



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

April 10, 2007

Ordinance 15714

Proposed No. 2007-0199.2

Sponsors Gossett and Phillips

1 AN ORDINANCE readopting the King County Executive
2 Branch EEO/Affirmative Action Plan January 1, 2005 to
3 December 31, 2006, which was previously adopted under
4 Ordinance 14571 and expired December 31, 2006; and
5 repealing Ordinance 14571, Section 2.

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7

8 **STATEMENT OF FACTS:**

- 9 1. The Office of Federal Contract Compliance, pursuant to Title 41 C.F.R.
10 60, requires certain federal grant recipients to develop and implement an
11 affirmative action plan.
- 12 2. Washington State Initiative 200 allows for public employers to
13 establish affirmative action plans to meet federal grant requirements.
- 14 3. King County is a public employer.
- 15 4. King County is a federal grant recipient and receives grants directly
16 from federal government agencies and indirectly through state and local
17 agencies.

18 5. To maintain compliance with federal grant recipient requirements,
19 adoption of the King County Executive Branch EEO/Affirmative Action
20 Plan January 1, 2005 to December 31, 2006 is proposed.

21 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

22 SECTION 1. The King County Executive Branch EEO/Affirmative Action Plan
23 January 1, 2005 to December 31, 2006, Attachment A to this ordinance, is hereby
24 adopted.

25 SECTION 2. Ordinance 14571, Section 2, as amended, is hereby repealed.

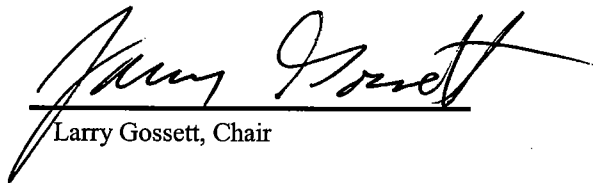
26 SECTION 3. Section 1 of this ordinance expires December 31, 2007.

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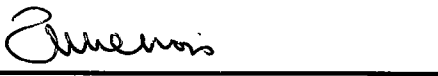
Ordinance 15714 was introduced on 3/26/2007 and passed by the Metropolitan King County Council on 4/9/2007, by the following vote:

Yes: 9 - Mr. Gossett, Ms. Patterson, Ms. Lambert, Mr. von Reichbauer, Mr. Dunn, Mr. Ferguson, Mr. Phillips, Ms. Hague and Mr. Constantine
No: 0
Excused: 0

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON



Larry Gossett, Chair

ATTEST:



Anne Noris, Clerk of the Council

APPROVED this 13 day of APRIL, 2007.

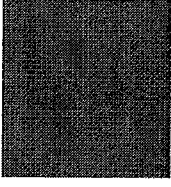
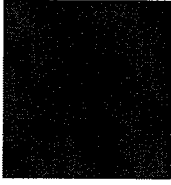
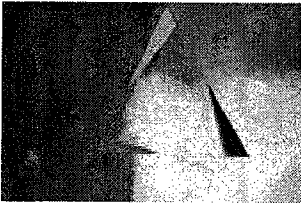


Ron Sims, County Executive

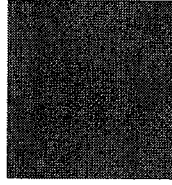
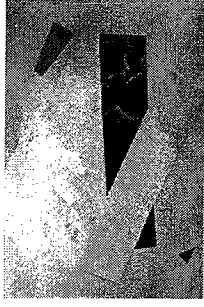
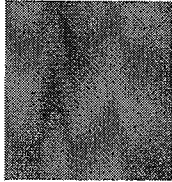
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KING COUNTY COUNCIL
CLERK

Attachments A. King County Executive Branch EEO/Affirmative Action Plan--January 1, 2005 to December 31, 2006

15714



**King County Executive Branch
EEO/Affirmative Action Plan
January 1, 2005 to December 31, 2006
Ordinance 15198**



King County

Adopted by King County Council on: June 6, 2005

Signed by King County Executive on: June 15, 2005

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On the CD:

- Copy of the report
- Documentation of the 2005-2006 workforce availability development process



Acknowledgments

Our sincere thanks to the department directors and affirmative action liaisons for implementing the 2003-2004 EEO/AA Plan, and to our stakeholders, the citizen King County Civil Rights Commission, the citizen 504/ADA Advisory Committee, and the Employee-Based EEO/AA Advisory Committee for their respective input, and to the Human Resources Management Division, Employment & Diversity staff for program administration.

Executive Summary

The EEO/Affirmative Action Plan is a statement of King County Executive Branch's commitment to the values of equity, diversity and productivity in the workplace.

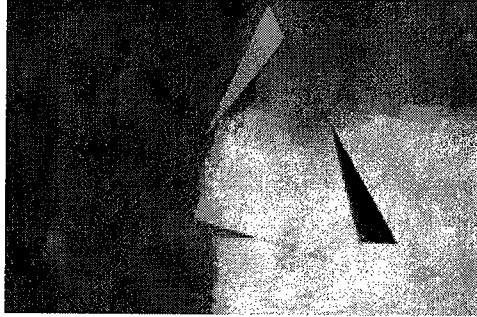
The EEO/Affirmative Action Plan is a statement of King County Executive Branch's commitment to the values of equity, diversity and productivity in the workplace. It assesses the need for affirmative action to address under-representation of minorities, women and persons with disabilities to achieve parity by:

1. Identifying areas of program focus,
2. Stating the actions previously taken to move towards parity, and
3. Setting forth an action-oriented plan to address under-representation prospectively within the law.

At the beginning of 2003, the Executive Branch departments successfully accomplished a majority of its affirmative action race/ethnicity and gender goals and partially accomplished its persons with disability goals. Specifically:

- For African Americans, 90% or 64 of the 71 goal setting areas are fully represented.

- For Asian Americans, 97% or 67 of the 71 goal setting areas are fully represented.
- For Latino Americans, 85% or 60 of the 71 goal setting areas are fully represented.
- For Native Americans, 85% or 60 of the 71 goal setting areas are fully represented.
- For persons with disabilities, 33% or 24 of the 71 goal setting areas were fully represented.
- For women, 56% or 40 of the 71 goal setting areas are fully represented.



Highlights of 2003-2004:

Affirmative Action Progress

1. From January 1, 2003 to June 30, 2004, the Executive Branch departments hired and promoted a highly diverse race/ethnicity and gender workforce. The new hires consisted of 29% people of color and 41% women, while promotions consisted of 28% people of color and 42% women. Minimal hiring and promotions of persons with disabilities occurred.

2. The race/ethnicity and gender diversity of the department hires and promotions contributed to the county's representation in the majority of its race/ethnicity and gender goal setting areas but not for persons with disabilities. The remaining affirmative action goals were accomplished as follows:

| Goal setting group | Total # of goal setting areas * as of 1/1/03 | # of areas where goals were fully met by 6/30/04 | # of areas where goals were partially met by 6/30/04 | # of areas where no progress by 6/30/04 |
|---------------------------|--|--|--|---|
| African Americans | 7 | 3 | 0 | 4 |
| Asian Americans | 4 | 0 | 0 | 4 |
| Latino Americans | 11 | 0 | 1 | 10 |
| Native Americans | 11 | 0 | 1 | 10 |
| Persons with Disabilities | 47 | 0 | 7 | 40 |
| Women | 31 | 8 | 9 | 14 |

While the Executive Branch continues to make progress in the goal setting areas, these affirmative action accomplishments were influenced by several factors:

- The remaining goals are more difficult to meet,
- In consultation with the 504-ADA Advisory Committee, established that the chronic under-self-reporting of persons with disabilities may be based on stigma and negative labeling, and

- Hiring opportunities were limited given the County's financial challenges.
3. Targeted recruitment and outreach initiatives were undertaken in 2004 and will be increased in 2005. Examples include:
- An internal Executive Branch recruitment co-op is being established to coordinate and leverage departmental recruitment and outreach efforts.
 - An extensive recruitment and outreach database has been established to assist departments in customizing their respective recruitment and outreach plans.
 - Implementation plans were developed by the departments to document and monitor how they plan to meet their affirmative action hiring objectives
 - Purposeful presence in various education and community events is being pursued, and
 - Ongoing consultation with the citizen 504-ADA Advisory Committee is being facilitated to improve outreach to the disability community.
4. New affirmative action race/ethnicity and gender goals for 2005-2006 are proposed, based on the 2000 Census data for the Executive Branch.

In 2005, recruitment and outreach activities will be increased. King County will continue in its efforts to successfully attract and retain people of color, women and persons with disabilities. By May 2005, a proposed work plan will be submitted to the Executive outlining

* Goal setting areas refer to the EEO job categories used by each department such as Officials and Administrators, Professionals, Technicians, Administrative Support, Skilled Crafts, Transit Operators, Service Maintenance, Protective Services and Para-professionals.

the strategic approach for 1) identifying and addressing any identified employment barriers, and 2) fostering a safe, inclusive and diversity friendly workplace. HRD will engage the stakeholder committees to obtain their advice, insights, input and connections to their varied and diverse communities for partnership purposes. The report will also include an assessment of the Executive Branch's capacity to accomplish the proposed work plan and recommend resources, as appropriate.

EEO Program Status

5. King County provided disability services to 362 and 406 employees in 2003 and the first 10 months of 2004 respectively. Disabilities services include information and referral, consultation, accommodation and job reassignment.

6. The review of formally filed discrimination complaints with human rights agencies from 1997 to October 2004 found that during the past seven years, the Executive Branch reduced its formally filed complaints by 50% overall.

An analysis of the overall basis for filing discrimination complaints shows that:

- Race continues to be the most frequently filed basis for discrimination
- Retaliation is the second most frequently filed basis, and
- Sex and Disability non-accommodation complaints rank as the third most frequently filed basis.

Further study will be conducted in 2005 to determine underlying drivers for the complaint pattern and to identify appropriate interventions.

1. Vision

The mission of the King County Executive Branch is to enhance King County's quality of life and support its economic vitality by providing high-quality, cost-effective, valued services to our customers.



Viewing government as an instrument of change, we envision King County as a collaborative, responsive, innovative and progressive regional government. We continue to value the diversity of our workforce as the key to providing effective culturally competent services to our many communities.

We also value the diversity of our many communities as a primary source of applicants for our workforce.

We believe that diversity and equal employment opportunity are basic foundations of effective service provider teams, therefore, we:

- Work to attract and retain a committed, talented and diverse workforce capable of addressing complex challenges;

- Create bias-free work environments that promote diversity, equity, and productivity and where our employees and citizens can feel respected, communicate freely, and contribute fully;
- Provide leadership, role modeling, encouragement, support and resources to foster innovation in meeting our goals, and to ensure the implementation of this plan;
- Hold ourselves accountable, make our results known, and celebrate our successes to further promote the values of diversity, equity and productivity; and
- Lead the region in addressing the effects of discrimination.

To assist in the fulfillment of this mission, the King County Executive Branch has established a voluntary EEO/Affirmative Action Plan with goals and timetables to correct underutilization and continuously strive toward diversity, equity, and productivity in the workplace.

*Ron Sims,
King County Executive*

2. Affirmative Action Program Requirements

The King County Executive Branch has established a voluntary written affirmative action plan in pursuit of equal employment opportunity ("EEO"), fair employment and a diversity-friendly work environment.

The EEO/AAP is a strategic plan, designed to provide guidance to management to implement the equal employment opportunity and affirmative action policy. The following departments are covered by the 2005-2006 EEO/AAP:

Executive's Office
Adult & Juvenile Detention
Assessor's Office
Community & Human Services
Development & Environmental Services
Executive Services
Judicial Administration
Natural Resources & Parks
Public Health
Sheriff's Office
Transportation

King County's EEO Policy and Affirmative Action Plan is established in accordance with certain laws and regulations which include:

- Title 6 and Title 7 of the Civil Rights Act of 1964 as amended, the Equal Employment Act of 1972, Presidential Executive Order #11246 (as amended by Presidential Executive Order #11375) and Chapter 60 of Title 41 CFR, Part 60-2 (Revised Order No. 4).
- Sections 503 and 504 of the Rehabilitation Act of 1973, as amended and Americans with Disabilities Act of 1990.
- The U.S. Department of Transportation's Federal Transit Administration's Equal Employment Opportunity Program Guidelines for Grant Recipients contained in Circular "UMTA C 4704.1" and the implementing regulation of UMT Act of 1964, as amended, 49 U.S.C. 1601, Section 19.
- The U.S. Department of Justice, Office for Civil Rights 28 CFR 42.301 governing requirements for grant recipients to establish and maintain an EEO Plan which includes race/gender workforce analysis, hiring and implementation plan components.
- The U.S. Department of Labor, Office of Federal Contract Compliance Programs. 41 CFR 60-250, Affirmative Action and Nondiscrimination Obligations of Contractors and Subcontractors Regarding Special Disabled Veterans and Vietnam Era Veterans

Final Rule in compliance with the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (38 U.S.C. 4212, or VEVRAA).



- Washington Administrative Codes governing employment regulations (Chapter 162-12, 16, 18, 20, 22 and 30), Revised Code of Washington Chapter 49.60 - Washington State Law Against Discrimination, as amended by Initiative 200.
- King County Ordinance No. 7430 which prohibits unfair employment practices to discriminate against any person with respect to referral, hiring, tenure, promotion, terms, conditions, wages or other privileges of employment on the basis of race, color, age, sex, marital status, sexual orientation, religion, ancestry, national origin, or the presence of any sensory, mental or physical handicap.
- King County Council adopted 504 Work Plan, which ensures King County physical, programmatic and employment access for persons with disabilities.
- Case # ES-1657 Marilyn A. Onstot v King County Department of Assessments, December 13, 1973. Provision 2 of the conciliation agreement required the establishment of an affirmative action program.
- Case # SE 272-74 Judith M. Shepard v King County, June 18, 1974. Provision 1 required the adoption of a corrective employment program for women, ethnic minority groups, and persons with disabilities.

