.00	No	0.27	Yes	0.01	Yes	0.21	Yes	0.02	Yes	0.10	Yes
4 - Protective Service																
Employees:	95															
Current Utilization:	33	34.74	66	69.47	35	36.84	10	10.53	1	1.05	12	12.63	0	0.00	8	8.42
Class Goal:	24.28	25.56	35.27	37.12	18.89	19.89	6.90	7.26	0.44	0.46	4.05	4.27	1.08	1.14	3.91	4.11
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	1.08	Yes	0.00	No
6 - Administrative Support																
Employees:	6															
Current Utilization:	4	66.67	3	50.00	1	16.67	1	16.67	0	0.00	0	0.00	0	0.00	1	16.67
Class Goal:	4.43	73.79	2.43	40.46	0.63	10.45	0.70	11.75	0.02	0.33	0.44	7.36	0.07	1.21	0.56	9.37
Underutilized:	0.43	No	0.00	No	0.00	No	0.00	No	0.02	Yes	0.44	Yes	0.07	Yes	0.00	No

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0100 - DAJD-Adult & Juvnile Detention, 0102 - Juvenile

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
8 - Service Maintenance																
<i>Employees:</i>	5															
<i>Current Utilization:</i>	1	20.00	5	100.00	1	20.00	4	80.00	0	0.00	0	0.00	0	0.00	0	0.00
<i>Class Goal:</i>	2.49	49.70	2.55	50.91	0.31	6.10	0.80	16.02	0.04	0.90	0.97	19.43	0.05	1.05	0.37	7.40
<i>Underutilized:</i>	1.49	Yes	0.00	No	0.00	No	0.00	No	0.04	Yes	0.97	Yes	0.05	Yes	0.37	Yes
Totals:	125	52	84		46		16		1		12		0		9	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0100 - DAJD-Adult & Juvnile Detention, 0103 - Community Corrections

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	2															
Current Utilization:	1	50.00	2	100.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.00	50.00	2.00	100.00	2.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	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
2 - Professionals																
Employees:	17															
Current Utilization:	8	47.06	12	70.59	7	41.18	1	5.88	0	0.00	2	11.76	0	0.00	2	11.76
Class Goal:	10.69	62.87	6.94	40.80	2.57	15.11	1.47	8.63	0.06	0.38	1.61	9.48	0.12	0.71	1.10	6.48
Underutilized:	2.69	Yes	0.00	No	0.00	No	0.47	Yes	0.06	Yes	0.00	No	0.12	Yes	0.00	No
3 - Technicians																
Employees:	12															
Current Utilization:	11	91.67	4	33.33	1	8.33	1	8.33	1	8.33	1	8.33	0	0.00	0	0.00
Class Goal:	8.00	66.63	3.32	27.64	0.90	7.50	0.60	5.03	0.53	4.39	0.76	6.32	0.15	1.29	0.37	3.11
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.15	Yes	0.37	Yes
6 - Administrative Support																
Employees:	5															
Current Utilization:	5	100.00	3	60.00	1	20.00	0	0.00	0	0.00	2	40.00	0	0.00	0	0.00
Class Goal:	3.99	79.75	2.30	46.06	0.64	12.81	0.28	5.69	0.01	0.22	1.22	24.43	0.06	1.15	0.09	1.76
Underutilized:	0.00	No	0.00	No	0.00	No	0.28	Yes	0.01	Yes	0.00	No	0.06	Yes	0.09	Yes
Totals:	36	25	21		11		2		1		5		0		2	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0100 - DAJD-Adult & Juvnile Detention, 0104 - KCCF

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	1															
Current Utilization:	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
Class Goal:	0.45	45.45	0.45	45.45	0.27	27.27	0.09	9.09	0.00	0.00	0.03	3.03	0.00	0.00	0.06	6.06
Underutilized:	0.45	Yes	0.00	No	0.27	Yes	0.09	Yes	0.00	No	0.03	Yes	0.00	No	0.00	No
2 - Professionals																
Employees:	33															
Current Utilization:	15	45.45	15	45.45	9	27.27	3	9.09	0	0.00	1	3.03	0	0.00	2	6.06
Class Goal:	14.24	43.16	16.92	51.28	6.22	18.85	4.17	12.63	0.50	1.51	3.89	11.78	0.37	1.11	1.78	5.39
Underutilized:	0.00	No	1.92	No	0.00	No	1.17	Yes	0.50	Yes	2.89	Yes	0.37	Yes	0.00	No
4 - Protective Service																
Employees:	289															
Current Utilization:	52	17.99	150	51.90	60	20.76	32	11.07	6	2.08	37	12.80	4	1.38	11	3.81
Class Goal:	77.86	26.94	110.03	38.07	56.89	19.69	24.47	8.47	1.48	0.51	12.09	4.18	3.73	1.29	11.37	3.93
Underutilized:	25.86	Yes	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.37	No
6 - Administrative Support																
Employees:	31															
Current Utilization:	22	70.97	17	54.84	8	25.81	7	22.58	0	0.00	2	6.45	0	0.00	0	0.00
Class Goal:	22.26	71.79	12.72	41.05	3.66	11.82	4.40	14.20	0.17	0.54	2.79	8.99	0.36	1.17	1.34	4.32
Underutilized:	0.26	No	0.00	No	0.00	No	0.00	No	0.17	Yes	0.79	Yes	0.36	Yes	1.34	Yes
8 - Service Maintenance																
Employees:	10															
Current Utilization:	4	40.00	9	90.00	2	20.00	5	50.00	0	0.00	1	10.00	1	10.00	0	0.00
Class Goal:	4.47	44.74	6.69	66.93	1.09	10.86	2.95	29.52	0.04	0.40	1.75	17.47	0.45	4.45	0.42	4.21
Underutilized:	0.47	No	0.00	No	0.00	No	0.00	No	0.04	Yes	0.75	Yes	0.00	No	0.42	Yes
Totals:	364	93	192		79		47		6		41		5		14	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0100 - DAJD-Adult & Juvnile Detention, 0105 - MRJC

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	1															
Current Utilization:	0	0.00	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.33	33.33	0.47	46.67	0.33	33.33	0.13	13.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized:	0.33	Yes	0.00	No	0.33	Yes	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No
2 - Professionals																
Employees:	15															
Current Utilization:	5	33.33	7	46.67	5	33.33	2	13.33	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	6.75	44.97	7.41	49.41	3.79	25.28	1.94	12.96	0.08	0.52	0.95	6.33	0.05	0.35	0.60	3.98
Underutilized:	1.75	Yes	0.41	No	0.00	No	0.00	No	0.08	Yes	0.95	Yes	0.05	Yes	0.60	Yes
4 - Protective Service																
Employees:	149															
Current Utilization:	29	19.46	67	44.97	35	23.49	17	11.41	2	1.34	10	6.71	2	1.34	1	0.67
Class Goal:	31.06	20.85	65.26	43.80	31.45	21.11	14.69	9.86	1.90	1.27	11.09	7.45	2.00	1.34	4.13	2.77
Underutilized:	2.06	No	0.00	No	0.00	No	0.00	No	0.00	No	1.09	No	0.00	No	3.13	Yes
6 - Administrative Support																
Employees:	21															
Current Utilization:	14	66.67	9	42.86	5	23.81	3	14.29	0	0.00	1	4.76	0	0.00	0	0.00
Class Goal:	14.33	68.25	10.00	47.62	3.83	18.25	4.50	21.43	0.00	0.00	1.67	7.94	0.00	0.00	0.00	0.00
Underutilized:	0.33	No	1.00	No	0.00	No	1.50	Yes	0.00	No	0.67	Yes	0.00	No	0.00	No
8 - Service Maintenance																
Employees:	13															
Current Utilization:	2	15.38	8	61.54	0	0.00	5	38.46	0	0.00	3	23.08	0	0.00	0	0.00
Class Goal:	5.69	43.76	9.18	70.59	1.61	12.41	4.28	32.90	0.04	0.32	2.09	16.05	0.70	5.37	0.46	3.54
Underutilized:	3.69	Yes	1.18	No	1.61	Yes	0.00	No	0.04	Yes	0.00	No	0.70	Yes	0.46	Yes
Totals:	199	50	92		45		28		2		14		2		1	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0200 - DCHS - Community & Human Svcs

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	12															
Current Utilization:	10	83.33	7	58.33	2	16.67	3	25.00	0	0.00	0	0.00	0	0.00	2	16.67
Class Goal:	8.00	66.64	4.64	38.63	1.23	10.21	1.77	14.71	0.05	0.39	0.44	3.64	0.05	0.38	1.12	9.29
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.05	Yes	0.44	Yes	0.05	Yes	0.00	No
2 - Professionals																
Employees:	408															
Current Utilization:	280	68.63	183	44.85	62	15.20	48	11.76	5	1.23	28	6.86	3	0.74	37	9.07
Class Goal:	244.10	59.83	156.65	38.39	39.39	9.66	57.56	14.11	3.44	0.84	27.68	6.78	2.57	0.63	26.00	6.37
Underutilized:	0.00	No	0.00	No	0.00	No	9.56	No	0.00	No	0.00	No	0.00	No	0.00	No
6 - Administrative Support																
Employees:	47															
Current Utilization:	33	70.21	31	65.96	9	19.15	7	14.89	2	4.26	5	10.64	1	2.13	7	14.89
Class Goal:	38.79	82.52	16.43	34.96	3.86	8.21	4.89	10.41	0.65	1.38	3.68	7.82	0.42	0.89	2.93	6.24
Underutilized:	5.79	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No
Totals:	467	323	221		73		58		7		33		4		46	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0200 - DCHS - Community & Human Svcs, 0220 - Comm & Human Svcs Admin

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	3															
Current Utilization:	2	66.67	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	66.67
Class Goal:	0.87	28.96	0.55	18.31	0.05	1.63	0.27	9.02	0.01	0.36	0.09	3.14	0.01	0.21	0.12	3.96
Underutilized:	0.00	No	0.00	No	0.05	Yes	0.27	Yes	0.01	Yes	0.09	Yes	0.01	Yes	0.00	No
2 - Professionals																
Employees:	44															
Current Utilization:	36	81.82	20	45.45	6	13.64	4	9.09	0	0.00	5	11.36	1	2.27	4	9.09
Class Goal:	26.19	59.51	15.51	35.24	3.02	6.87	6.17	14.03	0.18	0.41	2.55	5.79	0.72	1.63	2.86	6.51
Underutilized:	0.00	No	0.00	No	0.00	No	2.17	Yes	0.18	Yes	0.00	No	0.00	No	0.00	No
6 - Administrative Support																
Employees:	9															
Current Utilization:	9	100.00	4	44.44	1	11.11	1	11.11	0	0.00	0	0.00	1	11.11	1	11.11
Class Goal:	7.87	87.43	2.76	30.72	0.53	5.94	0.88	9.83	0.09	0.96	0.68	7.59	0.11	1.24	0.46	5.15
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.09	Yes	0.68	Yes	0.00	No	0.00	No
Totals:	56	47	26		7		5		0		5		2		7	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0200 - DCHS - Community & Human Svcs, 0221 - Behavioral Health and Recovery

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	2															
Current Utilization:	2	100.00	1	50.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.79	89.75	0.82	41.24	0.04	1.88	0.71	35.39	0.00	0.15	0.05	2.34	0.00	0.23	0.02	1.24
Underutilized:	0.00	No	0.00	No	0.04	Yes	0.00	No	0.00	Yes	0.05	Yes	0.00	Yes	0.02	Yes
2 - Professionals																
Employees:	156															
Current Utilization:	99	63.46	48	30.77	20	12.82	12	7.69	3	1.92	2	1.28	1	0.64	10	6.41
Class Goal:	95.43	61.17	52.40	33.59	14.08	9.02	19.35	12.40	1.39	0.89	8.07	5.17	1.23	0.79	8.29	5.31
Underutilized:	0.00	No	4.40	No	0.00	No	7.35	No	0.00	No	6.07	Yes	0.23	No	0.00	No
6 - Administrative Support																
Employees:	21															
Current Utilization:	10	47.62	12	57.14	5	23.81	3	14.29	2	9.52	0	0.00	0	0.00	2	9.52
Class Goal:	16.20	77.14	8.45	40.25	2.55	12.14	2.27	10.82	0.58	2.76	0.81	3.84	0.64	3.07	1.60	7.62
Underutilized:	6.20	Yes	0.00	No	0.00	No	0.00	No	0.00	No	0.81	Yes	0.64	Yes	0.00	No
Totals:	179	111	61		25		16		5		2		1		12	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0200 - DCHS - Community & Human Svcs, 0222 - Adult Services

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
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:	1.01	50.29	0.72	36.07	0.55	27.37	0.06	2.97	0.01	0.30	0.06	3.18	0.01	0.31	0.04	1.94
Underutilized:	0.01	No	0.00	No	0.00	No	0.06	Yes	0.01	Yes	0.06	Yes	0.01	Yes	0.04	Yes
2 - Professionals																
Employees:	55															
Current Utilization:	40	72.73	27	49.09	11	20.00	7	12.73	0	0.00	3	5.45	0	0.00	6	10.91
Class Goal:	33.24	60.44	20.77	37.77	4.94	8.99	7.91	14.38	0.24	0.43	3.84	6.98	0.32	0.58	3.52	6.40
Underutilized:	0.00	No	0.00	No	0.00	No	0.91	No	0.24	Yes	0.84	Yes	0.32	Yes	0.00	No
6 - Administrative Support																
Employees:	5															
Current Utilization:	4	80.00	3	60.00	0	0.00	1	20.00	0	0.00	1	20.00	0	0.00	1	20.00
Class Goal:	4.15	82.93	2.17	43.40	0.16	3.21	0.72	14.42	0.02	0.46	0.67	13.36	0.02	0.48	0.57	11.48
Underutilized:	0.15	No	0.00	No	0.16	Yes	0.00	No	0.02	Yes	0.00	No	0.02	Yes	0.00	No
Totals:	62	45	31		12		8		0		4		0		7	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0200 - DCHS - Community & Human Svcs, 0223 - Children & Youth Services

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	2															
Current Utilization:	2	100.00	2	100.00	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.38	69.24	0.47	23.72	0.11	5.64	0.12	6.18	0.01	0.46	0.14	7.03	0.01	0.70	0.07	3.71
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.01	Yes	0.14	Yes	0.01	Yes	0.07	Yes
2 - Professionals																
Employees:	58															
Current Utilization:	41	70.69	41	70.69	12	20.69	11	18.97	1	1.72	9	15.52	1	1.72	7	12.07
Class Goal:	38.47	66.33	30.16	52.00	7.89	13.60	9.83	16.94	0.50	0.86	6.47	11.15	0.64	1.10	4.84	8.34
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:	8															
Current Utilization:	6	75.00	8	100.00	2	25.00	1	12.50	0	0.00	4	50.00	0	0.00	1	12.50
Class Goal:	7.36	91.97	2.00	25.04	0.36	4.48	0.63	7.88	0.07	0.89	0.55	6.91	0.04	0.53	0.35	4.35
Underutilized:	1.36	No	0.00	No	0.00	No	0.00	No	0.07	Yes	0.00	No	0.04	Yes	0.00	No
Totals:	68	49	51		15		13		1		13		1		8	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0200 - DCHS - Community & Human Srvcs, 0224 - Housing Homeless & Comm Dev

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
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:	0.65	65.08	0.44	44.44	0.14	14.29	0.11	11.11	0.02	1.59	0.10	9.52	0.00	0.00	0.08	7.94
Underutilized:	0.00	No	0.44	Yes	0.14	Yes	0.11	Yes	0.02	Yes	0.10	Yes	0.00	No	0.08	Yes
2 - Professionals																
Employees:	63															
Current Utilization:	41	65.08	28	44.44	9	14.29	7	11.11	1	1.59	6	9.52	0	0.00	5	7.94
Class Goal:	34.75	55.16	23.91	37.96	5.68	9.01	9.28	14.72	0.50	0.79	4.65	7.38	0.22	0.35	3.59	5.70
Underutilized:	0.00	No	0.00	No	0.00	No	2.28	Yes	0.00	No	0.00	No	0.22	Yes	0.00	No
6 - Administrative Support																
Employees:	3															
Current Utilization:	3	100.00	3	100.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	2	66.67
Class Goal:	2.82	93.84	0.96	32.12	0.21	6.93	0.29	9.52	0.02	0.64	0.10	3.49	0.14	4.75	0.20	6.79
Underutilized:	0.00	No	0.00	No	0.00	No	0.29	Yes	0.02	Yes	0.10	Yes	0.14	Yes	0.00	No
Totals:	67	45	31		10		7		1		6		0		7	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0200 - DCHS - Community & Human Srvcs, 0225 - Dev Dis & Early Child Suppts

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	2															
Current Utilization:	2	100.00	1	50.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.09	54.56	0.50	24.91	0.07	3.48	0.23	11.46	0.01	0.58	0.09	4.73	0.02	0.82	0.08	3.84
Underutilized:	0.00	No	0.00	No	0.07	Yes	0.00	No	0.01	Yes	0.09	Yes	0.02	Yes	0.08	Yes
2 - Professionals																
Employees:	32															
Current Utilization:	23	71.88	19	59.38	4	12.50	7	21.88	0	0.00	3	9.38	0	0.00	5	15.63
Class Goal:	19.66	61.43	15.29	47.77	2.52	7.88	7.80	24.36	0.06	0.20	2.20	6.87	0.08	0.25	2.63	8.22
Underutilized:	0.00	No	0.00	No	0.00	No	0.80	No	0.06	Yes	0.00	No	0.08	Yes	0.00	No
6 - Administrative Support																
Employees:	1															
Current Utilization:	1	100.00	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.92	91.97	0.25	25.04	0.04	4.48	0.08	7.88	0.01	0.89	0.07	6.91	0.01	0.53	0.04	4.35
Underutilized:	0.00	No	0.00	No	0.04	Yes	0.00	No	0.01	Yes	0.07	Yes	0.01	Yes	0.04	Yes
Totals:	35	26	21		4		9		0		3		0		5	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0400 - DES - Executive Services

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	20															
Current Utilization:	10	50.00	5	25.00	2	10.00	2	10.00	0	0.00	0	0.00	0	0.00	1	5.00
Class Goal:	9.38	46.89	5.54	27.70	1.40	6.99	2.49	12.47	0.05	0.24	0.67	3.36	0.05	0.23	0.88	4.41
Underutilized:	0.00	No	0.54	No	0.00	No	0.49	No	0.05	Yes	0.67	Yes	0.05	Yes	0.00	No
2 - Professionals																
Employees:	372															
Current Utilization:	217	58.33	150	40.32	28	7.53	78	20.97	0	0.00	25	6.72	1	0.27	18	4.84
Class Goal:	189.54	50.95	136.91	36.81	26.29	7.07	67.95	18.27	1.61	0.43	21.25	5.71	2.05	0.55	17.76	4.77
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	1.61	Yes	0.00	No	1.05	Yes	0.00	No
3 - Technicians																
Employees:	5															
Current Utilization:	3	60.00	1	20.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.52	50.36	1.91	38.20	0.36	7.26	0.92	18.46	0.03	0.54	0.32	6.50	0.04	0.84	0.23	4.61
Underutilized:	0.00	No	0.91	Yes	0.36	Yes	0.00	No	0.03	Yes	0.32	Yes	0.04	Yes	0.23	Yes
4 - Protective Service																
Employees:	51															
Current Utilization:	12	23.53	28	54.90	15	29.41	2	3.92	0	0.00	5	9.80	2	3.92	4	7.84
Class Goal:	13.43	26.33	24.10	47.25	11.42	22.38	2.78	5.46	0.32	0.62	4.80	9.42	1.45	2.84	3.33	6.54
Underutilized:	1.43	No	0.00	No	0.00	No	0.78	Yes	0.32	Yes	0.00	No	0.00	No	0.00	No
6 - Administrative Support																
Employees:	137															
Current Utilization:	94	68.61	73	53.28	21	15.33	28	20.44	3	2.19	7	5.11	3	2.19	11	8.03
Class Goal:	94.67	69.10	56.40	41.17	14.82	10.82	20.03	14.62	1.71	1.25	9.81	7.16	2.42	1.76	7.61	5.56
Underutilized:	0.67	No	0.00	No	0.00	No	0.00	No	0.00	No	2.81	No	0.00	No	0.00	No
7 - Skilled Crafts																
Employees:	102															
Current Utilization:	7	6.86	42	41.18	12	11.76	18	17.65	2	1.96	5	4.90	0	0.00	5	4.90
Class Goal:	8.67	8.50	36.31	35.60	8.11	7.95	10.13	9.93	1.11	1.08	11.69	11.46	0.96	0.94	4.32	4.23
Underutilized:	1.67	No	0.00	No	0.00	No	0.00	No	0.00	No	6.69	Yes	0.96	Yes	0.00	No

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0400 - DES - Executive Services

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
8 - Service Maintenance																
<i>Employees:</i>	135															
<i>Current Utilization:</i>	49	36.30	106	78.52	45	33.33	29	21.48	0	0.00	21	15.56	8	5.93	3	2.22
<i>Class Goal:</i>	52.40	38.81	83.36	61.75	26.32	19.49	20.76	15.38	0.85	0.63	27.20	20.15	4.55	3.37	3.68	2.73
<i>Underutilized:</i>	3.40	No	0.00	No	0.00	No	0.00	No	0.85	Yes	6.20	No	0.00	No	0.68	No
Totals:	822	392	405	123	158	5	63	14	42							

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0400 - DES - Executive Services, 0401 - Administration

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	2															
Current Utilization:	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.58	28.96	0.37	18.31	0.03	1.63	0.18	9.02	0.01	0.36	0.06	3.14	0.00	0.21	0.08	3.96
Underutilized:	0.00	No	0.37	Yes	0.03	Yes	0.18	Yes	0.01	Yes	0.06	Yes	0.00	Yes	0.08	Yes
2 - Professionals																
Employees:	17															
Current Utilization:	12	70.59	9	52.94	5	29.41	2	11.76	0	0.00	2	11.76	0	0.00	0	0.00
Class Goal:	9.99	58.76	5.45	32.08	1.56	9.18	2.13	12.56	0.03	0.15	1.09	6.43	0.04	0.25	0.59	3.50
Underutilized:	0.00	No	0.00	No	0.00	No	0.13	No	0.03	Yes	0.00	No	0.04	Yes	0.59	Yes
6 - Administrative Support																
Employees:	2															
Current Utilization:	2	100.00	1	50.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.22	61.19	0.65	32.31	0.09	4.53	0.30	14.82	0.02	0.80	0.13	6.48	0.01	0.62	0.10	5.06
Underutilized:	0.00	No	0.00	No	0.09	Yes	0.00	No	0.02	Yes	0.13	Yes	0.01	Yes	0.10	Yes
Totals:	21	15	10		5		3		0		2		0		0	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0400 - DES - Executive Services, 0403 - FBOD-Finance & Business Ops

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	5															
Current Utilization:	2	40.00	2	40.00	1	20.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.51	50.15	1.29	25.85	0.14	2.82	0.75	15.03	0.02	0.45	0.22	4.47	0.01	0.30	0.14	2.80
Underutilized:	0.51	Yes	0.00	No	0.00	No	0.00	No	0.02	Yes	0.22	Yes	0.01	Yes	0.14	Yes
2 - Professionals																
Employees:	116															
Current Utilization:	85	73.28	53	45.69	8	6.90	31	26.72	0	0.00	7	6.03	0	0.00	7	6.03
Class Goal:	58.93	50.81	35.32	30.45	4.26	3.67	19.74	17.02	0.33	0.28	4.99	4.30	0.53	0.45	5.47	4.72
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.33	Yes	0.00	No	0.53	Yes	0.00	No
6 - Administrative Support																
Employees:	39															
Current Utilization:	34	87.18	25	64.10	6	15.38	11	28.21	1	2.56	4	10.26	1	2.56	2	5.13
Class Goal:	32.00	82.04	9.31	23.87	1.60	4.10	3.73	9.57	0.46	1.18	1.84	4.72	0.27	0.68	1.41	3.62
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
Totals:	160	121	80		15		43		1		11		1		9	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0400 - DES - Executive Services, 0404 - FMD - Facilities Mgmt

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	2															
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:	0.75	37.62	0.54	26.82	0.06	2.98	0.28	14.23	0.01	0.38	0.11	5.28	0.00	0.24	0.07	3.70
Underutilized:	0.75	Yes	0.54	Yes	0.06	Yes	0.28	Yes	0.01	Yes	0.11	Yes	0.00	Yes	0.07	Yes
2 - Professionals																
Employees:	67															
Current Utilization:	38	56.72	25	37.31	5	7.46	13	19.40	0	0.00	4	5.97	0	0.00	3	4.48
Class Goal:	24.37	36.38	17.26	25.76	2.05	3.05	8.67	12.95	0.30	0.45	3.74	5.59	0.15	0.22	2.35	3.51
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.30	Yes	0.00	No	0.15	Yes	0.00	No
3 - Technicians																
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:	0.08	7.74	0.30	29.91	0.06	6.48	0.08	8.38	0.01	0.88	0.09	9.09	0.01	0.84	0.04	4.24
Underutilized:	0.08	Yes	0.30	Yes	0.06	Yes	0.08	Yes	0.01	Yes	0.09	Yes	0.01	Yes	0.04	Yes
4 - Protective Service																
Employees:	42															
Current Utilization:	7	16.67	26	61.90	15	35.71	2	4.76	0	0.00	3	7.14	2	4.76	4	9.52
Class Goal:	9.45	22.51	16.05	38.22	5.88	13.99	3.09	7.36	0.53	1.25	3.99	9.50	0.51	1.22	2.05	4.89
Underutilized:	2.45	Yes	0.00	No	0.00	No	1.09	Yes	0.53	Yes	0.99	Yes	0.00	No	0.00	No
6 - Administrative Support																
Employees:	15															
Current Utilization:	6	40.00	7	46.67	3	20.00	3	20.00	0	0.00	0	0.00	0	0.00	1	6.67
Class Goal:	10.52	70.11	4.70	31.33	0.95	6.33	1.60	10.67	0.13	0.87	1.11	7.42	0.19	1.25	0.72	4.78
Underutilized:	4.52	Yes	0.00	No	0.00	No	0.00	No	0.13	Yes	1.11	Yes	0.19	Yes	0.00	No
7 - Skilled Crafts																
Employees:	62															
Current Utilization:	5	8.06	30	48.39	10	16.13	12	19.35	0	0.00	4	6.45	0	0.00	4	6.45
Class Goal:	3.27	5.28	17.84	28.77	2.96	4.78	2.92	4.71	0.35	0.56	8.63	13.91	0.28	0.46	2.69	4.35
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.35	Yes	4.63	Yes	0.28	Yes	0.00	No

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0400 - DES - Executive Services, 0404 - FMD - Facilities Mgmt

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
8 - Service Maintenance																
<i>Employees:</i>	112															
<i>Current Utilization:</i>	35	31.25	94	83.93	43	38.39	27	24.11	0	0.00	15	13.39	8	7.14	1	0.89
<i>Class Goal:</i>	46.60	41.60	58.85	52.55	10.35	9.24	13.45	12.01	1.07	0.96	29.17	26.05	1.48	1.32	3.33	2.97
<i>Underutilized:</i>	11.60	Yes	0.00	No	0.00	No	0.00	No	1.07	Yes	14.17	Yes	0.00	No	2.33	Yes
Totals:	301	91	182		76		57		0		26		10		13	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0400 - DES - Executive Services, 0407 - OEM - Office of Emergency Mgmt

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	2															
Current Utilization:	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.09	54.56	0.50	24.91	0.07	3.48	0.23	11.46	0.01	0.58	0.09	4.73	0.02	0.82	0.08	3.84
Underutilized:	0.09	No	0.50	Yes	0.07	Yes	0.23	Yes	0.01	Yes	0.09	Yes	0.02	Yes	0.08	Yes
2 - Professionals																
Employees:	18															
Current Utilization:	9	50.00	3	16.67	1	5.56	0	0.00	0	0.00	2	11.11	0	0.00	0	0.00
Class Goal:	8.18	45.47	5.40	30.01	0.72	4.02	2.81	15.61	0.04	0.24	1.15	6.41	0.05	0.29	0.62	3.44
Underutilized:	0.00	No	2.40	Yes	0.00	No	2.81	Yes	0.04	Yes	0.00	No	0.05	Yes	0.62	Yes
6 - Administrative Support																
Employees:	2															
Current Utilization:	2	100.00	1	50.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.84	91.97	0.50	25.04	0.09	4.48	0.16	7.88	0.02	0.89	0.14	6.91	0.01	0.53	0.09	4.35
Underutilized:	0.00	No	0.00	No	0.09	Yes	0.00	No	0.02	Yes	0.14	Yes	0.01	Yes	0.09	Yes
Totals:	22	12	4		1		1		0		2		0		0	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0400 - DES - Executive Services, 0408 - RALS - Records & Licensing Svc

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	2															
Current Utilization:	1	50.00	1	50.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.75	37.62	0.54	26.82	0.06	2.98	0.28	14.23	0.01	0.38	0.11	5.28	0.00	0.24	0.07	3.70
Underutilized:	0.00	No	0.00	No	0.06	Yes	0.00	No	0.01	Yes	0.11	Yes	0.00	Yes	0.07	Yes
2 - Professionals																
Employees:	22															
Current Utilization:	13	59.09	6	27.27	3	13.64	0	0.00	0	0.00	3	13.64	0	0.00	0	0.00
Class Goal:	9.60	43.62	6.08	27.66	0.72	3.28	3.25	14.75	0.08	0.36	1.23	5.59	0.06	0.25	0.75	3.42
Underutilized:	0.00	No	0.08	No	0.00	No	3.25	Yes	0.08	Yes	0.00	No	0.06	Yes	0.75	Yes
3 - Technicians																
Employees:	3															
Current Utilization:	3	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:	2.27	75.73	1.16	38.77	0.29	9.53	0.48	15.92	0.02	0.60	0.19	6.50	0.03	1.07	0.15	5.15
Underutilized:	0.00	No	1.16	Yes	0.29	Yes	0.48	Yes	0.02	Yes	0.19	Yes	0.03	Yes	0.15	Yes
4 - Protective Service																
Employees:	9															
Current Utilization:	5	55.56	2	22.22	0	0.00	0	0.00	0	0.00	2	22.22	0	0.00	0	0.00
Class Goal:	4.87	54.11	2.23	24.80	0.64	7.09	0.30	3.38	0.22	2.42	0.48	5.31	0.17	1.93	0.42	4.67
Underutilized:	0.00	No	0.23	No	0.64	Yes	0.30	Yes	0.22	Yes	0.00	No	0.17	Yes	0.42	Yes
6 - Administrative Support																
Employees:	62															
Current Utilization:	43	69.35	32	51.61	9	14.52	11	17.74	1	1.61	2	3.23	2	3.23	7	11.29
Class Goal:	42.61	68.73	20.72	33.41	4.36	7.03	6.42	10.36	0.41	0.66	5.55	8.95	1.02	1.65	2.95	4.76
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	3.55	Yes	0.00	No	0.00	No

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0400 - DES - Executive Services, 0408 - RALS - Records & Licensing Svc

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
8 - Service Maintenance																
<i>Employees:</i>	15															
<i>Current Utilization:</i>	12	80.00	6	40.00	1	6.67	1	6.67	0	0.00	2	13.33	0	0.00	2	13.33
<i>Class Goal:</i>	8.12	54.11	3.72	24.80	1.06	7.09	0.51	3.38	0.36	2.42	0.80	5.31	0.29	1.93	0.70	4.67
<i>Underutilized:</i>	0.00	No	0.00	No	0.06	No	0.00	No	0.36	Yes	0.00	No	0.29	Yes	0.00	No
Totals:	113	77	47		13		13		1		9		2		9	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0400 - DES - Executive Services, 0409 - Risk Mgmt

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	2															
Current Utilization:	2	100.00	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.00	100.00	1.00	50.00	1.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	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
2 - Professionals																
Employees:	20															
Current Utilization:	12	60.00	7	35.00	1	5.00	3	15.00	0	0.00	1	5.00	0	0.00	2	10.00
Class Goal:	11.16	55.79	7.24	36.18	1.48	7.39	3.20	15.98	0.01	0.06	1.06	5.28	0.03	0.13	1.47	7.33
Underutilized:	0.00	No	0.24	No	0.48	Yes	0.20	No	0.01	Yes	0.06	No	0.03	Yes	0.00	No
6 - Administrative Support																
Employees:	3															
Current Utilization:	1	33.33	1	33.33	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.02	67.17	0.83	27.67	0.07	2.49	0.55	18.41	0.02	0.64	0.10	3.49	0.01	0.31	0.07	2.35
Underutilized:	1.02	Yes	0.00	No	0.07	Yes	0.00	No	0.02	Yes	0.10	Yes	0.01	Yes	0.07	Yes
Totals:	25	15	9		2		4		0		1		0		2	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0400 - DES - Executive Services, 0412 - Business Resource Center

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	2															
Current Utilization:	2	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:	0.70	34.77	0.47	23.69	0.07	3.42	0.20	9.96	0.01	0.56	0.11	5.49	0.01	0.40	0.08	3.87
Underutilized:	0.00	No	0.47	Yes	0.07	Yes	0.20	Yes	0.01	Yes	0.11	Yes	0.01	Yes	0.08	Yes
2 - Professionals																
Employees:	64															
Current Utilization:	28	43.75	28	43.75	2	3.13	22	34.38	0	0.00	1	1.56	0	0.00	3	4.69
Class Goal:	22.70	35.46	24.77	38.70	2.21	3.45	17.11	26.74	0.24	0.37	2.23	3.48	0.12	0.19	2.86	4.47
Underutilized:	0.00	No	0.00	No	0.21	No	0.00	No	0.24	Yes	1.23	Yes	0.12	Yes	0.00	No
3 - Technicians																
Employees:	1															
Current Utilization:	0	0.00	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.17	16.88	0.45	44.79	0.01	1.20	0.36	36.16	0.00	0.02	0.04	3.90	0.00	0.13	0.03	3.37
Underutilized:	0.17	Yes	0.00	No	0.01	Yes	0.00	No	0.00	Yes	0.04	Yes	0.00	Yes	0.03	Yes
Totals:	67	30	29		2		23		0		1		0		3	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0400 - DES - Executive Services, 0801 - Airport

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	2															
Current Utilization:	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00
Class Goal:	0.48	23.93	0.64	31.94	0.15	7.49	0.23	11.71	0.00	0.22	0.13	6.53	0.01	0.41	0.11	5.58
Underutilized:	0.48	Yes	0.00	No	0.15	Yes	0.23	Yes	0.00	Yes	0.13	Yes	0.01	Yes	0.00	No
2 - Professionals																
Employees:	29															
Current Utilization:	8	27.59	12	41.38	1	3.45	5	17.24	0	0.00	4	13.79	1	3.45	1	3.45
Class Goal:	10.80	37.23	9.12	31.44	1.34	4.61	3.83	13.22	0.09	0.31	2.54	8.76	0.30	1.02	1.02	3.53
Underutilized:	2.80	Yes	0.00	No	0.34	Yes	0.00	No	0.09	Yes	0.00	No	0.00	No	0.02	No
6 - Administrative Support																
Employees:	4															
Current Utilization:	2	50.00	1	25.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	3.03	75.74	0.96	23.89	0.44	10.99	0.23	5.83	0.03	0.77	0.14	3.51	0.01	0.33	0.10	2.46
Underutilized:	1.03	Yes	0.00	No	0.00	No	0.23	Yes	0.03	Yes	0.14	Yes	0.01	Yes	0.10	Yes
7 - Skilled Crafts																
Employees:	8															
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:	1.89	23.68	4.53	56.61	1.05	13.16	0.14	1.74	0.02	0.31	3.18	39.81	0.02	0.21	0.11	1.39
Underutilized:	1.89	Yes	4.53	Yes	1.05	Yes	0.14	Yes	0.02	Yes	3.18	Yes	0.02	Yes	0.11	Yes
8 - Service Maintenance																
Employees:	6															
Current Utilization:	2	33.33	4	66.67	1	16.67	0	0.00	0	0.00	3	50.00	0	0.00	0	0.00
Class Goal:	0.99	16.46	3.21	53.47	0.56	9.35	0.13	2.10	0.04	0.67	2.36	39.28	0.04	0.74	0.08	1.32
Underutilized:	0.00	No	0.00	No	0.00	No	0.13	Yes	0.04	Yes	0.00	No	0.04	Yes	0.08	Yes
Totals:	49	12	18		3		5		0		7		1		2	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0400 - DES - Executive Services, 0802 - Fleet

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
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:	0.24	23.93	0.32	31.94	0.07	7.49	0.12	11.71	0.00	0.22	0.07	6.53	0.00	0.41	0.06	5.58
Underutilized:	0.00	No	0.32	Yes	0.07	Yes	0.12	Yes	0.00	Yes	0.07	Yes	0.00	Yes	0.06	Yes
2 - Professionals																
Employees:	19															
Current Utilization:	12	63.16	7	36.84	2	10.53	2	10.53	0	0.00	1	5.26	0	0.00	2	10.53
Class Goal:	7.68	40.43	6.45	33.95	1.43	7.51	2.45	12.91	0.37	1.94	1.27	6.69	0.08	0.42	0.85	4.47
Underutilized:	0.00	No	0.00	No	0.00	No	0.45	No	0.37	Yes	0.27	Yes	0.08	Yes	0.00	No
6 - Administrative Support																
Employees:	10															
Current Utilization:	4	40.00	5	50.00	2	20.00	0	0.00	1	10.00	1	10.00	0	0.00	1	10.00
Class Goal:	5.20	51.99	3.43	34.26	0.95	9.55	0.71	7.06	0.30	3.02	0.76	7.61	0.11	1.06	0.60	5.97
Underutilized:	1.20	Yes	0.00	No	0.00	No	0.71	Yes	0.00	No	0.00	No	0.11	Yes	0.00	No
7 - Skilled Crafts																
Employees:	32															
Current Utilization:	2	6.25	12	37.50	2	6.25	6	18.75	2	6.25	1	3.13	0	0.00	1	3.13
Class Goal:	2.63	8.22	10.07	31.46	1.25	3.90	3.91	12.23	0.69	2.16	2.59	8.08	0.33	1.04	1.30	4.05
Underutilized:	0.63	Yes	0.00	No	0.00	No	0.00	No	0.00	No	1.59	Yes	0.33	Yes	0.30	Yes
8 - Service Maintenance																
Employees:	2															
Current Utilization:	0	0.00	2	100.00	0	0.00	1	50.00	0	0.00	1	50.00	0	0.00	0	0.00
Class Goal:	0.12	5.77	0.96	47.82	0.12	6.20	0.38	18.94	0.00	0.25	0.41	20.58	0.01	0.47	0.03	1.38
Underutilized:	0.12	Yes	0.00	No	0.12	Yes	0.00	No	0.00	Yes	0.00	No	0.01	Yes	0.03	Yes
Totals:	64	19	26		6		9		3		4		0		4	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0500 - DJA - Judicial Administration

Job Group	Total Female		Total Minority		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:	0.29	28.96	0.18	18.31	0.02	1.63	0.09	9.02	0.00	0.36	0.03	3.14	0.00	0.21	0.04	3.96
Underutilized:	0.00	No	0.00	No	0.02	Yes	0.09	Yes	0.00	No	0.03	Yes	0.00	Yes	0.04	Yes
2 - Professionals																
Employees:	47															
Current Utilization:	30	63.83	20	42.55	2	4.26	14	29.79	0	0.00	2	4.26	0	0.00	2	4.26
Class Goal:	27.36	58.22	19.68	41.87	3.96	8.42	10.66	22.67	0.27	0.58	2.81	5.98	0.36	0.76	1.63	3.47
Underutilized:	0.00	No	0.00	No	1.96	Yes	0.00	No	0.27	Yes	0.81	Yes	0.36	Yes	0.00	No
3 - Technicians																
Employees:	5															
Current Utilization:	2	40.00	3	60.00	0	0.00	3	60.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.16	23.22	2.43	48.63	0.16	3.13	1.93	38.70	0.01	0.29	0.17	3.36	0.02	0.35	0.14	2.81
Underutilized:	0.00	No	0.00	No	0.16	Yes	0.00	No	0.01	Yes	0.17	Yes	0.02	Yes	0.14	Yes
6 - Administrative Support																
Employees:	166															
Current Utilization:	114	68.67	86	51.81	27	16.27	36	21.69	2	1.20	15	9.04	3	1.81	3	1.81
Class Goal:	121.08	72.94	58.81	35.43	13.47	8.12	20.81	12.53	1.61	0.97	15.11	9.10	1.72	1.03	6.10	3.68
Underutilized:	7.08	No	0.00	No	0.00	No	0.00	No	0.00	No	0.11	No	0.00	No	3.10	Yes
Totals:	219	147	110		29		53		3		17		3		5	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0500 - DJA - Judicial Administration, 0501 - Judicial Admin

Job Group	Total Female		Total Minority		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:	0.29	28.96	0.18	18.31	0.02	1.63	0.09	9.02	0.00	0.36	0.03	3.14	0.00	0.21	0.04	3.96
Underutilized:	0.00	No	0.00	No	0.02	Yes	0.09	Yes	0.00	No	0.03	Yes	0.00	Yes	0.04	Yes
2 - Professionals																
Employees:	47															
Current Utilization:	30	63.83	20	42.55	2	4.26	14	29.79	0	0.00	2	4.26	0	0.00	2	4.26
Class Goal:	19.00	40.42	13.80	29.36	1.69	3.59	7.95	16.91	0.12	0.26	2.25	4.79	0.10	0.22	1.69	3.59
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.12	Yes	0.25	No	0.10	Yes	0.00	No
3 - Technicians																
Employees:	5															
Current Utilization:	2	40.00	3	60.00	0	0.00	3	60.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.84	16.88	2.24	44.79	0.06	1.20	1.81	36.16	0.00	0.02	0.20	3.90	0.01	0.13	0.17	3.37
Underutilized:	0.00	No	0.00	No	0.06	Yes	0.00	No	0.00	Yes	0.20	Yes	0.01	Yes	0.17	Yes
6 - Administrative Support																
Employees:	166															
Current Utilization:	114	68.67	86	51.81	27	16.27	36	21.69	2	1.20	15	9.04	3	1.81	3	1.81
Class Goal:	123.77	74.56	45.69	27.52	7.75	4.67	14.91	8.98	1.33	0.80	14.33	8.63	1.06	0.64	6.31	3.80
Underutilized:	9.77	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	3.31	Yes
Totals:	219	147	110		29		53		3		17		3		5	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0600 - DNRP-Natural Resources & Parks

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	11															
Current Utilization:	5	45.45	2	18.18	1	9.09	0	0.00	0	0.00	0	0.00	0	0.00	1	9.09
Class Goal:	3.72	33.79	3.00	27.27	0.47	4.31	1.24	11.29	0.12	1.07	0.65	5.91	0.05	0.49	0.46	4.20
Underutilized:	0.00	No	1.00	Yes	0.00	No	1.24	Yes	0.12	Yes	0.65	Yes	0.05	Yes	0.00	No
2 - Professionals																
Employees:	985															
Current Utilization:	471	47.82	295	29.95	55	5.58	135	13.71	6	0.61	47	4.77	5	0.51	47	4.77
Class Goal:	417.66	42.40	296.03	30.05	53.88	5.47	135.62	13.77	5.73	0.58	54.10	5.49	4.87	0.49	41.83	4.25
Underutilized:	0.00	No	1.03	No	0.00	No	0.62	No	0.00	No	7.10	No	0.00	No	0.00	No
3 - Technicians																
Employees:	39															
Current Utilization:	17	43.59	11	28.21	3	7.69	6	15.38	1	2.56	1	2.56	0	0.00	0	0.00
Class Goal:	16.87	43.25	11.35	29.11	2.60	6.66	5.33	13.67	0.75	1.92	1.89	4.85	0.17	0.44	0.61	1.57
Underutilized:	0.00	No	0.35	No	0.00	No	0.00	No	0.00	No	0.89	Yes	0.17	Yes	0.61	Yes
5 - Para - Professionals																
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:	0.74	74.11	0.15	14.70	0.00	0.21	0.08	8.34	0.00	0.26	0.04	3.59	0.00	0.26	0.02	2.05
Underutilized:	0.00	No	0.15	Yes	0.00	Yes	0.08	Yes	0.00	Yes	0.04	Yes	0.00	Yes	0.02	Yes
6 - Administrative Support																
Employees:	94															
Current Utilization:	66	70.21	51	54.26	13	13.83	18	19.15	1	1.06	10	10.64	1	1.06	8	8.51
Class Goal:	66.71	70.96	36.01	38.31	8.75	9.31	12.46	13.26	0.91	0.96	7.60	8.08	1.08	1.15	5.22	5.55
Underutilized:	0.71	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.08	No	0.00	No
7 - Skilled Crafts																
Employees:	308															
Current Utilization:	47	15.26	88	28.57	19	6.17	15	4.87	9	2.92	28	9.09	3	0.97	14	4.55
Class Goal:	40.02	12.99	92.98	30.19	23.33	7.57	17.91	5.81	6.51	2.11	27.34	8.88	3.54	1.15	14.36	4.66
Underutilized:	0.00	No	4.98	No	4.33	No	2.91	No	0.00	No	0.00	No	0.54	No	0.36	No

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0600 - DNRP-Natural Resources & Parks

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
8 - Service Maintenance																	
Employees:	285																
Current Utilization:	34	11.93	98	34.39	41	14.39	16	5.61	9	3.16	13	4.56	7	2.46	12	4.21	
Class Goal:	32.10	11.26	103.51	36.32	35.39	12.42	16.42	5.76	7.32	2.57	27.05	9.49	5.60	1.96	11.73	4.11	
Underutilized:	0.00	No	5.51	No	0.00	No	0.42	No	0.00	No	14.05	Yes	0.00	No	0.00	No	
Totals:	1,723	641	545		132		190		26		99		16		82		

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0600 - DNRP-Natural Resources & Parks, 0602 - Parks

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	2															
Current Utilization:	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00
Class Goal:	0.53	26.73	0.51	25.63	0.09	4.43	0.12	5.94	0.07	3.44	0.13	6.41	0.06	2.94	0.05	2.48
Underutilized:	0.53	Yes	0.00	No	0.09	Yes	0.12	Yes	0.07	Yes	0.13	Yes	0.06	Yes	0.00	No
2 - Professionals																
Employees:	101															
Current Utilization:	54	53.47	28	27.72	3	2.97	12	11.88	1	0.99	7	6.93	0	0.00	5	4.95
Class Goal:	44.87	44.42	29.69	29.40	4.68	4.63	12.17	12.05	0.63	0.63	6.68	6.62	0.43	0.42	5.09	5.04
Underutilized:	0.00	No	1.69	No	1.68	Yes	0.17	No	0.00	No	0.00	No	0.43	Yes	0.09	No
6 - Administrative Support																
Employees:	23															
Current Utilization:	17	73.91	13	56.52	3	13.04	4	17.39	0	0.00	4	17.39	1	4.35	1	4.35
Class Goal:	15.44	67.13	8.64	37.58	2.00	8.69	2.59	11.26	0.16	0.71	2.32	10.07	0.50	2.19	1.07	4.66
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.16	Yes	0.00	No	0.00	No	0.07	No
7 - Skilled Crafts																
Employees:	17															
Current Utilization:	0	0.00	4	23.53	1	5.88	0	0.00	1	5.88	1	5.88	1	5.88	0	0.00
Class Goal:	1.26	7.44	5.02	29.55	1.49	8.78	0.49	2.88	0.45	2.64	1.63	9.57	0.48	2.85	0.48	2.83
Underutilized:	1.26	Yes	1.02	Yes	0.49	Yes	0.49	Yes	0.00	No	0.63	Yes	0.00	No	0.48	Yes
8 - Service Maintenance																
Employees:	127															
Current Utilization:	24	18.90	42	33.07	19	14.96	6	4.72	2	1.57	7	5.51	3	2.36	5	3.94
Class Goal:	20.67	16.27	50.40	39.69	13.86	10.92	6.71	5.28	1.94	1.52	21.03	16.56	2.13	1.67	4.75	3.74
Underutilized:	0.00	No	8.40	No	0.00	No	0.71	No	0.00	No	14.03	Yes	0.00	No	0.00	No
Totals:	270	95	88		26		22		4		19		5		12	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0600 - DNRP-Natural Resources & Parks, 0603 - SWD -Solid Waste

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	2															
Current Utilization:	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.75	37.62	0.54	26.82	0.06	2.98	0.28	14.23	0.01	0.38	0.11	5.28	0.00	0.24	0.07	3.70
Underutilized:	0.00	No	0.54	Yes	0.06	Yes	0.28	Yes	0.01	Yes	0.11	Yes	0.00	Yes	0.07	Yes
2 - Professionals																
Employees:	126															
Current Utilization:	71	56.35	52	41.27	14	11.11	18	14.29	2	1.59	7	5.56	0	0.00	11	8.73
Class Goal:	47.47	37.67	33.87	26.88	4.31	3.42	16.79	13.32	0.45	0.36	7.79	6.19	0.33	0.26	4.21	3.34
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.79	No	0.33	Yes	0.00	No
6 - Administrative Support																
Employees:	26															
Current Utilization:	17	65.38	11	42.31	4	15.38	4	15.38	0	0.00	3	11.54	0	0.00	0	0.00
Class Goal:	18.74	72.06	7.32	28.15	1.42	5.47	2.55	9.79	0.25	0.94	1.68	6.48	0.28	1.06	1.14	4.40
Underutilized:	1.74	No	0.00	No	0.00	No	0.00	No	0.25	Yes	0.00	No	0.28	Yes	1.14	Yes
7 - Skilled Crafts																
Employees:	106															
Current Utilization:	28	26.42	24	22.64	7	6.60	5	4.72	2	1.89	4	3.77	1	0.94	5	4.72
Class Goal:	18.24	17.21	32.83	30.97	7.40	6.98	7.85	7.41	0.60	0.56	10.35	9.76	0.79	0.75	5.84	5.51
Underutilized:	0.00	No	8.83	No	0.40	No	2.85	Yes	0.00	No	6.35	Yes	0.00	No	0.84	No
8 - Service Maintenance																
Employees:	139															
Current Utilization:	8	5.76	49	35.25	20	14.39	8	5.76	6	4.32	5	3.60	4	2.88	6	4.32
Class Goal:	7.81	5.62	44.84	32.26	12.40	8.92	7.81	5.62	0.86	0.62	17.02	12.24	0.86	0.62	5.89	4.24
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	12.02	Yes	0.00	No	0.00	No
Totals:	399	125	136		45		35		10		19		5		22	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0600 - DNRP-Natural Resources & Parks, 0604 - Wastewater Treatment

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	2															
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:	0.75	37.62	0.54	26.82	0.06	2.98	0.28	14.23	0.01	0.38	0.11	5.28	0.00	0.24	0.07	3.70
Underutilized:	0.75	Yes	0.54	Yes	0.06	Yes	0.28	Yes	0.01	Yes	0.11	Yes	0.00	Yes	0.07	Yes
2 - Professionals																
Employees:	382															
Current Utilization:	159	41.62	129	33.77	27	7.07	63	16.49	0	0.00	18	4.71	5	1.31	16	4.19
Class Goal:	145.74	38.15	128.06	33.52	24.17	6.33	60.97	15.96	1.27	0.33	22.57	5.91	3.46	0.91	15.61	4.09
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	1.27	Yes	4.57	No	0.00	No	0.00	No
3 - Technicians																
Employees:	21															
Current Utilization:	8	38.10	9	42.86	2	9.52	5	23.81	1	4.76	1	4.76	0	0.00	0	0.00
Class Goal:	6.92	32.96	6.89	32.83	1.23	5.85	3.54	16.84	0.61	2.91	1.19	5.66	0.02	0.12	0.30	1.44
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.19	No	0.02	Yes	0.30	Yes
6 - Administrative Support																
Employees:	31															
Current Utilization:	21	67.74	20	64.52	4	12.90	10	32.26	0	0.00	3	9.68	0	0.00	3	9.68
Class Goal:	20.86	67.28	13.79	44.50	2.96	9.56	6.22	20.07	0.12	0.37	2.39	7.71	0.18	0.57	1.93	6.21
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.12	Yes	0.00	No	0.18	Yes	0.00	No
7 - Skilled Crafts																
Employees:	184															
Current Utilization:	19	10.33	60	32.61	11	5.98	10	5.43	6	3.26	23	12.50	1	0.54	9	4.89
Class Goal:	17.91	9.73	60.75	33.02	12.83	6.97	12.60	6.85	5.45	2.96	19.93	10.83	0.94	0.51	9.01	4.89
Underutilized:	0.00	No	0.75	No	1.83	No	2.60	No	0.00	No	0.00	No	0.00	No	0.01	No

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0600 - DNRP-Natural Resources & Parks, 0604 - Wastewater Treatment

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
8 - Service Maintenance																
<i>Employees:</i>	19															
<i>Current Utilization:</i>	2	10.53	7	36.84	2	10.53	2	10.53	1	5.26	1	5.26	0	0.00	1	5.26
<i>Class Goal:</i>	2.19	11.55	7.14	37.60	1.91	10.03	1.84	9.70	0.81	4.27	1.61	8.45	0.02	0.08	0.96	5.07
<i>Underutilized:</i>	0.19	No	0.14	No	0.00	No	0.00	No	0.00	No	0.61	Yes	0.02	Yes	0.00	No
Totals:	639	209	225		46		90		8		46		6		29	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0600 - DNRP-Natural Resources & Parks, 0605 - WLRD -Water & Land Resources

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	2															
Current Utilization:	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.75	37.62	0.54	26.82	0.06	2.98	0.28	14.23	0.01	0.38	0.11	5.28	0.00	0.24	0.07	3.70
Underutilized:	0.00	No	0.54	Yes	0.06	Yes	0.28	Yes	0.01	Yes	0.11	Yes	0.00	Yes	0.07	Yes
2 - Professionals																
Employees:	348															
Current Utilization:	172	49.43	79	22.70	9	2.59	40	11.49	3	0.86	13	3.74	0	0.00	14	4.02
Class Goal:	130.35	37.46	91.71	26.35	11.11	3.19	47.26	13.58	0.76	0.22	21.36	6.14	0.70	0.20	10.52	3.02
Underutilized:	0.00	No	12.71	No	2.11	No	7.26	No	0.00	No	8.36	No	0.70	Yes	0.00	No
3 - Technicians																
Employees:	18															
Current Utilization:	9	50.00	2	11.11	1	5.56	1	5.56	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	10.63	59.04	6.62	36.77	1.45	8.03	2.06	11.44	0.11	0.62	1.75	9.75	0.36	1.99	0.89	4.94
Underutilized:	1.63	No	4.62	Yes	0.45	Yes	1.06	Yes	0.11	Yes	1.75	Yes	0.36	Yes	0.89	Yes
5 - Para - Professionals																
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:	0.74	74.11	0.15	14.70	0.00	0.21	0.08	8.34	0.00	0.26	0.04	3.59	0.00	0.26	0.02	2.05
Underutilized:	0.00	No	0.15	Yes	0.00	Yes	0.08	Yes	0.00	Yes	0.04	Yes	0.00	Yes	0.02	Yes
6 - Administrative Support																
Employees:	13															
Current Utilization:	11	84.62	6	46.15	1	7.69	0	0.00	1	7.69	0	0.00	0	0.00	4	30.77
Class Goal:	11.42	87.81	3.45	26.53	0.65	4.99	1.16	8.95	0.12	0.92	0.86	6.64	0.08	0.58	0.58	4.45
Underutilized:	0.42	No	0.00	No	0.00	No	1.16	Yes	0.00	No	0.86	Yes	0.08	Yes	0.00	No

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0600 - DNRP-Natural Resources & Parks, 0605 - WLRD -Water & Land Resources

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
7 - Skilled Crafts																	
<i>Employees:</i>	1																
<i>Current Utilization:</i>	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0.00
<i>Class Goal:</i>	0.03	3.48	0.30	30.35	0.09	9.20	0.04	4.48	0.00	0.50	0.11	10.95	0.00	0.00	0.05	5.22	
<i>Underutilized:</i>	0.03	Yes	0.30	Yes	0.09	Yes	0.04	Yes	0.00	Yes	0.11	Yes	0.00	No	0.05	Yes	
Totals:	383	194	87		11		41		4		13		0		18		

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0600 - DNRP-Natural Resources & Parks, 0607 - Director's Office

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	3															
Current Utilization:	3	100.00	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.96	31.85	0.63	21.15	0.06	2.08	0.32	10.76	0.01	0.36	0.12	3.85	0.01	0.22	0.12	3.87
Underutilized:	0.00	No	0.00	No	0.00	No	0.32	Yes	0.01	Yes	0.12	Yes	0.01	Yes	0.12	Yes
2 - Professionals																
Employees:	28															
Current Utilization:	15	53.57	7	25.00	2	7.14	2	7.14	0	0.00	2	7.14	0	0.00	1	3.57
Class Goal:	14.64	52.30	7.75	27.67	1.51	5.41	3.26	11.66	0.06	0.20	1.84	6.59	0.06	0.22	1.01	3.59
Underutilized:	0.00	No	0.75	No	0.00	No	1.26	Yes	0.06	Yes	0.00	No	0.06	Yes	0.01	No
6 - Administrative Support																
Employees:	1															
Current Utilization:	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.96	95.99	0.29	29.19	0.02	2.24	0.21	20.61	0.00	0.45	0.03	3.45	0.00	0.26	0.02	2.18
Underutilized:	0.96	Yes	0.00	No	0.00	No	0.21	Yes	0.00	Yes	0.03	Yes	0.00	Yes	0.02	Yes
Totals:	32	18	9		4		2		0		2		0		1	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0700 - DOA - Assessor's Office

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	7															
Current Utilization:	2	28.57	3	42.86	0	0.00	2	28.57	0	0.00	1	14.29	0	0.00	0	0.00
Class Goal:	2.22	31.65	2.61	37.25	0.07	0.98	1.66	23.69	0.01	0.16	0.78	11.14	0.01	0.11	0.08	1.18
Underutilized:	0.22	No	0.00	No	0.07	Yes	0.00	No	0.01	Yes	0.00	No	0.01	Yes	0.08	Yes
2 - Professionals																
Employees:	143															
Current Utilization:	63	44.06	34	23.78	7	4.90	19	13.29	1	0.70	4	2.80	0	0.00	3	2.10
Class Goal:	65.72	45.96	37.81	26.44	6.97	4.87	20.46	14.30	0.88	0.61	4.59	3.21	0.11	0.08	4.80	3.36
Underutilized:	2.72	No	3.81	No	0.00	No	1.46	No	0.00	No	0.59	No	0.11	Yes	1.80	Yes
3 - Technicians																
Employees:	6															
Current Utilization:	3	50.00	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	16.67
Class Goal:	3.31	55.15	2.65	44.19	0.69	11.49	0.99	16.56	0.10	1.66	0.19	3.17	0.07	1.10	0.61	10.22
Underutilized:	0.31	No	1.65	Yes	0.69	Yes	0.99	Yes	0.10	Yes	0.19	Yes	0.07	Yes	0.00	No
6 - Administrative Support																
Employees:	36															
Current Utilization:	25	69.44	19	52.78	6	16.67	7	19.44	1	2.78	0	0.00	0	0.00	5	13.89
Class Goal:	27.08	75.22	15.37	42.70	4.28	11.88	5.63	15.65	0.71	1.98	1.09	3.04	0.10	0.28	3.55	9.87
Underutilized:	2.08	No	0.00	No	0.00	No	0.00	No	0.00	No	1.09	Yes	0.10	Yes	0.00	No
Totals:	192	93	57		13		28		2		5		0		9	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0700 - DOA - Assessor's Office, 0701 - Accounting Operations

Job Group	Total Female		Total Minority		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	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.00	100.00	1.00	100.00	0.00	0.00	1.00	100.00	0.00	0.00	0.00	0.00	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
2 - Professionals																
Employees:	12															
Current Utilization:	8	66.67	3	25.00	0	0.00	3	25.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	6.95	57.93	2.23	18.62	0.07	0.55	1.93	16.08	0.00	0.01	0.10	0.81	0.00	0.02	0.14	1.15
Underutilized:	0.00	No	0.00	No	0.07	Yes	0.00	No	0.00	Yes	0.10	Yes	0.00	Yes	0.14	Yes
3 - Technicians																
Employees:	5															
Current Utilization:	3	60.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	3.27	65.42	1.56	31.25	0.63	12.50	0.52	10.42	0.10	2.08	0.00	0.00	0.00	0.00	0.31	6.25
Underutilized:	0.27	No	1.56	Yes	0.63	Yes	0.52	Yes	0.10	Yes	0.00	No	0.00	No	0.31	Yes
6 - Administrative Support																
Employees:	24															
Current Utilization:	17	70.83	15	62.50	6	25.00	5	20.83	1	4.17	0	0.00	0	0.00	3	12.50
Class Goal:	19.65	81.89	10.13	42.19	3.32	13.84	3.34	13.92	0.58	2.40	0.89	3.69	0.07	0.30	1.93	8.04
Underutilized:	2.65	No	0.00	No	0.00	No	0.00	No	0.00	No	0.89	Yes	0.07	Yes	0.00	No
Totals:	42	29	19		6		9		1		0		0		3	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0700 - DOA - Assessor's Office, 0702 - Administrative Services

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
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:	1.07	35.72	0.74	24.73	0.10	3.27	0.34	11.38	0.02	0.50	0.16	5.42	0.01	0.34	0.11	3.81
Underutilized:	1.07	Yes	0.74	Yes	0.10	Yes	0.34	Yes	0.02	Yes	0.16	Yes	0.01	Yes	0.11	Yes
2 - Professionals																
Employees:	5															
Current Utilization:	4	80.00	1	20.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.23	44.51	1.60	32.05	0.19	3.78	0.94	18.77	0.01	0.26	0.26	5.15	0.01	0.27	0.19	3.82
Underutilized:	0.00	No	0.60	Yes	0.00	No	0.94	Yes	0.01	Yes	0.26	Yes	0.01	Yes	0.19	Yes
6 - Administrative Support																
Employees:	5															
Current Utilization:	4	80.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	20.00
Class Goal:	3.12	62.38	1.39	27.71	0.17	3.32	0.69	13.82	0.03	0.60	0.28	5.64	0.01	0.25	0.20	4.10
Underutilized:	0.00	No	0.39	Yes	0.17	Yes	0.69	Yes	0.03	Yes	0.28	Yes	0.01	Yes	0.00	No
Totals:	13	8	2		1		0		0		0		0		1	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0700 - DOA - Assessor's Office, 0703 - Commercial Property Appraisal

Job Group	Total Female		Total Minority		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	0	0.00	1	100.00	0	0.00	0	0.00
Class Goal:	1.00	100.00	1.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	100.00	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
2 - Professionals																
Employees:	44															
Current Utilization:	17	38.64	14	31.82	4	9.09	7	15.91	1	2.27	2	4.55	0	0.00	0	0.00
Class Goal:	19.01	43.21	13.09	29.75	3.24	7.37	6.53	14.84	0.65	1.48	1.80	4.08	0.01	0.01	0.86	1.96
Underutilized:	2.01	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.01	Yes	0.86	Yes
6 - Administrative Support																
Employees:	5															
Current Utilization:	3	60.00	3	60.00	0	0.00	2	40.00	0	0.00	0	0.00	0	0.00	1	20.00
Class Goal:	3.00	60.00	3.00	60.00	0.00	0.00	2.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	20.00
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
Totals:	50	21	18		4		9		1		3		0		1	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0700 - DOA - Assessor's Office, 0704 - Information Services

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
1 - Officials and Administrators																	
Employees:	1																
Current Utilization:	0	0.00	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0
Class Goal:	0.29	29.15	0.28	27.90	0.02	2.17	0.19	19.13	0.00	0.00	0.03	2.89	0.00	0.19	0.04	3.52	
Underutilized:	0.29	Yes	0.00	No	0.02	Yes	0.00	No	0.00	No	0.03	Yes	0.00	Yes	0.04	Yes	
2 - Professionals																	
Employees:	13																
Current Utilization:	3	23.08	2	15.38	0	0.00	2	15.38	0	0.00	0	0.00	0	0.00	0	0.00	0
Class Goal:	5.84	44.93	2.64	20.29	0.38	2.90	1.32	10.14	0.00	0.00	0.38	2.90	0.00	0.00	0.57	4.35	
Underutilized:	2.84	Yes	0.64	Yes	0.38	Yes	0.00	No	0.00	No	0.38	Yes	0.00	No	0.57	Yes	
3 - Technicians																	
Employees:	1																
Current Utilization:	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	
Class Goal:	0.21	20.90	0.48	47.76	0.12	11.94	0.24	23.88	0.01	1.49	0.06	5.97	0.00	0.00	0.04	4.48	
Underutilized:	0.21	Yes	0.00	No	0.12	Yes	0.24	Yes	0.01	Yes	0.06	Yes	0.00	No	0.00	No	
Totals:	15	3	4		0		3		0		0		0		1		

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0700 - DOA - Assessor's Office, 0705 - Residential Appraisal

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
1 - Officials and Administrators																	
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	0.00
Class Goal:	0.38	37.62	0.27	26.82	0.03	2.98	0.14	14.23	0.00	0.38	0.05	5.28	0.00	0.24	0.04	3.70	
Underutilized:	0.38	Yes	0.27	Yes	0.03	Yes	0.14	Yes	0.00	Yes	0.05	Yes	0.00	Yes	0.04	Yes	Yes
2 - Professionals																	
Employees:	69																
Current Utilization:	31	44.93	14	20.29	2	2.90	7	10.14	0	0.00	2	2.90	0	0.00	3	4.35	
Class Goal:	33.24	48.18	17.57	25.47	2.97	4.31	9.00	13.04	0.20	0.29	2.48	3.59	0.02	0.03	2.90	4.20	
Underutilized:	2.24	No	3.57	No	0.97	Yes	2.00	Yes	0.20	Yes	0.48	No	0.02	Yes	0.00	No	No
6 - Administrative Support																	
Employees:	2																
Current Utilization:	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0.00
Class Goal:	1.55	77.62	0.68	33.92	0.13	6.72	0.26	13.07	0.02	1.10	0.14	7.02	0.02	0.92	0.10	5.09	
Underutilized:	0.55	Yes	0.68	Yes	0.13	Yes	0.26	Yes	0.02	Yes	0.14	Yes	0.02	Yes	0.10	Yes	Yes
Totals:	72	32	14		2		7		0		2		0		3		

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0900 - DPH - Public Health

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	20															
Current Utilization:	12	60.00	6	30.00	5	25.00	1	5.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	12.10	60.51	6.91	34.55	2.08	10.39	2.69	13.43	0.11	0.55	1.20	5.98	0.12	0.61	0.72	3.58
Underutilized:	0.10	No	0.91	No	0.00	No	1.69	Yes	0.11	Yes	1.20	Yes	0.12	Yes	0.72	Yes
2 - Professionals																
Employees:	1,172															
Current Utilization:	859	73.29	542	46.25	149	12.71	212	18.09	9	0.77	110	9.39	9	0.77	53	4.52
Class Goal:	763.30	65.13	443.32	37.83	97.57	8.33	198.72	16.96	6.32	0.54	87.11	7.43	6.33	0.54	47.28	4.03
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
3 - Technicians																
Employees:	220															
Current Utilization:	142	64.55	112	50.91	34	15.45	30	13.64	1	0.45	36	16.36	2	0.91	9	4.09
Class Goal:	132.78	60.36	86.77	39.44	21.96	9.98	26.05	11.84	1.19	0.54	25.55	11.61	1.81	0.82	10.22	4.64
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.19	No	0.00	No	0.00	No	1.22	No
5 - Para - Professionals																
Employees:	6															
Current Utilization:	2	33.33	5	83.33	1	16.67	2	33.33	0	0.00	2	33.33	0	0.00	0	0.00
Class Goal:	4.90	81.69	2.15	35.75	0.41	6.91	0.80	13.34	0.05	0.81	0.52	8.63	0.06	0.92	0.31	5.15
Underutilized:	2.90	Yes	0.00	No	0.00	No	0.00	No	0.05	Yes	0.00	No	0.06	Yes	0.31	Yes
6 - Administrative Support																
Employees:	282															
Current Utilization:	229	81.21	196	69.50	46	16.31	65	23.05	3	1.06	55	19.50	9	3.19	18	6.38
Class Goal:	226.57	80.34	113.39	40.21	26.18	9.28	36.75	13.03	2.39	0.85	29.64	10.51	4.01	1.42	14.42	5.11
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

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0900 - DPH - Public Health

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
8 - Service Maintenance																
<i>Employees:</i>	2															
<i>Current Utilization:</i>	0	0.00	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<i>Class Goal:</i>	0.08	3.97	0.84	42.05	0.64	31.76	0.07	3.26	0.01	0.30	0.09	4.50	0.01	0.57	0.03	1.67
<i>Underutilized:</i>	0.08	Yes	0.00	No	0.00	No	0.07	Yes	0.01	Yes	0.09	Yes	0.01	Yes	0.03	Yes
Totals:	1,702	1,244	862		236		310		13		203		20		80	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0900 - DPH - Public Health, 0901 - Administrative Services

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	8															
Current Utilization:	4	50.00	2	25.00	1	12.50	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	4.14	51.71	1.86	23.20	0.27	3.32	0.83	10.36	0.05	0.57	0.34	4.21	0.07	0.84	0.31	3.89
Underutilized:	0.14	No	0.00	No	0.00	No	0.00	No	0.05	Yes	0.34	Yes	0.07	Yes	0.31	Yes
2 - Professionals																
Employees:	220															
Current Utilization:	162	73.64	116	52.73	34	15.45	44	20.00	1	0.45	21	9.55	2	0.91	14	6.36
Class Goal:	136.94	62.24	89.78	40.81	20.72	9.42	38.00	17.27	0.99	0.45	18.02	8.19	1.59	0.72	10.46	4.76
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:	39															
Current Utilization:	28	71.79	26	66.67	10	25.64	9	23.08	1	2.56	4	10.26	1	2.56	1	2.56
Class Goal:	31.42	80.57	14.34	36.77	3.55	9.10	5.03	12.90	0.41	1.04	3.14	8.05	0.48	1.22	1.74	4.46
Underutilized:	3.42	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.74	Yes
8 - Service Maintenance																
Employees:	2															
Current Utilization:	0	0.00	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.00	0.00	1.00	50.00	1.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	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
Totals:	269	194	145		46		54		2		25		3		15	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0900 - DPH - Public Health, 0903 - Community Health Services

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	2															
Current Utilization:	2	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:	1.83	91.73	0.46	23.10	0.13	6.56	0.18	8.92	0.01	0.39	0.11	5.51	0.00	0.13	0.03	1.57
Underutilized:	0.00	No	0.46	Yes	0.13	Yes	0.18	Yes	0.01	Yes	0.11	Yes	0.00	Yes	0.03	Yes
2 - Professionals																
Employees:	381															
Current Utilization:	318	83.46	176	46.19	50	13.12	68	17.85	3	0.79	42	11.02	1	0.26	12	3.15
Class Goal:	281.70	73.94	152.43	40.01	35.20	9.24	65.82	17.27	2.29	0.60	32.76	8.60	1.66	0.44	14.70	3.86
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.66	Yes	2.70	No
3 - Technicians																
Employees:	102															
Current Utilization:	98	96.08	79	77.45	25	24.51	18	17.65	1	0.98	29	28.43	0	0.00	6	5.88
Class Goal:	86.34	84.65	53.30	52.26	14.32	14.04	16.46	16.14	0.67	0.65	15.38	15.08	0.85	0.83	5.63	5.52
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.85	Yes	0.00	No
6 - Administrative Support																
Employees:	179															
Current Utilization:	150	83.80	133	74.30	31	17.32	36	20.11	2	1.12	43	24.02	6	3.35	15	8.38
Class Goal:	147.33	82.31	75.71	42.30	17.73	9.90	22.09	12.34	1.54	0.86	21.59	12.06	2.73	1.52	10.03	5.61
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
Totals:	664	568	388		106		122		6		114		7		33	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0900 - DPH - Public Health, 0904 - Emergency Medical Svcs

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
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:	0.72	71.51	0.23	23.00	0.04	3.99	0.09	8.70	0.01	0.77	0.04	4.17	0.01	1.39	0.04	3.99
Underutilized:	0.00	No	0.23	Yes	0.04	Yes	0.09	Yes	0.01	Yes	0.04	Yes	0.01	Yes	0.04	Yes
2 - Professionals																
Employees:	37															
Current Utilization:	23	62.16	11	29.73	0	0.00	6	16.22	0	0.00	2	5.41	1	2.70	2	5.41
Class Goal:	20.87	56.41	10.87	29.39	0.99	2.67	5.44	14.69	0.04	0.12	2.29	6.19	0.55	1.49	1.57	4.24
Underutilized:	0.00	No	0.00	No	0.99	Yes	0.00	No	0.04	Yes	0.29	No	0.00	No	0.00	No
3 - Technicians																
Employees:	67															
Current Utilization:	17	25.37	7	10.45	1	1.49	2	2.99	0	0.00	1	1.49	1	1.49	2	2.99
Class Goal:	17.63	26.31	7.84	11.70	1.22	1.82	1.91	2.85	0.02	0.03	1.61	2.41	0.90	1.34	2.18	3.25
Underutilized:	0.63	No	0.84	No	0.22	No	0.00	No	0.02	Yes	0.61	Yes	0.00	No	0.18	No
5 - Para - Professionals																
Employees:	3															
Current Utilization:	2	66.67	2	66.67	0	0.00	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.33	77.62	1.02	33.92	0.20	6.72	0.39	13.07	0.03	1.10	0.21	7.02	0.03	0.92	0.15	5.09
Underutilized:	0.33	No	0.00	No	0.20	Yes	0.00	No	0.03	Yes	0.21	Yes	0.03	Yes	0.15	Yes
6 - Administrative Support																
Employees:	5															
Current Utilization:	3	60.00	2	40.00	0	0.00	1	20.00	0	0.00	1	20.00	0	0.00	0	0.00
Class Goal:	3.97	79.39	1.25	25.00	0.23	4.59	0.45	8.91	0.05	1.01	0.29	5.75	0.04	0.76	0.20	3.98
Underutilized:	0.97	Yes	0.00	No	0.23	Yes	0.00	No	0.05	Yes	0.00	No	0.04	Yes	0.20	Yes
Totals:	113	46	22		1		11		0		4		2		4	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0900 - DPH - Public Health, 0905 - Environmental Health Svcs

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	5															
Current Utilization:	1	20.00	2	40.00	2	40.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.55	50.90	1.95	38.95	0.54	10.85	0.86	17.21	0.08	1.62	0.27	5.31	0.01	0.24	0.19	3.73
Underutilized:	1.55	Yes	0.00	No	0.00	No	0.86	Yes	0.08	Yes	0.27	Yes	0.01	Yes	0.19	Yes
2 - Professionals																
Employees:	108															
Current Utilization:	62	57.41	56	51.85	20	18.52	23	21.30	3	2.78	6	5.56	0	0.00	4	3.70
Class Goal:	56.38	52.20	40.34	37.36	15.08	13.96	13.57	12.56	1.30	1.20	7.13	6.61	0.20	0.19	3.06	2.84
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	1.13	No	0.20	Yes	0.00	No
3 - Technicians																
Employees:	27															
Current Utilization:	11	40.74	13	48.15	3	11.11	3	11.11	0	0.00	5	18.52	1	3.70	1	3.70
Class Goal:	6.24	23.10	7.27	26.94	1.05	3.89	2.28	8.45	0.29	1.06	2.92	10.83	0.17	0.62	0.56	2.08
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.29	Yes	0.00	No	0.00	No	0.00	No
6 - Administrative Support																
Employees:	2															
Current Utilization:	2	100.00	2	100.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.37	68.74	0.71	35.41	0.15	7.45	0.24	11.90	0.02	0.80	0.17	8.66	0.03	1.55	0.10	5.06
Underutilized:	0.00	No	0.00	No	0.00	No	0.24	Yes	0.02	Yes	0.17	Yes	0.03	Yes	0.10	Yes
Totals:	142	76	73		27		26		3		11		1		5	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0900 - DPH - Public Health, 0906 - Jail Health Services

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	2															
Current Utilization:	2	100.00	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.09	54.56	0.50	24.91	0.07	3.48	0.23	11.46	0.01	0.58	0.09	4.73	0.02	0.82	0.08	3.84
Underutilized:	0.00	No	0.00	No	0.00	No	0.23	Yes	0.01	Yes	0.09	Yes	0.02	Yes	0.08	Yes
2 - Professionals																
Employees:	163															
Current Utilization:	110	67.48	69	42.33	21	12.88	34	20.86	1	0.61	6	3.68	0	0.00	7	4.29
Class Goal:	118.75	72.85	57.97	35.57	13.14	8.06	28.64	17.57	0.88	0.54	8.05	4.94	0.47	0.29	6.80	4.17
Underutilized:	8.75	No	0.00	No	0.00	No	0.00	No	0.00	No	2.05	Yes	0.47	Yes	0.00	No
3 - Technicians																
Employees:	15															
Current Utilization:	10	66.67	10	66.67	5	33.33	5	33.33	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	12.21	81.37	6.51	43.43	1.70	11.34	2.47	16.48	0.07	0.45	1.41	9.39	0.13	0.87	0.73	4.89
Underutilized:	2.21	No	0.00	No	0.00	No	0.00	No	0.07	Yes	1.41	Yes	0.13	Yes	0.73	Yes
6 - Administrative Support																
Employees:	14															
Current Utilization:	10	71.43	8	57.14	1	7.14	5	35.71	0	0.00	2	14.29	0	0.00	0	0.00
Class Goal:	11.88	84.84	4.30	30.74	0.95	6.80	1.52	10.85	0.13	0.90	1.02	7.27	0.09	0.61	0.60	4.32
Underutilized:	1.88	No	0.00	No	0.00	No	0.00	No	0.13	Yes	0.00	No	0.09	Yes	0.60	Yes
Totals:	194	132	88		28		44		1		8		0		7	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 0900 - DPH - Public Health, 0907 - Prevention

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	2															
Current Utilization:	2	100.00	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.40	69.96	0.87	43.35	0.18	9.13	0.28	14.07	0.01	0.38	0.25	12.55	0.04	1.90	0.11	5.32
Underutilized:	0.00	No	0.00	No	0.00	No	0.28	Yes	0.01	Yes	0.25	Yes	0.04	Yes	0.11	Yes
2 - Professionals																
Employees:	263															
Current Utilization:	184	69.96	114	43.35	24	9.13	37	14.07	1	0.38	33	12.55	5	1.90	14	5.32
Class Goal:	154.07	58.58	95.35	36.25	16.13	6.13	46.69	17.75	0.84	0.32	19.44	7.39	1.95	0.74	10.29	3.91
Underutilized:	0.00	No	0.00	No	0.00	No	9.69	No	0.00	No	0.00	No	0.00	No	0.00	No
3 - Technicians																
Employees:	9															
Current Utilization:	6	66.67	3	33.33	0	0.00	2	22.22	0	0.00	1	11.11	0	0.00	0	0.00
Class Goal:	5.55	61.62	3.39	37.62	0.55	6.06	1.68	18.70	0.10	1.06	0.64	7.11	0.07	0.81	0.35	3.88
Underutilized:	0.00	No	0.39	No	0.55	Yes	0.00	No	0.10	Yes	0.00	No	0.07	Yes	0.35	Yes
5 - Para - Professionals																
Employees:	3															
Current Utilization:	0	0.00	3	100.00	1	33.33	0	0.00	0	0.00	2	66.67	0	0.00	0	0.00
Class Goal:	2.57	85.75	1.13	37.58	0.21	7.10	0.41	13.60	0.02	0.51	0.31	10.25	0.03	0.92	0.16	5.20
Underutilized:	2.57	Yes	0.00	No	0.00	No	0.41	Yes	0.02	Yes	0.00	No	0.03	Yes	0.16	Yes
6 - Administrative Support																
Employees:	43															
Current Utilization:	36	83.72	25	58.14	2	4.65	14	32.56	0	0.00	5	11.63	2	4.65	2	4.65
Class Goal:	34.40	80.00	18.06	41.99	3.98	9.26	6.38	14.83	0.31	0.72	4.41	10.25	0.82	1.91	2.16	5.02
Underutilized:	0.00	No	0.00	No	1.98	Yes	0.00	No	0.31	Yes	0.00	No	0.00	No	0.16	No
Totals:	320	228	146		28		53		1		41		7		16	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1100 - KCSO - Sheriff's Office

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	14															
Current Utilization:	1	7.14	3	21.43	0	0.00	0	0.00	1	7.14	1	7.14	0	0.00	1	7.14
Class Goal:	3.56	25.46	3.29	23.48	0.34	2.43	0.63	4.52	0.57	4.06	0.87	6.23	0.07	0.48	0.81	5.77
Underutilized:	2.56	Yes	0.29	No	0.34	Yes	0.63	Yes	0.00	No	0.00	No	0.07	Yes	0.00	No
2 - Professionals																
Employees:	104															
Current Utilization:	69	66.35	26	25.00	4	3.85	12	11.54	0	0.00	4	3.85	1	0.96	5	4.81
Class Goal:	56.72	54.54	28.71	27.61	5.87	5.64	11.50	11.06	0.39	0.37	5.26	5.06	1.12	1.07	4.58	4.40
Underutilized:	0.00	No	2.71	No	1.87	Yes	0.00	No	0.39	Yes	1.26	Yes	0.12	No	0.00	No
3 - Technicians																
Employees:	75															
Current Utilization:	36	48.00	30	40.00	6	8.00	11	14.67	1	1.33	6	8.00	2	2.67	4	5.33
Class Goal:	38.08	50.77	27.21	36.28	5.48	7.31	11.07	14.77	0.84	1.12	4.76	6.35	1.39	1.86	3.66	4.88
Underutilized:	2.08	No	0.00	No	0.00	No	0.07	No	0.00	No	0.00	No	0.00	No	0.00	No
4 - Protective Service																
Employees:	708															
Current Utilization:	87	12.29	192	27.12	52	7.34	45	6.36	11	1.55	53	7.49	8	1.13	23	3.25
Class Goal:	94.45	13.34	197.85	27.95	56.64	8.00	44.13	6.23	11.59	1.64	52.22	7.38	7.82	1.11	25.44	3.59
Underutilized:	7.45	No	5.85	No	4.64	No	0.00	No	0.59	No	0.00	No	0.00	No	2.44	No
6 - Administrative Support																
Employees:	131															
Current Utilization:	107	81.68	37	28.24	9	6.87	14	10.69	0	0.00	5	3.82	3	2.29	6	4.58
Class Goal:	95.16	72.64	38.68	29.53	8.53	6.51	14.00	10.69	0.66	0.50	7.21	5.50	2.17	1.66	6.11	4.66
Underutilized:	0.00	No	1.68	No	0.00	No	0.00	No	0.66	Yes	2.21	Yes	0.00	No	0.11	No
Totals:	1,032	300	288		71		82		13		69		14		39	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1100 - KCSO - Sheriff's Office, 1101 - Administration

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	3															
Current Utilization:	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.67	22.22	0.50	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.50	16.67
Underutilized:	0.00	No	0.50	Yes	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.50	Yes
2 - Professionals																
Employees:	16															
Current Utilization:	13	81.25	6	37.50	1	6.25	1	6.25	0	0.00	1	6.25	1	6.25	2	12.50
Class Goal:	11.47	71.67	5.29	33.06	1.04	6.53	1.52	9.49	0.01	0.04	0.83	5.18	0.58	3.61	1.31	8.22
Underutilized:	0.00	No	0.00	No	0.04	No	0.52	Yes	0.01	Yes	0.00	No	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:	0.03	3.45	0.08	8.29	0.02	2.07	0.02	1.64	0.01	0.78	0.02	2.25	0.00	0.26	0.01	1.30
Underutilized:	0.03	Yes	0.08	Yes	0.02	Yes	0.02	Yes	0.01	Yes	0.02	Yes	0.00	Yes	0.01	Yes
6 - Administrative Support																
Employees:	3															
Current Utilization:	2	66.67	2	66.67	0	0.00	1	33.33	0	0.00	1	33.33	0	0.00	0	0.00
Class Goal:	2.46	81.93	0.76	25.38	0.15	4.98	0.26	8.54	0.02	0.73	0.19	6.36	0.02	0.53	0.13	4.24
Underutilized:	0.46	No	0.00	No	0.15	Yes	0.00	No	0.02	Yes	0.00	No	0.02	Yes	0.13	Yes
Totals:	23	16	8		1		2		0		2		1		2	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1100 - KCSO - Sheriff's Office, 1102 - Criminal Investigations

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
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:	0.05	5.18	0.12	12.44	0.03	3.11	0.02	2.46	0.01	1.17	0.03	3.37	0.00	0.39	0.02	1.94
Underutilized:	0.05	Yes	0.12	Yes	0.03	Yes	0.02	Yes	0.01	Yes	0.03	Yes	0.00	Yes	0.02	Yes
2 - Professionals																
Employees:	16															
Current Utilization:	11	68.75	2	12.50	0	0.00	1	6.25	0	0.00	0	0.00	0	0.00	1	6.25
Class Goal:	6.04	37.75	3.68	23.01	0.46	2.88	1.82	11.36	0.04	0.25	0.90	5.61	0.03	0.16	0.44	2.75
Underutilized:	0.00	No	1.68	Yes	0.46	Yes	0.82	Yes	0.04	Yes	0.90	Yes	0.03	Yes	0.00	No
3 - Technicians																
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:	0.55	55.06	0.44	43.82	0.00	0.00	0.16	16.29	0.11	11.24	0.02	2.25	0.00	0.00	0.14	14.04
Underutilized:	0.55	Yes	0.44	Yes	0.00	No	0.16	Yes	0.11	Yes	0.02	Yes	0.00	No	0.14	Yes
4 - Protective Service																
Employees:	113															
Current Utilization:	18	15.93	28	24.78	8	7.08	6	5.31	0	0.00	11	9.73	1	0.88	2	1.77
Class Goal:	12.97	11.48	30.78	27.24	9.21	8.15	6.07	5.38	2.15	1.90	8.05	7.12	0.90	0.80	4.40	3.89
Underutilized:	0.00	No	2.78	No	1.21	No	0.07	No	2.15	Yes	0.00	No	0.00	No	2.40	Yes
6 - Administrative Support																
Employees:	10															
Current Utilization:	10	100.00	3	30.00	0	0.00	2	20.00	0	0.00	1	10.00	0	0.00	0	0.00
Class Goal:	8.12	81.19	2.94	29.43	0.39	3.93	1.52	15.15	0.01	0.11	0.68	6.81	0.11	1.13	0.23	2.29
Underutilized:	0.00	No	0.00	No	0.39	Yes	0.00	No	0.01	Yes	0.00	No	0.11	Yes	0.23	Yes
Totals:	141	39	33		8		9		0		12		1		3	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1100 - KCSO - Sheriff's Office, 1103 - Patrol Operations

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	6															
Current Utilization:	0	0.00	1	16.67	0	0.00	0	0.00	1	16.67	0	0.00	0	0.00	0	0.00
Class Goal:	2.23	37.23	1.18	19.68	0.12	1.95	0.46	7.74	0.28	4.75	0.17	2.91	0.01	0.19	0.13	2.14
Underutilized:	2.23	Yes	0.18	No	0.12	Yes	0.46	Yes	0.00	No	0.17	Yes	0.01	Yes	0.13	Yes
2 - Professionals																
Employees:	15															
Current Utilization:	5	33.33	3	20.00	0	0.00	2	13.33	0	0.00	1	6.67	0	0.00	0	0.00
Class Goal:	4.81	32.07	3.10	20.68	0.28	1.87	1.57	10.48	0.07	0.47	0.95	6.31	0.02	0.16	0.21	1.40
Underutilized:	0.00	No	0.10	No	0.28	Yes	0.00	No	0.07	Yes	0.00	No	0.02	Yes	0.21	Yes
3 - Technicians																
Employees:	3															
Current Utilization:	2	66.67	1	33.33	0	0.00	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00
Class Goal:	1.58	52.53	1.07	35.72	0.20	6.80	0.52	17.18	0.05	1.61	0.16	5.32	0.01	0.49	0.13	4.33
Underutilized:	0.00	No	0.07	No	0.20	Yes	0.52	Yes	0.00	No	0.16	Yes	0.01	Yes	0.13	Yes
4 - Protective Service																
Employees:	386															
Current Utilization:	40	10.36	96	24.87	24	6.22	19	4.92	9	2.33	26	6.74	3	0.78	15	3.89
Class Goal:	46.10	11.94	102.36	26.52	29.58	7.66	20.54	5.32	7.18	1.86	27.25	7.06	3.34	0.86	14.47	3.75
Underutilized:	6.10	No	6.36	No	5.58	No	1.54	No	0.00	No	1.25	No	0.34	No	0.00	No
6 - Administrative Support																
Employees:	8															
Current Utilization:	8	100.00	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00	1	12.50	0	0.00
Class Goal:	7.62	95.24	1.40	17.51	0.12	1.49	0.34	4.29	0.02	0.30	0.18	2.30	0.61	7.68	0.12	1.45
Underutilized:	0.00	No	0.40	Yes	0.12	Yes	0.34	Yes	0.02	Yes	0.18	Yes	0.00	No	0.12	Yes
Totals:	418	55	102	24	21	11	27	4	15							

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1100 - KCSO - Sheriff's Office, 1105 - Support Services

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	2															
Current Utilization:	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00
Class Goal:	0.00	0.00	0.56	27.78	0.00	0.00	0.00	0.00	0.22	11.11	0.00	0.00	0.00	0.00	0.33	16.67
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.22	Yes	0.00	No	0.00	No	0.00	No
2 - Professionals																
Employees:	32															
Current Utilization:	24	75.00	7	21.88	1	3.13	4	12.50	0	0.00	1	3.13	0	0.00	1	3.13
Class Goal:	17.10	53.44	7.94	24.80	1.77	5.53	3.31	10.35	0.11	0.34	1.48	4.64	0.19	0.60	1.07	3.34
Underutilized:	0.00	No	0.94	No	0.77	Yes	0.00	No	0.11	Yes	0.48	Yes	0.19	Yes	0.07	No
3 - Technicians																
Employees:	22															
Current Utilization:	9	40.91	9	40.91	1	4.55	4	18.18	0	0.00	1	4.55	1	4.55	2	9.09
Class Goal:	9.93	45.13	8.14	36.99	1.46	6.65	3.70	16.84	0.09	0.40	1.00	4.56	0.47	2.15	1.41	6.39
Underutilized:	0.93	No	0.00	No	0.46	Yes	0.00	No	0.09	Yes	0.00	No	0.00	No	0.00	No
4 - Protective Service																
Employees:	74															
Current Utilization:	20	27.03	29	39.19	5	6.76	11	14.86	0	0.00	8	10.81	3	4.05	2	2.70
Class Goal:	19.49	26.34	22.72	30.70	7.69	10.39	5.26	7.11	0.99	1.34	4.63	6.25	1.30	1.76	2.85	3.85
Underutilized:	0.00	No	0.00	No	2.69	Yes	0.00	No	0.99	Yes	0.00	No	0.00	No	0.85	Yes
6 - Administrative Support																
Employees:	89															
Current Utilization:	72	80.90	25	28.09	9	10.11	6	6.74	0	0.00	3	3.37	2	2.25	5	5.62
Class Goal:	59.64	67.01	27.33	30.71	6.83	7.68	8.93	10.03	0.46	0.51	5.33	5.98	1.42	1.59	4.37	4.92
Underutilized:	0.00	No	2.33	No	0.00	No	2.93	Yes	0.46	Yes	2.33	Yes	0.00	No	0.00	No
Totals:	219	125	71	16	25	0	13	6	11	13	6	11	11	11	11	11

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1100 - KCSO - Sheriff's Office, 1107 - Other Contracts

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	2															
Current Utilization:	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	1	50.00	0	0.00	0	0.00
Class Goal:	1.38	68.75	0.25	12.50	0.00	0.00	0.13	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.13	6.25
Underutilized:	1.38	Yes	0.00	No	0.00	No	0.13	Yes	0.00	No	0.00	No	0.00	No	0.13	Yes
2 - Professionals																
Employees:	8															
Current Utilization:	1	12.50	2	25.00	0	0.00	1	12.50	0	0.00	1	12.50	0	0.00	0	0.00
Class Goal:	2.68	33.51	1.76	22.01	0.40	5.03	0.58	7.23	0.05	0.60	0.44	5.49	0.03	0.36	0.26	3.29
Underutilized:	1.68	Yes	0.00	No	0.40	Yes	0.00	No	0.05	Yes	0.00	No	0.03	Yes	0.26	Yes
4 - Protective Service																
Employees:	128															
Current Utilization:	9	7.03	39	30.47	15	11.72	9	7.03	2	1.56	8	6.25	1	0.78	4	3.13
Class Goal:	12.74	9.95	32.66	25.51	9.11	7.11	6.80	5.31	2.60	2.03	8.54	6.67	1.02	0.80	4.58	3.58
Underutilized:	3.74	No	0.00	No	0.00	No	0.00	No	0.60	Yes	0.54	No	0.02	No	0.58	No
6 - Administrative Support																
Employees:	2															
Current Utilization:	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00
Class Goal:	1.84	91.97	0.50	25.04	0.09	4.48	0.16	7.88	0.02	0.89	0.14	6.91	0.01	0.53	0.09	4.35
Underutilized:	0.84	Yes	0.00	No	0.09	Yes	0.16	Yes	0.02	Yes	0.14	Yes	0.01	Yes	0.00	No
Totals:	140	11	43	15	10	2	10	1	10	1	5	1	5	1	5	No

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1100 - KCSO - Sheriff's Office, 1108 - AFIS

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
2 - Professionals																	
Employees:	11																
Current Utilization:	10	90.91	5	45.45	2	18.18	2	18.18	0	0.00	0	0.00	0	0.00	1	9.09	
Class Goal:	7.81	70.96	4.74	43.14	1.56	14.19	1.79	16.23	0.00	0.00	0.56	5.10	0.11	1.02	0.72	6.59	
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.56	Yes	0.11	Yes	0.00	No	
3 - Technicians																	
Employees:	49																
Current Utilization:	25	51.02	20	40.82	5	10.20	7	14.29	0	0.00	5	10.20	1	2.04	2	4.08	
Class Goal:	26.31	53.69	18.32	37.39	3.49	7.11	8.08	16.49	0.17	0.36	3.88	7.91	0.84	1.72	1.86	3.80	
Underutilized:	1.31	No	0.00	No	0.00	No	1.08	No	0.17	Yes	0.00	No	0.00	No	0.00	No	
6 - Administrative Support																	
Employees:	16																
Current Utilization:	11	68.75	4	25.00	0	0.00	4	25.00	0	0.00	0	0.00	0	0.00	0	0.00	
Class Goal:	12.40	77.52	4.98	31.13	0.97	6.09	1.74	10.88	0.12	0.72	1.02	6.37	0.48	3.02	0.65	4.04	
Underutilized:	1.40	No	0.98	No	0.97	Yes	0.00	No	0.12	Yes	1.02	Yes	0.48	Yes	0.65	Yes	
Totals:	76	46	29		7		13		0		5		1		3		

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1100 - KCSO - Sheriff's Office, 1109 - Grants

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
2 - Professionals																	
<i>Employees:</i>	1																
<i>Current Utilization:</i>	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0.00
<i>Class Goal:</i>	0.64	63.85	0.34	33.79	0.03	3.24	0.22	22.35	0.01	0.63	0.03	3.03	0.00	0.48	0.04	4.06	
<i>Underutilized:</i>	0.64	Yes	0.34	Yes	0.03	Yes	0.22	Yes	0.01	Yes	0.03	Yes	0.00	Yes	0.04	Yes	Yes
6 - Administrative Support																	
<i>Employees:</i>	1																
<i>Current Utilization:</i>	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0.00
<i>Class Goal:</i>	0.76	75.96	0.24	23.52	0.03	3.16	0.08	7.72	0.01	0.75	0.09	8.98	0.00	0.00	0.03	2.91	
<i>Underutilized:</i>	0.00	No	0.24	Yes	0.03	Yes	0.08	Yes	0.01	Yes	0.09	Yes	0.00	No	0.03	Yes	Yes
Totals:	2	1	0		0		0		0		0		0		0		0

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1100 - KCSO - Sheriff's Office, 1110 - Professional Standards

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2 - Professionals																
<i>Employees:</i>	5															
<i>Current Utilization:</i>	5	100.00	1	20.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00
<i>Class Goal:</i>	3.74	74.85	1.24	24.71	0.15	3.07	0.74	14.81	0.01	0.14	0.22	4.38	0.01	0.15	0.11	2.15
<i>Underutilized:</i>	0.00	No	0.24	No	0.15	Yes	0.00	No	0.01	Yes	0.22	Yes	0.01	Yes	0.11	Yes
4 - Protective Service																
<i>Employees:</i>	6															
<i>Current Utilization:</i>	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<i>Class Goal:</i>	0.52	8.64	1.20	19.93	0.32	5.39	0.27	4.58	0.08	1.30	0.32	5.35	0.05	0.80	0.15	2.53
<i>Underutilized:</i>	0.52	Yes	1.20	Yes	0.32	Yes	0.27	Yes	0.08	Yes	0.32	Yes	0.05	Yes	0.15	Yes
6 - Administrative Support																
<i>Employees:</i>	2															
<i>Current Utilization:</i>	2	100.00	1	50.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
<i>Class Goal:</i>	1.72	85.85	0.60	30.08	0.11	5.50	0.20	9.87	0.02	1.05	0.15	7.54	0.02	0.86	0.11	5.27
<i>Underutilized:</i>	0.00	No	0.00	No	0.11	Yes	0.00	No	0.02	Yes	0.15	Yes	0.02	Yes	0.11	Yes
Totals:	13	7	2	0	2	0	2	0	0	0	0	0	0	0	0	0

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1200 - KCIT - Information Technology

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	7															
Current Utilization:	1	14.29	2	28.57	2	28.57	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.34	33.44	2.24	32.00	0.63	9.06	1.11	15.83	0.05	0.74	0.19	2.73	0.04	0.57	0.21	3.07
Underutilized:	1.34	Yes	0.24	No	0.00	No	1.11	Yes	0.05	Yes	0.19	Yes	0.04	Yes	0.21	Yes
2 - Professionals																
Employees:	336															
Current Utilization:	125	37.20	121	36.01	25	7.44	68	20.24	4	1.19	9	2.68	3	0.89	12	3.57
Class Goal:	115.21	34.29	120.31	35.81	18.71	5.57	71.29	21.22	2.42	0.72	12.09	3.60	1.88	0.56	13.92	4.14
Underutilized:	0.00	No	0.00	No	0.00	No	3.29	No	0.00	No	3.09	No	0.00	No	1.92	No
3 - Technicians																
Employees:	89															
Current Utilization:	17	19.10	40	44.94	9	10.11	20	22.47	1	1.12	5	5.62	1	1.12	4	4.49
Class Goal:	18.64	20.94	35.63	40.04	6.58	7.39	18.95	21.29	0.68	0.76	4.46	5.01	0.73	0.82	4.24	4.76
Underutilized:	1.64	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.24	No
6 - Administrative Support																
Employees:	8															
Current Utilization:	6	75.00	4	50.00	0	0.00	2	25.00	0	0.00	0	0.00	1	12.50	1	12.50
Class Goal:	6.33	79.17	3.30	41.26	0.29	3.62	1.51	18.84	0.03	0.33	0.18	2.22	0.57	7.15	0.73	9.11
Underutilized:	0.33	No	0.00	No	0.29	Yes	0.00	No	0.03	Yes	0.18	Yes	0.00	No	0.00	No
Totals:	440	149	167		36		90		5		14		5		17	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1200 - KCIT - Information Technology, 1201 - Office of the CIO

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	7															
Current Utilization:	1	14.29	2	28.57	2	28.57	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.48	35.48	1.80	25.71	0.18	2.55	1.05	14.94	0.02	0.22	0.29	4.20	0.01	0.20	0.25	3.59
Underutilized:	1.48	Yes	0.00	No	0.00	No	1.05	Yes	0.02	Yes	0.29	Yes	0.01	Yes	0.25	Yes
2 - Professionals																
Employees:	44															
Current Utilization:	30	68.18	13	29.55	4	9.09	5	11.36	0	0.00	1	2.27	0	0.00	3	6.82
Class Goal:	18.61	42.30	13.87	31.52	1.66	3.78	7.93	18.02	0.17	0.39	2.15	4.89	0.10	0.22	1.85	4.21
Underutilized:	0.00	No	0.87	No	0.00	No	2.93	Yes	0.17	Yes	1.15	Yes	0.10	Yes	0.00	No
3 - Technicians																
Employees:	11															
Current Utilization:	1	9.09	3	27.27	0	0.00	2	18.18	0	0.00	0	0.00	0	0.00	1	9.09
Class Goal:	1.21	11.03	3.51	31.89	0.61	5.53	1.44	13.10	0.07	0.67	0.83	7.52	0.08	0.69	0.48	4.38
Underutilized:	0.21	No	0.51	No	0.61	Yes	0.00	No	0.07	Yes	0.83	Yes	0.08	Yes	0.00	No
6 - Administrative Support																
Employees:	4															
Current Utilization:	3	75.00	2	50.00	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00	1	25.00
Class Goal:	3.49	87.23	1.07	26.71	0.19	4.74	0.37	9.31	0.04	1.10	0.26	6.40	0.03	0.68	0.18	4.48
Underutilized:	0.49	No	0.00	No	0.19	Yes	0.00	No	0.04	Yes	0.26	Yes	0.03	Yes	0.00	No
Totals:	66	35	20	6	6	8	0	1	0	1	0	0	0	5	5	No

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1200 - KCIT - Information Technology, 1202 - Enterprise Business Services

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
2 - Professionals																	
<i>Employees:</i>	87																
<i>Current Utilization:</i>	45	51.72	29	33.33	5	5.75	17	19.54	1	1.15	1	1.15	1	1.15	4	4.60	
<i>Class Goal:</i>	39.00	44.83	30.67	35.25	4.24	4.88	18.54	21.31	0.79	0.91	2.57	2.95	0.54	0.62	3.99	4.59	
<i>Underutilized:</i>	0.00	No	1.67	No	0.00	No	1.54	No	0.00	No	1.57	Yes	0.00	No	0.00	No	
Totals:	87	45	29		5		17		1		1		1		4		

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1200 - KCIT - Information Technology, 1203 - Ops and Infrastructure

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2 - Professionals																
Employees:	100															
Current Utilization:	26	26.00	41	41.00	10	10.00	20	20.00	2	2.00	3	3.00	2	2.00	4	4.00
Class Goal:	23.57	23.57	38.13	38.13	6.60	6.60	22.13	22.13	0.85	0.85	3.59	3.59	0.71	0.71	4.25	4.25
Underutilized:	0.00	No	0.00	No	0.00	No	2.13	No	0.00	No	0.59	No	0.00	No	0.25	No
3 - Technicians																
Employees:	67															
Current Utilization:	14	20.90	32	47.76	8	11.94	16	23.88	1	1.49	4	5.97	0	0.00	3	4.48
Class Goal:	15.80	23.58	26.85	40.08	4.51	6.74	15.24	22.75	0.44	0.65	3.10	4.63	0.29	0.43	3.27	4.88
Underutilized:	1.80	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.29	Yes	0.27	No
6 - Administrative Support																
Employees:	3															
Current Utilization:	2	66.67	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	1	33.33	0	0.00
Class Goal:	2.15	71.73	0.95	31.67	0.03	0.90	0.05	1.58	0.01	0.18	0.04	1.38	0.80	26.77	0.03	0.87
Underutilized:	0.15	No	0.00	No	0.03	Yes	0.05	Yes	0.01	Yes	0.04	Yes	0.00	No	0.03	Yes
Totals:	170	42	74		18		36		3		7		3		7	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1200 - KCIT - Information Technology, 1204 - Engineering Division

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2 - Professionals																
<i>Employees:</i>	92															
<i>Current Utilization:</i>	20	21.74	35	38.04	6	6.52	24	26.09	0	0.00	4	4.35	0	0.00	1	1.09
<i>Class Goal:</i>	21.86	23.76	34.31	37.29	3.92	4.26	22.64	24.61	0.22	0.24	3.74	4.06	0.80	0.87	3.00	3.27
<i>Underutilized:</i>	1.86	No	0.00	No	0.00	No	0.00	No	0.22	Yes	0.00	No	0.80	Yes	2.00	Yes
3 - Technicians																
<i>Employees:</i>	4															
<i>Current Utilization:</i>	2	50.00	3	75.00	0	0.00	1	25.00	0	0.00	1	25.00	1	25.00	0	0.00
<i>Class Goal:</i>	1.56	38.96	2.60	64.93	0.02	0.40	1.15	28.72	0.00	0.01	0.72	17.97	0.67	16.71	0.04	1.12
<i>Underutilized:</i>	0.00	No	0.00	No	0.02	Yes	0.15	No	0.00	Yes	0.00	No	0.00	No	0.04	Yes
Totals:	96	22	38		6		25		0		5		1		1	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1200 - KCIT - Information Technology, 1205 - Emergency Radio Communications

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2 - Professionals																
Employees:	13															
Current Utilization:	4	30.77	3	23.08	0	0.00	2	15.38	1	7.69	0	0.00	0	0.00	0	0.00
Class Goal:	5.08	39.05	3.90	30.01	0.33	2.55	2.39	18.42	0.34	2.61	0.44	3.39	0.02	0.12	0.38	2.91
Underutilized:	1.08	Yes	0.90	Yes	0.33	Yes	0.39	No	0.00	No	0.44	Yes	0.02	Yes	0.38	Yes
3 - Technicians																
Employees:	7															
Current Utilization:	0	0.00	2	28.57	1	14.29	1	14.29	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.23	3.32	2.04	29.14	0.77	10.94	0.82	11.75	0.03	0.38	0.27	3.90	0.03	0.36	0.13	1.82
Underutilized:	0.23	Yes	0.04	No	0.00	No	0.00	No	0.03	Yes	0.27	Yes	0.03	Yes	0.13	Yes
6 - Administrative Support																
Employees:	1															
Current Utilization:	1	100.00	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.92	91.97	0.25	25.04	0.04	4.48	0.08	7.88	0.01	0.89	0.07	6.91	0.01	0.53	0.04	4.35
Underutilized:	0.00	No	0.00	No	0.04	Yes	0.00	No	0.01	Yes	0.07	Yes	0.01	Yes	0.04	Yes
Totals:	21	5	6	1	4	1	4	1	0	0	0	0	0	0	0	0

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1300 - DPD - Dept of Public Defense

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	3															
Current Utilization:	2	66.67	1	33.33	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.74	58.08	0.86	28.52	0.22	7.22	0.18	5.84	0.00	0.00	0.24	7.90	0.01	0.34	0.22	7.22
Underutilized:	0.00	No	0.00	No	0.22	Yes	0.00	No	0.00	No	0.24	Yes	0.01	Yes	0.22	Yes
2 - Professionals																
Employees:	291															
Current Utilization:	169	58.08	83	28.52	21	7.22	17	5.84	0	0.00	23	7.90	1	0.34	21	7.22
Class Goal:	155.64	53.48	89.37	30.71	16.99	5.84	34.81	11.96	1.10	0.38	20.20	6.94	0.92	0.32	15.34	5.27
Underutilized:	0.00	No	6.37	No	0.00	No	17.81	Yes	1.10	Yes	0.00	No	0.00	No	0.00	No
6 - Administrative Support																
Employees:	87															
Current Utilization:	61	70.11	43	49.43	14	16.09	4	4.60	1	1.15	17	19.54	1	1.15	6	6.90
Class Goal:	63.47	72.95	32.16	36.97	8.23	9.46	7.24	8.32	0.78	0.89	11.09	12.74	0.65	0.75	4.17	4.80
Underutilized:	2.47	No	0.00	No	0.00	No	3.24	Yes	0.00	No	0.00	No	0.00	No	0.00	No
Totals:	381	232	127		35		22		1		40		2		27	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1300 - DPD - Dept of Public Defense, 1301 - Director's Office

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	3															
Current Utilization:	2	66.67	1	33.33	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.77	58.97	0.85	28.21	0.27	8.97	0.15	5.13	0.00	0.00	0.27	8.97	0.00	0.00	0.15	5.13
Underutilized:	0.00	No	0.00	No	0.27	Yes	0.00	No	0.00	No	0.27	Yes	0.00	No	0.15	Yes
2 - Professionals																
Employees:	19															
Current Utilization:	13	68.42	9	47.37	4	21.05	1	5.26	0	0.00	0	0.00	0	0.00	4	21.05
Class Goal:	11.86	62.44	7.89	41.54	3.08	16.19	1.45	7.65	0.32	1.70	1.10	5.77	0.04	0.19	1.91	10.03
Underutilized:	0.00	No	0.00	No	0.00	No	0.45	Yes	0.32	Yes	1.10	Yes	0.04	Yes	0.00	No
6 - Administrative Support																
Employees:	15															
Current Utilization:	11	73.33	9	60.00	5	33.33	0	0.00	1	6.67	2	13.33	0	0.00	1	6.67
Class Goal:	10.80	72.01	6.15	40.99	1.62	10.79	2.00	13.34	0.12	0.79	1.50	10.01	0.10	0.66	0.81	5.39
Underutilized:	0.00	No	0.00	No	0.00	No	2.00	Yes	0.00	No	0.00	No	0.10	Yes	0.00	No
Totals:	37	26	19		9		2		1		2		0		5	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1300 - DPD - Dept of Public Defense, 1302 - Assoc Counsel for Accused

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2 - Professionals																
<i>Employees:</i>	87															
<i>Current Utilization:</i>	44	50.57	26	29.89	4	4.60	8	9.20	0	0.00	7	8.05	1	1.15	6	6.90
<i>Class Goal:</i>	43.60	50.12	26.14	30.05	3.73	4.29	11.45	13.16	0.27	0.31	5.83	6.70	0.51	0.59	4.36	5.01
<i>Underutilized:</i>	0.00	No	0.14	No	0.00	No	3.45	No	0.27	Yes	0.00	No	0.00	No	0.00	No
6 - Administrative Support																
<i>Employees:</i>	22															
<i>Current Utilization:</i>	15	68.18	11	50.00	2	9.09	2	9.09	0	0.00	5	22.73	1	4.55	1	4.55
<i>Class Goal:</i>	15.84	72.01	8.22	37.36	1.45	6.59	1.81	8.22	0.08	0.35	3.52	15.98	0.50	2.29	0.86	3.92
<i>Underutilized:</i>	0.84	No	0.00	No	0.00	No	0.00	No	0.08	Yes	0.00	No	0.00	No	0.00	No
Totals:	109	59	37		6		10		0		12		2		7	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1300 - DPD - Dept of Public Defense, 1303 - NW Defenders

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2 - Professionals																
<i>Employees:</i>	58															
<i>Current Utilization:</i>	42	72.41	18	31.03	3	5.17	2	3.45	0	0.00	7	12.07	0	0.00	6	10.34
<i>Class Goal:</i>	30.47	52.54	17.04	29.39	2.36	4.08	7.63	13.15	0.22	0.38	3.77	6.51	0.09	0.15	2.98	5.13
<i>Underutilized:</i>	0.00	No	0.00	No	0.00	No	5.63	Yes	0.22	Yes	0.00	No	0.09	Yes	0.00	No
6 - Administrative Support																
<i>Employees:</i>	15															
<i>Current Utilization:</i>	10	66.67	9	60.00	0	0.00	1	6.67	0	0.00	6	40.00	0	0.00	2	13.33
<i>Class Goal:</i>	10.60	70.65	6.65	44.37	0.20	1.36	1.07	7.12	0.05	0.32	4.01	26.71	0.00	0.00	1.33	8.87
<i>Underutilized:</i>	0.60	No	0.00	No	0.20	Yes	0.07	No	0.05	Yes	0.00	No	0.00	No	0.00	No
Totals:	73	52	27		3		3		0		13		0		8	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1300 - DPD - Dept of Public Defense, 1304 - Society of Counsel

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2 - Professionals																
<i>Employees:</i>	49															
<i>Current Utilization:</i>	24	48.98	8	16.33	3	6.12	2	4.08	0	0.00	2	4.08	0	0.00	1	2.04
<i>Class Goal:</i>	24.71	50.43	12.29	25.09	2.53	5.16	5.19	10.60	0.14	0.29	2.63	5.38	0.06	0.12	1.74	3.55
<i>Underutilized:</i>	0.71	No	4.29	No	0.00	No	3.19	Yes	0.14	Yes	0.63	Yes	0.06	Yes	0.74	Yes
6 - Administrative Support																
<i>Employees:</i>	15															
<i>Current Utilization:</i>	11	73.33	5	33.33	2	13.33	0	0.00	0	0.00	2	13.33	0	0.00	1	6.67
<i>Class Goal:</i>	10.98	73.17	4.77	31.80	0.98	6.50	0.87	5.81	0.08	0.50	2.01	13.41	0.02	0.14	0.82	5.44
<i>Underutilized:</i>	0.00	No	0.00	No	0.00	No	0.87	Yes	0.08	Yes	0.01	No	0.02	Yes	0.00	No
Totals:	64	35	13		5		2		0		4		0		2	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1300 - DPD - Dept of Public Defense, 1305 - Defender Association

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2 - Professionals																
<i>Employees:</i>	78															
<i>Current Utilization:</i>	46	58.97	22	28.21	7	8.97	4	5.13	0	0.00	7	8.97	0	0.00	4	5.13
<i>Class Goal:</i>	41.31	52.96	23.07	29.58	4.78	6.13	9.38	12.03	0.25	0.32	5.10	6.54	0.10	0.12	3.46	4.44
<i>Underutilized:</i>	0.00	No	1.07	No	0.00	No	5.38	Yes	0.25	Yes	0.00	No	0.10	Yes	0.00	No
6 - Administrative Support																
<i>Employees:</i>	20															
<i>Current Utilization:</i>	14	70.00	9	45.00	5	25.00	1	5.00	0	0.00	2	10.00	0	0.00	1	5.00
<i>Class Goal:</i>	15.13	75.66	6.64	33.20	1.75	8.74	2.37	11.86	0.10	0.51	1.76	8.78	0.00	0.00	0.66	3.31
<i>Underutilized:</i>	1.13	No	0.00	No	0.00	No	1.37	Yes	0.10	Yes	0.00	No	0.00	No	0.00	No
Totals:	98	60	31		12		5		0		9		0		5	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1400 - MTD - Metro Transit

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	18															
Current Utilization:	9	50.00	5	27.78	4	22.22	0	0.00	0	0.00	0	0.00	1	5.56	0	0.00
Class Goal:	7.68	42.65	6.32	35.09	2.97	16.48	1.47	8.16	0.11	0.60	0.66	3.65	0.49	2.73	0.62	3.47
Underutilized:	0.00	No	1.32	Yes	0.00	No	1.47	Yes	0.11	Yes	0.66	Yes	0.00	No	0.62	Yes
2 - Professionals																
Employees:	887															
Current Utilization:	321	36.19	354	39.91	136	15.33	106	11.95	7	0.79	45	5.07	10	1.13	50	5.64
Class Goal:	303.49	34.22	346.54	39.07	103.48	11.67	123.97	13.98	10.80	1.22	54.24	6.12	11.85	1.34	42.19	4.76
Underutilized:	0.00	No	0.00	No	0.00	No	17.97	No	3.80	No	9.24	No	1.85	No	0.00	No
3 - Technicians																
Employees:	29															
Current Utilization:	1	3.45	8	27.59	5	17.24	3	10.34	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.71	9.34	12.04	41.51	3.27	11.28	4.25	14.67	0.45	1.54	1.99	6.86	0.72	2.49	1.35	4.66
Underutilized:	1.71	Yes	4.04	Yes	0.00	No	1.25	Yes	0.45	Yes	1.99	Yes	0.72	Yes	1.35	Yes
6 - Administrative Support																
Employees:	205															
Current Utilization:	119	58.05	103	50.24	41	20.00	30	14.63	3	1.46	11	5.37	3	1.46	15	7.32
Class Goal:	118.19	57.65	88.71	43.28	28.78	14.04	27.96	13.64	2.23	1.09	15.00	7.32	3.20	1.56	11.54	5.63
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	4.00	No	0.20	No	0.00	No
7 - Skilled Crafts																
Employees:	786															
Current Utilization:	24	3.05	326	41.48	69	8.78	130	16.54	14	1.78	52	6.62	23	2.93	38	4.83
Class Goal:	78.99	10.05	324.26	41.25	108.55	13.81	98.19	12.49	9.27	1.18	62.04	7.89	14.14	1.80	32.09	4.08
Underutilized:	54.99	Yes	0.00	No	39.55	Yes	0.00	No	0.00	No	10.04	No	0.00	No	0.00	No

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1400 - MTD - Metro Transit

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
8 - Service Maintenance																
Employees:	2,985															
Current Utilization:	625	20.94	1,927	64.56	1,148	38.46	415	13.90	48	1.61	158	5.29	56	1.88	102	3.42
Class Goal:	944.22	31.63	1,350.35	45.24	736.96	24.69	254.88	8.54	31.15	1.04	170.67	5.72	35.80	1.20	120.88	4.05
Underutilized:	319.22	Yes	0.00	No	0.00	No	0.00	No	0.00	No	12.67	No	0.00	No	18.88	No
Totals:	4,910	1,099	2,723		1,403		684		72		266		93		205	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1400 - MTD - Metro Transit, 0806 - Marine

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
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:	0.24	23.93	0.32	31.94	0.07	7.49	0.12	11.71	0.00	0.22	0.07	6.53	0.00	0.41	0.06	5.58
Underutilized:	0.24	Yes	0.32	Yes	0.07	Yes	0.12	Yes	0.00	Yes	0.07	Yes	0.00	Yes	0.06	Yes
2 - Professionals																
Employees:	8															
Current Utilization:	3	37.50	2	25.00	1	12.50	0	0.00	0	0.00	1	12.50	0	0.00	0	0.00
Class Goal:	0.57	7.14	1.71	21.43	0.00	0.00	0.57	7.14	0.00	0.00	1.14	14.29	0.00	0.00	0.00	0.00
Underutilized:	0.00	No	0.00	No	0.00	No	0.57	Yes	0.00	No	0.14	No	0.00	No	0.00	No
6 - Administrative Support																
Employees:	3															
Current Utilization:	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.69	23.10	0.63	21.13	0.12	3.98	0.17	5.71	0.01	0.39	0.24	8.01	0.03	0.96	0.06	2.08
Underutilized:	0.00	No	0.63	Yes	0.12	Yes	0.17	Yes	0.01	Yes	0.24	Yes	0.03	Yes	0.06	Yes
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:	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	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
8 - Service Maintenance																
Employees:	14															
Current Utilization:	1	7.14	3	21.43	0	0.00	1	7.14	0	0.00	2	14.29	0	0.00	0	0.00
Class Goal:	1.93	13.77	3.68	26.31	0.56	4.00	1.02	7.25	0.06	0.40	1.68	12.02	0.12	0.88	0.25	1.76
Underutilized:	0.93	Yes	0.68	No	0.56	Yes	0.02	No	0.06	Yes	0.00	No	0.12	Yes	0.25	Yes
Totals:	29	6	5		1		1		0		3		0		0	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1400 - MTD - Metro Transit, 1401 - General Manager

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	4															
Current Utilization:	2	50.00	2	50.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.92	48.01	1.77	44.18	1.45	36.23	0.14	3.52	0.00	0.06	0.07	1.64	0.00	0.04	0.11	2.70
Underutilized:	0.00	No	0.00	No	0.00	No	0.14	Yes	0.00	Yes	0.07	Yes	0.00	Yes	0.11	Yes
2 - Professionals																
Employees:	65															
Current Utilization:	37	56.92	29	44.62	10	15.38	7	10.77	0	0.00	4	6.15	0	0.00	8	12.31
Class Goal:	36.25	55.77	23.05	35.46	5.23	8.05	8.15	12.53	0.21	0.32	5.02	7.72	0.18	0.27	4.27	6.57
Underutilized:	0.00	No	0.00	No	0.00	No	1.15	No	0.21	Yes	1.02	Yes	0.18	Yes	0.00	No
3 - Technicians																
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:	0.41	41.09	0.20	19.93	0.02	1.59	0.02	2.29	0.00	0.00	0.10	9.88	0.01	0.71	0.05	5.47
Underutilized:	0.41	Yes	0.20	Yes	0.02	Yes	0.02	Yes	0.00	No	0.10	Yes	0.01	Yes	0.05	Yes
6 - Administrative Support																
Employees:	2															
Current Utilization:	2	100.00	2	100.00	1	50.00	0	0.00	0	0.00	1	50.00	0	0.00	0	0.00
Class Goal:	1.55	77.62	0.68	33.92	0.13	6.72	0.26	13.07	0.02	1.10	0.14	7.02	0.02	0.92	0.10	5.09
Underutilized:	0.00	No	0.00	No	0.00	No	0.26	Yes	0.02	Yes	0.00	No	0.02	Yes	0.10	Yes
Totals:	72	41	33		13		7		0		5		0		8	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1400 - MTD - Metro Transit, 1402 - Bus Operations

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	2															
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:	0.28	13.85	0.38	18.90	0.16	8.09	0.12	6.01	0.00	0.08	0.04	2.11	0.01	0.58	0.04	2.04
Underutilized:	0.28	Yes	0.38	Yes	0.16	Yes	0.12	Yes	0.00	Yes	0.04	Yes	0.01	Yes	0.04	Yes
2 - Professionals																
Employees:	199															
Current Utilization:	49	24.62	92	46.23	54	27.14	22	11.06	0	0.00	5	2.51	4	2.01	7	3.52
Class Goal:	48.19	24.22	90.10	45.27	33.09	16.63	17.39	8.74	0.44	0.22	19.32	9.71	1.28	0.64	18.59	9.34
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.44	Yes	14.32	Yes	0.00	No	11.59	Yes
6 - Administrative Support																
Employees:	22															
Current Utilization:	16	72.73	13	59.09	5	22.73	4	18.18	0	0.00	2	9.09	1	4.55	1	4.55
Class Goal:	13.30	60.46	12.41	56.42	4.31	19.57	3.87	17.59	0.19	0.84	2.51	11.43	0.39	1.77	1.15	5.21
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.19	Yes	0.51	Yes	0.00	No	0.15	No
7 - Skilled Crafts																
Employees:	15															
Current Utilization:	3	20.00	7	46.67	2	13.33	1	6.67	0	0.00	2	13.33	0	0.00	2	13.33
Class Goal:	3.21	21.38	9.51	63.38	5.95	39.68	1.83	12.18	0.22	1.49	0.77	5.13	0.28	1.84	0.46	3.06
Underutilized:	0.21	No	2.51	Yes	3.95	Yes	0.83	Yes	0.22	Yes	0.00	No	0.28	Yes	0.00	No
8 - Service Maintenance																
Employees:	2,577															
Current Utilization:	545	21.15	1,664	64.57	1,045	40.55	316	12.26	41	1.59	137	5.32	47	1.82	78	3.03
Class Goal:	914.62	35.49	997.91	38.72	484.81	18.81	185.17	7.19	22.73	0.88	152.20	5.91	16.62	0.65	136.38	5.29
Underutilized:	369.62	Yes	0.00	No	0.00	No	0.00	No	0.00	No	15.20	No	0.00	No	58.38	Yes
Totals:	2,815	613	1,776		1,106		343		41		146		52		88	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1400 - MTD - Metro Transit, 1403 - Vehicle Maintenance

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	2															
Current Utilization:	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00	0	0.00
Class Goal:	0.40	20.00	0.93	46.67	0.27	13.33	0.13	6.67	0.00	0.00	0.27	13.33	0.00	0.00	0.27	13.33
Underutilized:	0.00	No	0.00	No	0.27	Yes	0.13	Yes	0.00	No	0.27	Yes	0.00	No	0.27	Yes
2 - Professionals																
Employees:	68															
Current Utilization:	11	16.18	26	38.24	7	10.29	9	13.24	1	1.47	3	4.41	1	1.47	5	7.35
Class Goal:	10.63	15.63	25.85	38.01	5.22	7.67	11.27	16.57	0.76	1.12	3.77	5.54	1.38	2.03	3.45	5.08
Underutilized:	0.00	No	0.00	No	0.00	No	2.27	No	0.00	No	0.77	Yes	0.38	Yes	0.00	No
3 - Technicians																
Employees:	14															
Current Utilization:	1	7.14	2	14.29	1	7.14	1	7.14	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.70	12.15	7.34	52.41	1.58	11.32	3.24	23.12	0.18	1.31	0.77	5.53	0.49	3.51	1.07	7.63
Underutilized:	0.70	Yes	5.34	Yes	0.58	Yes	2.24	Yes	0.18	Yes	0.77	Yes	0.49	Yes	1.07	Yes
6 - Administrative Support																
Employees:	53															
Current Utilization:	19	35.85	19	35.85	6	11.32	4	7.55	1	1.89	2	3.77	0	0.00	6	11.32
Class Goal:	23.71	44.73	20.87	39.37	4.87	9.19	7.25	13.67	0.51	0.96	3.71	7.01	0.83	1.57	3.70	6.98
Underutilized:	4.71	No	1.87	No	0.00	No	3.25	Yes	0.00	No	1.71	Yes	0.83	Yes	0.00	No
7 - Skilled Crafts																
Employees:	518															
Current Utilization:	12	2.32	214	41.31	35	6.76	98	18.92	7	1.35	30	5.79	16	3.09	28	5.41
Class Goal:	54.69	10.56	209.80	40.50	40.44	7.81	81.58	15.75	4.59	0.89	42.28	8.16	11.57	2.23	29.34	5.66
Underutilized:	42.69	Yes	0.00	No	5.44	No	0.00	No	0.00	No	12.28	Yes	0.00	No	1.34	No

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1400 - MTD - Metro Transit, 1403 - Vehicle Maintenance

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
8 - Service Maintenance																
<i>Employees:</i>	84															
<i>Current Utilization:</i>	35	41.67	72	85.71	21	25.00	30	35.71	1	1.19	4	4.76	4	4.76	12	14.29
<i>Class Goal:</i>	9.42	11.22	29.83	35.51	9.14	10.88	7.27	8.66	0.58	0.69	7.99	9.52	1.27	1.51	3.57	4.25
<i>Underutilized:</i>	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	3.99	Yes	0.00	No	0.00	No
Totals:	739	79	334		70		142		10		39		22		51	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1400 - MTD - Metro Transit, 1404 - Facilities

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	1															
Current Utilization:	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.37	37.06	0.28	27.97	0.06	6.29	0.11	11.19	0.01	1.40	0.04	4.20	0.01	1.40	0.03	3.50
Underutilized:	0.37	Yes	0.00	No	0.00	No	0.11	Yes	0.01	Yes	0.04	Yes	0.01	Yes	0.03	Yes
2 - Professionals																
Employees:	42															
Current Utilization:	14	33.33	22	52.38	11	26.19	6	14.29	0	0.00	3	7.14	0	0.00	2	4.76
Class Goal:	11.68	27.81	15.19	36.16	4.91	11.70	5.68	13.52	0.42	0.99	2.37	5.64	0.35	0.84	1.46	3.47
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.42	Yes	0.00	No	0.35	Yes	0.00	No
6 - Administrative Support																
Employees:	10															
Current Utilization:	5	50.00	3	30.00	0	0.00	1	10.00	0	0.00	2	20.00	0	0.00	0	0.00
Class Goal:	5.03	50.33	3.78	37.81	1.20	11.96	1.05	10.54	0.10	0.99	0.85	8.49	0.09	0.92	0.49	4.90
Underutilized:	0.03	No	0.78	Yes	1.20	Yes	0.05	No	0.10	Yes	0.00	No	0.09	Yes	0.49	Yes
7 - Skilled Crafts																
Employees:	100															
Current Utilization:	2	2.00	35	35.00	13	13.00	12	12.00	2	2.00	4	4.00	2	2.00	2	2.00
Class Goal:	6.01	6.01	38.61	38.61	12.35	12.35	11.78	11.78	1.27	1.27	8.07	8.07	1.56	1.56	3.58	3.58
Underutilized:	4.01	Yes	3.61	No	0.00	No	0.00	No	0.00	No	4.07	Yes	0.00	No	1.58	Yes
8 - Service Maintenance																
Employees:	101															
Current Utilization:	11	10.89	70	69.31	36	35.64	24	23.76	1	0.99	4	3.96	2	1.98	3	2.97
Class Goal:	18.56	18.38	43.09	42.66	12.78	12.66	12.35	12.23	0.65	0.64	12.70	12.57	1.40	1.38	3.21	3.18
Underutilized:	7.56	No	0.00	No	0.00	No	0.00	No	0.00	No	8.70	Yes	0.00	No	0.21	No
Totals:	254	32	131		61		43		3		13		4		7	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1400 - MTD - Metro Transit, 1405 - Capital

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
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:	0.32	31.93	0.21	20.55	0.04	3.85	0.06	5.69	0.01	0.73	0.06	5.69	0.01	0.55	0.04	4.04
Underutilized:	0.00	No	0.21	Yes	0.04	Yes	0.06	Yes	0.01	Yes	0.06	Yes	0.01	Yes	0.04	Yes
2 - Professionals																
Employees:	143															
Current Utilization:	53	37.06	40	27.97	9	6.29	16	11.19	2	1.40	6	4.20	2	1.40	5	3.50
Class Goal:	54.39	38.03	44.06	30.81	8.71	6.09	19.15	13.39	1.52	1.06	7.92	5.54	1.21	0.85	5.54	3.88
Underutilized:	1.39	No	4.06	No	0.00	No	3.15	No	0.00	No	1.92	Yes	0.00	No	0.54	No
6 - Administrative Support																
Employees:	5															
Current Utilization:	5	100.00	1	20.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	4.21	84.22	1.67	33.41	0.41	8.30	0.60	12.01	0.05	1.02	0.32	6.31	0.03	0.53	0.26	5.25
Underutilized:	0.00	No	0.67	Yes	0.41	Yes	0.00	No	0.05	Yes	0.32	Yes	0.03	Yes	0.26	Yes
Totals:	149	59	41		9		17		2		6		2		5	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1400 - MTD - Metro Transit, 1406 - Mobility

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
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:	0.32	31.93	0.21	20.55	0.04	3.85	0.06	5.69	0.01	0.73	0.06	5.69	0.01	0.55	0.04	4.04
Underutilized:	0.00	No	0.21	Yes	0.04	Yes	0.06	Yes	0.01	Yes	0.06	Yes	0.01	Yes	0.04	Yes
2 - Professionals																
Employees:	163															
Current Utilization:	75	46.01	59	36.20	14	8.59	22	13.50	2	1.23	9	5.52	0	0.00	12	7.36
Class Goal:	81.89	50.24	63.54	38.98	17.30	10.61	23.56	14.45	4.65	2.85	8.82	5.41	1.01	0.62	8.21	5.04
Underutilized:	6.89	No	4.54	No	3.30	No	1.56	No	2.65	Yes	0.00	No	1.01	Yes	0.00	No
6 - Administrative Support																
Employees:	90															
Current Utilization:	56	62.22	51	56.67	25	27.78	13	14.44	2	2.22	3	3.33	1	1.11	7	7.78
Class Goal:	53.82	59.80	38.41	42.67	13.49	14.99	11.39	12.66	0.99	1.10	6.24	6.93	1.38	1.54	4.91	5.46
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	3.24	Yes	0.38	Yes	0.00	No
Totals:	254	132	110		39		35		4		12		1		19	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1400 - MTD - Metro Transit, 1407 - Finance and Administration

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
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:	2.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized:	1.00	Yes	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No
2 - Professionals																
Employees:	37															
Current Utilization:	19	51.35	14	37.84	4	10.81	6	16.22	1	2.70	2	5.41	0	0.00	1	2.70
Class Goal:	14.72	39.78	12.72	34.37	2.66	7.18	5.93	16.01	0.40	1.09	1.79	4.83	0.27	0.72	1.68	4.55
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.27	Yes	0.68	Yes
6 - Administrative Support																
Employees:	5															
Current Utilization:	2	40.00	5	100.00	2	40.00	1	20.00	0	0.00	1	20.00	1	20.00	0	0.00
Class Goal:	3.52	70.35	2.15	43.09	0.62	12.43	0.77	15.38	0.04	0.89	0.39	7.73	0.21	4.27	0.12	2.37
Underutilized:	1.52	Yes	0.00	No	0.00	No	0.00	No	0.04	Yes	0.00	No	0.00	No	0.12	Yes
Totals:	44	22	20		7		7		1		3		1		1	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1400 - MTD - Metro Transit, 1408 - Enterprise Employee Services

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	2															
Current Utilization:	2	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:	1.27	63.42	0.99	49.44	0.25	12.54	0.27	13.47	0.05	2.47	0.24	11.93	0.00	0.00	0.18	9.04
Underutilized:	0.00	No	0.99	Yes	0.25	Yes	0.27	Yes	0.05	Yes	0.24	Yes	0.00	No	0.18	Yes
2 - Professionals																
Employees:	52															
Current Utilization:	38	73.08	23	44.23	9	17.31	6	11.54	0	0.00	3	5.77	0	0.00	5	9.62
Class Goal:	35.43	68.13	21.08	40.54	6.86	13.19	8.13	15.63	0.12	0.24	2.86	5.50	0.20	0.38	2.91	5.59
Underutilized:	0.00	No	0.00	No	0.00	No	2.13	Yes	0.12	Yes	0.00	No	0.20	Yes	0.00	No
6 - Administrative Support																
Employees:	9															
Current Utilization:	8	88.89	7	77.78	2	22.22	4	44.44	0	0.00	0	0.00	0	0.00	1	11.11
Class Goal:	6.16	68.43	5.03	55.84	1.80	19.96	1.94	21.50	0.14	1.58	0.42	4.67	0.10	1.14	0.63	6.99
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.14	Yes	0.42	Yes	0.10	Yes	0.00	No
Totals:	63	48	30		11		10		0		3		0		6	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1400 - MTD - Metro Transit, 1409 - Rail

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	2															
Current Utilization:	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.67	33.27	0.86	43.10	0.32	15.92	0.22	11.07	0.01	0.68	0.15	7.58	0.04	2.05	0.12	5.81
Underutilized:	0.00	No	0.86	Yes	0.32	Yes	0.22	Yes	0.01	Yes	0.15	Yes	0.04	Yes	0.12	Yes
2 - Professionals																
Employees:	110															
Current Utilization:	22	20.00	47	42.73	17	15.45	12	10.91	1	0.91	9	8.18	3	2.73	5	4.55
Class Goal:	21.94	19.94	51.69	46.99	19.56	17.78	15.49	14.08	2.02	1.83	7.87	7.15	2.28	2.07	4.49	4.08
Underutilized:	0.00	No	4.69	No	2.56	No	3.49	No	1.02	Yes	0.00	No	0.00	No	0.00	No
3 - Technicians																
Employees:	14															
Current Utilization:	0	0.00	6	42.86	4	28.57	2	14.29	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.52	3.69	5.24	37.45	1.45	10.33	1.78	12.70	0.27	1.92	0.94	6.73	0.31	2.25	0.49	3.52
Underutilized:	0.52	Yes	0.00	No	0.00	No	0.00	No	0.27	Yes	0.94	Yes	0.31	Yes	0.49	Yes
6 - Administrative Support																
Employees:	6															
Current Utilization:	4	66.67	2	33.33	0	0.00	2	33.33	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	3.51	58.56	2.53	42.15	0.92	15.27	0.70	11.69	0.10	1.74	0.28	4.71	0.04	0.68	0.48	8.06
Underutilized:	0.00	No	0.53	Yes	0.92	Yes	0.00	No	0.10	Yes	0.28	Yes	0.04	Yes	0.48	Yes
7 - Skilled Crafts																
Employees:	150															
Current Utilization:	7	4.67	70	46.67	19	12.67	19	12.67	5	3.33	16	10.67	5	3.33	6	4.00
Class Goal:	11.25	7.50	55.78	37.19	14.98	9.99	17.05	11.37	2.47	1.65	12.90	8.60	2.76	1.84	5.61	3.74
Underutilized:	4.25	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1400 - MTD - Metro Transit, 1409 - Rail

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
8 - Service Maintenance																
<i>Employees:</i>	209															
<i>Current Utilization:</i>	33	15.79	118	56.46	46	22.01	44	21.05	5	2.39	11	5.26	3	1.44	9	4.31
<i>Class Goal:</i>	45.37	21.71	115.87	55.44	58.58	28.03	30.15	14.42	3.26	1.56	12.52	5.99	3.40	1.63	7.95	3.80
<i>Underutilized:</i>	12.37	Yes	0.00	No	12.58	No	0.00	No	0.00	No	1.52	No	0.40	No	0.00	No
Totals:	491	67	243		86		79		11		36		11		20	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1500 - DLS - Dept. of Local Services

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	9															
Current Utilization:	4	44.44	1	11.11	0	0.00	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	3.77	41.91	1.98	22.01	0.53	5.90	0.96	10.72	0.02	0.24	0.19	2.06	0.11	1.20	0.17	1.89
Underutilized:	0.00	No	0.98	Yes	0.53	Yes	0.00	No	0.02	Yes	0.19	Yes	0.11	Yes	0.17	Yes
2 - Professionals																
Employees:	255															
Current Utilization:	106	41.57	97	38.04	21	8.24	51	20.00	2	0.78	10	3.92	3	1.18	10	3.92
Class Goal:	94.11	36.91	84.39	33.09	14.90	5.84	43.04	16.88	1.94	0.76	13.24	5.19	1.81	0.71	9.47	3.71
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	3.24	No	0.00	No	0.00	No
3 - Technicians																
Employees:	7															
Current Utilization:	7	100.00	1	14.29	0	0.00	1	14.29	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.78	11.07	1.16	16.61	0.00	0.00	0.48	6.84	0.09	1.30	0.50	7.17	0.00	0.00	0.09	1.30
Underutilized:	0.00	No	0.16	No	0.00	No	0.00	No	0.09	Yes	0.50	Yes	0.00	No	0.09	Yes
6 - Administrative Support																
Employees:	28															
Current Utilization:	24	85.71	11	39.29	5	17.86	4	14.29	0	0.00	2	7.14	0	0.00	0	0.00
Class Goal:	21.48	76.73	11.36	40.58	3.56	12.72	3.86	13.79	0.21	0.75	2.29	8.19	0.26	0.91	1.18	4.21
Underutilized:	0.00	No	0.36	No	0.00	No	0.00	No	0.21	Yes	0.29	No	0.26	Yes	1.18	Yes
7 - Skilled Crafts																
Employees:	52															
Current Utilization:	6	11.54	12	23.08	2	3.85	1	1.92	0	0.00	3	5.77	2	3.85	4	7.69
Class Goal:	5.62	10.80	17.22	33.12	4.66	8.96	2.25	4.32	0.78	1.50	5.72	11.01	1.16	2.23	2.65	5.10
Underutilized:	0.00	No	5.22	No	2.66	Yes	1.25	Yes	0.78	Yes	2.72	Yes	0.00	No	0.00	No

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1500 - DLS - Dept. of Local Services

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
8 - Service Maintenance																
<i>Employees:</i>	103															
<i>Current Utilization:</i>	14	13.59	30	29.13	10	9.71	2	1.94	3	2.91	6	5.83	3	2.91	6	5.83
<i>Class Goal:</i>	12.71	12.34	33.55	32.57	9.06	8.80	3.86	3.75	2.38	2.31	10.52	10.21	2.58	2.50	5.15	5.00
<i>Underutilized:</i>	0.00	No	3.55	No	0.00	No	1.86	Yes	0.00	No	4.52	No	0.00	No	0.00	No
Totals:	454	161	152		38		60		5		21		8		20	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1500 - DLS - Dept. of Local Services, 0302 - Permitting

Job Group	Total Female		Total Minority		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:	1.06	35.37	0.62	20.67	0.06	2.08	0.33	10.88	0.01	0.26	0.11	3.64	0.00	0.16	0.11	3.65
Underutilized:	1.06	Yes	0.00	No	0.06	Yes	0.00	No	0.01	Yes	0.11	Yes	0.00	Yes	0.11	Yes
2 - Professionals																
Employees:	66															
Current Utilization:	27	40.91	19	28.79	2	3.03	11	16.67	2	3.03	2	3.03	0	0.00	2	3.03
Class Goal:	22.64	34.30	18.13	27.47	2.08	3.15	9.58	14.51	0.98	1.48	3.49	5.29	0.15	0.22	1.85	2.81
Underutilized:	0.00	No	0.00	No	0.08	No	0.00	No	0.00	No	1.49	Yes	0.15	Yes	0.00	No
3 - Technicians																
Employees:	7															
Current Utilization:	7	100.00	1	14.29	0	0.00	1	14.29	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.78	11.07	1.16	16.61	0.00	0.00	0.48	6.84	0.09	1.30	0.50	7.17	0.00	0.00	0.09	1.30
Underutilized:	0.00	No	0.16	No	0.00	No	0.00	No	0.09	Yes	0.50	Yes	0.00	No	0.09	Yes
6 - Administrative Support																
Employees:	3															
Current Utilization:	3	100.00	1	33.33	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.22	73.84	1.23	41.01	0.67	22.49	0.35	11.74	0.02	0.64	0.10	3.49	0.01	0.31	0.07	2.35
Underutilized:	0.00	No	0.23	No	0.67	Yes	0.00	No	0.02	Yes	0.10	Yes	0.01	Yes	0.07	Yes
Totals:	79	37	22		2		14		2		2		0		2	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1500 - DLS - Dept. of Local Services, 0803 - Road Services

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	2															
Current Utilization:	2	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:	1.28	64.20	0.26	12.88	0.06	3.03	0.14	7.01	0.00	0.00	0.03	1.33	0.01	0.38	0.02	1.14
Underutilized:	0.00	No	0.26	Yes	0.06	Yes	0.14	Yes	0.00	No	0.03	Yes	0.01	Yes	0.02	Yes
2 - Professionals																
Employees:	176															
Current Utilization:	75	42.61	68	38.64	16	9.09	37	21.02	0	0.00	7	3.98	2	1.14	6	3.41
Class Goal:	65.95	37.47	61.84	35.14	12.07	6.86	31.74	18.03	0.92	0.52	9.29	5.28	1.46	0.83	6.35	3.61
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.92	Yes	2.29	Yes	0.00	No	0.35	No
6 - Administrative Support																
Employees:	22															
Current Utilization:	18	81.82	9	40.91	4	18.18	3	13.64	0	0.00	2	9.09	0	0.00	0	0.00
Class Goal:	16.42	74.65	9.60	43.64	3.13	14.21	2.87	13.06	0.16	0.75	2.58	11.73	0.08	0.37	0.77	3.52
Underutilized:	0.00	No	0.60	No	0.00	No	0.00	No	0.16	Yes	0.58	Yes	0.08	Yes	0.77	Yes
7 - Skilled Crafts																
Employees:	52															
Current Utilization:	6	11.54	12	23.08	2	3.85	1	1.92	0	0.00	3	5.77	2	3.85	4	7.69
Class Goal:	4.51	8.67	17.88	34.39	3.64	7.00	3.12	6.00	0.78	1.50	6.78	13.03	0.98	1.88	2.58	4.97
Underutilized:	0.00	No	5.88	No	1.64	Yes	2.12	Yes	0.78	Yes	3.78	Yes	0.00	No	0.00	No
8 - Service Maintenance																
Employees:	103															
Current Utilization:	14	13.59	30	29.13	10	9.71	2	1.94	3	2.91	6	5.83	3	2.91	6	5.83
Class Goal:	12.84	12.47	33.53	32.55	9.09	8.83	3.83	3.72	2.35	2.28	10.54	10.23	2.57	2.50	5.14	4.99
Underutilized:	0.00	No	3.53	No	0.00	No	1.83	Yes	0.00	No	4.54	No	0.00	No	0.00	No
Totals:	355	115	119		32		43		3		18		7		16	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1500 - DLS - Dept. of Local Services, 1501 - DLS-Directors Office

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	4															
Current Utilization:	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.38	34.51	0.83	20.64	0.10	2.52	0.38	9.58	0.02	0.38	0.17	4.15	0.01	0.26	0.15	3.75
Underutilized:	0.00	No	0.83	Yes	0.10	Yes	0.38	Yes	0.02	Yes	0.17	Yes	0.01	Yes	0.15	Yes
2 - Professionals																
Employees:	13															
Current Utilization:	4	30.77	10	76.92	3	23.08	3	23.08	0	0.00	1	7.69	1	7.69	2	15.38
Class Goal:	6.92	53.24	3.97	30.53	0.57	4.39	1.94	14.93	0.02	0.17	0.96	7.42	0.03	0.25	0.44	3.37
Underutilized:	2.92	Yes	0.00	No	0.00	No	0.00	No	0.02	Yes	0.00	No	0.00	No	0.00	No
6 - Administrative Support																
Employees:	3															
Current Utilization:	3	100.00	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.62	54.12	1.03	34.43	0.19	6.30	0.39	13.08	0.01	0.46	0.25	8.46	0.04	1.47	0.14	4.66
Underutilized:	0.00	No	0.03	No	0.00	No	0.39	Yes	0.01	Yes	0.25	Yes	0.04	Yes	0.14	Yes
Totals:	20	9	11		4		3		0		1		1		2	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1600 - DHR - Dept. of Human Resources

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	8															
Current Utilization:	6	75.00	2	25.00	1	12.50	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	5.65	70.58	3.61	45.10	1.13	14.13	0.96	12.04	0.08	1.04	0.63	7.88	0.08	1.04	0.72	8.98
Underutilized:	0.00	No	1.61	Yes	0.13	No	0.00	No	0.08	Yes	0.63	Yes	0.08	Yes	0.72	Yes
2 - Professionals																
Employees:	128															
Current Utilization:	92	71.88	61	47.66	22	17.19	18	14.06	2	1.56	10	7.81	2	1.56	7	5.47
Class Goal:	76.58	59.82	47.59	37.18	12.90	10.08	18.44	14.40	0.85	0.66	7.99	6.25	1.38	1.08	6.02	4.71
Underutilized:	0.00	No	0.00	No	0.00	No	0.44	No	0.00	No	0.00	No	0.00	No	0.00	No
6 - Administrative Support																
Employees:	16															
Current Utilization:	11	68.75	7	43.75	3	18.75	3	18.75	0	0.00	0	0.00	0	0.00	1	6.25
Class Goal:	11.70	73.10	5.90	36.89	1.63	10.20	1.88	11.75	0.12	0.78	1.24	7.73	0.15	0.92	0.88	5.51
Underutilized:	0.70	No	0.00	No	0.00	No	0.00	No	0.12	Yes	1.24	Yes	0.15	Yes	0.00	No
Totals:	152	109	70		26		22		2		10		2		8	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1600 - DHR - Dept. of Human Resources, 1601 - HR Director's Office

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	4															
Current Utilization:	3	75.00	2	50.00	1	25.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.15	53.85	2.00	50.00	0.62	15.38	0.46	11.54	0.00	0.00	0.62	15.38	0.00	0.00	0.31	7.69
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.62	Yes	0.00	No	0.31	Yes
2 - Professionals																
Employees:	26															
Current Utilization:	14	53.85	13	50.00	4	15.38	3	11.54	0	0.00	4	15.38	0	0.00	2	7.69
Class Goal:	14.52	55.86	8.64	33.23	1.71	6.59	3.65	14.05	0.04	0.16	2.07	7.95	0.03	0.12	1.13	4.35
Underutilized:	0.52	No	0.00	No	0.00	No	0.65	No	0.04	Yes	0.00	No	0.03	Yes	0.00	No
6 - Administrative Support																
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:	0.73	72.90	0.42	41.96	0.08	7.90	0.11	11.08	0.01	0.55	0.15	14.87	0.03	2.73	0.05	4.82
Underutilized:	0.00	No	0.42	Yes	0.08	Yes	0.11	Yes	0.01	Yes	0.15	Yes	0.03	Yes	0.05	Yes
Totals:	31	18	15		5		4		0		4		0		2	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1600 - DHR - Dept. of Human Resources, 1602 - Career and Culture

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
1 - Officials and Administrators																	
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	0.00
Class Goal:	0.38	37.62	0.27	26.82	0.03	2.98	0.14	14.23	0.00	0.38	0.05	5.28	0.00	0.24	0.04	3.70	
Underutilized:	0.00	No	0.27	Yes	0.03	Yes	0.14	Yes	0.00	Yes	0.05	Yes	0.00	Yes	0.04	Yes	Yes
2 - Professionals																	
Employees:	20																
Current Utilization:	18	90.00	10	50.00	7	35.00	3	15.00	0	0.00	0	0.00	0	0.00	0	0.00	0.00
Class Goal:	12.97	64.84	7.68	38.38	2.55	12.77	2.86	14.32	0.06	0.28	1.36	6.78	0.07	0.35	0.78	3.88	
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.06	Yes	1.36	Yes	0.07	Yes	0.78	Yes	Yes
6 - Administrative Support																	
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	0.00
Class Goal:	0.92	91.97	0.25	25.04	0.04	4.48	0.08	7.88	0.01	0.89	0.07	6.91	0.01	0.53	0.04	4.35	
Underutilized:	0.00	No	0.25	Yes	0.04	Yes	0.08	Yes	0.01	Yes	0.07	Yes	0.01	Yes	0.04	Yes	Yes
Totals:	22	20	10		7		3		0		0		0		0		0

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1600 - DHR - Dept. of Human Resources, 1603 - Human Resources Svc Delvry

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	2															
Current Utilization:	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.37	68.33	0.82	40.93	0.21	10.56	0.15	7.41	0.04	1.85	0.25	12.41	0.00	0.00	0.17	8.70
Underutilized:	0.37	Yes	0.82	Yes	0.21	Yes	0.15	Yes	0.04	Yes	0.25	Yes	0.00	No	0.17	Yes
2 - Professionals																
Employees:	27															
Current Utilization:	18	66.67	14	51.85	3	11.11	4	14.81	1	3.70	4	14.81	0	0.00	2	7.41
Class Goal:	19.09	70.70	10.66	39.49	3.61	13.37	3.36	12.44	0.29	1.06	1.94	7.19	0.04	0.16	1.42	5.28
Underutilized:	1.09	No	0.00	No	0.61	No	0.00	No	0.00	No	0.00	No	0.04	Yes	0.00	No
6 - Administrative Support																
Employees:	1															
Current Utilization:	1	100.00	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.66	66.19	0.27	27.14	0.05	4.76	0.09	8.57	0.01	1.43	0.08	7.62	0.00	0.00	0.05	4.76
Underutilized:	0.00	No	0.00	No	0.00	No	0.09	Yes	0.01	Yes	0.08	Yes	0.00	No	0.05	Yes
Totals:	30	20	15		4		4		1		4		0		2	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 1600 - DHR - Dept. of Human Resources, 1604 - Central Employee Svcs Div

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
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:	0.32	31.93	0.21	20.55	0.04	3.85	0.06	5.69	0.01	0.73	0.06	5.69	0.01	0.55	0.04	4.04
Underutilized:	0.00	No	0.21	Yes	0.04	Yes	0.06	Yes	0.01	Yes	0.06	Yes	0.01	Yes	0.04	Yes
2 - Professionals																
Employees:	55															
Current Utilization:	42	76.36	24	43.64	8	14.55	8	14.55	1	1.82	2	3.64	2	3.64	3	5.45
Class Goal:	29.42	53.49	17.71	32.21	2.80	5.09	8.64	15.70	0.16	0.29	3.43	6.24	0.14	0.25	2.55	4.64
Underutilized:	0.00	No	0.00	No	0.00	No	0.64	No	0.00	No	1.43	Yes	0.00	No	0.00	No
6 - Administrative Support																
Employees:	13															
Current Utilization:	8	61.54	6	46.15	2	15.38	3	23.08	0	0.00	0	0.00	0	0.00	1	7.69
Class Goal:	9.89	76.07	4.45	34.20	0.93	7.15	1.68	12.93	0.10	0.76	0.92	7.07	0.20	1.53	0.62	4.77
Underutilized:	1.89	No	0.00	No	0.00	No	0.00	No	0.10	Yes	0.92	Yes	0.20	Yes	0.00	No
Totals:	69	51	30		10		11		1		2		2		4	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 9200 - PAO - Prosecuting Attorneys

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	12															
Current Utilization:	8	66.67	6	50.00	2	16.67	4	33.33	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	5.27	43.92	3.25	27.11	0.47	3.95	1.63	13.60	0.05	0.43	0.61	5.09	0.03	0.21	0.46	3.83
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.05	Yes	0.61	Yes	0.03	Yes	0.46	Yes
2 - Professionals																
Employees:	351															
Current Utilization:	229	65.24	102	29.06	21	5.98	36	10.26	4	1.14	20	5.70	1	0.28	20	5.70
Class Goal:	218.02	62.11	102.21	29.12	21.94	6.25	40.96	11.67	3.34	0.95	18.05	5.14	0.86	0.25	17.05	4.86
Underutilized:	0.00	No	0.21	No	0.94	No	4.96	No	0.00	No	0.00	No	0.00	No	0.00	No
3 - Technicians																
Employees:	8															
Current Utilization:	3	37.50	5	62.50	2	25.00	2	25.00	0	0.00	1	12.50	0	0.00	0	0.00
Class Goal:	3.80	47.55	3.86	48.31	1.16	14.52	1.60	19.99	0.07	0.86	0.72	8.99	0.03	0.42	0.28	3.53
Underutilized:	0.80	Yes	0.00	No	0.00	No	0.00	No	0.07	Yes	0.00	No	0.03	Yes	0.28	Yes
6 - Administrative Support																
Employees:	182															
Current Utilization:	158	86.81	75	41.21	16	8.79	26	14.29	5	2.75	14	7.69	2	1.10	12	6.59
Class Goal:	149.51	82.15	61.74	33.92	11.87	6.52	20.95	11.51	3.43	1.89	15.06	8.27	1.18	0.65	9.24	5.08
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	1.06	No	0.00	No	0.00	No
Totals:	553	398	188		41		68		9		35		3		32	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 9200 - PAO - Prosecuting Attorneys, 9201 - Civil

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
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:	0.29	28.96	0.18	18.31	0.02	1.63	0.09	9.02	0.00	0.36	0.03	3.14	0.00	0.21	0.04	3.96
Underutilized:	0.00	No	0.18	Yes	0.02	Yes	0.09	Yes	0.00	Yes	0.03	Yes	0.00	Yes	0.04	Yes
2 - Professionals																
Employees:	68															
Current Utilization:	41	60.29	13	19.12	6	8.82	4	5.88	0	0.00	1	1.47	0	0.00	2	2.94
Class Goal:	41.65	61.26	13.96	20.53	5.23	7.69	4.44	6.53	0.18	0.27	1.84	2.71	0.00	0.00	2.26	3.32
Underutilized:	0.65	No	0.96	No	0.00	No	0.44	No	0.18	Yes	0.84	Yes	0.00	Yes	0.26	No
3 - Technicians																
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:	0.95	95.45	0.30	29.55	0.05	4.55	0.11	11.36	0.02	2.27	0.05	4.55	0.02	2.27	0.05	4.55
Underutilized:	0.00	No	0.30	Yes	0.05	Yes	0.11	Yes	0.02	Yes	0.05	Yes	0.02	Yes	0.05	Yes
6 - Administrative Support																
Employees:	22															
Current Utilization:	20	90.91	13	59.09	2	9.09	5	22.73	1	4.55	2	9.09	1	4.55	2	9.09
Class Goal:	18.22	82.82	8.59	39.03	1.42	6.47	3.23	14.67	0.52	2.35	1.83	8.30	0.40	1.84	1.19	5.40
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
Totals:	92	63	26		8		9		1		3		1		4	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 9200 - PAO - Prosecuting Attorneys, 9202 - Criminal

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	3															
Current Utilization:	1	33.33	2	66.67	0	0.00	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.17	39.09	0.81	26.86	0.09	2.86	0.45	14.95	0.02	0.51	0.14	4.61	0.01	0.22	0.11	3.71
Underutilized:	0.17	No	0.00	No	0.09	Yes	0.00	No	0.02	Yes	0.14	Yes	0.01	Yes	0.11	Yes
2 - Professionals																
Employees:	210															
Current Utilization:	139	66.19	57	27.14	10	4.76	18	8.57	3	1.43	16	7.62	0	0.00	10	4.76
Class Goal:	126.58	60.28	61.20	29.14	9.13	4.35	27.94	13.31	2.35	1.12	13.16	6.27	0.11	0.05	8.51	4.05
Underutilized:	0.00	No	4.20	No	0.00	No	9.94	Yes	0.00	No	0.00	No	0.11	Yes	0.00	No
6 - Administrative Support																
Employees:	93															
Current Utilization:	80	86.02	38	40.86	11	11.83	17	18.28	2	2.15	3	3.23	1	1.08	4	4.30
Class Goal:	76.56	82.32	31.38	33.75	7.22	7.76	12.13	13.05	1.92	2.07	5.62	6.04	0.59	0.63	3.90	4.19
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	2.62	Yes	0.00	No	0.00	No
Totals:	306	220	97		21		37		5		19		1		14	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 9200 - PAO - Prosecuting Attorneys, 9204 - Policy & Admin

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	6															
Current Utilization:	5	83.33	3	50.00	2	33.33	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.69	44.84	1.75	29.09	0.21	3.50	0.91	15.12	0.01	0.21	0.40	6.58	0.01	0.15	0.21	3.52
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.01	Yes	0.40	Yes	0.01	Yes	0.21	Yes
2 - Professionals																
Employees:	45															
Current Utilization:	28	62.22	24	53.33	4	8.89	9	20.00	1	2.22	2	4.44	1	2.22	7	15.56
Class Goal:	20.57	45.71	11.47	25.50	1.61	3.58	6.05	13.44	0.16	0.35	2.02	4.49	0.07	0.15	1.57	3.49
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.02	No	0.00	No	0.00	No
3 - Technicians																
Employees:	6															
Current Utilization:	1	16.67	5	83.33	2	33.33	2	33.33	0	0.00	1	16.67	0	0.00	0	0.00
Class Goal:	1.45	24.08	2.06	34.38	0.28	4.74	1.05	17.42	0.02	0.29	0.34	5.69	0.02	0.40	0.35	5.84
Underutilized:	0.45	Yes	0.00	No	0.00	No	0.00	No	0.02	Yes	0.00	No	0.02	Yes	0.35	Yes
6 - Administrative Support																
Employees:	27															
Current Utilization:	21	77.78	9	33.33	1	3.70	2	7.41	0	0.00	3	11.11	0	0.00	3	11.11
Class Goal:	20.82	77.11	6.55	24.26	0.96	3.56	2.16	8.00	0.20	0.76	2.34	8.66	0.02	0.09	0.86	3.19
Underutilized:	0.00	No	0.00	No	0.00	No	0.16	No	0.20	Yes	0.00	No	0.02	Yes	0.00	No
Totals:	84	55	41		9		14		1		6		1		10	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 9200 - PAO - Prosecuting Attorneys, 9205 - Family Support

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
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:	0.29	28.96	0.18	18.31	0.02	1.63	0.09	9.02	0.00	0.36	0.03	3.14	0.00	0.21	0.04	3.96
Underutilized:	0.00	No	0.18	Yes	0.02	Yes	0.09	Yes	0.00	Yes	0.03	Yes	0.00	Yes	0.04	Yes
2 - Professionals																
Employees:	11															
Current Utilization:	9	81.82	3	27.27	1	9.09	1	9.09	0	0.00	1	9.09	0	0.00	0	0.00
Class Goal:	9.00	81.82	3.00	27.27	1.00	9.09	1.00	9.09	0.00	0.00	1.00	9.09	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
3 - Technicians																
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:	0.21	21.23	0.33	33.37	0.04	3.91	0.20	20.43	0.00	0.17	0.03	3.05	0.00	0.35	0.05	5.47
Underutilized:	0.00	No	0.33	Yes	0.04	Yes	0.20	Yes	0.00	Yes	0.03	Yes	0.00	Yes	0.05	Yes
6 - Administrative Support																
Employees:	26															
Current Utilization:	25	96.15	11	42.31	2	7.69	2	7.69	1	3.85	5	19.23	0	0.00	1	3.85
Class Goal:	22.00	84.61	8.80	33.84	1.80	6.93	2.79	10.73	0.53	2.03	2.67	10.27	0.08	0.31	0.93	3.57
Underutilized:	0.00	No	0.00	No	0.00	No	0.79	Yes	0.00	No	0.00	No	0.08	Yes	0.00	No
Totals:	39	36	14		3		3		1		6		0		1	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 9200 - PAO - Prosecuting Attorneys, 9207 - MIDD

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2 - Professionals																
<i>Employees:</i>	8															
<i>Current Utilization:</i>	6	75.00	3	37.50	0	0.00	2	25.00	0	0.00	0	0.00	0	0.00	1	12.50
<i>Class Goal:</i>	5.46	68.30	2.60	32.50	0.11	1.42	1.53	19.15	0.03	0.36	0.17	2.12	0.00	0.00	0.76	9.45
<i>Underutilized:</i>	0.00	No	0.00	No	0.11	Yes	0.00	No	0.03	Yes	0.17	Yes	0.00	No	0.00	No
6 - Administrative Support																
<i>Employees:</i>	6															
<i>Current Utilization:</i>	6	100.00	2	33.33	0	0.00	0	0.00	1	16.67	0	0.00	0	0.00	1	16.67
<i>Class Goal:</i>	5.04	84.01	2.24	37.39	0.61	10.09	0.97	16.17	0.11	1.87	0.26	4.38	0.05	0.86	0.24	4.02
<i>Underutilized:</i>	0.00	No	0.24	No	0.61	Yes	0.97	Yes	0.00	No	0.26	Yes	0.05	Yes	0.00	No
Totals:	14	12	5	0	2	0	2	1	0	0	0	0	0	2	2	0

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 9200 - PAO - Prosecuting Attorneys, 9208 - Juvenile

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
1 - Officials and Administrators																	
Employees:	1																
Current Utilization:	0	0.00	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0.00
Class Goal:	0.29	28.96	0.18	18.31	0.02	1.63	0.09	9.02	0.00	0.36	0.03	3.14	0.00	0.21	0.04	3.96	
Underutilized:	0.29	Yes	0.00	No	0.02	Yes	0.00	No	0.00	Yes	0.03	Yes	0.00	Yes	0.04	Yes	Yes
2 - Professionals																	
Employees:	9																
Current Utilization:	6	66.67	2	22.22	0	0.00	2	22.22	0	0.00	0	0.00	0	0.00	0	0.00	0.00
Class Goal:	5.37	59.67	2.06	22.84	0.19	2.15	1.44	15.95	0.02	0.23	0.24	2.70	0.01	0.09	0.15	1.71	
Underutilized:	0.00	No	0.06	No	0.19	Yes	0.00	No	0.02	Yes	0.24	Yes	0.01	Yes	0.15	Yes	Yes
6 - Administrative Support																	
Employees:	8																
Current Utilization:	6	75.00	2	25.00	0	0.00	0	0.00	0	0.00	1	12.50	0	0.00	1	12.50	
Class Goal:	6.08	75.96	1.88	23.52	0.25	3.16	0.62	7.72	0.06	0.75	0.72	8.98	0.00	0.00	0.23	2.91	
Underutilized:	0.08	No	0.00	No	0.25	Yes	0.62	Yes	0.06	Yes	0.00	No	0.00	No	0.00	No	No
Totals:	18	12	5	0	3	0	0	1	0	1	0	1	0	1	1	1	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 9700 - KCE - King County Elections

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
2 - Professionals																	
Employees:	25																
Current Utilization:	17	68.00	10	40.00	2	8.00	2	8.00	0	0.00	2	8.00	0	0.00	4	16.00	
Class Goal:	13.40	53.60	9.37	37.48	1.94	7.75	3.76	15.03	0.07	0.29	1.77	7.10	0.16	0.66	1.66	6.65	
Underutilized:	0.00	No	0.00	No	0.00	No	1.76	Yes	0.07	Yes	0.00	No	0.16	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:	0.29	9.55	1.17	39.14	0.15	5.06	0.84	27.90	0.02	0.56	0.08	2.81	0.02	0.56	0.07	2.25	
Underutilized:	0.29	Yes	0.17	No	0.15	Yes	0.00	No	0.02	Yes	0.08	Yes	0.02	Yes	0.07	Yes	
6 - Administrative Support																	
Employees:	32																
Current Utilization:	19	59.38	20	62.50	6	18.75	8	25.00	0	0.00	4	12.50	1	3.13	1	3.13	
Class Goal:	25.75	80.46	11.52	36.01	2.71	8.46	4.24	13.26	0.24	0.74	2.59	8.10	0.40	1.24	1.35	4.21	
Underutilized:	6.75	Yes	0.00	No	0.00	No	0.00	No	0.24	Yes	0.00	No	0.00	No	0.35	Yes	
Totals:	60	36	31		8		11		0		6		1		5		

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 9700 - KCE - King County Elections, 9710 - Administration

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2 - Professionals																
<i>Employees:</i>	10															
<i>Current Utilization:</i>	7	70.00	3	30.00	1	10.00	0	0.00	0	0.00	1	10.00	0	0.00	1	10.00
<i>Class Goal:</i>	5.64	56.44	3.96	39.64	1.07	10.65	1.27	12.70	0.07	0.75	0.96	9.57	0.12	1.19	0.48	4.79
<i>Underutilized:</i>	0.00	No	0.96	Yes	0.07	No	1.27	Yes	0.07	Yes	0.00	No	0.12	Yes	0.00	No
6 - Administrative Support																
<i>Employees:</i>	2															
<i>Current Utilization:</i>	2	100.00	2	100.00	0	0.00	1	50.00	0	0.00	1	50.00	0	0.00	0	0.00
<i>Class Goal:</i>	1.64	81.98	1.26	62.78	0.03	1.50	0.64	31.85	0.01	0.45	0.54	27.10	0.00	0.13	0.03	1.74
<i>Underutilized:</i>	0.00	No	0.00	No	0.03	Yes	0.00	No	0.01	Yes	0.00	No	0.00	Yes	0.03	Yes
Totals:	12	9	5		1		1		0		2		0		1	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 9700 - KCE - King County Elections, 9720 - Ballot Processing & Delivery

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2 - Professionals																
<i>Employees:</i>	2															
<i>Current Utilization:</i>	2	100.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00
<i>Class Goal:</i>	0.85	42.67	0.58	28.84	0.08	3.76	0.31	15.29	0.01	0.28	0.11	5.70	0.01	0.30	0.07	3.51
<i>Underutilized:</i>	0.00	No	0.00	No	0.08	Yes	0.31	Yes	0.01	Yes	0.11	Yes	0.01	Yes	0.00	No
6 - Administrative Support																
<i>Employees:</i>	7															
<i>Current Utilization:</i>	2	28.57	1	14.29	1	14.29	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<i>Class Goal:</i>	5.28	75.45	2.14	30.53	0.74	10.58	0.59	8.38	0.04	0.59	0.47	6.69	0.10	1.39	0.20	2.90
<i>Underutilized:</i>	3.28	Yes	1.14	Yes	0.00	No	0.59	Yes	0.04	Yes	0.47	Yes	0.10	Yes	0.20	Yes
Totals:	9	4	2		1		0		0		0		0		1	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 9700 - KCE - King County Elections, 9730 - Election Outreach

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
2 - Professionals																	
<i>Employees:</i>	1																
<i>Current Utilization:</i>	1	100.00	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0.00
<i>Class Goal:</i>	0.48	47.73	0.31	30.86	0.05	4.55	0.16	16.35	0.00	0.17	0.06	6.12	0.00	0.35	0.03	3.32	
<i>Underutilized:</i>	0.00	No	0.00	No	0.05	Yes	0.00	No	0.00	Yes	0.06	Yes	0.00	Yes	0.03	Yes	
6 - Administrative Support																	
<i>Employees:</i>	4																
<i>Current Utilization:</i>	4	100.00	4	100.00	0	0.00	3	75.00	0	0.00	1	25.00	0	0.00	0	0.00	0.00
<i>Class Goal:</i>	3.10	77.62	1.36	33.92	0.27	6.72	0.52	13.07	0.04	1.10	0.28	7.02	0.04	0.92	0.20	5.09	
<i>Underutilized:</i>	0.00	No	0.00	No	0.27	Yes	0.00	No	0.04	Yes	0.00	No	0.04	Yes	0.20	Yes	
Totals:	5	5	5		0		4		0		1		0		0		

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 9700 - KCE - King County Elections, 9740 - Election Services

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2 - Professionals																
<i>Employees:</i>	3															
<i>Current Utilization:</i>	2	66.67	2	66.67	0	0.00	0	0.00	0	0.00	1	33.33	0	0.00	1	33.33
<i>Class Goal:</i>	1.72	57.20	1.46	48.76	0.07	2.27	0.25	8.17	0.00	0.09	0.59	19.73	0.01	0.17	0.55	18.33
<i>Underutilized:</i>	0.00	No	0.00	No	0.07	Yes	0.25	Yes	0.00	Yes	0.00	No	0.01	Yes	0.00	No
6 - Administrative Support																
<i>Employees:</i>	3															
<i>Current Utilization:</i>	2	66.67	2	66.67	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	1	33.33
<i>Class Goal:</i>	2.40	80.07	1.19	39.61	0.40	13.41	0.35	11.50	0.02	0.59	0.26	8.77	0.07	2.43	0.09	2.90
<i>Underutilized:</i>	0.40	No	0.00	No	0.40	Yes	0.00	No	0.02	Yes	0.26	Yes	0.07	Yes	0.00	No
Totals:	6	4	4		0		1		0		1		0		2	

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 9700 - KCE - King County Elections, 9750 - Technical Services

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
2 - Professionals																	
<i>Employees:</i>	7																
<i>Current Utilization:</i>	4	57.14	3	42.86	1	14.29	1	14.29	0	0.00	0	0.00	0	0.00	1	14.29	
<i>Class Goal:</i>	2.28	32.63	2.06	29.49	0.18	2.50	1.32	18.91	0.01	0.14	0.24	3.39	0.01	0.10	0.31	4.45	
<i>Underutilized:</i>	0.00	No	0.00	No	0.00	No	0.32	Yes	0.01	Yes	0.24	Yes	0.01	Yes	0.00	No	
3 - Technicians																	
<i>Employees:</i>	3																
<i>Current Utilization:</i>	0	0.00	1	33.33	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	
<i>Class Goal:</i>	0.31	10.45	1.22	40.55	0.18	5.97	0.86	28.61	0.02	0.75	0.09	2.99	0.00	0.00	0.07	2.24	
<i>Underutilized:</i>	0.31	Yes	0.22	No	0.18	Yes	0.00	No	0.02	Yes	0.09	Yes	0.00	No	0.07	Yes	
Totals:	10	4	4		1		2		0		0		0		1		

Summary Analysis

Analysis Data as of 01/01/2022

KING - KING COUNTY, 9700 - KCE - King County Elections, 9760 - Voter Services

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2 - Professionals																
<i>Employees:</i>	2															
<i>Current Utilization:</i>	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<i>Class Goal:</i>	0.85	42.67	0.58	28.84	0.08	3.76	0.31	15.29	0.01	0.28	0.11	5.70	0.01	0.30	0.07	3.51
<i>Underutilized:</i>	0.00	No	0.58	Yes	0.08	Yes	0.31	Yes	0.01	Yes	0.11	Yes	0.01	Yes	0.07	Yes
6 - Administrative Support																
<i>Employees:</i>	16															
<i>Current Utilization:</i>	9	56.25	11	68.75	5	31.25	3	18.75	0	0.00	2	12.50	1	6.25	0	0.00
<i>Class Goal:</i>	13.54	84.63	5.46	34.12	1.34	8.39	1.77	11.04	0.12	0.72	1.18	7.41	0.22	1.38	0.83	5.18
<i>Underutilized:</i>	4.54	Yes	0.00	No	0.00	No	0.00	No	0.12	Yes	0.00	No	0.00	No	0.83	Yes
Totals:	18	10	11		5		3		0		2		1		0	

X. Appendix D: 2021 Salary Range Comparison by Race and Gender (PDF)

The PDF attachment labeled Appendix D fulfills requirement: KCC 3.12.180.C.1.e: *the total number and percentage of employees by salary range and by race and gender. Salary ranges shall be reported in a manner consistent with the equal employment opportunity data reported by the United States Census Bureau. The plan shall include data reported by the United States Census Bureau on the total number and percentage of the labor force working in King County by salary range and by race and gender;*

The attached PDF is the information provided to the EEOC and included the 2021 workforce analysis.

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION				OMB Control No. 3046-0008	
STATE AND LOCAL GOVERNMENT INFORMATION REPORT (EEO-4) EEOC Form 164					
Control Number: 53200170 Reporting Year: 2021					
A. TYPE OF GOVERNMENT (Check one box only)					
<input type="checkbox"/> 1. State <input checked="" type="checkbox"/> 2. County <input type="checkbox"/> 3. City <input type="checkbox"/> 4. Township <input type="checkbox"/> 5. Special District <input type="checkbox"/> 6. Other (Specify)					
B. IDENTIFICATION					
1. NAME OF POLITICAL JURISDICTION KING COUNTY					
2. MAILING ADDRESS 500 FOURTH AVE		CITY/TOWN SEATTLE	COUNTY KING	STATE WA	ZIP 98104
C. FUNCTION					
✓	1. FINANCIAL ADMINISTRATION. Tax billing and collection, budgeting, purchasing, central accounting and similar financial administration carried on by a treasurer's, auditor's or comptroller's office and;	✓	8. HEALTH. Provision of public health services, outpatient clinics, visiting nurses, food and sanitary inspections, mental health, alcohol rehabilitation service, etc.		
	GENERAL CONTROL. Duties usually performed by boards of supervisors or commissioners, central administration offices and agencies, central personnel or planning agencies, all judicial offices and employees (judges, magistrates, bailiffs, et al.)		9. HOUSING. Code enforcement, low-rent public housing, fair housing ordinance enforcement, housing for elderly, housing rehabilitation, rent control.		
✓	2. STREETS AND HIGHWAYS. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads, highways, and bridges.	✓	10. COMMUNITY DEVELOPMENT. Planning, zoning, land development, open space, beautification, preservation.		
✓	3. PUBLIC WELFARE. Maintenance of homes and other institutions for the needy; administration of public assistance. (Hospitals should be reported under function 7.)	✓	11. CORRECTIONS. Jails, reformatories, detention homes, halfway houses, prisons, parole and probation activities.		
✓	4. POLICE PROTECTION. Duties of a police department, sheriff's, constable's, coroner's office, etc. Including technical and clerical employees engaged in police activities.	✓	12. UTILITIES AND TRANSPORTATION. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.		
	5. FIRE PROTECTION. Duties of the uniformed fireforce and clerical employees. (Forest fire protection activities should be reported under function 6.)	✓	13. SANITATION AND SEWAGE. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.		
✓	6. NATURAL RESOURCES. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc., and;		14. EMPLOYMENT SECURITY. State governments only.		
	PARKS AND RECREATION. Provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums, museums, marinas, zoos, etc.		15. OTHER (Specify.)		
	7. HOSPITALS. Operation and maintenance of institutions for inpatient medical care.				

Control Number: 53200170

Reporting Year: 2021

Jurisdiction: KING COUNTY

D. EMPLOYMENT DATA AS OF JUNE 30

Function 1 - FINANCIAL ADMINISTRATION/GENERAL CONTROL

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS	
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO													
		MALE	FEMALE	MALE							FEMALE						
				WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES		
ADMINISTRATIVE SUPPORT	41. \$0.1 - 15.9																0
	42. \$16.0 - 19.9																0
	43. \$20.0 - 24.9																0
	44. \$25.0 - 32.9		1														1
	45. \$33.0 - 42.9									2		2				1	5
	46. \$43.0 - 54.9	2	13	12	8	7	1			33	13	12	1	2	2	2	106
	47. \$55.0 - 69.9	8	34	46	15	25	1	2	2	163	46	56	11	5	2	2	416
	48. \$70.0 PLUS	1	16	27	3	6				87	10	29		1	2	2	182
SKILLED CRAFT	49. \$0.1 - 15.9																0
	50. \$16.0 - 19.9																0
	51. \$20.0 - 24.9																0
	52. \$25.0 - 32.9																0
	53. \$33.0 - 42.9																0
	54. \$43.0 - 54.9																0
	55. \$55.0 - 69.9	1		2		2											5
	56. \$70.0 PLUS	4		30	7	10		1		3	1						56
SERVICE - MAINTENANCE	57. \$0.1 - 15.9																0
	58. \$16.0 - 19.9																0
	59. \$20.0 - 24.9																0
	60. \$25.0 - 32.9																0
	61. \$33.0 - 42.9										1						1
	62. \$43.0 - 54.9	6	5	9	21	10	3			1	8	10	1				74
	63. \$55.0 - 69.9	2		7	8	1	4				2						24
	64. \$70.0 PLUS																0
65. TOTAL FULL-TIME (LINES 1-64)		73	123	692	133	185	18	7	16	873	177	270	17	19	29	2632	
2. OTHER THAN FULL-TIME EMPLOYEES																	
66. OFFICIALS - ADMINISTRATORS		2		4	1					2	1						10
67. PROFESSIONALS		4	4	87	6	10		2		88	9	26			2		238
68. TECHNICIANS				7	1	4	1			5							18
69. PROTECTIVE SERVICE		1		14	1					4	1						21
70. PARAPROFESSIONALS																	0
71. ADMINISTRATIVE SUPPORT		1	4	23	2	6			2	38	6	14	1				97
72. SKILLED CRAFT					2											1	3
73. SERVICE - MAINTENANCE			2	1	3	2					4	3					15
74. TOTAL OTHER THAN FULL-TIME (LINES 66 - 73)		8	10	136	16	22	1	2	2	137	21	43	1	0	3	402	

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D. EMPLOYMENT DATA AS OF JUNE 30									Function 1 - FINANCIAL ADMINISTRATION/GENERAL CONTROL						
RACE/ETHNICITY															
HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											TOTALS		
MALE	FEMALE	MALE						FEMALE							
		WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE		TWO OR MORE RACES	
3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)															
75. OFFICIALS - ADMINISTRATORS	1		1	1				1	2	1	1			1	9
76. PROFESSIONALS	4	4	13	2	6			1	15	4	11		1	1	62
77. TECHNICIANS															0
78. PROTECTIVE SERVICE															0
79. PARAPROFESSIONALS															0
80. ADMINISTRATIVE SUPPORT	1	6	6	1				1	10	9	8			1	43
81. SKILLED CRAFT	1		3		1										5
82. SERVICE - MAINTENANCE															0
83. TOTAL NEW HIRES (LINES 75 - 82)	7	10	23	4	7	0	0	3	27	14	20	0	1	3	119
E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT															
Executive Service, Dept. of Human Resources, Judicial Administration, Dept. of Local Services, Assessor's Office, Executive's Office, Administration Offices, King County Council, District Court, King County Elections, Information Technology, Superior Court, and Prosecuting Attorneys.															
F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT															
G. REMARKS ABOUT THIS FUNCTION REPORT															

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D. EMPLOYMENT DATA AS OF JUNE 30

Function 2 - STREETS AND HIGHWAYS

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS	
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO													
		MALE	FEMALE	MALE						FEMALE							
				WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES		
ADMINISTRATIVE SUPPORT	41. \$0.1 - 15.9																0
	42. \$16.0 - 19.9																0
	43. \$20.0 - 24.9																0
	44. \$25.0 - 32.9																0
	45. \$33.0 - 42.9																0
	46. \$43.0 - 54.9		1														1
	47. \$55.0 - 69.9		1	1	1					5	2						10
	48. \$70.0 PLUS		1			1				1	2	1	1				7
SKILLED CRAFT	49. \$0.1 - 15.9																0
	50. \$16.0 - 19.9																0
	51. \$20.0 - 24.9																0
	52. \$25.0 - 32.9																0
	53. \$33.0 - 42.9																0
	54. \$43.0 - 54.9																0
	55. \$55.0 - 69.9				2												2
	56. \$70.0 PLUS	3			36		2	2		1	5	2					51
SERVICE - MAINTENANCE	57. \$0.1 - 15.9																0
	58. \$16.0 - 19.9																0
	59. \$20.0 - 24.9																0
	60. \$25.0 - 32.9																0
	61. \$33.0 - 42.9																0
	62. \$43.0 - 54.9	2			3	1	1	1		2							10
	63. \$55.0 - 69.9	3			32	9	2	2	3	1	4		1				57
	64. \$70.0 PLUS	1			35	4					6				1		47
65. TOTAL FULL-TIME (LINES 1-64)		15	4	177	21	26	7	3	5	72	14	19	1	1	0	365	
2. OTHER THAN FULL-TIME EMPLOYEES																	
66. OFFICIALS - ADMINISTRATORS																	0
67. PROFESSIONALS				5	1	1				8	1						16
68. TECHNICIANS																	0
69. PROTECTIVE SERVICE																	0
70. PARAPROFESSIONALS																	0
71. ADMINISTRATIVE SUPPORT				4		1				9		1					15
72. SKILLED CRAFT																	0
73. SERVICE - MAINTENANCE				4						1							5
74. TOTAL OTHER THAN FULL-TIME (LINES 66 - 73)		0	0	13	1	2	0	0	0	18	1	1	0	0	0	36	

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D. EMPLOYMENT DATA AS OF JUNE 30

Function 2 - STREETS AND HIGHWAYS

	RACE/ETHNICITY														TOTALS
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
			MALE						FEMALE						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	

3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)

75. OFFICIALS - ADMINISTRATORS															0
76. PROFESSIONALS			3	1	1	1			1						7
77. TECHNICIANS															0
78. PROTECTIVE SERVICE															0
79. PARAPROFESSIONALS															0
80. ADMINISTRATIVE SUPPORT															0
81. SKILLED CRAFT															0
82. SERVICE - MAINTENANCE	1		1	1		1			1						5
83. TOTAL NEW HIRES (LINES 75 - 82)	1	0	4	2	1	2	0	0	2	0	0	0	0	0	12

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Dept. of Local Services, Dept. of Public Defense and Metro Transit

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

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D. EMPLOYMENT DATA AS OF JUNE 30										Function 3 - PUBLIC WELFARE						
1. FULL-TIME EMPLOYEES																
JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											TOTALS	
		MALE	FEMALE	MALE						FEMALE						
WHITE	BLACK OR AFRICAN AMERICAN			ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES			
ADMINISTRATIVE SUPPORT	41. \$0.1 - 15.9															0
	42. \$16.0 - 19.9															0
	43. \$20.0 - 24.9															0
	44. \$25.0 - 32.9															0
	45. \$33.0 - 42.9															0
	46. \$43.0 - 54.9	1	2							5	4	1				13
	47. \$55.0 - 69.9	3	3	2	1	2				12	7	1			1	32
	48. \$70.0 PLUS	1	2	4			1			17	4	1				30
SKILLED CRAFT	49. \$0.1 - 15.9															0
	50. \$16.0 - 19.9															0
	51. \$20.0 - 24.9															0
	52. \$25.0 - 32.9															0
	53. \$33.0 - 42.9															0
	54. \$43.0 - 54.9															0
	55. \$55.0 - 69.9															0
	56. \$70.0 PLUS															0
SERVICE - MAINTENANCE	57. \$0.1 - 15.9															0
	58. \$16.0 - 19.9															0
	59. \$20.0 - 24.9															0
	60. \$25.0 - 32.9															0
	61. \$33.0 - 42.9															0
	62. \$43.0 - 54.9															0
	63. \$55.0 - 69.9															0
	64. \$70.0 PLUS															0
65. TOTAL FULL-TIME (LINES 1-64)	14	23	94	10	8	2	0	2	162	34	15	1	0	4	369	
2. OTHER THAN FULL-TIME EMPLOYEES																
66. OFFICIALS - ADMINISTRATORS																0
67. PROFESSIONALS			2		1				2							5
68. TECHNICIANS																0
69. PROTECTIVE SERVICE																0
70. PARAPROFESSIONALS																0
71. ADMINISTRATIVE SUPPORT		2	6	1					6	3	3					21
72. SKILLED CRAFT																0
73. SERVICE - MAINTENANCE																0
74. TOTAL OTHER THAN FULL-TIME (LINES 66 - 73)	0	2	8	1	1	0	0	0	8	3	3	0	0	0	26	

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D. EMPLOYMENT DATA AS OF JUNE 30										Function 3 - PUBLIC WELFARE					
RACE/ETHNICITY															
HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											TOTALS		
MALE	FEMALE	MALE						FEMALE							
		WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE		TWO OR MORE RACES	
3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)															
75. OFFICIALS - ADMINISTRATORS															0
76. PROFESSIONALS		2	4	1		1			6	1	3	1			19
77. TECHNICIANS															0
78. PROTECTIVE SERVICE															0
79. PARAPROFESSIONALS															0
80. ADMINISTRATIVE SUPPORT															0
81. SKILLED CRAFT															0
82. SERVICE - MAINTENANCE															0
83. TOTAL NEW HIRES (LINES 75 - 82)	0	2	4	1	0	1	0	0	6	1	3	1	0	0	19
E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT															
Dept. of Public Defense and Executive's Office															
F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT															
G. REMARKS ABOUT THIS FUNCTION REPORT															

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D. EMPLOYMENT DATA AS OF JUNE 30										Function 4 - POLICE PROTECTION						
1. FULL-TIME EMPLOYEES																
JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											TOTALS	
		MALE	FEMALE	MALE						FEMALE						
WHITE	BLACK OR AFRICAN AMERICAN			ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES			
ADMINISTRATIVE SUPPORT	41. \$0.1 - 15.9															0
	42. \$16.0 - 19.9															0
	43. \$20.0 - 24.9															0
	44. \$25.0 - 32.9															0
	45. \$33.0 - 42.9															0
	46. \$43.0 - 54.9									4	1		1			6
	47. \$55.0 - 69.9		1	6	1	1				39	4	2	1		1	56
	48. \$70.0 PLUS		5	10		5				41	2	7	1			71
SKILLED CRAFT	49. \$0.1 - 15.9															0
	50. \$16.0 - 19.9															0
	51. \$20.0 - 24.9															0
	52. \$25.0 - 32.9															0
	53. \$33.0 - 42.9															0
	54. \$43.0 - 54.9															0
	55. \$55.0 - 69.9															0
	56. \$70.0 PLUS															0
SERVICE - MAINTENANCE	57. \$0.1 - 15.9															0
	58. \$16.0 - 19.9															0
	59. \$20.0 - 24.9															0
	60. \$25.0 - 32.9															0
	61. \$33.0 - 42.9															0
	62. \$43.0 - 54.9	1		1					4				1		7	
	63. \$55.0 - 69.9								1						1	
	64. \$70.0 PLUS															0
65. TOTAL FULL-TIME (LINES 1-64)		60	17	566	49	51	8	10	7	237	16	34	4	5	3	1067
2. OTHER THAN FULL-TIME EMPLOYEES																
66. OFFICIALS - ADMINISTRATORS																0
67. PROFESSIONALS			2							2	1					5
68. TECHNICIANS										3						3
69. PROTECTIVE SERVICE			1													1
70. PARAPROFESSIONALS																0
71. ADMINISTRATIVE SUPPORT										5	1					6
72. SKILLED CRAFT																0
73. SERVICE - MAINTENANCE										6						6
74. TOTAL OTHER THAN FULL-TIME (LINES 66 - 73)		0	0	3	0	0	0	0	0	16	2	0	0	0	0	21

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D. EMPLOYMENT DATA AS OF JUNE 30										Function 4 - POLICE PROTECTION					
RACE/ETHNICITY															
HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											TOTALS		
MALE	FEMALE	MALE						FEMALE							
		WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE		TWO OR MORE RACES	
3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)															
75. OFFICIALS - ADMINISTRATORS															0
76. PROFESSIONALS	1								1						2
77. TECHNICIANS															0
78. PROTECTIVE SERVICE	7		32	6			1		7						53
79. PARAPROFESSIONALS															0
80. ADMINISTRATIVE SUPPORT				1					4			1			6
81. SKILLED CRAFT															0
82. SERVICE - MAINTENANCE															0
83. TOTAL NEW HIRES (LINES 75 - 82)	8	0	32	7	0	0	1	0	12	0	0	1	0	0	61
E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT															
Executive Services and Sheriff's Office															
F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT															
G. REMARKS ABOUT THIS FUNCTION REPORT															

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D. EMPLOYMENT DATA AS OF JUNE 30

Function 6 - NATURAL RESOURCES/PARKS AND RECREATION

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY													TOTALS		
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO													
		MALE	FEMALE	MALE						FEMALE							
				WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE		TWO OR MORE RACES	
OFFICIALS - ADMINISTRATORS	1. \$0.1 - 15.9																0
	2. \$16.0 - 19.9																0
	3. \$20.0 - 24.9																0
	4. \$25.0 - 32.9																0
	5. \$33.0 - 42.9																0
	6. \$43.0 - 54.9																0
	7. \$55.0 - 69.9																0
	8. \$70.0 PLUS	1		2						3	1						7
PROFESSIONALS	9. \$0.1 - 15.9																0
	10. \$16.0 - 19.9																0
	11. \$20.0 - 24.9																0
	12. \$25.0 - 32.9																0
	13. \$33.0 - 42.9																0
	14. \$43.0 - 54.9																0
	15. \$55.0 - 69.9																0
	16. \$70.0 PLUS	13	11	175	5	16			1	1	145	5	35		3	4	414
TECHNICIANS	17. \$0.1 - 15.9																0
	18. \$16.0 - 19.9																0
	19. \$20.0 - 24.9																0
	20. \$25.0 - 32.9																0
	21. \$33.0 - 42.9																0
	22. \$43.0 - 54.9																0
	23. \$55.0 - 69.9			3	1	1				5							10
	24. \$70.0 PLUS			4						2							6
PROTECTIVE SERVICE	25. \$0.1 - 15.9																0
	26. \$16.0 - 19.9																0
	27. \$20.0 - 24.9																0
	28. \$25.0 - 32.9																0
	29. \$33.0 - 42.9																0
	30. \$43.0 - 54.9																0
	31. \$55.0 - 69.9																0
	32. \$70.0 PLUS																0
PARAPROFESSIONALS	33. \$0.1 - 15.9																0
	34. \$16.0 - 19.9																0
	35. \$20.0 - 24.9																0
	36. \$25.0 - 32.9																0
	37. \$33.0 - 42.9																0
	38. \$43.0 - 54.9																0
	39. \$55.0 - 69.9																0
	40. \$70.0 PLUS									1							1

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D. EMPLOYMENT DATA AS OF JUNE 30

Function 6 - NATURAL RESOURCES/PARKS AND RECREATION

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS	
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO													
		MALE	FEMALE	MALE						FEMALE							
				WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES		
ADMINISTRATIVE SUPPORT	41. \$0.1 - 15.9																0
	42. \$16.0 - 19.9																0
	43. \$20.0 - 24.9																0
	44. \$25.0 - 32.9																0
	45. \$33.0 - 42.9																0
	46. \$43.0 - 54.9		1	1							1						3
	47. \$55.0 - 69.9		2	2		1				8	2			1			16
	48. \$70.0 PLUS				1	2				5		1	1				10
SKILLED CRAFT	49. \$0.1 - 15.9																0
	50. \$16.0 - 19.9																0
	51. \$20.0 - 24.9																0
	52. \$25.0 - 32.9																0
	53. \$33.0 - 42.9																0
	54. \$43.0 - 54.9																0
	55. \$55.0 - 69.9																0
	56. \$70.0 PLUS	1		14	1		1	1									18
SERVICE - MAINTENANCE	57. \$0.1 - 15.9																0
	58. \$16.0 - 19.9																0
	59. \$20.0 - 24.9																0
	60. \$25.0 - 32.9																0
	61. \$33.0 - 42.9																0
	62. \$43.0 - 54.9				1				1								2
	63. \$55.0 - 69.9	2		15	4	3	1			8		1					34
	64. \$70.0 PLUS	4	1	44	7	3	2	1		10				1			73
65. TOTAL FULL-TIME (LINES 1-64)		21	15	260	20	26	4	3	2	187	9	37	1	5	4	594	
2. OTHER THAN FULL-TIME EMPLOYEES																	
66. OFFICIALS - ADMINISTRATORS																	0
67. PROFESSIONALS	2	1	14	1	2					21	1	4					46
68. TECHNICIANS			2							4						1	7
69. PROTECTIVE SERVICE																	0
70. PARAPROFESSIONALS																	0
71. ADMINISTRATIVE SUPPORT	3	4	14	4	11				1	30	3	7					77
72. SKILLED CRAFT										1							1
73. SERVICE - MAINTENANCE	5	4	47		11	2				29		1		1	1		101
74. TOTAL OTHER THAN FULL-TIME (LINES 66 - 73)		10	9	77	5	24	2	0	1	85	4	12	0	1	2	232	

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D. EMPLOYMENT DATA AS OF JUNE 30

Function 6 - NATURAL RESOURCES/PARKS AND RECREATION

	RACE/ETHNICITY														TOTALS
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
			MALE						FEMALE						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	

3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)

75. OFFICIALS - ADMINISTRATORS									1						1
76. PROFESSIONALS	1		5	1					11		3				21
77. TECHNICIANS															0
78. PROTECTIVE SERVICE															0
79. PARAPROFESSIONALS															0
80. ADMINISTRATIVE SUPPORT															0
81. SKILLED CRAFT															0
82. SERVICE - MAINTENANCE			1												1
83. TOTAL NEW HIRES (LINES 75 - 82)	1	0	6	1	0	0	0	0	12	0	3	0	0	0	23

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Natural Resources & Parks

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

Control Number: 53200170
Jurisdiction: KING COUNTY

Reporting Year: 2021

D. EMPLOYMENT DATA AS OF JUNE 30

Function 8 - HEALTH

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
		MALE	FEMALE	MALE						FEMALE						
				WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
ADMINISTRATIVE SUPPORT	41. \$0.1 - 15.9															0
	42. \$16.0 - 19.9															0
	43. \$20.0 - 24.9															0
	44. \$25.0 - 32.9															0
	45. \$33.0 - 42.9			1							1					2
	46. \$43.0 - 54.9		4	2	3	1			1	9	5	6			1	32
	47. \$55.0 - 69.9	3	19	12	4	5		1		41	21	29	2	2	5	144
	48. \$70.0 PLUS	4	6	3	1	1				6	2	8				31
SKILLED CRAFT	49. \$0.1 - 15.9															0
	50. \$16.0 - 19.9															0
	51. \$20.0 - 24.9															0
	52. \$25.0 - 32.9															0
	53. \$33.0 - 42.9															0
	54. \$43.0 - 54.9															0
	55. \$55.0 - 69.9															0
	56. \$70.0 PLUS															0
SERVICE - MAINTENANCE	57. \$0.1 - 15.9															0
	58. \$16.0 - 19.9															0
	59. \$20.0 - 24.9															0
	60. \$25.0 - 32.9															0
	61. \$33.0 - 42.9															0
	62. \$43.0 - 54.9															0
	63. \$55.0 - 69.9			1	1											2
	64. \$70.0 PLUS															0
65. TOTAL FULL-TIME (LINES 1-64)		50	119	245	63	68	4	3	6	550	156	199	6	11	14	1494
2. OTHER THAN FULL-TIME EMPLOYEES																
66. OFFICIALS - ADMINISTRATORS																0
67. PROFESSIONALS	15	43	135	20	22	4	2		278	51	75	1	2	6	654	
68. TECHNICIANS	2	8	4	2	1				18	10	10		2	1	58	
69. PROTECTIVE SERVICE															0	
70. PARAPROFESSIONALS									1						1	
71. ADMINISTRATIVE SUPPORT	14	31	27	5	6	1			37	23	18	9	4	2	177	
72. SKILLED CRAFT															0	
73. SERVICE - MAINTENANCE			1												1	
74. TOTAL OTHER THAN FULL-TIME (LINES 66 - 73)	31	82	167	27	29	5	2	0	334	84	103	10	8	9	891	

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D. EMPLOYMENT DATA AS OF JUNE 30										Function 8 - HEALTH					
RACE/ETHNICITY															
HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											TOTALS		
MALE	FEMALE	MALE						FEMALE							
		WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE		TWO OR MORE RACES	
3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)															
75. OFFICIALS - ADMINISTRATORS									1						1
76. PROFESSIONALS		3	5	3	2				22	10	9			1	55
77. TECHNICIANS		1	1						2		2				6
78. PROTECTIVE SERVICE															0
79. PARAPROFESSIONALS															0
80. ADMINISTRATIVE SUPPORT		3							2	1	3				9
81. SKILLED CRAFT															0
82. SERVICE - MAINTENANCE															0
83. TOTAL NEW HIRES (LINES 75 - 82)	0	7	6	3	2	0	0	0	27	11	14	0	0	1	71
E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT															
Community & Human Services and Public Health															
F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT															
G. REMARKS ABOUT THIS FUNCTION REPORT															

Control Number: 53200170
Jurisdiction: KING COUNTY

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D. EMPLOYMENT DATA AS OF JUNE 30

Function 10 - COMMUNITY DEVELOPMENT

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS	
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO													
		MALE	FEMALE	MALE						FEMALE							
				WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES		
ADMINISTRATIVE SUPPORT	41. \$0.1 - 15.9																0
	42. \$16.0 - 19.9																0
	43. \$20.0 - 24.9																0
	44. \$25.0 - 32.9																0
	45. \$33.0 - 42.9																0
	46. \$43.0 - 54.9																0
	47. \$55.0 - 69.9																0
	48. \$70.0 PLUS									1		1					2
SKILLED CRAFT	49. \$0.1 - 15.9																0
	50. \$16.0 - 19.9																0
	51. \$20.0 - 24.9																0
	52. \$25.0 - 32.9																0
	53. \$33.0 - 42.9																0
	54. \$43.0 - 54.9																0
	55. \$55.0 - 69.9																0
	56. \$70.0 PLUS																0
SERVICE - MAINTENANCE	57. \$0.1 - 15.9																0
	58. \$16.0 - 19.9																0
	59. \$20.0 - 24.9																0
	60. \$25.0 - 32.9																0
	61. \$33.0 - 42.9																0
	62. \$43.0 - 54.9																0
	63. \$55.0 - 69.9																0
	64. \$70.0 PLUS																0
65. TOTAL FULL-TIME (LINES 1-64)		0	2	25	1	6	0	2	0	27	0	7	0	0	0	0	70
2. OTHER THAN FULL-TIME EMPLOYEES																	
66. OFFICIALS - ADMINISTRATORS																	0
67. PROFESSIONALS				1													1
68. TECHNICIANS												1					1
69. PROTECTIVE SERVICE																	0
70. PARAPROFESSIONALS																	0
71. ADMINISTRATIVE SUPPORT																	0
72. SKILLED CRAFT																	0
73. SERVICE - MAINTENANCE																	0
74. TOTAL OTHER THAN FULL-TIME (LINES 66 - 73)		0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	2

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D. EMPLOYMENT DATA AS OF JUNE 30

Function 10 - COMMUNITY DEVELOPMENT

	RACE/ETHNICITY														TOTALS
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
			MALE						FEMALE						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	

3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)

75. OFFICIALS - ADMINISTRATORS															0
76. PROFESSIONALS			5	1	1				2		1				10
77. TECHNICIANS									1		1				2
78. PROTECTIVE SERVICE															0
79. PARAPROFESSIONALS															0
80. ADMINISTRATIVE SUPPORT											1				1
81. SKILLED CRAFT															0
82. SERVICE - MAINTENANCE															0
83. TOTAL NEW HIRES (LINES 75 - 82)	0	0	5	1	1	0	0	0	3	0	3	0	0	0	13

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Dept. of Local Services

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

Control Number: 53200170
Jurisdiction: KING COUNTY

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D. EMPLOYMENT DATA AS OF JUNE 30

Function 11 - CORRECTIONS

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
		MALE	FEMALE	MALE						FEMALE						
				WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
ADMINISTRATIVE SUPPORT	41. \$0.1 - 15.9															0
	42. \$16.0 - 19.9															0
	43. \$20.0 - 24.9															0
	44. \$25.0 - 32.9															0
	45. \$33.0 - 42.9															0
	46. \$43.0 - 54.9		1							1	3					5
	47. \$55.0 - 69.9	1	4	11	1	5				20	14	6				63
	48. \$70.0 PLUS		1	2	1	1				1	3	3	1			13
SKILLED CRAFT	49. \$0.1 - 15.9															0
	50. \$16.0 - 19.9															0
	51. \$20.0 - 24.9															0
	52. \$25.0 - 32.9															0
	53. \$33.0 - 42.9															0
	54. \$43.0 - 54.9															0
	55. \$55.0 - 69.9															0
	56. \$70.0 PLUS															0
SERVICE - MAINTENANCE	57. \$0.1 - 15.9															0
	58. \$16.0 - 19.9															0
	59. \$20.0 - 24.9															0
	60. \$25.0 - 32.9															0
	61. \$33.0 - 42.9															0
	62. \$43.0 - 54.9															0
	63. \$55.0 - 69.9	1			1	4				1						7
	64. \$70.0 PLUS	2	1	4		8	1			1	2	2				21
65. TOTAL FULL-TIME (LINES 1-64)		54	34	268	135	84	9	9	6	137	69	26	0	2	4	837
2. OTHER THAN FULL-TIME EMPLOYEES																
66. OFFICIALS - ADMINISTRATORS																0
67. PROFESSIONALS		1	2	3						2	3	1				12
68. TECHNICIANS											1					1
69. PROTECTIVE SERVICE																0
70. PARAPROFESSIONALS																0
71. ADMINISTRATIVE SUPPORT	3	2	1	6	1	1					3	1	1			19
72. SKILLED CRAFT																0
73. SERVICE - MAINTENANCE																0
74. TOTAL OTHER THAN FULL-TIME (LINES 66 - 73)		3	3	3	9	1	1	0	0	2	7	2	1	0	0	32

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D. EMPLOYMENT DATA AS OF JUNE 30

Function 11 - CORRECTIONS

	RACE/ETHNICITY														TOTALS
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
			MALE						FEMALE						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	

3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)

75. OFFICIALS - ADMINISTRATORS															0
76. PROFESSIONALS	1														1
77. TECHNICIANS															0
78. PROTECTIVE SERVICE	1	1	9	5	2	1			2	3					24
79. PARAPROFESSIONALS															0
80. ADMINISTRATIVE SUPPORT		1							2	2					5
81. SKILLED CRAFT															0
82. SERVICE - MAINTENANCE	1														1
83. TOTAL NEW HIRES (LINES 75 - 82)	3	2	9	5	2	1	0	0	4	5	0	0	0	0	31

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Adult & Juvenile Detention, District Court and Superior Court

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

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D. EMPLOYMENT DATA AS OF JUNE 30										Function 12 - UTILITIES AND TRANSPORTATION						
1. FULL-TIME EMPLOYEES																
JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												TOTALS
		MALE	FEMALE	MALE						FEMALE						
WHITE	BLACK OR AFRICAN AMERICAN			ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES			
ADMINISTRATIVE SUPPORT	41. \$0.1 - 15.9															0
	42. \$16.0 - 19.9															0
	43. \$20.0 - 24.9															0
	44. \$25.0 - 32.9															0
	45. \$33.0 - 42.9									1						1
	46. \$43.0 - 54.9			7						1	6					14
	47. \$55.0 - 69.9		4	11	4	2		1		17	7	6		3		55
	48. \$70.0 PLUS	3	3	30	9	4	2		2	37	13	12			1	116
SKILLED CRAFT	49. \$0.1 - 15.9															0
	50. \$16.0 - 19.9															0
	51. \$20.0 - 24.9															0
	52. \$25.0 - 32.9															0
	53. \$33.0 - 42.9															0
	54. \$43.0 - 54.9			2	1							2				5
	55. \$55.0 - 69.9	3		10	3	9				1	1					27
	56. \$70.0 PLUS	47	2	448	53	116	22	13	12	7	6	2				728
SERVICE - MAINTENANCE	57. \$0.1 - 15.9															0
	58. \$16.0 - 19.9															0
	59. \$20.0 - 24.9					1										1
	60. \$25.0 - 32.9															0
	61. \$33.0 - 42.9															0
	62. \$43.0 - 54.9	2		11	11	5	1			1	2	4	1			38
	63. \$55.0 - 69.9	21	5	55	128	51	6	3	3	12	31	11		1		327
	64. \$70.0 PLUS	87	27	616	606	211	24	20	6	155	164	26	8	14	2	1966
65. TOTAL FULL-TIME (LINES 1-64)		191	57	1537	905	463	63	40	27	429	262	96	11	21	4	4106
2. OTHER THAN FULL-TIME EMPLOYEES																
66. OFFICIALS - ADMINISTRATORS										1						1
67. PROFESSIONALS	3	2	5	5	1			1		17	3	3				40
68. TECHNICIANS																0
69. PROTECTIVE SERVICE																0
70. PARAPROFESSIONALS																0
71. ADMINISTRATIVE SUPPORT			9	3						2	4	1	1			20
72. SKILLED CRAFT			9	1	1											11
73. SERVICE - MAINTENANCE	25	10	197	155	69	8	7	1	81	54	12	2	1	2		624
74. TOTAL OTHER THAN FULL-TIME (LINES 66 - 73)		28	12	220	164	71	8	8	1	101	61	16	3	1	2	696

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D. EMPLOYMENT DATA AS OF JUNE 30										Function 12 - UTILITIES AND TRANSPORTATION					
RACE/ETHNICITY															
HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											TOTALS		
MALE	FEMALE	MALE						FEMALE							
		WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE		TWO OR MORE RACES	
3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)															
75. OFFICIALS - ADMINISTRATORS															0
76. PROFESSIONALS	2	1	5	1	1				4	1	3				18
77. TECHNICIANS			1												1
78. PROTECTIVE SERVICE															0
79. PARAPROFESSIONALS															0
80. ADMINISTRATIVE SUPPORT			3							1					4
81. SKILLED CRAFT	4	1	16	2	2	1		1		1					28
82. SERVICE - MAINTENANCE	5		12	4	4			1		2	2				30
83. TOTAL NEW HIRES (LINES 75 - 82)	11	2	37	7	7	1	0	2	4	5	5	0	0	0	81
E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT															
Executive Services and Metro Transit															
F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT															
G. REMARKS ABOUT THIS FUNCTION REPORT															

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D. EMPLOYMENT DATA AS OF JUNE 30

Function 13 - SANITATION AND SEWAGE

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS	
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO													
		MALE	FEMALE	MALE						FEMALE							
				WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES		
ADMINISTRATIVE SUPPORT	41. \$0.1 - 15.9																0
	42. \$16.0 - 19.9																0
	43. \$20.0 - 24.9																0
	44. \$25.0 - 32.9																0
	45. \$33.0 - 42.9																0
	46. \$43.0 - 54.9		1	1						1		1					4
	47. \$55.0 - 69.9		3	3	1					7	3	6					23
	48. \$70.0 PLUS	1	1	8	1	2				4	4	4		1	1		27
SKILLED CRAFT	49. \$0.1 - 15.9																0
	50. \$16.0 - 19.9																0
	51. \$20.0 - 24.9																0
	52. \$25.0 - 32.9																0
	53. \$33.0 - 42.9																0
	54. \$43.0 - 54.9			3	2				1	12	1		1				20
	55. \$55.0 - 69.9	1	2	11	2	1		1	1	3		3				1	26
	56. \$70.0 PLUS	20	2	172	10	7	1	6	2	12	1	1		1			235
SERVICE - MAINTENANCE	57. \$0.1 - 15.9																0
	58. \$16.0 - 19.9																0
	59. \$20.0 - 24.9																0
	60. \$25.0 - 32.9																0
	61. \$33.0 - 42.9																0
	62. \$43.0 - 54.9	2		5		1											8
	63. \$55.0 - 69.9	4		75	14	7	2	2	1	6	1			2			114
	64. \$70.0 PLUS			19	4	2			1	2							28
65. TOTAL FULL-TIME (LINES 1-64)		37	19	485	56	55	7	11	11	176	29	57	2	5	5	955	
2. OTHER THAN FULL-TIME EMPLOYEES																	
66. OFFICIALS - ADMINISTRATORS																	0
67. PROFESSIONALS	3	3	17	2	3				1	11	1	3					44
68. TECHNICIANS										1							1
69. PROTECTIVE SERVICE																	0
70. PARAPROFESSIONALS																	0
71. ADMINISTRATIVE SUPPORT			7		2				8	1	4				1		23
72. SKILLED CRAFT			3	1	1				6								11
73. SERVICE - MAINTENANCE	5	1	8	7	1	1	1	1			1						26
74. TOTAL OTHER THAN FULL-TIME (LINES 66 - 73)	8	4	35	10	7	1	1	2	26	2	8	0	0	1		105	

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D. EMPLOYMENT DATA AS OF JUNE 30

Function 13 - SANITATION AND SEWAGE

	RACE/ETHNICITY														TOTALS
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
			MALE						FEMALE						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	

3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)

75. OFFICIALS - ADMINISTRATORS			1												1
76. PROFESSIONALS	1		4						6						11
77. TECHNICIANS					1										1
78. PROTECTIVE SERVICE															0
79. PARAPROFESSIONALS															0
80. ADMINISTRATIVE SUPPORT															0
81. SKILLED CRAFT			6	1			1	1				1			10
82. SERVICE - MAINTENANCE	1		1												2
83. TOTAL NEW HIRES (LINES 75 - 82)	2	0	12	1	1	0	1	1	6	0	0	1	0	0	25

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Natural Resources & Parks

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

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Jurisdiction: KING COUNTY

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SUMMARY OF FUNCTIONS			
✓	1 - FINANCIAL ADMINISTRATION/GENERAL CONTROL		9 - HOUSING
✓	2 - STREETS AND HIGHWAYS	✓	10 - COMMUNITY DEVELOPMENT
✓	3 - PUBLIC WELFARE	✓	11 - CORRECTIONS
✓	4 - POLICE PROTECTION	✓	12 - UTILITIES AND TRANSPORTATION
	5 - FIRE PROTECTION	✓	13 - SANITATION AND SEWAGE
✓	6 - NATURAL RESOURCES/PARKS AND RECREATION		14 - EMPLOYMENT SECURITY
	7 - HOSPITALS		15 - OTHER
✓	8 - HEALTH		
COMMENTS			
<p>CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.)</p>			
NAME OF CERTIFYING OFFICIAL Grey Lewis		TITLE HR Analytics and Systems Manager	
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DATE 1/4/2022	EMAIL ADDRESS grey.lewis@kingcounty.gov		TYPED NAME Grey Lewis

XI. Appendix E: List of County Laws, Policies, Programs, and Work Groups Focused on EEO/AA-Related Efforts.

King County's commitment to equal employment opportunities and affirmative action is shown in many ways, whether that is adherence to federal, state, and local laws, in addition to county policies, procedures, and practices. This section discusses the many ways in which King County aligns policies and programs with EEO/AA goals.

Laws

- Title VII of the Civil Rights Act of 1964, which prohibits discrimination based on race, sex, color, religion, and national origin.
- Executive Order 11246, Equal Employment Opportunity, as amended, forbids employment discrimination based on race, color, religion, sex, or national origin by federal contractors and subcontractors and requires them to develop affirmative action plans and to take positive steps to eliminate employment bias.
- Age Discrimination in Employment Act of 1967, which prohibits discrimination against employees and applicants who are over 40 years of age.
- The Vocational Rehabilitation Act of 1973, which requires federal contractors to take affirmative action to employ and promote qualified handicapped persons (Section 503) and prohibits discrimination against handicapped persons in any program or activity receiving federal financial assistance (Section 504).
- Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, which requires employers to take affirmative action to employ and advance disabled veterans and qualified veterans of the Vietnam era.
- The Americans with Disabilities Act of 1990 (ADA), which protects qualified individuals with disabilities. The Act requires employers to make reasonable accommodation to facilitate employment of disabled individuals unless the employer can show the accommodation would impose undue hardship on the operation of business.
- The Civil Rights Act of 1991, which expands the scope of relevant civil rights statutes to provide adequate protection to victims of discrimination and provides appropriate remedies for intentional discrimination and unlawful harassment in the workplace.

Nondiscrimination, Anti-Harassment & Inappropriate Conduct Policy & Reporting Procedures

King County is committed to maintaining a respectful, productive, inclusive, and equitable workplace. All elected officials and employees are expected to act with fairness, civility, integrity and to treat all coworkers equitably. Discrimination, harassment, retaliation, and inappropriate conduct based on a protected status undermines the integrity of the employment relationship and is prohibited. All complaints of conduct inconsistent with these expectations, regardless of whether the conduct rises to the level of unlawful discrimination, harassment, or retaliation, will be addressed. King County will determine the appropriate response to all complaints, which may include a formal investigation. Substantiated complaints will result in prompt, corrective action, up to and including termination of any employee violating this policy.

King County prohibits discrimination or harassment that is related to an individual’s race, color, sex, age, creed, disability, marital status, national origin, religion, pregnancy, gender, gender identity or expression, genetic information, sexual orientation, veteran, or military status, use of a service animal, domestic violence victimization, and any other status protected by federal, state or local law. Additionally, King County prohibits retaliation of any kind against employees who engage in related protected activity, such as good faith reporting of harassment, discrimination, inappropriate conduct, or retaliation, or assisting in the investigation of such complaints.

Gender Identity in the Workplace Policy

King County’s “Gender Identity in the Workplace: Policies for Supporting Transgender, Non-Binary and Gender Diverse Employees” policy covers among other topics: terminology, privacy, names and pronouns, gender markers, personnel records, dress codes, health and leave benefits, access to gendered facilities, customer service, anti-harassment and non-discrimination procedures, a prohibition against threats and acts of violence, and support of employees transitioning in the workplace.

Reasonable Accommodation in Employment for Individuals with Disabilities Policy

This policy is intended to guide King County in providing reasonable accommodations in employment to qualified individuals with disabilities consistent with federal and state law. Under this policy, a qualified individual with a disability has the right to request a reasonable accommodation when applying for employment and during employment. King County will provide a reasonable accommodation to a qualified individual with a disability.

Religious Accommodation Policy

King County is committed to maintaining a respectful, productive, inclusive, and equitable workplace. Federal, state, and local law prohibit discrimination based on religion. It is King County’s policy to accommodate sincerely held religious beliefs or practices if such accommodation does not result in undue hardship.

Supported Employment Program

Supported employment is an approach used to match qualified job candidates with developmental disabilities to business needs within King County government. Department needs are identified through in-depth interviews and lean task development, which are then bundled together to develop a supported employment position.

Quality employment agencies provide a job coach to support the job candidates with developmental disabilities through the application process, onboarding, training, retention of employment as well as ongoing career growth. The job coach also provides training and support to co-workers and supervisors on disability related topics as well as how best to work with the employee.

Building Gender Inclusive Spaces - Exploring the Intersection of Race and LGBTQ+ Identities

King County launched a Gender Inclusive Training in 2020. In this two-hour workshop, participants learn foundational knowledge of gender and sexuality and best practices to support a gender diverse

workforce, with a focus on the intersection of race and LGBTQ+ identities. Participants have the opportunity to move through real-life scenarios, apply their understanding of pronoun use, and develop strategies to advance gender equity at King County. Learners are expected to:

- Recognize different gender identities and sexual/attractational orientations
- Identify strategies for creating inclusive spaces for transgender and nonbinary people
- Practice engaging in conversations around LGBTQ+ identities

All People Bathrooms Internal Workgroup

This internal workgroup, which includes folks from across the County, emerged both in the wake of the formation of the community-based Gender Identity and Sexual Orientation Inclusion Task Force, and as a result of conversations which were already taking place in various places across the county workforce. This group is focused on ensuring that all employees have a safe, accessible and gender-affirming place to use the bathroom.

Talent Acquisition Committee

The Talent Acquisition Committee is a committee made up of human resources professionals representing each of the departments in the executive branch. The Committee discusses recruitment, hiring, and retention strategies, which advance equity inclusion and belonging. They further guide the implementation of a unified vision, with the goal being to help streamline recruitment, hiring, and retention strategies across the enterprise.

Equity Hiring Toolkit

The Equity Hiring Toolkit is part of a commitment by the King County Executive and County departments and agencies to ensure equal employment opportunities as well as fair and equitable hiring practices in the workforce. It provides guidance on how to recruit, hire, on-board, and retain racially diverse and culturally responsive candidates. The toolkit offers the best guidance based on what is known today and incorporates equal employment, inclusion and social justice principles and practices. As practices and research are updated, the toolkit will evolve. It is intended to provide information, tools, and resources to recruit for vacancies in partnership with Human Resources with a focus on building a high quality, diverse applicant pool and a more inclusive hiring process.

Equity Impact Review

The Equity Impact Review (EIR) process merges empirical (quantitative) data and engagement findings (qualitative) to inform planning, decision-making and implementation of actions which affect equity (workforce equity) in King County.

EEO TRIAD Approach

The TRIAD (three)—Investigator, Human Resources (HR) Manager, Equity Inclusion and Belonging (EIB) Manager—is an approach that focuses on the need for a central alignment for consistency and the strengthening of people-management skills at the department level related to the County’s *Nondiscrimination, Anti-Harassment & Inappropriate Conduct Policy*. This approach centers a

collaborative approach to problem solving, which brings together workforce equity investigators, division and department HR and EIB managers, who work together to both solve EEO/AA related problems and build a culture of belonging and inclusion, which in turns impact recruitment, hiring, and retention, especially of candidates and employees of color.

Gender Identity Sexual Orientation Inclusion Task Force

In 2019, King County Executive convened the Gender Identity and Sexual Orientation Inclusion Task Force. This diverse group of community partners is tasked with developing a recommended county-wide gender identity and sexual orientation inclusion strategy and accompanying report, with recommendations to implement the use of an additional gender designation or designations in all appropriate administrative processes in use by county departments. The task force process includes engaging county staff, community leaders, and members of the public as it develops recommendations on how King County government can be more accessible and inclusive of all genders and sexual orientations.

The Task Force is made up of advocates, experts, and community leaders who are deeply engaged in the work of serving the LGBTQ+ communities of King County, as well as members from King County government.

Racism as a Public Health Crisis

King County declared racism a public health crisis in 2020. All of King County government is committed to implementing a racially equitable response to this crisis, centering on community. Since declaring that Racism is a Public Health Crisis, King County committed to being intentionally anti-racist and accountable to Black, Brown, and Indigenous People of Color, and put forth a policy agenda and budget to meet the needs of and implement positive changes for Black, Brown and Indigenous People of Color in King County, with a deliberate focus on Black and Indigenous people, children, and families.

XII. Appendix F: Definitions

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 to determine whether barriers to equal employment opportunity may exist by job groups.

Department of Human Resources

The Department of Human Resources, for purposes of the EEO/AA Plan is the department responsible for policy development, policy dissemination coordination, training, technical assistance, and monitoring complaints filed with enforcement agencies.

Discrimination – see specific definition by protected class below

Age Discrimination—The Age Discrimination in Employment Act of 1967⁶ forbids employment discrimination on the basis of age against individuals who are age 40 or older.

Disability Discrimination—The Americans with Disabilities Act of 1990⁷ (ADA) and the Americans with Disabilities Act Amendments Act of 2008 (ADAAA) prohibits discriminatory treatment of a qualified individual who has a physical or mental impairment that substantially limits one or more major life activities, has a history (or record) of such an impairment, or is regarded as having such an impairment that is not transitory (lasting or expected to last six months or less) or minor. In addition, the law protects covered individuals from discrimination based on their known relationship (or association) with an individual with a disability (even if they themselves do not have a disability).

Genetic Information Discrimination—The Genetic Information Nondiscrimination Act of 2008⁸ (GINA) is a federal law which prohibits discrimination in the terms and conditions of employment against covered individuals based on their genetic information. Genetic information include an individual’s genetic tests (including genetic tests done as part of a research study); genetic tests of the individual’s family members (defined as dependents and up to and including 4th degree relatives); genetic tests of any fetus of an individual or family member who is a pregnant woman, and genetic tests of any embryo legally held by an individual or family member utilizing assisted reproductive technology; the manifestation of a disease or disorder in family members (family history); and any request for, or receipt of, genetic services or participation in clinical research that includes genetic services (genetic testing, counseling, or education) by an individual or family member.

⁶ 29 U.S.C. §§ 621-634

⁷ 42 U.S.C. § 12101

⁸ Pub. L. 110-233

National Origin Discrimination—Title VII of the Civil Rights Act of 1964⁹ prohibits unfavorable treatment of covered individuals because he, she, they are from a particular country or part of the world, because of ethnicity or accent, or because he, she, they appear to be of a certain ethnic background (even if he, she, they are not). In addition, the law covers individuals who are married to (or associated with) an individual of a certain national origin or because of their connection with an ethnic organization or group.

Pregnancy Discrimination—The Pregnancy Discrimination Act of 1978¹⁰ prohibits unfavorable treatment of a covered individual because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth.

Race/Color Discrimination—Title VII of the Civil Rights Act of 1964¹¹ forbids unfavorable treatment of covered individuals because he, she, they are of a certain race or because of personal characteristics associated with race (such as hair texture, skin color, or certain facial features). Color discrimination involves treating an individual unfavorably because of skin color. In addition, Title VII protects covered individuals from discrimination because the individual is married to (or associated with) an individual of a certain race or color or because of an individual's connection with a race-based organization or group, or an organization or group that is generally associated with people of a certain color.

Religious Discrimination—Title VII of the Civil Rights Act of 1964¹² forbids unfavorable treatment of covered individuals because of his, her, their religious beliefs. The law protects not only the people who belong to traditional, organized religions, but also others who have sincerely held religious, ethical or moral beliefs. In addition, Title VII protects an individual who is married to (or associated with) an individual of a particular religion or because of his, her, their connection with a religious organization or group.

Sex-Based Discrimination—Title VII of the Civil Rights Act of 1964¹³ forbids unfavorable treatment of covered individuals because of that individual's sex. In addition, the law protects an individual because of his, her, their connection with an organization or group that is generally associated with people of a certain sex. The Equal Pay Act of 1963, as amended, prohibits sex discrimination in the payment of wages to women and men performing equal work, in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the same establishment.

Equal Employment Opportunity (EEO)

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.

⁹ 42 U.S.C. §2000e et seq.

¹⁰ Pub. L. 95-555

¹¹ 42 U.S.C. §2000e et seq.

¹² 42 U.S.C. §2000e et seq.

¹³ 42 U.S.C. §2000e et seq.

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 Assessments (DOA)
- Department of Community and Health Services (DCHS)
- Department of Executive Services (DES)
- Department of Human Resources (DHR)
- Department of Judicial Administration (DJA)
- Department of Local Services (DLS)
- Department of Natural Resources and Parks (DNRP)
- Department of Public Defense (DPD)
- Department of Public Health (DPH)
- King County Elections (KCE)
- King County Information Technology (KCIT)
- King County Sheriff's Office (KCSO)
- Metro Transit Department (MTD)
- Prosecuting Attorney's Office (PAO)

Human Rights Agencies

Human Rights Agencies are government agencies authorized to investigate employee allegations of workplace discrimination. Those agencies are:

- Equal Employment Opportunity Commission (EEOC)
- Washington State Human Right Commission (WSHRC)
- Civil Rights Program in the Office of Equity and Social Justice (CRP)

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 Equal Employment Opportunity/Affirmative Action Advisory Committee

A committee, established by executive order, which serves to advise the Executive by making recommendations regarding equal employment opportunity and affirmative action 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.

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/or title having a higher maximum salary range than the position promoted previously held.

Prosecuting Attorney's Office (PAO)

A separate county office headed by an independently elected prosecuting official. The PAO interprets legal rulings and makes recommendations to the Department of Human Resources

Race and Ethnic Definitions

- 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.
- 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.
- Black (not of Hispanic origin): All persons having origins in any of the Black racial groups of Africa.
- Hispanic: All persons of Mexican, Puerto Rican, Cuban, Central, or South American, or other Spanish culture or origin, regardless of race.
- Native Hawaiian or Other Pacific Islander: A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- Two or More Races: People may have chosen to provide Two or More Races either by checking the Two or More Races response check boxes, by providing multiple write-in responses, or by some combination of check boxes and write-in responses.
- White (not of Hispanic origin): All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.

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.

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.

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.

Workforce

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

XIII. Appendix G: Department of Human Resources 2018-2021 Equal Employment Opportunity Affirmative Action Plan Progress Report

**2018-2021
EQUAL EMPLOYMENT OPPORTUNITY
AFFIRMATIVE ACTION PLAN PROGRESS REPORT**

June 1, 2022

FINAL REPORT
For Plan Year 2018-2021



King County

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II. Purpose of This Report

King County is an equal opportunity employer and carries out federal, state, and local laws and regulations prohibiting discrimination in employment 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, honorably discharged veteran or military status, or the presence of a sensory, mental, or physical disability. Further, it is the intent of the County to ensure that employment is based on the principle of equal opportunity and that such a principle shall be implemented in all County personnel-related actions including, but not limited to, recruitment, hiring, retention, testing, training, promotion, compensation, transfer, and all other terms and conditions of employment in all job classifications.

To comply with federal contracting requirements and to ensure equal opportunity for all people, all county departments establish and maintain an effective equal employment opportunity affirmative action plan, as adopted by King County Council by ordinance and codified as K.C.C. 3.12.180 (Appendix A). This equal employment opportunity affirmative action plan promotes the objectives of public policy set forth in applicable federal and state laws relating to nondiscrimination, equal employment opportunity, affirmative action, and civil rights. Specifically, the plan promotes the objectives of the State Law Against Discrimination, chapter 49.60 of the Revised Code of Washington (applicable parts), and provisions of the Washington Administrative Code.

As part of King County's commitment to equity and social justice, the Executive is required by King County Code to submit an equal employment opportunity affirmative action plan pertaining to County executive departments to be approved, modified, or rejected by the King County Council. On October 2, 2018, the King County Council adopted the *2018-2021 Equal Employment Opportunity/Affirmative Action Plan* (the "Plan"), via Ordinance 18803.

The code requires a progress report on each year's placement goals and implementation plans and is due annually to the King County Council on June 1. This is the final report for 2018-2021 plan, and provides the following information:

- Labor force availability rates and placement goals for those areas identified in the Plan as being underrepresented by department, job group, race, and gender
- Total number of positions filled by department and job group between 2018-2021
- Total number of positions filled by race and gender category between 2018-2021
- The percentage of positions filled by each race and gender category between 2018-2021
- 2018-2021 placement goals achieved
- 2018-2021 placement goals not achieved

Please note that the categories, wording, and language in this report are reflective of requirements outlined in King County Code and federal law.^{1,2} The Code and federal reporting requirements define "persons of color" to mean persons in each of the following groups: Blacks, Hispanics, Asian/Pacific Islanders, and Native Americans, and requires that those categories be utilized.

¹ [KCC 3.12.180\(A\)\(4\)](#)

² [28 CFR § 42.402\(e\)](#)

Additionally, the Code and law state that the County may recruit consistent with the “labor force availability rate,” which is the percentage of people of color or women with requisite job skills in King County as reported by the United States Census Bureau. Any placement goals are required to equal the labor force availability rate. Job categories are also pre-defined, and the county is required to use groupings of jobs as defined by the United States Department of Labor.

King County Code Chapter 3.12.180 “Equality of county employment - reporting requirements” states: For those job groups within departments where the actual number of women and persons of color employed is less than projected by labor force availability, a placement goal by race and gender shall be established for the plan period. A placement goal shall equal the labor force availability rate. Placement goals are used to measure progress toward achieving equal employment opportunity. Placement goals may not be quotas, which must be met, nor do they create set-asides for specific groups. Placement goals may not be used to supersede merit selection principles. Further, existence of placement goals does not constitute evidence of discrimination.

Additional detailed requirements for this annual report are available in King County Code [Chapter 3.12](#).

III. Executive Summary

King County serves all residents by promoting fairness and opportunity while striving to eliminate inequities. Central to this commitment is the belief that the County workforce best serves King County residents when it reflects the demographics of the many communities it serves. One of the many tools the County uses to accomplish these goals is to look at the representation in its workforce, promote diversity and equal employment opportunities for residents, and report on the result. This 2018-21 plan final report describes the achievement and areas that remain.

The County has historically tracked the demographics of its workforce and worked to address identified inequities. On October 2, 2018, the King County Council adopted the *2018-2021 Equal Employment Opportunity/Affirmative Action Plan*³ (EEO/AA). To build the plan the Department of Human Resources (DHR) reviewed each employment unit within the executive branch. The following categories of employee classifications were used:

- Professionals
- Officials & Administrators
- Technicians
- Administrative Support
- Protective Services
- Skilled Crafts
- Service Maintenance

Using these categories and looking across each of the departments, 66 potential goal areas of employment are identified in this report. DHR and the Equal Employment Opportunity committee then compared the demographics of those employment areas with the demographics of the county based upon the most recent census.

³ [Ordinance 18803](#)

There are seven race and gender categories identified in federal EEO/AA law that were used for this comparison. The required categories are: Black, Asian, Native American, Hispanic, Pacific Islander, Two or More Races, and Female. Out of the 462 goal areas, 91 percent or 419 had a diversity of employees consistent with the availability of people of color or women with requisite job skills in King County as reported by the United States Census Bureau.

For the remaining 9 percent where the percentage of people of color and women were underrepresented when compared with those qualified and available in the workforce, the executive branch set forth a number of strategies to increase representation by the end of 2021. Not every department has employees in the job classification groups and many had already achieved some level of diversity.

The availability of persons of color or women with requisite job skills in the specified employment job categories broken down as follows for people who identify as:

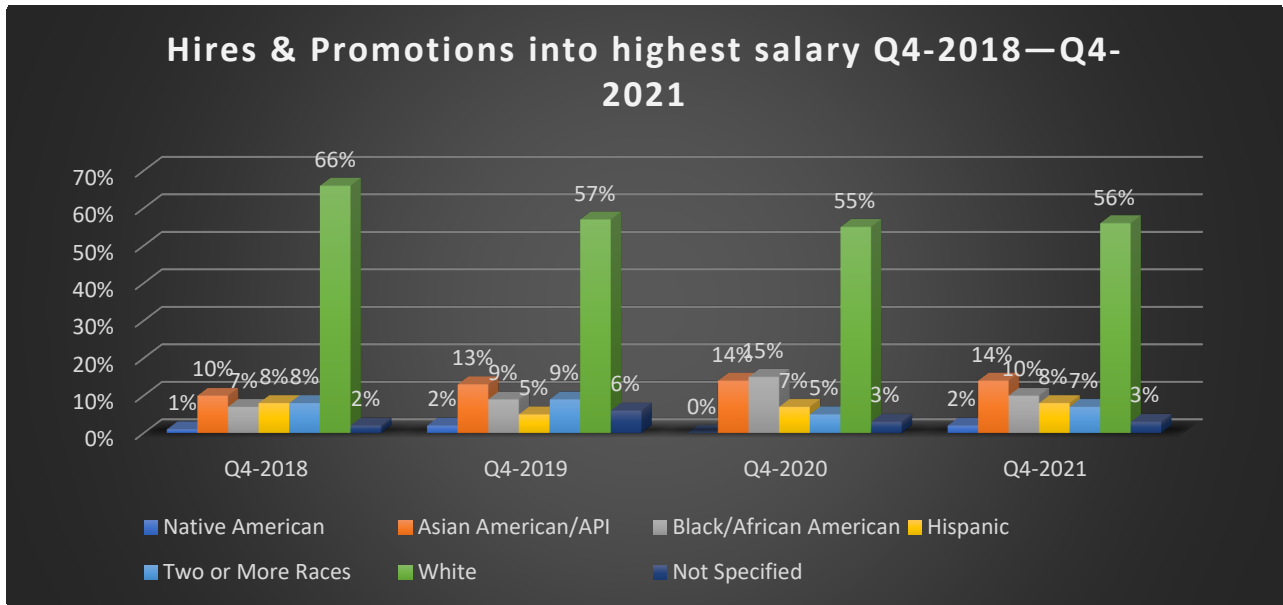
- Black, 92 percent or 61 of the 66 goal setting areas were fully represented
- Asian, 95 percent or 63 of the 66 goal setting areas were fully represented
- Hispanic, 83 percent or 55 of the 66 goal setting areas were fully represented
- Native American, 83 percent or 55 of the 66 goal setting areas were fully represented
- Pacific Islander, 100 percent or 66 of the 66 goal setting areas were fully represented
- Two or more races, 95 percent or 63 of the 66 goal setting areas were fully represented
- Female, 89 percent or 59 of the 66 goal setting areas were fully represented

Although departments faced a variety of challenges to hiring, gains were achieved across all departments. A concerted effort was made by departments to reach out to, build, and strengthen sustainable relationships with underrepresented and BIPOC communities through targeted outreach strategies, advertising positions in relevant areas and building pipelines for future employees.

The Department of Human Resources (DHR), through its Human Resources Services Delivery Division and in collaboration with the Career and Culture Division, Interdepartmental Talent Acquisition Team, Workforce Equity, and the Office of Equity and Social Justice, worked with executive departments to continuously make improvements to the County's recruitment, hiring, and retention processes. Another area the County human resources community concentrated on increasing opportunities to diversify the workforce at salary range 65 and above. The focus on the highest salary levels came from a 2016 review of departments indicating that diversity was lacking in positions within higher pay ranges. Because diversity may be impacted through vacancies or new positions, DHR looks at the County's hiring to determine its impact to diversity.

As part of the Equity and Social Justice (ESJ) Strategic Plan process, cross-department/cross-agency teams reviewed recruitment and hiring practices to identify, develop and implement recommendations on how to reduce employment barriers at King County, while remaining attentive to hiring more diverse and culturally responsive employees. The table below those hired and promoted in highest salary ranges by race category.

Hires and Promotions by Race/Ethnicity



Promotions in this case includes reclassifications and other non-competitive processes. All job types. All Departments.

Prior to submittal of this report to Council, DHR shared a draft of this report with the Equal Employment Opportunity/Affirmative Action Advisory ([EEO/AA](#)) Committee. The employee-based EEO/AA Committee, which includes representatives selected from each department, advises the Executive; reviews and makes recommendations regarding EEO/AA strategies, systems, policies, and guidelines; reviews the Plan and associated updates with DHR and makes recommendations to the Executive for adoption; reviews the EEO/AA progress reports and advises the Executive accordingly; and regularly meets with their respective Department Director and HR manager to discuss their department’s progress in meeting EEO/AA goals on an annual basis.

2018-2021 Key Challenges

The COVID-19 pandemic impacted the County in many unprecedented ways, including employee recruitment and hiring. Examples of impacts include changes to how departments approached advertising job opportunities and changing hiring and retention strategies to focus primarily on internal candidates who faced layoffs due to budget shortfalls. Moreover, departments had to adapt their community and partner outreach strategies with work shifting from in-person to teleworking.

2018-2021 Key Highlights

In the two key focus areas where the County has lagged in placement, namely with individuals who identify as Hispanic and Native American, there were continuous improvements made throughout the plan period. The Department of Local Services (DLS), Department of Executive Services (DES), and the Department of Natural Resources and Parks (DNRP) made significant gains. The Metro Transit Department (MTD) saw more gains in those who identify as Female in the Skills Craft category.

Departments collaborated across the County via the Talent Advisory Committee and the EEO/AA Advisory Committee to discuss strategies and best practices in recruiting, hiring and retention. This

cross-departmental collaboration made the process efficient, effective, accountable, and allowed for a greater centering of equity throughout the process. It further facilitated the lessening of duplication in the process, and allowed departments to quickly adapt to sudden changes, especially those that emerged due to COVID-19.

2018-2021 Plan Goal Achievement Summary by Percent



Six departments fully met plan goals, while seven departments achieved 50 percent or more of their goal.

The United States Census Bureau recently released the results of the 2020 census and DHR is working with the EEO Committee to assemble a recommendation for target areas for the next four years and will transmit the next plan to the Council later this year.

IV. Key Definitions and Terms

Key Definitions

- **Equity and Social Justice (ESJ)** – King County’s executive branch has an Equity and Social Justice Plan that informs and guides County employment and services. Specific to this report, ESJ principles guide how County agencies work to meet the equal opportunity and affirmative action goals in County employment. More information on the County’s ESJ Plan is available at <https://kingcounty.gov/elected/executive/equity-social-justice.aspx>.
- **Pipeline Development** – Developing ongoing opportunities that are sustainable over time for employment recruiting purposes (e.g., partnering with a community college or community organization to provide internships as a potential entry into the County workforce).

Key Terms

- **“People”** and **“Persons”** are used interchangeably in this report.
- **BIPOC** – Black, Indigenous, People of Color.
- **Communities of Opportunity** – A organization that focuses on leadership in underrepresented communities. The mission of Communities of Opportunity focuses on influencing changes to institutions, systems, and policies and to seat the base of power within communities, not outside of them.
- **NEOGOV** – A provider of on-demand human resources software for the public sector, which automates the entire hiring, onboarding, and performance evaluation process.
- **Employee Resource Group, or Affinity Group** – A group of people linked by a common interest/purpose.
- **Blind Hiring** – Reviewing candidates’ applications without identifiable information.

V. 2018-2021 Implementation Activities

[King County Code 3.12.180 \(D\)](#) requires the Progress Report to include each department’s implementation activities for the year. This is the final progress report for the 2018-2021 plan. Throughout the plan duration, executive branch departments continued to focus attention on areas of underrepresentation, incorporated best practices, and maintained and developed meaningful strategies for addressing diversity in placement goal-setting areas.

DHR focused on overseeing the implementation of workforce equity strategies and monitoring the progress of equity and social justice practices in partnership with the Office of Equity and Social Justice, department human resources managers, department directors, as well as the department equity, inclusion and belonging managers and Employee Resource Groups (Affinity Groups). DHR also worked closely with those mentioned above and other partners to help lead organizational change within King County, which ultimately resulted in a more diverse workforce.

As part of the continued implementation of the ESJ Strategic Plan, departments and agencies engaged in ESJ Strengths, Weaknesses, Opportunities, and Challenges (SWOC) processes with employees to obtain feedback on both County recruitment, hiring, and retention practices, and workplace culture. This practice of ongoing feedback and evaluation helped inform the work to make King County not only a

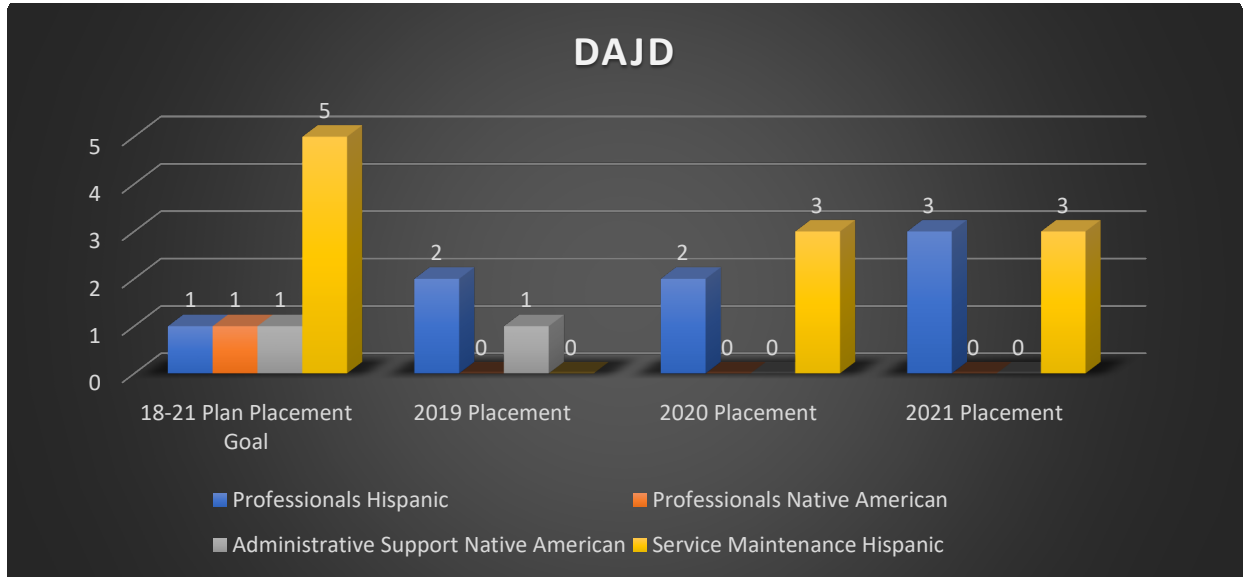
government that is multicultural, inclusive, and where everyone belongs, but also a place where every employee feels valued and supported to learn and grow.

The creation of the Department of Human Resources enabled a greater emphasis on equitable recruitment, pipeline development, and talent acquisition, which resulted in improvements to processes and practices. The following are some of the best practices that were used in the recruitment, hiring, and retention processes across departments:

- Required hiring panelists to review the *Countering Bias* video and participate in ensuing discussions to increase awareness around implicit biases during the hiring process.
- Provided hiring incentives and programs specific to department needs.
- Increased the availability of diversity, equity, and inclusion trainings.
- Included diverse subject matter experts and hiring panelists.
- Posted and conducted competitive hiring processes for special duty assignments, which provided an exceptional opportunity to gain invaluable workplace skills for career advancement.
- Developed partnerships with local colleges and other community-based institutions/organizations to build pipelines for employment in hard to fill jobs.
- Participated in job and career fairs—in person and virtually.
- Posted positions utilizing electronic job boards, career listservs, and social media.
- Focused on educational institutions and professional organizations to increase the representation of women and people of color.
- Participated in various employment network meetings and listservs to post County recruitments more broadly.

Each executive department's 2018-2021 implementation activities are outlined in the following pages. Each department's Human Resource (HR) Manager has access to their respective department's placement goals as well as hiring data, which is provided quarterly by the Department of Human Resources' internal analytics team, working in collaboration with the Workforce Equity Manager. Access to both data and placement goals helped the HR managers see progress made toward the goals and where adjustment strategies were needed to achieve them.

A. Department of Adult and Juvenile Detention (DAJD)



The Department of Adult and Juvenile Detention (DAJD) achieved 75 percent of its placement goals. DAJD had four placement goal areas, in which it:

- Exceeded its goal in Professionals—Hispanic;
- Exceeded its goal in Service Maintenance—Hispanic;
- Met its goal in Administrative Support—Native American; and
- Did not meet its goal in Professionals—Native American.

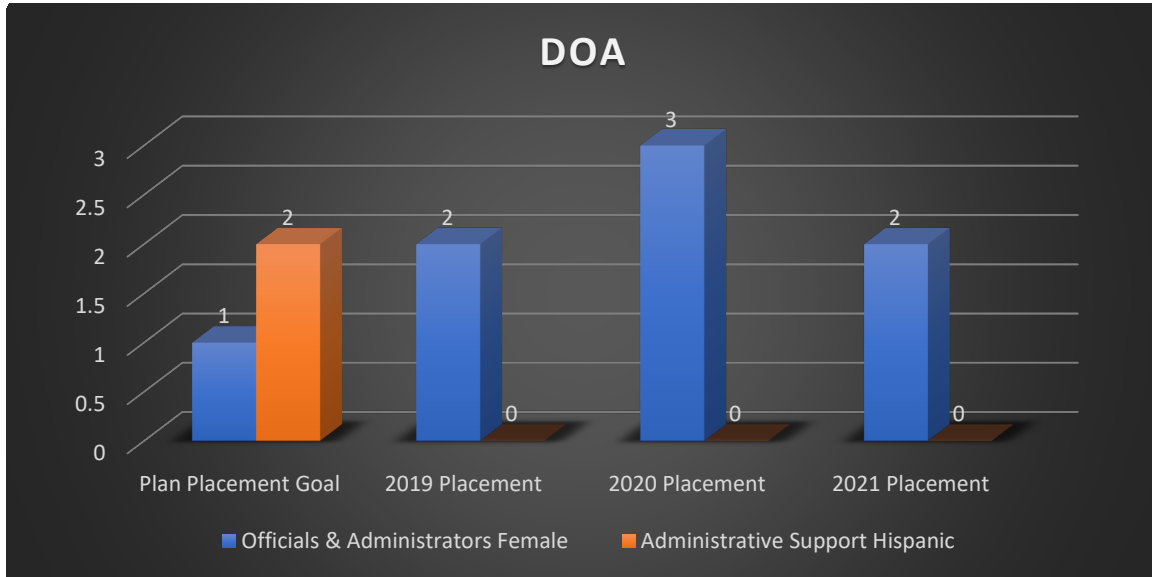
2018-2021 Plan Highlights

To achieve this high percentage, DAJD utilized different strategies in terms of outreach, hiring and retention. The department participated in various recruitment events, both virtual and in person (prior to COVID-19). These events included career fairs and community outreach events. Despite challenges caused by COVID-19, the DAJD recruiters were still successful by prioritizing working in a remote environment and adjusting their business practices to accommodate changes that emerged as part of remote work.

DAJD operations and recruitment teams increased their internal and external partnerships while actively working with a host of agencies to identify opportunities to advertise and discuss vacancies within the department. The department focused on maintaining relationships with universities, colleges, and military bases to attract talent, which they did successfully.

In addition to other outreach and recruitment activities, the department specifically assigned a recruiter to conduct outreach with agencies that represent underserved populations and advertise vacancies with those agencies. DAJD built an email listserv to send out job advertisements, to enable these agencies to share vacancies with the individuals they serve. The department's overall recruitment strategy was to eventually create a talent management listserv through which they were able to directly email potential applicants when vacancies became available.

B. Department of Assessments (DOA)



The Department of Assessment (DOA) achieved 50 percent of its plan placement goals. DOA had two placement goal areas, in which it:

- Exceeded its goal in Officials and Administrators—Female; and
- Did not meet its goal in Administrative Support—Hispanic.

2018-2021 Plan Highlights

To achieve success in partially meeting its goal, the DOA focused on implementing and expanding outreach efforts towards internal underserved communities, who they applied their “promotion programs” to (use of mentoring and job shadowing opportunities so employees can learn and understand the roles and then be able to use this knowledge and experience to position themselves to be more competitive for promotion), as well as other employment opportunities. The department conducted outreach to underserved communities and worked to strengthen relationships around their community services. DOA used social media and diverse email listservs, with a greater focus on “ethnic” media outlets across the region, to increase their recruitment exposure thereby diversifying their applicant pools.

DOA had also planned to build on the success of partnering with community organizations to improve and expand their external “promotion programs” employment outreach; however, the mandatory hiring freeze and budget reductions caused by the COVID–19 pandemic had a major impact on their efforts. Their in-person community outreach and other recruitment efforts were halted, except for mission critical assignments. Nevertheless, even with these limitations, DOA still managed to continue doing outreach virtually and in doing so exceeded in one of their two goals.

C. Department of Community and Human Services (DCHS)

The Department of Community and Human Services (DCHS) did not have any assigned placement goals, because the department had diverse representation when the data was assessed for the 2018-2021 plan. Throughout the plan duration, DCHS maintained and increased diversity in their various positions and did not have underrepresentation in any of the job groups or placement areas.

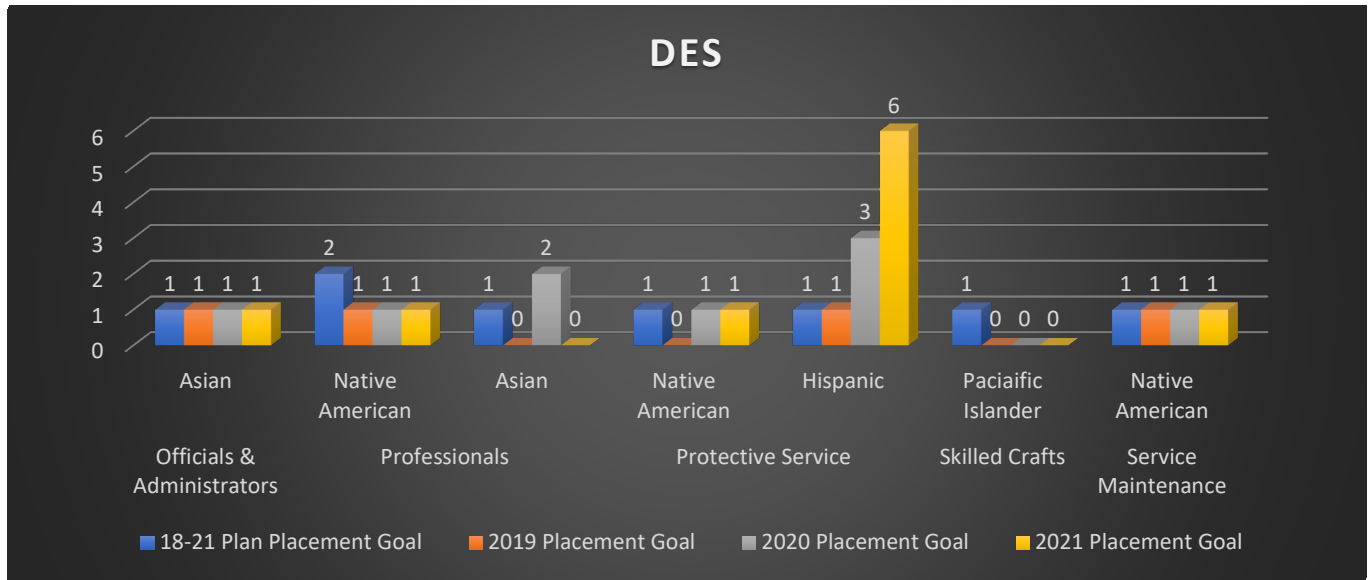
Even with all their successes, COVID-19 presented unique challenges to DCHS. Not only did their work and recruiting activities shift to virtual platforms, DCHS's focus shifted to COVID-19 pandemic response efforts, resulting in an uptick of hiring for isolation and quarantine sites. Because of COVID-19 and the challenges inherent in shifting the recruiting model, community and other organization partnerships were not fully leveraged as they had been in the past. DCHS was given the unique opportunity, however, to leverage internal partnerships within the County when the pandemic resulted in a budget downturn that displaced some County employees. DCHS was able to facilitate the placement of many displaced employees and repurposed them in COVID-19 outreach and education positions.

2018-2021 Plan Highlights

To maintain a diverse workforce, the DCHS used various outreach strategies including electronic job boards, listservs, and outreach to institutions and professional organizations that represent historically underserved communities. Moreover, DCHS made sure to complete an annual department-wide race, ethnicity, and gender analysis of its workforce with the goal of identifying areas of underutilization and to assess continued strategies for maintaining achieved diversity.

DCHS made sure to always employ a holistic approach—recognizing prior relevant work experience in lieu of formal academic credentials, and the existence of transferrable skills and lived experiences—when assessing whether candidates were competitive. The department further employed a “blind review process” of all applications and provided ESJ training and workshops to raise management and employee awareness, which facilitated the creation of an inclusive work environment that supports the recruitment, hiring, and retention of a diverse workforce.

D. Department of Executive Services (DES)



The Department of Executive Services (DES) achieved 86 percent of its plan placement goals. DES had seven placement goal areas, in which it:

- Exceeded its goal in Officials and Administrators—Asian;
- Exceeded its goal in Professionals—Native American;
- Exceeded its goal in Protective Service—Asian,
- Exceeded its goal in Protective Service—Native American;
- Exceeded its goal in Protective Service—Hispanic,
- Did not meet its goal in Skilled Crafts—Pacific Islander; and
- Exceeded its goal in Service Maintenance—Native American.

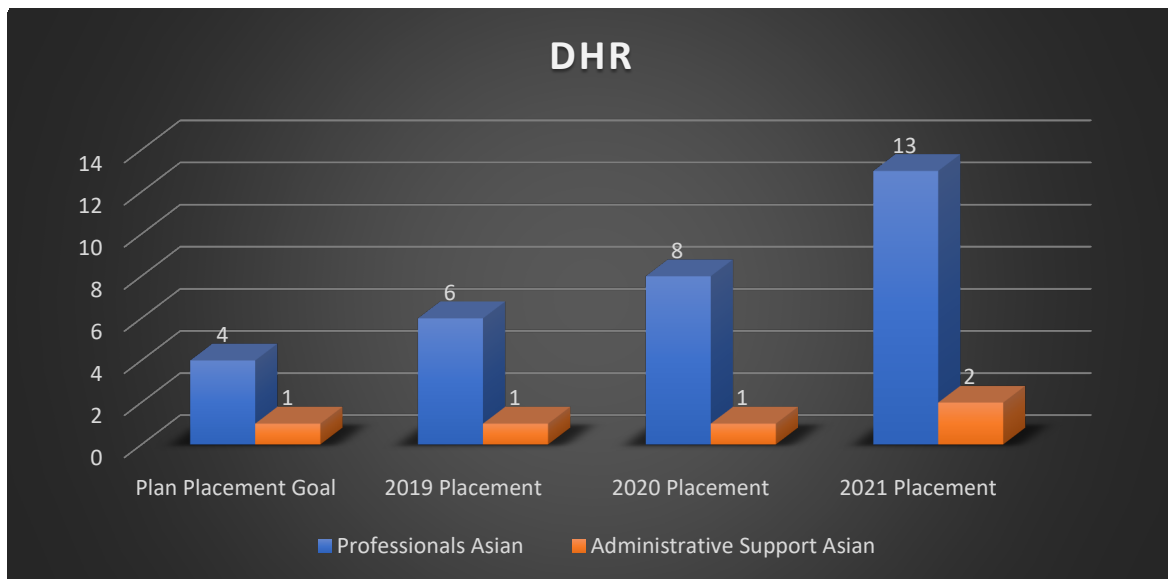
2018-2021 Plan Highlights

DES succeeded at achieving a high plan goal percentage by applying a variety of strategies and practices. Although the years 2019 and 2020 presented significant challenges to recruitment outreach and sourcing, including hiring freezes and the cancellation of job fairs and community events, these circumstances also provided opportunities for DES to focus more on embedding equitable practices in selection processes, even as most recruitments moved to virtual settings.

Strategies employed by DES included: requiring all interview panelists to complete implicit bias training prior to the interviews; facilitating pre-interview discussions with panelists on recognizing and countering potential bias in the process; promoting a selection process transparency (what to expect in the process and how to prepare) through training, especially for internal candidates seeking promotion; applying a holistic review of an applicant’s experience; and focusing on strengths and weaknesses with an emphasis on aptitude and potential, while minimizing the use of strict “screen out” criteria, such as threshold years of experience, or advanced degrees that may present unnecessary barriers to otherwise qualified applicants.

In addition, DES put a greater emphasis on applying equity in the hiring process. The focus centered around outreach, recruitment, and a hiring preference being given to hospitality workers impacted by the County's purchase of a hotel. This provided a living wage and employment benefits to a largely impacted BIPOC community in that region. Moreover, DES put measures in place to adapt to the impact of COVID-19, which included hiring and working in a remote work environment. Additional efforts were placed on onboarding and ensuring employees who identified as BIPOC were connected to Employee Resource Groups (ERGs), also known as Affinity Groups, within King County. DES also put a greater emphasis on strengthening established partnerships with community centers and organizations serving BIPOC communities.

E. Department of Human Resources (DHR)



The Department of Human Resources (DHR) achieved 100 percent of its plan placement goal. DHR had two placement goal areas, in which it:

- Exceeded its goal in Professionals—Asian; and
- Exceeded its goal in Administration Support—Asian.

Even though COVID-19 had a significant impact on operations, which resulted in DHR moving entirely to virtual work, its recruitment and selection processes were successful. A virtual interview process provided no impediment to maintaining racially diverse applicant pools and an equitable selection process. DHR saw the process as being a step toward greater inclusion.

2018-2021 Plan Highlights

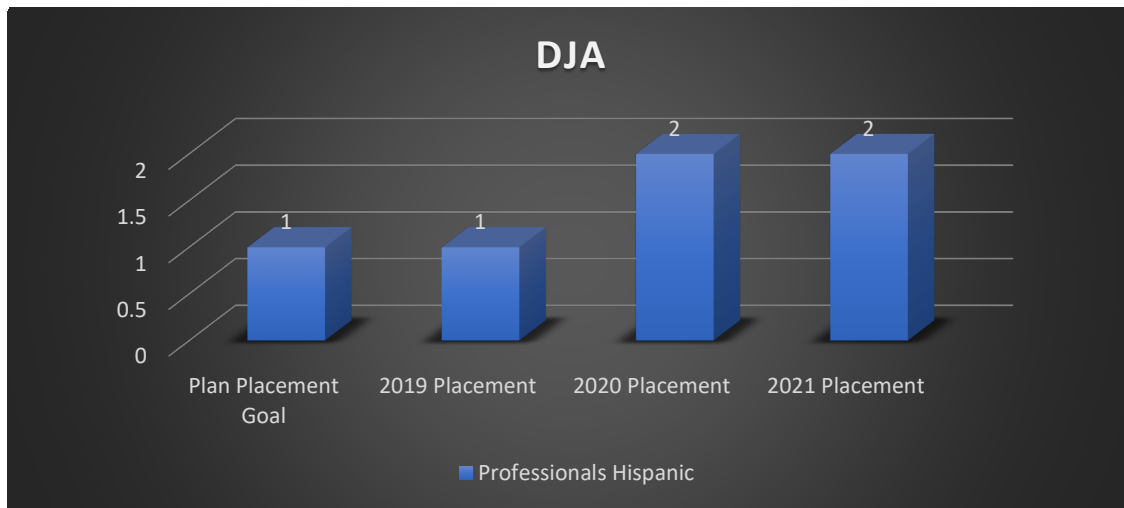
To reach this level of success, DHR relied greatly on its recruiters, human resources professionals, and leadership with deep professional networks, many of whom are in the public sector. In addition to some targeted advertising, the majority of DHR's effective recruiting was a result of DHR's leadership, management, and recruitment team's professional networks with racially diverse professionals and job seekers. Positions were advertised on various sites in efforts to meet the placement goals, as well as to ensure that employment opportunities were viewed by the widest possible audience of job seekers.

These sites included All Cities Washington, Seattle and Lake Washington SHRM chapters, Equal Opportunity Publications, and Colors Northwest.

DHR hiring practices included applicant pool reviews to ensure diversity before closing the position and reviewing for diversity throughout the selection process—from evaluating minimum qualifications and subject matter expertise, which was continued through the interview process. After each step in the selection process, disparate impact reviews were completed to mitigate against unintended impacts. If diversity in the candidate pools failed the disparate impact review, steps were taken to go back and challenge decisions, which in some cases resulted in providing additional interview steps.

Moreover, DHR provided training to all interviewers and panel members, and ensured each panel was gender and racially diverse. In addition, DHR provided competitive Special Duty Assignment opportunities, which provided experience and marketable skills for current employees.

F. Department of Judicial Administration (DJA)



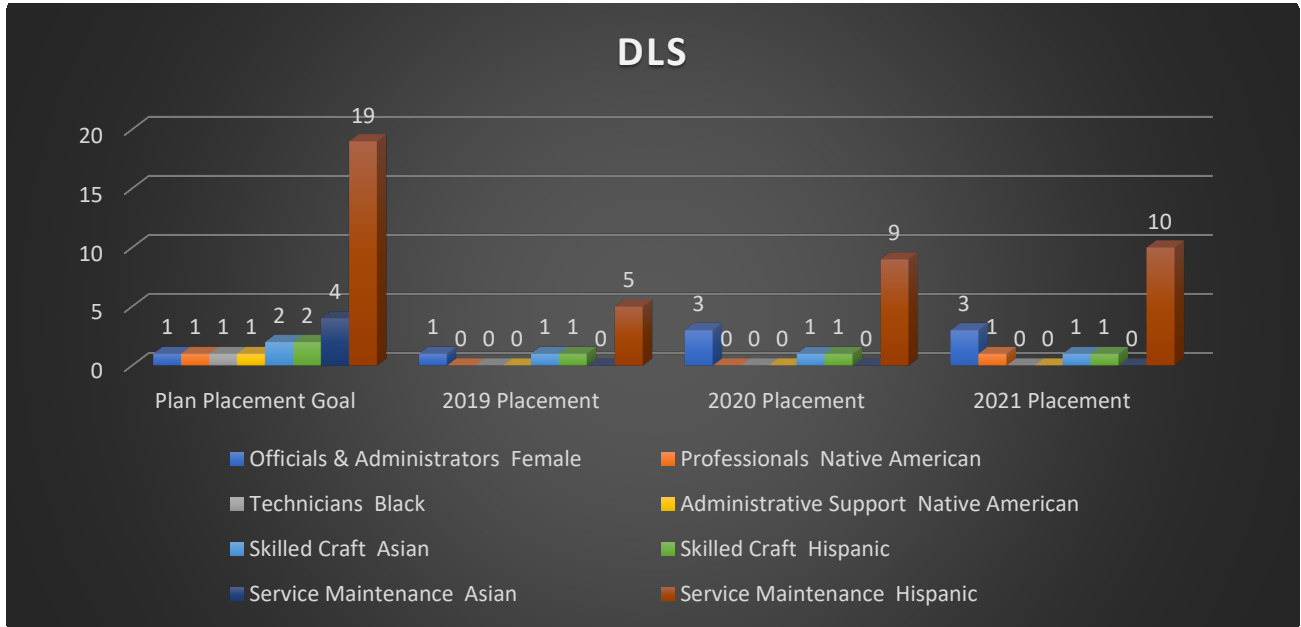
The Department of Judicial Administration (DJA) achieved 100 percent of its plan placement goal. DJA had one goal placement area, in which it:

- Exceeded its goal in Professionals—Hispanic.

2018-2021 Plan Highlights

DJA's success in exceeding their goal was primarily due to their continued use of existing outreach strategies, especially working in close collaboration with their trained frontline staff, who were instrumental in the department's recruitment process. The reliance on frontline staff helped DJA eliminate barriers to recruitment and attract diverse candidates. As was true for the rest of the County, DJA had to adapt to changes because of COVID-19, although measures they had already put in place helped them continue to meet and exceed their goal. DJA maintained its emphasis on strategic community outreach, focused on having diverse raters and interview panelists, and increased employee participation in their recruitment process. The department worked to perfect how to effectively conduct interviews virtually, which allowed them to connect with people from different cities and states.

G. Department of Local Services (DLS)



The Department of Local Services (DLS) achieved 63 percent of its plan placement goal. DLS had eight placement goal areas, in which it:

- Exceeded its goal in Officials and Administrators—Female;
- Met its goal in Professionals—Native American;
- Did not meet its goal in Technicians—Black;
- Did not meet its goal in Administrative Support—Native American;
- Exceeded its goal in the Skilled Crafts—Asian
- Exceeded its goal in the Skilled Craft—Hispanic;
- Did not meet its goal in Service Maintenance—Asian; and
- Exceeded its goal in Service Maintenance—Hispanic.

2018-2021 Plan Highlights

While working toward achieving their goals, DLS centered ESJ in their hiring and recruitment. For instance, they ensured those who rated candidates were diverse and had completed required training. DLS also developed a standard work plan for outreach to candidates, continued to monitor the diversity of the applicant pool, and evaluated disproportional drops in diversity during the hiring process. DLS implemented a “blind screening” for all positions, which included redacting personally identifiable information in the applicant tracking system. The department also refined their Subject Matter Expert (SME) review process using NEOGOV tools, which helped lessen the potential for bias and resulted in more diverse candidates moving to interview stages.

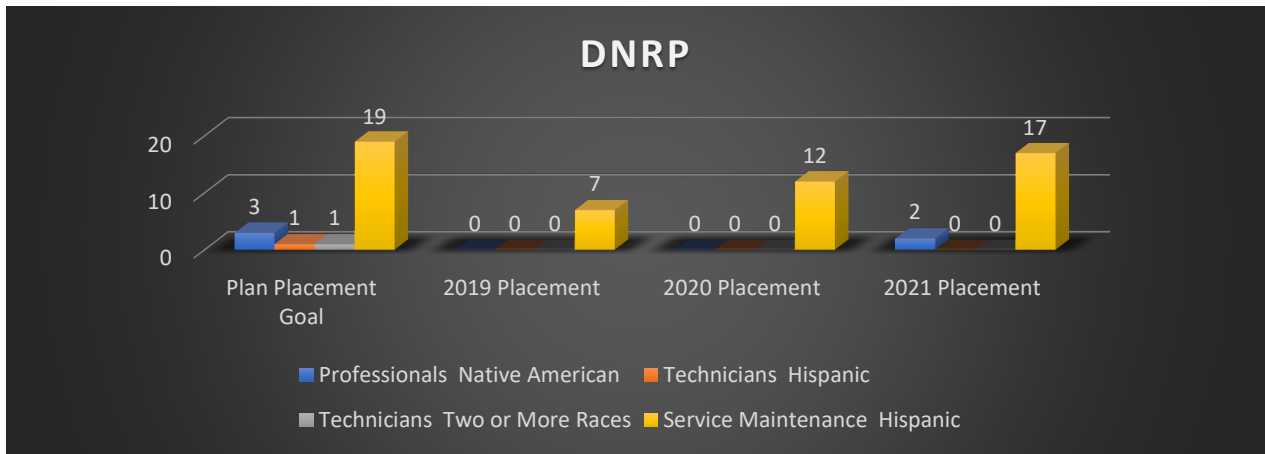
DLS ensured line staff were included on every hiring panel and reviewed the participation of panels to limit bias by not using the same panelists repeatedly. Moreover, they achieved success by seeking potential panelists who offered different perspectives from outside their individual divisions. The department also created a path for work out of class, lead work, and special duty opportunities and

other internal pathways and promotional opportunities to increase diversity in higher levels of the department.

In addition to focusing on the hiring and retention processes, DLS leveraged existing internal and external partnerships, and put a significant emphasis on maintaining them.

Although the department cancelled their direct hiring events due to COVID-19, DLS was able to pivot to a virtual event, which allowed them to make hires. Prior to COVID-19, DLS faced challenges to include employees from outside certain divisions in review/interview panels due to their physical locations. However, teleworking increased the use of video interviews, which allowed for an increase in subject matter experts participation from employees in outside areas. This strategy mostly focused on often underrepresented groups. The department also implemented exit interviews, which provided them with useful feedback about employee experiences. A combination of the above strategies helped DLS remove and/or lessen barriers to recruitment and helped them achieve the majority of their goals.

H. Department of Natural Resources and Parks (DNRP)



The Department of Natural Resources and Parks (DNRP) achieved 25 percent of its plan placement goal. DNRP had four placement goal areas, in which it:

- Did not meet its goal in Professionals—Native American;
- Did not meet its goal in Technicians—Hispanic;
- Did not meet its goal in Technicians—Two or More Races; and
- Exceeded in Service Maintenance—Hispanic, which is one of two demographics that has been very challenging countywide in terms of successful recruitment.

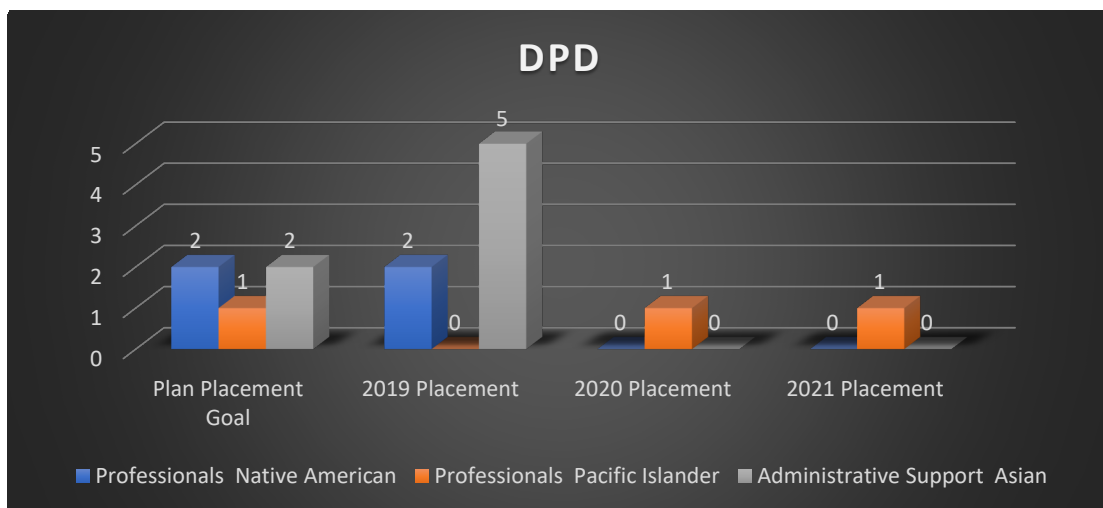
2018-2021 Plan Highlights

Multiple intentional and focused strategies contributed to DNRP’s success in their recruitment and retention of those who identify as Hispanic, one of two demographics in which much of the County has struggled to recruit, and which has been a focus point in countywide recruitment strategies. The strategies employed by DNRP included, continued direct hire practices; partnering with organizations such as Work Source, which conducted targeted outreach to Communities of Opportunity; providing flyers in different languages; and job posts on social media sites in Spanish.

Additional outreach strategies included community partnerships and working with students returning to school to reach more students from BIPOC communities. DNRP posted jobs on diverse recruitment websites and with professional organizations including, but not limited to, Professional Diversity Network, WA State Commissions on Hispanic Affairs, Historically Black Universities and Colleges (HBCU) Connect, Diversity Village, Asian Professional Network, Diversity INC, and El Centro de la Raza.

COVID-19 had a major negative impact on DNRP's ability to successfully recruit, because outreach became more difficult as things like job fairs and in person outreach events were cancelled. Nevertheless, DNRP was able to adapt their strategies and partnered with affinity groups, worked with Communities of Opportunity, posted jobs on the Environmental Professionals of Color site, and worked with WorkSource, and Native American Networks (Duwamish, Muckleshoot, Puyallup, Snoqualmie, Tulalip tribes). The department also engaged in social media campaigns with Careers in Government, National Society of Black Engineers, and the Society of Women Engineers. DNRP also focused on continuous improvements of their process to identify specific barriers to diverse applicants and worked to modify and remove unnecessary barriers.

I. Department of Public Defense (DPD)



The Department of Public Defense (DPD) achieved 100 percent of its plan placement goal. DPD had three placement goals, in which it:

- Met its goal in Professionals—Native American;
- Exceeded its goal in Professionals—Pacific Islander; and
- Exceeded its goal in Administrative Support—Asian.

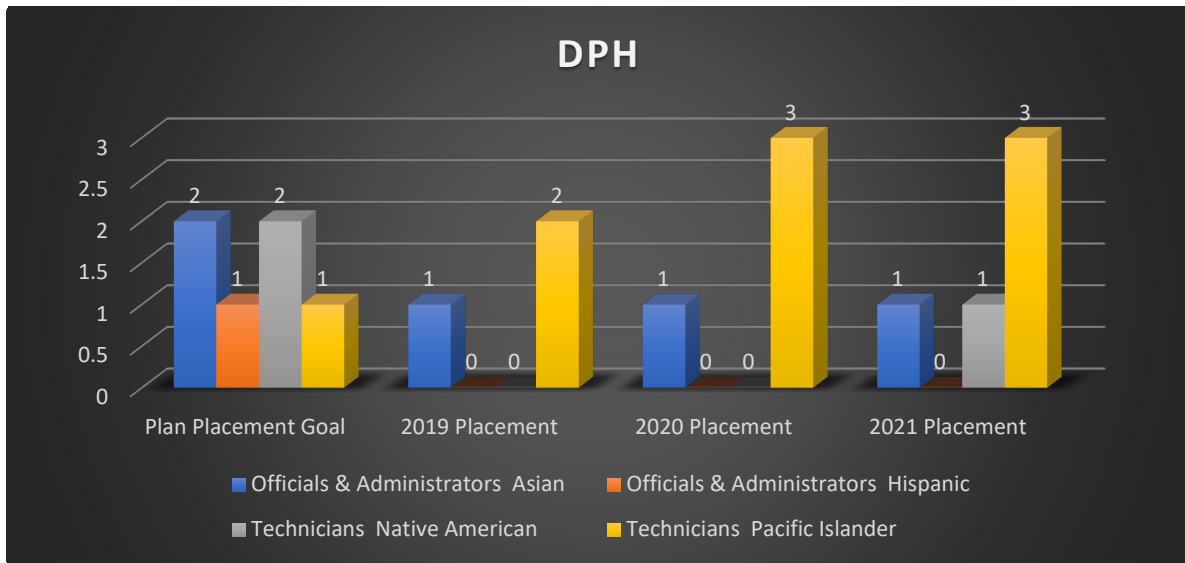
2018-2021 Plan Highlights

DPD was successful in achieving all of its goals because it focused on strategies the department had already put in place for hiring, recruitment and retention purposes, even though they had to make some adjustments due to COVID-19. DPD focused their efforts on virtual open houses to recruit people interested in interning and/or working at DPD. Staff attended virtual career fairs and conducted direct outreach through current employee networks that exist within the department. The department

continued to leverage the presence of the department director, a woman of color, at virtual events, and utilized a marketing plan that identified EEO/AA target areas and ideal advertisement placement with diverse bar associations and other legal networks.

DPD reviewed for diversity at each phase of the selection process to identify potential disparate/adverse impact and mitigate prior to moving to the next phase of the hiring process. The department partnered with local schools and HBCUs, law programs, and minority bar associations for job postings and outreach through listservs. DPD leveraged their connection with affinity groups and focused on expanding job fair participation to non-attorney career fairs, including diversity and veterans’ career fairs. The department worked to expand connections with on campus minority law student associations, worked to develop and maintain relationships with professors, and more importantly, they continued to focus on reviewing recruitment strategies and engage with interns and current employees, to understand what drew them to public defense and how best to reach communities of color.

J. Department of Public Health (DPH)



The Department of Public Health (DPH) achieved 50 percent of the plan placement goal. DPH had four placement goal areas, in which it:

- Exceeded its goal in Officials and Administrators—Asian;
- Did not meet its goal in Officials and Administrators—Hispanics,
- Did not meet its goal in Technicians—Native American; and
- Exceeded its goal in Technicians—Pacific Islander.

2018-2021 Plan Highlights

DPH applied multiple strategies to their recruitment efforts and continued to focus on improving and adjusting these strategies. The department focused on refining and updating their hiring plan tool and increasing consistency of their teams’ use of the tool to guide conversations with hiring managers. DPH worked to increase the use of phone interviews to allow them to screen a larger number of candidates

for final interviews, and to aid in efforts to eliminate bias and reduce individual discretion in the recruiting process.

DPH created up-stream resources to provide opportunities for interested individuals to access training. The department's outreach strategies focused on leveraging employee networks and community partnerships—local high schools, community colleges, community fairs, job fairs, and military bases for veterans. DPH had to adjust their strategy due to COVID-19, which limited their ability to be more proactive and thoughtful about outreach. The pandemic impacted the capacity of their human resources staff to do work outside of the standard recruitment process, due to the unprecedented levels of hiring that the department experienced. Although there were challenges, the increase in hiring also presented opportunities.

Because they were limited in the amount of outreach they could do, DPH partnered with the Community Mitigation Branch of the COVID-19 Response to help them reach out to community organizations about hiring opportunities. DPH connected and partnered with Marshallese community groups to invite individuals with Marshallese language skills to apply for positions and attended a virtual job fair with the University of Washington School of Public Health. The department also had their nurse recruiter stay connected to educational institutions in the area by doing presentations about Equity and Social Justice in hiring. DPH also began to build a more robust resource library for analysts to utilize as they meet with supervisors about hiring and continued working to systematically increase their recruiting network via social media.

K. King County Elections (KCE)

King County Elections (KCE) did not have any assigned goals in the plan, because they had appropriate diverse representation when the data was assessed for the 2018-2021 plan. KCE maintained and increased diversity in their various positions and did not have underrepresentation in any of the job groups or placement areas.

2018-2021 Plan Highlights

To ensure continued success, KCE focused on strategies they have in place to attract, recruit, hire, and retain a diverse workforce. These strategies included ensuring diversity and representation in their interview panelists. In an effort to reach diverse communities, KCE posted job advertisements via WorkSource and diverse groups and organizations. They also expanded their recruiting outreach to include more social media outlets and mobile apps, and increased their internship outreach to colleges, universities, and vocational/technical schools with diverse populations. KCE also posted and conducted competitive hiring processes for special duty opportunities and communicated all job openings to KCE staff, to ensure that everyone was aware of promotional opportunities.

Staff attended limited (virtual) diversity career fairs for colleges, universities, and vocational/technical schools with diverse populations, and they applied best practices guidelines from the *Hiring an Excellent Workforce Toolkit* for their hiring managers and recruiters. KCE also provided implicit bias training to all interview panelists and conducted bias discussions at the beginning of each hiring process.

The COVID-19 pandemic impacted KCE hiring processes, as they had plans to hold a large in-person, direct-hire interview event, to hire several hundred temporary elections workers. Due to the pandemic,

it was transitioned to a virtual event. Adapting to the changes brought on by the pandemic helped KCE develop new processes they hope to use in future hiring processes. These processes included online testing, information sessions explaining the nature of temporary elections work, comprehensive interview panelist briefings, expanded candidate sourcing in diverse communities, and streamlined group interviews conducted virtually. Staff also figured out how to provide needed technology assistance with virtual interviews, online testing access, and other technology access issues, and added instructions for their panelists to address bias during virtual interviews.

KCE worked with community partners including, El Centro De La Raza, Casa Latina, and Asian Counseling and Referral Services to reach diverse communities. The department also worked with Communities of Opportunity, which is a community-led initiative that promotes community leadership. The mission of Communities of Opportunity focuses on influencing changes to institutions, systems, and policies and to seat the base of power within communities, not outside of them.

L. King County Information Technology (KCIT)

King County Information Technology (KCIT) did not have any assigned goals, because they had appropriate diverse representation when the data was assessed for the 2018-2021 plan. KCIT maintained and increased diversity in their various positions and did not have underrepresentation in any of the job groups/placement areas.

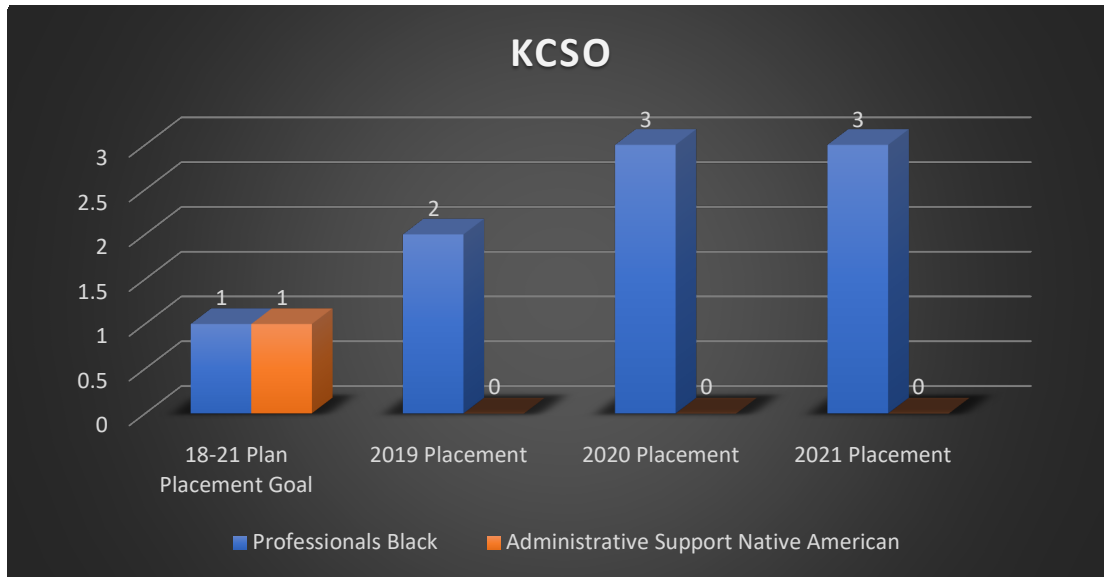
2018-2021 Plan Highlights

KCIT continued to focus on recruitment and retention strategies they had previously put in place. However, they too were impacted by the COVID-19 pandemic, which meant that traditional, in-person community outreach and engagement they had previously used was halted. KCIT adapted their strategies, and reimagined and redefined their recruiting efforts to accommodate the new COVID-19 work environment and recruitment needs. The department relied on the King County webpage, LinkedIn, and other targeted recruiting organizations to support their efforts.

KCIT focused their efforts on developing a hiring process that created a positive candidate experience, both in-person (before COVID) and later for those using their newly adapted virtual interview settings. The department maintained a greater focus on the diversity of their hires, to ensure that not only did maintain the diverse make up of KCIT, but that KCIT's staff continued to represent the Seattle/King County metropolitan statistical data. KCIT capitalized on the existing diversity of their staff to attract an even greater diverse workforce.

Moreover, KCIT capitalized on existing community partnerships to connect with and engage underrepresented communities across King County. KCIT created entry-level positions, which offered opportunities for candidates who identified as members of the BIPOC communities. The community partnerships included: The Urban League, El Centro De La Raza, TechConnect, and Women in Technology Career Center.

M. King County Sheriff's Office (KCSO)



The King County Sheriff's Office (KCSO) achieved 50 percent of its plan placement goal. KCSO had two placement goal areas, in which it:

- Exceeded its placement goal in Professionals—Black, and
- Did not meet its goal in Administrative Support—Native American.

2018-2021 Plan Highlights

KCSO focused its efforts on the recruitment, hiring, and retention strategies they previously created and continue to improve on. The recruiting team ensured hiring managers and subject matter experts worked closely together when developing the skills and qualifications needed for each position and used an equity and inclusion lens to eliminate unnecessary barriers. Additional changes they put in place included allowing for combined experience and education in lieu of previously required degrees. KCSO ensured all oral board panelists and non-commission oral board panelists were trained on bias awareness and understood the scoring criteria and evaluation process. The department also followed best practices to ensure inclusive language was used in job announcements and provided all candidates with information about the civil service and oral board process, with recommendations and tips to prepare for the interview process.

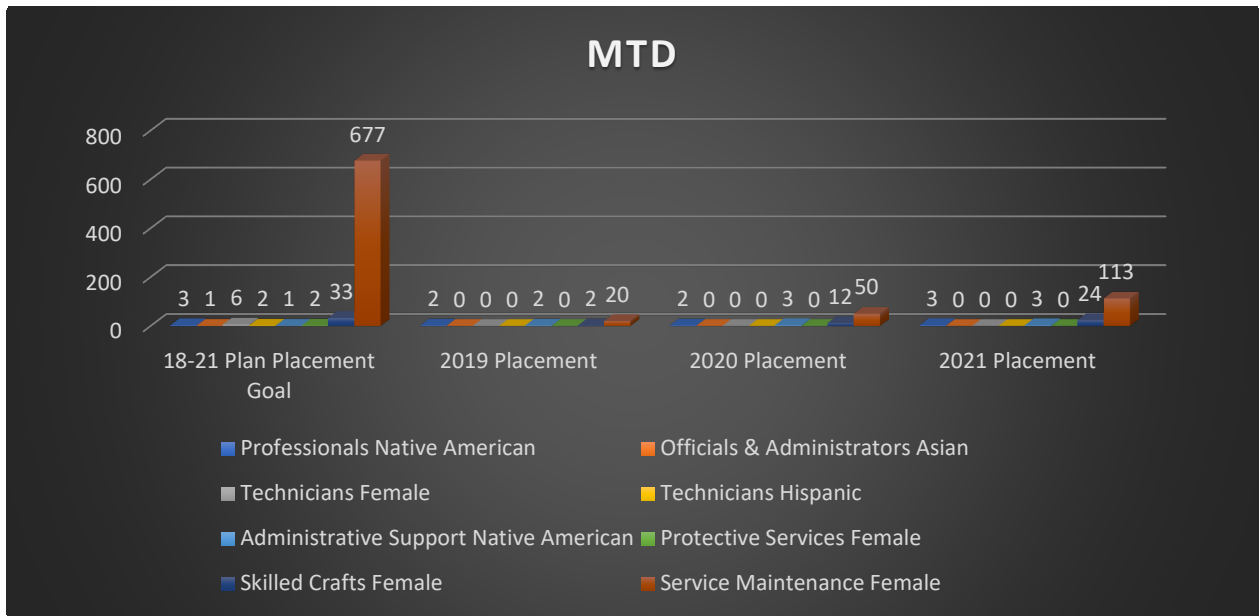
Furthermore, KCSO focused their outreach to communities they served using social media and neighborhood community applications, so that community members could learn more about the department and recruiting efforts. KCSO reviewed contract provisions and made necessary changes to attract more applicants. The department also regularly held what they called "Virtual Deputy Information Sessions" and "Virtual Coffee with a Cop" in diverse King County communities.

KCSO adjusted their recruitment process due to both the impact of COVID-19 and the "result of elections." According to KCSO, the "election results were a challenge because it led to a reduction in lateral applicant interest, and COVID-19 impacted their non-commissioned units (Civil Process and Payroll), which affected their ability to conduct in-person outreach, information sessions, and testing."

Their recruiter and background detective positions were eliminated because of budget cuts due to COVID-19, further complicating their ability to recruit.

However, even with these changes and challenges, KCSO maintained their focus on achieving plan goals. Among some of the strategic changes they implemented included KCSO recruiter, background team, and civil service coordinating outreach and oral board examinations on the same day. Using this strategy, they were able to engage candidates on the day they took the written and physical agility exam for law enforcement. The recruiter networked with candidates in the morning, and the background team completed an initial screening. Candidates completed the oral board interview late afternoon or early evening. This strategy proved very successful.

N. Metro Transit Department (MTD)



The Metro Transit Department (MTD) achieved 38 percent of the plan placement goal. MTD had eight placement goal areas, in which it:

- Exceeded its goal in Professionals—Native American;
- Did not meet its goal in Officials & Administrators—Asian;
- Did not meet its goal in Technicians—Female;
- Did not meet its goal in Technicians—Hispanic;
- Exceeded its goal in Administrative Support—Native American;
- Did not meet its goal in Protective Services—Female;
- Exceeded its goal in Skilled Crafts—Female; and
- Partially met its goal in Service Maintenance—Female.

2018-2021 Plan Highlights

MTD focused on strategies they previously developed and implemented. The department redefined and adapted their strategies due to several challenges they faced in the last couple of years. Some of the

best practices and strategies they employed included: blinding (no personally identifiable information) applications during subject matter expert (SME) review; having the hiring manager only be involved in one step during the hiring process (usually the final interview); ensuring diversity of gender, race, age, and job functions in SME review and interview panels; using specific competencies for SME review and providing examples of criteria for consistent scoring. The department also briefed SME panels on critical success factors and competency criteria and facilitated discussions with panelists at the conclusion of interviews.

In addition, MTD explored advertising plans that included racial areas that the group or team were missing and focused their attention on maintaining and strengthening their community partnerships. They partnered with local community colleges and trade schools, specific local community contacts, Native American tribes, and with groups for Latinos in transportation through LinkedIn. MTD recruiters actively sought out underrepresented groups in transportation or trades, to help “get the word out,” mostly through social media outlets such as Facebook, Instagram, LinkedIn, and Twitter. The department asked employees to share opportunities with their social communities, thus leveraging internal connections.

MTD also faced challenges because of COVID-19, which impacted how they approached outreach. Social distancing concerns, and mandatory telework caused MTD to stop all in person outreach activities, which limited their participation in many of their usual recruiting events, such as Women in Trades, etc., that helped them recruit female, Native American, Pacific Islander, Asian, and Latinx talent. To compensate, MTD ran targeted advertisement for limited identified positions. They shifted and conducted interviews virtually while focusing their attention on promoting and recruiting from within.

VI. Conclusion

King County had significant success in achieving and, in many areas, exceeding goals identified in the *2018-2021 Equal Employment Opportunity/Affirmative Action Plan*. Overall, King County departments, through both internal and external partnerships, continued to help the County work toward becoming more representative of its communities. Data analysis for the plan duration show an overall increase in the hiring and promotion of employees from underrepresented communities (race and gender). The same was true for hiring and/or promotion in the highest salary range. Success was observed across the board and every department made gains in terms of placement goals.

This success was a result of concerted efforts on two fronts. On one front, it was due to ongoing great efforts by a collaboration between DHR’s HR Service Delivery division, Workforce Equity, Departments HR Managers, and through a continued partnership with external community organizations. On the second front, success was due to continued support by the County Executive and department leaders to build sustainable relationships with underrepresented communities, review recruitment, hiring and retention approaches, and ensure appropriate training was provided to recruiters and hiring managers.

These strategies are rooted in the Executive’s True North vision for the county: Making King County a welcoming community where every person can thrive. The values associated with the True North vision include ensuring that the County is developing and maintaining a diverse workforce. The County’s Strategic Plan for Equity and Social Justice remained a guiding blueprint for the county’s workplace employment practices, especially when it comes to recruiting, hiring and retention.

A greater emphasis was placed on policies and practices that facilitated the recruitment, hiring and retention of a racially diverse and culturally responsive workforce at all levels of the organization, thus ensuring that King County was able to and continues to provide equitable and high-quality services to all communities served by the County.

Moving forward, the County's Workforce Equity Manager will continue to strengthen partnership with the King County Council's Director of Equity and Social Justice, as well as the Office of Equity and Social Justice to collaborate on opportunities to advance the County's Equal Employment Opportunities and Affirmative Action strategies.

A new King County Equal Employment and Affirmative Action Four-Year Plan (2023-2026) will be ready at the beginning of the fourth quarter of this year. This new plan will be based on the 2020 census numbers, which will inform the assessment in terms of the current percentage of persons of color and women employed in its workforce. This assessment will help inform whether the County's workforce reflects or is representative of the number of qualified persons of color and women available in the labor market. 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.

VII. Appendix A

K.C.C. 3.12.180 Equality of county employment - reporting requirements.

A. For purposes of this section:

1. "County work force" means persons employed by King County executive departments;
2. "Job group" means a grouping of jobs as defined by the United States Department of Labor;
3. "Labor force availability rate" means the percentage of persons of color or women with requisite job skills in King County as reported by the United States Census Bureau;
4. "Persons of color" means persons in each of the following groups: Blacks; Hispanics; Asian/Pacific Islanders; and Native Americans; and
5. "Placement goal" shall equal the labor force availability rate.

B. The county is an equal opportunity employer and shall carry out federal, state and local laws and regulations prohibiting discrimination in employment 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, honorably discharged veteran or military status, or the presence of a sensory, mental or physical disability. Further, it is the intent of the county to ensure that employment is based on the principle of equal opportunity and that such a principle shall be implemented in all county personnel-related actions including, but not limited to, recruitment, hiring, testing, training, promotion, compensation, transfer and all other terms and conditions of employment in all job classifications.

C. In order to comply with federal contracting requirements and to ensure equal opportunity for all persons, all county departments shall establish and maintain an effective equal employment opportunity affirmative action plan, as adopted by the council by ordinance. Such an equal employment opportunity affirmative action plan shall promote the objectives of public policy set forth in applicable federal and state laws relating to nondiscrimination, equal employment opportunity, affirmative action and civil rights. Specifically, the plan shall promote the objectives of the State Law Against Discrimination, chapter 49.60 RCW (applicable parts), and provisions of the Washington Administrative Code adopted thereunder. As part of the county's equal employment opportunity affirmative action

plan, the executive shall submit by June 1 of every fourth year, commencing with 2018, a proposed ordinance for the approval of an equal employment opportunity affirmative action plan pertaining to executive county departments and agencies to be approved, or modified, by the council by ordinance, or rejected by the council, by January 1 following the plan's submittal to council. The equal employment opportunity affirmative action plan shall include:

1. Information related to county work force statistics, which shall include:

- a. a comparison of labor force availability for women and persons of color to the county's actual labor force for women and persons of color as a summary across all departments. The plan shall also compare labor force availability for women and persons of color to the county's actual labor force for women and persons of color by departments and job group. The plan shall also summarize the percentage of total goal setting areas which meet or exceed the labor force availability rate;
- b. a summary of the county work force by job group and by race and gender;
- c. a discussion of the methodology by which the labor force availability and county work force data is developed and a listing of the county job classifications that are included in each job group;
- d. 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. The plan shall include the number of positions for which an accommodation is currently in effect;
- e. the total number and percentage of employees by salary range and by race and gender. Salary ranges shall be reported in a manner consistent with the equal employment opportunity data reported by the United States Census Bureau. The plan shall include data reported by the United States Census bureau on the total number and percentage of the labor force working in King County by salary range and by race and gender;
- f. an analysis by race and gender of the positions filled by promotion during the prior plan period. For the purposes of this subsection, "promotions" means those instances in which an individual advances in salary level because the individual changed to a position with a higher pay range assignment;
- g. a summary by year for the prior plan period on executive branch discrimination complaints by basis of complaint and complaint status. The summary shall also include data by department on the number of complaints filed by complaint type and the number of people filing complaints; and
- h. historical data on the county work force by race and gender. Historical data before 2014 is required only to the extent it is readily available;

2. Placement goals for the plan period. For those job groups within departments where the actual number of women and persons of color employed is less than projected by labor force availability, a placement goal by race and gender shall be established for the entire plan period. A placement goal shall equal the labor force availability rate. Placement goals are used to measure progress toward achieving equal employment opportunity. Placement goals may not be quotas, which must be met, nor do they create set-asides for specific groups. Placement goals may not be used to supersede merit selection principles. Further, existence of a placement goals does not constitute evidence of discrimination. If a placement goal has been established, the plan shall identify the labor force availability rate;

3. Implementation plans for departments. Each implementation plan shall:

- a. 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;
- b. 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

c. 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; and

4. A summary of the results of the prior equal employment opportunity affirmative action plan, which shall include:

a. A description of the progress of each department in completing the activities listed in subsection C.3. a. through c. of this section proposed in the previous implementation plan. The outcomes of each activity shall be reported. The department of human resources shall provide an evaluation of the effectiveness of each department's implementation activities during the plan period;

b. the status of each placement goal established in the prior equal employment opportunity affirmative action plan. For each identified placement goal, the status report shall report the:

(1) labor force availability rate;

(2) total number of positions filled for the corresponding job group within a department;

(3) of the total number reported under subsection C.4.b.(2) of this section, the number of positions that were filled by each race and gender category; and

(4) an actual hiring rate for each race and gender category calculated by dividing the number of positions filled by the number of positions filled by each race and gender category; and

c. a separate listing of those placement goals for the plan period that were not achieved.

Placement goals are considered not achieved when the actual hiring rate is less than the availability rate for the overall plan period. For each placement goal not achieved, the plan shall provide an analysis of why the goals were not met including whether the planned implementation activities were completed. Placement goals shall only be considered not achieved in those instances in which the total number of hires is large enough such that it is statistically reasonable to expect under conditions of equal employment opportunity that the number of hires by race and gender will reflect work force availability.

D. A progress report on each year's placement goals and implementation plans shall be delivered to the council annually on June 1. Eleven copies of the report shall be filed with the clerk of the council, for distribution to all councilmembers. For each category where a placement goal is established, the following shall be reported:

1. Labor force availability rates as proposed in the equal employment opportunity affirmative action plan by department, job group, race, and gender;

2. Data by department and job group of the total number of positions filled;

3. For each department and job group, the number of positions that were filled by each race and gender category;

4. For each department and job group, the percentage of positions that were filled by each race and gender category;

5. A separate listing of placement goals not achieved. Placement goals are considered not achieved when the availability rates are greater than the hiring rates. Placement goals shall only be considered not achieved in those instances in which the total number of hires is large enough such that it is statistically reasonable to expect under conditions of equal employment opportunity that the number of hires by race and gender will reflect work force availability;

6. Beginning in the second year, cumulative data for the plan period for the information required under subsection D. 1. through 5. of this section; and

7. The status of each activity proposed in each department's implementation plan as required by subsection C.3. a. through c. of this section. The progress report shall include updates to the implementation plans in order that the plans consist of more than repeating the same activities which have previously produced inadequate results.

E. The executive shall submit a proposed ordinance approving a new four-year equal employment opportunity affirmative action plan to the council within twelve months of the publication

of the appropriate data from the ten-year United States census. (Ord. 18793 § 10, 2018: Ord. 18635 § 15, 2017: Ord. 17631 § 1, 2013: Ord. 15777 § 1, 2007: Ord. 12014 § 18, 1995).

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