



King County

EQUAL EMPLOYMENT OPPORTUNITY/ AFFIRMATIVE ACTION PLAN

2018 – 2021 – EXECUTIVE DEPARTMENTS

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1. Executive Statement

King County serves all residents by promoting fairness and opportunity and eliminating inequities. The King County 2018 – 2021 Equal Employment Opportunity/Affirmative Action Plan (herein after referred to as the “EEO/AA Plan”) is part of a commitment by the King County Executive and Executive Departments, (listed fully on page 8), to ensure equal employment opportunity and affirmative action in the workplace. Central to this commitment is the belief that our workforce best serves King County residents if it reflects the profile of the many communities it serves. The EEO/AA Plan presented in this document will be in effect from January 1, 2018 through December 31, 2021. The goal of the current plan is developing a workforce that embraces diversity and practices inclusion.

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

- Providing the Executive’s written EEO/AA Policy statement;
- Identifying areas for improvement (also called goal areas in this Plan), including those with underrepresentation of women and people of color;
- Identifying and addressing barriers to employment and retention;
- Designating clear responsibilities for implementation of the EEO/AA Plan;
- Presenting specific action-oriented programs to address identified areas for improvement;
- Establishing time tables to implement identified action for improvement in 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.

Executive Summary:

The document that follows contains the plan for 2018 – 2021 with percentage annual placement goals whenever the representation within a job group for persons of color or women was less than would reasonably be expected given their availability of basically qualified persons in the relevant labor area as reported in the 2010 census. Out of 462 potential goal areas, 91% or 419 were fully represented. For the remaining 43 goal areas where the county’s representation of persons of color and women were

underrepresented when compared with those qualified and available in the workforce, the executive departments have set forth a number of strategies to increase that representation. This plan also includes the Prosecuting Attorney's Office, a newly participating office. The new plan's goal areas and proposed implementation activities begin on page 15.

It is important to also note that King County is undergoing a significant organizational structure change, with the formation of three new departments that are the result of shifting resources in order to be more responsive to the growing county population. In 2019, this plan will be updated to reflect those changes and more accurately identify placement goals.

Following the 2018 – 2021 plan and strategies is a summary and overview of the prior plan, in place from 2014 – 2017. At that plan's end, 96% or 415 of 434 goal-setting areas had full representation of persons of color and women. The prior plan's summary begins on page 64.

In both creating the new plan and analyzing the results of the prior plan, the county involved a broad array of employees, including its Employee-Based Equal Employment Opportunity/Affirmative Action Advisory Committee, agency Equity and Social Justice Inter-Branch Team members, and Human Resources staff from across the County. This effort assisted in informing not just the plan goal areas and the implementation strategies, but the vision and policy statements set forth in the plan.

Comparison of Executive Department Workforce and King County Labor Market Population

For comparison, this table shows the current Executive departments' workforce and King County region labor market, by gender, race, and ethnicity as measured in the 2010 census. It also shows the snapshot of the county workforce at the beginning of the prior plan taken in 2014, as compared to the workforce availability data as outlined in the 2010 census.

Group	King County Region Labor Market - 2010 Census	Executive Departments' Workforce - 2014 Snapshot	Difference	King County Region Labor Market - 2010 Census	Executive Departments' Workforce - 2018 Snapshot	Difference
Female	46%	37%	-9%	46%	38%	-8%
Male	54%	63%	9%	54%	62%	8%
White	76%	66%	-10%	76%	61%	-15%
Black	5%	14%	9%	5%	16%	11%
Asian	11%	12%	1%	11%	12%	1%
Native American	1%	1%	0%	1%	1%	0%
Hispanic	2%	5%	3%	2%	6%	4%
Pacific Islander	n/a	1%	n/a	n/a	1%	n/a
Two or More Races	n/a	1%	n/a	n/a	3%	n/a

For most racial and ethnic groups within the affirmative action plan, the Executive Departments workforce in the aggregate is above the percentages of employable workers by race and ethnicity found in the King County labor population. However, as noted in the section detailing specific placement goals for the 2018-2021 plan, underrepresentation does exist within certain departments for certain jobs or job groups. Even though overall, Hispanics are represented at a higher percentage in the County workforce and Native Americans' representation equals the workforce availability representation, 26% of the placement goals involve increasing the representation of Hispanics and Native Americans within the county workforce. Women's

underrepresentation in the county workforce as compared to the region's available workforce continues due to the low numbers of women employed in skilled crafts, service maintenance, and protective services, as detailed in the job group areas analysis.

EEO/Affirmative Action Plan Vision

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

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

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

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

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

2. Affirmative Action Program Required Elements

The County has established a voluntary written affirmative action plan to achieve equal employment opportunity (“EEO”), fair employment, and a diverse workforce.

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

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

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

The County Executive will be proposing changes to the organizational structure of the executive branch. If approved by the county council, effective January 1, 2019, King County's organizational structure will change to reflect the creation of three new departments. As of this plan's creation, those department structures are not finalized. This plan will be updated to reflect the organizational changes and to identify any new placement goals that may result from the reorganization.

EEO/AA Policy Statement and Reaffirmation

It is the policy of the King County Executive Departments and the Prosecuting Attorney's Office to express the values of diversity, equity, equality, 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 including, but not limited to recruitment, selection and hiring, orientation, compensation and benefits, supervision, assignments, training and development opportunities, promotion, transfer, discipline, termination, lay-off, and recall. Employees are encouraged to report to management any incidents where they feel discrimination may have occurred. Management is required to respond to any reports promptly and effectively.

The King County Executive Departments and the 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, religion, religious affiliation, creed, national origin, ancestry, sex, sexual orientation, gender identity or expression, age (except by minimum age and retirement provisions), marital status, pregnancy, the presence of any sensory, mental or physical disability, honorably discharged veteran or military status, or use of a service animal, in all employment and personnel practices as required under federal, state and local law and policies or bargaining agreements.
- Ensuring that all employees with questions or concerns about discrimination or harassment can bring such questions or concerns to the attention of their immediate supervisor, department human resources managers, the Human Resources Division (HRD) (at hrcentral@kingcounty.gov or (206) 477-3290), 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 Office of Civil Rights, the Washington State Human Rights Commission, the US Equal Employment Opportunity Commission, or the Veterans Administration.
- Providing reasonable accommodations for applicants and employees with disabilities.
- Holding all employees accountable for complying with this policy. Any employee who commits or participates in any action which is a violation of this policy, may be subject to disciplinary action up to and including termination.

To ensure EEO policy and EEO/AA Plan accountability, the King County Executive Departments and the Prosecuting Attorney's Office will:

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

To request the EEO/AA Plan in an alternative format, please contact the Human Resources Division Director's Office at 206-296-7340 or at hrcentral@kingcounty.gov. For Teletypewriter (TTY) users, please call (711).

Dissemination of EEO Policy Statement

Internal Dissemination

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

Additionally, the County:

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

External Dissemination

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

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

The EEO/AA Plan will also be available to individuals and community organizations in electronic form upon request.

HRD will ensure that King County presents itself as an equal employment opportunity employer by including statements to that effect in all job announcements and advertisements.

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

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

Plan Responsibilities

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

King County Council

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

King County Executive

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

Director, Human Resources Division (HRD) and HRD staff

- Advises the County Executive on the contents of the EEO/AA Plan.
- Provides regular updates to the County Executive evaluating the performance and compliance of department management regarding the commitments and objectives of the EEO/AA Plan.
- Directs the planning, development, and implementation of equal opportunity human resources policies, procedures, practices, and services related to employment at King County.
- Provides educational resources including training to King County management in support of implementing EEO/AA Plan commitments.

- Advises on strategy, policy, and department outcomes related to implementing the commitments of the EEO/AA Plan.
- Manages services necessary to implement equal employment opportunity, affirmative action, and diversity, including education, training, and technical assistance.
- Develops and prepares reports and data for monitoring and evaluating the Executive Departments' performance in implementing the EEO/AA Plan.
- Facilitates the countywide policy development, dissemination, education program, and implementation of the EEO/AA Plan.

Department Directors, Prosecutor's Office and Department HR Managers

- Provide leadership and accountability to department management for accomplishing EEO/AA Plan objectives.
- Disseminate affirmative action plans and objectives to all management staff.
- Provide resources to accomplish objectives.
- Coordinate and ensure implementation of the following:
 - Dissemination of affirmative action objectives to employees;
 - Development and implementation of programs to achieve EEO/AA Plan efforts;
 - Communication of equal employment and affirmative action policies and procedures to management and employees, including the posting of required notices;
 - Provide subject matter training;
 - Provide accurate workforce data;
 - Report affirmative action efforts and results to the Director of the Human Resources Division on a regular basis; and
 - Support the department Employee-Based Equal Employment Opportunity/Affirmative Action Advisory Committee representatives.
- Ensure the evaluation and revision of policies, procedures, and practices in order to comply with the EEO/AA Plan;
- Ensure timely and appropriate response to allegations of employment discrimination filed with human rights agencies and coordinate with staff from HRD and the Prosecuting Attorney's Office for technical and legal advice and support;
- Receiving allegations of discriminatory, harassing or retaliatory conduct and promptly conducting or overseeing fair and impartial investigations into allegations, and advising managers on the provisions of interim relief to the

complaining party pending the outcome of the investigation to ensure further misconduct does not occur; and

- Periodically highlight, discuss, and explain the intent of the Executive Departments' policy and its goals and objectives to employees.

King County Civil Rights Commission

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

King County Employee-Based EEO/AA Advisory Committee

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

Prosecuting Attorney's Office

- The Prosecuting Attorney's Office (PAO) is the legal counsel for King County and its officials.
- The PAO interprets legal rulings and makes recommendations to the Human Resources Division and Executive Departments.
- The PAO provides legal support and advice to the Human Resources Division and Executive Departments related to employment.

King County Employees

- All County employees are responsible for contributing to a work environment that is supportive of equal employment opportunities and affirmative action.

Employees participate in the implementation of this Plan, and comply with the County's nondiscrimination and anti-harassment policies.

3. 2018 – 2021 Plan Areas of Improvement

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

1. Proposed 2018 – 2021 Race and Gender Placement Goals

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

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

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

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

The 2018 – 2021 Plan has 462 potential department-wide placement areas.

There are seven race and gender groups (Black, Asian, Native American, Hispanic, Pacific Islander, Two or More Races and Women) which each have 66 areas of employment opportunities.

The change from the previous plan in goal setting areas (62 to 66) is due to changes in some job classifications, as well as the addition of the Prosecuting Attorney's Office.

As the Plan begins, 91% or 419 of the potential 462 placement goals were fully represented.

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

- For Black persons, 92% or 61 of the 66 goal setting areas were fully represented.
- For Asian persons, 95% or 63 of the 66 goal setting areas were fully represented.
- For Hispanic persons, 83% or 55 of the 66 goal setting areas were fully represented.
- For Native American person, 83% or 55 of the 66 goal setting areas were fully represented.
- For Pacific Islander persons, 97% or 66 of the 66 goal setting areas were fully represented.
- For Two or More Races, 94% or 63 of the 66 goal setting areas were fully represented.
- For Women, 89% or 59 of the 66 goal setting areas were fully represented.

Workforce Availability Methodology

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

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

A. External Factor

The combined workforce data by race and gender of qualified persons with the requisite skills in the immediate area and the recruitment area using 2010 Census tables is used

to establish the external factor. See definition below. The county used recruitment practices to assign weights to combine both components.

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

B. Internal Factor

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

Proposed Placement Goals

The following pages contain proposed 2018 – 2021 percentages of workforce availabilities by department and job categories for persons of color and women. Where underrepresentation is found, departments will make good faith efforts to address these areas during the three-year term of this EEO/AA Plan.

Department table reference key:

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

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

Black

Job Group	DAJD	DCHS	DPER	DES	DJA	DNRP	DOA	DOT	DPH	KCSO	KCIT	DPD	KCE	PAO
Officials & Administrators	3.56	3.28	1.91	3.65		2.50	3.45	3.91	3.52	2.12	2.33	1.95		3.48
Professionals	5.85	4.25	2.84	3.48	2.88	2.77	1.65	3.35	2.89	4.43	3.10	3.33	3.32	2.56
Technicians	14.13		4.09	5.97		3.68		7.23	4.18	4.90	0.00			
Protective Services	18.62			8.33		3.06		3.06		4.64				
Paraprofessionals													7.66	1.86
Administrative Support	3.74	3.85	3.85	5.54	3.78	4.25	4.14	6.37	4.94	6.10	3.89	2.68	3.80	2.32
Skilled Crafts	1.16			3.69		2.85		2.66	4.09		1.16			
Service Maintenance	4.68			7.89		4.95		13.38	13.96					

Asian

Job Group	DAJD	DCHS	DPER	DES	DJA	DNRP	DOA	DOT	DPH	KCSO	KCIT	DPD	KCE	PAO
Officials & Administrators	9.09	8.80	7.21	10.08		9.10	10.59	10.33	8.94	8.33	10.22	8.52		8.00
Professionals	10.02	12.80	11.62	13.07	15.63	13.40	7.77	12.82	13.88	14.12	3.10	10.96	13.91	6.81
Technicians	11.85		2.23	13.28		17.02		3.70	13.11	25.58	10.52			
Protective Services	8.00			8.86		10.48		10.48		4.32				
Paraprofessionals													10.91	8.32
Administrative Support	8.54	8.59	7.94	10.07	7.65	10.08	8.45	10.31	9.38	8.66	9.43	8.62	8.38	8.61
Skilled Crafts	1.24			1.84		7.82		7.60	2.23		1.24			
Service Maintenance	17.27			10.52		6.36		6.33	11.63					

Hispanic

Job Group	DAJD	DCHS	DPER	DES	DJA	DNRP	DOA	DOT	DPH	KCSO	KCIT	DPD	KCE	PAO
Officials & Administrators	2.97	2.75	2.18	3.76		2.97	3.15	3.50	2.67	3.86	2.94	2.54		3.08
Professionals	5.63	4.24	2.63	3.51	2.98	2.99	2.90	3.03	3.59	3.85	2.77	3.61	3.41	3.01
Technicians	5.33		1.48	5.98		3.60		5.53	4.45	6.60	0.00			
Protective Services	6.94			4.37		2.30		2.30		8.60				
Paraprofessionals													6.74	4.07
Administrative Support	4.34	4.18	4.28	4.82	5.75	6.55	4.55	6.33	4.61	4.53	3.36	3.70	4.33	3.47
Skilled Crafts	8.65			12.12		7.13		5.12	1.48		8.65			
Service Maintenance	28.85			17.59		18.29		4.84	5.34					

Native American

Job Group	DAJD	DCHS	DPER	DES	DJA	DNRP	DOA	DOT	DPH	KCSO	KCIT	DPD	KCE	PAO
Officials & Administrators	2.23	1.43	2.55	1.27		2.43	1.40	1.64	1.47	3.28	2.23	2.94		1.07
Paraprofessionals													1.50	1.01
Technicians	1.38		0.59	1.23		3.69		3.76	1.88	2.13	0.00			
Protective Services	8.00			5.92		2.04		2.04		1.07				
Professionals	4.63	1.61	0.88	1.19	0.66	0.68	0.79	1.03	0.87	1.47	0.89	2.14	0.77	1.68
Administrative Support	2.18	1.68	1.69	1.63	1.76	1.92	1.52	1.53	1.77	2.55	1.80	0.89	1.61	0.71
Skilled Crafts	2.02			1.84		2.36		1.28	0.59		2.02			
Service Maintenance	1.64			3.19		2.16		1.41	1.39					

Pacific Islander

Job Group	DAJD	DCHS	DPER	DES	DJA	DNRP	DOA	DOT	DPH	KCSO	KCIT	DPD	KCE	PAO
Officials & Administrators	0.13	0.13	0.04	0.15		0.10	0.10	0.39	0.08	0.06	0.11	0.15		0.10
Professionals	0.11	0.16	0.05	0.28	0.06	0.10	0.02	0.42	0.12	0.21	0.25	0.33	0.27	0.10
Technicians	1.08		0.00	0.50		0.25		0.02	0.47	0.00	0.00			
Protective Services	0.03			0.83		0.00		0.00		0.44				
Paraprofessionals													0.60	0.50
Administrative Support	0.55	0.53	0.56	0.64	0.47	0.58	0.52	0.81	0.71	0.27	0.48	0.50	0.48	0.50
Skilled Crafts	0.25			0.37		0.42		1.03	0.00		0.25			
Service Maintenance	1.27			0.69		0.59		1.59	1.09					

Two or More Races

Job Group	DAJD	DCHS	DPER	DES	DJA	DNRP	DOA	DOT	DPH	KCSO	KCIT	DPD	KCE	PAO
Officials & Administrators	0.50	0.51	0.64	0.60		0.66	0.47	0.91	0.45	0.33	0.59	0.71		0.53
Professionals	1.40	1.28	0.63	0.90	1.01	0.83	0.18	0.83	0.76	1.30	0.75	1.14	1.07	0.60
Technicians	2.27		0.00	0.95		4.61		3.05	0.52	0.85	0.00			
Protective Services	0.87			1.34		0.00		0.00		0.38				
Paraprofessionals													1.75	0.13
Administrative Support	1.40	1.36	1.33	1.40	0.43	1.11	1.28	1.54	1.43	2.18	1.56	0.83	1.52	0.91
Skilled Crafts	0.47			0.66		0.66		0.51	0.00		0.47			
Service Maintenance	0.99			1.35		0.71		1.54	2.22					

Women

Job Group	DAJD	DCHS	DPER	DES	DJA	DNRP	DOA	DOT	DPH	KCSO	KCIT	DPD	KCE	PAO
Officials & Administrators	37.70	39.01	28.45	39.07		35.10	38.58	29.60	44.62	28.72	35.40	34.46		30.70
Professionals	56.53	59.34	30.15	47.68	41.19	33.95	35.05	36.80	62.31	46.56	26.94	49.37	40.51	40.48
Technicians	94.36		14.81	45.37		57.15		50.80	56.10	61.83	0.00			
Protective Services	24.65			35.01		56.77		56.77		16.46				
Paraprofessionals													77.95	67.90
Administrative Support	89.61	90.74	91.31	79.05	75.36	70.63	84.84	62.72	88.63	72.17	88.36	77.74		77.78
Skilled Crafts	4.82			5.17		5.69		8.87	14.81		4.82			
Service Maintenance	41.64			29.52		9.38		39.12	91.87					

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

Department	Job Group	Workforce Underrepresentation
DAJD	Officials & Administrators	None
	Professionals	Native American - 1
		Hispanic - 2
		Two or more Races - 1
	Technicians	None
	Protective Services	None
	Administrative Support	None
	Skilled Crafts	None
	Service Maintenance	Black - 1
		Hispanic - 3
DCHS	Officials & Administrators	None
	Professionals	None
	Administrative Support	None
DPER	Officials & Administrators	Female - 1
	Professionals	Black - 1
	Technicians	Black - 1
		Hispanic - 1
Administrative Support	None	
DES	Officials & Administrators	Female - 2
	Professionals	Native American - 1

	Technicians	None
	Protective Services	Asian - 1
		Native American - 1
		Hispanic - 1
	Administrative Support	None
	Skilled Crafts	Hispanic - 2
	Service Maintenance	Native American - 1
DJA	Professionals	Hispanic - 1
		Two or more Races - 1
	Administrative Support	None
DNRP	Officials & Administrators	None
	Professionals	Native American - 1
	Technicians	Native American - 1
		Hispanic - 1
		Two or more Races - 1
Service Maintenance	Hispanic - 17	
DOA	Officials & Administrators	None
	Professionals	None
	Administrative Support	Hispanic - 2
DOT	Officials & Administrators	None
	Professionals	Native American - 3
	Technicians	Female - 3
		Hispanic - 1
	Protective Services	Female - 1
	Skilled Crafts	Female - 40

	Service Maintenance	Female - 234
DPH	Officials & Administrators	Asian - 1
		Hispanic - 1
	Professionals	None
	Technicians	Native American - 2
	Administrative Support	None
	Skilled Crafts	Female - 1
	Service Maintenance	None
KCSO	Officials & Administrators	None
	Professionals	Black - 1
		Two or more Races - 1
	Technicians	None
	Protective Services	None
	Administrative Support	Black - 3
Native American - 2		
KCIT	Officials & Administrators	None
	Professionals	None
	Technicians	None
	Administrative Support	None
	Skilled Crafts	None
DPD	Officials & Administrators	None
	Professionals	Native American - 2
		Pacific Islander - 1
Administrative Support	Asian - 2	
KCE	Professionals	None

	Para-professionals	None
	Administrative Support	None
PAO	Officials & Administrators	None
	Professionals	Native American - 1
		Pacific Islander - 1
	Para-professionals	None
Administrative Support	None	

2. Proposed 2018 – 2021 Veterans and Persons with Disability Outreach and Recruitment

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

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

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

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

King County, as an initiative of this Plan, will undertake stronger outreach and recruitment activities to recruit qualified veterans and persons with disabilities.

Executive departments propose to implement the following actions in their plans as goals to improve representation and reporting of veterans and persons with disabilities within the workforce:

- Strongly encourage applicants and employees to self-identify voluntarily in order that persons with disabilities and veterans obtain the benefits of accommodations and other state and federal law preferences when needed.
- As required by the Americans with Disabilities Act of 1990, all medical records related to a disability are kept separate and confidential from the personnel record of the individual and not disclosed, unless volunteered for affirmative action reporting purposes.

- Identify and address any challenges to recruitment and hiring, retention, and promotion within the workplace.
- Develop targeted training for managers and employees to recognize and respond to workplace challenges for veterans and persons with disabilities.
- Review employment practices and policies to ensure that barriers to employment are resolved with appropriate corrective measures.
- Where possible, put into action employment strategies, such as internships and temporary or short-term employment, specifically for persons with disabilities to provide them with knowledge, skills, and experience.
- Develop direct business relationships with employment related organizations that assist veterans and persons with disabilities who are ready to work.
- Continue to make every effort to provide reasonable accommodations for any physical and mental limitations of an applicant and employee or veteran with disabilities.
- Continue to enforce equal employment and non-discrimination protections in the workplace.

3. 2018 – 2021 Department Implementation Plans

Executive departments, agencies, and the Prosecuting Attorney’s Office must make action-oriented efforts to ensure equal employment opportunity, effective affirmative action, and diversity in the workplace. To plan and perform these efforts, the County and the departments have developed an affirmative action implementation plan. Each implementation plan shall:

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

Designation of Department Responsibilities

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

Affirmative Action for Veterans and Persons with Disabilities

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

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

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

Action Statement

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

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

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

2018 – 2021 King County Implementation Plans

In the 2018 – 2021 EEO/AA Plan, the focus of the implementation plans will be to continue to move towards coordinated efforts and resources across the County, particularly focusing on those departments who, through concerted and focused efforts, were able to be fully represented within their available categories in order to learn from and replicate their success.

As King County moves forward in developing, promoting and retaining a more diverse, inclusive, nimble and innovative workforce, it will continue to break down the silos that separate human resource professionals by departments. The Human Resources Division (HRD) will provide services to departments on issues of diversity and inclusion. County outreach and recruitment efforts must become more creative, and engage more employees and communities of color. In collaboration with other departments, HRD will ensure each and every job opportunity including special duty opportunities, stretch assignments and career-service openings are announced and advertised across the county, and to the general public when appropriate. The introduction of the County's first ever Master Labor Agreement with the Coalition of Unions applies to more than 6,000 county employees, and specifically addresses advertising of internal promotional opportunities and requires that all term-limited temporary positions covered by the agreement be dually posted as special duty opportunities. This policy was also extended to our non-represented workforce, which expands the impact to approximately 8,500 employees. This will provide opportunities for advancement for current employees and continue to diversify the leadership structure of the County.

In 2016, the Equity & Social Justice Strategic Plan was adopted and covers the years 2016 – 2022. The plan calls for a pro-equity policy agenda in six areas of governance, including Workplace and Workforce. The goal of the Workplace and Workforce area is to invest in having a pro-equity organization and workplace culture for every employee, driven by a racially diverse and culturally responsive workforce at all levels. The plan contains specific goals and measures to promote equity & social justice in the workplace with both short and long-term targets. The specificity of the plan and the focus on root causes of inequity should have a positive impact on the implementation plans put forth by the departments to reach their placement goals. More information on the 2016 – 2022 ESJ Strategic Plan can be found [here](https://kingcounty.gov/elected/executive/equity-social-justice/strategic-plan.aspx).
(<https://kingcounty.gov/elected/executive/equity-social-justice/strategic-plan.aspx>)

In reviewing the 43 placement goal areas for 2018-2021, 11 out of the 43 or 26% of the goal areas are placing Native American persons in the following job groups and departments:

- Professionals
 - DAJD, DES, DNRP, DOT, DPD, & PAO
- Protective Services
 - DES
- Service Maintenance
 - DES
- Technicians
 - DNRP & DPH
- Administrative Support
 - KSCO

Also comprising 26% of the goal areas are placing Hispanic persons, which constitutes a 15% increase over the previous plan. Hispanic persons are underrepresented in the following job groups and departments;

- Professionals
 - DAJD & DJA
- Service Maintenance
 - DAJD & DNRP
- Technicians
 - DPER, DNRP, & DOT
- Protective Services
 - DES
- Skilled Crafts
 - DES
- Administrative Support
 - DOA
- Officials & Administrators
 - DPH

It is recommended that the HR personnel in these departments work collectively and strategically to recruit from these communities.

In order to meet the 2018 – 2021 placement goal areas, department human resources staff will use a series of best practices in hiring, retention and promotion.

Specifically, they will:

- Utilize NEOGOV to analyze groups by race and gender at various steps throughout the hiring process and evaluate if any barriers can be identified and addressed;
- Use a variety of outreach programs that include traditional and innovative ideas focused on partnering with the community, schools, labor unions, and internal employees to reach their targeted placement areas ;
- Utilize “Countering Bias” training for all staff involved in the hiring process, from those drafting job announcements to the hiring authorities, to identify and eliminate biases;
- Utilization of the Hiring and Excellent Workplace Toolkit, introduced in 2018 under the Equity & Social Justice Strategic Plan;
- Conduct regular self-assessments to determine areas of improvement, successful strategies, and new opportunities to fulfill their goals;
- Use social media to advertise positions online, through LinkedIn and through local colleges and community publications to connect with qualified individuals from targeted underrepresented groups;
- Work collaboratively with the EEO/AA Advisory Committee members to develop innovative methods to increase diversity in the county workforce ;
- Develop and support internal Diversity/ESJ committees to provide greater employee input into hiring practices in the department and reduce discrimination complaints;
- Discuss with and train supervisors and hiring authorities on the County’s mission on diversity, inclusion, equity and social justice;
- Incorporate equity and social justice principles into job announcements and other aspects of recruitment;
- Utilize targeted recruitment within a strategic approach to establish recruitment activities for specific placement goal areas ;
- Utilize core competencies to reduce barriers in job announcements;
- Evaluate job openings for potential entry-level opportunities; and
- Utilize student internships as a recruitment tool, particularly in communities of underrepresentation in the county workforce.

Human Resources Division staff will:

- Provide consultative services to all departments on matters of diversity and inclusion, as well as how to reduce barriers to employment at King County;
- Facilitate access to the “Countering Bias” training and work to expand it to all aspects of the recruitment, hiring, retention, and promotion processes and practices;

- Provide training to HR staff, managers, and hiring authorities on the EEO/AA Plan to ensure that the affirmative action commitments are incorporated in recruitment, hiring, retention, and promotions;
- Provide training to leadership and HR staff to improve awareness around equity and social justice and how it relates to hiring and the EEO/AA goals for the County;
- Coordinate a recruitment event calendar and county participation in job fairs and other potentially collaborative recruitment opportunities;
- Develop relationships with professional associations and community groups with membership from the underrepresented placement goal areas categories, (e.g., local tribes);
- Participate in the Puget Sound Diversity Employment Network;
- Work with departmental HR staff to review and analyze data on employees in the higher tier salary ranges and develop strategies to increase racial and ethnic diversity; and
- Work with the various county apprenticeship programs to increase participation of women and people of color.

Department of Adult and Juvenile Detention Implementation Plan

Based on analysis data provided, DAJD is represented in 43 out of 49, or 88% of placement goal areas. The chart below indicates the number of placements necessary within each category to be fully represented.

Goals	Female	Black	Asian	Native American	Hispanic	Pacific Islander	Two or More Races
Officials & Administrators							
Professionals				1	2		1
Technicians							
Protective Services							
Administrative Support							
Skilled Crafts							
Service Maintenance		1			3		

Activities proposed to meet placement goals:

The Department of Adult and Juvenile Detention has four target goal areas: Black, Native American, Hispanic, and Two or More Races. This will require the DAJD human resources staff to conduct targeted and focused recruitments in those four communities.

Conduct networking activities with organizations including:

- El Centro De La Raza;
- United Indians of All Tribes Foundation;
- Tulalip Tribes;
- Muckleshoot Indian Tribe;
- Urban League of Metropolitan Seattle; and
- WorkSource Centers in underrepresented and minority communities within King, Pierce and Snohomish Counties

Localized advertising of open positions and recruitments in population centers with large Native American, African American and Hispanic populations. DAJD has also recently started advertising its job openings on King County Metro Transit buses to increase awareness of employment opportunities within the department.

DAJD recently added an extra sergeant position to the Special Investigation Unit (SIU) who is solely focused on applicant backgrounding and representing the department at recruitment events.

How these activities will help achieve placement goals:

The DAJD human resources team will network and develop relationships with underrepresented and minority communities to advertise open positions.

The additional sergeant position is tasked with identifying, registering and attending recruitment events sponsored by Native American, African American and Hispanic community groups.

Activities proposed to recruit, retain and promote women and persons of color in the workforce:

Continued development of relationships between DAJD human resources staff with underrepresented and minority community groups.

The DAJD human resources team will partner with the department's training unit to develop a staff development program for sergeant, supervisory and management positions.

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

The DAJD human resources team will engage in preliminary discussions with the County's Supported Employment Program Manager on the addition of supported employment positions within the department.

Department of Community and Human Services (DCHS)

Based on analysis data provided, DCHS is represented in 21 out of 21, or 100% of placement goal areas. The chart below indicates the number of placements necessary within each category to be fully represented.

Goals	Female	Black	Asian	Native American	Hispanic	Pacific Islander	Two or More Races
Officials & Administrators							
Professionals				1	2		1
Administrative Support							

Activities proposed to meet placement goals:

To maintain 100% representation, DCHS will continue to make a concerted effort in reviewing and developing approaches to its recruitment and selection processes that facilitated the hiring, promotion and retention of a diverse workforce. The following practices will continue to be integrated into the department’s approach to its recruitment/selection processes.

Annually, DCHS will complete a department wide race/ethnicity/ gender analysis of its workforce to assess continued maintenance of diversity within the department. Visuals of the DCHS’ workforce demographics (race/ethnicity/gender) will be displayed on the department’s Tier 4 board to promote transparency in tracking the diversity of the workforce.

Posting positions utilizing electronic job broads, career listservs and social media (e.g., LinkedIn) and targeting educational institutions and professional organizations to ensure the representation of Latinos, Black/African Americans, Native Americans, Asians and other communities of color; veterans and persons with disabilities in the applicant pools. Having 35% of the applicant pools being diverse will continue to be the targeted goal resulting from these outreach efforts.

Having diverse interview panels and training all panel members to be aware of their implicit biases in the selection process.

In its selection process DCHS will continue to employ a holistic approach in assessing whether candidates are competitive, examples include recognizing prior relevant work experience in lieu of formal academic credentials, and the existence of transferrable skills and lived experiences.

Utilizing Neogov DCHS will continue to provide hiring managers demographic profiles by race, ethnicity, and gender at each step in the selection process to assist in determining the effectiveness of the recruitment/selection processes in promoting diversity. Additionally, DCHS will continue to track in Neogov the outcome of the selection process at each step to facilitate future demographic assessment such as race and gender.

To increase diversity in the workforce and opportunities for career development, DCHS will post the majority of its special duty assignments and Term Limited Temporary (TLT) positions and continue to do more developmental hires.

DCHS will continue to provide workshops and seminars to raise management and employee awareness in hiring and retaining a diverse workforce.

DCHS' Equity and Inclusion Manager in conjunction with the ESJ Leadership Team and Action Teams will continue to work on implementing the strategic goals the department has identified to support diversity and inclusion in the department.

As part of evaluating the on-going effectiveness of the department's hiring and retention of a diverse workforce, DCHS will initiate tracking its rate of staff turnover.

How these activities will help achieve placement goals:

DCHS will have a greater and sustained presence in the target communities, making it a desirable place for career opportunities

Feedback from these communities will allow DCHS to address any barriers to county employment

Activities proposed to recruit, retain and promote women and persons of color in the workforce:

Do an assessment of past and current hiring and promotional practices within DCHS

Continue successful recruitment practices in diverse communities.

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

DCHS will continue its participation in and support of Supported Employment to promote the hiring and promotion of persons with disabilities.

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

Department of Permitting and Environmental Review

Based on analysis data provided, DPER is represented in 24 out of 28, or 86% of placement goal areas. The chart below indicates the number of placements necessary within each category to be fully represented.

Goals	Female	Black	Asian	Native American	Hispanic	Pacific Islander	Two or More Races
Officials & Administrators	1						
Professionals		1					
Technicians		1			1		
Administrative Support							

Activities proposed to meet placement goals:

The Department of Permitting and Environmental Review has three target goal areas: Female, Black and Hispanic. This will require:

Expanded direct recruitment efforts directed toward colleges, trade association, vocational schools and community groups that will increase outreach to women and people of color. This includes in-person contacts as well as job postings and recruitment materials.

Development and implementation of an internal incentive program for applicant referrals that provides recognition or award for the successful referral and hiring of a job candidate.

Establishment of an internship program or apprentice opportunity to learn the professional skills needed for building and code inspection. Internships would be implemented through an agreement with local vocational schools or job placement organizations including Renton Technical College, Seattle community colleges, Work Source and WA State Vocational retraining placement services. Also, partner with local Trades/Crafts unions to provide on-the-job training that could be part of an apprentice program.

Development of a recruitment marketing brochure that shows the diversity of the workforce and highlights career opportunities with the organization. This would personalize the marketing materials and show that DPER is a friendly, fun, and supportive place to work and that values diversity.

Expansion of a mentoring program that helps new employees acclimate to the organization. Emphasis on providing a supportive environment for women and employees of color so that they feel welcomed at DPER.

Increase the number of special duty assignments and talk with job candidates regarding professional development opportunities even though DPER is a small department.

Leveraging other King County resources such as centralized recruiters, sharing job fair spaces, coordinated outreach to specific organizations, candidate sourcing, and shared job postings to increase access to potential candidates and optimize limited internal recruiting resources.

Utilize micro-targeting (focused recruitment) for sourcing desired candidates. Micro-targeting identifies very specific organizations, affiliations, social groups, places of worship and other places where members of specific targeted minority groups may be members.

How these activities will help achieve placement goals:

With the additional outreach DPER expects to see over a 25% increase in the number of applicants for job openings and a corresponding increase in the diversity of the applicant pools.

It will showcase that DPER we values diversity is a good place to work for women and persons of color.

Creating Internships and joint apprentice programs will build a solid pipeline and relationships with students who are interested in jobs in the building industry and who hopefully will be interested in vacant positions at DPER.

All the above efforts work to expand DPER's reach to attract the broadest range of job applicants.

Activities proposed to recruit, retain and promote women and persons of color in the workforce:

The items noted above have the purpose of reaching persons of color to encourage them to consider DPER as an employer of choice.

Creation of a mentorship program and increased special duty opportunities are a means to retain persons of color.

Linking these recruiting efforts to the Equity and Social Justice strategic plan creates synergy in building a diverse workforce, making the organization a respectful and fun place to work for persons of color and provides professional growth and development opportunities.

Talk with current employees of color and identify what can be done to make DPER a more attractive place to work for people of color and what, if any, barriers there are that are deterrents to people of color applying for or wanting to work for DPER.

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

Ensuring that DPER works closely with the disability services group to identify reasonable accommodations so that employees with disabilities feel welcomed and valued as contributing members of the team.

Partnering with placement service organizations that specialize in finding jobs for individuals with disabilities.

Educating the managers and employees about the broad spectrum of disabilities, accommodations, disability language and etiquette, and how to work with persons and customers with specific disabilities. Build a work environment where a person with a disability feels welcomed, respected for their abilities, and can advance their career.

Department of Executive Services

Based on analysis data provided, DES is represented in 42 out of 49, or 86% of placement goal areas. The chart below indicates the number of placements necessary within each category to be fully represented.

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

Activities proposed to meet placement goals:

The Department of Executive Services has seven target goal areas, three of which include increasing goals for Native American persons. Additionally, three of the goal areas are in the Protective Services Work Group. This will require focused recruitment in the Native American communities as well as the Asian and Latino/Hispanic communities to recruit for Protective Services workers.

DES activities will include:

- Partnering with HRD and other county departments seeking increased recruitment activities with the Native American and Latino/Hispanic communities;
- Engaging with and discussing potential barriers to county employment with:
 - United Indians of All Tribes Foundation;
 - Washington State Governor’s Office on Indian Affairs;
 - El Centro De la Raza; and
 - Asian Counseling and Referral Services.
- Creating a Leadership Development Program to provide growth and development at the executive level;
- Expanding the recruiting outreach to include more social media outlets and mobile apps;

- Increase the internship outreach to colleges, universities, and vocational/technical schools with diverse populations;
- Attending diversity career fairs for colleges, universities, and vocational/technical schools with diverse populations ;
- Making corrections to the EEO-4 category code to correctly classify the Officials and Administrators; and
- Applying the Hiring an Excellent Workforce Toolkit to create role specific best practices and guidelines for the hiring manager and recruiter

How these activities will help achieve placement goals:

DES will have a greater and sustained presence in the target communities, making it a desirable place to consider for career opportunities.

Feedback from these communities will allow DES to address barriers to county employment.

Using mobile apps, recruiters can set up a pathway to candidates who have limited internet accessibility.

Activities proposed to recruit, retain and promote women and persons of color in the workforce:

DES will have a greater and sustained presence in the target communities, making it a desirable place to consider for career opportunities.

Feedback from these communities will allow DES to address any barriers to county employment.

Sponsor and participate in the annual Women-in-Trades Fair.

Promote a racially just workplace and culture for all employees.

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

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

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

DES has ten positions in the Supported Employment Program dedicated for individuals with intellectual and developmental disabilities.

DES provides interpreters for foreign languages and American Sign Language, and has been a leader in using the County's Voiance program, which provides unified phone and video interpretation.

Department of Judicial Administration

Based on analysis data provided, DJA is represented in 12 out of 14, or 86% of placement goal areas. The chart below indicates the number of placements necessary within each category to be fully represented.

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

Activities proposed to meet placement goals:

The Department of Judicial Administration has two target goal areas: Hispanic and Two or More Races. This will require focused recruitment in the Hispanic and Two or More Races communities. It may be difficult for DJA to achieve its goals due to limited opportunities for recruitment of professionals. However, during the last quarter of 2017, as part of its ESJ outreach goals, DJA expanded its outreach list.

For the Hispanic Community, DJA will widen its outreach by expanding its advertising network to include the following additional contacts:

- Latino City Employees at LatinoCityEmployees@Seattle.gov
- El Centro De La Raza at eortega@elcentrodelaraza.org

For the Two or More races, in addition to existing outreach to UW Office of Minority Affairs and Diversity and Puget Sound Diversity Employment network, DJA will expand its advertising efforts to the following:

- Puget Sound Regional Council - Thu Le at tle@psrc.org

How these activities will help achieve placement goals:

DJA will have a wider network for the target communities and will be able to establish its presence when opportunities arise. DJA will review the impact these additional sources have on its candidate pools and may gain a better understanding of any barriers to employment from these communities.

Activities proposed to recruit, retain and promote women and persons of color in the workforce:

DJA continues to assess and constantly improve its hiring practices. DJA uses the implicit bias video to foster good conversations that have impacted its hiring. DJA ensures that its interview panels are diverse. DJA advertises special duty opportunities to encourage promotion from within. DJA works with hiring supervisors to review lessons learned following large recruitment efforts and implements changes to practices as necessary.

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

DJA continues to encourage all new staff to attend Disability Awareness Workshops to ensure being a welcoming and inclusive workplace for people with disabilities. In addition, DJA will expand its advertising efforts to include Division of Vocational Rehabilitation.

Department of Natural Resources and Parks

Based on analysis data provided, DNRP is represented in 44 out of 49, or 90% of placement goal areas. The chart below indicates the number of placements necessary within each category to be fully represented.

Goals	Female	Black	Asian	Native American	Hispanic	Pacific Islander	Two or More Races
Officials & Administrators							
Professionals				1			
Technicians				1	1		1
Protective Services							
Administrative Support							
Skilled Crafts							
Service Maintenance					17		

Activities proposed to meet placement goals:

The Department of Natural Resources and Parks has three target goal areas: Native American, Hispanic, and Two or More Races. This will require an increased emphasis on outreach to these populations as well as continued efforts to reduce bias in the hiring process.

Specifically DNRP will increase advertisement efforts to include more emphasis on these populations by having deliberate conversations with hiring managers during the recruitment planning stages about advertising strategies. Additionally, in two of the divisions, Native American employees are collaborating closely with HR to identify outreach efforts and build relationships with Native American communities. 2018/2019 Work plan items in support of this are in development.

DNRP’s annual Direct Hire recruitment event for filling service maintenance type positions in both the Parks and Waste Water Treatment divisions will continue. The event works in conjunction with other divisions and King County Work Source specifically targeting women and people of color candidates. Recruitment for this event will continue to be advertised in communities with highly diverse populations and in several languages targeted towards those populations.

DNRP is applying best practices to the recruitment process to mitigate bias. This includes job announcements with more inclusive language, monitoring diversity at every step of the recruitment process and deploying countermeasures when needed.

How these activities will help achieve placement goals:

Creating positive relationships with communities of color will foster greater interest in DNRP positions. Increasing the pool of applicants to include these populations will increase the likelihood of making a hire. Currently, the applicant pools, particularly for service maintenance, do not contain very many Native American, Hispanic, or applicants identifying as two or more races. Once the selection processes begin, applying best practices will further increase the chances of making a hire in these categories

Activities proposed to recruit, retain and promote women and persons of color in the workforce:

Whenever possible, DNRP will become involved in local minority organizations, community action groups, and community service programs.

Annually review hiring and promotion patterns to identify any artificial barriers to reaching placement goals and objectives. Results will be communicated to management.

Promote advancement and support retention of diverse staff by providing a work environment that maximize opportunities for professional development (development plans, trainings, special duty assignments). A roll out of employee development planning for the lowest paid 20% of the workforce is planned for 2019.

Hiring supervisors are creating internship and temporary positions, allowing students an opportunity to gain experience so that they can be competitive for entry level opportunities.

Succession planning efforts are underway throughout the department.

Foster opportunities for minority staff to develop relationships internally with senior leaders and other staff of color.

Encouraging participation in external networking activities.

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

DNRP will encourage staff to attend the Disability Awareness Workshop series in order to create a welcoming and inclusive workplace. DNRP strives to foster an environment that is inclusive and welcomes all abilities.

Department of Assessments

Based on analysis data provided, DOA is represented in 20 out of 21, or 95% of placement goal areas. The chart below indicates the number of placements necessary within each category to be fully represented.

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

Activities proposed to meet placement goals:

The Department of Assessments has one target goal area: Hispanic – Administrative Support, and in order to meet this goal, DOA will focus on Equitable Workforce Development strategies related to the Equity and Social Justice (ESJ) Strategic Plan. This will require:

- Utilization of competency-based recruitment/job announcements;
- Utilization of a department recruitment task force;
- Notification of public job opportunities to minority agency list serves, social media, community groups, and organizations;
- Utilization of diverse selection panels and training on EEOC prohibited employment policies/practices, bias awareness, and micro-inequity/aggression; and
- Expand targeted recruitment of protected classes by outreach to community and professional organizations.

How these activities will help achieve placement goals:

Increase awareness of King County Department of Assessments and the work the department does for the community, through coordination of messaging and outreach with local and regional Hispanic media outlets, and national advertising in Hispanic population centers.

Increase the involvement and input from Hispanic community leaders and organizations regarding education, outreach and employment opportunities through community discussions.

Targeted recruitment advertisements will increase diversity of applicant pool.

Continue ESJ department-wide training and discussions to advance a pro-equity focus in the work.

Activities proposed to recruit, retain and promote women and persons of color in the workforce:

Assessments is very proud to have improved the diversity of its workforce since 2016. Overall, the department has increased the percent the people of color in its employee base from 27% to 30.4% in the last 16 months. However, they can do more:

While DOA has not yet reached its Administrative Support placement goal, it has met or exceeded the percent of people of color in its hiring cohorts (in the King County community and King County employee populations) since 2015, Quarter 4 – for 9 straight quarters. The department’s recruitment redesign efforts have made an impact on its overall diversity. DOA will focus its efforts to meet target areas while continuing to broaden overall diversity.

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

Assessments will work to continue to expand its recruitment and training efforts to increase the pipeline of talent in this area while also providing training and support to current staff. In addition, DOA will continue to focus on educating staff on bias awareness and the values of building an equitable and inclusive workplace.

DOA works with Disability Services to expand the transitional assigned duty program (TDA) to work with King County employees recovering from injury.

DOA is attempting to identify possible supported employment opportunities.

Department of Transportation

Based on analysis data provided, DOT is represented in 43 out of 49, or 88% of placement goal areas. The chart below indicates the number of placements necessary within each category to be fully represented.

Goals	Female	Black	Asian	Native American	Hispanic	Pacific Islander	Two or More Races
Officials & Administrators							
Professionals				3			
Technicians	3				1		
Protective Services	1						
Administrative Support							
Skilled Crafts	40						
Service Maintenance	234						

Activities proposed to meet placement goals:

The Department of Transportation has three target goal areas: Female, Native American, and Hispanic. This will require:

- Participating in the Women in Trades event annually;
- Partnering with the Apprenticeship and Nontraditional Employment for Women (ANEW) program at Renton Technical College;
- Continuing to advertise positions with Community Based Organizations, including El Centro de la Raza;
- Native American utilization in the Professional job category by:
 - Fully utilizing internal, as well as external, recruitment and outreach, specifically to recruit Native American employees in the Skilled Crafts and Service/Maintenance positions to apply for the Supervisor-in-Training program. This 12-18 month program trains the selected employees for the first level of supervision (Professional category). This program is available to current Transit employees.
 - Partnering with local tribal entities and Native American organizations by way of increased electronic job postings, advertising and career listserv programs.

- Reaching out and engaging with the Native American Workforce Service Program of United Indians of All Tribes Foundation.
- Establishing relationships with the Native American Career and Internship Center at the University of Washington.
- Partnering with Work Source in conducting targeted advertising;
- Partnering with Communities of Opportunity in conducting targeted recruitments;
- Establishing relationships with career centers at the local Universities and Community Colleges, seeking their assistance in advertising/recruiting especially for women and people of color;
- Establishing relationships with student chapters of professional and technical organizations at the local universities and community colleges; and
- Partnering with organizations including Apprenticeships and Non-traditional Employment for Women (ANEW) and Washington Women in Trades. Including holding tours and information sessions for women to meet employees working in skilled crafts and transit operators, and encourage applications for these positions.

How these activities will help achieve placement goals:

Partnering with the above mentioned organizations will hopefully lead to more diversity in DOT’s candidate pools.

Creating and/or maintaining relationships with the above organizations help establish a greater and sustained presence in the target communities, making it a desirable place to consider for career opportunities.

Increased presence in the target communities, will make King County an employer of choice.

Activities proposed to recruit, retain and promote women and persons of color in the workforce:

In addition to the activities listed above:

- Continue to implement action items identified in the County’s and Department’s Equity and Social Justice Strategic Plans related to hiring, promotion and special duty opportunities;
- Implement a Career Development Academy for employees to provide them with tools to help identify career goals including an Individualized Career Development Plan;
- Engage with women and persons of color employed in the department to help identify barriers in our recruitment processes, and strategies to overcome them;

- Continue the Power and Facilities Utility Laborer Commercial Driver License (CDL) Pilot Program, which was developed in partnership with Transit Workforce Development to provide an opportunity for eligible Transit Custodians and Maintenance Workers to promote to Utility Laborers; and
- Continue the Supervisors-in-Training (SIT) program, which is a step towards leadership in Bus Operations. This year-long program prepares participants to become First-Line Supervisors, and targets the County's most diverse population for a leadership pipeline, helping to diversify leadership ranks.

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

Engage with disabled employees in the department to help identify barriers in recruitment processes, and strategies to overcome them.

Ensure position openings are being advertised with organizations supporting persons with disabilities (e.g., Department of Vocational Rehab, Wounded Warriors, Helmets to Hardhats, etc.).

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

Department of Public Health

Based on analysis data provided, DPH is represented in 38 out of 42, or 90% of placement goal areas. The chart below indicates the number of placements necessary within each category to be fully represented.

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

Activities proposed to meet placement goals:

The Department of Public Health (DPH) has four target goal areas: Female, Asian, Native American, and Hispanic. This will require: outreach within communities utilizing local ethnic media such as Northwest Asian Weekly and La Voz, as well as outreach and pipeline building with local educational institutions, like Northwest Indian College, Pima Medical Institute, Seattle Central, Highline and Renton Community Colleges, to maintain and establish relationships within the community and become an employer of choice.

Public Health will take part in targeted career and job fairs including but not limited to, the Women In Trades career fair, the UW LatinX health careers and job fair and the Seafair Pow Wow.

Public Health will continue to participate in High School career days, such as at the Kent-Meridian High School.

Public Health will continue to use social media sites such as Linked In for candidate sourcing.

How these activities will help achieve placement goals:

These activities are geared towards creating awareness of Public Health programs and the types of employment opportunities available. Through these contacts in the communities that Public Health is serving, information about county initiatives, benefits,

and career paths will be shared, as well as promoting Public Health and King County as the premier employer of choice.

Activities proposed to recruit, retain and promote women and persons of color in the workforce:

Public Health provides ESJ trainings for all new employees during the departmental new employee orientation. Public Health is also encouraging all supervisors and managers to attend training with Heather Hackman on “Building a Racially Just King County” and will be providing training on recruitment, hiring, leadership and equity through a Public Health Leadership Institute. People leaders will be expected to utilize an equity lens as they are conducting recruitments for vacancies and special duty opportunities.

Supervisors are encouraged to recruit to fill temporary positions both special duty and either short term or term-limited temporary concurrently. This allows current employees the opportunity to develop new skills to enhance their ability to promote.

Public Health has embarked upon an effort to provide all employees in the lowest 20% of salary ranges the opportunity to work with their supervisor in creating learning and professional development plans.

The department will continue to offer exit interviews and will begin offering stay interviews to learn about why employees leave or stay with Public Health. This will inform future practices focused on employee retention and promotion.

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

Public Health is working with veteran’s organization to establish a pipeline of veterans for the organization. It is anticipated this will provide opportunity to recruit people with disabilities.

Public Health will provide disability awareness training for supervisors and managers which focuses on breaking down stereotypes related to persons with disabilities. The department will provide training on recruitment, hiring, leadership and equity through a Public Health Leadership Institute. People leaders will be expected to utilize an equity lens as they are conducting recruitments for vacancies and special duty opportunities.

King County Sheriff's Office

Based on analysis data provided, KCSO is represented in 31 out of 35, or 89% of placement goal areas. The chart below indicates the number of placements necessary within each category to be fully represented.

Goals	Female	Black	Asian	Native American	Hispanic	Pacific Islander	Two or More Races
Officials & Administrators							
Professionals							1
Technicians							
Protective Services							
Administrative Support		3		2			

Activities proposed to meet placement goals:

The King County Sheriff's Office has three target goal areas: Black, Native American, and Two or More Races. This will require focused recruitment in the Black, Native American, and other ethnic communities, including:

- Local advertising of positions and increased electronic jobs and career listserv in population centers with large Black, Native American and multicultural populations as well as developing collaborative relationships with the Tribes and community organizations;
- Engaging with and discussing potential barriers to county employment with:
 - United Indians of All Tribes Foundation;
 - Washington State Governor's Office on Indian Affairs;
 - The Urban League; and
 - Community organizations serving diverse clientele.
- Working with other county departments seeking increased recruitment activities with the Black, Native American and Two or More Races communities to expand opportunities to hire;
- Plans to create a new Community Outreach Section – focused on building trust with transparent communication and collaborative projects in underserved and under-represented communities of color.
 - A full-time recruiter will focus on increasing diversity.
 - A Community Outreach Coordinator will identify and coordinate outreach activities in the communities served by KCSO.

How these activities will help achieve placement goals:

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

Activities proposed to recruit, retain and promote women and persons of color in the workforce:

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

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

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

Working with Supported Employment Program Manager on ideas to retain and potentially increase hiring of persons with disabilities. Actively exploring potential supported employment positions in several units with plans for targeted recruitment.

King County Information Technology

Based on analysis data provided, KCIT is represented in 35 out of 35, or 100% of placement goal areas. The chart below indicates the number of placements necessary within each category to be fully represented.

Goals	Female	Black	Asian	Native American	Hispanic	Pacific Islander	Two or More Races
Officials & Administrators							
Professionals							
Technicians							
Administrative Support							
Skilled Crafts							

Activities proposed to meet placement goals:

King County Information Technology has no target goal areas. In order to maintain 100% representation, KCIT will continue to:

Regionally advertise positions and increase electronic jobs and career listserves in communities of opportunity, as well as developing a collaborative relationship with organizations/education programs that support communities of opportunity.

Continuing participation in Seattle's Diversity/Bilingual Job Fair.

Continuing the recently launched volunteer program created in partnership with KCIT HR and the Diversity and Inclusion Manager to expand upon KCIT's existing volunteer intern program, which allows non-students the opportunity to participate. This program is targeting individuals in communities of opportunity as a part of KCIT's Equity and Social Justice Initiative.

Continue to engage in ongoing discussions with KCIT's ESJ Workforce/Workplace team about potential barriers to county employment, bias, best practices, and continuous improvement.

Partner with other departments seeking increased diverse recruitment activities.

Continue to analyze all recruitment materials/process (job postings, interview panels, interview questions, work/education requirements) through an equity lens.

How these activities will help maintain 100% representation:

KCIT will have a greater and sustained presence in the target communities, making it a desirable place to consider for career opportunities.

Feedback from these communities will allow KCIT to address any barriers to county employment.

Through the volunteer program, KCIT will be proactively building a pipeline of IT talent within communities of opportunity. The volunteer program will allow non students the opportunity to participate in volunteering and gaining valuable IT experience.

By analyzing KCIT's recruitment materials/process the department can analyze who it might favor and who it might exclude. The goal is to have an equitable recruitment process and provide opportunity to all individuals despite a different background, occupation, race, color, religion, sex, national origin, age, disability or genetic information.

Activities proposed to recruit, retain and promote women and persons of color in the workforce:

Do an assessment of past and current hiring and promotional practices within KCIT.

Continue successful recruitment practices in diverse communities.

Participate and promote Women in Technology events

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

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

King County Department of Public Defense

Based on analysis data provided, DPD is represented in 18 out of 21, or 86% of placement goal areas. The chart below indicates the number of placements necessary within each category to be fully represented.

Goals	Female	Black	Asian	Native American	Hispanic	Pacific Islander	Two or More Races
Officials & Administrators							
Professionals				2		1	
Administrative Support			2				

Activities proposed to meet placement goals:

King County's Department of Public Defense has three target goal areas: Asian, Native American, and Pacific Islander. This will require the department to increase knowledge of best practices around diversity and inclusion. It will also require focused recruitment in these communities.

Regional advertising of positions and increased electronic jobs and career listservs in population centers with large Asian, Pacific Islander and Native American populations

Establishing communications with Law Schools that have a diverse student population.

Engagement with and discussions of potential barriers to county employment with:

- Asian Bar Association of Washington
- Northwest Indian Bar Association
- National Association of Asian American Professionals – Seattle Chapter
- Asian Pacific Islander Coalition
- UW Asian Law Center
- Vietnamese American Bar Association of Washington
- Korean American Bar Association
- Filipino Lawyers of Washington

Work with other county departments seeking increased recruitment activities with Asian, Pacific Islander and Native American communities to expand opportunities to hire.

How these activities will help achieve placement goals:

DPD will have a greater and sustained presence in these target communities, making it a desirable place to consider for career opportunities

Feedback from these organizations will allow DPD to address any barriers to county employment

Activities proposed to recruit, retain and promote women and persons of color in the workforce:

Do an assessment of current hiring and promotional practices within DPD

Create successful recruitment practices in diverse communities

Analysis of employee engagement scores to see if there are trends to address.

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

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

King County Elections

Based on analysis data provided, KCE is represented in 21 out of 21, or 100% of placement goal areas. The chart below indicates the number of placements necessary within each category to be fully represented.

Goals	Female	Black	Asian	Native American	Hispanic	Pacific Islander	Two or More Races
Professionals							
Para-Professionals							
Administrative Support							

Activities proposed to meet placement goals:

King County Elections has no target goal areas. In order to maintain 100% representation, KCE will continue to: focus on Equitable Workforce Development strategies related to the Equity and Social Justice Strategic Plan. KCE will also review recruitment and employment practices with an ESJ lens, evolving their practices with the intention of building on past successes with community partnerships and outreach to underrepresented communities. Resources include:

- Advertising with ethnically diverse publications and social media pages.
- NOTIS (Northwest Association of Translators and Interpreters)
- Bellevue Community College Translation & Interpretation Program
- Coalition of Organizations from Language Services Manager
- Casa Latina
- El Centro De la Raza
- UW Mecha Latina
- SPU Mecha Latina
- PLU Mecha Latina
- Latino Center
- Center for Peace and Justice
- POC Chola Coalition
- Seattle POCQ Safe Space
- Latinos Unit
- Colombianos Seattle-Tacoma
- Chilenos in the Northwest

- Facebook Specialty Group (Korean American Coalition-WA)
- Ethnic Media Distribution List of 88 Contacts in the King County area (newspapers, radio and magazines: African American, Armenian, Asian, Chinese, Ethiopian, Filipino, Hawaiian, Japanese, Latino, Jewish, Korean, Vietnamese)

In order to help maintain 100% representation: Elections will:

Continue to expand the recruitment tools and groups used to build the workforce pipeline.

Implementing development plans and measurements for Special Duty assignments.

Further develop employee onboarding initiatives and communication to emphasis ESJ and the department’s commitment to ESJ practices.

Expand Elections partnerships with outreach groups by focusing the voter education resources on people experiencing homelessness and returning citizens.

Activities proposed to recruit, retain and promote women and persons of color in the workforce:

Elections will work to continue to expand its recruitment and training efforts to increase the pipeline of talent in these areas while also providing training and support to current staff. In addition, Elections will continue to focus on educating staff on bias awareness and the values of building an equitable and inclusive workplace.

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

Elections will work to continue to expand its recruitment and training efforts to increase the pipeline of talent in these areas while also providing training and support to current staff. In addition, Elections will continue to focus on educating staff on bias awareness and the values of building an equitable and inclusive workplace.

Prosecuting Attorney's Office

Based on analysis data provided, PAO is represented in 26 out of 28, or 93% of placement goal areas. The chart below indicates the number of placements necessary within each category to be fully represented.

Goals	Female	Black	Asian	Native American	Hispanic	Pacific Islander	Two or More Races
Officials & Administrators							
Professionals				1		1	
Para-Professionals							
Administrative Support							

Activities proposed to meet placement goals:

The Prosecuting Attorney's Office has two target goal areas: Native American and Pacific Islander. This will require:

Engagement with and discussing potential barriers to County employment with:

- The King County Native American Leadership Council;
- Asian American, Native American, Pacific Islander(AANAPISI) Center at South Seattle Community College;
- NW Indian and Asian Bar Associations;
- The Asian Pacific Islander Community Leadership Foundation; and
- Washington State Commission of Asian Pacific American Affairs.

How these activities will help achieve placement goals:

The PAO will have a greater presence in the target communities, making it a desirable place to consider for career opportunities.

Feedback from these communities will allow the PAO to address any barriers to employment with this office.

Activities proposed to recruit, retain and promote women and persons of color in the workforce:

The office participates in the NW Minority Job fair each year. This job fair is hosted by a law firm in Seattle. The PAO interviews extern, intern and lateral candidates.

The PAO is sending two African American attorneys to the National Black Prosecutors Association conference this summer. Additionally, the PAO is sending a Senior African American attorney to their job fair.

The PAO does targeted outreach with minority groups at the University of Washington and Seattle University law schools.

This year the PAO provided mandatory training on Cultural Competency and Implicit Bias. The office plans to continue with these trainings.

The PAO's ESJ committee is working on being intentional about retention. The People of Color Affinity group is sharing feedback with leadership on things that have happened in the past so that they can avoid repeating them in the future and, therefore, do a better job of retaining employees of color.

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

The PAO was able to secure funding to hire a sign language interpreter this year. The PAO is intentional about providing reasonable accommodations to the employees who need them.

4. Past Plan Activity

2014 – 2017 EEO/AA Plan Summary

To measure the overall results of the 2014 – 2017 plan and understand the description of employment progress for persons of color and women, and for persons with disabilities, an explanation of the term goal setting areas is required. Goal setting areas are a method of organizing jobs with similar work duties, responsibilities, wages or salaries, and advancement opportunities into broad categories for analysis purposes. The job groups for this plan were:

- Officials and Administrators
- Professionals
- Technicians
- Protective Service Workers
- Paraprofessionals
- Administrative Support
- Skilled Craft Workers
- Service-Maintenance

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

The plan looked at the race and gender of employees in each job category of each department. It also looked at persons with disabilities where that status information was volunteered by employees. Depending upon business needs, a department may have a different set of job categories. For the 2014 – 2017 EEO/AA Plan, there was a total of 434 goal-setting areas for all departments combined.

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

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

Goal Setting Attainment Overall

The 2014 – 2017 Plan had 434 potential goal setting areas. Goal setting areas are areas of employment of persons within the affirmative action plan. For this plan, seven race and gender groups (Black, Asian, Native American, Hispanic, Pacific Islander, Two or More Races and Women) had 62 areas of employment opportunity by department job groups.

At the plan’s end, 96%, or 415 of 434 goal-setting areas had full representation of persons of color and women.

Appendix A details the goals attained by each executive branch department, along with an analysis of the department’s implementation activities.

Hires by Race and Gender

By race and gender, the following results were found (Year 2014 – 2017):

	Number of Hires/Rehires				Percentages			
	2014	2015	2016	2017	2014	2015	2016	2017
People of Color	200	256	356	456	32.68%	35.96%	39.96%	43.93%
White	412	456	535	582	67.32%	64.04%	60.04%	56.07%
Total	612	712	891	1038	100%	100%	100%	100%

	Number of Hires/Rehires				Percentages			
	2014	2015	2016	2017	2014	2015	2016	2017
Female	260	317	399	501	42.48%	44.52%	44.78%	48.27%
Male	352	395	492	537	57.52%	55.48%	55.22%	51.73%
Total	612	712	891	1038	100%	100%	100%	100%

Promotions by Race and Gender

	2014		2015		2016		2017		Total	
	Promotions	%	Promotions	%	Promotions	%	Promotions	%	Promotions	%
People of Color	96	31.17%	159	39.07%	185	36.49%	235	38.84%	675	36.95%
White	212	68.83%	248	60.93%	322	63.51%	370	61.16%	1152	63.05%
Total	308	100%	407	100%	507	100%	605	100%	1827	100%

	2014		2015		2016		2017		Total	
	Promotions	%	Promotions	%	Promotions	%	Promotions	%	Promotions	%
Female	147	47.73%	196	48.16%	261	51.48%	257	42.48%	861	47.13%
Male	161	52.27%	211	51.84%	246	48.52%	348	57.52%	966	52.87%
Total	308	100%	407	100%	507	100%	605	100%	1827	100%

Promotions by Specific Race

	Promotions	%
Black	246	13.46%
Asian	221	12.10%
Native American	28	1.53%
Hispanic	93	5.09%
Pacific Islander	22	1.20%
Two or More Races	65	3.56%
White	1152	63.05%
Total	1827	100%

Terminations by Race and Gender

	Terminations				Percentages			
	2014	2015	2016	2017	2014	2015	2016	2017
People of Color	190	195	216	281	31%	33%	33%	40%
White	421	363	435	416	69%	67%	67%	60%
Total	611	558	651	697	100%	100%	100%	100%

	Terminations				Percentages			
	2014	2015	2016	2017	2014	2015	2016	2017
Female	281	281	292	338	46%	48%	45%	48%
Male	330	307	359	359	54%	52%	55%	52%
Total	611	588	651	697	100%	100%	100%	100%

Voluntarily Self-Identified Persons with Disabilities

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 is shown below.

Job Group	Persons with Disabilities
Officials & Administrators	2
Professionals	102
Technicians	7
Protective Service	81
Administrative Support	34
Skilled Crafts	25
Service Maintenance	65
Total	316

Disability Accommodations

The Executive Departments and the Prosecuting Attorney's Office are both committed to assisting qualified employees who are or who become disabled to perform the essential functions of their jobs through reasonable accommodations. The Disability Services program provides employee assistance including consultations, referrals, and work re-assignments, including transitional or light duty work. These and other services assist employees to return to work earlier while the department regains the work contribution of the returned employee. The number of employees who currently receive disability accommodations is 441.

Supported Employment Program

King County's commitment to supported employment started in 1990, when the King County Council created an initiative to provide paid, competitive employment opportunities for individuals with intellectual and developmental disabilities into integrated work settings in response to the issue of employment inequality. At King County, we have strong commitment to hiring a workforce that is truly reflective of our community and those we serve. The supported employment program gives us the ability to meet this goal by including an untapped motivated workforce as well as streamline our work to be more efficient. In 2015, King County recommitted to supported employment by hiring a program manager to provide centralized training and resources as well as to begin creating new supported employment positions through King County government.

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.

Participation in Supported Employment Program

Employees in Supported Employment Program			
2014	2015	2016	2017
42	43	44	45

Percent Participation by Race

	2014	2015	2016	2017
People of Color	24%	23%	25%	20%
White	76%	77%	75%	80%
Total	100%	100%	100%	100%

Percent Participation by Gender

	2014	2015	2016	2017
Female	45%	40%	41%	42%
Male	55%	60%	59%	58%
Total	100%	100%	100%	100%

5. Equal Employment Opportunity Complaints

It is against federal and state law, and King County policy to discriminate, harass, or retaliate in employment on the basis of an employee's race, color, age, gender, marital status, sexual orientation, religion, ancestry, national origin, veteran status, or disability. To ensure compliance, the Executive's nondiscrimination and anti-harassment 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, the departments, PAO, and HRD take initiatives to ensure a positive employment environment. This includes EEO management and employee training on nondiscrimination and anti-harassment and diversity management. In addition HRD maintains a pool of consultants selected to provide investigation and equity assistance services.

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

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

Summary and Complaint Tables

- The most frequent basis of complaint in descending order is retaliation (15%), race (12%), gender (11%), and disability (10%).
- A complaint may include more than one basis of discrimination charged.
- In 2016, a pilot project was launched, King County Investigation and Resolution Office, (KCIRO), which sought to minimize the disruption in the workplace caused by typical investigations, maintain positive working relationships, and reduce the time, cost, and worry of resolving complaints. This resulted in a significant uptick in workplace investigations, although nearly half of the investigations conducted by KCIRO in 2017 were unrelated to protected class status, and were identified as 'misconduct', for the purposes of the plan, these are found under the 'other' category.

The tables below detail complaint activity coordinated through the HRD Workforce Equity team for 2014 to year-end 2017.

Complaint Cases Open and Closed

Status of Complaints	2014	2015	2016	2017	Total
Open Cases	16	14	22	75	127
Closed Cases	7	11	16	22	56
Total	23	25	38	97	183

Complaints Filed Status

Status of Complaints	2014	2015	2016	2017	Total	%
Total Filed	21	25	26	23	95	100%
Remaining Open	1	8	10	18	37	39%
Settlement	14	13	6	3	36	38%
Administrative Closure	3	0	3	2	8	8%
Statute Ran	1	2	3	0	6	6%
Voluntary Dismissal	1	0	1	0	2	2%
Claim Denied	0	0	3	0	3	3%
Summary Judgement	1	1	0	0	2	2%
Defense Jury Verdict	0	1	0	0	1	1%
Litigate	14	19	13	12	58	61%
Totals	21	25	26	23	95	100%

Number of Complaints by Executive Department

Department	2014	2015	2016	2017	Total	%
DAJD	2	3	8	4	17	9%
DCHS	0	0	0	0	0	0%
DPER	0	0	0	0	0	0%
DES	2	2	5	32	41	22%
DJA	0	0	0	0	0	0%
DNRP	1	6	2	5	14	8%
DOA	0	0	0	3	3	2%
DOT	3	7	5	11	29	16%
DPH	1	5	4	28	38	21%
DES	2	0	0	2	4	2%
KCIT	1	0	0	1	2	1%
KCSO	7	0	7	2	16	9%
DPD	2	1	3	7	13	7%
PAO	0	0	1	1	2	1%
Other*	2	1	0	1	4	2%
Total	23	25	35	97	183	100%

*This encapsulates complaints in separately elected offices of King County, which are not included in the EEO/AA Plan

With a workforce of over 13,500 employees, in a typical year, the Executive Departments receive about one complaint for every 295 employees. Excluding the complaints registered through the KCIRO pilot, the Executive Departments receive one complaint for every 563 employees.

Complaints by Basis

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

Basis of Complaints	2014	2015	2016	2017	Total	%
Sexual Harassment	3	1	2	4	10	3%
Race	5	9	8	17	39	12%
National Origin	0	2	5	5	12	4%
Retaliation	12	6	12	18	48	15%
Ethnicity	0	0	1	1	2	1%
Gender	5	7	11	11	34	11%
Disability	6	10	8	9	33	10%
Age	3	1	3	5	12	4%
Religion	0	0	1	1	2	1%
Other	15	23	22	65	125	39%
Total	49	59	73	136	317	100%

Number of Complaint Basis per Charge Filed

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

Basis per Charge	2014	2015	2016	2017	Total	%
One	9	6	18	70	103	56%
Two	7	9	12	6	34	19%
Three	2	5	3	13	23	13%
Four or more	5	5	5	8	23	13%
Total	23	25	38	97	183	100%

6. Internal Monitoring and Reporting

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

The internal monitoring and report system will:

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

Office of Federal Contract Compliance Program Gender Discrimination Compliance

King County complies with the gender discrimination guidelines as follows:

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

- King County does not terminate employees of one gender in a particular job group when they reach a certain age, unless the same rule applies to members of the other gender.
- King County provides appropriate physical facilities to both genders.
- King County does not penalize, in conditions of employment, women who require time away from work for childbearing. When, under King County's leave policy, a woman employee would qualify for leave, then childbearing is considered a justification like any other for granting such leave, for a reasonable period of time. The conditions applicable to her leave and to her return to employment are in accordance with King County's leave policy with respect to all leaves of absence. Further, King County's maternity policy complies with the 1978 Pregnancy Amendment to Title VII of the Civil Rights Act of 1964.
- King County does not, on the basis of gender, specify any differences between men and women employees in retirement age.
- King County's wage schedules are not related to or based upon gender.
- King County does not discriminatorily restrict one gender to certain job groups.

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

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

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

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

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

- King County participates in local activities that encourages community involvement and integrates minorities, women, and people with disabilities in that work.

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

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

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

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

7. Plan Terminology and Guidance

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

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

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

8. Glossary of Terms

Affirmative Action Liaison

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

Anti-Sexual Harassment Policy Designee

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

Availability (Workforce Availability)

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

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

Equal Employment Opportunity

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

EEO (Equal Employment Opportunity) Job Categories

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

EEO job categories, also known as job groups, are a means to separate various occupations into groups based upon job title, skill and knowledge, requirements, and level of responsibility involved. The category titles used with this plan are: Officials & Administrators, Professionals, Technicians, Protective Service Workers, Para-Professionals, 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.

Protective Service Workers

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

Administrative Support (Including Clerical and Sales)

Occupations in which workers are responsible for internal and external communication, recording and retrieval of data/information, and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks,

office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

Skilled Craft Workers

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

Service/Maintenance

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

EEO (Equal Employment Opportunity) Coordinator

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

Equal Opportunity

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

Executive Departments

The following departments and agencies covered in this plan are:

Department of Adult and Juvenile Detention (DAJD)

Department of Community and Human Services (DCHS)

Department of Permitting and Environmental Review (DPER)

Department of Executive Services (DES)

Department of Judicial Administration (DJA)

Department of Natural Resources and Parks (DNRP)
Department of Assessments (DOA)
Department of Transportation (DOT)
Department of Public Health (DPH)
King County Sheriff's Office (KCSO)
King County Information Technology (KCIT)
Department of Public Defense (DPD)
Department of Elections (DOE)
Prosecuting Attorney's Office (PAO)

Human Resources Division (HRD)

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

Human Rights Agencies

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

Equal Employment Opportunity Commission (EEOC)
Washington State Human Right Commission (WSHRC)
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 EEO AA Advisory Committee

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

Persons with Disabilities

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

Prosecuting Attorney's Office

A separate county office headed by an independently elected prosecuting official. The Office interprets legal rulings and makes recommendations to the Human Resources Division and Executive Departments.

Placement Goals

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

Problem Area(s)

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

Promotion

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

Qualified Disabled Person

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

Retaliation

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

Race and Ethnic Definitions

- a. White (not of Hispanic origin): All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- b. Black (not of Hispanic origin): All persons having origins in any of the Black racial groups of Africa.
- c. Hispanic: All persons of Mexican, Puerto Rican, Cuban, Central, or South American, or other Spanish culture or origin, regardless of race.
- d. Asian or Pacific Islander: All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, India, Japan, Korea, the Philippine Islands, and Samoa.
- e. American Indian, Native American, or Alaskan Native: All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.
- f. Native Hawaiian or Other Pacific Islander: A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

- g. Two or More Races: People may have chosen to provide two or more races either by checking two or more race response check boxes, by providing multiple write-in responses, or by some combination of check boxes and write-in responses.

Supervisor

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

Underrepresentation (Under-utilization)

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

Vietnam Era Veteran

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

Workforce

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

Appendix A:

2014 – 2017 Plan Analysis

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

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

- Providing training to leadership and HR staff to improve awareness around equity and social justice and how it relates to hiring and the EEO/AA goals for the department;
- Analysis of applicant pools and selection process for potential barriers;
- Utilizing NEOGOv to analyze groups by race and gender at various steps throughout the hiring process;
- Attending multiple job fairs in the community;
- Utilizing local employment offices for outreach; and
- When the department did meet their goal in the tables shown below, the “Actual Hiring Rate” is highlighted.

Department of Adult and Juvenile Detention

The Department of Adult and Juvenile Detention had four goal areas, and met one goal area the department had an opportunity to hire into.

Job Group	Placement Goal Area	Labor Force Availability	Total # of Positions Filled	Total # of Positions Filled in Goal Area	Actual Hiring Rate
Professionals	Native American	1.33%	38	0	0.00%
Protective Service	Two or More Races	0.52%	126	4	3.17%
Service Maintenance	Native American	0.65%	3	0	0.00%
Service Maintenance	Hispanic	15.09%	3	0	0.00%

Implementation Activities Analysis

The Department of Adult and Juvenile Detention began their EEO/AA Plan implementation in 2017 with four placement goals areas; Native American Professionals, Native American in Service Maintenance, Hispanic in Service Maintenance, and two or more races in Protective Services. Out of the four placement goals areas, the department was only able to meet the two or more races in Protective Services placement goal for the year. Although the department did not meet the placement goals in the other three areas in 2017, it did make significant process in its targeted recruitment programs towards under-represented communities this past year. The department’s human resources staff focused a significant portion of their outreach activities on key under-represented communities, including increased attendance at local job fairs, and veteran’s recruitment events. Additionally, the department partnered with the Department of Community and Human Services’ Communities of Opportunity program for the first time in July and organized an on-the-spot hiring event for Corrections Officers positions with the department waiving the pre-employment testing fee for all applicants who attended the event.

Department of Community and Health Services

The Department of Community and Human Services had two total placement areas and met all goals.

Job Group	Placement Goal Area	Labor Force Availability	Total # of Positions Filled	Total # of Positions Filled in Goal Area	Actual Hiring Rate
Professionals	Two or More Races	0.86%	212	20	9.43%
Administrative Support	Asian	11.51%	36	7	19.44%

Department of Permitting and Environmental Review

Permitting and Environmental Review had two placement goal areas, meeting one goal and not having an opportunity to meet the other.

Job Group	Placement Goal Area	Labor Force Availability	Total # of Positions Filled	Total # of Positions Filled in Goal Area	Actual Hiring Rate
Officials and Administrators	Female	31.02%	0	0	NO OPP
Professionals	Black	5.27%	26	2	7.14%

Department of Executive Services

The Department of Executive Services had six placement goal areas, meeting four goals and not meeting two.

Job Group	Placement Goal Area	Labor Force Availability	Total # of Positions Filled	Total # of Positions Filled in Goal Area	Actual Hiring Rate
Professionals	Native American	0.63%	271	1	0.36%
Protective Service	Asian	6.17%	30	3	10.00%
Protective Service	Native American	4.44%	30	0	0.00%
Protective Service	Hispanic	2.81%	30	3	10.00%
Service Maintenance	Native American	1.63%	66	2	3.03%
Service Maintenance	Two or More Races	0.55%	66	2	3.03%

Implementation Activities Analysis

The Department of Executive Services (DES) began the EEO/AA plan implementation with representation of 43 out of 49 placement goal areas. DES had six target goal areas, and achieved four out of six of its placement goals. Currently, DES is increasing EEO/AA activities working with human resources staff and Workforce Equity team to improve placement goals of Professionals and Protective Services (Native American).

Department of Judicial Administration

The Department of Judicial Administration had two placement goal areas and met both goals.

Job Group	Placement Goal Area	Labor Force Availability	Total # of Positions Filled	Total # of Positions Filled in Goal Area	Actual Hiring Rate
Professionals	Black	5.75%	26	6	3.10%
Administrative Support	Native American	1.36%	129	4	20.00%

Department of Natural Resources and Parks

The Department of Natural Resources and Parks had two placement areas and met one goal.

Job Group	Placement Goal Area	Labor Force Availability	Total # of Positions Filled	Total # of Positions Filled in Goal Area	Actual Hiring Rate
Officials and Administrators	Asian	9.59%	5	1	20.00%
Service Maintenance	Hispanic	7.90%	153	5	3.26%

Implementation Activities Analysis

DNRP continued to build off of previous efforts that increased outreach activities as well as examined and improved selection processes to reduce bias and check diversity at every step of the selection process. Outreach efforts across the department expanded to include attending more diversity job fairs, finding new places to post positions and holding the second Direct Hire Event in White Center. DNRP continues to post all positions on the Professional Diversity Network, connecting each of positions with eight professional networking sites at once, along with their partner sites and HBCU Connect (Historically Black Colleges and University recruitment website).

Department of Assessments

Department of Assessments had one placement goal area, which it did not meet.

Job Group	Placement Goal Area	Labor Force Availability	Total # of Positions Filled	Total # of Positions Filled in Goal Area	Actual Hiring Rate
Administrative Support	Hispanic	4.72%	28	0	0.00%

Implementation Activities Analysis

Overall, the department has increased the percent the people of color in the employee base from 27% to 30.4%. Nonetheless, the department has more work to do as it did not reach the placement goal of one Hispanic hire in the Administrative Support area. The department's recruitment redesign efforts have made an impact on the overall

diversity. DOA will continue efforts to meet target areas while continuing to broaden overall diversity.

Department of Transportation

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

Job Group	Placement Goal Area	Labor Force Availability	Total # of Positions Filled	Total # of Positions Filled in Goal Area	Actual Hiring Rate
Officials and Administrators	Black	5.93%	2	0	0.00%
Technicians	Female	41.63%	3	0	0.00%
Administrative Support	Native American	1.21%	170	0	0.00%
Administrative Support	Pacific Islander	0.68%	170	3	1.76%
Administrative Support	Two or More Races	1.00%	170	12	7.05%
Skilled Crafts	Female	9.84%	314	21	6.68%
Service Maintenance	Female	32.68%	513	84	16.37%
Service Maintenance	Pacific Islander	1.31%	513	19	3.70%
Service Maintenance	Two or More Races	1.29%	513	16	3.11%

Implementation Activities Analysis

During this four year period, the Department of Transportation (DOT) continued its efforts in building and maintaining a diverse workforce. The number of people of color as a percentage of the department workforce increased 19.6% (i.e., from 37.2% to 44.6%). This reflects an increase of 19.7% in African Americans over this period, a 7.7% increase in Native Americans, a 27.8% increase in Hispanics, a 75.0% increase in Pacific Islanders, and a 170.0% increase in individuals that are of two or more races.

Department of Public Health

The Department of Public Health had two goals and was unable to meet either goal.

Job Group	Placement Goal Area	Labor Force Availability	Total # of Positions Filled	Total # of Positions Filled in Goal Area	Actual Hiring Rate
Technicians	Native American	1.35%	79	0	0.00%
Administrative Support	Native American	1.42%	168	0	0.00%

Implementation Activities Analysis

The Department of Public Health-Seattle & King County began the EEO/AA Plan implementation with a goal for increasing Technicians by one Native American and Administrative Support by three Native Americans. DPH adopted several best practices in support of countering bias in the selection process and continuing to diversify the workforce

These include:

- All interview panels prior to the first interview are required to view the 12 minute Countering Bias video and have a discussion deepening their understanding of their own biases and how bias influences the interview and decision process;
- Hiring supervisors regularly make every effort to convene diverse interview panels; and
- Interview panels do not discuss individual candidates until all of the interviews have taken place in an effort to reduce the chances of the interview panel drawing conclusions about quality of candidates until after all candidates have been interviewed.

King County Sheriff's Office

The King County Sheriff's Office had two goals and was able to meet both.

Job Group	Placement Goal Area	Labor Force Availability	Total # of Positions Filled	Total # of Positions Filled in Goal Area	Actual Hiring Rate
Administrative Support	Native American	1.51%	58	2	3.44%
Administrative Support	Two or More Races	1.06%	58	8	13.79%

King County Information Technology

King County Information Technology had two goals and was able to meet one of them.

Job Group	Placement Goal Area	Labor Force Availability	Total # of Positions Filled	Total # of Positions Filled in Goal Area	Actual Hiring Rate
Professionals	Two or More Races	0.80%	208	9	4.32%
Technicians	Female	25.38%	13	2	15.38%

Implementation Activities Analysis

KCIT exceeded the placement goal rate of professionals with two or more races - placing nine individuals. While KCIT was not able to meet the placement goal of hiring female technicians, it is important to note that the placement rate has stayed stable over the past two years, right around 15%. As KCIT continues to mature, they will begin to make a more targeted effort to meet placement rates in this goal area.

Department of Public Defense

The Department of Public Defense had one placement goal area that it did not meet.

Job Group	Placement Goal Area	Labor Force Availability	Total # of Positions Filled	Total # of Positions Filled in Goal Area	Actual Hiring Rate
Administrative Support	Asian	8.46%	24	1	4.16%

Implementation Activities Analysis

The Department of Public Defense (DPD) had one placement goal area of hiring an Asian person in the Administrative Support Job Group. The department made progress by hiring an additional administrative staff person of Asian descent, but fell short of the goal of hiring 3 individuals.

DPD's Activity Plan was focused on standardization and removing barriers. Some of the successes included:

- Standardizing recruitment practices with an eye towards screening in diverse candidates as opposed to screening out candidates who would contribute to diversity.
- Reviewing job postings to ensure that the requirements are truly related to the skills needed and are not unnecessary barriers to employment.
- Posting backfill and short term vacancies as Special Duty opportunities and posting externally if a successful internal candidate is not found.
- Increasing the diversity of race, gender and age on interview and hiring panels and including frontline staff.

King County Elections

King County Elections had two goals, with no opportunity to meet one goal, and inability to meet the other.

Job Group	Placement Goal Area	Labor Force Availability	Total # of Positions Filled	Total # of Positions Filled in Goal Area	Actual Hiring Rate
Professionals	Asian	10.53%	24	1	4.16%
Technicians	Female	35.20%	0	0	NO OPP

Implementation Activities Analysis

Overall, Elections is a diverse department with 44% of its workforce being persons of color. This is attributed to a concerted effort to reflect the communities they serve and hiring to provide services like translation and community outreach. In 2017 Elections did implement the goal activities below:

- Designed recruitments around position-specific core competencies;
- Built a hiring process for panels to include “countering bias” discussion in the hiring process;
- Implemented a “screen-in” philosophy that increased the number of applicants being phone screened; and
- Posted all Special Duty opportunities and TLT/STT vacancies thereby increasing the availability of opportunities and allowing for a competitive selection process.

JOB GROUP ANALYSIS
as of January 1, 2018

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Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 1 - Officials and Administrators

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0100	Asst County Executive Ops I	1	1.03	0	0	0	0	0	0	0	0
0100	Chief Admin Officer	1	1.03	1	1	0	1	0	0	0	0
0100	Chief Financial Officer	1	1.03	1	0	0	0	0	0	0	0
0100	Chief of Operations-DAJD	2	2.06	1	1	1	0	0	0	0	0
0100	Div. Dir. II, Admin Services	2	2.06	1	1	1	0	0	0	0	0
0100	Div. Dir., Cmmnty Corrections	1	1.03	1	1	1	0	0	0	0	0
0100	Div. Dir., Juvenile	1	1.03	1	1	1	0	0	0	0	0
0200	Asst County Executive Ops I	1	1.03	1	0	0	0	0	0	0	0
0200	Asst Div Dir., Dev Disabilities	1	1.03	1	1	0	1	0	0	0	0
0200	Chief Admin Officer	1	1.03	1	1	0	1	0	0	0	0
0200	Chief of Staff- Pub Hlth	1	1.03	1	0	0	0	0	0	0	0
0200	Div. Dir., Dev Disability	1	1.03	1	0	0	0	0	0	0	0
0300	Chief Financial Officer	1	1.03	0	0	0	0	0	0	0	0
0300	Deputy Dir., DDES	1	1.03	0	0	0	0	0	0	0	0
0300	Dir., Dev & Environmental Svcs	2	2.06	0	1	0	1	0	0	0	0
0400	Asst Div Dir., Facilities Mgt	1	1.03	1	1	0	0	0	1	0	0
0400	Asst Division Dir, RALS	1	1.03	0	0	0	0	0	0	0	0
0400	Chief Admin Officer	1	1.03	0	0	0	0	0	0	0	0
0400	Deputy Dir., Executive Svcs	1	1.03	0	0	0	0	0	0	0	0
0400	Div. Dir., Constr & Fac Mgmt	1	1.03	0	0	0	0	0	0	0	0
0400	Div. Dir., Finance & Bus Ops	1	1.03	0	0	0	0	0	0	0	0
0400	Div. Dir., HR Management	1	1.03	0	1	1	0	0	0	0	0
0400	Div. Dir., Records & Licensing	1	1.03	0	0	0	0	0	0	0	0
0400	Facilities Maintenance Manager	1	1.03	0	1	1	0	0	0	0	0
0400	Health Reform Director	1	1.03	1	1	0	1	0	0	0	0
0600	Chief Admin Officer	1	1.03	1	1	1	0	0	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 1 - Officials and Administrators

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0600	Chief Financial Officer	2	2.06	1	1	0	1	0	0	0	0
0600	Chief Officer Util Strg Perf	1	1.03	1	0	0	0	0	0	0	0
0600	Deputy Dir., DNRP	1	1.03	0	0	0	0	0	0	0	0
0600	Director, DNRP	1	1.03	1	0	0	0	0	0	0	0
0600	Div. Dir., Solid Waste	1	1.03	0	0	0	0	0	0	0	0
0600	Div. Dir., Wastewater Trmt	1	1.03	0	0	0	0	0	0	0	0
0600	Div. Dir., Water & Land Res.	1	1.03	0	0	0	0	0	0	0	0
0600	Parks Operations Manager	1	1.03	0	0	0	0	0	0	0	0
0700	Chief Deputy Assessor	1	1.03	0	0	0	0	0	0	0	0
0700	Div. Dir. II, Admin Services	1	1.03	0	0	0	0	0	0	0	0
0700	Div. Dir., Accounting	1	1.03	1	0	0	0	0	0	0	0
0700	Div. Dir., Commercial/Business	1	1.03	1	0	0	0	0	0	0	0
0700	Div. Dir., IT Services	1	1.03	0	1	0	1	0	0	0	0
0700	Div. Dir., Residential	1	1.03	1	0	0	0	0	0	0	0
0800	Asst Div Dir., Fleet	1	1.03	1	0	0	0	0	0	0	0
0800	Asst Div Dir., Transit	4	4.12	3	2	1	0	0	1	0	0
0800	Chief Financial Officer	1	1.03	0	0	0	0	0	0	0	0
0800	Deputy Dir., Transportation	1	1.03	1	0	0	0	0	0	0	0
0800	Director, Transportation	1	1.03	0	1	0	1	0	0	0	0
0800	Div. Dir., Airport	1	1.03	0	0	0	0	0	0	0	0
0800	Div. Dir., Fleet	1	1.03	1	0	0	0	0	0	0	0
0800	Div. Dir., Marine	1	1.03	0	0	0	0	0	0	0	0
0800	Div. Dir., Policy & Technology	1	1.03	0	0	0	0	0	0	0	0
0800	Div. Dir., Roads	1	1.03	1	0	0	0	0	0	0	0
0800	Div. Dir., Transit	1	1.03	0	0	0	0	0	0	0	0
0900	Asst County Executive Ops II	2	2.06	2	1	1	0	0	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 1 - Officials and Administrators

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0900	Asst Div Dir., EMS	1	1.03	1	0	0	0	0	0	0	0
0900	Asst Div Dir., Environtl Hlth	2	2.06	1	2	2	0	0	0	0	0
0900	Chief Admin Officer	1	1.03	0	0	0	0	0	0	0	0
0900	Chief of Staff- Pub Hlth	1	1.03	1	0	0	0	0	0	0	0
0900	Chief PH - APPE	1	1.03	1	1	0	1	0	0	0	0
0900	Communicable Disease Prg Admtr	1	1.03	1	0	0	0	0	0	0	0
0900	Div. Dir., Public Health	5	5.15	3	1	1	0	0	0	0	0
0900	Public Health Dental Director	1	1.03	1	0	0	0	0	0	0	0
0900	Public Health Officer	1	1.03	0	0	0	0	0	0	0	0
1100	Chief	3	3.09	2	1	1	0	0	0	0	0
1100	Chief Deputy Sheriff	1	1.03	0	0	0	0	0	0	0	0
1100	Chief Financial Officer-KCSO	1	1.03	0	1	0	0	0	0	0	1
1100	Chief of Staff - KCSO	1	1.03	0	0	0	0	0	0	0	0
1200	Asst County Executive Ops I	1	1.03	0	0	0	0	0	0	0	0
1200	Chief Financial Officer	1	1.03	1	1	0	1	0	0	0	0
1200	Chief Info Security Officer	1	1.03	0	0	0	0	0	0	0	0
1200	Chief Information Officer	1	1.03	1	1	1	0	0	0	0	0
1200	Information Resources Mgmt Dir	2	2.06	1	0	0	0	0	0	0	0
1300	Asst County Executive Ops I	2	2.06	2	2	1	1	0	0	0	0
1300	Chief Financial Officer	1	1.03	1	0	0	0	0	0	0	0
1300	Dir., Public Defense	1	1.03	1	0	0	0	0	0	0	0
9200	Chief Deputy - PAO	4	4.12	1	1	0	1	0	0	0	0
9200	Chief of Staff - PAO	1	1.03	1	1	0	1	0	0	0	0
9200	Director, Human Resources-PAO	1	1.03	1	0	0	0	0	0	0	0
9200	TAS Manager - PAO	1	1.03	1	0	0	0	0	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 1 - Officials and Administrators

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
	Total #	97		51	31	15	13	0	2	0	1
Totals	Total %			52.57	31.95	15.46	13.40	0.00	2.06	0.00	1.03

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0100	Business & Finance Officer III	1	0.02	1	0	0	0	0	0	0	0
0100	Business & Finance Officer IV	2	0.04	1	0	0	0	0	0	0	0
0100	Business Analyst - Sr.	1	0.02	0	0	0	0	0	0	0	0
0100	Communications Specialist IV	1	0.02	1	0	0	0	0	0	0	0
0100	Community Corr. Placement Spc	3	0.06	1	1	1	0	0	0	0	0
0100	Community Corrections Casewkr	11	0.23	7	4	3	1	0	0	0	0
0100	Community Work Prog. Crew Supr	8	0.17	3	3	2	0	0	1	0	0
0100	Corrections Captain	11	0.23	3	4	3	1	0	0	0	0
0100	Corrections Program Admstr	2	0.04	2	1	1	0	0	0	0	0
0100	Corrections Program Specialist	20	0.42	3	10	6	4	0	0	0	0
0100	Corrections Program Supervisor	6	0.12	1	3	2	1	0	0	0	0
0100	Functional Analyst II	1	0.02	1	0	0	0	0	0	0	0
0100	Human Resource Analyst	2	0.04	2	0	0	0	0	0	0	0
0100	Human Resource Analyst- Senior	2	0.04	2	2	1	0	0	1	0	0
0100	Human Resource Mgr III	1	0.02	0	1	0	1	0	0	0	0
0100	Orientation & Assessment Spec	1	0.02	0	1	1	0	0	0	0	0
0100	Program Supervisor II	1	0.02	0	0	0	0	0	0	0	0
0100	Project/Program Manager II	2	0.04	0	1	1	0	0	0	0	0
0100	Project/Program Manager IV	9	0.19	7	5	1	2	0	1	0	1
0100	Registered Nurse - Juvenile	5	0.10	4	1	0	0	0	1	0	0
0200	Administrator III	1	0.02	1	1	0	0	0	0	0	1
0200	Business & Finance Officer I	5	0.10	4	2	1	1	0	0	0	0
0200	Business & Finance Officer II	6	0.12	5	6	0	4	1	1	0	0
0200	Business & Finance Officer III	8	0.17	4	4	0	2	0	0	0	2
0200	Business & Finance Officer IV	2	0.04	2	2	1	1	0	0	0	0
0200	Chem Dependency Case Monitor	1	0.02	1	0	0	0	0	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0200	Chem Dependency Prgm Screener	12	0.25	1	5	3	1	1	0	0	0
0200	Chemical Dependency Scrn- Supv	2	0.04	0	1	1	0	0	0	0	0
0200	Communications Manager	1	0.02	1	0	0	0	0	0	0	0
0200	Communications Specialist I	1	0.02	1	1	0	0	0	1	0	0
0200	Communications Specialist III	1	0.02	1	0	0	0	0	0	0	0
0200	Community & Human Svcs Admstr	5	0.10	2	1	0	1	0	0	0	0
0200	County Executive Assistant IV	1	0.02	0	1	0	0	0	1	0	0
0200	Database Specialist - Journey	2	0.04	0	0	0	0	0	0	0	0
0200	Engineer II	2	0.04	0	0	0	0	0	0	0	0
0200	Finance and Admin Services Mgr	1	0.02	1	1	0	0	0	0	0	1
0200	Financial Services Administr.	2	0.04	0	2	1	0	1	0	0	0
0200	Health Provision Manager	1	0.02	1	1	0	1	0	0	0	0
0200	Human Resource Analyst	1	0.02	1	1	1	0	0	0	0	0
0200	Human Resource Analyst- Senior	1	0.02	1	0	0	0	0	0	0	0
0200	Human Resource Mgr II	1	0.02	1	1	1	0	0	0	0	0
0200	Involuntary Commitment Coord	1	0.02	1	0	0	0	0	0	0	0
0200	Involuntary Commitment Spec	38	0.81	28	5	1	2	1	0	0	1
0200	Involuntary Commitment Supv	4	0.08	2	1	0	0	0	0	0	1
0200	Managing Psychiatrist	1	0.02	1	1	0	1	0	0	0	0
0200	Occupational Ed&TrngPr Adm- Sr	1	0.02	0	1	0	1	0	0	0	0
0200	Occupational Educ & Trng Coord	1	0.02	1	0	0	0	0	0	0	0
0200	Program Supervisor II	3	0.06	2	2	1	0	0	0	0	1
0200	Project/Program Manager I	8	0.17	7	5	2	0	1	0	0	2
0200	Project/Program Manager II	60	1.28	39	24	5	7	1	4	0	7
0200	Project/Program Manager III	53	1.13	41	16	5	3	1	3	0	4
0200	Project/Program Manager IV	15	0.32	11	2	1	0	1	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0200	Psychiatrist	1	0.02	1	0	0	0	0	0	0	0
0200	Social Services Professional	22	0.47	15	15	7	1	0	3	0	4
0200	Social Services Specialist	9	0.19	7	6	3	2	0	1	0	0
0200	Social Worker	16	0.34	13	9	2	3	0	3	0	1
0200	Special Projects Manager I	2	0.04	2	0	0	0	0	0	0	0
0200	Special Projects Manager II	3	0.06	0	1	0	0	0	0	0	1
0200	Special Projects Manager III	3	0.06	1	2	0	0	0	1	0	1
0200	Special Projects Manager IV	1	0.02	1	1	1	0	0	0	0	0
0200	Statistician	1	0.02	1	0	0	0	0	0	0	0
0200	Strategic Planning Mgr II	1	0.02	0	0	0	0	0	0	0	0
0300	Accountant	1	0.02	1	0	0	0	0	0	0	0
0300	Engineer II	10	0.21	0	2	0	2	0	0	0	0
0300	Engineer III	2	0.04	1	0	0	0	0	0	0	0
0300	Engineer IV	2	0.04	0	0	0	0	0	0	0	0
0300	Environmental Scientist II	1	0.02	0	0	0	0	0	0	0	0
0300	Environmental Scientist III	5	0.10	3	0	0	0	0	0	0	0
0300	Fire Marshal Deputy II	3	0.06	0	1	0	0	1	0	0	0
0300	Functional Analyst III	1	0.02	1	0	0	0	0	0	0	0
0300	General Inspector II	7	0.15	1	2	0	1	0	0	0	1
0300	Human Resource Analyst- Senior	1	0.02	1	0	0	0	0	0	0	0
0300	Human Resource Mgr II	1	0.02	0	0	0	0	0	0	0	0
0300	Permitting Product Line Mgr	5	0.10	2	1	0	0	0	1	0	0
0300	Plans Exam Eng II/Pln Rvw Crd	3	0.06	0	0	0	0	0	0	0	0
0300	Plans Exam Eng III/Pln Rvw Crd	2	0.04	1	0	0	0	0	0	0	0
0300	Project/Program Manager II	3	0.06	1	1	0	1	0	0	0	0
0300	Project/Program Manager III	5	0.10	4	1	0	0	0	1	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0300	Project/Program Manager IV	2	0.04	1	0	0	0	0	0	0	0
0300	Site Development Specialist II	2	0.04	0	1	0	1	0	0	0	0
0300	Special Projects Manager IV	1	0.02	0	0	0	0	0	0	0	0
0400	Accountant	6	0.12	4	3	2	1	0	0	0	0
0400	Accountant - Senior	11	0.23	10	6	0	6	0	0	0	0
0400	Administrative Assistant II	2	0.04	2	1	1	0	0	0	0	0
0400	Administrative Services Mgr	2	0.04	2	1	1	0	0	0	0	0
0400	Administrator II	2	0.04	2	1	0	1	0	0	0	0
0400	Administrator III	5	0.10	4	2	1	0	0	1	0	0
0400	Alt Dispute Res/Med - Asst Mgr	2	0.04	1	0	0	0	0	0	0	0
0400	Alternative Dispute Resltn Med	1	0.02	1	0	0	0	0	0	0	0
0400	Alternative Dispute Resltn Mgr	1	0.02	1	0	0	0	0	0	0	0
0400	Animal Shelter Clinic Mgr	1	0.02	1	0	0	0	0	0	0	0
0400	Applications Developer - Mstr	7	0.15	2	5	0	5	0	0	0	0
0400	Applications Developer - Sr	5	0.10	1	4	0	4	0	0	0	0
0400	Archives and Records Manager	1	0.02	1	0	0	0	0	0	0	0
0400	Archivist	1	0.02	1	0	0	0	0	0	0	0
0400	Archivist - Assistant	3	0.06	3	0	0	0	0	0	0	0
0400	Asst Facilities Maint. Manager	1	0.02	1	0	0	0	0	0	0	0
0400	Benefits Plan Manager	2	0.04	2	0	0	0	0	0	0	0
0400	Business & Finance Officer I	4	0.08	3	3	1	1	0	1	0	0
0400	Business & Finance Officer II	5	0.10	4	3	0	3	0	0	0	0
0400	Business & Finance Officer III	9	0.19	8	4	1	1	0	2	0	0
0400	Business & Finance Officer IV	4	0.08	3	2	0	2	0	0	0	0
0400	Buyer	5	0.10	4	0	0	0	0	0	0	0
0400	Buyer - Assistant	2	0.04	2	1	0	0	0	0	0	1

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0400	Buyer - Lead Senior	2	0.04	0	1	1	0	0	0	0	0
0400	Buyer - Senior	6	0.12	5	1	1	0	0	0	0	0
0400	Capital Project Manager I	1	0.02	1	1	0	1	0	0	0	0
0400	Capital Project Manager II	1	0.02	0	1	0	0	0	1	0	0
0400	Capital Project Manager III	2	0.04	1	1	0	0	0	0	0	1
0400	Capital Project Manager IV	5	0.10	1	0	0	0	0	0	0	0
0400	Chief Investment Officer	1	0.02	0	0	0	0	0	0	0	0
0400	Claims Administrator	1	0.02	1	0	0	0	0	0	0	0
0400	Claims Manager	1	0.02	1	0	0	0	0	0	0	0
0400	Claims Officer	1	0.02	1	0	0	0	0	0	0	0
0400	Claims Officer II	7	0.15	4	1	0	0	0	0	1	0
0400	Claims Supervisor	1	0.02	1	1	1	0	0	0	0	0
0400	Class/Comp Services Manager	1	0.02	1	1	0	0	0	1	0	0
0400	Clinic Veterinarian	1	0.02	1	0	0	0	0	0	0	0
0400	Communications Manager	2	0.04	0	0	0	0	0	0	0	0
0400	Communications Specialist II	1	0.02	1	1	0	0	0	1	0	0
0400	Communications Specialist III	2	0.04	2	1	0	0	0	0	0	1
0400	Communications Specialist IV	3	0.06	3	0	0	0	0	0	0	0
0400	Contract Specialist I	3	0.06	2	0	0	0	0	0	0	0
0400	Contract Specialist II	7	0.15	5	3	1	2	0	0	0	0
0400	Contract Specialist III	4	0.08	1	2	0	0	0	1	0	1
0400	County Executive Assistant I	1	0.02	1	0	0	0	0	0	0	0
0400	County Executive Assistant IV	3	0.06	2	1	1	0	0	0	0	0
0400	County Records Analyst	4	0.08	3	1	0	0	0	0	0	1
0400	Database Administrator -Master	1	0.02	0	1	0	1	0	0	0	0
0400	Database Administrator -Senior	2	0.04	0	2	0	2	0	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0400	Diversity & Inclusion Mgr I	1	0.02	1	1	1	0	0	0	0	0
0400	Diversity & Inclusion Mgr II	1	0.02	1	1	1	0	0	0	0	0
0400	Educator Consultant I	1	0.02	0	1	0	0	0	1	0	0
0400	Educator Consultant II	7	0.15	5	3	3	0	0	0	0	0
0400	Educator Consultant III	1	0.02	1	0	0	0	0	0	0	0
0400	Emergency Mgmt Program Coord	1	0.02	0	0	0	0	0	0	0	0
0400	Emergency Mgmt Program Mgr	6	0.12	3	2	0	1	0	1	0	0
0400	Emergency Mgmt Program Sr Mgr	1	0.02	1	0	0	0	0	0	0	0
0400	Employee & Labor Relations Rep	1	0.02	1	0	0	0	0	0	0	0
0400	Employee Dev. & Training Mgr	2	0.04	2	1	1	0	0	0	0	0
0400	Employment Manager	1	0.02	1	0	0	0	0	0	0	0
0400	Engineer IV	1	0.02	0	0	0	0	0	0	0	0
0400	Executive Program Assistant IV	1	0.02	1	0	0	0	0	0	0	0
0400	Finance and Admin Services Mgr	3	0.06	2	2	0	1	0	1	0	0
0400	Finance Manager	2	0.04	2	0	0	0	0	0	0	0
0400	Finance/Accounting Supervisor	9	0.19	5	4	1	3	0	0	0	0
0400	Financial Services Administr.	2	0.04	1	0	0	0	0	0	0	0
0400	Functional Analyst I	3	0.06	3	1	0	0	0	0	1	0
0400	Functional Analyst II	11	0.23	7	3	0	3	0	0	0	0
0400	Functional Analyst III	36	0.77	22	12	0	10	0	0	1	1
0400	Functional Analyst IV	1	0.02	0	0	0	0	0	0	0	0
0400	Government Relations Administr	1	0.02	1	1	0	0	0	0	0	1
0400	Government Relations Officer	1	0.02	1	1	1	0	0	0	0	0
0400	Grant Analyst	1	0.02	1	0	0	0	0	0	0	0
0400	Grant Specialist	1	0.02	1	1	1	0	0	0	0	0
0400	HR Analytics & Systems Mgr	1	0.02	0	1	1	0	0	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0400	HR Policy Advisor - Senior	2	0.04	1	0	0	0	0	0	0	0
0400	HR Services Delivery Mgr III	1	0.02	1	1	0	1	0	0	0	0
0400	HR Services Delivery Mgr. I	1	0.02	0	1	0	1	0	0	0	0
0400	Human Resource Analyst	4	0.08	4	2	1	0	1	0	0	0
0400	Human Resource Analyst- Senior	16	0.34	13	5	2	2	0	0	0	1
0400	Human Resource Mgr I	4	0.08	2	0	0	0	0	0	0	0
0400	Human Resource Mgr II	2	0.04	2	0	0	0	0	0	0	0
0400	Human Resource Mgr III	2	0.04	2	1	0	0	0	0	0	1
0400	Investigations Manager	1	0.02	0	0	0	0	0	0	0	0
0400	IT Business Analyst - Senior	1	0.02	1	0	0	0	0	0	0	0
0400	IT Enterprise Manager II	5	0.10	4	1	0	0	0	0	0	1
0400	IT Project Administrator -Jrny	1	0.02	1	0	0	0	0	0	0	0
0400	IT Project Manager III	1	0.02	1	1	0	1	0	0	0	0
0400	IT Services Supervisor	1	0.02	0	1	1	0	0	0	0	0
0400	IT Supervisor II	3	0.06	0	0	0	0	0	0	0	0
0400	IT Systems Specialist - Mstr	1	0.02	0	1	0	1	0	0	0	0
0400	License Inspector	4	0.08	2	1	1	0	0	0	0	0
0400	Maintenance Planner Scheduler	1	0.02	0	0	0	0	0	0	0	0
0400	Manager of Licensing	1	0.02	0	1	0	0	0	1	0	0
0400	Manager of Recording	1	0.02	0	0	0	0	0	0	0	0
0400	Nurse Case Manager	1	0.02	1	0	0	0	0	0	0	0
0400	Occupational Ed&TrngPr Adm- Sr	2	0.04	2	0	0	0	0	0	0	0
0400	Operations Manager	1	0.02	0	0	0	0	0	0	0	0
0400	Procurement Manager	1	0.02	1	0	0	0	0	0	0	0
0400	Project Control Officer	1	0.02	1	0	0	0	0	0	0	0
0400	Project/Program Manager I	4	0.08	3	3	1	0	1	0	0	1

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0400	Project/Program Manager II	13	0.27	9	5	1	2	0	2	0	0
0400	Project/Program Manager III	26	0.55	20	12	2	3	0	2	0	5
0400	Project/Program Manager IV	16	0.34	9	2	1	1	0	0	0	0
0400	Property Services Manager	1	0.02	0	0	0	0	0	0	0	0
0400	Real Property Agent II	3	0.06	3	1	0	1	0	0	0	0
0400	Real Property Agent III	4	0.08	1	3	2	1	0	0	0	0
0400	Real Property Agent IV	4	0.08	2	0	0	0	0	0	0	0
0400	Real Property Agent Supervisor	3	0.06	1	0	0	0	0	0	0	0
0400	Records Center Supervisor	1	0.02	0	0	0	0	0	0	0	0
0400	Regional Animal Services Mgr	1	0.02	0	0	0	0	0	0	0	0
0400	Safety & Health Prof-Certified	5	0.10	1	1	1	0	0	0	0	0
0400	Special Projects Manager I	1	0.02	0	1	0	0	0	0	0	1
0400	Special Projects Manager II	2	0.04	1	0	0	0	0	0	0	0
0400	Special Projects Manager III	1	0.02	1	0	0	0	0	0	0	0
0400	Special Projects Manager IV	1	0.02	1	1	0	1	0	0	0	0
0400	Special Projects Mgr -Fac Mgmt	5	0.10	1	0	0	0	0	0	0	0
0400	Strategic Planning Mgr I	2	0.04	2	2	1	1	0	0	0	0
0400	Strategic Planning Mgr II	4	0.08	3	1	0	1	0	0	0	0
0400	Systems Engineer - Senior	1	0.02	0	1	0	1	0	0	0	0
0400	Tort Claims Investigator	6	0.12	3	4	2	1	0	1	0	0
0400	Transit Claims Manager	1	0.02	1	1	1	0	0	0	0	0
0400	Treasury Manager	1	0.02	0	0	0	0	0	0	0	0
0500	Applications Developer - Jrny	1	0.02	1	1	0	1	0	0	0	0
0500	Applications Developer - Sr	4	0.08	0	3	0	3	0	0	0	0
0500	Business Analyst	1	0.02	1	1	0	1	0	0	0	0
0500	County Executive Assistant III	1	0.02	1	1	0	0	1	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0500	Database Administrator -Senior	1	0.02	1	1	0	1	0	0	0	0
0500	Financial Services Administr.	1	0.02	1	0	0	0	0	0	0	0
0500	Functional Analyst II	1	0.02	0	0	0	0	0	0	0	0
0500	IT Manager II	1	0.02	0	1	0	1	0	0	0	0
0500	IT Project Administrator -Jrny	1	0.02	1	0	0	0	0	0	0	0
0500	IT Project Manager I	1	0.02	1	1	1	0	0	0	0	0
0500	IT Project Manager II	1	0.02	0	0	0	0	0	0	0	0
0500	IT Systems Specialist - Jrny	1	0.02	0	0	0	0	0	0	0	0
0500	IT Systems Specialist - Sr	1	0.02	0	0	0	0	0	0	0	0
0500	Judicial Services Division Mgr	3	0.06	2	0	0	0	0	0	0	0
0500	Judicial Services Supv II	9	0.19	8	5	2	2	0	1	0	0
0500	LAN Administrator - Senior	1	0.02	0	0	0	0	0	0	0	0
0500	Occupational Educ & Trng Coord	3	0.06	2	1	1	0	0	0	0	0
0500	Project/Program Manager I	12	0.25	7	4	1	3	0	0	0	0
0500	Project/Program Manager II	3	0.06	2	0	0	0	0	0	0	0
0500	Project/Program Manager III	2	0.04	1	0	0	0	0	0	0	0
0500	Project/Program Manager IV	2	0.04	1	1	0	1	0	0	0	0
0500	Systems Engineer - Senior	2	0.04	0	1	0	1	0	0	0	0
0600	Accountant	1	0.02	1	0	0	0	0	0	0	0
0600	Accountant - Senior	2	0.04	1	1	0	1	0	0	0	0
0600	Administrative Services Mgr	1	0.02	0	0	0	0	0	0	0	0
0600	Administrator II	12	0.25	10	6	2	2	0	2	0	0
0600	Administrator III	3	0.06	2	0	0	0	0	0	0	0
0600	Aquatic Facility Coord - Asst	1	0.02	0	0	0	0	0	0	0	0
0600	Aquatic Facility Coordinator	1	0.02	0	0	0	0	0	0	0	0
0600	Business & Finance Officer I	5	0.10	5	3	1	1	0	1	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0600	Government Relations Officer	3	0.06	1	0	0	0	0	0	0	0
0600	Grant Administrator	2	0.04	1	1	0	1	0	0	0	0
0600	Graphic Designer	1	0.02	0	0	0	0	0	0	0	0
0600	Health & Environ. Investgr I	4	0.08	1	2	1	1	0	0	0	0
0600	Health & Environ. Investgr II	4	0.08	3	1	0	0	1	0	0	0
0600	Health & Environ. Investgr III	7	0.15	6	1	0	1	0	0	0	0
0600	Health & Environ. Investgr IV	3	0.06	1	1	0	1	0	0	0	0
0600	Human Resource Analyst	4	0.08	4	3	0	3	0	0	0	0
0600	Human Resource Analyst- Senior	9	0.19	7	5	0	4	0	1	0	0
0600	Human Resource Mgr II	4	0.08	3	1	1	0	0	0	0	0
0600	Human Resource Mgr III	1	0.02	1	1	0	0	0	1	0	0
0600	Internal Auditor	1	0.02	1	0	0	0	0	0	0	0
0600	Librarian - Assistant	1	0.02	1	0	0	0	0	0	0	0
0600	Maintenance Planner Scheduler	2	0.04	2	1	0	0	0	0	0	1
0600	Managing Engineer	4	0.08	1	2	0	2	0	0	0	0
0600	Operations Manager	1	0.02	0	0	0	0	0	0	0	0
0600	Operations Manager, Assistant	3	0.06	1	0	0	0	0	0	0	0
0600	Process Analyst - Chief	2	0.04	2	1	0	1	0	0	0	0
0600	Process Control Supervisor	2	0.04	0	1	0	1	0	0	0	0
0600	Process Laboratory Spec III	1	0.02	1	0	0	0	0	0	0	0
0600	Project Control Engineer I	3	0.06	2	3	0	0	0	1	0	2
0600	Project Control Engineer II	6	0.12	4	1	1	0	0	0	0	0
0600	Project Control Engineer III	9	0.19	6	1	0	1	0	0	0	0
0600	Project Control Engineer IV	2	0.04	2	1	0	1	0	0	0	0
0600	Project Control Engineer Supv	3	0.06	0	0	0	0	0	0	0	0
0600	Project Plan & Delvry Sect Mgr	1	0.02	1	0	0	0	0	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0600	Project Resources Unit Mgr	4	0.08	1	1	0	1	0	0	0	0
0600	Project/Program Manager I	6	0.12	5	3	0	3	0	0	0	0
0600	Project/Program Manager II	18	0.38	12	6	1	4	0	1	0	0
0600	Project/Program Manager III	71	1.52	43	12	1	4	0	4	0	3
0600	Project/Program Manager IV	24	0.51	12	5	1	1	0	3	0	0
0600	Real Property Agent I	2	0.04	2	1	1	0	0	0	0	0
0600	Real Property Agent III	10	0.21	5	2	0	0	0	2	0	0
0600	Real Property Agent IV	6	0.12	3	2	1	0	1	0	0	0
0600	Real Property Agent Supervisor	1	0.02	1	0	0	0	0	0	0	0
0600	Recycling & Environ. Svcs Mgr	1	0.02	0	0	0	0	0	0	0	0
0600	Regional Aquatic Ctr Coord	1	0.02	0	0	0	0	0	0	0	0
0600	Safety & Health Admin II	1	0.02	1	0	0	0	0	0	0	0
0600	Safety & Health Admin IV	5	0.10	1	1	1	0	0	0	0	0
0600	Safety and Health Supervisor	1	0.02	0	0	0	0	0	0	0	0
0600	Special Projects Manager I	1	0.02	0	0	0	0	0	0	0	0
0600	Special Projects Manager II	2	0.04	0	2	2	0	0	0	0	0
0600	Special Projects Manager III	2	0.04	1	1	1	0	0	0	0	0
0600	Strategic Development Analyst	1	0.02	0	0	0	0	0	0	0	0
0600	Strategic Planning Mgr I	2	0.04	1	0	0	0	0	0	0	0
0600	Strategic Planning Mgr II	5	0.10	2	0	0	0	0	0	0	0
0600	Utilities Economist	1	0.02	0	0	0	0	0	0	0	0
0600	Wastewater Cap. Proj Mng Supv	4	0.08	2	1	1	0	0	0	0	0
0600	Wastewater Capital Proj Mgr I	2	0.04	1	2	1	1	0	0	0	0
0600	Wastewater Capital Proj Mgr II	11	0.23	7	5	2	2	0	0	0	1
0600	Wastewater Capital Proj MgrIII	11	0.23	7	3	2	1	0	0	0	0
0600	Wastewater Capital Proj MgrIV	14	0.30	4	2	0	1	0	0	0	1

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0600	Wastewater Construct. Mgmt I	3	0.06	0	1	1	0	0	0	0	0
0600	Wastewater Construct. Mgmt II	6	0.12	0	0	0	0	0	0	0	0
0600	Wastewater Construct. Mgmt III	24	0.51	1	2	1	1	0	0	0	0
0600	Wastewater Construct. Mgmt IV	14	0.30	1	4	1	2	0	1	0	0
0600	Wastewater Construct. Mgmt V	3	0.06	0	2	0	0	0	0	0	2
0600	Wastewater Construct. Mgmt VI	4	0.08	2	1	1	0	0	0	0	0
0600	Wastewater Engineer - Entry	7	0.15	4	4	3	1	0	0	0	0
0600	Wastewater Engineer - Journey	5	0.10	0	2	2	0	0	0	0	0
0600	Wastewater Engineer - Senior	22	0.47	2	7	0	6	0	1	0	0
0600	Wastewater Engineer -Principal	9	0.19	0	1	0	0	0	0	0	1
0600	Wastewater Engineer Supervisor	2	0.04	0	0	0	0	0	0	0	0
0600	Wastewater Engineer VI	2	0.04	1	1	0	1	0	0	0	0
0600	Wastewater Maintenance Supv	5	0.10	0	1	0	0	0	0	1	0
0600	Wastewater Plant Mgr - Asst	6	0.12	0	1	0	1	0	0	0	0
0600	Wastewater Plant Ops Mgr	1	0.02	0	0	0	0	0	0	0	0
0600	Wastewater Process Analyst I	2	0.04	1	2	0	1	0	1	0	0
0600	Wastewater Process Analyst II	2	0.04	0	1	0	1	0	0	0	0
0600	Wastewater Process Analyst III	2	0.04	1	0	0	0	0	0	0	0
0600	Wastewater Process Engineer II	2	0.04	1	0	0	0	0	0	0	0
0600	Wastewater Process Engr III	1	0.02	0	0	0	0	0	0	0	0
0600	Wastewater Treatment Supv	13	0.27	1	2	0	1	0	1	0	0
0600	Water Quality Plnr/Prj Mgr I	14	0.30	10	1	0	1	0	0	0	0
0600	Water Quality Plnr/Prj Mgr II	23	0.49	14	5	1	3	0	1	0	0
0600	Water Quality Plnr/Prj Mgr III	26	0.55	16	3	2	0	0	1	0	0
0600	Water Quality Plnr/Prj Mgr IV	12	0.25	6	1	0	1	0	0	0	0
0600	Water Quality Plnr/Prj MgrIV	1	0.02	1	0	0	0	0	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0700	Residential Appraiser I	57	1.22	30	13	5	3	0	2	0	3
0700	Residential Appraiser II	22	0.47	9	4	0	4	0	0	0	0
0700	Website Developer - Senior	1	0.02	0	0	0	0	0	0	0	0
0800	Accountant	1	0.02	1	1	0	1	0	0	0	0
0800	Accountant - Senior	1	0.02	0	0	0	0	0	0	0	0
0800	Administrative Assistant II	1	0.02	1	0	0	0	0	0	0	0
0800	Administrator II	4	0.08	3	1	0	1	0	0	0	0
0800	Administrator III	5	0.10	4	2	2	0	0	0	0	0
0800	Administrator IV	3	0.06	1	1	1	0	0	0	0	0
0800	Airport Duty Manager	4	0.08	0	0	0	0	0	0	0	0
0800	Business & Finance Officer I	1	0.02	1	0	0	0	0	0	0	0
0800	Business & Finance Officer II	4	0.08	1	3	0	3	0	0	0	0
0800	Business & Finance Officer III	14	0.30	7	6	0	4	0	0	0	2
0800	Business & Finance Officer IV	5	0.10	1	0	0	0	0	0	0	0
0800	Business Analyst	8	0.17	3	3	0	2	0	1	0	0
0800	Business Analyst - Sr.	5	0.10	2	1	0	1	0	0	0	0
0800	Capital Project Manager IV	1	0.02	1	1	0	1	0	0	0	0
0800	Capital Projects Managing Supv	2	0.04	1	1	0	1	0	0	0	0
0800	Communications Manager	1	0.02	0	1	0	0	0	0	0	1
0800	Communications Specialist II	2	0.04	1	0	0	0	0	0	0	0
0800	Communications Specialist III	6	0.12	3	0	0	0	0	0	0	0
0800	Communications Specialist IV	7	0.15	3	3	0	0	0	1	1	1
0800	Continuous Improvement Spc	1	0.02	1	0	0	0	0	0	0	0
0800	Continuous Improvement Spc -Sr	1	0.02	0	0	0	0	0	0	0	0
0800	Contract Specialist I	13	0.27	0	2	1	1	0	0	0	0
0800	Contract Specialist III	1	0.02	1	0	0	0	0	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0800	County Road Engineer	1	0.02	0	0	0	0	0	0	0	0
0800	Customer Services Administr	1	0.02	1	0	0	0	0	0	0	0
0800	Data Administrator	4	0.08	4	1	1	0	0	0	0	0
0800	Database Specialist - Senior	2	0.04	1	0	0	0	0	0	0	0
0800	Educator Consultant III	1	0.02	1	1	0	0	1	0	0	0
0800	Employee & Labor Relations Rep	3	0.06	2	0	0	0	0	0	0	0
0800	Employee Trans Prog Admintor	1	0.02	0	1	0	1	0	0	0	0
0800	Engineer I	11	0.23	3	4	2	1	0	1	0	0
0800	Engineer II	44	0.94	10	13	1	8	0	2	1	1
0800	Engineer III	26	0.55	8	10	2	7	0	0	0	1
0800	Engineer IV	13	0.27	2	2	1	1	0	0	0	0
0800	Engineering Services Sect Mgr	1	0.02	0	0	0	0	0	0	0	0
0800	Environmental Scientist I	1	0.02	0	0	0	0	0	0	0	0
0800	Environmental Scientist II	2	0.04	0	0	0	0	0	0	0	0
0800	Environmental Scientist III	7	0.15	3	1	0	1	0	0	0	0
0800	Field Operations Mgr - Roads	2	0.04	1	0	0	0	0	0	0	0
0800	Finance and Admin Services Mgr	1	0.02	1	0	0	0	0	0	0	0
0800	Finance Mgr - Enterprise Ops	1	0.02	1	0	0	0	0	0	0	0
0800	Financial Services Administr.	2	0.04	1	0	0	0	0	0	0	0
0800	Functional Analyst I	2	0.04	1	2	2	0	0	0	0	0
0800	Functional Analyst II	2	0.04	0	1	0	0	0	1	0	0
0800	Functional Analyst III	23	0.49	10	12	2	8	1	0	0	1
0800	Functional Analyst IV	6	0.12	2	1	0	1	0	0	0	0
0800	GIS Specialist - Senior	1	0.02	1	0	0	0	0	0	0	0
0800	Government Relations Administr	2	0.04	1	0	0	0	0	0	0	0
0800	Government Relations Ofcr - Sr	1	0.02	0	1	0	1	0	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0800	Government Relations Officer	1	0.02	0	0	0	0	0	0	0	0
0800	Grant Administrator	3	0.06	1	1	0	0	0	1	0	0
0800	HR Srvs Delivery Coordinator	1	0.02	1	0	0	0	0	0	0	0
0800	Human Resource Analyst	6	0.12	5	5	2	1	0	0	0	2
0800	Human Resource Analyst- Senior	8	0.17	7	2	2	0	0	0	0	0
0800	Human Resource Mgr I	1	0.02	1	0	0	0	0	0	0	0
0800	Human Resource Mgr II	1	0.02	1	0	0	0	0	0	0	0
0800	Human Resource Mgr III	2	0.04	1	0	0	0	0	0	0	0
0800	Human Resources Supervisor	3	0.06	3	1	0	0	0	1	0	0
0800	IT Project Manager I	1	0.02	1	0	0	0	0	0	0	0
0800	IT Project Manager II	10	0.21	3	0	0	0	0	0	0	0
0800	Labor Relations Negotiator-Sr	1	0.02	0	1	1	0	0	0	0	0
0800	Maintenance Planner Scheduler	4	0.08	1	1	0	1	0	0	0	0
0800	Manager - Fleet & Warehouse Ops	1	0.02	0	0	0	0	0	0	0	0
0800	Manager - Transit Sys Dev & Ops	1	0.02	1	0	0	0	0	0	0	0
0800	Managing Engineer	8	0.17	3	4	1	2	0	1	0	0
0800	Marine Operations & Maint. Mgr	1	0.02	0	0	0	0	0	0	0	0
0800	Occupational Ed&TrngPr Adm- Sr	2	0.04	0	1	0	1	0	0	0	0
0800	Operations Manager	1	0.02	1	1	0	1	0	0	0	0
0800	Operations Manager, Assistant	1	0.02	1	1	0	1	0	0	0	0
0800	Personal Property Supervisor	1	0.02	0	0	0	0	0	0	0	0
0800	Photographer - Lead	1	0.02	0	0	0	0	0	0	0	0
0800	Project/Program Manager I	6	0.12	2	1	0	1	0	0	0	0
0800	Project/Program Manager II	22	0.47	14	7	1	3	1	0	0	2
0800	Project/Program Manager III	42	0.90	25	11	0	5	0	2	1	3
0800	Project/Program Manager IV	19	0.40	12	6	2	2	0	0	0	2

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0800	Rail Technical Trainer	3	0.06	0	0	0	0	0	0	0	0
0800	Real Est Lnd Use Env Plan Supv	2	0.04	2	0	0	0	0	0	0	0
0800	Real Property Agent II	1	0.02	1	0	0	0	0	0	0	0
0800	Real Property Agent III	2	0.04	2	0	0	0	0	0	0	0
0800	Rideshare Services Rep	14	0.30	7	8	4	2	0	2	0	0
0800	Roads Maintenance Manager	1	0.02	0	1	0	0	0	0	0	1
0800	Safety & Health Admin IV	8	0.17	1	3	1	0	0	0	0	2
0800	Site Development Specialist II	1	0.02	0	0	0	0	0	0	0	0
0800	Special Projects Manager I	1	0.02	0	0	0	0	0	0	0	0
0800	Special Projects Manager II	4	0.08	2	1	0	1	0	0	0	0
0800	Special Projects Manager III	5	0.10	3	2	0	1	0	0	0	1
0800	Special Projects Manager IV	3	0.06	0	1	0	1	0	0	0	0
0800	Strategic Development Analyst	1	0.02	0	0	0	0	0	0	0	0
0800	Strategic Planning Mgr I	3	0.06	2	0	0	0	0	0	0	0
0800	Strategic Planning Mgr II	1	0.02	1	0	0	0	0	0	0	0
0800	Streetcar Ops and Maint Supv	9	0.19	4	7	4	1	0	1	0	1
0800	Transit Base Dispatch/Planner	20	0.42	1	9	3	4	1	0	0	1
0800	Transit Chief -Customer Svcs	5	0.10	3	2	1	0	0	1	0	0
0800	Transit Chief -Market&Svc Info	2	0.04	1	0	0	0	0	0	0	0
0800	Transit Chief -Operations	41	0.87	17	17	15	1	0	0	1	0
0800	Transit Chief -Rail Ops	14	0.30	1	7	1	3	0	3	0	0
0800	Transit Chief -Rideshare Ops	3	0.06	2	1	0	1	0	0	0	0
0800	Transit Communications Coord.	21	0.45	5	8	6	2	0	0	0	0
0800	Transit Construction Mgmt I	1	0.02	1	0	0	0	0	0	0	0
0800	Transit Construction Mgmt II	1	0.02	1	0	0	0	0	0	0	0
0800	Transit Construction Mgmt III	3	0.06	0	1	0	0	0	0	0	1

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0800	Transit Construction Mgmt IV	5	0.10	1	1	1	0	0	0	0	0
0800	Transit Cust.Comm & Svcs Mgr	1	0.02	0	0	0	0	0	0	0	0
0800	Transit Design & Constrn. Mgr	1	0.02	0	1	1	0	0	0	0	0
0800	Transit Designer IV	4	0.08	0	1	0	0	0	0	1	0
0800	Transit Designer V	4	0.08	2	2	1	0	0	1	0	0
0800	Transit Engineer I	1	0.02	0	0	0	0	0	0	0	0
0800	Transit Engineer III	1	0.02	0	1	1	0	0	0	0	0
0800	Transit Engineer IV	10	0.21	1	2	0	2	0	0	0	0
0800	Transit Engineer V	10	0.21	3	0	0	0	0	0	0	0
0800	Transit Engineer VI	3	0.06	0	1	0	1	0	0	0	0
0800	Transit Environ Planner	2	0.04	1	0	0	0	0	0	0	0
0800	Transit Instructor	22	0.47	7	9	4	2	0	2	0	1
0800	Transit Light Rail Manager	1	0.02	0	1	1	0	0	0	0	0
0800	Transit Maintenance Analyst	8	0.17	0	0	0	0	0	0	0	0
0800	Transit Operations Manager	1	0.02	0	1	1	0	0	0	0	0
0800	Transit Ops Manager - Asst	1	0.02	0	0	0	0	0	0	0	0
0800	Transit Ops Support Sys Coord	7	0.15	3	0	0	0	0	0	0	0
0800	Transit Power & Facilities Mgr	1	0.02	1	0	0	0	0	0	0	0
0800	Transit Proj Control Engr I	1	0.02	0	1	1	0	0	0	0	0
0800	Transit Proj Control Engr II	2	0.04	1	0	0	0	0	0	0	0
0800	Transit Proj Control Engr III	1	0.02	0	0	0	0	0	0	0	0
0800	Transit Proj Control Engr IV	1	0.02	0	0	0	0	0	0	0	0
0800	Transit Safety & Security Mgr	1	0.02	0	1	1	0	0	0	0	0
0800	Transit Schedule Plnr - Senior	11	0.23	3	3	0	3	0	0	0	0
0800	Transit Service Dev. Mgr	2	0.04	1	0	0	0	0	0	0	0
0800	Transit Service Supervisor	19	0.40	1	1	1	0	0	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0800	Transit Supt. -Safety&Security	1	0.02	0	0	0	0	0	0	0	0
0800	Transit Veh. Maint. Mgr - Asst	2	0.04	2	0	0	0	0	0	0	0
0800	Transit Vehicle Maint. Manager	1	0.02	0	1	0	0	0	0	1	0
0800	Transit Vehicle Procure Admin	2	0.04	0	0	0	0	0	0	0	0
0800	Transit Warranty Claims Anlyst	4	0.08	2	1	0	0	0	1	0	0
0800	Transportation Compl. Admstr	1	0.02	0	0	0	0	0	0	0	0
0800	Transportation Planner II	16	0.34	7	2	1	1	0	0	0	0
0800	Transportation Planner III	45	0.96	22	13	4	3	0	4	0	2
0800	Transportation Planner IV	14	0.30	2	4	2	1	0	1	0	0
0800	Van Pool Risk Specialist	1	0.02	0	0	0	0	0	0	0	0
0800	Website Developer - Senior	1	0.02	0	0	0	0	0	0	0	0
0900	Accountant	2	0.04	1	2	1	1	0	0	0	0
0900	Accountant - Senior	2	0.04	2	1	0	1	0	0	0	0
0900	Administrator II	11	0.23	9	6	0	4	0	2	0	0
0900	Administrator III	7	0.15	4	3	1	0	0	0	0	2
0900	Administrator IV	2	0.04	1	2	1	1	0	0	0	0
0900	Advanced Practice Nurse Spec	7	0.15	7	2	0	0	1	1	0	0
0900	Advanced Reg Nurse Practnr	14	0.30	13	3	0	2	0	1	0	0
0900	Advanced Reg Nurse Practr-Jail	9	0.19	8	4	1	1	0	2	0	0
0900	Asst Med Exam/For. Pthlgy Trne	1	0.02	1	0	0	0	0	0	0	0
0900	Business & Finance Officer II	6	0.12	4	3	0	2	1	0	0	0
0900	Business & Finance Officer III	5	0.10	3	3	0	3	0	0	0	0
0900	Business & Finance Officer IV	5	0.10	4	4	1	2	0	0	0	1
0900	Business Analyst - Sr.	2	0.04	1	0	0	0	0	0	0	0
0900	Communications Manager	1	0.02	0	0	0	0	0	0	0	0
0900	Communications Specialist III	5	0.10	4	2	0	0	0	2	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0900	Continuous Improvement Spc -Sr	1	0.02	1	0	0	0	0	0	0	0
0900	Continuous Improvement Spc-Mst	1	0.02	0	0	0	0	0	0	0	0
0900	Contract Specialist II	4	0.08	1	3	2	0	0	0	0	1
0900	Contract Specialist III	1	0.02	0	0	0	0	0	0	0	0
0900	Dentist	11	0.23	5	9	1	6	0	2	0	0
0900	Disease Control Officer	4	0.08	2	2	1	0	0	0	0	1
0900	Educator Consultant I	8	0.17	6	3	1	1	0	1	0	0
0900	Educator Consultant II	6	0.12	3	4	1	1	0	2	0	0
0900	Educator Consultant III	8	0.17	8	6	2	3	0	0	0	1
0900	Employee & Labor Relations Rep	2	0.04	1	1	1	0	0	0	0	0
0900	Environmental PH Planner III	5	0.10	2	3	3	0	0	0	0	0
0900	Environmental Scientist III	1	0.02	0	0	0	0	0	0	0	0
0900	Epidemiologist I	7	0.15	4	3	1	1	0	1	0	0
0900	Epidemiologist II	18	0.38	13	5	1	3	0	1	0	0
0900	Epidemiologist III	4	0.08	3	2	0	2	0	0	0	0
0900	Finance and Admin Services Mgr	7	0.15	4	2	1	1	0	0	0	0
0900	Financial Services Administr.	1	0.02	1	0	0	0	0	0	0	0
0900	Forensic Anthropologist	1	0.02	1	0	0	0	0	0	0	0
0900	Forensic Medicolegal Dh Inv I	8	0.17	3	1	0	0	0	1	0	0
0900	Forensic Medicolegal Dh Inv II	2	0.04	0	1	0	0	0	1	0	0
0900	Forensic Medicolegal Dh Inv-Ld	1	0.02	0	0	0	0	0	0	0	0
0900	Functional Analyst I	1	0.02	0	0	0	0	0	0	0	0
0900	Functional Analyst II	11	0.23	8	9	4	4	0	0	0	1
0900	Functional Analyst III	5	0.10	4	0	0	0	0	0	0	0
0900	Health & Environ. Inspector	1	0.02	0	0	0	0	0	0	0	0
0900	Health & Environ. Investgr I	4	0.08	1	4	4	0	0	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0900	Health & Environ. Investgr II	51	1.09	25	23	6	13	0	1	1	2
0900	Health & Environ. Investgr III	14	0.30	6	6	1	5	0	0	0	0
0900	Health & Environ. Investgr IV	8	0.17	4	2	1	1	0	0	0	0
0900	Health Provision Manager	2	0.04	2	1	1	0	0	0	0	0
0900	Health Services Adminstr I	6	0.12	5	2	1	1	0	0	0	0
0900	Health Services Adminstr II	12	0.25	11	5	2	2	0	1	0	0
0900	Human Resource Analyst	5	0.10	3	2	2	0	0	0	0	0
0900	Human Resource Mgr II	4	0.08	1	3	1	0	0	2	0	0
0900	Human Resource Mgr III	1	0.02	1	1	0	0	1	0	0	0
0900	Jail Health Physician	4	0.08	2	0	0	0	0	0	0	0
0900	Managing Psychiatrist	1	0.02	0	0	0	0	0	0	0	0
0900	Medic One Manager	1	0.02	0	0	0	0	0	0	0	0
0900	Medical Interpreter/Translator	13	0.27	12	11	1	0	0	10	0	0
0900	Medical Officer	5	0.10	1	3	0	3	0	0	0	0
0900	Medical Srvc Offcr -Sfty Ofc	1	0.02	0	0	0	0	0	0	0	0
0900	Medical Srvc Offcr-Prmdc Supv	4	0.08	0	0	0	0	0	0	0	0
0900	Medical Srvc Offcr-SpcOps/Adm	1	0.02	0	0	0	0	0	0	0	0
0900	Microbiologist - Public Health	1	0.02	1	1	0	1	0	0	0	0
0900	Microbiologist Public Hlth-Sr	5	0.10	3	3	0	3	0	0	0	0
0900	MPRAF - Compliance Officer	1	0.02	0	0	0	0	0	0	0	0
0900	Nurse Recruiter	1	0.02	1	1	0	1	0	0	0	0
0900	Nutrition Consultant II	4	0.08	4	0	0	0	0	0	0	0
0900	Nutritionist I	14	0.30	12	3	0	1	0	1	0	1
0900	Nutritionist II	12	0.25	11	2	0	1	0	1	0	0
0900	Occupational Ed&Trng Pr Admstr	2	0.04	1	1	0	1	0	0	0	0
0900	Occupational Ed&TrngPr Adm- Sr	1	0.02	1	0	0	0	0	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0900	Occupational Educ & Trng Coord	1	0.02	0	0	0	0	0	0	0	0
0900	Pharmacist	3	0.06	3	3	0	3	0	0	0	0
0900	Pharmacy Supervisor	5	0.10	3	4	1	3	0	0	0	0
0900	Plumbing Inspector	13	0.27	2	3	1	1	1	0	0	0
0900	Plumbing Inspector - Senior	1	0.02	0	0	0	0	0	0	0	0
0900	Project/Program Manager I	8	0.17	5	3	2	0	0	1	0	0
0900	Project/Program Manager II	32	0.68	23	12	3	3	1	2	0	3
0900	Project/Program Manager III	45	0.96	32	18	9	5	1	1	0	2
0900	Project/Program Manager IV	37	0.79	28	9	1	3	0	3	0	2
0900	Psychiatric Evaluation Spec	12	0.25	4	2	0	1	0	1	0	0
0900	Psychiatrist	2	0.04	1	0	0	0	0	0	0	0
0900	Public Health Admin Supp. Supv	16	0.34	12	9	5	3	0	1	0	0
0900	Public Health Lab Mgr - Asst	1	0.02	0	1	0	1	0	0	0	0
0900	Public Health Laboratory Mgr	1	0.02	0	0	0	0	0	0	0	0
0900	Public Health Nurse	98	2.10	94	38	6	18	0	10	0	4
0900	Public Health Nurse-Jail	1	0.02	0	0	0	0	0	0	0	0
0900	Public Health Veterinarian	1	0.02	1	0	0	0	0	0	0	0
0900	Regional Health Administrator	12	0.25	10	3	1	1	0	1	0	0
0900	Registered Nurse	12	0.25	11	5	0	3	0	2	0	0
0900	Registered Nurse - Jail	63	1.35	46	23	12	6	0	0	0	5
0900	Social Research Scientist	6	0.12	6	2	1	1	0	0	0	0
0900	Social Worker	22	0.47	16	6	3	2	0	1	0	0
0900	Social Worker - Senior	3	0.06	3	1	0	1	0	0	0	0
0900	Staff Physician	8	0.17	7	1	0	1	0	0	0	0
0900	Staff Physician - Senior	1	0.02	0	0	0	0	0	0	0	0
0900	Strategic Planning Mgr II	1	0.02	1	1	0	1	0	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
1100	Accountant	2	0.04	1	1	0	1	0	0	0	0
1100	Administrator II	2	0.04	2	0	0	0	0	0	0	0
1100	Business & Finance Officer II	1	0.02	1	0	0	0	0	0	0	0
1100	Business & Finance Officer III	1	0.02	1	0	0	0	0	0	0	0
1100	Business & Finance Officer IV	1	0.02	1	0	0	0	0	0	0	0
1100	Business Analyst - Sr.	1	0.02	0	0	0	0	0	0	0	0
1100	Communications Operations Mgr	1	0.02	1	0	0	0	0	0	0	0
1100	Communications Supervisor	9	0.19	6	0	0	0	0	0	0	0
1100	Community Service Officer	6	0.12	4	3	0	1	0	1	1	0
1100	Desktop Support Spec - Jrny	4	0.08	1	2	1	1	0	0	0	0
1100	Desktop Support Spec - Senior	3	0.06	1	0	0	0	0	0	0	0
1100	Educator Consultant II	1	0.02	1	1	0	1	0	0	0	0
1100	Forensic Operations Manager	1	0.02	1	0	0	0	0	0	0	0
1100	Functional Analyst I	3	0.06	3	1	0	1	0	0	0	0
1100	Functional Analyst II	2	0.04	1	0	0	0	0	0	0	0
1100	GIS Specialist - Journey	1	0.02	1	0	0	0	0	0	0	0
1100	Grant Administrator	1	0.02	0	0	0	0	0	0	0	0
1100	Human Resource Analyst	1	0.02	1	1	0	1	0	0	0	0
1100	Human Resource Analyst- Senior	1	0.02	1	0	0	0	0	0	0	0
1100	Human Resource Mgr II	1	0.02	1	0	0	0	0	0	0	0
1100	Human Resource Senior Manager	1	0.02	0	0	0	0	0	0	0	0
1100	Identification Operations Mgr	1	0.02	1	0	0	0	0	0	0	0
1100	Identification Supervisor	5	0.10	4	2	1	1	0	0	0	0
1100	IT Project Manager I	1	0.02	1	0	0	0	0	0	0	0
1100	IT Services Manager I	1	0.02	1	0	0	0	0	0	0	0
1100	IT Systems Specialist - Sr	2	0.04	1	0	0	0	0	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
1100	LAN Administrator - Journey	2	0.04	2	0	0	0	0	0	0	0
1100	LAN Administrator - Senior	2	0.04	1	0	0	0	0	0	0	0
1100	Legal Advisor-Sr	2	0.04	2	0	0	0	0	0	0	0
1100	Payroll Specialist	4	0.08	3	1	0	1	0	0	0	0
1100	Photographer	2	0.04	1	1	0	0	0	1	0	0
1100	Program Supervisor I	1	0.02	1	0	0	0	0	0	0	0
1100	Project/Program Manager I	5	0.10	5	0	0	0	0	0	0	0
1100	Project/Program Manager II	7	0.15	6	1	0	1	0	0	0	0
1100	Project/Program Manager III	4	0.08	4	0	0	0	0	0	0	0
1100	Project/Program Manager IV	3	0.06	2	0	0	0	0	0	0	0
1100	Regional Fingerprint Ident Mgr	1	0.02	1	0	0	0	0	0	0	0
1100	Research & Technology Supv	1	0.02	0	0	0	0	0	0	0	0
1100	Systems Architect	2	0.04	0	1	0	0	0	1	0	0
1100	Systems Engineer - Journey	1	0.02	1	1	0	1	0	0	0	0
1100	Systems Engineer - Senior	1	0.02	0	1	0	1	0	0	0	0
1200	Administrator II	2	0.04	2	1	0	1	0	0	0	0
1200	Applications Developer - Jrny	4	0.08	0	1	0	1	0	0	0	0
1200	Applications Developer - Mstr	17	0.36	2	3	0	3	0	0	0	0
1200	Applications Developer - Sr	41	0.87	11	17	4	11	0	1	0	1
1200	Business & Finance Officer I	1	0.02	1	0	0	0	0	0	0	0
1200	Business & Finance Officer II	3	0.06	3	1	0	1	0	0	0	0
1200	Business & Finance Officer IV	1	0.02	1	1	0	1	0	0	0	0
1200	Communications Manager	1	0.02	1	0	0	0	0	0	0	0
1200	Communications Specialist III	5	0.10	5	1	1	0	0	0	0	0
1200	Contract Specialist II	4	0.08	3	1	0	0	0	1	0	0
1200	Contract Specialist III	2	0.04	1	1	1	0	0	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
1200	Database Administrator - Jrny	1	0.02	1	1	0	1	0	0	0	0
1200	Database Administrator -Master	2	0.04	0	0	0	0	0	0	0	0
1200	Database Administrator -Senior	12	0.25	4	5	1	4	0	0	0	0
1200	Database Specialist - Master	1	0.02	0	1	0	1	0	0	0	0
1200	Database Specialist - Senior	2	0.04	2	1	0	1	0	0	0	0
1200	Desktop Support Spec - Senior	2	0.04	2	2	0	1	0	1	0	0
1200	Emergency Mgmt Program Mgr	1	0.02	1	0	0	0	0	0	0	0
1200	Employee & Labor Relations Rep	1	0.02	1	0	0	0	0	0	0	0
1200	Finance and Admin Services Mgr	2	0.04	1	0	0	0	0	0	0	0
1200	Financial Services Administr.	1	0.02	0	0	0	0	0	0	0	0
1200	Functional Analyst III	1	0.02	1	0	0	0	0	0	0	0
1200	GIS Specialist - Journey	7	0.15	4	2	1	0	0	1	0	0
1200	GIS Specialist - Master	7	0.15	2	2	0	1	0	1	0	0
1200	GIS Specialist - Senior	11	0.23	4	3	0	3	0	0	0	0
1200	Government Relations Officer	2	0.04	1	0	0	0	0	0	0	0
1200	Human Resource Analyst	2	0.04	1	1	0	1	0	0	0	0
1200	Human Resource Analyst- Senior	2	0.04	2	1	0	1	0	0	0	0
1200	Human Resource Mgr II	1	0.02	0	1	1	0	0	0	0	0
1200	IT Business Analyst - Journey	5	0.10	1	0	0	0	0	0	0	0
1200	IT Business Analyst - Senior	15	0.32	8	7	1	5	0	0	0	1
1200	IT Enterprise Manager I	21	0.45	11	9	1	4	1	1	1	1
1200	IT Enterprise Manager II	12	0.25	4	3	1	1	0	0	0	1
1200	IT Enterprise Manager III	3	0.06	0	1	0	0	1	0	0	0
1200	IT Project Administrator - Sr	2	0.04	2	2	0	1	1	0	0	0
1200	IT Project Manager I	3	0.06	2	2	0	0	0	0	0	2
1200	IT Project Manager II	17	0.36	5	3	1	2	0	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
1200	IT Project Manager III	8	0.17	4	4	2	1	0	0	0	1
1200	IT Services Delivery Mgr	5	0.10	3	3	1	1	0	0	0	1
1200	IT Services Supervisor	12	0.25	3	5	2	1	0	0	0	2
1200	IT Systems Specialist - Entry	2	0.04	0	2	0	2	0	0	0	0
1200	IT Systems Specialist - Jrny	3	0.06	0	2	1	0	0	1	0	0
1200	IT Systems Specialist - Mstr	2	0.04	1	1	1	0	0	0	0	0
1200	IT Systems Specialist - Sr	8	0.17	2	4	1	3	0	0	0	0
1200	IT Technical Trainer	1	0.02	1	1	0	0	0	0	1	0
1200	LAN Administrator - Journey	18	0.38	7	7	2	4	0	1	0	0
1200	LAN Administrator - Master	5	0.10	0	3	0	2	0	0	0	1
1200	LAN Administrator - Senior	38	0.81	6	15	5	5	2	1	0	2
1200	Network Architect	5	0.10	0	1	0	1	0	0	0	0
1200	Network Engineer - Journey	3	0.06	0	2	1	1	0	0	0	0
1200	Network Engineer - Senior	13	0.27	1	5	2	1	0	0	1	1
1200	Project/Program Manager I	1	0.02	1	0	0	0	0	0	0	0
1200	Project/Program Manager III	2	0.04	2	1	0	0	0	1	0	0
1200	Project/Program Manager IV	2	0.04	2	1	1	0	0	0	0	0
1200	Solution Architect - App	2	0.04	0	1	0	1	0	0	0	0
1200	Solution Architect - Data	2	0.04	0	0	0	0	0	0	0	0
1200	Solution Architect - Tech	4	0.08	0	0	0	0	0	0	0	0
1200	Special Projects Manager III	2	0.04	1	1	1	0	0	0	0	0
1200	Special Projects Manager IV	2	0.04	0	0	0	0	0	0	0	0
1200	Strategic Info Resources Mgr	6	0.12	2	1	1	0	0	0	0	0
1200	Systems Architect	6	0.12	1	2	0	2	0	0	0	0
1200	Systems Engineer - Journey	6	0.12	0	2	2	0	0	0	0	0
1200	Systems Engineer - Senior	26	0.55	5	11	3	8	0	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
1200	Telecommunications Spec - Jrny	2	0.04	1	1	0	0	0	1	0	0
1200	Telecommunications Spec - Sr	2	0.04	2	0	0	0	0	0	0	0
1200	Website Developer - Master	1	0.02	0	0	0	0	0	0	0	0
1200	Website Developer - Senior	11	0.23	4	2	0	0	0	1	0	1
1300	Accountant	1	0.02	1	0	0	0	0	0	0	0
1300	Business & Finance Officer IV	1	0.02	0	0	0	0	0	0	0	0
1300	Communications Specialist III	1	0.02	1	1	0	0	0	0	0	1
1300	County Executive Assistant IV	9	0.19	2	2	1	1	0	0	0	0
1300	Functional Analyst III	1	0.02	1	1	0	0	1	0	0	0
1300	Human Resource Analyst	1	0.02	1	1	0	0	0	0	0	1
1300	Human Resource Analyst- Senior	1	0.02	1	0	0	0	0	0	0	0
1300	Human Resource Mgr II	1	0.02	1	1	0	0	0	0	0	1
1300	Program Supervisor II	3	0.06	2	2	1	1	0	0	0	0
1300	Project/Program Manager II	1	0.02	1	0	0	0	0	0	0	0
1300	Project/Program Manager III	4	0.08	4	2	0	1	0	1	0	0
1300	Project/Program Manager IV	1	0.02	0	0	0	0	0	0	0	0
1300	Public Defense Attorney I	185	3.96	99	42	10	12	0	5	0	15
1300	Public Defense Attorney-Supv	25	0.53	16	8	1	2	0	1	0	4
1300	Public Defense Coordinator	6	0.12	4	5	1	2	1	1	0	0
1300	Public Defense Interviewer	4	0.08	3	2	1	0	0	1	0	0
1300	Public Defense Investigator	33	0.70	18	8	3	0	0	3	0	2
1300	Public Defense Invstgatr Supv	3	0.06	1	0	0	0	0	0	0	0
1300	Public Defense Mitigtgn Spc I	3	0.06	0	0	0	0	0	0	0	0
1300	Public Defense Mitigtgn Spc II	19	0.40	15	9	4	4	0	1	0	0
1300	Public Defense Mitigtgn Spc Sup	1	0.02	1	0	0	0	0	0	0	0
9200	Assistant Chief Deputy - PAO	2	0.04	1	0	0	0	0	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
9200	Asst Deputy Pros Attny - PAO	9	0.19	4	3	0	0	0	1	0	2
9200	Budget Analyst III - PAO	1	0.02	1	0	0	0	0	0	0	0
9200	Business & Finance Ofcr IV-PAO	1	0.02	1	1	0	1	0	0	0	0
9200	Case Mgmt & Strat. Prg Mgr-PAO	1	0.02	0	0	0	0	0	0	0	0
9200	Communications Spec III-PAO	1	0.02	1	1	0	1	0	0	0	0
9200	Crime Intel Analyst-PAO	1	0.02	0	1	0	0	0	1	0	0
9200	Criminal Div Office Mgr-PAO	1	0.02	1	0	0	0	0	0	0	0
9200	Database Coordinator- PAO	1	0.02	1	0	0	0	0	0	0	0
9200	Deputy Chief of Staff - PAO	1	0.02	1	1	1	0	0	0	0	0
9200	Deputy Prosecuting Attny I	9	0.19	5	3	0	2	0	0	0	1
9200	Deputy Prosecuting Attny II	12	0.25	7	2	2	0	0	0	0	0
9200	Deputy Prosecuting Attny III	4	0.08	4	2	0	1	1	0	0	0
9200	Deputy Prosecuting Attny IV	8	0.17	3	1	1	0	0	0	0	0
9200	Deputy Prosecuting Attny V	45	0.96	25	11	2	4	1	4	0	0
9200	Deputy Prosecuting Atty III-NR	1	0.02	0	1	1	0	0	0	0	0
9200	Deputy Prosecuting Atty V-NR	10	0.21	5	5	2	1	0	1	0	1
9200	Desktop Support Spc - Sr - PAO	2	0.04	0	1	0	0	0	1	0	0
9200	Desktop Support Spec-PAO	2	0.04	0	2	1	0	0	1	0	0
9200	Director, IT	1	0.02	1	1	1	0	0	0	0	0
9200	Forensic Interviewer - PAO	1	0.02	1	0	0	0	0	0	0	0
9200	Interpreter Svcs Coord-PAO	1	0.02	0	0	0	0	0	0	0	0
9200	Investigator Fraud - PAO	1	0.02	1	0	0	0	0	0	0	0
9200	Investigator Fraud II - PAO	1	0.02	1	0	0	0	0	0	0	0
9200	IT Services Manager I - PAO	1	0.02	0	0	0	0	0	0	0	0
9200	Lan Administrator - PAO	2	0.04	2	1	0	0	0	0	0	1
9200	Legal Services Supv I - PAO	1	0.02	1	0	0	0	0	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
9200	Legal Services Supv II -PAO	4	0.08	4	1	0	1	0	0	0	0
9200	Legal Services Supv III - PAO	6	0.12	6	0	0	0	0	0	0	0
9200	Legal Services Supvr IV-PAO	6	0.12	5	1	1	0	0	0	0	0
9200	Legal Services Supvr V-PAO	2	0.04	2	0	0	0	0	0	0	0
9200	Litigation Coordinator - PAO	1	0.02	1	0	0	0	0	0	0	0
9200	MDOP Victim Advocate	2	0.04	2	0	0	0	0	0	0	0
9200	Paralegal-PAO	1	0.02	1	0	0	0	0	0	0	0
9200	Payroll Coordinator - PAO	1	0.02	0	1	0	1	0	0	0	0
9200	Personnel Manager - PAO	1	0.02	1	1	0	0	0	0	0	1
9200	Press Secretary - PAO	1	0.02	0	0	0	0	0	0	0	0
9200	Prog Mgr PO&O To Surs Weap-PAO	1	0.02	1	0	0	0	0	0	0	0
9200	Public Records Manager-PAO	1	0.02	1	0	0	0	0	0	0	0
9200	Senior Deputy Pros. Attny I	41	0.87	29	12	4	6	0	2	0	0
9200	Senior Deputy Pros. Attny II	32	0.68	20	5	1	3	0	1	0	0
9200	Senior Deputy Pros. Attny III	28	0.60	14	2	0	1	0	1	0	0
9200	Senior Deputy Pros. Attny IV	23	0.49	14	1	0	0	0	0	0	1
9200	Senior Deputy Pros. Attny V	15	0.32	2	0	0	0	0	0	0	0
9200	SVP - Investigator - PAO	1	0.02	0	0	0	0	0	0	0	0
9200	Systems Architect - PAO	1	0.02	0	1	0	0	1	0	0	0
9200	Tort Claims Investgr -Sr -PAO	1	0.02	1	0	0	0	0	0	0	0
9200	Tort Claims Investigator-PAO	1	0.02	0	0	0	0	0	0	0	0
9200	Victim Advocate	19	0.40	18	5	2	3	0	0	0	0
9200	Workers Comp Investgr -PAO	1	0.02	1	1	1	0	0	0	0	0
9700	Administrative Services Mgr	1	0.02	0	0	0	0	0	0	0	0
9700	Applications Developer - Sr	1	0.02	1	1	0	1	0	0	0	0
9700	Asst Superintendent -Elections	2	0.04	1	1	0	0	1	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 2 - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
9700	Business & Fin Ofcr IV-Electns	1	0.02	0	0	0	0	0	0	0	0
9700	Business Analyst - Sr.	1	0.02	1	1	0	1	0	0	0	0
9700	Communications Specialist III	1	0.02	1	1	1	0	0	0	0	0
9700	County Executive Asst III-Eltn	1	0.02	1	0	0	0	0	0	0	0
9700	Desktop Support Spec - Senior	1	0.02	0	1	0	0	0	1	0	0
9700	GIS Specialist - Entry	1	0.02	0	1	1	0	0	0	0	0
9700	GIS Specialist - Senior	1	0.02	1	1	0	0	0	0	0	1
9700	Graphic Designer - Senior	1	0.02	0	0	0	0	0	0	0	0
9700	Human Resource Analyst	1	0.02	1	1	1	0	0	0	0	0
9700	IT Manager III	1	0.02	1	0	0	0	0	0	0	0
9700	IT Services Supervisor-Electns	2	0.04	0	1	0	1	0	0	0	0
9700	LAN Administrator - Senior	1	0.02	0	0	0	0	0	0	0	0
9700	Operations Manager	1	0.02	1	0	0	0	0	0	0	0
9700	Program Supervisor I	1	0.02	1	0	0	0	0	0	0	0
9700	Program Supervisor II -Electns	2	0.04	2	1	0	0	0	1	0	0
9700	Project/Program Manager II	1	0.02	1	0	0	0	0	0	0	0
9700	Strategic Planning Mgr II	1	0.02	0	1	0	0	0	1	0	0
9700	Website Developer - Journey	1	0.02	1	0	0	0	0	0	0	0
Totals											
		Total #	4,661	2,432	1,464	405	624	39	209	16	171
		Total %		52.17	31.40	8.68	13.38	0.83	4.48	0.34	3.66

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 3 - Technicians

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0100	Health Care Assistant	5	1.41	5	4	3	1	0	0	0	0
0300	Code Enforcement Officer II	5	1.41	3	0	0	0	0	0	0	0
0300	Code Enforcement Officer IV	1	0.28	1	0	0	0	0	0	0	0
0300	Permit Review Coordinator	3	0.84	3	0	0	0	0	0	0	0
0300	Permit Technician	5	1.41	5	3	0	2	0	0	1	0
0400	Animal Services Coordinator	1	0.28	1	0	0	0	0	0	0	0
0400	Fire & Life Safety Technician	1	0.28	0	0	0	0	0	0	0	0
0400	Pre-Press Production Spec	1	0.28	0	1	0	1	0	0	0	0
0400	Veterinary Technician	1	0.28	1	0	0	0	0	0	0	0
0600	Indstrl Wst Complnc Inv II	7	1.97	3	2	1	1	0	0	0	0
0600	Indstrl Wst Complnc Inv III	2	0.56	1	0	0	0	0	0	0	0
0600	Indstrl Wst Complnc Spec II	2	0.56	1	1	0	1	0	0	0	0
0600	Indstrl Wst Complnc Spec III	1	0.28	0	0	0	0	0	0	0	0
0600	Laboratory Assistant II	2	0.56	1	1	1	0	0	0	0	0
0600	Noxious Weed Control Spc I	3	0.84	2	0	0	0	0	0	0	0
0600	Noxious Weed Control Spc II	5	1.41	1	0	0	0	0	0	0	0
0600	Noxious Weed Control Spc III	1	0.28	0	0	0	0	0	0	0	0
0600	Process Laboratory Spec I	6	1.69	3	2	0	2	0	0	0	0
0600	Process Laboratory Spec II	4	1.12	2	0	0	0	0	0	0	0
0800	Transit Equip. Dispatch-2d Sh	1	0.28	0	0	0	0	0	0	0	0
0800	Transit Equip. Dispatch-3d Sh	7	1.97	1	0	0	0	0	0	0	0
0800	Transit Equipment Dispatcher	6	1.69	2	2	1	1	0	0	0	0
0800	Transit Paint Prep Tech	2	0.56	0	1	1	0	0	0	0	0
0900	Dental Assistant	25	7.06	22	16	6	7	0	3	0	0
0900	Dental Hygienist	2	0.56	2	0	0	0	0	0	0	0
0900	Dental Hygienist Supervisor	1	0.28	1	1	1	0	0	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 3 - Technicians

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0900	Disease Research & Interv. Spc	20	5.64	13	9	2	2	0	4	0	1
0900	Electronic Comm. Tech I	1	0.28	0	0	0	0	0	0	0	0
0900	Electronic Comm. Tech II	1	0.28	0	0	0	0	0	0	0	0
0900	Forensic Autopsy Tech - Lead	1	0.28	1	0	0	0	0	0	0	0
0900	Forensic Autopsy Technician	3	0.84	0	2	0	1	0	0	1	0
0900	Health Care Assistant	5	1.41	5	4	2	0	0	2	0	0
0900	Laboratory Assistant II	1	0.28	0	0	0	0	0	0	0	0
0900	Licensed Practical Nurse-Jail	6	1.69	5	1	1	0	0	0	0	0
0900	Medical Technologist	1	0.28	1	1	0	0	0	1	0	0
0900	Nutrition Assistant	47	13.27	45	25	5	5	0	12	0	3
0900	Paramedic	68	19.20	13	5	1	3	0	0	0	1
0900	Personal Hlth Svcs Supv - Jail	5	1.41	2	4	2	2	0	0	0	0
0900	Personal Hlth Svcs Supv-Clinic	19	5.36	19	5	0	3	0	1	0	1
0900	WIC Breastfeeding Peer Counslr	5	1.41	5	3	1	0	0	1	0	1
1100	Evidence Specialist	10	2.82	5	2	0	1	1	0	0	0
1100	Identification Technician	16	4.51	10	8	4	4	0	0	0	0
1100	Latent Print Examiner	16	4.51	8	4	0	1	0	2	0	1
1100	Latent Print Supervisor	2	0.56	1	1	0	0	0	0	0	1
1100	Processing Technician	4	1.12	2	0	0	0	0	0	0	0
1100	Tenprint Examiner	11	3.10	7	4	1	2	0	1	0	0
1200	Electronic Comm. Spec	7	1.97	0	0	0	0	0	0	0	0
1200	Electronic Comm. Tech I	3	0.84	0	0	0	0	0	0	0	0
1200	Electronic Comm. Tech II	2	0.56	0	1	0	1	0	0	0	0
Totals		Total #	354	203	113	33	41	1	27	2	9
		Total %		57.34	31.92	9.32	11.58	0.28	7.62	0.56	2.54

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 4 - Protective Service

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0100	Community Surveillance Ofc	7	0.48	5	5	5	0	0	0	0	0
0100	Corrections Major	2	0.13	0	2	0	1	0	0	0	1
0100	Corrections Officer	493	34.14	89	225	108	51	9	44	4	9
0100	Corrections Supervisor	9	0.62	5	6	5	0	0	0	1	0
0100	Corrections Supvr - Sergeant	37	2.56	11	12	5	3	0	2	0	2
0100	Corrections Technician	30	2.07	21	17	10	4	0	2	0	1
0100	Detention Officer	79	5.47	23	51	26	11	2	10	0	2
0100	Facility Commander	2	0.13	1	0	0	0	0	0	0	0
0100	Personal Recognizance Invstgr	15	1.03	13	6	4	1	0	1	0	0
0400	Animal Control Officer	8	0.55	3	0	0	0	0	0	0	0
0400	Animal Control Sergeant	3	0.20	2	1	0	0	1	0	0	0
0400	Animal Control Sergeant - Lead	1	0.06	0	0	0	0	0	0	0	0
0400	Security Chief	1	0.06	0	0	0	0	0	0	0	0
0400	Security Officer	30	2.07	2	14	8	3	0	1	1	1
0400	Security Officer - Dispatch	9	0.62	3	5	4	0	0	0	0	1
0400	Security Sergeant	1	0.06	0	0	0	0	0	0	0	0
0600	Lifeguard	1	0.06	1	0	0	0	0	0	0	0
0800	Transit Ops Security Liaison	3	0.20	1	1	0	0	0	0	0	1
1100	Assistant Fire Marshal	1	0.06	0	0	0	0	0	0	0	0
1100	Captain	22	1.52	3	3	0	1	0	2	0	0
1100	County Marshal	30	2.07	0	6	2	1	0	2	0	1
1100	Fire Investigator II	3	0.20	0	0	0	0	0	0	0	0
1100	Major	9	0.62	2	2	1	0	1	0	0	0
1100	Police Officer (Deputy)	515	35.66	57	105	22	28	12	28	1	14
1100	Polygraph Examiner	1	0.06	0	0	0	0	0	0	0	0
1100	Security Screener	26	1.80	11	18	1	13	0	3	1	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 4 - Protective Service

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
1100	Security Screener - Lead	3	0.20	3	2	0	1	0	1	0	0
1100	Sergeant	103	7.13	11	14	3	4	1	4	1	1
Totals											
		Total #	1,444	267	495	204	122	26	100	9	34
		Total %		18.49	34.27	14.12	8.44	1.80	6.92	0.62	2.35

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 5 - Para - Professionals

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
9200	Public Records Spec - PAO	1	20.00	1	0	0	0	0	0	0	0
9700	Community Interpreter-Electns	4	80.00	4	4	0	3	0	1	0	0
Total #		5		5	4	0	3	0	1	0	0
Total %				100.00	80.00	0.00	60.00	0.00	20.00	0.00	0.00

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY
Job Group: 6 - Administrative Support

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0100	Administrative Specialist I	3	0.19	2	1	0	1	0	0	0	0
0100	Administrative Specialist II	6	0.38	3	4	1	2	0	1	0	0
0100	Administrative Specialist III	13	0.83	12	5	2	1	0	2	0	0
0100	Confidential Secretary I	4	0.25	4	0	0	0	0	0	0	0
0100	Confidential Secretary II	1	0.06	0	1	0	0	0	0	0	1
0100	Fiscal Specialist II	1	0.06	1	1	0	1	0	0	0	0
0100	Fiscal Specialist III	11	0.71	7	11	2	6	1	1	0	1
0100	Human Resource Associate	1	0.06	1	1	0	1	0	0	0	0
0100	Inventory Purchasing Spec II	1	0.06	1	1	0	0	0	1	0	0
0100	Records Management Specialist	1	0.06	1	0	0	0	0	0	0	0
0100	SEP Associate II	1	0.06	0	1	0	1	0	0	0	0
0100	Volunteer Coordinator	3	0.19	3	1	1	0	0	0	0	0
0200	Administrative Specialist I	3	0.19	3	3	0	0	0	1	1	1
0200	Administrative Specialist II	13	0.83	12	9	6	0	0	2	0	1
0200	Administrative Specialist III	6	0.38	6	5	1	0	0	4	0	0
0200	Administrative Specialist IV	1	0.06	1	1	0	0	0	1	0	0
0200	Administrative Staff Assistant	1	0.06	1	0	0	0	0	0	0	0
0200	Administrator I	2	0.12	2	0	0	0	0	0	0	0
0200	Confidential Secretary I	2	0.12	2	2	1	0	0	0	0	1
0200	Confidential Secretary II	1	0.06	1	1	1	0	0	0	0	0
0200	Fiscal Specialist II	2	0.12	2	2	0	2	0	0	0	0
0200	Fiscal Specialist III	5	0.32	3	3	0	3	0	0	0	0
0200	SEP Associate II	1	0.06	1	0	0	0	0	0	0	0
0300	Administrative Specialist II	5	0.32	5	2	1	1	0	0	0	0
0300	Confidential Secretary I	1	0.06	1	0	0	0	0	0	0	0
0300	Confidential Secretary II	1	0.06	1	1	0	0	0	1	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY
Job Group: 6 - Administrative Support

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0300	Customer Services Supervisor	1	0.06	1	0	0	0	0	0	0	0
0300	Fiscal Specialist III	1	0.06	1	0	0	0	0	0	0	0
0400	Accountant - Assistant	4	0.25	2	4	0	3	0	0	0	1
0400	Administrative Specialist I	5	0.32	1	2	1	0	0	1	0	0
0400	Administrative Specialist II	12	0.77	9	2	0	0	0	1	0	1
0400	Administrative Specialist III	7	0.45	4	2	0	1	0	0	0	1
0400	Administrative Specialist IV	3	0.19	2	2	0	2	0	0	0	0
0400	Administrator I	9	0.58	7	2	1	1	0	0	0	0
0400	Claims Assistant	1	0.06	1	0	0	0	0	0	0	0
0400	Confidential Secretary I	4	0.25	3	1	0	0	0	0	0	1
0400	Customer Service Spc Supv	1	0.06	1	0	0	0	0	0	0	0
0400	Customer Service Spec II	2	0.12	1	1	0	0	0	0	1	0
0400	Customer Service Spec III	40	2.58	29	20	6	8	1	2	0	3
0400	Customer Service Spec IV	5	0.32	5	2	1	0	0	0	0	1
0400	Executive Secretary/Asst I	1	0.06	1	1	0	0	0	1	0	0
0400	Fiscal Specialist I	1	0.06	0	1	0	0	0	1	0	0
0400	Fiscal Specialist II	10	0.64	9	6	3	3	0	0	0	0
0400	Fiscal Specialist III	20	1.29	17	14	3	6	1	3	1	0
0400	Fiscal Specialist IV	1	0.06	1	1	0	0	0	1	0	0
0400	Foster Program Coordinator	1	0.06	1	0	0	0	0	0	0	0
0400	Human Resource Associate	6	0.38	5	3	1	2	0	0	0	0
0400	Inventory Purchasing Spec I	1	0.06	0	0	0	0	0	0	0	0
0400	Inventory Purchasing Spec III	2	0.12	0	0	0	0	0	0	0	0
0400	LEOFF 1 Claims Specialist	1	0.06	1	1	0	1	0	0	0	0
0400	Payroll Administrator	6	0.38	3	3	1	2	0	0	0	0
0400	Records Center Technician	3	0.19	0	1	0	1	0	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY
Job Group: 6 - Administrative Support

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0400	SEP Associate II	5	0.32	3	1	0	1	0	0	0	0
0400	SEP Associate III	3	0.19	2	1	1	0	0	0	0	0
0500	Administrative Specialist IV	5	0.32	4	1	1	0	0	0	0	0
0500	Confidential Secretary II	1	0.06	1	0	0	0	0	0	0	0
0500	Court Clerk I	21	1.35	14	6	2	2	0	1	0	1
0500	Court Clerk II	17	1.09	16	9	5	1	1	1	0	1
0500	Customer Service Spec II	8	0.51	6	4	0	4	0	0	0	0
0500	Customer Service Spec III	21	1.35	15	12	6	3	1	1	0	1
0500	Customer Service Spec IV	2	0.12	2	1	0	1	0	0	0	0
0500	Fiscal Specialist II	2	0.12	1	1	0	1	0	0	0	0
0500	Fiscal Specialist III	8	0.51	7	6	0	4	0	1	1	0
0500	Fiscal Specialist IV	4	0.25	4	4	0	2	0	1	0	1
0500	Legal Administrative Spec II	22	1.42	13	14	3	10	0	1	0	0
0500	Legal Administrative Spec III	51	3.29	39	26	6	10	1	5	0	4
0500	SEP Associate II	1	0.06	1	0	0	0	0	0	0	0
0600	Administrative Specialist I	1	0.06	1	1	0	0	1	0	0	0
0600	Administrative Specialist II	12	0.77	10	3	3	0	0	0	0	0
0600	Administrative Specialist III	7	0.45	6	3	1	1	0	1	0	0
0600	Administrative Staff Assistant	13	0.83	12	6	1	2	1	2	0	0
0600	Administrator I	5	0.32	5	2	1	1	0	0	0	0
0600	Confidential Secretary I	2	0.12	1	0	0	0	0	0	0	0
0600	Confidential Secretary II	2	0.12	2	1	0	0	0	1	0	0
0600	Customer Service Spec II	5	0.32	5	3	1	0	0	2	0	0
0600	Customer Service Spec III	2	0.12	1	1	1	0	0	0	0	0
0600	Customer Service Spec IV	1	0.06	1	0	0	0	0	0	0	0
0600	Customer Services Coord -Lead	3	0.19	3	1	0	0	0	0	1	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY
Job Group: 6 - Administrative Support

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0600	Customer Services Coord- Asst	2	0.12	0	2	0	2	0	0	0	0
0600	Customer Services Coordinator	1	0.06	1	0	0	0	0	0	0	0
0600	Customer Services Supervisor	1	0.06	0	0	0	0	0	0	0	0
0600	Executive Secretary/Asst II	1	0.06	1	0	0	0	0	0	0	0
0600	Fiscal Specialist I	1	0.06	1	0	0	0	0	0	0	0
0600	Fiscal Specialist II	2	0.12	2	1	0	1	0	0	0	0
0600	Fiscal Specialist III	20	1.29	18	9	3	4	0	0	1	1
0600	Human Resource Associate	1	0.06	1	1	1	0	0	0	0	0
0600	Inventory Purchasing Spec I	2	0.12	1	0	0	0	0	0	0	0
0600	Inventory Purchasing Spec II	10	0.64	2	4	1	1	0	1	1	0
0600	Inventory Purchasing Spec III	4	0.25	0	3	1	2	0	0	0	0
0600	Records Management Specialist	1	0.06	1	1	1	0	0	0	0	0
0600	Scale Operator	28	1.80	20	6	2	2	0	0	0	2
0600	Scale Operator - Cedar Hills	4	0.25	4	3	0	2	0	1	0	0
0600	SEP Associate I	2	0.12	0	0	0	0	0	0	0	0
0600	SEP Associate II	3	0.19	2	0	0	0	0	0	0	0
0600	Technical Info Proc Spec III	1	0.06	1	1	0	0	0	0	0	1
0600	Wastewater Support Specialist	4	0.25	2	1	1	0	0	0	0	0
0700	Abstract Technician	3	0.19	1	1	0	1	0	0	0	0
0700	Abstract Technician - Senior	3	0.19	0	0	0	0	0	0	0	0
0700	Administrative Specialist I	1	0.06	1	0	0	0	0	0	0	0
0700	Administrative Specialist II	13	0.83	10	10	0	7	1	0	0	2
0700	Administrative Specialist III	10	0.64	7	5	3	0	0	0	1	1
0700	Administrative Specialist IV	1	0.06	1	0	0	0	0	0	0	0
0700	Administrative Staff Assistant	1	0.06	1	0	0	0	0	0	0	0
0700	Current Use Evaluation Spec	1	0.06	1	0	0	0	0	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY
Job Group: 6 - Administrative Support

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0700	Customer Service Spec III	4	0.25	3	3	3	0	0	0	0	0
0700	Fiscal Specialist II	1	0.06	1	1	0	1	0	0	0	0
0700	Technical Info Proc Spec IV	1	0.06	1	1	1	0	0	0	0	0
0800	Administrative Specialist I	1	0.06	0	0	0	0	0	0	0	0
0800	Administrative Specialist II	12	0.77	12	6	0	4	1	1	0	0
0800	Administrative Specialist III	4	0.25	4	1	0	1	0	0	0	0
0800	Administrative Staff Assistant	2	0.12	2	1	1	0	0	0	0	0
0800	Administrator I	20	1.29	16	7	3	1	1	1	1	0
0800	Confidential Secretary I	2	0.12	2	0	0	0	0	0	0	0
0800	Confidential Secretary II	2	0.12	2	0	0	0	0	0	0	0
0800	Customer Service Spec II	4	0.25	2	1	1	0	0	0	0	0
0800	Customer Services Coord -Lead	5	0.32	5	2	2	0	0	0	0	0
0800	Customer Services Coordinator	9	0.58	5	7	3	4	0	0	0	0
0800	Customer Services Supervisor	1	0.06	0	0	0	0	0	0	0	0
0800	Fiscal Specialist II	5	0.32	3	1	0	0	0	1	0	0
0800	Fiscal Specialist III	10	0.64	9	4	0	2	0	1	1	0
0800	Human Resource Associate	7	0.45	7	3	1	0	0	0	0	2
0800	Inventory Purchasing Spec I	2	0.12	1	1	0	0	1	0	0	0
0800	Inventory Purchasing Spec II	5	0.32	2	2	1	0	0	1	0	0
0800	Inventory Purchasing Spec III	2	0.12	2	0	0	0	0	0	0	0
0800	Inventory Specialist	3	0.19	0	3	1	2	0	0	0	0
0800	Inventory Specialist Supv	1	0.06	1	1	0	1	0	0	0	0
0800	Marine Information Agent	2	0.12	0	1	1	0	0	0	0	0
0800	Marketing and Sales Spec II	6	0.38	2	1	1	0	0	0	0	0
0800	Marketing and Sales Spec III	4	0.25	2	0	0	0	0	0	0	0
0800	Payroll Specialist	3	0.19	3	2	1	0	0	1	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY
Job Group: 6 - Administrative Support

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0800	Records Management Specialist	4	0.25	3	1	0	1	0	0	0	0
0800	SEP Associate II	1	0.06	0	0	0	0	0	0	0	0
0800	SEP Associate III	1	0.06	0	0	0	0	0	0	0	0
0800	Transit Accounting Rep -Senior	3	0.19	1	2	2	0	0	0	0	0
0800	Transit Admin Support Spec I	3	0.19	2	1	0	0	0	1	0	0
0800	Transit Admin Support Spec II	6	0.38	5	4	2	2	0	0	0	0
0800	Transit Admin Support Spec III	42	2.71	38	20	8	8	1	2	1	0
0800	Transit Customer Info Spc	28	1.80	16	15	10	2	1	1	0	1
0800	Transit Customer Info Spc -Sr	2	0.12	0	0	0	0	0	0	0	0
0800	Transit Customer Service Spec	2	0.12	2	0	0	0	0	0	0	0
0800	Transit Info Distributor	2	0.12	1	0	0	0	0	0	0	0
0800	Transit Parts Spc - 2d Sh	9	0.58	0	4	0	1	0	1	0	2
0800	Transit Parts Spc - 3d Sh	7	0.45	3	2	1	0	0	1	0	0
0800	Transit Parts Spec - Lead	7	0.45	0	3	1	1	0	1	0	0
0800	Transit Parts Specialist	8	0.51	2	2	0	0	0	0	1	1
0800	Transit Pass Sales Rep	12	0.77	5	4	1	2	0	0	0	1
0800	Transit Purchasing Spc - Lead	1	0.06	1	0	0	0	0	0	0	0
0800	Transit Purchasing Specialist	9	0.58	0	2	0	1	0	0	0	1
0800	Transit Revenue Coordinator	6	0.38	1	5	4	1	0	0	0	0
0800	Transit Transf Rm/WarehouseWkr	1	0.06	0	0	0	0	0	0	0	0
0800	Transit Veh Maint TIP Spc	8	0.51	7	2	1	1	0	0	0	0
0900	Accountant - Assistant	3	0.19	3	1	0	1	0	0	0	0
0900	Administrative Specialist II	114	7.36	95	72	18	26	2	22	1	3
0900	Administrative Specialist III	36	2.32	33	21	2	14	1	2	1	1
0900	Administrative Specialist IV	1	0.06	1	0	0	0	0	0	0	0
0900	Administrative Staff Assistant	5	0.32	3	0	0	0	0	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY
Job Group: 6 - Administrative Support

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0900	Administrator I	5	0.32	4	2	2	0	0	0	0	0
0900	Application Worker	14	0.90	12	10	0	4	1	3	0	2
0900	Billing Analyst	5	0.32	4	2	0	2	0	0	0	0
0900	Confidential Secretary I	4	0.25	4	2	0	1	0	1	0	0
0900	Customer Service Spec II	6	0.38	5	3	1	2	0	0	0	0
0900	Customer Service Spec III	2	0.12	2	2	1	1	0	0	0	0
0900	Education Specialist	24	1.55	14	17	2	2	0	12	0	1
0900	Fiscal Specialist II	3	0.19	3	1	0	0	0	1	0	0
0900	Fiscal Specialist III	1	0.06	1	1	0	1	0	0	0	0
0900	Fiscal Specialist IV	3	0.19	2	1	0	1	0	0	0	0
0900	Health Outreach Aide	3	0.19	0	3	1	0	0	2	0	0
0900	Health Program Assistant I	9	0.58	7	7	4	2	0	1	0	0
0900	Health Program Assistant II	2	0.12	2	2	0	0	0	2	0	0
0900	Human Resource Associate	1	0.06	0	0	0	0	0	0	0	0
0900	Inventory Purchasing Spec II	2	0.12	0	0	0	0	0	0	0	0
0900	Research Assistant	2	0.12	2	1	0	1	0	0	0	0
0900	SEP Associate II	1	0.06	0	0	0	0	0	0	0	0
1100	Administrative Specialist II	9	0.58	8	3	0	2	0	0	0	1
1100	Administrative Specialist III	12	0.77	11	4	0	3	0	1	0	0
1100	Administrative Specialist IV	4	0.25	2	1	0	1	0	0	0	0
1100	Communications Spec - Receiver	2	0.12	1	0	0	0	0	0	0	0
1100	Communications Spec-Dispatcher	33	2.13	31	7	1	3	0	2	0	1
1100	Communications Spec-Receiver	16	1.03	14	5	1	0	0	1	1	2
1100	Confidential Secretary I	3	0.19	3	2	0	1	0	1	0	0
1100	Confidential Secretary II	1	0.06	0	0	0	0	0	0	0	0
1100	Executive Secretary/Asst I	1	0.06	1	1	0	0	0	1	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY
Job Group: 6 - Administrative Support

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
1100	Fiscal Specialist III	4	0.25	4	2	0	1	0	0	0	1
1100	Human Resource Associate	2	0.12	2	0	0	0	0	0	0	0
1100	Paralegal - KCSO	3	0.19	3	0	0	0	0	0	0	0
1100	Records Management Specialist	13	0.83	8	4	0	3	0	0	0	1
1100	SEP Associate II	1	0.06	1	1	1	0	0	0	0	0
1100	Sheriff's Data Technician	13	0.83	8	2	0	2	0	0	0	0
1100	Sheriff's Records Specialist	6	0.38	6	0	0	0	0	0	0	0
1100	Tenprint Information Spec	8	0.51	4	3	0	3	0	0	0	0
1200	Administrative Specialist III	3	0.19	3	3	0	2	0	0	0	1
1200	Administrator I	1	0.06	1	0	0	0	0	0	0	0
1200	Confidential Secretary I	2	0.12	2	1	1	0	0	0	0	0
1200	Fiscal Specialist III	3	0.19	3	2	0	2	0	0	0	0
1200	Human Resource Associate	1	0.06	1	1	1	0	0	0	0	0
1300	Administrative Specialist I	4	0.25	0	4	0	2	0	1	0	1
1300	Administrative Specialist II	1	0.06	1	1	1	0	0	0	0	0
1300	Administrative Staff Assistant	2	0.12	1	0	0	0	0	0	0	0
1300	Executive Secretary/Asst I	1	0.06	1	0	0	0	0	0	0	0
1300	Executive Secretary/Asst II	1	0.06	1	0	0	0	0	0	0	0
1300	Fiscal Specialist III	3	0.19	3	2	1	1	0	0	0	0
1300	Legal Administrative Spec I	5	0.32	5	2	0	0	0	1	0	1
1300	Legal Administrative Spec II	31	2.00	27	18	8	1	0	5	0	4
1300	Legal Administrative Spec III	3	0.19	3	1	0	0	0	1	0	0
1300	Public Defense Paralegal	33	2.13	26	13	3	1	0	4	1	4
1300	SEP Associate II	1	0.06	0	0	0	0	0	0	0	0
1300	Word Processing Operator	3	0.19	1	1	1	0	0	0	0	0
9200	Confidential Secretary - PAO	1	0.06	1	0	0	0	0	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY
Job Group: 6 - Administrative Support

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
9200	Executive Assistant - PAO	1	0.06	1	0	0	0	0	0	0	0
9200	Legal Admin Spec III - PAO	1	0.06	1	0	0	0	0	0	0	0
9200	Legal Admin Specialist II-PAO	1	0.06	1	0	0	0	0	0	0	0
9200	Legal Administrative Spec I	1	0.06	1	0	0	0	0	0	0	0
9200	Legal Administrative Spec II	35	2.26	31	15	6	4	1	2	0	2
9200	Legal Administrative Spec III	37	2.39	29	11	2	7	1	1	0	0
9200	Legal Secretary	11	0.71	9	7	2	3	0	2	0	0
9200	Paralegal	83	5.36	78	24	3	11	2	2	3	3
9200	Word Processing Operator	6	0.38	6	2	1	0	1	0	0	0
9700	Administrative Specialist II	19	1.22	9	9	4	4	0	1	0	0
9700	Administrative Specialist III	9	0.58	5	3	1	0	0	1	0	1
9700	Administrative Specialist IV	1	0.06	1	0	0	0	0	0	0	0
9700	Administrator I	3	0.19	3	1	0	0	0	0	0	1
9700	Confidential Secretary II	1	0.06	1	1	0	0	0	0	0	1
Totals											
		Total #	1,548	1,169	701	197	265	23	129	19	68
		Total %		75.51	45.28	12.72	17.11	1.48	8.33	1.22	4.39

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 7 - Skilled Crafts

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0100	Supervisor III	1	0.08	1	0	0	0	0	0	0	0
0400	Carpenter I	12	0.96	0	2	0	0	0	2	0	0
0400	Carpenter II	2	0.16	0	0	0	0	0	0	0	0
0400	Copy Center Technician	3	0.24	0	3	1	2	0	0	0	0
0400	Electrician I	12	0.96	1	6	2	1	0	1	0	2
0400	Electrician I - Lead	2	0.16	0	1	0	1	0	0	0	0
0400	Electrician II	2	0.16	0	1	1	0	0	0	0	0
0400	Facilities Maint. Constructor	3	0.24	0	2	0	2	0	0	0	0
0400	Operating Engineer I	1	0.08	0	0	0	0	0	0	0	0
0400	Operating Engineer II	13	1.04	0	3	1	1	0	0	0	1
0400	Operating Engineer III	2	0.16	0	1	1	0	0	0	0	0
0400	Painter I	7	0.56	1	4	1	2	0	1	0	0
0400	Painter II	1	0.08	1	1	1	0	0	0	0	0
0400	Plumbing and Mechanical I	9	0.72	2	2	0	1	1	0	0	0
0400	Plumbing and Mechanical I - Ld	1	0.08	0	1	0	0	0	1	0	0
0400	Plumbing and Mechanical II	3	0.24	1	0	0	0	0	0	0	0
0400	Security Systems Technician	1	0.08	0	0	0	0	0	0	0	0
0400	Supervisor I	6	0.48	1	6	2	2	0	1	0	1
0400	Supervisor II	3	0.24	1	0	0	0	0	0	0	0
0600	Carpenter I	5	0.40	0	1	0	0	0	0	1	0
0600	Electrician I	1	0.08	0	1	0	0	1	0	0	0
0600	Electrician II	1	0.08	0	0	0	0	0	0	0	0
0600	Equipment Operator	25	2.01	0	4	0	0	1	3	0	0
0600	Industrial Engine Mechanic	6	0.48	0	0	0	0	0	0	0	0
0600	Industrial Instrt/Elec Tech-Ld	4	0.32	1	2	0	0	0	2	0	0
0600	Industrial Instrument Tech	21	1.69	1	2	1	0	0	1	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 7 - Skilled Crafts

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0800	Rail Facilities Mech -3rdShf	4	0.32	0	2	0	2	0	0	0	0
0800	Rail Facilities Mech -Lead	1	0.08	0	1	0	0	0	0	1	0
0800	Rail Facilities Mech -Lead3dSh	1	0.08	0	0	0	0	0	0	0	0
0800	Rail Facilities Mechanic	5	0.40	0	1	1	0	0	0	0	0
0800	Rail SCADA Systems Spec	8	0.64	0	2	2	0	0	0	0	0
0800	Rail SCADA Systems Spec Sr	1	0.08	0	0	0	0	0	0	0	0
0800	Rail Signal & Com Tech	6	0.48	0	0	0	0	0	0	0	0
0800	Rail Signal & Com Tech-Ld	1	0.08	0	0	0	0	0	0	0	0
0800	Rail Track & ROW Mnt -3rdShf	6	0.48	0	3	2	0	1	0	0	0
0800	Rail Track and ROW Maintainer	3	0.24	0	2	0	0	0	2	0	0
0800	Supervisor I	2	0.16	1	2	2	0	0	0	0	0
0800	Supervisor II	14	1.12	2	3	0	1	1	1	0	0
0800	Supervisor III	1	0.08	1	1	1	0	0	0	0	0
0800	Traffic Signal Technician	12	0.96	1	5	0	0	1	1	1	2
0800	Transit Bldg Opr Engr -2d Sh	2	0.16	0	0	0	0	0	0	0	0
0800	Transit Bldg Opr Engr-Ld-2dSh	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Building Opr Engineer	4	0.32	0	1	0	0	0	1	0	0
0800	Transit Carpenter	8	0.64	1	4	0	2	1	1	0	0
0800	Transit Chief -Power Distribtn	5	0.40	0	2	2	0	0	0	0	0
0800	Transit Chief -Radio Maint.	1	0.08	0	1	1	0	0	0	0	0
0800	Transit Chief -Rail Tract. Pwr	1	0.08	1	0	0	0	0	0	0	0
0800	Transit Chief -Rail Veh Maint.	4	0.32	0	1	0	1	0	0	0	0
0800	Transit Chief -Railway,Sig&Fac	5	0.40	0	2	1	1	0	0	0	0
0800	Transit Chief -Vehicle Maint.	29	2.33	3	8	2	3	0	1	0	2
0800	Transit Electronic Comm Tech	3	0.24	0	1	0	0	0	0	1	0
0800	Transit Electronic Tech - Lead	2	0.16	0	1	0	0	1	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 7 - Skilled Crafts

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0800	Transit Electronic Tech -2d Sh	2	0.16	0	1	1	0	0	0	0	0
0800	Transit Electronic Technician	18	1.45	0	5	0	2	2	0	1	0
0800	Transit Equip Operator-3d Sh	3	0.24	0	1	0	1	0	0	0	0
0800	Transit Equip Painter - Lead	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Equip Painter -2d Sh	3	0.24	0	2	1	0	0	1	0	0
0800	Transit Equip Svc Wkr-Strs Drv	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Equipment Operator	5	0.40	0	2	1	0	0	1	0	0
0800	Transit Equipment Painter	8	0.64	1	6	0	2	1	2	0	1
0800	Transit Fac. Electrician-Lead	2	0.16	0	2	0	0	0	1	1	0
0800	Transit Facilities Electrician	6	0.48	0	2	1	1	0	0	0	0
0800	Transit Maint Constr-2d Sh	2	0.16	0	1	0	0	0	1	0	0
0800	Transit Maint Constr-3d Sh	2	0.16	0	0	0	0	0	0	0	0
0800	Transit Maint Constr-Ld2dSh	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Maint Constructor	8	0.64	0	2	0	1	1	0	0	0
0800	Transit Maint Constructor-Ld	1	0.08	1	0	0	0	0	0	0	0
0800	Transit Maint Machinist - Lead	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Maint Machinist-2d Sh	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Maint Painter - Lead	2	0.16	0	0	0	0	0	0	0	0
0800	Transit Maint Sign. Spc - Lead	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Maint Signage Spc	4	0.32	0	2	2	0	0	0	0	0
0800	Transit Maintenance Machinist	4	0.32	0	0	0	0	0	0	0	0
0800	Transit Maintenance Painter	8	0.64	0	5	2	1	0	1	1	0
0800	Transit Mechanic	114	9.19	0	23	6	10	1	3	2	1
0800	Transit Mechanic - Apprentice	5	0.40	0	2	0	1	1	0	0	0
0800	Transit Mechanic - Lead	14	1.12	0	2	1	1	0	0	0	0
0800	Transit Mechanic -2d Sh	77	6.20	0	23	3	12	0	3	4	1

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 7 - Skilled Crafts

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0800	Transit Mechanic -3d Sh	73	5.88	0	24	2	6	1	5	2	8
0800	Transit Mechanic -Ld-2d Sh	10	0.80	0	1	0	1	0	0	0	0
0800	Transit Mechanic -Ld-3d Sh	10	0.80	0	3	0	1	1	0	0	1
0800	Transit Metal Constr -2d Sh	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Metal Constructor	2	0.16	0	0	0	0	0	0	0	0
0800	Transit Millwright	8	0.64	0	2	1	0	1	0	0	0
0800	Transit Radio & Comm Sys Spc	10	0.80	0	5	1	2	1	0	0	1
0800	Transit Radio&Comm Sys Spc-Ld	2	0.16	0	0	0	0	0	0	0	0
0800	Transit Service Supervisor	27	2.17	4	13	8	3	0	2	0	0
0800	Transit Sheet Met Wkr -Ld-2dSh	1	0.08	0	1	0	0	0	1	0	0
0800	Transit Sheet Metal Wkr - Lead	5	0.40	0	1	0	1	0	0	0	0
0800	Transit Sheet Metal Wkr-2d Sh	9	0.72	0	4	0	1	1	0	1	1
0800	Transit Sheet Metal Wkr-3d Sh	2	0.16	0	1	0	0	0	1	0	0
0800	Transit Sheet Metal Worker	21	1.69	0	7	0	7	0	0	0	0
0800	Transit Supervisor-in-Training	27	2.17	7	16	11	3	0	1	1	0
0800	Transit Supt. - Streetcar	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Supt. -Base Operations	5	0.40	1	2	2	0	0	0	0	0
0800	Transit Supt. -Control Center	2	0.16	0	0	0	0	0	0	0	0
0800	Transit Supt. -Fac Maint.	4	0.32	0	1	0	0	0	1	0	0
0800	Transit Supt. -Fleet Eng.	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Supt. -Ops Training	1	0.08	1	0	0	0	0	0	0	0
0800	Transit Supt. -Plng & Tech Sup	2	0.16	1	2	1	1	0	0	0	0
0800	Transit Supt. -Power	1	0.08	1	1	1	0	0	0	0	0
0800	Transit Supt. -Rail Fac Maint.	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Supt. -Rail Operations	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Supt. -Rail Training	2	0.16	1	0	0	0	0	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

Plan: KING - KING COUNTY

Job Group: 7 - Skilled Crafts

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0800	Transit Supt. -Rail Veh Maint.	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Supt. -RailWay,Pwr&Sig	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Supt. -Service Quality	2	0.16	0	1	1	0	0	0	0	0
0800	Transit Supt. -Veh.Procurement	1	0.08	0	1	0	0	0	1	0	0
0800	Transit Supt. -Vehicle Maint.	8	0.64	1	1	0	0	0	0	0	1
0800	Transit Supv -Accessible Svcs	2	0.16	0	1	1	0	0	0	0	0
0800	Transit Supv -Customer Svcs	2	0.16	1	1	1	0	0	0	0	0
0800	Transit Supv -Market &Svc Info	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Supv -Rideshare Ops	1	0.08	1	0	0	0	0	0	0	0
0800	Transit Supv -Service Dev.	7	0.56	5	2	0	2	0	0	0	0
0800	Transit Supv -Systems Dev	2	0.16	1	0	0	0	0	0	0	0
0800	Transit Veh Damage Estr-3d Sh	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Veh Upholster-2d Sh	2	0.16	0	1	0	1	0	0	0	0
0800	Transit Vehicle Upholster-Ld	1	0.08	0	0	0	0	0	0	0	0
0800	Transit Vehicle Upholsterer	6	0.48	1	2	0	1	0	0	0	1
0800	Utility Line Worker	9	0.72	0	2	1	1	0	0	0	0
0800	Utility Line Wrkr 2nd/3rd	6	0.48	0	1	0	0	0	1	0	0
0900	Chief Plumbing Inspector	1	0.08	0	0	0	0	0	0	0	0
1200	Supervisor II	2	0.16	0	1	1	0	0	0	0	0
Totals		Total #	1,240	83	376	112	113	29	64	20	38
		Total %		6.69	30.32	9.03	9.11	2.33	5.16	1.61	3.06

Job Group Analysis
Analysis Data as of 01/01/2018

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

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0100	Cook/Baker I	22	0.55	6	14	2	8	0	3	1	0
0100	Cook/Baker II	4	0.10	1	1	0	1	0	0	0	0
0100	Juvenile Facility Cook/Baker	6	0.15	2	4	0	4	0	0	0	0
0100	Recreation Coordinator	1	0.02	1	1	0	1	0	0	0	0
0100	Small Fac Food Svcs Supv	1	0.02	1	0	0	0	0	0	0	0
0400	Animal Care Technician	9	0.22	7	2	1	0	0	1	0	0
0400	Custodian	71	1.80	21	52	22	19	1	8	1	1
0400	Custodian - Floor Care	8	0.20	1	7	5	1	0	1	0	0
0400	Custodian - Lead	10	0.25	4	9	6	3	0	0	0	0
0400	Custodian - Windows	3	0.07	0	1	0	0	0	0	0	1
0400	Electrician Helper	1	0.02	0	0	0	0	0	0	0	0
0400	Plumber Helper	1	0.02	0	0	0	0	0	0	0	0
0400	Utility Worker I	2	0.05	0	1	1	0	0	0	0	0
0400	Utility Worker II	12	0.30	0	8	4	0	0	3	1	0
0400	Utility Worker II - Lead	3	0.07	0	3	1	0	0	0	2	0
0600	Crew Chief	2	0.05	0	1	0	0	0	0	1	0
0600	Custodian	4	0.10	2	2	0	1	1	0	0	0
0600	Custodian - Floor Care	4	0.10	1	2	1	0	0	0	0	1
0600	Gardener - Senior	6	0.15	0	1	0	1	0	0	0	0
0600	Landfill Gas Operator I	6	0.15	0	1	0	0	0	0	0	1
0600	Landfill Gas Operator II	1	0.02	0	0	0	0	0	0	0	0
0600	Parking Specialist	2	0.05	0	2	0	2	0	0	0	0
0600	Parks District Maint. Coord.	13	0.33	1	2	1	0	1	0	0	0
0600	Parks Specialist II	77	1.95	12	22	6	4	1	5	2	4
0600	Playground Specialist	1	0.02	0	0	0	0	0	0	0	0
0600	SEP Parks Specialist	7	0.17	1	3	2	1	0	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

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

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0600	Solid Waste Electronics Tech	1	0.02	0	0	0	0	0	0	0	0
0600	Solid Waste Prevnt Maint Spec	9	0.22	1	4	2	0	0	1	0	1
0600	Transfer Station Operator	70	1.78	4	20	11	3	3	2	1	0
0600	Truck Driver II	6	0.15	1	0	0	0	0	0	0	0
0600	Truck Driver III	61	1.55	7	8	2	2	1	0	1	2
0600	Utility Worker - Assistant	3	0.07	0	0	0	0	0	0	0	0
0600	Utility Worker I	4	0.10	0	2	2	0	0	0	0	0
0600	Utility Worker II	6	0.15	0	2	0	1	0	1	0	0
0600	Wastewater Trmt Utility Wkr I	11	0.27	0	5	3	1	0	1	0	0
0600	Wastewater Trmt Utility Wkr II	4	0.10	0	2	1	0	0	0	0	1
0800	Crew Chief	18	0.45	3	1	1	0	0	0	0	0
0800	Marine Captain	4	0.10	0	1	0	0	0	1	0	0
0800	Marine Deckhand	3	0.07	0	1	0	0	0	1	0	0
0800	Marine Deckhand - Purser	3	0.07	0	0	0	0	0	0	0	0
0800	Marine Deckhand - Senior	2	0.05	0	2	1	1	0	0	0	0
0800	Rail Facilities Custodian	4	0.10	2	4	2	2	0	0	0	0
0800	Rail Facilities Custodian - Ld	1	0.02	0	1	1	0	0	0	0	0
0800	Rail Laborer	4	0.10	0	4	1	0	0	2	1	0
0800	Rail Laborer - 3rd Shift	2	0.05	1	0	0	0	0	0	0	0
0800	Rail Maint Svc Ctr Wkr -2ndShf	1	0.02	0	1	0	0	0	0	0	1
0800	Rail Maint Svc Ctr Worker	4	0.10	0	2	1	0	1	0	0	0
0800	Rail Operator	80	2.03	11	25	11	8	0	2	2	2
0800	Rail Service Worker	3	0.07	1	2	2	0	0	0	0	0
0800	Rail Service Worker - 2nd Shf	2	0.05	0	1	1	0	0	0	0	0
0800	Rail Service Worker - 3rd Shf	7	0.17	1	4	1	0	0	2	1	0
0800	Rail Station Custn -3rd Shf	8	0.20	0	6	1	3	1	1	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

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

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0800	Rail Station Custn -3rdShf- Ld	4	0.10	0	2	0	1	0	0	1	0
0800	Rail Station Custodian	10	0.25	1	5	4	1	0	0	0	0
0800	Rail Station Custodian - Ld	2	0.05	0	2	0	1	0	0	0	1
0800	Rail Supervisor	21	0.53	3	5	2	2	0	0	1	0
0800	Rail Supervisor - Trainee	4	0.10	0	3	1	1	0	1	0	0
0800	Rail Track & ROW Maint.-Ld	1	0.02	0	0	0	0	0	0	0	0
0800	Rail Track & ROW Maint.-Ld3dSh	1	0.02	0	0	0	0	0	0	0	0
0800	Sign and Marking Spec - Lead	2	0.05	0	1	1	0	0	0	0	0
0800	Sign and Marking Specialist II	15	0.38	2	1	1	0	0	0	0	0
0800	Sign Painter I	1	0.02	0	0	0	0	0	0	0	0
0800	Sign Painter II	1	0.02	0	0	0	0	0	0	0	0
0800	Streetcar Operator	31	0.78	12	15	7	5	0	0	0	3
0800	Transit Chief -Facility Maint	11	0.27	2	5	3	1	0	1	0	0
0800	Transit Custodian -2nd Shf- Ld	2	0.05	1	2	1	1	0	0	0	0
0800	Transit Custodian -3rd Shf- Ld	1	0.02	0	1	1	0	0	0	0	0
0800	Transit Custodian I	5	0.12	2	3	0	2	0	1	0	0
0800	Transit Custodian I - 2nd Shf	1	0.02	0	1	0	1	0	0	0	0
0800	Transit Custodian II	8	0.20	1	5	4	1	0	0	0	0
0800	Transit Custodian II -2nd Shf	27	0.68	1	23	9	12	0	0	1	1
0800	Transit Custodian II -3rd Shf	6	0.15	0	6	3	3	0	0	0	0
0800	Transit Equip Svc Wkr-2d Sh	69	1.75	2	39	8	18	1	7	3	2
0800	Transit Equip Svc Wkr-3d Sh	39	0.99	2	23	7	10	0	4	1	1
0800	Transit Equip Svc Wkr-Ld-2d Sh	4	0.10	1	4	2	2	0	0	0	0
0800	Transit Equip Svc Wkr-Ld-3d Sh	1	0.02	0	0	0	0	0	0	0	0
0800	Transit Equip Svc Worker	21	0.53	1	11	3	6	0	2	0	0
0800	Transit Facilities Maint. Wkr	5	0.12	3	3	1	1	0	1	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

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

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
0800	Transit Grounds Spc - Lead	2	0.05	0	0	0	0	0	0	0	0
0800	Transit Grounds Specialist	4	0.10	0	2	1	0	0	1	0	0
0800	Transit Operator	2,788	70.90	609	1,477	922	278	39	130	35	73
0800	Transit Operator -System Board	30	0.76	2	15	6	8	0	0	0	1
0800	Transit Utility Labor-Ld-3d Sh	1	0.02	0	0	0	0	0	0	0	0
0800	Transit Utility Laborer	24	0.61	0	13	7	1	1	3	1	0
0800	Transit Utility Laborer - Lead	1	0.02	0	1	0	1	0	0	0	0
0800	Transit Utility Laborer-3d Sh	12	0.30	2	7	3	3	0	1	0	0
0800	Transit Utility Svc Wkr	2	0.05	1	2	0	1	1	0	0	0
0800	Transit Utility Svc Wkr - Asst	1	0.02	0	0	0	0	0	0	0	0
0800	Transit Utility Svc Wkr-2d Sh	6	0.15	3	4	3	0	1	0	0	0
0800	Transit Utility Svc Wkr-3d Sh	7	0.17	4	6	1	4	0	0	0	1
0800	Transit Utility Svc Wkr-CDL2Sh	1	0.02	0	0	0	0	0	0	0	0
0800	Transit Utility Svc Wkr-CDLDrv	2	0.05	0	0	0	0	0	0	0	0
0800	Transit Utility Svc Wkr-Grd2Sh	2	0.05	1	2	0	2	0	0	0	0
0800	Transit Utility Svc Wkr-Grd3Sh	3	0.07	2	2	1	1	0	0	0	0
0800	Transit Utility Svc Wkr-Grfd	6	0.15	2	5	2	3	0	0	0	0
0800	Truck Driver III	35	0.89	5	4	1	0	1	1	1	0
0800	Utility Line Wkr-Helper 2d/3rd	3	0.07	0	1	1	0	0	0	0	0
0800	Utility Line Worker - Helper	9	0.22	1	5	3	0	0	2	0	0
0800	Utility Worker II	66	1.67	12	22	8	3	1	7	2	1
0800	Vegetation Specialist	1	0.02	0	0	0	0	0	0	0	0
0900	Medical Assistant	26	0.66	26	21	8	5	0	7	0	1
0900	Medical Srvc Offcr -Trng	1	0.02	0	0	0	0	0	0	0	0
0900	Pharmacy Technician	7	0.17	6	5	1	4	0	0	0	0
0900	Truck Driver I	1	0.02	0	1	1	0	0	0	0	0

Job Group Analysis
Analysis Data as of 01/01/2018

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

<i>Location</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
		<i>Persons</i>	<i>Percent</i>								
	Total #	3,932		803	1,992	1,123	450	55	204	60	100
Totals	Total %			20.42	50.66	28.56	11.44	1.39	5.18	1.52	2.54

**KING COUNTY EXECUTIVE BRANCH
2018 SALARIES by RACE and GENDER**

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King County Executive Branch 2018 Salaries by Race and Gender

Data as of January 1, 2018

Gender	Salary	Asian		Black		Hispanic		Native American		Pacific Islander		Two or more races		White		Total Employees	Percent of All Employees
Female	\$15,000 to \$24,999	15	5.75%	87	33.33%	11	4.21%	2	0.77%	2	0.77%	10	3.83%	134	51.34%	261	1.97%
Female	\$25,000 to \$34,999	1	3.85%	2	7.69%	1	3.85%	1	3.85%	0	0.00%	3	11.54%	18	69.23%	26	0.20%
Female	\$35,000 to \$49,999	75	19.18%	66	16.88%	38	9.72%	5	1.28%	5	1.28%	27	6.91%	175	44.76%	391	2.94%
Female	\$50,000 to \$74,999	260	12.94%	359	17.86%	168	8.36%	36	1.79%	19	0.95%	81	4.03%	1087	54.08%	2010	15.13%
Female	\$75,000 to \$124,999	265	13.14%	188	9.33%	86	4.27%	26	1.29%	3	0.15%	71	3.52%	1377	68.30%	2016	15.18%
Female	\$124,999 or more	37	11.97%	31	10.03%	7	2.27%	2	0.65%	0	0.00%	8	2.59%	224	72.49%	309	2.33%
	Female Total	653	13.03%	733	14.62%	311	6.20%	72	1.44%	29	0.58%	200	3.99%	3015	60.14%	5013	37.75%
Male	\$1 to \$14,999	0	0.00%	0	0.00%	1	20.00%	0	0.00%	0	0.00%	0	0.00%	4	80.00%	5	0.04%
Male	\$15,000 to \$24,999	72	10.62%	179	26.40%	35	5.16%	6	0.88%	5	0.74%	17	2.51%	364	53.69%	678	5.11%
Male	\$25,000 to \$34,999	0	0.00%	3	20.00%	0	0.00%	0	0.00%	0	0.00%	1	6.67%	11	73.33%	15	0.11%
Male	\$35,000 to \$49,999	51	12.88%	121	30.56%	36	9.09%	6	1.52%	10	2.53%	15	3.79%	157	39.65%	396	2.98%
Male	\$50,000 to \$74,999	431	13.64%	691	21.87%	179	5.66%	38	1.20%	46	1.46%	79	2.50%	1696	53.67%	3160	23.79%
Male	\$75,000 to \$124,999	385	10.68%	338	9.38%	163	4.52%	49	1.36%	34	0.94%	99	2.75%	2537	70.37%	3605	27.14%
Male	\$124,999 or more	39	9.54%	24	5.87%	11	2.69%	2	0.49%	2	0.49%	10	2.44%	321	78.48%	409	3.08%
	Male Total	978	11.83%	1356	16.40%	425	5.14%	101	1.22%	97	1.17%	221	2.67%	5090	61.56%	8268	62.25%
	Grand Total	1631	12.28%	2089	15.73%	736	5.54%	173	1.30%	126	0.95%	421	3.17%	8105	61.03%	13281	100.00%

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SUMMARY ANALYSIS
as of January 1, 2018

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Summary Analysis
Analysis Data as of 01/01/2018

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

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	9															
Current Utilization:	6	66.66	5	55.55	4	44.44	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	4.58	50.91	3.38	37.64	2.16	24.06	0.92	10.23	0.08	0.95	0.17	1.90	0.00	0.05	0.03	0.36
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.08	Yes *	0.17	Yes *	0.00	Yes *	0.03	Yes *
2 - Professionals																
Employees:	90															
Current Utilization:	39	43.33	37	41.11	22	24.44	10	11.11	0	0.00	4	4.44	0	0.00	1	1.11
Class Goal:	40.54	45.05	36.51	40.57	16.15	17.95	11.18	12.43	1.44	1.61	5.65	6.28	0.18	0.21	1.68	1.87
Underutilized:	1.54	No	0.00	No	0.00	No	1.18	No	1.44	Yes *	1.65	Yes *	0.18	Yes *	0.68	Yes *
3 - Technicians																
Employees:	5															
Current Utilization:	5	100.00	4	80.00	3	60.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	4.71	94.36	1.80	36.06	0.70	14.13	0.59	11.85	0.06	1.38	0.26	5.33	0.05	1.08	0.11	2.27
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.06	Yes *	0.26	Yes *	0.05	Yes *	0.11	Yes *
4 - Protective Service																
Employees:	674															
Current Utilization:	168	24.92	324	48.07	163	24.18	71	10.53	11	1.63	59	8.75	5	0.74	15	2.22
Class Goal:	171.12	25.39	266.29	39.51	135.67	20.13	60.18	8.93	9.30	1.38	49.94	7.41	1.55	0.23	8.76	1.30
Underutilized:	3.12	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:	46															
Current Utilization:	35	76.08	27	58.69	6	13.04	13	28.26	1	2.17	5	10.86	0	0.00	2	4.34
Class Goal:	37.63	81.81	16.66	36.23	4.44	9.67	6.95	15.13	0.89	1.94	2.88	6.27	0.18	0.41	1.22	2.66
Underutilized:	2.63	No *	0.00	No	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.18	Yes *	0.00	No *
7 - Skilled Crafts																
Employees:	1															
Current Utilization:	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.04	4.82	0.13	13.82	0.01	1.16	0.01	1.24	0.02	2.02	0.08	8.65	0.00	0.25	0.00	0.47
Underutilized:	0.00	No *	0.13	Yes *	0.01	Yes *	0.01	Yes *	0.02	Yes *	0.08	Yes *	0.00	Yes *	0.00	Yes *

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

Summary Analysis
Analysis Data as of 01/01/2018

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

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
8 - Service Maintenance																	
Employees:	34																
Current Utilization:		11 32.35		20 58.82		2 5.88		14 41.17		0 0.00		3 8.82		1 2.94		0 0.00	
Class Goal:		12.36 36.38		19.75 58.11		2.96 8.71		8.99 26.47		0.31 0.92		6.48 19.08		0.73 2.15		0.23 0.70	
Underutilized:		1.36 No *		0.00 No *		0.96 Yes *		0.00 No *		0.31 Yes *		3.48 Yes *		0.00 No *		0.23 Yes *	
Totals:	859	265	417		200		110		12		71		6		18		

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

Summary Analysis
Analysis Data as of 01/01/2018

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

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
1 - Officials and Administrators																		
Employees:	5																	
Current Utilization:	5	100.00	2	40.00	0	0.00	2	40.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	3.42	68.47	1.67	33.51	0.31	6.20	0.91	18.34	0.07	1.54	0.16	3.34	0.00	0.03	0.19	3.98		
Underutilized:	0.00	No *	0.00	No *	0.31	Yes *	0.00	No *	0.07	Yes *	0.16	Yes *	0.00	Yes *	0.19	Yes *		
2 - Professionals																		
Employees:	301																	
Current Utilization:	202	67.10	121	40.19	37	12.29	31	10.29	8	2.65	18	5.98	0	0.00	27	8.97		
Class Goal:	191.22	63.53	96.83	32.17	23.77	7.90	36.36	12.08	5.80	1.93	16.25	5.40	0.48	0.16	13.24	4.40		
Underutilized:	0.00	No	0.00	No	0.00	No	5.36	No	0.00	No *	0.00	No	0.48	Yes *	0.00	No		
6 - Administrative Support																		
Employees:	37																	
Current Utilization:	34	91.89	26	70.27	9	24.32	5	13.51	0	0.00	8	21.62	1	2.70	3	8.10		
Class Goal:	32.59	88.09	13.93	37.65	3.95	10.70	4.17	11.29	0.45	1.24	3.54	9.57	0.42	1.16	1.30	3.53		
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.45	Yes *	0.00	No *	0.00	No *	0.00	No *		
Totals:	343	241	149		46		38		8		26		1		30			

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

Summary Analysis
Analysis Data as of 01/01/2018

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

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	4															
Current Utilization:	0	0.00	1	25.00	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.13	28.45	0.58	14.60	0.07	1.91	0.28	7.21	0.10	2.55	0.08	2.18	0.00	0.04	0.02	0.64
Underutilized:	1.13	Yes *	0.00	No *	0.07	Yes *	0.00	No *	0.10	Yes *	0.08	Yes *	0.00	Yes *	0.02	Yes *
2 - Professionals																
Employees:	57															
Current Utilization:	17	29.82	9	15.78	0	0.00	5	8.77	1	1.75	2	3.50	0	0.00	1	1.75
Class Goal:	18.45	32.37	10.96	19.23	1.39	2.45	6.05	10.62	0.69	1.22	1.74	3.06	0.17	0.31	0.78	1.37
Underutilized:	1.45	No	1.96	No *	1.39	Yes *	1.05	No *	0.00	No *	0.00	No *	0.17	Yes *	0.00	No *
3 - Technicians																
Employees:	14															
Current Utilization:	12	85.71	3	21.42	0	0.00	2	14.28	0	0.00	0	0.00	1	7.14	0	0.00
Class Goal:	8.06	57.62	2.99	21.39	0.97	6.93	1.07	7.69	0.05	0.41	0.69	4.98	0.14	1.02	0.04	0.31
Underutilized:	0.00	No *	0.00	No *	0.97	Yes *	0.00	No *	0.05	Yes *	0.69	Yes *	0.00	No *	0.04	Yes *
6 - Administrative Support																
Employees:	9															
Current Utilization:	9	100.00	3	33.33	1	11.11	1	11.11	0	0.00	1	11.11	0	0.00	0	0.00
Class Goal:	8.55	95.03	2.30	25.57	0.62	6.96	0.83	9.29	0.08	0.96	0.64	7.20	0.02	0.32	0.06	0.76
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.08	Yes *	0.00	No *	0.02	Yes *	0.06	Yes *
Totals:	84	38	16		1		9		1		3		1		1	

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

Summary Analysis
Analysis Data as of 01/01/2018

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

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	10															
Current Utilization:	2	20.00	4	40.00	2	20.00	1	10.00	0	0.00	1	10.00	0	0.00	0	0.00
Class Goal:	3.87	38.78	3.44	34.43	1.32	13.24	1.21	12.15	0.04	0.41	0.68	6.80	0.02	0.27	0.15	1.50
Underutilized:	1.87	Yes *	0.00	No *	0.00	No *	0.21	No *	0.04	Yes *	0.00	No *	0.02	Yes *	0.15	Yes *
2 - Professionals																
Employees:	408															
Current Utilization:	265	64.95	145	35.53	39	9.55	67	16.42	2	0.49	17	4.16	3	0.73	17	4.16
Class Goal:	231.00	56.62	124.97	30.63	28.80	7.06	60.95	14.94	3.46	0.85	16.76	4.11	2.16	0.53	10.81	2.65
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	1.46	Yes *	0.00	No	0.00	No *	0.00	No
3 - Technicians																
Employees:	4															
Current Utilization:	2	50.00	1	25.00	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.89	47.49	1.37	34.47	0.42	10.63	0.65	16.28	0.01	0.49	0.16	4.07	0.03	0.85	0.08	2.02
Underutilized:	0.00	No *	0.37	Yes *	0.42	Yes *	0.00	No *	0.01	Yes *	0.16	Yes *	0.03	Yes *	0.08	Yes *
4 - Protective Service																
Employees:	53															
Current Utilization:	10	18.86	20	37.73	12	22.64	3	5.66	1	1.88	1	1.88	1	1.88	2	3.77
Class Goal:	14.23	26.85	18.18	34.31	8.54	16.12	3.87	7.31	1.93	3.65	1.62	3.06	0.74	1.40	1.43	2.71
Underutilized:	4.23	No	0.00	No	0.00	No *	0.87	Yes *	0.93	Yes *	0.62	Yes *	0.00	No *	0.00	No *
6 - Administrative Support																
Employees:	154															
Current Utilization:	108	70.12	71	46.10	18	11.68	31	20.12	2	1.29	10	6.49	2	1.29	8	5.19
Class Goal:	112.95	73.35	53.90	35.00	13.55	8.80	22.88	14.86	2.12	1.38	8.57	5.57	1.43	0.93	4.85	3.15
Underutilized:	4.95	No	0.00	No	0.00	No	0.00	No	0.12	No *	0.00	No *	0.00	No *	0.00	No *
7 - Skilled Crafts																
Employees:	83															
Current Utilization:	8	9.63	33	39.75	10	12.04	12	14.45	1	1.20	6	7.22	0	0.00	4	4.81
Class Goal:	6.54	7.88	27.17	32.74	6.90	8.32	8.27	9.97	1.27	1.54	8.32	10.03	0.30	0.37	1.95	2.35
Underutilized:	0.00	No *	0.00	No	0.00	No *	0.00	No *	0.27	Yes *	2.32	Yes *	0.30	Yes *	0.00	No *

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

Summary Analysis
Analysis Data as of 01/01/2018

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

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
8 - Service Maintenance																	
Employees:	120																
Current Utilization:	33	27.50	83	69.16	40	33.33	23	19.16	1	0.83	13	10.83	4	3.33	2	1.66	
Class Goal:	33.81	28.18	67.26	56.05	25.82	21.52	18.13	15.11	2.28	1.90	16.58	13.82	2.48	2.07	1.86	1.55	
Underutilized:	0.81	No	0.00	No	0.00	No	0.00	No	1.28	Yes *	3.58	No	0.00	No *	0.00	No *	
Totals:	832	428	357		121		138		7		48		10		33		

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

Summary Analysis
Analysis Data as of 01/01/2018

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

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2 - Professionals																
Employees:	53															
Current Utilization:	30	56.60	21	39.62	5	9.43	14	26.41	1	1.88	1	1.88	0	0.00	0	0.00
Class Goal:	23.89	45.09	14.66	27.67	2.60	4.92	9.07	17.12	0.42	0.80	1.69	3.19	0.05	0.11	0.69	1.32
Underutilized:	0.00	No	0.00	No	0.00	No *	0.00	No *	0.00	No *	0.69	Yes *	0.05	Yes *	0.69	Yes *
6 - Administrative Support																
Employees:	163															
Current Utilization:	123	75.46	84	51.53	23	14.11	38	23.31	3	1.84	11	6.74	1	0.61	8	4.90
Class Goal:	121.19	74.35	54.13	33.21	13.65	8.38	22.18	13.61	2.80	1.72	10.38	6.37	0.89	0.55	3.89	2.39
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:	216	153	105		28		52		4		12		1		8	

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

Summary Analysis
Analysis Data as of 01/01/2018

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

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	10															
Current Utilization:	4	40.00	2	20.00	1	10.00	1	10.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	3.64	36.49	1.84	18.44	0.46	4.64	0.93	9.35	0.17	1.73	0.21	2.12	0.00	0.07	0.04	0.47
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.17	Yes *	0.21	Yes *	0.00	Yes *	0.04	Yes *
2 - Professionals																
Employees:	879															
Current Utilization:	386	43.91	215	24.45	38	4.32	113	12.85	4	0.45	36	4.09	2	0.22	22	2.50
Class Goal:	350.72	39.90	210.43	23.94	38.23	4.35	113.21	12.88	5.36	0.61	31.99	3.64	2.28	0.26	16.17	1.84
Underutilized:	0.00	No	0.00	No	0.23	No	0.21	No	1.36	Yes *	0.00	No	0.28	No *	0.00	No
3 - Technicians																
Employees:	33															
Current Utilization:	14	42.42	6	18.18	2	6.06	4	12.12	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	12.71	38.54	8.99	27.27	1.58	4.80	4.85	14.72	0.72	2.20	0.78	2.39	0.06	0.20	0.93	2.83
Underutilized:	0.00	No *	2.99	Yes *	0.00	No *	0.85	No *	0.72	Yes *	0.78	Yes *	0.06	Yes *	0.93	Yes *
4 - Protective Service																
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:	1.00	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:	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:	141															
Current Utilization:	104	73.75	53	37.58	18	12.76	18	12.76	2	1.41	8	5.67	3	2.12	4	2.83
Class Goal:	100.15	71.03	42.77	30.34	10.80	7.66	15.87	11.26	2.39	1.70	9.20	6.53	1.56	1.11	2.63	1.87
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.39	No *	1.20	No *	0.00	No *	0.00	No *
7 - Skilled Crafts																
Employees:	282															
Current Utilization:	28	9.92	70	24.82	19	6.73	11	3.90	8	2.83	20	7.09	2	0.70	10	3.54
Class Goal:	26.87	9.53	68.52	24.30	16.92	6.00	16.10	5.71	7.21	2.56	18.52	6.57	2.08	0.74	7.16	2.54
Underutilized:	0.00	No	0.00	No	0.00	No	5.10	No	0.00	No *	0.00	No	0.08	No *	0.00	No *

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

Summary Analysis
Analysis Data as of 01/01/2018

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

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
8 - Service Maintenance																	
Employees:	298																
Current Utilization:	30	10.06	79	26.51	31	10.40	16	5.36	7	2.34	10	3.35	5	1.67	10	3.35	
Class Goal:	33.04	11.09	92.29	30.97	28.81	9.67	18.47	6.20	6.52	2.19	27.44	9.21	3.63	1.22	6.76	2.27	
Underutilized:	3.04	No	13.29	No	0.00	No	2.47	No	0.00	No *	17.44	Yes	0.00	No *	0.00	No *	
Totals:	1,644	567	425		109		163		21		74		12		46		

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

Summary Analysis
Analysis Data as of 01/01/2018

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

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	6															
Current Utilization:	3	50.00	1	16.66	0	0.00	1	16.66	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.54	42.35	1.42	23.80	0.31	5.18	0.76	12.81	0.07	1.27	0.15	2.66	0.00	0.03	0.10	1.76
Underutilized:	0.00	No *	0.42	Yes *	0.31	Yes *	0.00	No *	0.07	Yes *	0.15	Yes *	0.00	Yes *	0.10	Yes *
2 - Professionals																
Employees:	165															
Current Utilization:	73	44.24	43	26.06	10	6.06	23	13.93	2	1.21	4	2.42	0	0.00	4	2.42
Class Goal:	70.76	42.89	38.65	23.43	9.02	5.47	19.70	11.94	1.76	1.07	4.27	2.59	0.42	0.26	3.11	1.89
Underutilized:	0.00	No	0.00	No	0.00	No *	0.00	No	0.00	No *	0.27	No *	0.42	Yes *	0.00	No *
6 - Administrative Support																
Employees:	39															
Current Utilization:	27	69.23	21	53.84	7	17.94	9	23.07	1	2.56	0	0.00	1	2.56	3	7.69
Class Goal:	30.54	78.33	13.52	34.67	3.75	9.64	5.53	14.19	0.70	1.80	1.52	3.90	0.48	1.25	1.44	3.71
Underutilized:	3.54	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *	1.52	Yes *	0.00	No *	0.00	No *
Totals:	210	103	65		17		33		3		4		1		7	

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

Summary Analysis
Analysis Data as of 01/01/2018

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

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	14															
Current Utilization:	7	50.00	3	21.42	1	7.14	1	7.14	0	0.00	1	7.14	0	0.00	0	0.00
Class Goal:	4.82	34.44	3.35	23.93	0.88	6.34	1.46	10.46	0.15	1.08	0.54	3.88	0.06	0.46	0.22	1.61
Underutilized:	0.00	No *	0.35	No *	0.00	No *	0.46	Yes *	0.15	Yes *	0.00	No *	0.06	Yes *	0.22	Yes *
2 - Professionals																
Employees:	779															
Current Utilization:	291	37.35	234	30.03	79	10.14	92	11.81	4	0.51	27	3.46	6	0.77	26	3.33
Class Goal:	284.80	36.56	218.04	27.99	62.39	8.01	95.73	12.29	6.93	0.89	27.03	3.47	5.45	0.70	16.74	2.15
Underutilized:	0.00	No	0.00	No	0.00	No	3.73	No	2.93	Yes *	0.03	No	0.00	No *	0.00	No
3 - Technicians																
Employees:	16															
Current Utilization:	3	18.75	3	18.75	2	12.50	1	6.25	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	6.01	37.62	4.08	25.54	1.86	11.63	0.86	5.38	0.37	2.36	0.61	3.84	0.03	0.19	0.33	2.09
Underutilized:	3.01	Yes *	1.08	Yes *	0.00	No *	0.00	No *	0.37	Yes *	0.61	Yes *	0.03	Yes *	0.33	Yes *
4 - Protective Service																
Employees:	3															
Current Utilization:	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	33.33
Class Goal:	1.70	56.77	0.53	17.90	0.09	3.06	0.31	10.48	0.06	2.04	0.06	2.30	0.00	0.00	0.00	0.00
Underutilized:	0.70	Yes *	0.00	No *	0.09	Yes *	0.31	Yes *	0.06	Yes *	0.06	Yes *	0.00	No *	0.00	No *
6 - Administrative Support																
Employees:	274															
Current Utilization:	169	61.67	111	40.51	46	16.78	35	12.77	5	1.82	13	4.74	4	1.45	8	2.91
Class Goal:	162.50	59.31	94.63	34.54	32.14	11.73	31.83	11.62	4.38	1.60	15.97	5.83	3.12	1.14	6.41	2.34
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No *	2.97	No	0.00	No *	0.00	No *
7 - Skilled Crafts																
Employees:	871															
Current Utilization:	46	5.28	272	31.22	82	9.41	90	10.33	20	2.29	38	4.36	18	2.06	24	2.75
Class Goal:	86.14	9.89	221.93	25.48	62.88	7.22	76.64	8.80	13.41	1.54	41.98	4.82	11.49	1.32	12.19	1.40
Underutilized:	40.14	Yes	0.00	No	0.00	No	0.00	No	0.00	No	3.98	No	0.00	No	0.00	No

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

Summary Analysis
Analysis Data as of 01/01/2018

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

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
8 - Service Maintenance																	
Employees:	3,445																
Current Utilization:		697 20.23		1,783 51.75		1,040 30.18		388 11.26		47 1.36		171 4.96		50 1.45		87 2.52	
Class Goal:		930.83 27.02		1,462.40 42.45		790.97 22.96		321.76 9.34		47.88 1.39		167.77 4.87		51.67 1.50		73.37 2.13	
Underutilized:		233.83 Yes		0.00 No		0.00 No		0.00 No		0.88 No		0.00 No		1.67 No		0.00 No	
Totals:	5,402	1,214	2,407		1,250		607		76		250		78		146		

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

Summary Analysis
Analysis Data as of 01/01/2018

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

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	16															
Current Utilization:	11	68.75	5	31.25	4	25.00	1	6.25	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	9.62	60.13	4.71	29.47	1.73	10.83	1.89	11.87	0.13	0.84	0.63	3.94	0.02	0.13	0.27	1.74
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.89	Yes *	0.13	Yes *	0.63	Yes *	0.02	Yes *	0.27	Yes *
2 - Professionals																
Employees:	781															
Current Utilization:	548	70.16	307	39.30	89	11.39	129	16.51	6	0.76	56	7.17	1	0.12	26	3.32
Class Goal:	518.11	66.34	248.27	31.79	56.93	7.29	119.57	15.31	6.40	0.82	44.98	5.76	1.01	0.13	15.69	2.01
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.40	No *	0.00	No	0.01	No *	0.00	No
3 - Technicians																
Employees:	211															
Current Utilization:	134	63.50	76	36.01	21	9.95	23	10.90	0	0.00	24	11.37	1	0.47	7	3.31
Class Goal:	130.10	61.66	68.70	32.56	16.09	7.63	27.78	13.17	2.15	1.02	17.21	8.16	0.92	0.44	4.13	1.96
Underutilized:	0.00	No	0.00	No	0.00	No	4.78	No	2.15	Yes *	0.00	No	0.00	No *	0.00	No *
6 - Administrative Support																
Employees:	246															
Current Utilization:	197	80.08	148	60.16	31	12.60	58	23.57	4	1.62	46	18.69	2	0.81	7	2.84
Class Goal:	205.13	83.39	102.92	41.84	22.11	8.99	40.66	16.53	4.00	1.63	28.04	11.40	1.82	0.74	5.53	2.25
Underutilized:	8.13	No	0.00	No	0.00	No	0.00	No	0.00	No *	0.00	No	0.00	No *	0.00	No *
7 - Skilled Crafts																
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:	0.58	58.31	0.42	42.90	0.09	9.76	0.16	16.45	0.01	1.27	0.12	12.95	0.00	0.53	0.01	1.89
Underutilized:	0.58	Yes *	0.42	Yes *	0.09	Yes *	0.16	Yes *	0.01	Yes *	0.12	Yes *	0.00	Yes *	0.01	Yes *
8 - Service Maintenance																
Employees:	35															
Current Utilization:	32	91.42	27	77.14	10	28.57	9	25.71	0	0.00	7	20.00	0	0.00	1	2.85
Class Goal:	31.55	90.17	19.56	55.91	7.20	20.58	6.53	18.67	0.26	0.75	4.44	12.71	0.19	0.56	0.89	2.56
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.26	Yes *	0.00	No *	0.19	Yes *	0.00	No *
Totals:	1,290	922	563		155		220		10		133		4		41	

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

Summary Analysis
Analysis Data as of 01/01/2018

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

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	6															
Current Utilization:	2	33.33	2	33.33	1	16.66	0	0.00	0	0.00	0	0.00	0	0.00	1	16.66
Class Goal:	1.43	23.95	1.52	25.35	0.52	8.71	0.26	4.35	0.08	1.44	0.18	3.01	0.01	0.18	0.45	7.62
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.26	Yes *	0.08	Yes *	0.18	Yes *	0.01	Yes *	0.00	No *
2 - Professionals																
Employees:	92															
Current Utilization:	66	71.73	17	18.47	2	2.17	11	11.95	0	0.00	3	3.26	1	1.08	0	0.00
Class Goal:	61.84	67.22	21.12	22.96	2.93	3.19	12.25	13.32	0.37	0.41	3.50	3.81	0.69	0.76	1.19	1.30
Underutilized:	0.00	No	4.12	No	0.93	Yes *	1.25	No	0.37	Yes *	0.50	No *	0.00	No *	1.19	Yes *
3 - Technicians																
Employees:	59															
Current Utilization:	33	55.93	19	32.20	5	8.47	8	13.55	1	1.69	3	5.08	0	0.00	2	3.38
Class Goal:	30.71	52.06	18.27	30.98	4.25	7.21	8.00	13.57	0.95	1.62	3.18	5.40	0.07	0.12	1.73	2.94
Underutilized:	0.00	No	0.00	No	0.00	No *	0.00	No *	0.00	No *	0.18	No *	0.07	Yes *	0.00	No *
4 - Protective Service																
Employees:	713															
Current Utilization:	87	12.20	150	21.03	29	4.06	48	6.73	14	1.96	40	5.61	3	0.42	16	2.24
Class Goal:	93.68	13.14	148.51	20.83	29.66	4.16	45.13	6.33	12.76	1.79	43.49	6.10	2.92	0.41	13.68	1.92
Underutilized:	6.68	No	0.00	No	0.66	No	0.00	No	0.00	No	3.49	No	0.00	No *	0.00	No
6 - Administrative Support																
Employees:	131															
Current Utilization:	107	81.67	35	26.71	3	2.29	19	14.50	0	0.00	6	4.58	1	0.76	6	4.58
Class Goal:	98.72	75.36	34.08	26.02	5.61	4.29	15.41	11.77	1.50	1.15	6.05	4.62	0.70	0.54	4.55	3.48
Underutilized:	0.00	No	0.00	No	2.61	Yes *	0.00	No	1.50	Yes *	0.05	No *	0.00	No *	0.00	No *
Totals:	1,001	295	223	40	86	15	52	5	25							

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

Summary Analysis
Analysis Data as of 01/01/2018

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

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	6															
Current Utilization:	3	50.00	2	33.33	1	16.66	1	16.66	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.39	39.91	1.58	26.47	0.49	8.27	0.82	13.78	0.07	1.31	0.11	1.94	0.01	0.17	0.05	0.89
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.07	Yes *	0.11	Yes *	0.01	Yes *	0.05	Yes *
2 - Professionals																
Employees:	417															
Current Utilization:	139	33.33	152	36.45	39	9.35	78	18.70	5	1.19	12	2.87	3	0.71	15	3.59
Class Goal:	135.60	32.52	130.18	31.22	25.14	6.03	77.10	18.49	3.96	0.95	11.88	2.85	1.83	0.44	8.92	2.14
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:	12															
Current Utilization:	0	0.00	1	8.33	0	0.00	1	8.33	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.40	3.36	1.80	15.02	0.25	2.15	1.25	10.44	0.05	0.44	0.10	0.88	0.04	0.37	0.08	0.69
Underutilized:	0.40	Yes *	0.80	Yes *	0.25	Yes *	0.25	Yes *	0.05	Yes *	0.10	Yes *	0.04	Yes *	0.08	Yes *
6 - Administrative Support																
Employees:	10															
Current Utilization:	10	100.00	7	70.00	2	20.00	4	40.00	0	0.00	0	0.00	0	0.00	1	10.00
Class Goal:	8.96	89.64	3.39	33.96	0.82	8.20	1.73	17.30	0.13	1.34	0.28	2.82	0.04	0.43	0.37	3.78
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.13	Yes *	0.28	Yes *	0.04	Yes *	0.00	No *
7 - Skilled Crafts																
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:	0.09	4.82	0.27	13.82	0.02	1.16	0.02	1.24	0.04	2.02	0.17	8.65	0.00	0.25	0.00	0.47
Underutilized:	0.09	Yes *	0.00	No *	0.00	No *	0.02	Yes *	0.04	Yes *	0.17	Yes *	0.00	Yes *	0.00	Yes *
Totals:	447	152	163	43	84	5	12	3	16							

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

Summary Analysis
Analysis Data as of 01/01/2018

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

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
1 - Officials and Administrators																	
Employees:	4																
Current Utilization:	4	100.00	2	50.00	1	25.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	
Class Goal:	1.92	48.14	1.04	26.13	0.32	8.19	0.49	12.47	0.07	1.86	0.08	2.21	0.00	0.24	0.04	1.09	
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.07	Yes *	0.08	Yes *	0.00	Yes *	0.04	Yes *	
2 - Professionals																	
Employees:	304																
Current Utilization:	172	56.57	84	27.63	22	7.23	23	7.56	2	0.65	13	4.27	0	0.00	24	7.89	
Class Goal:	163.49	53.78	77.67	25.55	17.17	5.65	28.18	9.27	3.95	1.30	12.70	4.18	0.51	0.17	14.47	4.76	
Underutilized:	0.00	No	0.00	No	0.00	No	5.18	No	1.95	Yes *	0.00	No	0.51	Yes *	0.00	No	
6 - Administrative Support																	
Employees:	88																
Current Utilization:	69	78.40	42	47.72	14	15.90	5	5.68	0	0.00	12	13.63	1	1.13	10	11.36	
Class Goal:	68.02	77.30	26.78	30.44	7.30	8.30	6.74	7.66	0.47	0.54	6.88	7.82	0.66	0.75	4.57	5.20	
Underutilized:	0.00	No	0.00	No	0.00	No *	1.74	Yes *	0.47	Yes *	0.00	No *	0.00	No *	0.00	No *	
Totals:	396	245	128		37		29		2		25		1		34		

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

Summary Analysis
Analysis Data as of 01/01/2018

Plan: KING,9200 - KING COUNTY Office of the Prosecuting Attorneys

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	7															
Current Utilization:	4	57.14	2	28.57	0	0.00	2	28.57	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.14	30.70	1.14	16.38	0.24	3.48	0.56	8.00	0.07	1.07	0.21	3.08	0.00	0.10	0.03	0.53
Underutilized:	0.00	No *	0.00	No *	0.24	Yes *	0.00	No *	0.07	Yes *	0.21	Yes *	0.00	Yes *	0.03	Yes *
2 - Professionals																
Employees:	311															
Current Utilization:	190	61.09	68	21.86	20	6.43	25	8.03	3	0.96	13	4.18	0	0.00	7	2.25
Class Goal:	178.32	57.34	65.03	20.91	16.45	5.29	25.78	8.29	4.35	1.40	11.66	3.75	0.65	0.21	5.44	1.75
Underutilized:	0.00	No	0.00	No	0.00	No	0.78	No	1.35	Yes *	0.00	No	0.65	Yes *	0.00	No *
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:	0.67	67.90	0.15	15.93	0.01	1.86	0.08	8.32	0.01	1.01	0.04	4.07	0.00	0.50	0.00	0.13
Underutilized:	0.00	No *	0.15	Yes *	0.01	Yes *	0.08	Yes *	0.01	Yes *	0.04	Yes *	0.00	Yes *	0.00	Yes *
6 - Administrative Support																
Employees:	177															
Current Utilization:	158	89.26	59	33.33	14	7.90	25	14.12	5	2.82	7	3.95	3	1.69	5	2.82
Class Goal:	148.71	84.02	51.82	29.28	11.80	6.67	22.69	12.82	3.71	2.10	7.02	3.97	2.15	1.22	4.23	2.39
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 *
Totals:	496	353	129		34		52		8		20		3		12	

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

Summary Analysis
Analysis Data as of 01/01/2018

Plan: KING,9700 - KING COUNTY King County Elections

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2 - Professionals																
Employees:	24															
Current Utilization:	14	58.33	11	45.83	3	12.50	3	12.50	1	4.16	3	12.50	0	0.00	1	4.16
Class Goal:	12.39	51.64	8.78	36.62	2.22	9.25	3.13	13.07	0.55	2.33	1.95	8.15	0.02	0.11	0.84	3.53
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.13	No *	0.00	No *	0.00	No *	0.02	Yes *	0.00	No *
5 - Para - Professionals																
Employees:	4															
Current Utilization:	4	100.00	4	100.00	0	0.00	3	75.00	0	0.00	1	25.00	0	0.00	0	0.00
Class Goal:	3.11	77.95	1.14	28.67	0.30	7.66	0.41	10.39	0.06	1.50	0.26	6.74	0.02	0.60	0.07	1.75
Underutilized:	0.00	No *	0.00	No *	0.30	Yes *	0.00	No *	0.06	Yes *	0.00	No *	0.02	Yes *	0.07	Yes *
6 - Administrative Support																
Employees:	33															
Current Utilization:	19	57.57	14	42.42	5	15.15	4	12.12	0	0.00	2	6.06	0	0.00	3	9.09
Class Goal:	23.61	71.57	10.93	33.14	3.43	10.41	3.48	10.55	0.22	0.67	1.75	5.32	0.06	0.20	1.94	5.90
Underutilized:	4.61	No *	0.00	No *	0.00	No *	0.00	No *	0.22	Yes *	0.00	No *	0.06	Yes *	0.00	No *
Totals:	61	37	29		8		10		1		6		0		4	

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