



King County | Office of the Executive

Executive Girmay Zahilay

Chinook Building, CNK-EX-0800
401 Fifth Avenue, Suite 800
Seattle, WA 98104-2391

June 1, 2026

The Honorable Sarah Perry
Chair, King County Council
Room 1200
COURTHOUSE

Dear Councilmember Perry:

I am pleased to transmit the 2026-2029 Equal Employment Opportunity and Affirmative Action Plan (EEO/AA Plan) for the executive branch, as required by King County Code 3.12.180(C).

The King County executive branch is guided by the value of creating an equitable county, and advancing equity through deliberate, measurable action. One of the many tools we are using to reach that goal is the EEO/AA Plan which includes innovative ways to increase the number of persons of color, women, and people with disabilities within our workforce. It also demonstrates a commitment at every level of the executive branch to promote and protect an environment that embraces diversity and creates inclusion and belonging. Central to this commitment is the belief that residents are best served when the workforce reflects the communities it serves.

As found in the EEO/AA Plan, the workforce in executive branch departments is, on aggregate, above the percentages of employable workers by race and ethnicity found in the King County labor population for most racial and ethnic groups. However, as noted in the section detailing specific placement goals for the 2026-2029 plan, underrepresentation exists with some departments for select jobs or job groups. The 2026-2029 EEO/AA Plan calls for a placement goal whenever the representation within a job group for persons of color or women is less than would reasonably be expected given the availability of qualified persons in the relevant labor area as reported in the 2020 census.

Among the County workforce, Black/African American people are represented at a higher percentage than in the countywide population; Asian/API, Hispanics or Latino, and Two or More Races are represented at a lower percentage, and the representation of Native Americans equals the workforce availability. This plan aims to build on these outcomes.

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The underrepresentation of women in the County workforce as compared to the region's available workforce persists because of the lower numbers of women employed in skilled crafts, service maintenance, and protective services, as detailed in the job group areas analysis. This plan identifies tactics for addressing these areas.

The EEO/AA Plan shows that advances have been made, while also highlighting strategies to tackle areas of underrepresentation. Of the total 840 potential goal areas for this plan period, 86 percent or 726 are fully represented. For the remaining 114 goal areas where the County's representation of persons of color and women are underrepresented when compared with those qualified and available in the workforce, executive branch departments have identified strategies to increase representation. The plan also includes data from the Prosecuting Attorney's Office, which voluntarily participates in this effort.

Included in the 2026-2029 EEO/AA Plan is a summary and review of the prior plan, adopted in 2022. Despite a variety of ongoing recruitment challenges, gains were achieved across all departments. At the end of that plan, 95 percent or 798 of 840 goal setting areas had full representation of persons of color and women.

In both creating the new plan and analyzing the results of the prior plan, the County involved a broad array of employees, including the employee-based Equal Employment Opportunity/Affirmative Action Advisory Committee and human resources staff from across the government. Their involvement informed not just the plan goal areas and the implementation strategies, but the vision and policy statements set forth in the plan. The plan supports the executive branch's ongoing commitment to attract, recruit, promote, and retain a talented and diverse workforce reflective of the communities served.

Thank you for your consideration of the County's 2026-2029 EEO/AA Plan.

If your staff have any questions, please contact Gloria Ngezaho, Workforce Equity Manager, Department of Human Resources, 206-263-5781.

Sincerely,



for

Girmay Zahilay
King County Executive

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Enclosure

cc: King County Councilmembers

ATTN: Stephanie Cirkovich, Chief of Staff, King County Council

Melani Hay, Clerk of the Council

Karan Gill, Deputy Executive, Office of the Executive

Jasmin Weaver, Chief of Staff, Office of the Executive

Hyeok Kim, Chief Operating Officer, Office of the Executive

Sierra Howlett Browne, Director of Government Relations, Office of the Executive

Garrett Holbrook, Council Relations Manager, Office of the Executive

Megan Pedersen, Acting Director, Department of Human Resources