King County

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

KING COUNTY

Signature Report

April 10, 2007

Ordinance 15714

Proposed No. 2007-0199.2 **Sponsors** Gossett and Phillips

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

STATEMENT OF FACTS:

1. The Office of Federal Contract Compliance, pursuant to Title 41 C.F.R. 60, requires certain federal grant recipients to develop and implement an affirmative action plan.

2. Washington State Initiative 200 allows for public employers to establish affirmative action plans to meet federal grant requirements.

3. King County is a public employer.

4. King County is a federal grant recipient and receives grants directly from federal government agencies and indirectly through state and local agencies.

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

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

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

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 Ordinance 14571, Section 2, as amended, is hereby repealed.

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

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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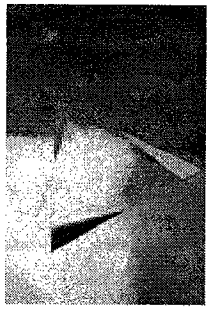
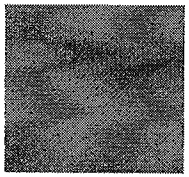
KING COUNTY COUNCIL
CLERK

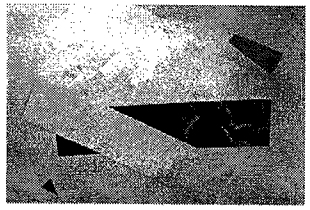
Attachments A. King County Executive Branch EEO/Affirmative Action Plan--January 1, 2005 to December 31, 2006

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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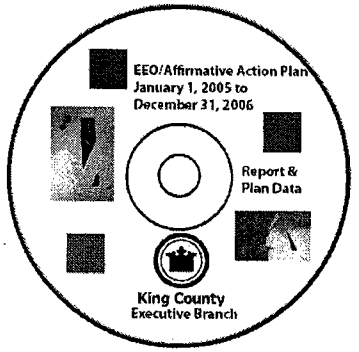
On the CD:

- 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.

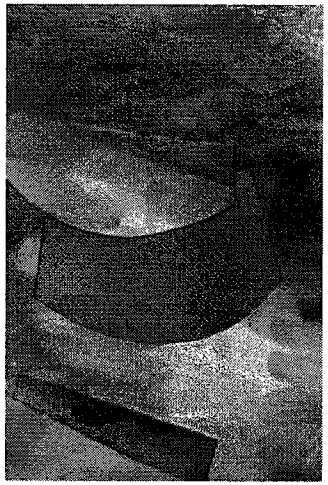
   An analysis of the overall basis for filing discrimination complaints shows that:

   - 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.

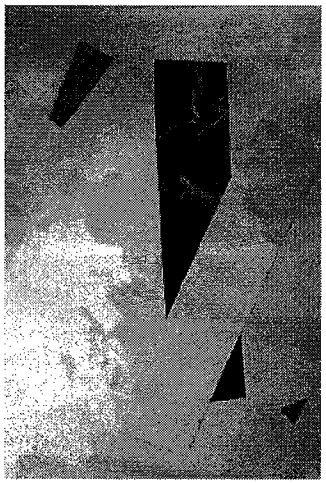
3. EEO Policy Statement and Reaffirmation

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

To accomplish these values, King County reaffirms its EEO and Affirmative Action commitments to:

A. EEO Policy

1. Comply with the County's established policy of equal employment opportunity which prohibits discrimination on the basis of race, color, age, sex, marital status, sexual orientation, religion, ancestry, national origin, the presence of any sensory, mental or physical disability, or veteran status as Special Disabled veteran or Vietnam Era veteran in its employment and personnel practices as required under federal, state and County regulations and guidelines.



Employment and personnel practices and actions include, but are not limited to recruitment, application, testing, selection, hiring, orientation, probationary review, compensation and benefits, supervision, provisional/temporary lead assignment, training, tuition reimbursement, promotion, transfer, discipline, demotion, termination, lay-off, recall, re-employment and any other terms and conditions of employment. Benefits include but are not limited to health care coverage, wellness, pension, disability, life insurance, investment plans, and dependent care programs.

2. Prohibit harassment, which is a form of discrimination. Harassment is defined as unwelcome verbal or physical conduct relating to an individual on the basis of race, color, age, sex, marital status, sexual orientation, religion, ancestry, national origin, disability or veteran status. To constitute harassment, the conduct must be sufficiently severe or pervasive so as to alter the terms or conditions of employment. Such conduct can take many forms and may include slurs, comments, jokes, innuendoes, unwelcome compliments, cartoons, or other similar conduct.

Sexual harassment is a type of harassment. It is unwelcome verbal or physical conduct of a sexual nature that is sufficiently

severe or pervasive so as to alter the terms and conditions of employment. Sexual harassment may include unwelcome sexual advances, requests for sexual favors, displays of sexually oriented materials, or other verbal or physical conduct of a sexual nature. In addition, sexual harassment includes unwelcome conduct when submission to such conduct, either explicitly or implicitly, is used as the condition of an individual's employment, or submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual.

3. Provide reasonable disability accommodation to applicants and employees to mitigate employment and performance barriers.

4. Develop and maintain a work environment that promotes diversity and equity.

5. Hold 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 as appropriate.

6. Encourage any employee with questions, issues or complaints about any type of discrimination in the workplace to bring such matters to the attention of their immediate supervisor or personnel officer or the Human Resources Division. When requested or as appropriate, notify the employee of his/her right to file a discrimination complaint with human rights or complaint resolution agencies such as the King County Office for Civil Rights Enforcement, Washington State Human Rights Commission, the Federal Civil Rights Commission, Department of Labor and Veterans Administration.

7. Ensure that employees can raise issues and complaints without fear of reprisal, retaliation, harassment, intimidation, threats, coercion or discrimination because they: (1) surfaced an EEO issue and/or concern and/or filed a formal complaint; (2) assisted or participated in any investigation, compliance review, hearing, or any other activity related to the administration of any non-discrimination and/or affirmative action program; (3) opposed any act or practice that is discriminatory; and/or (4) exercised any other employment right protected by county, state, or federal law or its implementing regulations.

B. Affirmative Action Commitments

1. Within the law, take affirmative efforts to address hiring inequities for minorities, women and persons with disabilities in career service, exempt, and term limited temporary positions by establishing a temporary action-oriented Affirmative Action Plan to identify and address under-representation in the workforce.

2. Continue efforts to conduct inclusive recruitment and outreach to include minority group members, women, persons with disabilities and covered veterans to expand their utilization in all job levels given their availability and qualifications. Previous efforts include,

but were not limited to: participating in community events, career fairs and other events to create visibility for the County as an employer; contacting known applicant sources for minorities, women, persons with disabilities and covered veterans; and encouraging employees to participate in community events and professional associations.

3. Review and strengthen job-related criteria for employment processes to ensure that the criteria is bias free, and provide technical assistance where appropriate to resolve such issues.

4. Provide avenues for applicants and employees to inquire about the EEO/AA Plan and raise discrimination issues with department management or the Human Resources Division.

5. Make the EEO/AA Plan accessible to all employees and the public.

C. Program Accountability

1. Monitor and evaluate program status and progress on a regular basis. Provide regular reports to the Executive, department directors, King County Council, Civil Rights Commission, 504-ADA Advisory Committee and the Executive's Employee-Based EEO/AA Committee.

2. Identify and analyze employment and personnel practices to ensure that they are appropriately job-related and are nondiscriminatory.

3. Hold management accountable for the successful implementation of the EEO/AA Plan.

4. Provide a complaint process to address allegations of non-compliance with the EEO Policy.

Equal employment opportunity and affirmative action are positive efforts. These efforts are beneficial to all because they result in equal treatment of all employees, a diversified workforce to serve our diverse communities effectively, and provide a supportive work environment.

Employees are hereby informed of their right to have access to the full text of the Policy and Plan upon request. When adopted, copies of the full text of the Plan are available as follows:

- Electronically on the Executive's web page under Jobs EEO/AA http://www.metrokc.gov/
- Hard copies are also available for review at Employment and Diversity Section office.
- This report will also be available in alternative format for individuals with disabilities. To request this report in an alternative format, please call (206) 684-1198 296-8592 or for TTY users, please call (206) 296-7596.

Employees and/or job applicants may also direct their questions related to EEO and Affirmative action to department human resource staff and Human Resources Management Division.

4. Dissemination of EEO Policy Statement

A. Internal Dissemination

1. King County's EEO Policy and Affirmative Action Plan hereafter, referred to as the EEO/AA Plan or the Plan, will be disseminated to department directors, managers and department personnel representatives.

2. The County's EEO Policy will be permanently posted at each work site. Employees will have access to the full text of the EEO/AA Plan upon request and shall be informed of this right.

   Copies of the full text of the Plan are available for review as follows:

   - Electronic version of the Plan is located on the Executive's web page under Jobs EEO/AA http://www.metrokc.gov/ the King County public folders, Human Resources Division, Diversity Management, 2005-2006 EEO/AA Plan
   - Hard copy of the Plan is located with the Employment & Diversity Section.
   - Alternative format can be requested for individuals with disabilities by contacting (206) 684-1871 296-8592 or for TTY RELAY 711 (206) 296-7596.

3. The County's EEO policy, purpose and overall goals of the EEO/AA Plan will be communicated to new employees as part of the new employee orientation presentation.

4. Directors, administrators, and management will periodically highlight/discuss/explain the intent of the County's Policy and Plan's goals and objectives at staff meetings or other venues to ensure employee understanding. These discussions will occur at least on an annual basis. The Employment and Diversity Section will assist management by prompting an annual discussion and providing suggestions for discussion topics.

B. External Dissemination

1. Copies of the Policy and Plan will be provided to appropriate federal agencies upon request for compliance purposes.

2. The Human Resources Management Division (HRD) will inform individuals and organizations representing minorities, females,

persons with disabilities, covered veterans and educational institutions of King County's commitment to equal employment opportunity and affirmative action. HRD will actively encourage their assistance in recruiting and employing underutilized people of color, women and persons with disabilities.

3. Once approved, the EEO/AA Plan will be made accessible to the public by providing hard copies to the King County Library and the City of Seattle Library, and providing on-line access to the Executive's web page under Jobs EEO/AA at www.metrokc.gov.

4. HRD will provide the unions with an electronic and/or hard copy of the approved EEO/AA Plan.

5. 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.

6. Diversity dimensions of employees such as age, color, race, gender, disabilities and veteran service will be depicted in County publications with said employees performing a variety of roles and functions.

5. Establishment of Responsibility for Implementation

This section sets forth the responsibilities of the primary organizational and functional entities involved in the administration and implementation of the County's EEO Policy (the Policy) and Affirmative Action Plan (the Plan).

A. Identification and Responsibilities for EEO Administration (41 C.F.R. 60 2.17(a))

1. King County Council

a. Reviews and adopts the county's EEO/Affirmative Action Plan policies, procedures and workforce availability rates every two years.

b. Reviews on an annual and semi-annual basis progress made toward compliance with the County's EEO Policy and Affirmative Action Plan.

c. Allocates resources for Plan development and implementation by the Human Resources Management Division.

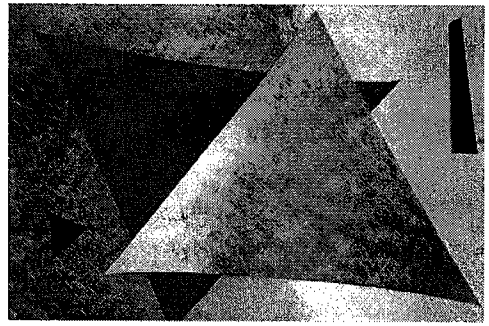
2. King County Executive

a. Provides EEO and affirmative action leadership, priority, and policy direction to department management and advocates for resources to effectively implement the EEO/AA Plan.

b. Hold management accountable for complying with the EEO/AA Plan.

c. Recommends to the King County Council policies, procedures and resources to effectively comply with federal grant requirements and implement the EEO/AA Plan.

d. Submits annual and semi-annual reports reflecting compliance progress to the King County Council.



3. Director, Human Resources Management Division (HRD)

a. Provides EEO and Affirmative Action leadership and guidance to King County management. Recommends to the Executive policies, procedures, corrective programs, accountability

measures and resources to effectively implement and comply with the County's EEO/AA Plan.

b. Ensures the development, dissemination and consistent implementation of EEO/AA Plan and other nondiscriminatory personnel policies, procedures, programs and practices related to all employment activity and terms/conditions of employment. This includes, but is not limited to ensuring job-related selection criteria and participation of minorities, women and persons with disabilities in the selection processes.

c. Ensures coordination and/or provision of data for monitoring and evaluation purposes, technical support and consultation, recruitment and outreach and training to support departments to successfully implement the EEO/AA Plan.

d. Acts as EEO Officer for the Executive Branch.

e. Assists the County Executive in evaluating management's compliance with EEO/AA Plan objectives for accountability purposes.

4. Manager, Employment and Diversity Section (EDS)

a. Conducts countywide EEO/AA policy development, dissemination, departmental implementation coordination, technical assistance and consultation, and training to comply with federal, state or County laws and mandates.

b. Develops and updates workforce availability data and provides affirmative action reports to Executive Branch departments and the Human Resources Director for monitoring and evaluation purposes. Provides grant required compliance reports to federal agencies and semi-annual and annual reports to the King County Council.

c. Conducts compliance reviews, recommends corrective actions to the Human Resources Director and monitors departmental EEO/AA Plan compliance in areas that include, but are not limited to, exit interviews, provisional appointments, reasonable job accommodations for persons with disabilities, discrimination complaints, identification/removal of employment barriers, applicant flow review, salary difference analysis and job classification segregation/concentration.

B. Responsibilities of King County's Management to Ensure Implementation of the AAP (41 C.F.R. 60 2.17(a))

Implementation responsibilities of King County management in conjunction with Employment and Diversity Manager Section include but are not necessarily limited to the following:

1. Department Directors

a. Provide leadership to department management and hold them accountable for accomplishing EEO/AA Plan objectives.

b. Provide adequate resources to accomplish objectives.

c. Appoint the departmental Affirmative Action Liaison to coordinate and ensure EEO/AA Plan implementation of the following:

- Dissemination of affirmative action information to members of management and employees;
- Development and implementation of action oriented programs to achieve goals;
- Communication of human resources policies and procedures to members of management and employees;
- Provision of training;
- Provision of accurate workforce data;
- Reporting of affirmative action efforts and results to the Employment & Diversity Manager on a quarterly basis. Affirmative Action efforts include, but are not limited to, policy dissemination efforts and development/ implementation of strategies to correct underutilization;
- Posting of federal and state legally required EEO notices at all worksites.

d. Ensure the evaluation and resolution of policies, procedures and practices that do not comply with the EEO/AA Plan;

e. Appoint the EEO Coordinator for the department to ensure timely and appropriate response to employee allegations of unlawful employment discrimination filed with human rights agencies such as King County Office of Civil Rights, Washington State Human Rights Commission, and the federal Equal Employment Opportunity Commission.

f. Appoint Anti-Harassment Designee to ensure department wide dissemination of policy and complaint procedure, provision of anti-harassment employee and management training, provision of technical assistance in timely and appropriate investigations of allegations of discrimination, harassment and retaliation.

2. Executive's Employee-based Equal Employment Opportunity/ Affirmative Action Advisory Committee

The King County employee-based Equal Employment Opportunity/Affirmative Action Advisory Committee is an advisory body to the Executive. Its purpose is to:

a. Serve in an advisory capacity to the Executive in reviewing and recommending strategies, systems, policies and guidelines to implement and further enhance equal employment opportunities and affirmative action objectives for the County;

b. Review the EEO/Affirmative Action Plan and updates with HRD, and make recommendations regarding its adoption to the King County Executive, and

c. Review semi-annual and annual Affirmative Action progress reports and advises the County Executive accordingly.

3. King County Civil Rights Commission

a. The King County Civil Rights Commission (Commission) is an independent citizen advisory body to the Executive and County Council on the County's equity programs, whose responsibilities include but are not limited to: County government employment, contracting, affirmative action for contractors, housing and public accommodation.

b. The Commission reviews the EEO Policy and Affirmative Action Plan and makes recommendations regarding its adoption to the King County Executive and County Council.

c. The Commission reviews and provides comments on amendments to ordinances, executive orders, etc.

d. The Commission reviews and provides comments on the affirmative action progress reports prepared by HRD.

4. The 504/ADA Advisory Committee

a. Pursuant to Ordinance #9383, the 504/ADA Committee is charged with reviewing and monitoring the affirmative action progress made in the employment of people with disabilities in the County's workforce.

b. As requested, advises HRD in policy and program development for persons with disabilities.

5. Prosecuting Attorney's Office

a. The Prosecuting Attorney's Office is the legal counsel for King County government.

b. The Prosecuting Attorney's Office provides information on court rulings related to equal employment opportunity and affirmative action, interprets the potential impact of said rulings and makes recommendations to the HRD and County Executive Departments.

c. The Prosecuting Attorney's Office provides legal support and advice to the HRD and County departments on discrimination issues.

6. King County Employees

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

b. Any employee who commits or participates in any action, which is a violation of the EEO Policy or the Affirmative Action Plan, may be subject to disciplinary action as appropriate.

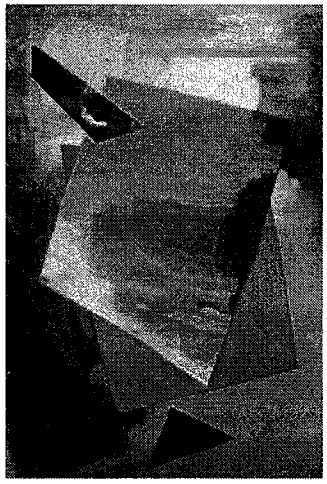
6. Identification of Areas for Improvement

A. Areas of Improvement (41 C.F.R. 60-2,17(b))

1. Affirmative Action Data Management

In June of 2004, the federal government released the detailed Census 2000 data which included race/ethnicity and gender, but not persons with disabilities workforce census information. As a result, the Executive Branch is proposing to establish new race/ethnicity and gender workforce availabilities based on Census 2000 data and to extend the current persons with disabilities workforce availabilities in the 2005-2006 EEO/AA Plan.

In addition, during 2003 and 2004, the county automated the process of producing affirmative action reports by furthering the integration of employee data from two personnel/payroll streams (MSA and PeopleSoft) and by utilizing specialized software called Criterion Affirmative Action Management System (CAAMS). Programming was completed to implement Ordinance 14571 which allowed for the inclusion of accommodated employees with disabilities in the persons with disabilities affirmative action reports. As CAAMS did not have the capacity to produce persons with disabilities affirmative action reports, stand alone reports for persons with disabilities were developed.



2. 2003-2004 Affirmative Action Progress

Monitoring affirmative action accomplishments is a key activity prescribed in the EEO/AA Plan. At the onset of the 2003-2004 Plan, the Executive Branch reviewed 71 goal setting areas[1] to determine representation of people of color, people with disabilities, and women. Where under-representation existed, hiring goals were set. 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.

[1]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.

- For women, 56% or 40 of the 71 goal setting areas are fully represented.
- For persons with disabilities, 33 % or 24 of the 71 goal setting areas are fully represented.

The remaining under-represented areas became the basis for the 2003 and 2004 hiring goals.

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 (PWD) occurred.

	All	People of Color		Women		PWD	
		#	%	#	%	#	%
2003 New Hires	530	145	27%	222	42%	6	1.1%
January to June 2004 New Hires	292	90	31%	116	40%	4	1.4%
Total	**822**	**235**	**29%**	**338**	**41%**	**10**	**1.2%**
2003 Promotions	125	32	26%	40	32%	1	0.8%
January to June 2004 Promotions	170	50	29%	85	50%	2	1.2%
Total	**295**	**82**	**28%**	**125**	**42%**	**3**	**1%**

The race/ethnicity and gender diversity of the department hires and promotions contributed to the county's representation in the majority of the race/ethnicity and gender goal setting areas but not for persons with disabilities representation. The remaining affirmative action goals were successfully 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
PWD	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 somewhat limited given the County's financial challenges.

Focused department implementation plans, accomplishment of targeted recruitment and outreach efforts and active monitoring of progress or lack-off are key activities in successfully meeting

[2]Employee changes refer to hiring, promotions, transfers and demotions.

the remaining more difficult goals. Along these lines, in 2004, the following recruitment and outreach efforts were initiated:

- 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.

In 2005, recruitment and outreach efforts will be increased. King County will continue 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 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.

For details on the county's affirmative action workforce profiles and employment activity, please see attachments 2 and 3 respectively for 2003 and 2004 affirmative action reports. Each set of reports includes:

- AA Progress by Goal Setting Group
- Summary of Employee Changes[2] By Department and By Protected Group
- Summary of Employee Changes for Each Department
- Summary Analysis by Department compares the department workforce to the available workforce. Where there is under-representation, goals are set.

3. Proposed 2005-2006 Affirmative Action Goals

Race/Ethnicity and Gender Goals

Workforce availabilities are used as benchmarks to determine if there is under-representation of women, people of color and persons with disabilities within departments. The county developed the proposed updated 2005-2006 race/ethnicity and gender workforce availabilities based on Census 2000 data consistent with the Office of Federal Contract Compliance requirements.[3] The process included:

- Profiling its workforce for each job by EEO Job Category, Race and Gender. (Job Group Analysis Report)
- Analyzing the recruitment areas for filling job vacancies. (Immediate and Recruitment Labor Area Distribution Report)
- Profiling the two factor calculations that produced the workforce availabilities for people of color and women. (Utilization Analysis Report)

[3]See Attachment 1: D. Workforce Availability Development Methodology.

- Profiling the county workforce as compared to the workforce availability of people of color and women. Where there was under-representation, identifying an affirmative action goal. (Summary Analysis Report)

As previously stated, the current workforce availabilities for persons with disabilities are proposed for extension given the lack of Census 2000 data for update purposes. The proposed 2005-2006 workforce availabilities for people of color, persons with disabilities, and women are detailed on pages 22-23.

Note that when the proposed race/ethnicity and gender workforce availabilities were compared to the 2003-2004 workforce availabilities, the net changes include:

Job Category	African Americans	Asian Americans	Latino Americans	Native Americans	Women
Officials/ Administrators	-0.12%	1.86%	-1.1%	0.17%	-0.89%
Professionals	0.12%	3.34%	0.72%	0.73%	-0.47%
Technicians	1.79%	3.64%	1.52%	0.61%	2.95%
Admin Support	2.87%	5.45%	1.03%	0.04%	-4.77%
Skilled Craft	1%	0.14%	1.59%	0.05%	3.87%
Transit Operators	-0.41%	1.42%	2.07%	1.25%	22.15%
Service/ Maintenance	2.37%	3.05%	4.38%	0.32%	-2.39%
Protective Services	0.76%	1.9%	0.92%	-0.01%	20.04%
Para-Professionals	-0.49%	2.14%	0.96%	0.72%	7.11%

Note: Transit operator workforce availability will be reviewed further.

See Attachment 4 for the 2005-2006 affirmative action hiring goals for the Executive Branch based on the new workforce availabilities for people of color and women and current workforce availabilities for persons with disabilities. For the updated race/ethnicity and gender workforce availability process documentation and calculations, please see the CD.

B. Improvement Strategies

(41 C.F.R. 60-2.17)

1. Standardized Human Resource Practices

2. Applicant Pool Diversity Enhancement Activities and Fair Employment

HRD will continue to provide the following services to departments:

a. Coordinate the update of recruitment tools and strategies to reach a diverse pool of applicants and targeted under-represented applicants, and train department management and hiring authorities on their use.
(continued on page 24)

Proposed 2005-2006 Workforce Availabilities for People of Color, Persons with Disabilities, and Women

African Americans

Job Category	Exec	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
Officials/Administrators	3.7%	2.69%	2.66%	5.5%	2.21%	4.8%	0.7%	3.26%	2.46%	3.06%	5.8%
Professionals	2.4%	4.38%	1.87%	5.2%	2.53%	5.33%	4.93%	4.38%	3.56%	6.3%	5.79%
Technicians	4.05%	8.82%	3.13%	3.52%	3.38%	3.74%	4.02%	7.83%	4.7%	4.92%	8.53%
Admin Support	4.14%	4.88%	5.52%	9.91%	6.14%	17.26%	5.77%	5.94%	5.57%	6.13%	7.25%
Skilled Craft						3.36%		7.56%	3.27%	0.0%	5.45%
Transit Operators											7.42%
Service/Maintenance		4.52%			4.69%	6.62%		7.30%	9.46%		9.30%
Protective Services		12.81%			3.13%	2.42%		20%	12.31%	6.89%	2.43%
Para-Professionals				3.83%				5.75%	7.71%		4.98%

Asian Americans

Officials/Administrators	8.13%	4.86%	7.32%	7.64%	4.42%	2.53%	4.34%	6.40%	4.74%	7.81%	6.34%
Professionals	6.82%	5.09%	6.39%	7.20%	7.62%	8.48%	8.26%	10.24%	7.60%	5.62%	10.21%
Technicians	9.18%	10.54%	13.20%	8.78%	5.05%	7.51%	10.62%	7.82%	3.19%	10.16%	7.55%
Admin Support	6.77%	7.20%	10.03%	11.59%	8.01%	18.10%	9.17%	11.65%	7.34%	9.29%	8.67%
Skilled Craft						3.72%		4.59%	3.10%	0.00%	6.50%
Transit Operators											3.43%
Service/Maintenance		15.51%			1.61%	9.11%		6.83%	5.18%		9.01%
Protective Services		6.05%			5.00%	8.06%		20%	1.57%	4.68%	3.96%
Para-Professionals				5.02%				10.60%	8.21%		5.29%

Latino Americans

Officials/Administrators	1.03%	1.49%	2.18%	1.41%	1.82%	3.87%	1.14%	2.12%	2.23%	0.59%	1.82%
Professionals	2.56%	1.84%	3.25%	2.98%	2.02%	2.81%	2.45%	2.14%	2.34%	2.72%	1.93%
Technicians	4.62%	3.79%	4.71%	3.18%	3.96%	3.36%	2.67%	2.09%	4.07%	3.93%	2.65%
Admin Support	2.33%	2.33%	3.44%	5.18%	2.60%	3.66%	2.98%	4.40%	2.47%	3.26%	2.69%
Skilled Craft						3.47%		4.55%	6.96%	0.00%	3.01%
Transit Operators											3.06%
Service/Maintenance		13.02%			1.72%	8.42%		9.67%	4.47%		6.44%
Protective Services		4.70%			2.27%	3.95%		0.00%	1.83%	3.39%	2.75%
Para-Professionals				2.22%				3.07%	4.17%		2.85%

Native Americans

Job Category	Exec	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
Officials/Administrators	0.84%	2.01%	0.87%	1.24%	1.62%	0.67%	0.83%	1.52%	2.16%	1.07%	0.95%
Professionals	1.19%	2.21%	0.68%	3.02%	1.46%	1.56%	1.72%	1.59%	2.21%	1.68%	1.13%
Technicians	1.68%	2.59%	1.70%	1.35%	1.92%	1.75%	1.62%	1.03%	0.71%	1.43%	1.69%
Admin Support	1.54%	1.66%	1.46%	1.90%	1.49%	2.41%	1.41%	1.80%	1.61%	1.41%	1.67%
Skilled Craft						2.24%		2.47%	2.09%		2.20%
Transit Operators											2.18%
Service/Maintenance		3.34%			1.77%	3.53%		2.38%	2.46%		2.68%
Protective Services		1.27%			2.00%	3.86%		0.00%	0.45%	2.04%	1.94%
Para-Professionals				4.62%				1.39%	3.13%		1.47%

Persons with Disabilities

Officials/Administrators	6.14%	6.09%	6.08%	6.40%	6.17%	6.17%	0.00%	6.10%	5.16%	6.17%	6.22%
Professionals	6.83%	7.81%	6.06%	7.28%	8.24%	6.12%	5.49%	3.70%	7.92%	7.73%	7.55%
Technicians	6.18%	6.82%	16.16%	6.51%	8.06%	7.37%	6.61%	7.90%	10.30%	3.54%	10.16%
Admin Support	9.86%	9.95%	9.15%	9.59%	9.88%	9.65%	8.16%	9.80%	9.84%	7.03%	9.96%
Skilled Craft						8.48%		9.20%			9.35%
Transit Operators											
Service/Maintenance		14.12%				8.87%		11.60%	11.81%		11.39%
Protective Services		9.97%				15.70%		0.00%	8.18%	8.71%	7.50%
Para-Professionals		4.18%	5.56%	17.37%		10.86%	7.95%	7.80%	9.71%	8.63%	5.87%

Women

Officials/Administrators	28.06%	35.71%	35.64%	36.67%	37.98%	42%	17.62%	43.91%	49.69%	25.10%	37.51%
Professionals	41.45%	50.17%	47.63%	60.15%	29.29%	46.15%	53.45%	39.53%	69.74%	24.89%	35.53%
Technicians	48.14%	58.19%	54.35%	38.48%	39.93%	32.65%	31.41%	51.60%	42.20%	54.72%	30.65%
Admin Support	81.27%	77.45%	70.57%	77.11%	80.48%	73.75%	82.28%	72.19%	77.03%	72.78%	74.93%
Skilled Craft						11.16%		10.54%	8.03%	100.00%	8.68%
Transit Operators											49.77%
Service/Maintenance		43.00%			9.55%	27.64%		14.99%	25.61%		18.11%
Protective Services		29.45%			8.92%	53.72%		60.00%	37.92%	17.51%	34.11%
Para-Professionals				71.33%				72.96%	73.06%		72.87%

b. Provide consulting assistance to departments on recruitment needs relative to Affirmative Action, and the development of short-term and long-term recruitment plans.

c. Train human resources staff in recruitment strategies and serve as the lead for recruitment policy and procedure development and initiatives.

d. Develop and maintain partnerships with community based organizations that serve diverse populations, as well as area and regional diversity task forces and professional organizations that serve minority or diverse memberships.

e. Develop and maintain relationships with public and private agencies, which serve diverse populations, such as the State Employment Security Department, Private Industry Council, colleges, universities, community colleges, and vocational and training institutions.

f. Identify, attend and/or coordinate departmental participation in job and career fairs and conferences, particularly those that attract a diverse clientele.

g. Assist hiring authorities in developing strategies to meet their goals such as under-filling positions, developing bridge and/or para-professional positions, developing internships and apprenticeships. These opportunities will utilize open competitive hiring processes.

h. Assist the Department of Community & Human Services to administer the Supported Employment Program for the developmentally disabled individuals, and continue to co-establish administrative County-wide guidelines governing the recruitment, examination, qualification and selection of individuals into the program; develop and implement a centralized data tracking system for the Program.

The departments will:

a. Document their outreach and recruitment efforts. These will be reported on a semi-annual and annual basis to HRD as part of documenting the County's affirmative action efforts and progress for monitoring purposes.

b. Use the affirmative action tools, allowable under Initiative 200. The allowable affirmative action tools are as follows:

   1. Affirmative Action planning with hiring goals for women, people of color and persons with disabilities.
   2. Non-discrimination policy and program for all aspects of employment.
   3. Equal employment opportunity indicator for job ads and postings (e.g., "EEO/AA" or "EEO/AA Employer").
   4. Targeted advertising, outreach and recruitment to diversify the applicant pool in conjunction with general recruitment.
   5. Relationships with organizations, agencies, and institutions for the purposes of diversity recruitment in conjunction with general recruitment.
   6. Participation in community and institutional events for the purposes of diversity recruitment in conjunction with general recruitment.

7. Posting, notification, training and implementation of EEO policies to ensure equity and diversity friendly work environment and resolution avenues for EEO issues.
8. Selection processes that are non-discriminatory.

3. 2003 and 2004 Affirmative Action and EEO Response Capacity Building Program

A. Building Executive Branch Capacity

The HRD Director serves as the equal employment opportunity officer for the Executive Branch. She is assisted by an EEO Analyst and the Employment and Diversity Manager who is responsible for affirmative action, diversity and recruitment programs. Department human resources service delivery managers assist her to implement EEO and affirmative action initiatives at their respective departments.

In 2003 and 2004, the Executive branch successfully accomplished the following in an effort to enhance the county's capacity to promote the workplace values of diversity, equity ad productivity:

- Training: Launched a new one hour EEO and Anti-harassment online training for all employees. Continued to provide management training which includes the 90 minute EEO and Anti-Harassment online training, the 3.5 hour EEO classroom training and the 3.5 hour Managing Diverse Employees training.
- Data Management: Installed upgraded affirmative action software and produced new 2005-2006 workforce availabilities based on Census 2000 data and streamlined affirmative action report production. Enhanced data management activities for 2005 will include modifying persons with disabilities affirmative action reporting to include accommodated employees.
- Technical Assistance and Consultation: Enhanced the ability to provide technical assistance and consultation to department management regarding discrimination issues, cross-cultural conflict and service delivery to diverse communities.
- Pre-qualified Consultant Pools: Continued to provide pre-qualified pools of consultants for EEO investigations, diversity and effective cross-cultural service provision training and facilitation. In 2004, expanded the EEO consultant pool.
- Employment Technical Assistance: Continued to provide employment training for management. In the process of developing hiring manual to assist departments implement effective and consistent hiring processes.
- Hired an onstaff EEO investigator to execute, oversee, and manage investigations required to address allegations of discrimination or harassment.

B. Disability Accommodation Program

Failure to provide reasonable accommodation is a form of discrimination. To prevent such violations and assist the employee perform the essential functions of their jobs, disability services specialists are available at HRD and at the Department of Transportation to coordinate the disability accommodation process. In 2003 and from January 1, 2004 to October 31, 2004, disability services staff:

- Updated the Executive Policy on Disability Accommodation and established the Executive Policy on Transitional Duty to assist employees with disabilities to benefit from temporary work. This is mutually beneficial to the employee and the employer. The employee's return to work is expedited and the employer gains from the employee's work contribution.

- Served 362 and 406 employees with disabilities in 2003 and the first 10 months of 2004 respectively. Services include consultation, information and referral, disability accommodation, and re-assignment placement.

These intervention efforts clearly contribute to the county's low rate of disability discrimination complaint as depicted in the section below.

C. EEO Program

Employees have the right to seek resolution of alleged discrimination concerns and issues internally and/or externally by filing with enforcement agencies such as the federal Equal Employment Opportunity Commission, the Washington State Human Rights Commission and the King County Office of Civil Rights Enforcement.

Employees and management are encouraged to resolve issues internally at the lowest level possible and where needed through mediation assistance. The County Executive promulgated a Nondiscrimination and Anti-harassment policy which provided employees with multiple options to surface their EEO concerns. The employee can approach their immediate supervisor, any member of management within the agency, their department director, his or her anti-harassment designee or human resource staff, the HRD Director, HRD Deputy Director, Diversity Manager or the HRD Director Designee, the EEO Analyst.

Hence, HRD's EEO capacity building initiatives in the workplace were given priority to effect a diversity and equity friendly work environment. Such initiatives include EEO management and employee training, diversity management training, pre-qualified consultant pools of investigators and diversity experts, focus on disability services, inclusion of all protected groups under the nondiscrimination and anti-harassment policy, and the addition of an onstaff investigator. The results are apparent in the complaint reduction that has occurred during the past seven years, from 1997 to October 2004. Overall, the county reduced its formally filed complaints by 50% overall.

YEAR	1997	1998	1999	2000	2001	2002	2003	2004*
TOTAL # OF COMPLAINTS	44	46	35	39	24	19	22	20

*Includes January 2004 to October 2004 data only.

The county has had a number of complaints dismissed, administratively closed, or settled.

COMPLAINT STATUS

STATUS	1997	1998	1999	2000	2001	2002	2003	2004***
Open cases	5	3	5	18	6	5	10	18
No discrimination found	19	17	10	13	8	10	2	
Settled	4	9	7	1	2		1	1
Appealed		1	1			1		
Dismissed*	15	10	6	5	2	1	3	
Administrative closure**	1	6	6	2	6	2	6	1
TOTAL	**44**	**46**	**35**	**39**	**24**	**19**	**22**	**20**

*Complainant notified of right to sue.
** Includes no jurisdiction and untimely filing.
***Includes January 2004 to October 2004 data only.

There are many instances when complaints are filed on more than one basis. When the data is analyzed by complaint basis, the following can be observed:

- Race is the most frequently filed basis for discrimination;
- Retaliation is the second most frequently filed basis; and
- Sex and disability non-accommodation complaints are the third most frequently filed basis.

RANKING BY FREQUENCY OF BASIS OF COMPLAINT

COMPLAINT BASIS*	1997	1998	1999	2000	2001	2002	2003	2004**
Race	1	1	1	1	1	1	1	2
Retaliation	2	3	2	2	1	2	1	1
Disability	3	2	5	3	2	3	3	3
Sex	4	4	2	2	3	4	2	3
Disability Job Accommodation	5	5	6				6	
National Origin	6	7	3	5		5	4	4
Age	7	6	4	3		6	4	5
Religion	9	8		4		7	6	
Sexual Orientation	8		7	5				
Ancestry							5	
Color		8						
Marital Status								
Veteran Status								

NUMBER OF COMPLAINTS

COMPLAINT BASIS*	1997	1998	1999	2000	2001	2002	2003	2004**
Race	21	24	20	23	11	13	10	10
Retaliation	17	12	10	14	11	7	10	12
Disability	11	16	4	4	7	6	5	5
Sex	10	11	10	14	6	4	8	5
Disability Job Accommodation	6	7	3				1	
National Origin	5	4	8	1		3	3	4
Age	3	5	5	4		2	3	2
Religion	1	1		3		1	1	
Sexual Orientation	2		1	1				
Ancestry							2	
Color		1						
Marital Status								
Veteran Status								

*Complaints at times have multiple bases.
**Includes January 2004 to October 2004 data only.

Further study will be conducted in 2005 to determine underlying drivers for the county's complaint pattern and to identity appropriate interventions.

4. Employee Involvement

Executive Policy PER 22-5 (AEP) established the Employee-Based EEO/AA Advisory Committee to review and recommend systemic changes for the enhancement of affirmative action and equal employment opportunity in the workplace. In 2003 and 2004 respectively, the Committee was active in reviewing transit operator discipline, retention of deputy sheriffs, training of corrections sergeant and utilization of term-limited temporary employees.

5. Management Accountability

Management accountability is identified in Section 5. Establishment of Responsibility for Implementation of the EEO/AA Plan. However, Initiative 200 has prompted changes in the way that policy and plan accountability can be established for Department directors and managers. Previously, accountability was based on achievement of overall annual hiring goals in EEO job categories as a significant part of performance appraisal expectations.

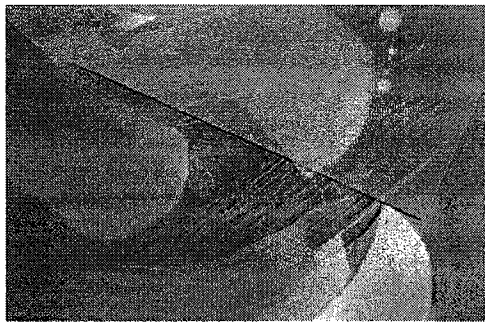
Management will be held accountable for:

- Implementation of the EEO/Affirmative Action Plan requirements.
- Recruitment and outreach efforts consistent with affirmative action hiring objectives.
- Use of merit based selection tools in the hiring and promotion processes consistent with federal EEOC Uniform Guidelines on Employee Selection Procedures and Washington State's Human Rights Commission guide to Pre-Employment Inquiries. (These guidelines are located respectively at http://www.access.gpo.gov/nara/cfr/waisidx_00/29cfr1607_00.html and http://www.wa.gov/hrc/ under Policy and Quality Improvement, click Commission Rules, click WAC 162-12-140.
- Effective response to EEO complaints and maintenance of an equity and diversity friendly environment.

7. Departmental Action-Oriented Plans (C.F.R. 60-2.17 (c))

Executive Branch departments and agencies are held accountable for ensuring equal employment opportunity and the success of affirmative action in the workplace towards a diverse workforce.

Within 45 days of the adoption of this Affirmative Action Plan, each Executive department shall develop an affirmative action implementation plan with the following elements:



- Identification of under-represented EEO Job Categories.
- Current Vacancy Planning to identify opportunities for affirmative action.
- Identification of Strategies to achieve affirmative action such as recruitment and outreach to diversify applicant pools for targeted under-represented EEO Job Categories.

The departments will conduct annual vacancy planning which will include gathering information on current vacancies, projecting attrition of employees by race/ethnicity, gender and disability status for the coming year, reviewing current under-representation and determining overall affirmative action targets to ensure representation.

8. Internal Audit and Reporting Requirements

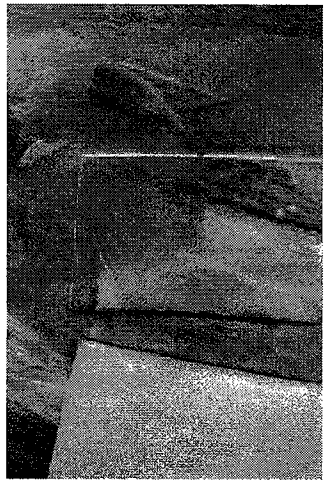
King County believes that one of the most important elements in effectively implementing a written Affirmative Action Compliance Plan is an adequate internal audit and reporting system.

Through this system, progress can be monitored and management kept informed. For this purpose, King County through HRD, has established the following internal audit and report system:

1. Monitor and evaluate department performance and County progress on a quarterly basis.

2. Prepare Council required semi-annual and annual reports on department affirmative action performance and provide copies to the King County Civil Rights Commission, the King County 504/ADA Advisory Committee and the Executive's Employee-based EEO/AA Advisory Committee.

   Affirmative action performance reports will include workforce profiles and employee movement reports (new hires, promotions, transfers, demotions, terminations) to determine progress. Where appropriate, termination reports by reason will be developed should adverse impact be indicated.



3. Evaluate individual department's annual affirmative action performance.

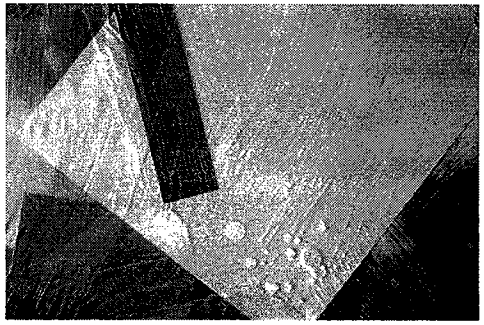
4. Monitor and advise departments of their EEO-AA performance in areas such as affirmative action progress, action oriented program effectiveness, provision of adequate resources, applicant flow, employee movement and discipline.

5. Encourage the use of existing internal dispute resolution processes, to allow employees and departments to resolve affirmative action and equal employment opportunity issues at the lowest level possible.

9. Compliance with the OFCCP's Gender Discrimination Guidelines (41 C.F.R. 60-20)

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.

10. Support of Community Action Programs

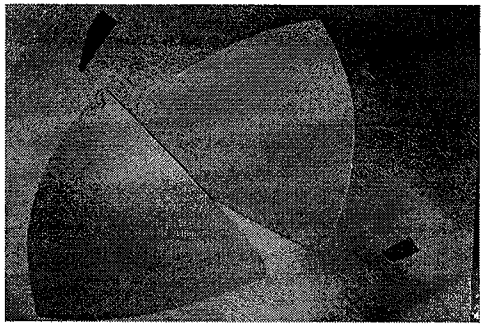
King County seeks to have its EEO commitment fully understood by the community for the purpose of diversifying our applicant pools and achieving a better understanding of the communities we serve.

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 youth for the economically disadvantaged and summer hire for youth in the workplace. It also participates in Career Shadow Day and Take Your Children to Work to encourage young people to start thinking about future career goals. 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 the involvement and integrates minorities, women and people with disabilities.

11. Religion and National Origin Discrimination Guidelines (41 C.F.R. Part 60 50)

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.

Attachment 1: AA Plan Definitions

A. Affirmative Action Program Definitions

As defined in the King County Personnel Guidelines, affirmative action is: A temporary corrective program that is designed to ensure full representation of minorities, women and persons of disability in the workplace. (See page 61 of the King County Personnel Guidelines dated 10/01/00.)

B. Definition and Verification of Race/Ethnicity, Gender, Disability, and Veteran Status

A. Defining Employee Race/Ethnicity, Disability and Veteran Status

King County adopts the Office of Federal Contract Compliance Program's (OFCCP) definitions to identify a person's racial and ethnic status as listed below. Applicants and employees will self-identify for affirmative action purposes only.

- **Native American:** All persons having origins in any of the original peoples of North America, including Alaska Natives, and who maintain cultural identification through tribal affiliation or community recognition.
- **Black:** All persons having origins in any of the Black racial groups of Africa.
- **Asian:** 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.
- **Hispanic:** All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

  Note: OFCCP states that only those persons from Central and South American countries who are of Spanish origin descent or culture should be included in the category Hispanic. Persons from Brazil, Guyana, Surinam or Trinidad, for example, would be classified according to their race and would not necessarily be included as Hispanic. The Portuguese should be excluded from the category Hispanic and should be classified according to race.

  Individuals who have mixed ancestry will be asked to identify their primary cultural ethnic/race identification.
- **Person With Disabilities:** The definition below is for affirmative action purposes only.

  A disability is a permanent physical, mental or sensory condition. The disability must be substantial rather than slight, and permanent in that it is seldom fully corrected by medical replacement, therapy or surgical means.

Special Disabled Veteran means "(i) A veteran who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Department of Veterans Affairs for a disability: (A) Rated 30% or more; (B) Rated at 10 or 20% in the case of a veteran who has been determined under 38 U.S.C. 3106 to have a serious employment handicap; or (ii) A person who was discharged or released from active duty because of a service-disconnected disability.

- **Veteran of Vietnam Era** means "a person who (1) Served on active duty for a period of more than 180 days, and was discharged or released there from with other than a dishonorable discharge, if any such 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, in all other cases; or (2) Was discharged or released from active duty for a service-connected disability if any part of such active duty was performed" in the above time period.

B. Verification and Resolution of Race/Ethnicity and Disability

The Human Resources Division (HRD) will resolve protected group identification issues raised by the prospective hiring authority, by other employees or identified by the applicant/employee based on the following documentation:

Blacks, Asians, and Hispanics

A person MUST meet one of the qualifications and provide documentation to be classified as a member of a minority group:

1. Identifies as a member of a specified minority group

   Documentation: Birth certificate, visa, etc.

2. Is recognized by minority groups in the Seattle-King County community or other community as a member.

   Documentation: Written documentation from the applicant's community

Native American

A person MUST meet one of the qualifications AND provide documentation to be classified as an American Indian/Alaskan Native.

1. Is an enrolled member of a state or federally recognized tribe

   Documentation: Tribal Certification Card, letter from tribe, etc.

2. Is recognized by other American Indians/Alaska Natives in the Seattle-King County community or other community as a member

   Documentation: Written documentation from the American Indian/Alaska Native community.

3. Has at least one-quarter (1/4) American Indian or Alaskan Native blood and identifies as such.

   Documentation: Evaluative interview and a completed Family Ancestry Chart.

Persons With Disabilities

A job applicant/employee can self-identify as having a disability. There is required no status verification process.

With regards to ***confidentiality,*** voluntary protected group designation will be utilized strictly for affirmative action purposes. This information will not be shared. However, it is not unusual for employees to self disclose disability information to their supervisor or human resource staff to facilitate:

- **Job Accommodation:** The County will reasonably accommodate the physical, mental, and/or sensory limitations of a qualified disabled employee.
- **First Aid and Safety:** The supervisor and safety floor captain will be informed of the employee's disability to ensure employee safety in the event of an emergency i.e. for evacuation purposes.

C. EEO Job Categories

The current Plan utilizes workforce analysis by EEO job categories and job classifications. EEO job categories are broad groups of positions such as Officials/Administrators, Professionals, Technicians, Protective Services, Para-Professionals, Administrative Support, Skilled Craft, and Service/Maintenance.

Officials and Administrators

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

Professionals

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

Technicians

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

Paraprofessionals

Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Includes: research assistants, medical aides, child support workers, policy auxiliary welfare service aides, recreation assistants, homemaker aides, home health aides, library assistants and clerks, ambulance drivers and attendants, 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 processed 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.

Transit Operators

Occupations in which workers operate buses, streetcars, and/or monorail.

D. Workforce Availability Development Methodology

Workforce availabilities are used as benchmarks to determine if there is under-representation of people of color, persons with disabilities and women within departments. The Office of Federal Contract Compliance provides guidance in establishing people of color and women's workforce availabilities. Employers are required to use external and internal factors in updating workforce availabilities. The Executive Branch used the following information to update each department's workforce availabilities.

A. External Factor

The county combined the workforce data of people of color and women with requisite skills in the immediate area and the recruitment area 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 Area. This is the availability of people of color and women in the workforce having the requisite skills in the immediate labor area.
- Requisite Skills in the Recruitment Area. This is the availability of people of color and women in the workforce having the requisite skills that the employer can reasonably recruit. Data for this factor reflects the reasonable recruitment area from which each department could reasonably seek workers for a particular job category. For example: recruitment for high level management would include statewide and national applicant search.

B. Internal Factor

The county used the percentage of people of color and women who are working in King County Executive Branch. These employees are promotable and transferable within a particular department.

The county used actual hiring and promotional practices to establish the weights to combine the external and internal factors.

Attachment 2: 2003 Year End Affirmative Action Reports

2003 AA Progress Report By Goal Setting Group

Workforce Profiles Page Numbers

Affirmative Action Progress Report for African Americans 40
Affirmative Action Progress Report for Asian Americans 42
Affirmative Action Progress Report for Latino Americans 44
Affirmative Action Progress Report for Native Americans 46
Affirmative Action Progress Report for Persons with Disabilities 48
Affirmative Action Progress Report for Women 50

The progress report includes hiring, promotions, transfers, and demotions.

Department Legend

Executive's Office	EXEC
Adult & Juvenile Detention	DAJD
Assessments	DA
Community & Human Services	DCHS
Development & Environmental Services	DDES
Executive Services	DES
Judicial Administration	DJA
Natural Resources & Parks	DNRP
Public Health	DPH
Sheriff's Office	KCSO
Transportation	DOT

King County Executive Branch

January 1 to December 31, 2003

Affirmative Action Progress Report for African Americans

	DEPARTMENTS		EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
10	Officials/ Administrators	**Adopted AA Goal**											
		1-1-03 to 12-31-03 AA Efforts											
		Remaining AA Goal											
		Progress											
20	Professionals	**Adopted AA Goal**					4						
		1-1-03 to 12-31-03 AA Efforts					0						
		Remaining AA Goal					4						
		Progress					=						
30	Technicians	**Adopted AA Goal**			1	1						1	
		1-1-03 to 12-31-03 AA Efforts			1	0						1	
		Remaining AA Goal			0	1						0	
		Progress			*	=						*	
40	Administrative Support	**Adopted AA Goal**											
		1-1-03 to 12-31-03 AA Efforts											
		Remaining AA Goal											
		Progress											
50	Skilled Craft	**Adopted AA Goal**											
		1-1-03 to 12-31-03 AA Efforts											
		Remaining AA Goal											
		Progress											
60	Transit Operators	**Adopted AA Goal**											
		1-1-03 to 12-31-03 AA Efforts											
		Remaining AA Goal											
		Progress											

	DEPARTMENTS		EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT	
70	**Service/Maintenance**	**Adopted AA Goal**												
		1-1-03 to 12-31-03 AA Efforts												
		Remaining AA Goal												
		Progress												
80	**Protective Services**	**Adopted AA Goal**						2				2		
		1-1-03 to 12-31-03 AA Efforts						0				1		
		Remaining AA Goal						2				1		
		Progress						=				+		
90	**Para-Professional**	**Adopted AA Goal**								2				
		1-1-03 to 12-31-03 AA Efforts								0				
		Remaining AA Goal								2				
		Progress								=				
*Met Adopted Goal(s)					1							1		2
+Made Progress Towards Adopted Goal(s)												1		1
=No Progress Made Towards Goal(s)						1	1	1		1				4
													Total:	7

NOTE: AA efforts includes: New Hires, Promotions, Transfers, and Demotions.

{ } = No Adopted AA Goal set by Council in the job group, the current workforce does indicate underutilization.

Where the Remaining AA Goal is greater than the Council Adopted AA Goal, departments are held accountable for meeting the Adopted AA Goal only.

King County Executive Branch

January 1 to December 31, 2003

Affirmative Action Progress Report for Asian Americans

	DEPARTMENTS		EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
10	**Officials/ Administrators**	**Adopted AA Goal**		1									
		1-1-03 to 12-31-03 AA Efforts		0									
		Remaining AA Goal		1									
		Progress		=									
20	**Professionals**	**Adopted AA Goal**											
		1-1-03 to 12-31-03 AA Efforts											
		Remaining AA Goal											
		Progress											
30	**Technicians**	**Adopted AA Goal**							1				
		1-1-03 to 12-31-03 AA Efforts							0				
		Remaining AA Goal							1				
		Progress							=				
40	**Administrative Support**	**Adopted AA Goal**											
		1-1-03 to 12-31-03 AA Efforts											
		Remaining AA Goal											
		Progress											
50	**Skilled Craft**	**Adopted AA Goal**											
		1-1-03 to 12-31-03 AA Efforts											
		Remaining AA Goal											
		Progress											
60	**Transit Operators**	**Adopted AA Goal**											
		1-1-03 to 12-31-03 AA Efforts											
		Remaining AA Goal											
		Progress											

	DEPARTMENTS		EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT	
70	**Service/Maintenance**	**Adopted AA Goal**												
		1-1-03 to 12-31-03 AA Efforts												
		Remaining AA Goal												
		Progress												
80	**Protective Services**	**Adopted AA Goal**												
		1-1-03 to 12-31-03 AA Efforts												
		Remaining AA Goal												
		Progress												
90	**Para-Professional**	**Adopted AA Goal**			1						1			
		1-1-03 to 12-31-03 AA Efforts			0						0			
		Remaining AA Goal			1						1			
		Progress			=						=			
*Met Adopted Goal(s)														0
+Made Progress Towards Adopted Goal(s)														0
=No Progress Made Towards Goal(s)				1	1				1		1			4
													Total:	4

NOTE: AA efforts includes: New Hires, Promotions, Transfers, and Demotions.

{ } = No Adopted AA Goal set by Council in the job group, the current workforce does indicate underutilization.

Where the Remaining AA Goal is greater than the Council Adopted AA Goal, departments are held accountable for meeting the Adopted AA Goal only.

King County Executive Branch

January 1 to December 31, 2003

Affirmative Action Progress Report for Latino Americans

	DEPARTMENTS		EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
10	Officials/ Administrators	Adopted AA Goal	1									1	
		1-1-03 to 12-31-03 AA Efforts	0									0	
		Remaining AA Goal	1									1	
		Progress	=									=	
20	Professionals	Adopted AA Goal		2			1			3			
		1-1-03 to 12-31-03 AA Efforts		0			0			2			
		Remaining AA Goal		2			1			1			
		Progress		=			=			+			
30	Technicians	Adopted AA Goal			3					1			
		1-1-03 to 12-31-03 AA Efforts			0					0			
		Remaining AA Goal			3					1			
		Progress			=					=			
40	Administrative Support	Adopted AA Goal											2
		1-1-03 to 12-31-03 AA Efforts											0
		Remaining AA Goal											2
		Progress											=
50	Skilled Craft	Adopted AA Goal						2					
		1-1-03 to 12-31-03 AA Efforts						0					
		Remaining AA Goal						2					
		Progress						=					
60	Transit Operators	Adopted AA Goal											
		1-1-03 to 12-31-03 AA Efforts											
		Remaining AA Goal											
		Progress											

	DEPARTMENTS		EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT	
70	Service/Maintenance	**Adopted AA Goal**								4				
		1-1-03 to 12-31-03 AA Efforts								0				
		Remaining AA Goal								4				
		Progress								=				
80	Protective Services	**Adopted AA Goal**						1						
		1-1-03 to 12-31-03 AA Efforts						0						
		Remaining AA Goal						1						
		Progress						=						
90	Para-Professional	**Adopted AA Goal**												
		1-1-03 to 12-31-03 AA Efforts												
		Remaining AA Goal												
		Progress												
*Met Adopted Goal(s)														0
+Made Progress Towards Adopted Goal(s)										1				1
=No Progress Made Towards Goal(s)			1	1	1		1	2		2		1	1	10
													Total:	11

NOTE: AA efforts includes: New Hires, Promotions, Transfers, and Demotions.

{ } = No Adopted AA Goal set by Council in the job group, the current workforce does indicate underutilization.

Where the Remaining AA Goal is greater than the Council Adopted AA Goal, departments are held accountable for meeting the Adopted AA Goal only.

King County Executive Branch

January 1 to December 31, 2003

Affirmative Action Progress Report for Native Americans

	DEPARTMENTS		EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
10	**Officials/ Administrators**	**Adopted AA Goal**											
		1-1-03 to 12-31-03 AA Efforts											
		Remaining AA Goal											
		Progress											
20	**Professionals**	**Adopted AA Goal**	1					3					
		1-1-03 to 12-31-03 AA Efforts	0					0					
		Remaining AA Goal	1					3					
		Progress	=					=					
30	**Technicians**	**Adopted AA Goal**				1				1	1		
		1-1-03 to 12-31-03 AA Efforts				0				0	0		
		Remaining AA Goal				1				1	1		
		Progress				=				=	=		
40	**Administrative Support**	**Adopted AA Goal**							2				
		1-1-03 to 12-31-03 AA Efforts							0				
		Remaining AA Goal							2				
		Progress							=				
50	**Skilled Craft**	**Adopted AA Goal**											5
		1-1-03 to 12-31-03 AA Efforts											0
		Remaining AA Goal											5
		Progress											=
60	**Transit Operators**	**Adopted AA Goal**											
		1-1-03 to 12-31-03 AA Efforts											
		Remaining AA Goal											
		Progress											

	DEPARTMENTS		EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT	
70	Service/Maintenance	Adopted AA Goal		1						3			3	
		1-1-03 to 12-31-03 AA Efforts		0						0			1	
		Remaining AA Goal		1						3			2	
		Progress		=						=			+	
80	Protective Services	Adopted AA Goal						1						
		1-1-03 to 12-31-03 AA Efforts						0						
		Remaining AA Goal						1						
		Progress						=						
90	Para-Professional	Adopted AA Goal												
		1-1-03 to 12-31-03 AA Efforts												
		Remaining AA Goal												
		Progress												
*Met Adopted Goal(s)														
+Made Progress Towards Adopted Goal(s)													1	1
=No Progress Made Towards Goal(s)			1	1		1		2	1	2	1		1	10
												Total:		11

NOTE: AA efforts includes: New Hires, Promotions, Transfers, and Demotions.

{ } = No Adopted AA Goal set by Council in the job group, the current workforce does indicate underutilization.

Where the Remaining AA Goal is greater than the Council Adopted AA Goal, departments are held accountable for meeting the Adopted AA Goal only.

King County Executive Branch

January 1 to December 31, 2003

Affirmative Action Progress Report for Persons with Disabilities

	DEPARTMENTS		EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
10	Officials/ Administrators	Adopted AA Goal	1					1					
		1-1-03 to 12-31-03 AA Efforts	0					0					
		Remaining AA Goal	1					1					
		Progress	=					=					
20	Professionals	Adopted AA Goal	4	3	1	5	7	6	1	14	28	2	34
		1-1-03 to 12-31-03 AA Efforts	0	0	0	0	0	1	0	0	1	0	0
		Remaining AA Goal	4	3	1	5	7	5	1	14	47	2	34
		Progress	=	=	=	=	=	+	=	=	+	=	=
30	Technicians	Adopted AA Goal				17	1	3		5	16	2	19
		1-1-03 to 12-31-03 AA Efforts				1	0	0		0	1	0	0
		Remaining AA Goal				16	1	3		5	15	2	19
		Progress				+	=	=		=	+	=	=
40	Administrative Support	Adopted AA Goal	1	3	4	1	1	13	7	4	16	3	16
		1-1-03 to 12-31-03 AA Efforts	0	0	0	0	0	0	0	2	0	0	1
		Remaining AA Goal	1	3	4	1	1	13	7	2	16	3	15
		Progress	=	=	=	=	=	=	=	+	=	=	+
50	Skilled Craft	Adopted AA Goal						4		15			40
		1-1-03 to 12-31-03 AA Efforts						0		0			0
		Remaining AA Goal						4		15			40
		Progress						=		=			=
60	Transit Operators	Adopted AA Goal											
		1-1-03 to 12-31-03 AA Efforts											
		Remaining AA Goal											
		Progress											

	DEPARTMENTS		EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT	
70	**Service/Maintenance**	**Adopted AA Goal**		4				3			2		44	
		1-1-03 to 12-31-03 AA Efforts		0				0			0		0	
		Remaining AA Goal		4				3			2		44	
		Progress		=				=			=		=	
80	**Protective Services**	**Adopted AA Goal**		55				7			2	56		
		1-1-03 to 12-31-03 AA Efforts		0				0				0		
		Remaining AA Goal		55				7				56		
		Progress		=				=			=	=		
90	**Para-Professional**	**Adopted AA Goal**		1		9		3		1	3			
		1-1-03 to 12-31-03 AA Efforts		0		0				0	0			
		Remaining AA Goal		1		9				1	3			
		Progress		=		=		=		=	=			
*Met Adopted Goal(s)														0
+Made Progress Towards Adopted Goal(s)					1			1		1	2		1	6
=No Progress Made Towards Goal(s)			3	5	2	4	3	6	2	4	4	4	4	41
													Total:	47

NOTE: AA efforts includes: New Hires, Promotions, Transfers, and Demotions.

{ } = No Adopted AA Goal set by Council in the job group, the current workforce does indicate underutilization.

Where the Remaining AA Goal is greater than the Council Adopted AA Goal, departments are held accountable for meeting the Adopted AA Goal only.

King County Executive Branch

January 1 to December 31, 2003

Affirmative Action Progress Report for Women

	DEPARTMENTS		EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
10	Officials/ Administrators	Adopted AA Goal			1					2			
		1-1-03 to 12-31-03 AA Efforts			0					8			
		Remaining AA Goal			1					0			
		Progress			=					*			
20	Professionals	Adopted AA Goal			3				2	2			
		1-1-03 to 12-31-03 AA Efforts			0				3	21			
		Remaining AA Goal			3				0	0			
		Progress			=				*	*			
30	Technicians	Adopted AA Goal		2	18			10			18		18
		1-1-03 to 12-31-03 AA Efforts		0	9			1			5		1
		Remaining AA Goal		2	9			9			13		17
		Progress		+	+			+			+		+
40	Administrative Support	Adopted AA Goal	1	3	2	4	4	29				2	
		1-1-03 to 12-31-03 AA Efforts	0	1	1	0	1	13				4	
		Remaining AA Goal	1	2	1	4	3	16				0	
		Progress	=	+	+	=	+	+				*	
50	Skilled Craft	Adopted AA Goal								8			14
		1-1-03 to 12-31-03 AA Efforts								4			1
		Remaining AA Goal								4			13
		Progress								+			+
60	Transit Operators	Adopted AA Goal											152
		1-1-03 to 12-31-03 AA Efforts											37
		Remaining AA Goal											115
		Progress											+

	DEPARTMENTS		EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT	
70	**Service/Maintenance**	**Adopted AA Goal**	12	12				8			2		19	
		1-1-03 to 12-31-03 AA Efforts	0	0				2			0		6	
		Remaining AA Goal	12	12				6			2		13	
		Progress	=	=				+			=		+	
80	**Protective Services**	**Adopted AA Goal**									1		1	
		1-1-03 to 12-31-03 AA Efforts									0		0	
		Remaining AA Goal									1		1	
		Progress									=		=	
90	**Para-Professional**	**Adopted AA Goal**				2		2			3	1		
		1-1-03 to 12-31-03 AA Efforts				0		0			13	0		
		Remaining AA Goal				2		2			0	1		
		Progress				=		=			*	=		
*Met Adopted Goal(s)									1	2	1	1		5
+Made Progress Towards Adopted Goal(s)				2	2		1	3		1	1		4	14
=No Progress Made Towards Goal(s)			2	1	2	2		1			2	1	1	12
													Total:	31

NOTE: AA efforts includes: New Hires, Promotions, Transfers, and Demotions.

{ } = No Adopted AA Goal set by Council in the job group, the current workforce does indicate underutilization.

Where the Remaining AA Goal is greater than the Council Adopted AA Goal, departments are held accountable for meeting the Adopted AA Goal only.

Attachment 2: 2003 Year End AA Reports - Continued

2003 Summary of Employee Changes by EEO Job Group and Department

Department Legend

Executive's Office	EXEC
Adult & Juvenile Detention	DAJD
Assessments	DA
Community & Human Services	DCHS
Development & Environmental Services	DDES
Executive Services	DES
Judicial Administration	DJA
Natural Resources & Parks	DNRP
Public Health	DPH
Sheriff's Office	KCSO
Transportation	DOT

King County Executive Branch

2003 Summary of Employee Changes by EEO Job Category and Department

	DEPARTMENTS		EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT	Total per EEO Job Category
10	Officials/Administrators	New Hires	1	1				2		1			1	6
		Promotions											1	1
		Transfers												
		Demotions												
		TOTAL:	**1**	**1**	**0**	**0**	**0**	**2**	**0**	**1**	**0**	**0**	**2**	**7**
20	Professionals	New Hires	2		1	8	1	26	6	23	42	3	22	134
		Promotions			1			10		18			26	55
		Transfers								3			2	5
		Demotions								2				2
		TOTAL:	**2**	**0**	**2**	**8**	**1**	**36**	**6**	**46**	**42**	**3**	**50**	**196**
30	Technicians	New Hires			15			2	1	3	6	14	1	42
		Promotions								1			16	17
		Transfers								2				2
		Demotions								1			2	3
		TOTAL:	**0**	**0**	**15**	**0**	**0**	**2**	**1**	**7**	**6**	**14**	**19**	**64**
40	Administrative Support	New Hires		1	1		1	13	4	9	22	4	14	69
		Promotions						2		5			1	8
		Transfers				1		1		1			1	4
		Demotions								1			2	3
		TOTAL:	**0**	**1**	**1**	**1**	**1**	**16**	**4**	**16**	**22**	**4**	**18**	**84**
50	Skilled Craft	New Hires						1		7	2		12	22
		Promotions								19			8	27
		Transfers								22			1	23
		Demotions								1			2	3
		TOTAL:	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**49**	**2**	**0**	**23**	**75**

	DEPARTMENTS		EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT	Total per EEO Job Category
60	**Transit Operators**	New Hires											186	186
		Promotions											2	2
		Transfers												
		Demotions											4	4
		TOTAL:	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**192**	**192**
70	**Service/Maintenance**	New Hires						3					18	21
		Promotions								2			10	12
		Transfers								3				3
		Demotions											2	2
		TOTAL:	**0**	**0**	**0**	**0**	**0**	**3**	**0**	**5**	**0**	**0**	**30**	**38**
80	**Protective Services**	New Hires					1	1				34		36
		Promotions		3										3
		Transfers												
		Demotions												
		TOTAL:	**0**	**3**	**0**	**0**	**1**	**1**	**0**	**0**	**0**	**34**	**0**	**39**
90	**Para-Professional**	New Hires									14			14
		Promotions												
		Transfers												
		Demotions												
		TOTAL:	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**14**	**0**	**0**	**14**
	Total New Hires:		3	2	17	8	3	48	11	43	86	55	254	530
	Total Promotions:			3	1			12		45			64	125
	Total Transfers:					1		1		31			4	37
	Total Demotions:									5			12	17
	TOTAL PER DEPARTMENT:		**3**	**5**	**18**	**9**	**3**	**61**	**11**	**124**	**86**	**55**	**334**	**709**

Attachment 2: 2003 Year End AA Reports - Continued

2003 Summary of Employee Changes by Department and Protected Group

Department Legend

Executive's Office	EXEC
Adult & Juvenile Detention	DAJD
Assessments	DA
Community & Human Services	DCHS
Development & Environmental Services	DDES
Executive Services	DES
Judicial Administration	DJA
Natural Resources & Parks	DNRP
Public Health	DPH
Sheriff's Office	KCSO
Transportation	DOT

King County Executive Branch

2003 Summary of Employee Changes by Department and Protected Group

		Count of All	Female		Total Minorities		Black		Asian		Native Amer.		Hispanic		PWD	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
Exec	New Hires	3			1	33.33%	1	33.33%								
	Promotions															
	Transfers															
	Demotions															
	TOTAL:	**3**			**1**	**33.33%**	**1**	**33.33%**								
DAJD	New Hires	2	1	50%	1	50%	1	50%								
	Promotions	3	1		1				1	33.33%						
	Transfers															
	Demotions															
	TOTAL:	**5**	**2**	**40%**	**2**	**40%**	**1**	**20%**	**1**	**20%**						
DA	New Hires	17	10	58.82%	5	29.41%	2	11.76%	3	17.65%					1	5.88%
	Promotions	1														
	Transfers															
	Demotions															
	TOTAL:	**18**	**10**	**55.56%**	**5**	**27.78%**	**2**	**11.11%**	**3**	**16.67%**					**1**	**5.56%**
DCHS	New Hires	8	8	100%	2	25%	1	12.5%	1	12.5%						
	Promotions															
	Transfers	1														
	Demotions															
	TOTAL:	**9**	**8**	**88.89%**	**2**	**22.22%**	**1**	**11.11%**	**1**	**11.11%**						
DDES	New Hires	3	1	33.33%												
	Promotions															
	Transfers															
	Demotions															
	TOTAL:	**3**	**1**	**33.33%**												

PWD=Persons with Disabilities

		Count of All	Female		Total Minorities		Black		Asian		Native Amer.		Hispanic		PWD	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
DES	New Hires	48	26	54.17%	14	29.17%	7	14.58%	2	4.17%	2	4.17%	3	6.25%	1	2.08%
	Promotions	12	7	58.33%	5	41.67%	1	8.33%	3	25%			1	8.33%		
	Transfers	1	1	100%												
	Demotions															
	TOTAL:	**61**	**34**	**55.74%**	**19**	**31.15%**	**8**	**13.11%**	**5**	**8.2%**	**2**	**3.28%**	**4**	**6.56%**	**1**	**1.64%**
DJA	New Hires	11	7	63.64%	1	9.09%	1	9.09%								
	Promotions															
	Transfers															
	Demotions															
	TOTAL:	**11**	**7**	**63.64%**	**1**	**9.09%**	**1**	**9.09%**								
DNRP	New Hires	43	23	53.49%	7	16.28%			5	11.63%			2	4.65%	2	4.65%
	Promotions	45	15	33.33%	10	22.22%	4	8.89%	3	6.67%			3	6.67%		
	Transfers	31	8	25.81%	7	22.58%	4	12.9%	3	9.68%						
	Demotions	5	2	40%	2	40%			2	40%						
	TOTAL:	**124**	**48**	**38.71%**	**26**	**20.97%**	**8**	**6.45%**	**13**	**10.48%**			**5**	**4.03%**	**2**	**1.61%**
DPH	New Hires	86	69	80.23%	30	34.88%	13	15.12%	9	10.47%	1	1.16%	7	8.14%	2	2.33%
	Promotions															
	Transfers															
	Demotions															
	TOTAL:	**86**	**69**	**80.23%**	**30**	**34.88%**	**13**	**15.12%**	**9**	**10.47%**	**1**	**1.16%**	**7**	**8.14%**	**2**	**2.33%**
KCSO	New Hires	55	19	34.55%	5	9.09%	2	3.64%	1	1.82%			2	3.64%		
	Promotions															
	Transfers															
	Demotions															
	TOTAL:	**55**	**19**	**34.55%**	**5**	**9.09%**	**2**	**3.64%**	**1**	**1.82%**			**2**	**3.64%**		

PWD=Persons with Disabilities

		Count of All	Female		Total Minorities		Black		Asian		Native Amer.		Hispanic		PWD	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
DOT	New Hires	254	58	22.83%	79	31.1%	39	15.35%	28	11.02%	2	0.79%	10	3.94%		
	Promotions	64	17	25.56%	16	25%	10	15.63%	3	4.69%			3	4.69%		
	Transfers	4	1	25%											1	25%
	Demotions	12	2	16.67%	4	33.33%	3	25%	1	8.33%						
	TOTAL:	**334**	**78**	**23.35%**	**99**	**29.64%**	**52**	**15.57%**	**32**	**9.58%**	**2**	**0.6%**	**13**	**3.89%**	**1**	**0.3%**
Total Exec																
	New Hires	530	222	41.89%	145	27.36%	67	12.64%	49	9.25%	5	0.94%	24	4.53%	6	1.13%
	Promotions	125	40	32%	32	25.6%	15	12%	10	8%			7	5.6%		
	Transfers	37	10	27.03%	7	18.92%	4	10.81%	3	8.11%					1	2.7%
	Demotions	17	4	23.53%	6	35.29%	3	17.65%	3	17.65%						
	TOTAL:	**709**	**276**	**38.93%**	**190**	**26.8%**	**89**	**12.55%**	**65**	**9.17%**	**5**	**0.71%**	**31**	**4.37%**	**7**	**0.09%**

PWD=Persons with Disabilities

Attachment 2: 2003 Year End AA Reports - Continued

2003 Summary of Employee Changes by Job Category and Protected Group

Summary of Changes Page Numbers

Profiles by race/ethnicity, gender, and disability status
Executive Branch 62

Profiles by race/ethnicity and gender
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Department of Development & Environmental Services 72
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Department of Judicial Administration 76
Department of Natural Resources & Parks 78
Department of Public Health 80
Sheriff's Office 82
Department of Transportation 84

Persons with Disabilities Employee Changes by Department 86

King County Executive Branch

January 1 to December 31, 2003 Summary of Employee Changes by Job Category and Protected Group

Executive Branch

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.		PWD	
				#	%	#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	New Hires	6			1	17%	1	17%								
		Promotions	1														
		Transfers															
		Demotions															
		TOTAL:	**7**			**1**	**14%**	**1**	**14%**								
20	**Professionals**	New Hires	134	78	58%	27	20%	13	10%	3	2%	11	8%			2	1.49%
		Promotions	55	26	47%	12	22%	4	7%	2	4%	6	11%				
		Transfers	5	3	60%												
		Demotions	2		1	1	50%					1	50%				
		TOTAL:	**196**	**107**	**55%**	**40**	**20%**	**17**	**9%**	**5**	**3%**	**18**	**9%**			**2**	**1.02%**
30	**Technicians**	New Hires	42	28	67%	9	21%	3	7%	2	5%	4	10%			2	4.76%
		Promotions	17	2	12%	5	29%	3	18%			2	12%				
		Transfers	2	1	100%												
		Demotions	3	1	33%	1	33%					1	33%				
		TOTAL:	**64**	**33**	**52%**	**15**	**23%**	**6**	**9%**	**2**	**3%**	**7**	**11%**			**2**	**3.13%**
40	**Administrative Support**	New Hires	69	61	88%	26	38%	11	16%	1	1%	12	17%	2	3%	2	2.9%
		Promotions	8	5	63%	5	63%	4	50%	1	13%						
		Transfers	4	2	50%	1	25%					1	25%				
		Demotions	3	1	33%	3	100%	2	67%			1	33%			1	25%
		TOTAL:	**84**	**69**	**82%**	**35**	**42%**	**17**	**20%**	**2**	**2%**	**14**	**17%**	**2**	**2%**	**3**	**3.57%**
50	**Skilled Craft**	New Hires	22	1	5%	2	9%	1	5%			1	5%				
		Promotions	27	1	4%	5	19%	2	7%	2	7%	1	4%				
		Transfers	23	3	13%	4	17%	2	9%			2	9%				
		Demotions	3														
		TOTAL:	**75**	**5**	**7%**	**11**	**15%**	**5**	**7%**	**2**	**3%**	**4**	**5%**				

PWD=Persons with Disabilities

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.		PWD	
				#	%	#	%	#	%	#	%	#	%	#	%	#	%
60	**Transit Operators**	New Hires	186	34	18%	56	30%	30	16%	9	5%	16	9%	1	1%		
		Promotions	2	1	50%												
		Transfers															
		Demotions	4	2	50%												
		TOTAL:	**192**	**37**	**19%**	**56**	**29%**	**30**	**16%**	**9**	**5%**	**16**	**8%**	**1**	**1%**		
70	**Service/Maintenance**	New Hires	21	5	24%	13	62%	6	29%	1	5%	4	19%	2	10%		
		Promotions	12	4	33%	4	33%	2	17%	2	17%						
		Transfers	3			2	67%	2	67%								
		Demotions	2			1	50%	1	50%								
		TOTAL:	**38**	**9**	**24%**	**20**	**53%**	**11**	**29%**	**3**	**8%**	**4**	**11%**	**2**	**5%**		
80	**Protective Services**	New Hires	36	2	6%	3	8%	1	3%	1	3%	1	3%				
		Promotions	3	1	33%	1	33%					1	33%				
		Transfers															
		Demotions															
		TOTAL:	**39**	**3**	**8%**	**4**	**10%**	**1**	**3%**	**1**	**3%**	**2**	**5%**				
90	**Para-Professional**	New Hires	14	13	93%	8	57%	1	7%	7	50%						
		Promotions															
		Transfers															
		Demotions															
		TOTAL:	**14**	**13**	**93%**	**8**	**57%**	**1**	**7%**	**7**	**50%**						
		Total New Hires:	530	222	42%	145	27%	67	13%	24	5%	49	9%	5	1%	6	1.13%
		Total Promotions:	125	40	32%	32	26%	15	12%	7	6%	10	8%	0	0	0	0
		Total Transfers:	37	10	27%	7	19%	4	11%	0	0	3	8%	0	0	1	2.7%
		Total Demotions:	17	4	24%	6	35%	3	18%	0	0	3	18%	0	0	0	0

PWD=Persons with Disabilities

King County Executive Branch

January 1 to December 31, 2003 Summary of Employee Changes by Job Category and Protected Group

Executive's Office

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	New Hires	1												
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	1												
20	**Professionals**	New Hires	2			1	50%	1	50%						
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**2**			**1**	**50%**	**1**	**50%**						
30	**Technicians**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
40	**Administrative Support**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
50	**Skilled Craft**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
60	**Transit Operators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
70	**Service/Maintenance**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
80	**Protective Services**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
90	**Para-Professional**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
		Total New Hires:	3	0	0	1	33%	1	33%	0	0	0	0	0	0
		Total Promotions:	0	0	0	0	0	0	0	0	0	0	0	0	0
		Total Transfers:	0	0	0	0	0	0	0	0	0	0	0	0	0
		Total Demotions:	0	0	0	0	0	0	0	0	0	0	0	0	0

King County Executive Branch

January 1 to December 31, 2003 Summary of Employee Changes by Job Category and Protected Group

Department of Adult & Juvenile Detention

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	New Hires	1			1	100%	1	100%						
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**1**			**1**	**100%**	**1**	**100%**						
20	**Professionals**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
30	**Technicians**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
40	**Administrative Support**	New Hires	1	1	100%										
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**1**	**1**	**100%**										
50	**Skilled Craft**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
60	**Transit Operators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
70	**Service/Maintenance**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
80	**Protective Services**	New Hires													
		Promotions	3	1	33%	1	33%					1	33%		
		Transfers													
		Demotions													
		TOTAL:	**3**	**1**	**33%**	**1**	**33%**					**1**	**33%**		
90	**Para-Professional**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
		Total New Hires:	2	1	50%	1	50%	1	50%	0	0	0	0	0	0
		Total Promotions:	3	1	33%	1	33%	0	0	0	0	1	33%	0	0
		Total Transfers:	0	0	0	0	0	0	0	0	0	0	0	0	0
		Total Demotions:	0	0	0	0	0	0	0	0	0	0	0	0	0

King County Executive Branch

January 1 to December 31, 2003 Summary of Employee Changes by Job Category and Protected Group

Assessor's Office

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
20	**Professionals**	New Hires	1												
		Promotions	1												
		Transfers													
		Demotions													
		TOTAL:	**2**												
30	**Technicians**	New Hires	15	9	60%	4	27%	1	7%			3	20%		
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**15**	**9**	**60%**	**4**	**27%**	**1**	**7%**			**3**	**20%**		
40	**Administrative Support**	New Hires	1	1	100%	1	100%	1	100%						
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**1**	**1**	**100%**	**1**	**100%**	**1**	**100%**						
50	**Skilled Craft**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
60	**Transit Operators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
70	**Service/Maintenance**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
80	**Protective Services**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
90	**Para-Professional**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
		Total New Hires:	17	10	59%	5	29%	2	12%	0	0	3	18%	0	0
		Total Promotions:	1	0	0	0	0	0	0	0	0	0	0	0	0
		Total Transfers:	0	0	0	0	0	0	0	0	0	0	0	0	0
		Total Demotions:	0	0	0	0	0	0	0	0	0	0	0	0	0

King County Executive Branch

January 1 to December 31, 2003 Summary of Employee Changes by Job Category and Protected Group

Department of Community & Health Services

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
20	**Professionals**	New Hires	8	8	100%	2	25%	1	13%			1	13%		
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**8**	**8**	**100%**	**2**	**25%**	**1**	**13%**			**1**	**13%**		
30	**Technicians**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
40	**Administrative Support**	New Hires													
		Promotions													
		Transfers	1												
		Demotions													
		TOTAL:	**1**												
50	**Skilled Craft**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
60	**Transit Operators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
70	**Service/Maintenance**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
80	**Protective Services**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
90	**Para-Professional**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
		Total New Hires:	8	8	100%	2	25%	1	13%	0	0	1	13%	0	0
		Total Promotions:	0	0	0	0	0	0	0	0	0	0	0	0	0
		Total Transfers:	1	0	0	0	0	0	0	0	0	0	0	0	0
		Total Demotions:	0	0	0	0	0	0	0	0	0	0	0	0	0

King County Executive Branch

January 1 to December 31, 2003 Summary of Employee Changes by Job Category and Protected Group

Department of Development & Environmental Services

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
20	**Professionals**	New Hires	1												
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**1**												
30	**Technicians**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
40	**Administrative Support**	New Hires	1	1	100%										
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**1**	**1**	**100%**										
50	**Skilled Craft**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
60	**Transit Operators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
70	**Service/Maintenance**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
80	**Protective Services**	New Hires	1												
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	1												
90	**Para-Professional**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
		Total New Hires:	3	1	33%	0	0	0	0	0	0	0	0	0	0
		Total Promotions:	0	0	0	0	0	0	0	0	0	0	0	0	0
		Total Transfers:	0	0	0	0	0	0	0	0	0	0	0	0	0
		Total Demotions:	0	0	0	0	0	0	0	0	0	0	0	0	0

King County Executive Branch

January 1 to December 31, 2003 Summary of Employee Changes by Job Category and Protected Group

Department of Executive Services

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	New Hires	2												
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**2**												
20	**Professionals**	New Hires	26	11	42%	5	19%	4	15%	1	4%				
		Promotions	10	7	70%	5	50%	1	10%	1	10%	3	30%		
		Transfers													
		Demotions													
		TOTAL:	**36**	**18**	**50%**	**10**	**28%**	**5**	**14%**	**2**	**6%**	**3**	**8%**		
30	**Technicians**	New Hires	2	1	50%	1	50%			1	50%				
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**2**	**1**	**50%**	**1**	**50%**			**1**	**50%**				
40	**Administrative Support**	New Hires	13	12	92%	5	38%	2	15%			2	15%	1	8%
		Promotions	2												
		Transfers	1	1	100%										
		Demotions													
		TOTAL:	**16**	**13**	**81%**	**5**	**31%**	**2**	**13%**			**2**	**13%**	**1**	**6%**
50	**Skilled Craft**	New Hires	1												
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**1**												

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
60	**Transit Operators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
70	**Service/Maintenance**	New Hires	3	2	67%	3	100%	1	33%	1	33%			1	33%
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**3**	**2**	**67%**	**3**	**100%**	**1**	**33%**	**1**	**33%**			**1**	**33%**
80	**Protective Services**	New Hires	1												
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**1**												
90	**Para-Professional**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
	Total New Hires:		48	26	54%	14	29%	7	15%	3	6%	2	4%	2	4%
	Total Promotions:		12	7	58%	5	42%	1	8%	1	8%	3	25%	0	0
	Total Transfers:		1	1	100%	0	0	0	0	0	0	0	0	0	0
	Total Demotions:		0	0	0	0	0	0	0	0	0	0	0	0	0

King County Executive Branch

January 1 to December 31, 2003 Summary of Employee Changes by Job Category and Protected Group

Department of Judicial Administration

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
20	**Professionals**	New Hires	6	3	50%	1	17%	1	17%						
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**6**	**3**	**50%**	**1**	**17%**	**1**	**17%**						
30	**Technicians**	New Hires	1												
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**1**												
40	**Administrative Support**	New Hires	4	4	100%										
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**4**	**4**	**100%**										
50	**Skilled Craft**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
60	**Transit Operators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
70	**Service/Maintenance**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
80	**Protective Services**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
90	**Para-Professional**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
		Total New Hires:	11	7	64%	1	9%	1	9%	0	0	0	0	0	0
		Total Promotions:	0	0	0	0	0	0	0	0	0	0	0	0	0
		Total Transfers:	0	0	0	0	0	0	0	0	0	0	0	0	0
		Total Demotions:	0	0	0	0	0	0	0	0	0	0	0	0	0

King County Executive Branch

January 1 to December 31, 2003 Summary of Employee Changes by Job Category and Protected Group

Department of Natural Resources & Parks

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	New Hires	1												
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**1**												
20	**Professionals**	New Hires	23	12	52%	4	17%			1	4%	3	13%		
		Promotions	18	7	39%	3	17%			1	6%	2	11%		
		Transfers	3	2	67%										
		Demotions	2			1	50%					1	50%		
		TOTAL:	**46**	**21**	**46%**	**8**	**17%**			**2**	**4%**	**6**	**13%**		
30	**Technicians**	New Hires	3	3	100%										
		Promotions	1	1	100%										
		Transfers	2	2	100%										
		Demotions	1	1	100%										
		TOTAL:	**7**	**7**	**100%**										
40	**Administrative Support**	New Hires	9	8	89%	3	33%			1	11%	2	22%		
		Promotions	5	5	100%	4	80%	3	60%	1	20%				
		Transfers	1	1	100%	1	100%					1	100%		
		Demotions	1	1	100%	1	100%					1	100%		
		TOTAL:	**16**	**15**	**94%**	**9**	**56%**	**3**	**19%**	**2**	**13%**	**4**	**25%**		
50	**Skilled Craft**	New Hires	7												
		Promotions	19	1	5%	3	16%	1	5%	1	5%	1	5%		
		Transfers	22	3	14%	4	18%	2	9%			2	9%		
		Demotions	1												
		TOTAL:	**49**	**4**	**8%**	**7**	**14%**	**3**	**6%**	**1**	**2%**	**3**	**6%**		

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
60	**Transit Operators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
70	**Service/Maintenance**	New Hires		1	50%										
		Promotions	2			2	67%	2	67%						
		Transfers	3												
		Demotions													
		TOTAL:	5	1	20%	2	40%	2	40%						
80	**Protective Services**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
90	**Para-Professional**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
	Total New Hires:		43	23	52%	7	16%	0	0	2	5%	5	12%	0	0
	Total Promotions:		45	15	33%	10	22%	4	9%	3	7%	3	7%	0	0
	Total Transfers:		31	8	26%	7	23%	4	13%	0	0	2	10%	0	0
	Total Demotions:		5	2	40%	2	40%	0	0	0	0	2	40%	0	0

King County Executive Branch

January 1 to December 31, 2003 Summary of Employee Changes by Job Category and Protected Group

Department of Public Health

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
20	**Professionals**	New Hires	42	35	83%	8	19%	5	12%			3	7%		
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**42**	**35**	**83%**	**8**	**19%**	**5**	**12%**			**3**	**7%**		
30	**Technicians**	New Hires	6	5	83%	2	33%	1	17%			1	17%		
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**6**	**5**	**83%**	**2**	**33%**	**1**	**17%**			**1**	**17%**		
40	**Administrative Support**	New Hires	22	16	73%	12	55%	6	27%			5	23%	1	5%
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**22**	**16**	**73%**	**12**	**55%**	**6**	**27%**			**5**	**23%**	**1**	**5%**
50	**Skilled Craft**	New Hires	2												
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**2**												

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
60	**Transit Operators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
70	**Service/Maintenance**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
80	**Protective Services**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
90	**Para-Professional**	New Hires	14	13	93%	8	57%	1	7%	7	50%				
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**14**	**13**	**93%**	**8**	**57%**	**1**	**7%**	**7**	**50%**				
		Total New Hires:	86	69	80%	30	35%	13	15%	7	8%	9	10%	1	1%
		Total Promotions:	0	0	0	0	0	0	0	0	0	0	0	0	0
		Total Transfers:	0	0	0	0	0	0	0	0	0	0	0	0	0
		Total Demotions:	0	0	0	0	0	0	0	0	0	0	0	0	0

King County Executive Branch

January 1 to December 31, 2003 Summary of Employee Changes by Job Category and Protected Group

Sheriff's Office

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
20	**Professionals**	New Hires	3	3	100%										
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**3**	**3**	**100%**										
30	**Technicians**	New Hires	14	10	71%	2	14%	1	7%	1	7%				
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**14**	**10**	**71%**	**2**	**14%**	**1**	**7%**	**1**	**7%**				
40	**Administrative Support**	New Hires	4	4	100%										
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**4**	**4**	**100%**										
50	**Skilled Craft**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
60	**Transit Operators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
70	**Service/Maintenance**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
80	**Protective Services**	New Hires	34	2	6%	3	9%	1	3%	1	3%	1	3%		
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**34**	**2**	**6%**	**3**	**9%**	**1**	**3%**	**1**	**3%**	**1**	**3%**		
90	**Para-Professional**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
		Total New Hires:	55	19	35%	5	9%	2	4%	2	4%	1	2%	0	0
		Total Promotions:	0	0	0	0	0	0	0	0	0	0	0	0	0
		Total Transfers:	0	0	0	0	0	0	0	0	0	0	0	0	0
		Total Demotions:	0	0	0	0	0	0	0	0	0	0	0	0	0

King County Executive Branch

January 1 to December 31, 2003 Summary of Employee Changes by Job Category and Protected Group

Department of Transportation

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	New Hires	1												
		Promotions	1												
		Transfers													
		Demotions													
		TOTAL:	**2**												
20	**Professionals**	New Hires	22	6	27%	6	27%	1	5%	1	5%	4	18%		
		Promotions	26	12	46%	4	15%	3	12%			1	4%		
		Transfers	2	1	50%										
		Demotions													
		TOTAL:	**50**	**19**	**38%**	**10**	**20%**	**4**	**8%**	**1**	**2%**	**5**	**10%**		
30	**Technicians**	New Hires	1												
		Promotions	16	1	6%	5	31%	3	19%			2	13%		
		Transfers													
		Demotions	2			1	50%					1	50%		
		TOTAL:	**19**	**1**	**5%**	**6**	**32%**	**3**	**16%**			**3**	**16%**		
40	**Administrative Support**	New Hires	14	14	100%	5	36%	2	14%			3	21%		
		Promotions	1			1	100%	1	100%						
		Transfers	1												
		Demotions	2			2	100%	2	100%						
		TOTAL:	**18**	**14**	**78%**	**8**	**44%**	**5**	**28%**			**3**	**17%**		
50	**Skilled Craft**	New Hires	12	1	8%	2	17%	1	8%			1	8%		
		Promotions	8			2	25%	1	13%	1	13%				
		Transfers	1												
		Demotions	2												
		TOTAL:	**23**	**1**	**4%**	**4**	**17%**	**2**	**9%**	**1**	**4%**	**1**	**4%**		

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
60	**Transit Operators**	New Hires	186	34	18%	56	30%	30	16%	9	5%	16	9%	1	1%
		Promotions	2	1	50%										
		Transfers													
		Demotions	4	2	50%										
		TOTAL:	**192**	**37**	**19%**	**56**	**29%**	**30**	**16%**	**9**	**5%**	**16**	**8%**	**1**	**1%**
70	**Service/Maintenance**	New Hires	18	3	17%	10	56%	5	28%			4	22%	1	6%
		Promotions	10	3	30%	4	40%	2	20%	2	20%				
		Transfers													
		Demotions	2			1	50%	1	50%						
		TOTAL:	**30**	**6**	**20%**	**15**	**50%**	**8**	**27%**	**2**	**7%**	**4**	**13%**	**1**	**3%**
80	**Protective Services**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
90	**Para-Professional**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
		Total New Hires:	254	58	23%	79	31%	39	15%	10	4%	28	11%	2	1%
		Total Promotions:	64	17	27%	16	25%	10	16%	3	5%	3	5%	0	0
		Total Transfers:	4	1	25%	0	0	0	0	0	0	0	0	0	0
		Total Demotions:	12	2	17%	4	33%	3	25%	0	0	1	8%	0	0

King County Executive Branch
January 1 to December 31, 2003
Persons with Disabilities Employee Changes by Department

	DEPARTMENTS		EXEC BRANCH			EXEC OFFICE			DAJD			DA			DCHS			DDES		
			All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %
10	Officials/ Administrators	New Hires	6						1											
		Promotions	1																	
		Transfers																		
		Demotions																		
		TOTAL:	7						1											
20	**Professionals**	New Hires	134	2	1.49%							1			8			1		
		Promotions	55									1								
		Transfers	5																	
		Demotions	2																	
		TOTAL:	196	2	1.02%							2			8			1		
30	**Technicians**	New Hires	42	2	4.76%							15	1	6.67%						
		Promotions	17																	
		Transfers	2																	
		Demotions	3																	
		TOTAL:	64	2	3.13%							15	1	6.67%						
40	**Admin Support**	New Hires	69	2	2.90%				1			1						1		
		Promotions	8																	
		Transfers	4	1	25%										1					
		Demotions	3																	
		TOTAL:	84	3	3.57%				1			1			1			1		
50	**Skilled Craft**	New Hires	22																	
		Promotions	27																	
		Transfers	23																	
		Demotions	3																	
		TOTAL:	75																	

PWD=Persons with Disabilities

	DEPARTMENTS		EXEC BRANCH			EXEC OFFICE			DAJD			DA			DCHS			DDES		
			All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %
60	Transit Operators	New Hires	186																	
		Promotions	2																	
		Transfers																		
		Demotions	4																	
		TOTAL:	192																	
70	Service/ Maintenance	New Hires	21																	
		Promotions	12																	
		Transfers	3																	
		Demotions	2																	
		TOTAL:	38																	
80	Protective Services	New Hires	36															1		
		Promotions	3						3											
		Transfers																		
		Demotions																		
		TOTAL:	39						3									1		
90	Para-Professional	New Hires	14																	
		Promotions																		
		Transfers																		
		Demotions																		
		TOTAL:	14																	
	Total New Hires:		530	6	1.13%	3			2			17	1	5.88%	8			3		
	Total Promotions:		125						3			1								
	Total Transfers:		37	1	2.70%										1					
	Total Demotions:		17																	
	TOTAL PER DEPARTMENT:		709	7	0.99%	3			5			18	1	5.56%	9			3		

PWD=Persons with Disabilities

King County Executive Branch
January 1 to December 31, 2003
Persons with Disabilities Employee Changes by Department, Continued

	DEPARTMENTS		DES			DJA			DNRP			DPH			KCSO			DOT		
			All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %
10	Officials/ Administrators	New Hires	2						1									1		
		Promotions																1		
		Transfers																		
		Demotions																		
		TOTAL:	2						1									2		
20	Professionals	New Hires	26	1	3.85%	6			23			42	1	2.38%	3			22		
		Promotions	10						18									26		
		Transfers							3									2		
		Demotions							2											
		TOTAL:	36	1	2.78%	6			46			42	1	2.38%	3			50		
30	Technicians	New Hires	2			1			3			6	1	16.67%	14			1		
		Promotions							1									16		
		Transfers							2											
		Demotions							1									2		
		TOTAL:	2			1			7			6	1	16.67%	14			19		
40	Admin Support	New Hires	13			4			9	2	22.22%	22			4			14		
		Promotions	2						5									1		
		Transfers	1						1									1	1	100%
		Demotions							1									2		
		TOTAL:	16			4			16	2	12.50%	22			4			18	1	5.56%
50	Skilled Craft	New Hires	1						7			2						12		
		Promotions							19									8		
		Transfers							22									1		
		Demotions							1									2		
		TOTAL:	1						49			2						23		

PWD=Persons with Disabilities

	DEPARTMENTS		DES			DJA			DNRP			DPH			KCSO			DOT		
			All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %
60	Transit Operators	New Hires																186		
		Promotions																2		
		Transfers																		
		Demotions																4		
		TOTAL:																192		
70	Service/ Maintenance	New Hires	3															18		
		Promotions							2									10		
		Transfers							3											
		Demotions																2		
		TOTAL:	3						5									30		
80	Protective Services	New Hires	1												34					
		Promotions																		
		Transfers																		
		Demotions																		
		TOTAL:	1												34					
90	Para-Professional	New Hires										14								
		Promotions																		
		Transfers																		
		Demotions																		
		TOTAL:										14								
	Total New Hires:		48	1	2.08%	11			43	2	4.65%	86	2	2.33%	55			254		
	Total Promotions:		12						45									64		
	Total Transfers:		1						31									4	1	25%
	Total Demotions:								5									12		
	TOTAL PER DEPARTMENT:		61	1	1.64%	11			124	2	1.61%	86	2	2.33%	55			334	1	0.3%

PWD=Persons with Disabilities

Attachment 2: 2003 Year End AA Reports - Continued

2003 Workforce Summary Analysis by Race/Ethnicity and Gender by Department

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King County Executive Branch

January 1 to December 31, 2003 Summary Analysis by Race/Ethnicity and Gender

Executive Branch

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	**90**												
		Employees	42	46.7%	25	27.8%	14	15.6%			10	11.1%	1	1.1%
		Availability												
	Goals	**Underutilized**												
20	**Professionals**	**3,239**												
		Employees	1,669	51.5%	794	24.5%	257	7.9%	104	3.2%	393	12.1%	40	1.2%
		Availability												
	Goals	**Underutilized**												
30	**Technicians**	**837**												
		Employees	354	42.3%	182	21.7%	66	7.9%	20	2.4%	91	10.9%	5	0.6%
		Availability												
	Goals	**Underutilized**												
40	**Administrative Support**	**1,409**												
		Employees	1,113	79%	566	40.2%	205	14.5%	68	4.8%	255	18.1%	38	2.7%
		Availability												
	Goals	**Underutilized**												
50	**Skilled Craft**	**934**												
		Employees	83	8.9%	196	21%	87	9.3%	23	2.5%	68	7.3%	18	1.9%
		Availability												
	Goals	**Underutilized**												
60	**Transit Operators**	**2,745**												
		Employees	605	22%	965	35.2%	632	23%	88	3.2%	212	7.7%	33	1.2%
		Availability												
	Goals	**Underutilized**												

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
70	**Service/Maintenance**	**936**												
		Employees	171	18.3%	358	38.2%	151	16.1%	46	4.9%	137	14.6%	24	2.6%
		Availability												
	Goals	**Underutilized**												
80	**Protective Services**	**1,502**												
		Employees	294	19.6%	452	30.1%	219	14.6%	71	4.7%	139	9.3%	23	1.5%
		Availability												
	Goals	**Underutilized**												
90	**Para-Professional**	**121**												
		Employees	96	79.3%	60	49.6%	14	11.6%	28	23.1%	18	14.9%		
		Availability												
	Goals	**Underutilized**												
Grand Total:	11,813	100%	4,427	37.5%	3,598	30.5%	1,645	13.9%	448	3.8%	1,323	11.2%	182	1.5%

King County Executive Branch

January 1 to December 31, 2003 Summary Analysis by Race/Ethnicity and Gender

Executive's Office

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
10	Officials/Administrators	11												
		Employees	5	45.5%	3	27.3%	1	9.1%			2	18.2%		
		Availability	5	41.8%	2	14.1%	1	4.9%	0	2.8%	1	4.7%	0	1.7%
	Goals	Underutilized												
20	Professionals	62												
		Employees	35	56.5%	19	30.9%	10	16.1%	2	3.2%	7	11.3%		
		Availability	32	51.5%	6	9.4%	2	3.8%	1	2%	2	2.8%	1	0.8%
	Goals	Underutilized											1	Yes
30	Technicians	0												
		Employees												
		Availability	0	46.4%	0	13.1%	0	3.6%	0	2.3%	0	5.8%	0	1.3%
	Goals	Underutilized												
40	Administrative Support	18												
		Employees	17	94.4%	6	33.3%	1	5.6%	1	5.6%	4	22.2%		
		Availability	18	98.6%	1	8.3%	0	2.4%	0	1.4%	1	2.9%	0	1.6%
	Goals	Underutilized	1	Yes										
50	Skilled Craft	0												
		Employees												
		Availability												
	Goals	Underutilized												
60	Transit Operators	0												
		Employees												
		Availability												
	Goals	Underutilized												

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
70	**Service/Maintenance**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												
80	**Protective Services**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												
90	**Para-Professional**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												
Grand Total:	91	100%	57	62.6%	28	30.8%	12	13.2%	3	3.3%	13	14.3%		

King County Executive Branch

January 1 to December 31, 2003 Summary Analysis by Race/Ethnicity and Gender

Department of Adult & Juvenile Detention

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	**6**												
		Employees	3	50%	4	66.7%	4	66.7%						
		Availability	2	25.8%	1	18.7%	0	3.2%	0	6%	0	7.9%	0	1.6%
	Goals	**Underutilized**												
20	**Professionals**	**82**												
		Employees	38	46.3%	27	32.9%	12	14.6%	4	4.9%	9	11%	2	2.4%
		Availability	29	35.7%	12	15%	6	7.2%	2	1.9%	3	3.5%	1	1.2%
	Goals	**Underutilized**												
30	**Technicians**	**4**												
		Employees			1	25%					1	25%		
		Availability	2	37.9%	0	10%	0	3.2%	0	2.3%	0	3.9%	0	0.7%
	Goals	**Underutilized**	**2**	**Yes**										
40	**Administrative Support**	**39**												
		Employees	34	87.2%	15	38.5%	6	15.4%	1	2.6%	7	17.9%	1	2.6%
		Availability	37	94.7%	4	9.3%	1	3.1%	1	1.6%	1	3.1%	1	1.4%
	Goals	**Underutilized**	**3**	**Yes**										
50	**Skilled Craft**	**1**												
		Employees	1	100%										
		Availability												
	Goals	**Underutilized**												
60	**Transit Operators**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
70	**Service/Maintenance**	**37**												
		Employees	9	24.3%	19	51.4%	8	21.6%	1	2.7%	10	27%		
		Availability	18	48.9%	8	22.2%	2	5.1%	2	4.4%	4	11%	1	1.7%
	Goals	**Underutilized**	**9**	**Yes**					**1**	**Yes**			**1**	**Yes**
80	**Protective Services**	**686**												
		Employees	165	24.1%	298	43.4%	178	25.9%	40	5.8%	70	10.2%	10	1.5%
		Availability	151	22%	116	16.9%	64	9.3%	19	2.8%	21	3.1%	6	0.8%
	Goals	**Underutilized**												
90	**Para-Professional**	**19**												
		Employees	16	84.2%	8	42.1%	4	21.1%	2	10.5%	2	10.5%		
		Availability	4	22.3%	1	4.9%	0	1.4%	0	0.5%	1	2.7%	0	0.4%
	Goals	**Underutilized**												
Grand Total:	874	100%	266	30.4%	372	42.6%	212	24.3%	48	5.5%	99	11.3%	13	1.5%

King County Executive Branch

January 1 to December 31, 2003 Summary Analysis by Race/Ethnicity and Gender

Assessor's Office

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
10	Officials/Administrators	6												
		Employees	2	33.3%	1	16.7%					1	16.7%		
		Availability	3	57.1%	0	1.3%	0	4.3%	0	2.1%	0	4.2%	0	1.8%
	Goals	Underutilized	1	Yes										
20	Professionals	17												
		Employees	7	41.2%	3	17.6%	1	5.9%	1	5.9%	1	5.9%		
		Availability	10	57.1%	2	9.7%	0	2.5%	1	4.2%	1	4.5%	0	1%
	Goals	Underutilized	3	Yes										
30	Technicians	145												
		Employees	65	44.8%	29	20%	3	2.1%	2	1.4%	23	15.9%	1	0.7%
		Availability	80	55%	16	11.1%	4	2.5%	5	3.4%	7	5%	0	0.2%
	Goals	Underutilized	15	Yes			1	Yes	3	Yes				
40	Administrative Support	56												
		Employees	44	78.6%	26	46.4%	10	17.9%	2	3.6%	12	21.4%	2	3.6%
		Availability	44	77.9%	7	11.8%	2	3.4%	1	2.2%	3	4.9%	1	1.3%
	Goals	Underutilized												
50	Skilled Craft	0												
		Employees												
		Availability												
	Goals	Underutilized												
60	Transit Operators	0												
		Employees												
		Availability												
	Goals	Underutilized												

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
70	**Service/Maintenance**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												
80	**Protective Services**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												
90	**Para-Professional**	**0**												
		Employees												
		Availability	0	61.1%	0	13.4%	0	2.2%	0	1.9%	0	8.5%	0	0.7%
	Goals	**Underutilized**												
Grand Total:	224	100%	118	52.7%	59	26.3%	14	6.3%	5	2.2%	37	16.5%	3	1.3%

King County Executive Branch

January 1 to December 31, 2003 Summary Analysis by Race/Ethnicity and Gender

Department of Community & Human Services

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	**5**												
		Employees	4	80%	3	60%	1	20%			2	40%		
		Availability	3	50.1%	1	10.6%	0	3.9%	0	2%	0	3.1%	0	1.6%
	Goals	**Underutilized**												
20	**Professionals**	**217**												
		Employees	131	60.4%	74	34.1%	24	11.1%	10	4.6%	34	15.7%	6	2.8%
		Availability	119	55%	27	12.7%	12	5.4%	3	1.4%	8	3.7%	3	1.3%
	Goals	**Underutilized**												
30	**Technicians**	**36**												
		Employees	14	38.9%	5	13.9%			1	2.8%	4	11.1%		
		Availability	14	40.2%	4	10.2%	1	2.7%	1	1.9%	1	3.8%	1	1.8%
	Goals	**Underutilized**					**1**	**Yes**					**1**	**Yes**
40	**Administrative Support**	**54**												
		Employees	45	83.3%	28	51.9%	10	18.5%	6	11.1%	10	18.5%	2	3.7%
		Availability	47	86.3%	5	9%	1	2.6%	1	1.7%	2	3.2%	1	1.5%
	Goals	**Underutilized**	**2**	**Yes**										
50	**Skilled Craft**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												
60	**Transit Operators**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
70	**Service/Maintenance**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												
80	**Protective Services**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												
90	**Para-Professional**	**10**												
		Employees	4	40%	6	60%	3	30%			3	30%		
		Availability	8	76.1%	1	12.6%	0	4.8%	0	2.5%	0	3.2%	0	2.1%
	Goals	**Underutilized**	**4**	**Yes**										
Grand Total:	322	100%	198	61.5%	116	36%	38	11.8%	17	5.3%	53	16.5%	8	2.5%

King County Executive Branch

January 1 to December 31, 2003 Summary Analysis by Race/Ethnicity and Gender

Department of Development & Environmental Services

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	**3**												
		Employees												
		Availability	1	46.1%	0	13.9%	0	5.7%	0	5.7%	0	1.9%	0	0.5%
	Goals	**Underutilized**	**1**	**Yes**										
20	**Professionals**	**113**												
		Employees	34	30.1%	25	22.1%	2	1.8%	4	3.5%	17	15%	2	1.8%
		Availability	32	28.2%	9	7.8%	5	4.7%	4	3.4%	2	2.2%	0	0.2%
	Goals	**Underutilized**					**3**	**Yes**						
30	**Technicians**	**54**												
		Employees	17	31.5%	15	27.8%	8	14.8%	2	3.7%	4	7.4%	1	1.9%
		Availability	18	32.5%	5	9.5%	2	3.5%	1	1.5%	2	3.1%	1	1.4%
	Goals	**Underutilized**	**1**	**Yes**										
40	**Administrative Support**	**39**												
		Employees	32	82.1%	13	33.3%	5	12.8%	2	5.1%	6	15.4%		
		Availability	35	90.7%	4	9.5%	1	3.1%	1	1.7%	1	3.3%	1	1.4%
	Goals	**Underutilized**	**3**	**Yes**									**1**	**Yes**
50	**Skilled Craft**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												
60	**Transit Operators**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
70	**Service/Maintenance**	**4**												
		Employees	2	50%										
		Availability												
	Goals	**Underutilized**												
80	**Protective Services**	**11**												
		Employees	2	18.2%	2	18.2%	2	18.2%						
		Availability			0	0.8%	0	0.8%						
	Goals	**Underutilized**												
90	**Para-Professional**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												
Grand Total:	224	100%	87	38.8%	55	24.6%	17	7.6%	8	3.6%	27	12.1%	3	1.3%

King County Executive Branch

January 1 to December 31, 2003 Summary Analysis by Race/Ethnicity and Gender

Department of Executive Services

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	**17**												
		Employees	9	52.9%	3	23.5%	2	11.8%			2	11.8%		
		Availability	7	40.9%	2	9.8%	1	3.1%	0	2.2%	1	3.2%	0	1.2%
	Goals	**Underutilized**												
20	**Professionals**	**406**												
		Employees	201	49.5%	104	25.6%	42	10.3%	18	4.4%	43	10.6%	1	0.2%
		Availability	174	42.9%	42	10.4%	10	2.4%	8	2.1%	19	4.8%	5	1.2%
	Goals	**Underutilized**											**4**	**Yes**
30	**Technicians**	**42**												
		Employees	10	23.8%	10	23.8%	4	9.5%	1	2.4%	4	9.5%	1	2.4%
		Availability	18	43.5%	5	11.5%	1	3.1%	1	2.4%	2	4.8%	0	1.2%
	Goals	**Underutilized**	**8**	**Yes**										
40	**Administrative Support**	**239**												
		Employees	175	73.2%	99	41.4%	35	14.6%	9	3.8%	46	19.2%	9	3.8%
		Availability	204	85.2%	22	9.3%	7	2.8%	4	1.6%	8	3.4%	4	1.5%
	Goals	**Underutilized**	**29**	**Yes**										
50	**Skilled Craft**	**76**												
		Employees	11	14.5%	27	35.5%	16	21.1%			8	10.5%	3	3.9%
		Availability	9	11.7%	8	10.1%	2	2.5%	2	2.4%	3	4%	1	1.2%
	Goals	**Underutilized**							**2**	**Yes**				
60	**Transit Operators**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
70	**Service/Maintenance**	**94**												
		Employees	23	24.5%	58	61.7%	22	23.4%	8	8.5%	25	26.6%	3	3.2%
		Availability	29	31.1%	11	11.3%	4	3.9%	2	2.1%	4	3.8%	1	1.4%
	Goals	**Underutilized**	**6**	**Yes**										
80	**Protective Services**	**93**												
		Employees	19	20.4%	32	34.4%	3	3.2%	3	3.2%	25	26.9%	1	1.1%
		Availability	17	17.8%	18	19.1%	6	6.9%	6	6.8%	3	3.7%	1	1.6%
	Goals	**Underutilized**					**3**	**Yes**	**3**	**Yes**				
90	**Para-Professional**	**0**												
		Employees												
		Availability	0	79%	0	12.4%	0	4.4%	0	2.8%	0	3.8%	0	1.3%
	Goals	**Underutilized**												
Grand Total:	967	100%	448	46.3%	334	34.5%	124	12.8%	39	4%	153	15.8%	18	1.9%

King County Executive Branch

January 1 to December 31, 2003 Summary Analysis by Race/Ethnicity and Gender

Department of Judicial Administration

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	**1**												
		Employees	1	100%	1	100%							1	100%
		Availability												
	Goals	**Underutilized**												
20	**Professionals**	**37**												
		Employees	22	59.5%	10	27%	4	10.8%	1	2.7%	4	10.8%	1	2.7%
		Availability	23	62.2%	4	9.8%	1	3.9%			1	3.7%	0	0.8%
	Goals	**Underutilized**	**1**	**Yes**										
30	**Technicians**	**4**												
		Employees												
		Availability	1	27.6%	1	12.8%	0	2.8%	0	1.6%	0	7.6%	0	0.6%
	Goals	**Underutilized**	**1**	**Yes**	**1**	**Yes**								
40	**Administrative Support**	**169**												
		Employees	122	72.2%	70	41.4%	23	13.6%	6	3.6%	40	23.7%	1	0.6%
		Availability	121	71.9%	23	13.3%	8	4.6%	4	2.5%	8	4.7%	3	1.5%
	Goals	**Underutilized**											**2**	**Yes**
50	**Skilled Craft**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												
60	**Transit Operators**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
70	**Service/Maintenance**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												
80	**Protective Services**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												
90	**Para-Professional**	**0**												
		Employees												
		Availability	0	66%	0	14.2%	0	5.9%	0	2.5%	0	4%	0	1.7%
	Goals	**Underutilized**												
Grand Total:	211	100%	145	68.7%	81	38.4%	27	12.8%	7	3.3%	44	20.9%	3	1.4%

King County Executive Branch

January 1 to December 31, 2003 Summary Analysis by Race/Ethnicity and Gender

Department of Natural Resources & Parks

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	**9**												
		Employees	3	33.3%	3	33.3%	2	22.2%			1	11.1%		
		Availability	3	35.9%	1	11.2%	0	3.4%	0	2%	0	4.7%	0	1%
	Goals	**Underutilized**												
20	**Professionals**	**725**												
		Employees	284	39.2%	138	19%	36	5%	11	1.5%	83	11.4%	8	1.1%
		Availability	299	41.3%	108	14.9%	26	3.6%	13	1.9%	64	8.8%	4	0.6%
	Goals	**Underutilized**	**15**	**Yes**					**2**	**Yes**				
30	**Technicians**	**61**												
		Employees	35	57.4%	12	19.7%	7	11.5%			5	8.2%		
		Availability	16	25.9%	6	9.9%	2	3%	1	1.4%	3	4.6%	1	0.8%
	Goals	**Underutilized**							**1**	**Yes**			**1**	**Yes**
40	**Administrative Support**	**148**												
		Employees	125	84.5%	45	30.4%	15	10.1%	6	4.1%	21	14.2%	3	2%
		Availability	106	71.5%	28	18.8%	13	8.5%	5	3.4%	6	4.1%	4	2.9%
	Goals	**Underutilized**											**1**	**Yes**
50	**Skilled Craft**	**249**												
		Employees	30	12%	51	20.5%	23	9.2%	11	4.4%	11	4.4%	6	2.4%
		Availability	38	15.3%	38	15.3%	11	4.5%	10	4.2%	11	4.4%	5	2.2%
	Goals	**Underutilized**	**8**	**Yes**										
60	**Transit Operators**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
70	**Service/Maintenance**	**262**												
		Employees	51	19.5%	72	27.5%	34	13%	11	4.2%	18	6.9%	9	3.4%
		Availability	40	15.1%	54	20.6%	24	9.2%	11	4.2%	10	3.9%	8	3.2%
	Goals	**Underutilized**												
80	**Protective Services**	**5**												
		Employees	3	60%	2	40%	1	20%			1	20%		
		Availability												
	Goals	**Underutilized**												
90	**Para-Professional**	**0**												
		Employees												
		Availability	0	72%	0	14.2%	0	10%	0	0.6%	0	0.9%	0	2.7%
	Goals	**Underutilized**												
Grand Total:	1,459	100%	531	36.4%	323	22.1%	118	8.1%	39	2.7%	140	9.6%	26	1.8%

King County Executive Branch

January 1 to December 31, 2003 Summary Analysis by Race/Ethnicity and Gender

Department of Public Health

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	**10**												
		Employees	6	60%	1	10%	1	10%						
		Availability	4	39.7%	1	13.5%	0	4.4%	0	2.4%	0	4.6%	0	2%
	Goals	**Underutilized**												
20	**Professionals**	**787**												
		Employees	616	78.3%	201	25.5%	57	7.2%	43	5.5%	90	11.4%	11	1.4%
		Availability	528	67.1%	83	10.5%	22	2.8%	33	4.2%	36	4.5%	7	0.9%
	Goals	**Underutilized**												
30	**Technicians**	**166**												
		Employees	69	41.6%	47	28.3%	14	8.4%	6	3.6%	26	15.7%	1	0.6%
		Availability	80	48.1%	23	14%	7	4.3%	4	2.2%	11	6.5%	2	1.1%
	Goals	**Underutilized**	**11**	**Yes**									**1**	**Yes**
40	**Administrative Support**	**298**												
		Employees	259	86.9%	144	48.3%	48	16.1%	24	8.1%	63	21.1%	9	3%
		Availability	192	64.6%	39	13.1%	12	4%	8	2.6%	15	5%	5	1.5%
	Goals	**Underutilized**												
50	**Skilled Craft**	**16**												
		Employees	2	12.5%	1	6.3%	1	6.3%						
		Availability	13	83.6%	2	15.3%	1	5.1%	0	2.8%	1	5.4%	0	1.9%
	Goals	**Underutilized**	**11**	**Yes**	**1**	**Yes**					**1**	**Yes**		
60	**Transit Operators**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
70	**Service/Maintenance**	**5**												
		Employees			2	40%	2	40%						
		Availability	2	35.9%	1	21.5%	0	5.7%	0	4.2%	0	6.9%	0	4.5%
	Goals	**Underutilized**	**2**	**Yes**										
80	**Protective Services**	**3**												
		Employees												
		Availability	1	22.7%	1	17.5%	0	9.9%	0	2.9%	0	3.1%	0	0.8%
	Goals	**Underutilized**	**1**	**Yes**	**1**	**Yes**								
90	**Para-Professional**	**80**												
		Employees	67	83.8%	38	47.5%	6	7.5%	24	30%	8	10%		
		Availability	55	69.3%	13	16%	6	6.9%	2	3%	3	4.2%	2	1.9%
	Goals	**Underutilized**											**2**	**Yes**
Grand Total:	1,365	100%	1,019	74.7%	434	31.8%	129	9.5%	97	7.1%	187	13.7%	21	1.5%

King County Executive Branch

January 1 to December 31, 2003 Summary Analysis by Race/Ethnicity and Gender

Sheriff's Office

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	**11**												
		Employees	6	54.5%	2	18.2%	1	9.1%			1	9.1%		
		Availability	3	31.5%	2	18%	0	3.9%	1	6.3%	1	5.7%	0	2.1%
	Goals	**Underutilized**							**1**	**Yes**				
20	**Professionals**	**46**												
		Employees	20	43.5%	4	8.7%	1	2.2%			3	6.5%		
		Availability	15	32.8%	5	10.4%	2	5.1%	1	1.2%	2	3.7%	0	0.5%
	Goals	**Underutilized**			**1**	**Yes**	**1**	**Yes**	**1**	**Yes**				
30	**Technicians**	**161**												
		Employees	111	68.9%	30	18.6%	11	6.8%	4	2.5%	15	9.3%		
		Availability	97	60%	21	13.3%	8	5.2%	3	2%	10	5.9%	0	0.1%
	Goals	**Underutilized**												
40	**Administrative Support**	**114**												
		Employees	95	83.3%	36	31.6%	10	8.8%	8	7%	15	13.2%	3	2.6%
		Availability	92	80.9%	26	23.1%	10	8.9%	4	3.2%	10	8.9%	2	2.1%
	Goals	**Underutilized**												
50	**Skilled Craft**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												
60	**Transit Operators**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
70	**Service/Maintenance**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												
80	**Protective Services**	**701**												
		Employees	105	15%	118	16.8%	35	5%	28	4%	43	6.1%	12	1.7%
		Availability	95	13.5%	95	13.5%	37	5.3%	17	2.5%	31	4.4%	10	1.4%
	Goals	**Underutilized**					**2**	**Yes**						
90	**Para-Professional**	**7**												
		Employees	4	57.1%	4	57.1%			2	28.6%	2	28.6%		
		Availability	4	60.6%	1	17.4%	1	7.4%	0	3.2%	0	4.8%	0	1.8%
	Goals	**Underutilized**					**1**	**Yes**						
Grand Total:	1,040	100%	341	32.8%	194	18.7%	58	5.6%	42	4%	79	7.6%	15	1.4%

King County Executive Branch

January 1 to December 31, 2003 Summary Analysis by Race/Ethnicity and Gender

Department of Transportation

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	**11**												
		Employees	3	27.3%	3	27.3%	2	18.2%			1	9.1%		
		Availability	4	33.8%	1	6.9%	0	2.1%	0	1.7%	0	2.5%	0	0.7%
	Goals	**Underutilized**	**1**	**Yes**										
20	**Professionals**	**747**												
		Employees	281	37.6%	189	25.3%	68	9.1%	10	1.3%	102	13.7%	9	1.2%
		Availability	218	29.2%	84	11.2%	29	3.9%			36	4.8%	7	1%
	Goals	**Underutilized**												
30	**Technicians**	**164**												
		Employees	33	20.1%	33	20.1%	19	11.6%	4	2.4%	9	5.5%	1	0.6%
		Availability	53	32.5%	14	8.5%	5	3.2%	4	2.4%	4	2.5%	1	0.4%
	Goals	**Underutilized**	**20**	**Yes**										
40	**Administrative Support**	**235**												
		Employees	165	70.2%	84	35.7%	42	7.9%	3	1.3%	31	13.2%	8	3.4%
		Availability	165	70.3%	25	10.6%	7	3.1%	5	2.2%	9	3.8%	3	1.4%
	Goals	**Underutilized**							**2**	**Yes**				
50	**Skilled Craft**	**592**												
		Employees	39	6.6%	117	19.8%	47	17.9%	12	2%	49	8.3%	9	1.5%
		Availability	50	8.5%	60	10.1%	15	2.5%	11	1.9%	20	3.4%	14	2.3%
	Goals	**Underutilized**	**11**	**Yes**									**5**	**Yes**
60	**Transit Operators**	**2,745**												
		Employees	605	22%	965	32.5%	632	23%	88	3.2%	212	7.7%	33	1.2%
		Availability	758	27.6%	326	11.9%	215	7.8%	27	1%	55	2%	26	0.9%
	Goals	**Underutilized**	**153**	**Yes**										

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
70	**Service/Maintenance**	**534**												
		Employees	86	16.1%	207	38.8%	85	15.9%	26	4.9%	84	15.7%	12	2.2%
		Availability	114	21.3%	68	12.7%	18	3.4%	17	3.2%	18	3.4%	14	2.7%
	Goals	**Underutilized**	**28**	**Yes**									**2**	**Yes**
80	**Protective Services**	**3**												
		Employees												
		Availability	1	25.3%	0	13.6%	0	5.3%	0	2.7%	0	3.7%	0	1.8%
	Goals	**Underutilized**	**1**	**Yes**										
90	**Para-Professional**	**5**												
		Employees	5	100%	4	80%	1	20%			3	60%		
		Availability	2	44.4%	0	9.9%	0	2.5%	0	1.9%	0	4.5%	0	1%
	Goals	**Underutilized**												
Grand Total:	5,036	100%	1,217	24.2%	1,602	31.8%	896	17.8%	143	2.8%	491	9.7%	72	1.4%

King County Executive Branch

2003 Summary Analysis for Persons with Disabilities by Department

		Total	Exec		Exec Office		DAJD		DA		DHCS		DDES	
			#	%	#	%	#	%	#	%	#	%	#	%
10	Officials/Administrators		90		11	All	6	All	6	All	5	All	3	All
		Employees	4	4.44%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
		Availability			1	6.14%	0	6.09%	0	6.08%	0	6.40%	0	6.17%
	Goals	**Underutilized**			**1**	**Yes**								
20	Professionals		3239		62	All	82	All	17	All	217	All	113	All
		Employees	98	3.03%	2	3.23%	7	8.54%	0	0.00%	9	4.15%	3	2.65%
		Availability			4	6.83%	6	7.81%	1	6.06%	16	7.28%	9	8.24%
	Goals	**Underutilized**			**2**	**Yes**			**1**	**Yes**	**7**	**Yes**	**6**	**Yes**
30	Technicians		837		0	All	4	All	145	All	36	All	54	All
		Employees	25	2.99%	0		0	0.00%	5	3.45%	1	2.78%	3	5.56%
		Availability			0	6.18%	0	6.82%	23	16.16%	2	6.51%	4	8.06%
	Goals	**Underutilized**							**18**	**Yes**	**1**	**Yes**	**1**	**Yes**
40	Administrative Support		1409		18	All	39	All	56	All	54	All	39	All
		Employees	96	6.81%	2	11.11%	1	2.56%	4	7.14%	6	11.11%	3	7.69%
		Availability			2	9.86%	4	9.95%	5	9.15%	5	9.59%	4	9.88%
	Goals	**Underutilized**					**3**	**Yes**	**1**	**Yes**			**1**	**Yes**
50	Skilled Craft		934		0	All	1	All	0	All	0	All	0	All
		Employees	25	2.68%	0		0	0.00%						
		Availability			0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	Goals	**Underutilized**												
60	Transit Operators		2745		0	All	0	All	0	All	0	All	0	All
		Employees	16	0.58%	0		0		0		0		0	
		Availability			0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	Goals	**Underutilized**												

		Total	Exec		Exec Office		DAJD		DA		DHCS		DDES #	
			#	%	#	%	#	%	#	%	#	%		%
70	**Service/Maintenance**		936			All	37	All	0	All	0	All	4	All
		Employees	54	5.77%	0		1	2.70%	0		0		0	0.00%
		Availability			0	0.00%	5	14.12%	0	0.00%	0	0.00%	0	0.00%
	Goals	**Underutilized**					4	Yes						
80	**Protective Services**		1502		0	All	686	All	0	All	0	All	11	All
		Employees	21	1.40%	0		14	2.04%	0		0		1	9.09%
		Availability			0	0.00%	68	10.0%	0	0.0%	0	0.0%	0	0.0%
	Goals	**Underutilized**					54	Yes						
90	**Para-Professional**		121		0	All	19	All	0	All	10	All	0	All
		Employees	6	4.96%	0		0	0.00%	0		0	0.00%	0	
		Availability			0	0.00%	1	4.18%	0	5.56%	2	17.37%	0	0.00%
	Goals	**Underutilized**					1	Yes			2	Yes		
Grand Total:		All employees	11813		91		874		224		322		224	
		All PWD	345	2.92%	4	4.40%	23	2.63%	9	4.02%	16	4.97%	10	4.46%

King County Executive Branch

2003 Summary Analysis for Persons with Disabilities by Department

Continued

		Total	DES		DJA		DNRP		DPH		KCSO		DOT	
			#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**		17	All	1	All	9	All	10	All	11	All	11	All
		Employees	3	17.65%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	0	0.00%
		Availability	1	6.17%	0	0.00%	1	6.10%	1	5.16%	1	6.17%	1	6.22%
	Goals	**Underutilized**							**1**	**Yes**	**1**	**Yes**	**1**	**Yes**
20	**Professionals**		406	All	37	All	725	All	787	All	46	All	747	All
		Employees	13	3.20%	1	2.70%	12	1.66%	21	2.67%	3	6.5%	27	3.61%
		Availability	25	6.12%	2	5.49%	27	3.70%	62	7.92%	4	7.73%	56	7.55%
	Goals	**Underutilized**	**12**	**Yes**	**1**	**Yes**	**15**	**Yes**	**41**	**Yes**	**1**	**Yes**	**29**	**Yes**
30	**Technicians**		42	All	4	All	61	All	166	All	161	All	164	All
		Employees	1	2.38%	0	0.00%	2	3.28%	5	3.01%	3	1.86%	5	3.05%
		Availability	3	7.37%	0	6.61%	5	7.90%	17	10.3%	6	3.54%	17	10.16%
	Goals	**Underutilized**	**2**	**Yes**			**3**	**Yes**	**12**	**Yes**	**3**	**Yes**	**12**	**Yes**
40	**Administrative Support**		239	All	169	All	148	All	298	All	114	All	235	All
		Employees	17	7.11%	8	4.73%	12	8.11%	18	6.04%	6	5.26%	19	8.09%
		Availability	23	9.65%	14	8.16%	15	9.80%	29	9.84%	8	7.03%	23	9.96%
	Goals	**Underutilized**	**6**	**Yes**	**6**	**Yes**	**3**	**Yes**	**11**	**Yes**	**2**	**Yes**	**4**	**Yes**
50	**Skilled Craft**		76	All	0	All	249	All	16	All	0	All	592	All
		Employees	2	2.63%			3	1.20%		0.00%			20	3.38%
		Availability	6	8.48%	0	0.00%	23	9.20%	0	0.00%	0	0.00%	55	9.35%
	Goals	**Underutilized**	**4**	**Yes**			**20**	**Yes**					**35**	**Yes**
60	**Transit Operators**		0	All	0	All	0	All	0	All	0	All	2745	All
		Employees	0		0		0		0		0		16	0.58%
		Availability	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	14	0.50%
	Goals	**Underutilized**												

		Total	DES		DJA		DNRP		DPH		KCSO		DOT	
			#	%	#	%	#	%	#	%	#	%	#	%
70	**Service/Maintenance**		94	All	0	All	262	All	5	All	0	All	534	All
		Employees	11	11.70%	0		27	10.31%	0	0.00%	0		15	2.81%
		Availability	8	8.87%	0	0.00%	30	11.60%	1	11.81%	0	0.00%	61	11.39%
	Goals	**Underutilized**					**3**	**Yes**	**1**	**Yes**			**46**	**Yes**
80	**Protective Services**		93	All	0	All	5	All	3	All	701	All	3	All
		Employees	1	1.08%	0		0	0.00%	0	0.00%	5	0.71%	0	0.00%
		Availability	15	15.7%	0	0.0%	0	0.0%	0	8.2%	61	8.7%	0	7.5%
	Goals	**Underutilized**	**14**	**Yes**							**56**	**Yes**		
90	**Para-Professional**		0	All	0	All	0	All	80	All	7	All	5	All
		Employees	0		0		0		5	6.25%	0	0.00%	1	20.00%
		Availability	0	10.86%	0	7.95%	0	7.80%	8	9.71%	1	8.63%	0	5.87%
	Goals	**Underutilized**							**3**	**Yes**	**1**	**Yes**		
Grand Total:		All employees	967		211		1459		1365		1040		5036	
		All PWD	48	4.96%	9	4.27%	57	3.91%	49	3.59%	17	1.63%	103	2.05%

Attachment 3: Mid-Year 2004 Affirmative Action Reports

Mid-Year 2004 AA Progress Report By Goal Setting Group

Workforce Profiles Page Numbers

Affirmative Action Progress Report for African Americans 122
Affirmative Action Progress Report for Asian Americans 124
Affirmative Action Progress Report for Latino Americans 126
Affirmative Action Progress Report for Native Americans 128
Affirmative Action Progress Report for Persons with Disabilities 130
Affirmative Action Progress Report for Women 132

The progress report includes hiring, promotions, transfers, and demotions.

Department Legend

Executive's Office	EXEC
Adult & Juvenile Detention	DAJD
Assessments	DA
Community & Human Services	DCHS
Development & Environmental Services	DDES
Executive Services	DES
Judicial Administration	DJA
Natural Resources & Parks	DNRP
Public Health	DPH
Sheriff's Office	KCSO
Transportation	DOT

King County Executive Branch

January to June 30, 2004

Affirmative Action Progress Report for African Americans

			EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
10	**Officials/ Administrators**	**Adopted AA Goal**											
		1-1-03 to 12-31-03 AA Efforts											
		Remaining AA Goal											
		Progress											
20	**Professionals**	**Adopted AA Goal**					4						
		1-1-03 to 12-31-03 AA Efforts					0						
		Remaining AA Goal					4						
		Progress					=						
30	**Technicians**	**Adopted AA Goal**				1							
		1-1-03 to 12-31-03 AA Efforts				0							
		Remaining AA Goal				1							
		Progress				=							
40	**Administrative Support**	**Adopted AA Goal**											
		1-1-03 to 12-31-03 AA Efforts											
		Remaining AA Goal											
		Progress											
50	**Skilled Craft**	**Adopted AA Goal**											
		1-1-03 to 12-31-03 AA Efforts											
		Remaining AA Goal											
		Progress											
60	**Transit Operators**	**Adopted AA Goal**											
		1-1-03 to 12-31-03 AA Efforts											
		Remaining AA Goal											
		Progress											

			EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT	
70	**Service/Maintenance**	**Adopted AA Goal**												
		1-1-03 to 12-31-03 AA Efforts												
		Remaining AA Goal												
		Progress												
80	**Protective Services**	**Adopted AA Goal**						2				1		
		1-1-03 to 12-31-03 AA Efforts						0				1		
		Remaining AA Goal						2				0		
		Progress						=				*		
90	**Para-Professional**	**Adopted AA Goal**								2				
		1-1-03 to 12-31-03 AA Efforts								0				
		Remaining AA Goal								2				
		Progress								=				
*Met Adopted Goal(s)												1		1
+Made Progress Towards Adopted Goal(s)														0
=No Progress Made Towards Goal(s)						1	1	1		1				4
													Total:	5

NOTE: AA efforts includes: New Hires, Promotions, Transfers, and Demotions.

{ } = No Adopted AA Goal set by Council in the job group, the current workforce does indicate underutilization.

Where the Remaining AA Goal is greater than the Council Adopted AA Goal, departments are held accountable for meeting the Adopted AA Goal only.

King County Executive Branch

January to June 30, 2004

Affirmative Action Progress Report for Asian Americans

			EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
10	**Officials/ Administrators**	**Adopted AA Goal**		1									
		1-1-03 to 12-31-03 AA Efforts		0									
		Remaining AA Goal		1									
		Progress		=									
20	**Professionals**	**Adopted AA Goal**											
		1-1-03 to 12-31-03 AA Efforts											
		Remaining AA Goal											
		Progress											
30	**Technicians**	**Adopted AA Goal**							1				
		1-1-03 to 12-31-03 AA Efforts							0				
		Remaining AA Goal							1				
		Progress							=				
40	**Administrative Support**	**Adopted AA Goal**											
		1-1-03 to 12-31-03 AA Efforts											
		Remaining AA Goal											
		Progress											
50	**Skilled Craft**	**Adopted AA Goal**											
		1-1-03 to 12-31-03 AA Efforts											
		Remaining AA Goal											
		Progress											
60	**Transit Operators**	**Adopted AA Goal**											
		1-1-03 to 12-31-03 AA Efforts											
		Remaining AA Goal											
		Progress											

			EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT	
70	**Service/Maintenance**	**Adopted AA Goal**												
		1-1-03 to 12-31-03 AA Efforts												
		Remaining AA Goal												
		Progress												
80	**Protective Services**	**Adopted AA Goal**												
		1-1-03 to 12-31-03 AA Efforts												
		Remaining AA Goal												
		Progress												
90	**Para-Professional**	**Adopted AA Goal**			1						1			
		1-1-03 to 12-31-03 AA Efforts			0						0			
		Remaining AA Goal			1						1			
		Progress			=						=			
*Met Adopted Goal(s)														0
+Made Progress Towards Adopted Goal(s)														0
=No Progress Made Towards Goal(s)				1	1				1		1			4
													Total:	4

NOTE: AA efforts includes: New Hires, Promotions, Transfers, and Demotions.

{ } = No Adopted AA Goal set by Council in the job group, the current workforce does indicate underutilization.

Where the Remaining AA Goal is greater than the Council Adopted AA Goal, departments are held accountable for meeting the Adopted AA Goal only.

King County Executive Branch

January to June 30, 2004

Affirmative Action Progress Report for Latino Americans

			EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
10	**Officials/ Administrators**	**Adopted AA Goal**	1									1	
		1-1-03 to 12-31-03 AA Efforts	0									0	
		Remaining AA Goal	1									1	
		Progress	=									=	
20	**Professionals**	**Adopted AA Goal**		2			1			1			
		1-1-03 to 12-31-03 AA Efforts		0			0			0			
		Remaining AA Goal		2			1			1			
		Progress		=			=			=			
30	**Technicians**	**Adopted AA Goal**			3					1			
		1-1-03 to 12-31-03 AA Efforts			0					0			
		Remaining AA Goal			3					1			
		Progress			=					=			
40	**Administrative Support**	**Adopted AA Goal**											2
		1-1-03 to 12-31-03 AA Efforts											0
		Remaining AA Goal											2
		Progress											=
50	**Skilled Craft**	**Adopted AA Goal**						2					
		1-1-03 to 12-31-03 AA Efforts						0					
		Remaining AA Goal						2					
		Progress						=					
60	**Transit Operators**	**Adopted AA Goal**											
		1-1-03 to 12-31-03 AA Efforts											
		Remaining AA Goal											
		Progress											

			EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT	
70	**Service/Maintenance**	**Adopted AA Goal**								4				
		1-1-03 to 12-31-03 AA Efforts								0				
		Remaining AA Goal								4				
		Progress								=				
80	**Protective Services**	**Adopted AA Goal**						1						
		1-1-03 to 12-31-03 AA Efforts						0						
		Remaining AA Goal						1						
		Progress						=						
90	**Para-Professional**	**Adopted AA Goal**												
		1-1-03 to 12-31-03 AA Efforts												
		Remaining AA Goal												
		Progress												
*Met Adopted Goal(s)														**0**
+Made Progress Towards Adopted Goal(s)														**0**
=No Progress Made Towards Goal(s)			1	1	1		1	2		3		1	1	**11**
													Total:	**11**

NOTE: AA efforts includes: New Hires, Promotions, Transfers, and Demotions.

{ } = No Adopted AA Goal set by Council in the job group, the current workforce does indicate underutilization.

Where the Remaining AA Goal is greater than the Council Adopted AA Goal, departments are held accountable for meeting the Adopted AA Goal only.

King County Executive Branch

January to June 30, 2004

Affirmative Action Progress Report for Native Americans

			EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
10	**Officials/ Administrators**	**Adopted AA Goal**											
		1-1-03 to 12-31-03 AA Efforts											
		Remaining AA Goal											
		Progress											
20	**Professionals**	**Adopted AA Goal**	1					3					
		1-1-03 to 12-31-03 AA Efforts	0					0					
		Remaining AA Goal	1					3					
		Progress	=					=					
30	**Technicians**	**Adopted AA Goal**				1				1	1		
		1-1-03 to 12-31-03 AA Efforts				0				0	0		
		Remaining AA Goal				1				1	1		
		Progress				=				=	=		
40	**Administrative Support**	**Adopted AA Goal**							2				
		1-1-03 to 12-31-03 AA Efforts							0				
		Remaining AA Goal							2				
		Progress							=				
50	**Skilled Craft**	**Adopted AA Goal**											5
		1-1-03 to 12-31-03 AA Efforts											0
		Remaining AA Goal											5
		Progress											=
60	**Transit Operators**	**Adopted AA Goal**											
		1-1-03 to 12-31-03 AA Efforts											
		Remaining AA Goal											
		Progress											

			EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT	
70	**Service/Maintenance**	**Adopted AA Goal**		1						3			2	
		1-1-03 to 12-31-03 AA Efforts		0						0			1	
		Remaining AA Goal		1						3			1	
		Progress		=						=			+	
80	**Protective Services**	**Adopted AA Goal**						1						
		1-1-03 to 12-31-03 AA Efforts						0						
		Remaining AA Goal						1						
		Progress						=						
90	**Para-Professional**	**Adopted AA Goal**												
		1-1-03 to 12-31-03 AA Efforts												
		Remaining AA Goal												
		Progress												
*Met Adopted Goal(s)														**0**
+Made Progress Towards Adopted Goal(s)													1	**1**
=No Progress Made Towards Goal(s)			1	1		1		2	1	2	1		1	**10**
													Total:	**11**

NOTE: AA efforts includes: New Hires, Promotions, Transfers, and Demotions.

{ } = No Adopted AA Goal set by Council in the job group, the current workforce does indicate underutilization.

Where the Remaining AA Goal is greater than the Council Adopted AA Goal, departments are held accountable for meeting the Adopted AA Goal only.

King County Executive Branch

January to June 30, 2004

Affirmative Action Progress Report for Persons with Disabilities

			EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
10	**Officials/ Administrators**	**Adopted AA Goal**	1		1			1					
		1-1-03 to 12-31-03 AA Efforts	0					0					
		Remaining AA Goal	1					1					
		Progress	=		=			=					
20	**Professionals**	**Adopted AA Goal**	4	3	1	5	7	6	1	14	48	2	34
		1-1-03 to 12-31-03 AA Efforts	0	0	0	0	0	2	0	0	0	0	2
		Remaining AA Goal	4	3	1	5	7	4	1	14	48	2	32
		Progress	=	=	=	=	=	+	=	=	=	=	+
30	**Technicians**	**Adopted AA Goal**			17	1	3			5	16	2	19
		1-1-03 to 12-31-03 AA Efforts			0	0	0			0	1	0	1
		Remaining AA Goal			17	1	3			5	15	2	18
		Progress			=	=	=			=	+	=	+
40	**Administrative Support**	**Adopted AA Goal**	1	3	4	1	1	13	7	4	16	3	16
		1-1-03 to 12-31-03 AA Efforts	0	0	0	0	0	0	0	0	1	0	2
		Remaining AA Goal	1	3	4	1	1	13	7	4	15	3	14
		Progress	=	=	=	=	=	=	=	=	+	=	+
50	**Skilled Craft**	**Adopted AA Goal**						4		15			40
		1-1-03 to 12-31-03 AA Efforts						0		0			0
		Remaining AA Goal						4		15			40
		Progress						=		=			=
60	**Transit Operators**	**Adopted AA Goal**											
		1-1-03 to 12-31-03 AA Efforts											
		Remaining AA Goal											
		Progress											

			EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT	
70	**Service/Maintenance**	**Adopted AA Goal**		4				3			2		44	
		1-1-03 to 12-31-03 AA Efforts		0				0			0		0	
		Remaining AA Goal		4				3			2		44	
		Progress		=				=			=		=	
80	**Protective Services**	**Adopted AA Goal**		55				7			2	56		
		1-1-03 to 12-31-03 AA Efforts		0				1			0	0		
		Remaining AA Goal		55				6				56		
		Progress		=				+			=	=		
90	**Para-Professional**	**Adopted AA Goal**		1		9		3		1	3			
		1-1-03 to 12-31-03 AA Efforts		0		0				0	0			
		Remaining AA Goal		1		9				1	3			
		Progress		=		=		=		=	=			
*Met Adopted Goal(s)														0
+Made Progress Towards Adopted Goal(s)								2			2		3	7
=No Progress Made Towards Goal(s)			3	5	4	4	3	5	2	5	4	4	2	41
													Total:	48

NOTE: AA efforts includes: New Hires, Promotions, Transfers, and Demotions.

{ } = No Adopted AA Goal set by Council in the job group, the current workforce does indicate underutilization.

Where the Remaining AA Goal is greater than the Council Adopted AA Goal, departments are held accountable for meeting the Adopted AA Goal only.

King County Executive Branch

January to June 30, 2004

Affirmative Action Progress Report for Women

			EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
10	**Officials/ Administrators**	**Adopted AA Goal**			1		1						
		1-1-03 to 12-31-03 AA Efforts			0		0						
		Remaining AA Goal			1		1						
		Progress			=		=						
20	**Professionals**	**Adopted AA Goal**			3								
		1-1-03 to 12-31-03 AA Efforts			0								
		Remaining AA Goal			3								
		Progress			=								
30	**Technicians**	**Adopted AA Goal**		2	9			9			13		17
		1-1-03 to 12-31-03 AA Efforts		0	0			1			8		4
		Remaining AA Goal		2	9			8			5		13
		Progress		=	=			+			+		+
40	**Administrative Support**	**Adopted AA Goal**	1	2	1	4	3	16					
		1-1-03 to 12-31-03 AA Efforts	0	1	2	5	1	8					
		Remaining AA Goal	1	1	0	0	2	8					
		Progress	=	+	*	*	+	+					
50	**Skilled Craft**	**Adopted AA Goal**								4			13
		1-1-03 to 12-31-03 AA Efforts								5			2
		Remaining AA Goal								0			11
		Progress								*			+
60	**Transit Operators**	**Adopted AA Goal**											115
		1-1-03 to 12-31-03 AA Efforts											19
		Remaining AA Goal											96
		Progress											+

			EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT	
70	**Service/Maintenance**	**Adopted AA Goal**	12	12				6			2		13	
		1-1-03 to 12-31-03 AA Efforts	0	0				0			0		4	
		Remaining AA Goal	12	12				6			2		9	
		Progress	=	=				=			=		+	
80	**Protective Services**	**Adopted AA Goal**									1		1	
		1-1-03 to 12-31-03 AA Efforts									0		0	
		Remaining AA Goal									1		1	
		Progress									=		=	
90	**Para-Professional**	**Adopted AA Goal**				2		2				1		
		1-1-03 to 12-31-03 AA Efforts				0		0				0		
		Remaining AA Goal				2		2				1		
		Progress				=		=				=		
*Met Adopted Goal(s)					1	1				1				3
+Made Progress Towards Adopted Goal(s)				1			1	2			1		4	9
=No Progress Made Towards Goal(s)			2	2	3	1	1	2			2	1	1	15
													Total:	27

NOTE: AA efforts includes: New Hires, Promotions, Transfers, and Demotions.

{ } = No Adopted AA Goal set by Council in the job group, the current workforce does indicate underutilization.

Where the Remaining AA Goal is greater than the Council Adopted AA Goal, departments are held accountable for meeting the Adopted AA Goal only.

Attachment 3: Mid-Year 2004 AA Reports - Continued

Mid-Year 2004 Summary of Employee Changes by EEO Job Group and Department

Department Legend

Executive's Office	EXEC
Adult & Juvenile Detention	DAJD
Assessments	DA
Community & Human Services	DCHS
Development & Environmental Services	DDES
Executive Services	DES
Judicial Administration	DJA
Natural Resources & Parks	DNRP
Public Health	DPH
Sheriff's Office	KCSO
Transportation	DOT

King County Executive Branch

Mid-Year 2004 Summary of Employee Changes by EEO Job Category and Department

			EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT	Total per EEO Job Category
10	**Officials/Administrators**	New Hires						1		2			1	4
		Promotions						2					1	3
		Transfers												
		Demotions												
		TOTAL:	**0**	**0**	**0**	**0**	**0**	**3**	**0**	**2**	**0**	**0**	**2**	**7**
20	**Professionals**	New Hires	2		3	4	3	22		14	19		4	71
		Promotions	1			2		12	3	11	14	1	23	67
		Transfers								2			2	4
		Demotions												
		TOTAL:	**3**	**0**	**3**	**6**	**3**	**34**	**3**	**27**	**33**	**1**	**29**	**142**
30	**Technicians**	New Hires				3	2	3			2	3	1	14
		Promotions				1				2	8	3	8	22
		Transfers								1				1
		Demotions												
		TOTAL:	**0**	**0**	**0**	**4**	**2**	**3**	**0**	**3**	**10**	**6**	**9**	**37**
40	**Administrative Support**	New Hires		1	3	3		6	8	2	11	5	5	44
		Promotions				3	1	4	3	1	17		4	33
		Transfers						1					1	2
		Demotions												
		TOTAL:	**0**	**1**	**3**	**6**	**1**	**11**	**11**	**3**	**28**	**5**	**10**	**79**
50	**Skilled Craft**	New Hires						4		3			8	15
		Promotions						1		19			10	30
		Transfers								19				19
		Demotions											1	1
		TOTAL:	**0**	**0**	**0**	**0**	**0**	**5**	**0**	**41**	**0**	**0**	**19**	**65**

			EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT	Total per EEO Job Category
60	**Transit Operators**	New Hires											97	97
		Promotions												
		Transfers												
		Demotions												
		TOTAL:	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**97**	**97**
70	**Service/Maintenance**	New Hires						1					10	11
		Promotions											5	5
		Transfers								1				1
		Demotions											2	2
		TOTAL:	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**1**	**0**	**0**	**17**	**19**
80	**Protective Services**	New Hires		5			2	2				19		28
		Promotions						1						1
		Transfers												
		Demotions												
		TOTAL:	**0**	**5**	**0**	**0**	**2**	**3**	**0**	**0**	**0**	**19**	**0**	**29**
90	**Para-Professional**	New Hires		1							6	1		8
		Promotions									8		1	9
		Transfers											1	1
		Demotions												
		TOTAL:	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**14**	**1**	**2**	**18**
		Total New Hires:	2	7	6	10	7	39	8	21	38	28	126	292
		Total Promotions:	1	0	0	6	1	20	6	33	47	4	52	170
		Total Transfers:	0	0	0	0	0	1	0	23	0	0	4	28
		Total Demotions:	0	0	0	0	0	0	0	0	0	0	3	3
		TOTAL PER DEPARTMENT:	**3**	**7**	**6**	**16**	**8**	**60**	**14**	**77**	**85**	**32**	**185**	**493**

Attachment 3: Mid-Year 2004 AA Reports - Continued

Mid-Year 2004 Summary of Employee Changes by Department and Protected Group

Department Legend

Executive's Office	EXEC
Adult & Juvenile Detention	DAJD
Assessments	DA
Community & Human Services	DCHS
Development & Environmental Services	DDES
Executive Services	DES
Judicial Administration	DJA
Natural Resources & Parks	DNRP
Public Health	DPH
Sheriff's Office	KCSO
Transportation	DOT

King County Executive Branch

Mid-Year 2004 Summary of Employee Changes by Department and Protected Group

		Count of All	Female		Total Minorities		Black		Asian		Native Amer.		Hispanic		PWD	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
Exec	New Hires	2	2	100%	1	50%							1	50%		
	Promotions	1	1	100%												
	Transfers															
	Demotions															
	TOTAL:	3	3	100%	1	33.33%							1	33.33%		
DAJD	New Hires	7	3	42.86%	5	71.43%	2	28.57%	3	42.86%						
	Promotions															
	Transfers															
	Demotions															
	TOTAL:	7	3	42.86%	5	71.43%	2	28.57%	3	42.86%						
DA	New Hires	6	2	33.33%	3	50%	2	33.33%	1	16.67%						
	Promotions															
	Transfers															
	Demotions															
	TOTAL:	6	2	33.33%	3	50%	2	33.33%	1	16.67%						
DCHS	New Hires	10	7	70%	4	40%	3	30%	1	10%						
	Promotions	6	6	100%	3	50%	1	16.67%	1	16.67%			1	16.67%		
	Transfers															
	Demotions															
	TOTAL:	16	13	81.25%	7	43.75%	4	25%	2	12.5%			1	6.25%		
DDES	New Hires	7	4	57.14%	1	14.29%			1	14.29%						
	Promotions	1	1	100%												
	Transfers															
	Demotions															
	TOTAL:	8	5	62.5%	1	12.5%			1	12.5%						

PWD=Persons with Disabilities

		Count of All	Female		Total Minorities		Black		Asian		Native Amer.		Hispanic		PWD	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
DES	New Hires	39	20	51.28%	12	30.77%	4	10.26%	7	17.95%	1	2.56%			2	5.13%
	Promotions	20	10	50%	6	30%	3	15%	3	15%					1	5%
	Transfers	1	1	100%	1	100%							1	100%		
	Demotions															
	TOTAL:	60	31	51.67%	19	31.67%	7	11.67%	10	16.67%	1	1.67%	1	1.67%	**3**	**5%**
DJA	New Hires	8	7	87.5%												
	Promotions	6	4	66.67%	1	16.67%	1	16.67%								
	Transfers															
	Demotions															
	TOTAL:	14	11	78.57%	1	7.14%	1	7.14%								
DNRP	New Hires	21	9	42.86%	5	23.81%	1	4.76%	3	14.29%			1	4.76%		
	Promotions	33	9	27.27%	8	24.24%	2	6.06%	6	18.18%						
	Transfers	23	4	17.39%	8	34.78%	5	21.74%	1	4.35%	1	4.35%	1	4.35%		
	Demotions															
	TOTAL:	77	22	28.57%	21	27.27%	8	10.39%	10	12.99%	1	1.3%	2	2.6%		
DPH	New Hires	38	31	81.58%	12	31.58%	1	2.63%	4	10.53%			7	18.42%	1	2.63%
	Promotions	47	37	78.72%	19	40.43%	9	19.15%	6	12.77%			4	8.51%	1	2.13%
	Transfers															
	Demotions															
	TOTAL:	85	68	80%	31	36.47%	10	11.76%	10	11.76%			11	12.94%	**2**	**2.35%**
KCSO	New Hires	28	8	28.57%	3	10.71%	1	3.57%	1	3.57%			1	3.57%		
	Promotions	4	3	75%												
	Transfers															
	Demotions															
	TOTAL:	32	11	34.38%	3	9.38%	1	3.13%	1	3.13%			1	3.13%		

PWD=Persons with Disabilities

		Count of All	Female		Total Minorities		Black		Asian		Native Amer.		Hispanic		PWD	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
DOT	New Hires	126	23	18.25%	44	34.92%	28	22.22%	9	7.14%	2	1.59%	5	3.97%		
	Promotions	52	14	26.92%	13	25%	7	13.46%	5	9.62%	1	1.92%				
	Transfers	4	4	100%	2	50%			2	50%						
	Demotions	3	1	33.33%	1	33.33%	1	33.33%								
	TOTAL:	185	42	22.7%	60	32.43%	36	19.46%	16	8.65%	3	1.62%	5	2.7%		
Total Exec																
	New Hires	292	116	39.73%	90	30.82%	42	14.38%	30	10.27%	3	1.03%	15	5.14%	4	1.37%
	Promotions	170	85	50%	50	29.41%	23	13.53%	21	12.35%	1	0.59%	5	2.94%	2	1.18%
	Transfers	28	9	32.14%	11	39.29%	5	17.86%	3	10.71%	1	3.57%	2	7.14%		
	Demotions	3	1	33.33%	1	33.33%	1	33.33%								
	TOTAL:	493	211	42.8%	152	30.83%	71	14.4%	54	10.95%	5	1.01%	22	4.46%	6	1.22%

PWD=Persons with Disabilities

Attachment 3: Mid-Year 2004 AA Reports - Continued

Mid-Year 2004 Summary of Employee Changes by Job Category and Protected Group

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Profiles by race/ethnicity and gender
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King County Executive Branch

Mid-Year 2004 Summary of Employee Changes by Job Category and Protected Group

Executive Branch

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.		PWD	
				#	%	#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	New Hires	4	3	75%												
		Promotions	3														
		Transfers															
		Demotions															
		TOTAL:	**7**	**3**	**43%**												
20	**Professionals**	New Hires	71	39	55%	20	28%	4	6%	4	6%	12	17%			1	1.4%
		Promotions	67	31	46%	18	27%	7	10%	1	1%	10	15%			1	1.5%
		Transfers	4	3	75%	2	50%					2	50%				
		Demotions															
		TOTAL:	**142**	**73**	**51%**	**40**	**28%**	**11**	**8%**	**5**	**4%**	**24**	**17%**				
30	**Technicians**	New Hires	14	9	64%	3	21%			1	7%	1	7%	1	7%		
		Promotions	22	13	59%	3	14%	2	9%			1	5%			1	4.5%
		Transfers	1	1	100%	1	100%	1	100%								
		Demotions															
		TOTAL:	**37**	**23**	**62%**	**7**	**19%**	**3**	**8%**	**1**	**3%**	**2**	**5%**	**1**	**3%**		
40	**Administrative Support**	New Hires	44	31	70%	13	30%	7	16%	2	5%	4	9%			2	4.5%
		Promotions	33	27	82%	14	42%	7	21%	1	3%	6	18%				
		Transfers	2	2	100%	1	50%			1	50%						
		Demotions															
		TOTAL:	**79**	**60**	**76%**	**28**	**35%**	**14**	**18%**	**4**	**5%**	**10**	**13%**				
50	**Skilled Craft**	New Hires	15	1	7%	4	27%	2	13%			2	13%				
		Promotions	30	5	17%	9	30%	5	17%			4	13%				
		Transfers	19	2	11%	6	32%	4	21%	1	5%			1	5%		
		Demotions	1														
		TOTAL:	**65**	**8**	**12%**	**19**	**29%**	**11**	**17%**	**1**	**2%**	**6**	**9%**	**1**	**2%**		

PWD=Persons with Disabilities

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.		PWD	
				#	%	#	%	#	%	#	%	#	%	#	%	#	%
60	**Transit Operators**	New Hires	97	19	20%	36	37%	23	24%	4	4%	7	7%	2	2%		
		Promotions															
		Transfers															
		Demotions															
		TOTAL:	**97**	**19**	**20%**	**36**	**37%**	**23**	**24%**	**4**	**4%**	**7**	**7%**	**2**	**2%**		
70	**Service/Maintenance**	New Hires	11	2	18%	3	27%	2	18%			1	9%				
		Promotions	5	1	20%	2	40%	1	20%					1	20%		
		Transfers	1														
		Demotions	2	1	50%	1	50%	1	50%								
		TOTAL:	**19**	**4**	**21%**	**6**	**32%**	**4**	**21%**			**1**	**5%**	**1**	**5%**		
80	**Protective Services**	New Hires	28	4	14%	6	21%	3	11%	1	4%	2	7%			1	3.5%
		Promotions	1														
		Transfers															
		Demotions															
		TOTAL:	**29**	**4**	**14%**	**6**	**21%**	**3**	**11%**	**1**	**4%**	**2**	**7%**				
90	**Para-Professional**	New Hires	8	8	100%	5	63%	1	13%	3	38%	1	13%				
		Promotions	9	8	89%	4	44%	1	11%	3	33%						
		Transfers	1	1	100%	1	100%					1	100%				
		Demotions															
		TOTAL:	**18**	**17**	**94%**	**10**	**56%**	**2**	**11%**	**6**	**33%**	**2**	**11%**				
	Total New Hires:		292	116	40%	90	31%	42	14%	15	5%	30	10%	3	1%	4	1.37%
	Total Promotions:		170	85	50%	50	29%	23	14%	5	3%	21	12%	1	1%	2	1.18%
	Total Transfers:		28	9	32%	11	39%	5	18%	2	7%	3	11%	1	4%		
	Total Demotions:		3	1	33%	1	33%	1	33%	0	0	0	0	0	0		

PWD=Persons with Disabilities

King County Executive Branch

Mid-Year 2004 Summary of Employee Changes by Job Category and Protected Group

Executive's Office

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
20	**Professionals**	New Hires	2	2	100%	1	50%			1	50%				
		Promotions	1	1	100%										
		Transfers													
		Demotions													
		TOTAL:	**3**	**3**	**100%**	**1**	**33%**			**1**	**33%**				
30	**Technicians**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
40	**Administrative Support**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
50	**Skilled Craft**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
60	**Transit Operators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
70	**Service/Maintenance**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
80	**Protective Services**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
90	**Para-Professional**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
		Total New Hires:	2	2	100%	1	50%	0	0	1	50%	0	0	0	0
		Total Promotions:	1	1	100%	0	0	0	0	0	0	0	0	0	0
		Total Transfers:	0	0	0	0	0	0	0	0	0	0	0	0	0
		Total Demotions:	0	0	0	0	0	0	0	0	0	0	0	0	0

King County Executive Branch

Mid-Year 2004 Summary of Employee Changes by Job Category and Protected Group

Department of Adult & Juvenile Detention

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
20	**Professionals**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
30	**Technicians**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
40	**Administrative Support**	New Hires	1	1	100%	1	100%					1	100%		
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**1**	**1**	**100%**	**1**	**100%**					**1**	**100%**		
50	**Skilled Craft**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
60	**Transit Operators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
70	**Service/Maintenance**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
80	**Protective Services**	New Hires	5	1	20%	3	60%	2	40%			1	20%		
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	5	1	20%	3	60%	2	40%			1	20%		
90	**Para-Professional**	New Hires	1	1	100%	1	100%					1	100%		
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	1	1	100%	1	100%					1	100%		
		Total New Hires:	7	3	43%	5	71%	2	29%	0	0	3	43%	0	0
		Total Promotions:	0	0	0	0	0	0	0	0	0	0	0	0	0
		Total Transfers:	0	0	0	0	0	0	0	0	0	0	0	0	0
		Total Demotions:	0	0	0	0	0	0	0	0	0	0	0	0	0

King County Executive Branch

Mid-Year 2004 Summary of Employee Changes by Job Category and Protected Group

Assessor's Office

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
20	**Professionals**	New Hires	3			1	33%					1	33%		
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**3**			**1**	**33%**					**1**	**33%**		
30	**Technicians**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
40	**Administrative Support**	New Hires	3	2	67%	2	67%	2	67%						
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**3**	**2**	**67%**	**2**	**67%**	**2**	**67%**						
50	**Skilled Craft**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
60	**Transit Operators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
70	**Service/Maintenance**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
80	**Protective Services**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
90	**Para-Professional**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
		Total New Hires:	6	2	33%	3	50%	2	33%	0	0	1	17%	0	0
		Total Promotions:	0	0	0	0	0	0	0	0	0	0	0	0	0
		Total Transfers:	0	0	0	0	0	0	0	0	0	0	0	0	0
		Total Demotions:	0	0	0	0	0	0	0	0	0	0	0	0	0

King County Executive Branch

Mid-Year 2004 Summary of Employee Changes by Job Category and Protected Group

Department of Community & Human Services

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
20	**Professionals**	New Hires	4	3	75%	2	50%	1	25%			1	25%		
		Promotions	2	2	100%	1	50%					1	50%		
		Transfers													
		Demotions													
		TOTAL:	**6**	**5**	**83%**	**3**	**50%**	**1**	**17%**			**2**	**33%**		
30	**Technicians**	New Hires	3	2	67%										
		Promotions	1	1	100%										
		Transfers													
		Demotions													
		TOTAL:	**4**	**3**	**75%**										
40	**Administrative Support**	New Hires	3	2	67%	2	67%	2	67%						
		Promotions	3	3	100%	2	67%	1	33%	1	33%				
		Transfers													
		Demotions													
		TOTAL:	**6**	**5**	**83%**	**4**	**67%**	**3**	**50%**	**1**	**17%**				
50	**Skilled Craft**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
60	**Transit Operators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
70	**Service/Maintenance**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
80	**Protective Services**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
90	**Para-Professional**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
		Total New Hires:	10	7	70%	4	40%	3	30%	0	0	1	10%	0	0
		Total Promotions:	6	6	100%	3	50%	1	17%	1	17%	1	17%	0	0
		Total Transfers:	0	0	0	0	0	0	0	0	0	0	0	0	0
		Total Demotions:	0	0	0	0	0	0	0	0	0	0	0	0	0

King County Executive Branch

Mid-Year 2004 Summary of Employee Changes by Job Category and Protected Group

Department of Development & Environmental Services

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
20	**Professionals**	New Hires	3	2	67%	1	33%					1	33%		
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**3**	**2**	**67%**	**1**	**33%**					**1**	**33%**		
30	**Technicians**	New Hires	2	1	50%										
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**2**	**1**	**50%**										
40	**Administrative Support**	New Hires													
		Promotions	1	1	100%										
		Transfers													
		Demotions													
		TOTAL:	**1**	**1**	**100%**										
50	**Skilled Craft**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
60	**Transit Operators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
70	**Service/Maintenance**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
80	**Protective Services**	New Hires	2	1	50%										
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**2**	**1**	**50%**										
90	**Para-Professional**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
	Total New Hires:		7	4	57%	1	14%	0	0	0	0	1	14%	0	0
	Total Promotions:		1	1	100%	0	0	0	0	0	0	0	0	0	0
	Total Transfers:		0	0	0	0	0	0	0	0	0	0	0	0	0
	Total Demotions:		0	0	0	0	0	0	0	0	0	0	0	0	0

King County Executive Branch

Mid-Year 2004 Summary of Employee Changes by Job Category and Protected Group

Department of Executive Services

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	New Hires	1	1	100%										
		Promotions	2												
		Transfers													
		Demotions													
		TOTAL:	**3**	**1**	**33%**										
20	**Professionals**	New Hires	22	12	55%	9	41%	3	14%			6	27%		
		Promotions	12	7	58%	3	25%	1	8%			2	17%		
		Transfers													
		Demotions													
		TOTAL:	**34**	**19**	**56%**	**12**	**35%**	**4**	**12%**			**8**	**24%**		
30	**Technicians**	New Hires	3	1	33%	2	67%					1	33%	1	33%
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	3	1	33%	2	67%					1	33%	1	33%
40	**Administrative Support**	New Hires	6	4	67%	1	17%	1	17%						
		Promotions	4	3	75%	3	75%	2	50%			1	25%		
		Transfers	1	1	100%	1	100%			1	100%				
		Demotions													
		TOTAL:	**11**	**8**	**73%**	**5**	**45%**	**3**	**27%**	**1**	**9%**	**1**	**9%**		
50	**Skilled Craft**	New Hires	4	1	25%										
		Promotions	1												
		Transfers													
		Demotions													
		TOTAL:	**5**	**1**	**20%**										

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
60	**Transit Operators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
70	**Service/Maintenance**	New Hires	1												
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	1												
80	**Protective Services**	New Hires	2	1	50%										
		Promotions	1												
		Transfers													
		Demotions													
		TOTAL:	**3**	**1**	**33%**										
90	**Para-Professional**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
		Total New Hires:	39	20	51%	12	31%	4	10%			7	18%	1	3%
		Total Promotions:	20	10	50%	6	30%	3	15%			3	15%		
		Total Transfers:	1	1	100%	1	100%			1	100%				
		Total Demotions:													

King County Executive Branch

Mid-Year 2004 Summary of Employee Changes by Job Category and Protected Group

Department of Judicial Administration

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
20	**Professionals**	New Hires													
		Promotions	3	2	67%	1	33%	1	33%						
		Transfers													
		Demotions													
		TOTAL:	**3**	**2**	**67%**	**1**	**33%**	**1**	**33%**						
30	**Technicians**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
40	**Administrative Support**	New Hires	8	7	88%										
		Promotions	3	2	67%										
		Transfers													
		Demotions													
		TOTAL:	**11**	**9**	**82%**										
50	**Skilled Craft**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
60	**Transit Operators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
70	**Service/Maintenance**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
80	**Protective Services**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
90	**Para-Professional**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
		Total New Hires:	8	7	88%	0	0	0	0	0	0	0	0	0	0
		Total Promotions:	6	4	67%	1	17%	1	17%	0	0	0	0	0	0
		Total Transfers:	0	0	0	0	0	0	0	0	0	0	0	0	0
		Total Demotions:	0	0	0	0	0	0	0	0	0	0	0	0	0

King County Executive Branch

Mid-Year 2004 Summary of Employee Changes by Job Category and Protected Group

Department of Natural Resources & Parks

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	New Hires	2	2	100%										
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**2**	**2**	**100%**										
20	**Professionals**	New Hires	14	5	36%	1	7%					1	7%		
		Promotions	11	4	36%	4	36%					4	36%		
		Transfers	2	1	50%	1	50%					1	50%		
		Demotions													
		TOTAL:	**27**	**10**	**37%**	**6**	**22%**					**6**	**22%**		
30	**Technicians**	New Hires													
		Promotions	2	1	50%										
		Transfers	1	1	100%	1	100%	1	100%						
		Demotions													
		TOTAL:	**3**	**2**	**67%**	**1**	**33%**	**1**	**33%**						
40	**Administrative Support**	New Hires	2	2	100%	2	100%			1	50%	1	50%		
		Promotions	1	1	100%										
		Transfers													
		Demotions													
		TOTAL:	**3**	**3**	**100%**	**2**	**67%**			**1**	**33%**	**1**	**33%**		
50	**Skilled Craft**	New Hires	3			2	67%	1	33%			1	33%		
		Promotions	19	3	16%	4	21%	2	11%			2	11%		
		Transfers	19	2	11%	6	32%	4	21%	1	5%			1	5%
		Demotions													
		TOTAL:	**41**	**5**	**12%**	**2**	**29%**	**7**	**17%**	**1**	**2%**	**3**	**7%**	**1**	**2%**

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
60	**Transit Operators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
70	**Service/Maintenance**	New Hires													
		Promotions													
		Transfers	1												
		Demotions													
		TOTAL:	1												
80	**Protective Services**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
90	**Para-Professional**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
		Total New Hires:	21	9	43%	5	24%	1	5%	1	5%	3	14%		
		Total Promotions:	33	9	27%	8	24%	2	6%			6	18%		
		Total Transfers:	23	4	17%	8	35%	5	22%	1	4%	1	4%	1	4%
		Total Demotions:													

King County Executive Branch

Mid-Year 2004 Summary of Employee Changes by Job Category and Protected Group

Department of Public Health

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
20	**Professionals**	New Hires	19	15	79%	4	21%			2	11%	2	11%		
		Promotions	14	10	71%	5	36%	4	29%	1	7%				
		Transfers													
		Demotions													
		TOTAL:	**33**	**25**	**76%**	**9**	**27%**	**4**	**12%**	**3**	**9%**	**2**	**6%**		
30	**Technicians**	New Hires	2	2	100%	1	50%			1	50%				
		Promotions	8	6	75%	2	25%	1	13%			1	13%		
		Transfers													
		Demotions													
		TOTAL:	**10**	**8**	**80%**	**3**	**30%**	**1**	**10%**	**1**	**10%**	**1**	**10%**		
40	**Administrative Support**	New Hires	11	8	73%	3	27%			1	9%	2	18%		
		Promotions	17	13	76%	8	47%	3	18%			5	29%		
		Transfers													
		Demotions													
		TOTAL:	**28**	**21**	**75%**	**11**	**39%**	**3**	**11%**	**1**	**4%**	**7**	**25%**		
50	**Skilled Craft**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
60	**Transit Operators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
70	**Service/Maintenance**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
80	**Protective Services**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
90	**Para-Professional**	New Hires	6	6	100%	4	67%	1	17%	3	50%				
		Promotions	8	8	100%	4	50%	1	13%	3	38%				
		Transfers													
		Demotions													
		TOTAL:	**14**	**14**	**100%**	**8**	**57%**	**2**	**14%**	**6**	**43%**				
		Total New Hires:	38	31	82%	12	32%	1	3%	7	18%	4	11%	0	0
		Total Promotions:	47	37	79%	19	40%	9	19%	4	9%	6	13%	0	0
		Total Transfers:	0	0	0	0	0	0	0	0	0	0	0	0	0
		Total Demotions:	0	0	0	0	0	0	0	0	0	0	0	0	0

King County Executive Branch

Mid-Year 2004 Summary of Employee Changes by Job Category and Protected Group

Sheriff's Office

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
20	**Professionals**	New Hires													
		Promotions	1	1	100%										
		Transfers													
		Demotions													
		TOTAL:	**1**	**1**	**100%**										
30	**Technicians**	New Hires	3	2	67%										
		Promotions	3	2	67%										
		Transfers													
		Demotions													
		TOTAL:	**6**	**4**	**67%**										
40	**Administrative Support**	New Hires	5	4	80%										
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**5**	**4**	**80%**										
50	**Skilled Craft**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
60	**Transit Operators**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
70	**Service/Maintenance**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
80	**Protective Services**	New Hires	19	1	5%	3	16%	1	5%	1	5%	1	5%		
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**19**	**1**	**5%**	**3**	**16%**	**1**	**5%**	**1**	**5%**	**1**	**5%**		
90	**Para-Professional**	New Hires	1	1	100%										
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**1**	**1**	**100%**										
	Total New Hires:		28	8	29%	3	11%	1	4%	1	4%	1	4%	0	0
	Total Promotions:		4	3	75%	0	0	0	0	0	0	0	0	0	0
	Total Transfers:		0	0	0	0	0	0	0	0	0	0	0	0	0
	Total Demotions:		0	0	0	0	0	0	0	0	0	0	0	0	0

King County Executive Branch

Mid-Year 2004 Summary of Employee Changes by Job Category and Protected Group

Department of Transportation

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	New Hires	1												
		Promotions	1												
		Transfers													
		Demotions													
		TOTAL:	**2**												
20	**Professionals**	New Hires	4			1	25%			1	25%				
		Promotions	23	4	17%	4	17%	1	4%			3	13%		
		Transfers	2	2	100%	1	50%					1	50%		
		Demotions													
		TOTAL:	**29**	**6**	**21%**	**6**	**21%**	**1**	**3%**	**1**	**3%**	**4**	**14%**		
30	**Technicians**	New Hires	1	1	100%										
		Promotions	8	3	38%	1	13%	1	13%						
		Transfers													
		Demotions													
		TOTAL:	**9**	**4**	**44%**	**1**	**11%**	**1**	**11%**						
40	**Administrative Support**	New Hires	5	1	20%	2	40%	2	40%						
		Promotions	4	4	100%	1	25%	1	25%						
		Transfers	1	1	100%										
		Demotions													
		TOTAL:	**10**	**6**	**60%**	**3**	**30%**	**3**	**30%**						
50	**Skilled Craft**	New Hires	8			2	25%	1	13%			1	13%		
		Promotions	10	2	20%	5	50%	3	30%			2	20%		
		Transfers													
		Demotions	1												
		TOTAL:	**19**	**2**	**11%**	**7**	**37%**	**4**	**21%**			**3**	**16%**		

			Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
				#	%	#	%	#	%	#	%	#	%	#	%
60	**Transit Operators**	New Hires	97	19	20%	36	37%	23	24%	4	4%	7	7%	2	2%
		Promotions													
		Transfers													
		Demotions													
		TOTAL:	**97**	**19**	**20%**	**36**	**37%**	**23**	**24%**	**4**	**4%**	**7**	**7%**	**2**	**2%**
70	**Service/Maintenance**	New Hires	10	2	20%	3	30%	2	20%			1	10%		
		Promotions	5	1	20%	2	40%	1	20%					1	20%
		Transfers													
		Demotions	2	1	50%	1	50%	1	50%						
		TOTAL:	**17**	**4**	**24%**	**6**	**35%**	**4**	**24%**			**1**	**6%**	**1**	**6%**
80	**Protective Services**	New Hires													
		Promotions													
		Transfers													
		Demotions													
		TOTAL:													
90	**Para-Professional**	New Hires													
		Promotions	1												
		Transfers	1	1	100%	1	100%					1	100%		
		Demotions													
		TOTAL:	**2**	**1**	**50%**	**1**	**50%**					**1**	**50%**		
		Total New Hires:	126	23	18%	44	35%	28	22%	5	4%	9	7%	2	2%
		Total Promotions:	52	14	27%	13	25%	7	13%	0	0	5	10%	1	2%
		Total Transfers:	4	4	100%	2	50%	0	0	0	0	2	50%	0	0
		Total Demotions:	3	1	33%	1	33%	1	33%	0	0	0	0	0	0

King County Executive Branch
Mid-Year 2004
Persons with Disabilities Employee Changes by Department

	DEPARTMENTS		EXEC BRANCH			EXEC OFFICE			DAJD			DA			DCHS			DDES		
			All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %
10	Officials/ Administrators	New Hires	4																	
		Promotions	3																	
		Transfers																		
		Demotions																		
		TOTAL:	7																	
20	Professionals	New Hires	71	1	1.41%	2						3			4			3		
		Promotions	67	1	1.49%	1									2					
		Transfers	4																	
		Demotions																		
		TOTAL:	142	2	1.41%	3						3			6			3		
30	Technicians	New Hires	14												3			2		
		Promotions	22	1	4.55%										1					
		Transfers	1																	
		Demotions																		
		TOTAL:	37	1	2.70%										4			2		
40	Admin Support	New Hires	44	2	4.55%				1			3			3					
		Promotions	33												3			1		
		Transfers	2																	
		Demotions																		
		TOTAL:	79	2	2.53%				1			3			6			1		
50	Skilled Craft	New Hires	15																	
		Promotions	30																	
		Transfers	19																	
		Demotions	1																	
		TOTAL:	65																	

PWD=Persons with Disabilities

	DEPARTMENTS		EXEC BRANCH			EXEC OFFICE			DAJD			DA			DCHS			DDES		
			All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %
60	Transit Operators	New Hires	97																	
		Promotions																		
		Transfers																		
		Demotions																		
		TOTAL:	97																	
70	Service/ Maintenance	New Hires	11																	
		Promotions	5																	
		Transfers	1																	
		Demotions	2																	
		TOTAL:	19																	
80	Protective Services	New Hires	28	1	3.57%				5									2		
		Promotions	1																	
		Transfers																		
		Demotions																		
		TOTAL:	29	1	3.45%				5									2		
90	Para-Professional	New Hires	8						1											
		Promotions	9																	
		Transfers	1																	
		Demotions																		
		TOTAL:	18						1											
	Total New Hires:		292	4	1.37%	2			7			6			10			7		
	Total Promotions:		170	2	1.18%	1									6			1		
	Total Transfers:		28																	
	Total Demotions:		3																	
	TOTAL PER DEPARTMENT:		493	6	1.22%	3			7			6			16			8		

PWD=Persons with Disabilities

King County Executive Branch
January 1 to December 31, 2003
Persons with Disabilities Employee Changes by Department, Continued

	DEPARTMENTS		DES			DJA			DNRP			DPH			KCSO			DOT		
			All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %
10	Officials/ Administrators	New Hires	1						2									1		
		Promotions	2															1		
		Transfers																		
		Demotions																		
		TOTAL:	3						2									2		
20	Professionals	New Hires	22	1	4.55%				14			19						4		
		Promotions	12	1	8.33%	3			11			14			1			23		
		Transfers							2									2		
		Demotions																		
		TOTAL:	34	2	5.88%	3			27			33			1			29		
30	Technicians	New Hires	3									2			3			1		
		Promotions							2			8	1	12.5%	3			8		
		Transfers							1											
		Demotions																		
		TOTAL:	3						3			10	1	10%	6			9		
40	Admin Support	New Hires	6			8			2			11	1	9.09%	5			5	1	20%
		Promotions	4			3			1			17						4		
		Transfers	1															1		
		Demotions																		
		TOTAL:	11			11			3			28	1	3.57%	5			10	1	10%
50	Skilled Craft	New Hires	4						3									8		
		Promotions	1						19									10		
		Transfers							19											
		Demotions																1		
		TOTAL:	5						41									19		

PWD=Persons with Disabilities

	DEPARTMENTS		DES			DJA			DNRP			DPH			KCSO			DOT		
			All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %	All #	PWD #	PWD %
60	Transit Operators	New Hires																97		
		Promotions																		
		Transfers																		
		Demotions																		
		TOTAL:																97		
70	Service/ Maintenance	New Hires	1															10		
		Promotions																5		
		Transfers							1											
		Demotions																2		
		TOTAL:	1						1									17		
80	Protective Services	New Hires	2	1	50%										19					
		Promotions	1																	
		Transfers																		
		Demotions																		
		TOTAL:	3	1	33.33%															29
90	Para-Professional	New Hires										6			1					
		Promotions										8						1		
		Transfers																1		
		Demotions																		
		TOTAL:										14			1			2		
	Total New Hires:		39	2	5.13%	8			21			38	1	2.63%	28			126	1	0.79%
	Total Promotions:		20	1	5%	6			33			47	1	2.13%	4			52		
	Total Transfers:		1						23									4		
	Total Demotions:																	3		
	TOTAL PER DEPARTMENT:		60	3	5%	14			77			85	2	2.35%	32			185	1	0.54%

PWD=Persons with Disabilities

Attachment 3: Mid-Year 2004 AA Reports - Continued

Mid-Year 2004 Workforce Summary Analysis by Race/Ethnicity and Department

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King County Executive Branch

Mid-Year 2004 Summary Analysis by Race/Ethnicity and Gender

Executive Branch

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	**91**												
		Employees	45	49.5%	23	25.3%	12	13.2%			10	11%	1	1.1%
		Availability												
	Goals	**Underutilized**												
20	**Professionals**	**3,240**												
		Employees	1,652	51%	800	24.7%	253	7.8%	106	3.3%	404	12.5%	37	1.1%
		Availability												
	Goals	**Underutilized**												
30	**Technicians**	**854**												
		Employees	364	42.6%	186	21.8%	70	8.2%	21	2.5%	90	10.5%	5	0.6%
		Availability												
	Goals	**Underutilized**												
40	**Administrative Support**	**1,401**	1,104	78.8%	567	40.5%	207	14.8%	68	4.9%	254	18.1%	38	2.7%
		Employees												
		Availability												
	Goals	**Underutilized**												
50	**Skilled Craft**	**911**												
		Employees	82	9%	196	21.5%	85	9.3%	22	2.4%	71	7.8%	18	2%
		Availability												
	Goals	**Underutilized**												
60	**Transit Operators**	**2,737**												
		Employees	600	21.9%	969	35.4%	632	23.1%	90	3.3%	213	7.8%	34	1.2%
		Availability												
	Goals	**Underutilized**												

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
70	**Service/Maintenance**	**928**												
		Employees	171	18.4%	357	38.5%	148	15.9%	48	5.2%	137	14.8%	24	2.6%
		Availability												
	Goals	**Underutilized**												
80	**Protective Services**	**1,499**												
		Employees	295	19.7%	449	30%	220	14.7%	68	4.5%	138	9.2%	23	1.5%
		Availability												
	Goals	**Underutilized**												
90	**Para-Professional**	**134**												
		Employees	104	77.6%	67	50%	15	11.2%	33	24.6%	19	14.2%		
		Availability												
	Goals	**Underutilized**												
Grand Total:	11,795	100%	4,417	37.4%	3,614	30.6%	1,642	13.9%	456	3.9%	1,336	11.3%	180	1.5%

King County Executive Branch

Mid-Year 2004 Summary Analysis by Race/Ethnicity and Gender

Executive's Office

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	**11**												
		Employees	5	45.5%	3	27.3%	1	9.1%			2	18.2%		
		Availability	5	41.8%	2	14.1%	1	4.9%	0	2.8%	1	4.7%	0	1.7%
	Goals	**Underutilized**												
20	**Professionals**	**61**												
		Employees	36	59%	20	32.8%	10	16.4%	3	4.9%	7	11.5%		
		Availability	31	51.5%	6	9.4%	2	3.8%	1	2%	2	2.8%	0	0.8%
	Goals	**Underutilized**												
30	**Technicians**	**0**												
		Employees												
		Availability	0	46.4%	0	13.1%	0	3.6%	0	2.3%	0	5.8%	0	1.3%
	Goals	**Underutilized**												
40	**Administrative Support**	**16**												
		Employees	15	93.8%	5	31.3%	1	6.3%	1	6.3%	3	18.8%		
		Availability	16	98.6%	1	8.3%	0	2.4%	0	1.4%	0	2.9%	0	1.6%
	Goals	**Underutilized**	**1**	**Yes**										
50	**Skilled Craft**													
		Employees												
		Availability												
	Goals	**Underutilized**												
60	**Transit Operators**													
		Employees												
		Availability												
	Goals	**Underutilized**												

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
70	**Service/Maintenance**													
		Employees												
		Availability												
	Goals	**Underutilized**												
80	**Protective Services**													
		Employees												
		Availability												
	Goals	**Underutilized**												
90	**Para-Professional**													
		Employees												
		Availability												
	Goals	**Underutilized**												
Grand Total:	88	100%	56	63.6%	28	31.8%	12	13.6%	4	4.5%	12	13.6%	0	0

King County Executive Branch

Mid-Year 2004 Summary Analysis by Race/Ethnicity and Gender

Department of Adult & Judicial Administration

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
10	Officials/Administrators	6												
		Employees	3	50%	4	66.7%	4	66.7%						
		Availability	2	25.8%	1	18.7%	0	3.2%	0	6%	0	7.9%	0	1.6%
	Goals	Underutilized												
20	Professionals	79												
		Employees	38	48.1%	27	34.2%	13	16.5%	5	6.3%	8	10.1%	1	1.3%
		Availability	28	35.7%	12	15%	6	7.2%	1	1.9%	3	3.5%	1	1.2%
	Goals	Underutilized												
30	Technicians	4												
		Employees			1	25%					1	25%		
		Availability	2	37.9%	0	10%	0	3.2%	0	2.3%	0	3.9%	0	0.7%
	Goals	Underutilized	2	Yes										
40	Administrative Support	40												
		Employees	35	87.5%	17	42.5%	6	15%	1	2.5%	8	20%	2	5%
		Availability	38	94.7%	4	9.3%	1	3.1%	1	1.6%	1	3.1%	1	1.4%
	Goals	Underutilized	3	Yes										
50	Skilled Craft	0												
		Employees												
		Availability												
	Goals	Underutilized												
60	Transit Operators	0												
		Employees												
		Availability												
	Goals	Underutilized												

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
70	**Service/Maintenance**	**34**												
		Employees	6	17.6%	16	47.1%	3	8.8%	2	5.9%	11	32.4%		
		Availability	17	48.9%	8	22.2%	2	5.1%	2	4.4%	4	11%	1	1.7%
	Goals	**Underutilized**	**11**	**Yes**									**1**	**Yes**
80	**Protective Services**	**679**												
		Employees	162	23.9%	292	43%	177	26.1%	36	5.3%	69	10.2%	10	1.5%
		Availability	149	22%	115	16.9%	63	9.3%	19	2.8%	21	3.1%	6	0.8%
	Goals	**Underutilized**												
90	**Para-Professional**	**24**												
		Employees	18	75%	9	37.5%	4	16.7%	2	8.3%	3	12.5%		
		Availability	5	22.3%	1	4.9%	0	1.4%	0	0.5%	1	2.7%	0	0.4%
	Goals	**Underutilized**												
Grand Total:	866	100%	262	30.3	366	42.3%	207	23.9%	46	5.3%	100	11.5%	13	1.5%

King County Executive Branch

Mid-Year 2004 Summary Analysis by Race/Ethnicity and Gender

Assessor's Office

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	**6**												
		Employees	2	33.3%	1	16.7%					1	16.7%		
		Availability	3	57.1%	0	1.3%	0	4.3%	0	2.1%	0	4.2%	0	1.8%
	Goals	**Underutilized**	**1**	**Yes**										
20	**Professionals**	**18**												
		Employees	6	33.3%	4	22.2%	1	5.6%	1	5.6%	2	11.1%		
		Availability	10	57.1%	2	9.7%	0	2.5%	1	4.2%	1	4.5%	0	1%
	Goals	**Underutilized**	**4**	**Yes**										
30	**Technicians**	**144**												
		Employees	65	45.1%	30	20.8%	4	2.8%	2	1.4%	23	16%	1	0.7%
		Availability	79	55%	16	11.1%	4	2.5%	5	3.4%	7	5%	0	0.2%
	Goals	**Underutilized**	**14**	**Yes**					**3**	**Yes**				
40	**Administrative Support**	**60**												
		Employees	47	78.3%	29	48.3%	13	21.7%	2	3.3%	12	20%	2	3.3%
		Availability	47	77.9%	7	11.8%	2	3.4%	1	2.2%	3	4.9%	1	1.3%
	Goals	**Underutilized**												
50	**Skilled Craft**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												
60	**Transit Operators**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
70	**Service/Maintenance**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												
80	**Protective Services**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												
90	**Para-Professional**	**0**												
		Employees												
		Availability	0	61.1%	0	13.4%	0	2.2%	0	1.9%	0	8.5%	0	0.7%
	Goals	**Underutilized**												
Grand Total:	228	100%	120	52.6%	64	28.1%	18	7.9%	5	2.2%	38	16.7%	3	1.3%

King County Executive Branch

Mid-Year 2004 Summary Analysis by Race/Ethnicity and Gender

Department of Community & Health Services

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	**5**												
		Employees	4	80%	3	60%	1	20%			2	40%		
		Availability	3	50.1%	1	10.6%	0	3.9%	0	2%	0	3.1%	0	1.6%
	Goals	**Underutilized**												
20	**Professionals**	**225**												
		Employees	135	60%	76	33.8%	25	11.1%	10	4.4%	36	16%	5	2.2%
		Availability	124	55%	28	12.7%	12	5.4%	3	1.4%	8	3.7%	3	1.3%
	Goals	**Underutilized**												
30	**Technicians**	**38**												
		Employees	15	39.5%	5	13.2%			1	2.6%	4	10.5%		
		Availability	15	40.2%	4	10.2%	1	2.7%	1	1.9%	1	3.8%	1	1.8%
	Goals	**Underutilized**					**1**	**Yes**					**1**	**Yes**
40	**Administrative Support**	**55**												
		Employees	46	83.6%	32	58.2%	14	25.5%	6	10.9%	10	18.2%	2	3.6%
		Availability	47	86.3%	5	9%	1	2.6%	1	1.7%	2	3.2%	1	1.5%
	Goals	**Underutilized**	**1**	**Yes**										
50	**Skilled Craft**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												
60	**Transit Operators**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
70	**Service/Maintenance**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												
80	**Protective Services**	**2**												
		Employees	2	100%	1	50%	1	50%						
		Availability												
	Goals	**Underutilized**												
90	**Para-Professional**	**10**												
		Employees	4	40%	6	60%	3	30%			3	30%		
		Availability	8	76.1%	1	12.6%	0	4.8%	0	2.5%	0	3.2%	0	2.1%
	Goals	**Underutilized**	**4**	**Yes**										
Grand Total:	335	100%	206	61.5%	123	36.7%	44	13.1%	17	5.1%	55	16.4%	7	2.1%

King County Executive Branch

Mid-Year 2004 Summary Analysis by Race/Ethnicity and Gender

Department of Development & Environmental Services

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
10	Officials/Administrators	3												
		Employees												
		Availability	1	46.1%	0	13.9%	0	5.7%	0	5.7%	0	1.9%	0	0.5%
	Goals	Underutilized	1	Yes										
20	Professionals	113												
		Employees	34	30.1%	26	23%	2	1.8%	4	3.5%	18	15.9%	2	1.8%
		Availability	32	28.2%	9	7.8%	5	4.7%	4	3.4%	2	2.2%	0	0.2%
	Goals	Underutilized					3	Yes						
30	Technicians	53												
		Employees	18	34%	14	26.4%	7	13.2%	2	3.8%	4	7.5%	1	1.9%
		Availability	17	32.5%	5	9.5%	2	3.5%	1	1.5%	2	3.1%	1	1.4%
	Goals	Underutilized												
40	Administrative Support	40												
		Employees	33	82.5%	14	35%	5	12.5%	2	5%	6	15%	1	2.5%
		Availability	36	90.7%	4	9.5%	1	3.1%	1	1.7%	1	3.3%	1	1.4%
	Goals	Underutilized	3	Yes										
50	Skilled Craft	0												
		Employees												
		Availability												
	Goals	Underutilized												
60	Transit Operators	0												
		Employees												
		Availability												
	Goals	Underutilized												

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
70	**Service/Maintenance**	**3**												
		Employees	2	66.7%										
		Availability												
	Goals	**Underutilized**												
80	**Protective Services**	**13**												
		Employees	3	23.1%	2	15.4%	2	15.4%						
		Availability			0	0.8%	0	0.8%						
	Goals	**Underutilized**												
90	**Para-Professional**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												
Grand Total:	225	100%	90	40%	56	24.9%	16	7.1%	8	3.6%	28	12.4%	4	1.8%

King County Executive Branch

Mid-Year 2004 Summary Analysis by Race/Ethnicity and Gender

Department of Executive Services

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	**17**												
		Employees	10	58.8%	3	17.6%	1	5.9%			2	11.8%		
		Availability	7	40.9%	2	9.8%	1	3.1%	0	2.2%	1	3.2%	0	1.2%
	Goals	**Underutilized**												
20	**Professionals**	**405**												
		Employees	200	49.4%	107	26.4%	43	10.6%	15	3.7%	48	11.9%	1	0.2%
		Availability	174	42.9%	42	10.4%	10	2.4%	8	2.1%	19	4.8%	5	1.2%
	Goals	**Underutilized**											**4**	**Yes**
30	**Technicians**	**46**												
		Employees	12	26.1%	12	26.1%	4	8.7%	1	2.2%	5	10.9%	2	4.3%
		Availability	20	43.5%	5	11.5%	1	3.1%	1	2.4%	2	4.8%	1	1.2%
	Goals	**Underutilized**	**8**	**Yes**										
40	**Administrative Support**	**234**												
		Employees	171	73.1%	95	40.6%	35	15%	8	3.4%	44	18.8%	8	3.4%
		Availability	199	85.2%	22	9.3%	7	2.8%	4	1.6%	8	3.4%	3	1.5%
	Goals	**Underutilized**	**28**	**Yes**										
50	**Skilled Craft**	**91**												
		Employees	12	13.2%	30	33%	15	16.5%			12	13.2%	3	3.3%
		Availability	11	11.7%	9	10.1%	2	2.5%	2	2.4%	4	4%	1	1.2%
	Goals	**Underutilized**							**2**	**Yes**				
60	**Transit Operators**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
70	**Service/Maintenance**	**92**												
		Employees	22	23.9%	56	60.9%	22	23.9%	9	9.8%	22	23.9%	3	3.3%
		Availability	29	31.1%	10	11.3%	4	3.9%	2	2.1%	3	3.8%	1	1.4%
	Goals	**Underutilized**	**7**	**Yes**										
80	**Protective Services**	**96**												
		Employees	22	22.9%	32	33.3%	3	3.1%	3	3.1%	25	26%	1	1%
		Availability	17	17.8%	18	19.1%	7	6.9%	7	6.8%	4	3.7%	2	1.6%
	Goals	**Underutilized**					**4**	**Yes**	**4**	**Yes**			**1**	**Yes**
90	**Para-Professional**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												
Grand Total:	981	100%	449	45.8%	335	34.1%	123	12.5%	36	3.7%	158	16.1%	18	1.8%

King County Executive Branch
Mid-Year 2004 Summary Analysis by Race/Ethnicity and Gender
Department of Judicial Administration

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	**1**												
		Employees	1	100%	1	100%							1	100%
		Availability												
	Goals	**Underutilized**												
20	**Professionals**	**36**												
		Employees	20	55.6%	9	25%	4	11.1%	1	2.8%	4	11.1%		
		Availability	22	62.2%	4	9.8%	1	3.9%			1	3.7%	0	0.8%
	Goals	**Underutilized**	**2**	**Yes**										
30	**Technicians**	**3**												
		Employees												
		Availability	1	27.6%	0	12.8%	0	2.8%	0	1.6%	0	7.6%	0	0.6%
	Goals	**Underutilized**	**1**	**Yes**										
40	**Administrative Support**	**170**												
		Employees	121	71.2%	70	41.2%	23	13.5%	5	2.9%	41	24.1%	1	0.6%
		Availability	122	71.9%	23	13.3%	8	4.6%	4	2.5%	8	4.7%	3	1.5%
	Goals	**Underutilized**	**1**	**Yes**									**2**	**Yes**
50	**Skilled Craft**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												
60	**Transit Operators**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
70	**Service/Maintenance**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												
80	**Protective Services**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												
90	**Para-Professional**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												
Grand Total:	210	100%	142	67.6%	80	38.1%	27	12.9%	6	2.9%	45	21.4%	2	1%

King County Executive Branch
Mid-Year 2004 Summary Analysis by Race/Ethnicity and Gender
Department of Natural Resources & Parks

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	**10**												
		Employees	5	50%	3	30%	2	20%			1	10%		
		Availability	4	35.9%	1	11.2%	0	3.4%	0	2%	0	4.7%	0	1%
	Goals	**Underutilized**												
20	**Professionals**	**740**												
		Employees	283	38.2%	140	18.9%	35	4.7%	11	1.5%	86	11.6%	8	1.1%
		Availability	305	41.3%	110	14.9%	27	3.6%	14	1.9%	65	8.8%	4	0.6%
	Goals	**Underutilized**	**22**	**Yes**					**3**	**Yes**				
30	**Technicians**	**59**												
		Employees	35	59.3%	13	22%	9	15.3%			4	6.8%		
		Availability	15	25.9%	6	9.9%	2	3%	1	1.4%	3	4.6%	0	0.8%
	Goals	**Underutilized**							**1**	**Yes**				
40	**Administrative Support**	**144**												
		Employees	121	84%	46	31.9%	16	11.1%	6	4.2%	21	14.6%	3	2.1%
		Availability	103	71.5%	27	18.8%	12	8.5%	5	3.4%	6	4.1%	4	2.9%
	Goals	**Underutilized**											**1**	**Yes**
50	**Skilled Craft**	**241**												
		Employees	29	12%	51	21.2%	23	9.5%	11	4.6%	11	4.6%	6	2.5%
		Availability	37	15.3%	37	15.3%	11	4.5%	10	4.2%	11	4.4%	5	2.2%
	Goals	**Underutilized**	**8**	**Yes**										
60	**Transit Operators**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
70	**Service/Maintenance**	**262**												
		Employees	52	19.8%	73	27.9%	34	13%	11	4.2%	19	7.3%	9	3.4%
		Availability	40	15.1%	54	20.6%	24	9.2%	11	4.2%	10	3.9%	8	3.2%
	Goals	**Underutilized**												
80	**Protective Services**	**5**												
		Employees	3	60%	2	40%	1	20%			1	20%		
		Availability												
	Goals	**Underutilized**												
90	**Para-Professional**	**1**												
		Employees												
		Availability	1	72%	0	14.2%	0	10%	0	0.6%	0	0.9%	0	2.7%
	Goals	**Underutilized**	**1**	**Yes**										
Grand Total:	1,462	100%	528	36.1%	328	22.4%	120	8.2%	39	2.7%	143	9.8%	26	1.8%

King County Executive Branch

Mid-Year 2004 Summary Analysis by Race/Ethnicity and Gender

Department of Public Health

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	**10**												
		Employees	6	60%		1	10%	1	10%					
		Availability	4	39.7%	1	13.5%	0	4.4%	0	2.4%	0	4.6%	0	2%
	Goals	**Underutilized**												
20	**Professionals**	**774**												
		Employees	603	77.9%	197	25.5%	49	6.3%	46	5.9%	91	11.8%	11	1.4%
		Availability	520	67.1%	81	10.5%	22	2.8%	32	4.2%	35	4.5%	7	0.9%
	Goals	**Underutilized**												
30	**Technicians**	**181**												
		Employees	74	40.9%	48	26.5%	15	8.3%	7	3.9%	26	14.4%		
		Availability	87	48.1%	25	14%	8	4.3%	4	2.2%	12	6.5%	2	1.1%
	Goals	**Underutilized**	**13**	**Yes**									**2**	**Yes**
40	**Administrative Support**	**307**												
		Employees	266	86.6%	144	46.9%	46	15%	26	8.5%	64	20.8%	8	2.6%
		Availability	198	64.6%	40	13.1%	12	4%	8	2.6%	15	5%	5	1.5%
	Goals	**Underutilized**												
50	**Skilled Craft**	**1**												
		Employees	1	100%										
		Availability	1	83.6%	0	15.3%	0	5.1%	0	2.8%	0	5.4%	0	1.9%
	Goals	**Underutilized**												
60	**Transit Operators**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
70	**Service/Maintenance**	**5**												
		Employees			2	40%	2	40%						
		Availability	2	35.9%	1	21.5%	0	5.7%	0	4.2%	0	6.9%	0	4.5%
	Goals	**Underutilized**	**2**	**Yes**										
80	**Protective Services**	**3**												
		Employees												
		Availability	1	22.7%	1	17.5%	0	9.9%	0	2.9%	0	3.1%	0	0.8%
	Goals	**Underutilized**	**1**	**Yes**	**1**	**Yes**								
90	**Para-Professional**	**84**												
		Employees	72	85.7%	43	51.2%	6	7.1%	29	34.5%	8	9.5%		
		Availability	58	69.3%	13	16%	6	6.9%	2	3%	3	4.2%	2	1.9%
	Goals	**Underutilized**											**2**	**Yes**
Grand Total:	1,365	100%	1,022	74.9%	435	31.9%	119	8.7%	108	7.9%	189	13.8%	19	1.4%

King County Executive Branch

Mid-Year 2004 Summary Analysis by Race/Ethnicity and Gender

Sheriff's Office

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**	**12**												
		Employees	6	50%	2	16.7%	1	8.3%			1	8.3%		
		Availability	4	31.5%	2	18%	0	3.9%	1	6.3%	1	5.7%	0	2.1%
	Goals	**Underutilized**							**1**	**Yes**				
20	**Professionals**	**44**												
		Employees	19	43.2%	4	9.1%	1	2.3%			3	6.8%		
		Availability	14	32.8%	5	10.4%	2	5.1%	1	1.2%	2	3.7%	0	0.5%
	Goals	**Underutilized**			**1**	**Yes**	**1**	**Yes**	**1**	**Yes**				
30	**Technicians**	**157**												
		Employees	109	69.4%	29	18.5%	11	7%	4	2.5%	14	8.9%		
		Availability	94	60%	21	13.3%	8	5.2%	3	2%	9	5.9%	0	0.1%
	Goals	**Underutilized**												
40	**Administrative Support**	**112**												
		Employees	94	83.9%	35	31.3%	9	8%	8	7.1%	15	13.4%	3	2.7%
		Availability	91	80.9%	26	23.1%	10	8.9%	4	3.2%	10	8.9%	2	2.1%
	Goals	**Underutilized**					**1**	**Yes**						
50	**Skilled Craft**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												
60	**Transit Operators**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
70	**Service/Maintenance**	**0**												
		Employees												
		Availability												
	Goals	**Underutilized**												
80	**Protective Services**	**698**												
		Employees	103	14.8%	120	17.2%	36	5.2%	29	4.2%	43	6.2%	12	1.7%
		Availability	95	13.5%	94	13.5%	37	5.3%	17	2.5%	31	4.4%	10	1.4%
	Goals	**Underutilized**					**1**	**Yes**						
90	**Para-Professional**	**8**												
		Employees	5	62.5%	4	50%			2	25%	2	25%		
		Availability	5	60.6%	1	17.4%	1	7.4%	0	3.2%	0	4.8%	0	1.8%
	Goals	**Underutilized**					**1**	**Yes**						
Grand Total:	1,031	100%	336	32.6%	194	18.8%	58	5.6%	43	4.2%	78	7.6%	15	1.5%

King County Executive Branch
Mid-Year 2004 Summary Analysis by Race/Ethnicity and Gender
Department of Transportation

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
10	Officials/Administrators	10												
		Employees	3	30%	2	20%	1	10%			1	10%		
		Availability	3	33.8%	1	6.9%	0	2.1%	0	1.7%	0	2.5%	0	0.7%
	Goals	Underutilized												
20	Professionals	745												
		Employees	278	37.3%	190	25.5%	70	9.4%	10	1.3%	101	13.6%	9	1.2%
		Availability	218	29.2%	84	11.2%	29	3.9%			36	4.8%	7	1%
	Goals	Underutilized												
30	Technicians	169												
		Employees	36	21.3%	34	20.1%	20	11.8%	4	2.4%	9	5.3%	1	0.6%
		Availability	55	32.5%	14	8.5%	5	3.2%	4	2.4%	4	2.5%	1	0.4%
	Goals	Underutilized	19	Yes										
40	Administrative Support	223												
		Employees	155	69.5%	80	35.9%	39	17.5%	3	1.3%	30	13.5%	8	3.6%
		Availability	157	70.3%	24	10.6%	7	3.1%	5	2.2%	9	3.8%	3	1.4%
	Goals	Underutilized	2	Yes					2	Yes				
50	Skilled Craft	578												
		Employees	40	6.9%	115	19.9%	47	8.1%	11	1.9%	48	8.3%	9	1.6%
		Availability	49	8.5%	58	10.1%	14	2.5%	11	1.9%	20	3.4%	13	2.3%
	Goals	Underutilized	9	Yes									4	Yes
60	Transit Operators	2,737												
		Employees	600	21.9%	969	35.4%	632	23.1%	90	3.3%	213	7.8%	34	1.2%
		Availability	756	27.6%	325	11.9%	214	7.8%	27	1%	55	2%	25	0.9%
	Goals	Underutilized	156	Yes										

		Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
			#	%	#	%	#	%	#	%	#	%	#	%
70	**Service/Maintenance**	**532**												
		Employees	89	16.7%	210	39.5%	87	16.4%	26	4.9%	85	16%	12	2.3%
		Availability	113	21.3%	68	12.7%	18	3.4%	17	3.2%	18	3.4%	14	2.7%
	Goals	**Underutilized**	**24**	**Yes**									**2**	**Yes**
80	**Protective Services**	**3**												
		Employees												
		Availability	1	25.3%	0	13.6%	0	5.3%	0	2.7%	0	3.7%	0	1.8%
	Goals	**Underutilized**	**1**	**Yes**										
90	**Para-Professional**	**7**												
		Employees	5	71.4%	5	71.4%	2	28.6%			3	42.9%		
		Availability	3	44.4%	1	9.9%	0	2.5%	0	1.9%	0	4.5%	0	1%
	Goals	**Underutilized**												
Grand Total:	5,004	100%	1,206	24.1%	1,605	32.1%	898	17.9%	144	2.9%	490	9.8%	73	1.5%

King County Executive Branch

Mid-Year 2004 Summary Analysis for Persons with Disabilities by Dept

		Total	Exec		Exec Office		DAJD		DA		DHCS		DDES	
			#	%	#	%	#	%	#	%	#	%	#	%
10	Officials/Administrators		91		11	All	6	All	6	All	5	All	3	All
		Employees	4	4.40%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
		Availability			1	6.14%	0	6.09%	0	6.08%	0	6.40%	0	6.17%
	Goals	Underutilized			1	Yes								
20	Professionals		3240		61	All	79	All	18	All	225	All	113	All
		Employees	107	3.30%	1	1.64%	7	8.86%	0	0.00%	9	4.00%	4	3.54%
		Availability			4	6.83%	6	7.81%	1	6.06%	16	7.28%	9	8.24%
	Goals	Underutilized			3	Yes			1	Yes	7	Yes	5	Yes
30	Technicians		854		0	All	4	All	144	All	38	All	53	All
		Employees	24	2.81%	0		0	0.00%	5	3.47%	1	2.63%	2	3.77%
		Availability			0	6.18%	0	6.82%	23	16.16%	2	6.51%	4	8.06%
	Goals	Underutilized							18	Yes	1	Yes	2	Yes
40	Administrative Support		1401		16	All	40	All	60	All	55	All	40	All
		Employees	94	6.71%	1	6.25%	1	2.50%	4	6.67%	6	10.91%	4	10.00%
		Availability			2	9.86%	4	9.95%	5	9.15%	5	9.59%	4	9.88%
	Goals	Underutilized			1	Yes	3	Yes	1	Yes				
50	Skilled Craft		911		0	All	0	All	0	All	0	All	0	All
		Employees	24	2.63%	0		0		0		0		0	
		Availability			0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	Goals	Underutilized												
60	Transit Operators		2737		0	All	0	All	0	All	0	All	0	All
		Employees	14	0.51%	0		0		0		0		0	
		Availability			0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	Goals	Underutilized												

		Total	Exec		Exec Office		DAJD		DA		DHCS		DDES #	
			#	%	#	%	#	%	#	%	#	%		%
70	Service/Maintenance		928		0	All	34	All	0	All	0	All	3	All
		Employees	54	5.82%	0		1	2.94%	0		0		0	0.00%
		Availability			0	0.00%	5	14.12%	0	0.00%	0	0.00%	0	0.00%
	Goals	Underutilized					4	Yes						
80	Protective Services		1499		0	All	679	All	0	All	2	All	13	All
		Employees	22	1.47%	0		13	1.91%	0		1	50.00%	1	7.69%
		Availability			0	0.00%	68	10.0%	0	0.0%	0	0.0%	0	0.0%
	Goals	Underutilized					55	Yes						
90	Para-Professional		134		0	All	24	All	0	All	10	All	0	All
		Employees	6	4.48%	0		0	0.00%	0		0	0.00%	0	
		Availability			0	0.00%	1	4.18%	0	5.56%	2	17.37%	0	0.00%
	Goals	Underutilized					1	Yes			2	Yes		
Grand Total:		All employees	11795		88		866		228		335		225	
		All PWD	349	2.96%	2	2.27%	22	2.54%	9	3.95%	17	5.07%	11	4.89%

King County Executive Branch

Mid-Year Summary Analysis for Persons with Disabilities by Department

Continued

		Total	DES		DJA		DNRP		DPH		KCSO		DOT	
			#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**		17	All	1	All	10	All	10	All	12	All	10	All
		Employees	3	17.65%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	0	0.00%
		Availability	1	6.17%	0	0.00%	1	6.10%	1	5.16%	1	6.17%	1	6.22%
	Goals	**Underutilized**							1	Yes	1	Yes	1	Yes
20	**Professionals**		405	All	36	All	740	All	774	All	44	All	745	All
		Employees	19	4.69%	0	0.00%	12	1.62%	20	2.58%	3	6.8%	32	4.30%
		Availability	25	6.12%	2	5.49%	27	3.70%	61	7.92%	3	7.73%	56	7.55%
	Goals	**Underutilized**	6	Yes	2	Yes	15	Yes	41	Yes			24	Yes
30	**Technicians**		46	All	3	All	59	All	181	All	157	All	169	All
		Employees	1	2.17%	0	0.00%	2	3.39%	5	2.76%	3	1.91%	5	2.96%
		Availability	3	7.37%	0	6.61%	5	7.90%	19	10.30%	6	3.54%	17	10.16%
	Goals	**Underutilized**	2	Yes			3	Yes	14	Yes	3	Yes	12	Yes
40	**Administrative Support**		234	All	170	All	144	All	307	All	112	All	223	All
		Employees	18	7.69%	7	4.12%	10	6.94%	18	5.86%	6	5.36%	19	8.52%
		Availability	23	9.65%	14	8.16%	14	9.80%	30	9.84%	8	7.03%	22	9.96%
	Goals	**Underutilized**	5	Yes	7	Yes	4	Yes	12	Yes	2	Yes	3	Yes
50	**Skilled Craft**		91	All	0	All	241	All	1	All	0	All	578	All
		Employees	2	2.20%	0		4	1.66%	0	0.00%	0		18	3.11%
		Availability	8	8.48%	0	0.00%	22	9.20%	0	0.00%	0	0.00%	54	9.35%
	Goals	**Underutilized**	6	Yes			18	Yes	0				36	Yes
60	**Transit Operators**		0	All	0	All	0	All	0	All	0	All	2737	All
		Employees	0		0		0		0		0		14	0.51%
		Availability	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	14	0.50%
	Goals	**Underutilized**											-0	

		Total	DES		DJA		DNRP		DPH		KCSO		DOT	
			#	%	#	%	#	%	#	%	#	%	#	%
70	**Service/Maintenance**		92	All	0	All	262	All	5	All	0	All	532	All
		Employees	12	13.04%	0		27	10.31%	0	0.00%	0		14	2.63%
		Availability	8	8.87%	0	0.00%	30	11.60%	1	11.81%	0	0.00%	61	11.39%
	Goals	**Underutilized**					3	Yes	1	Yes	0		47	Yes
80	**Protective Services**		96	All	0	All	5	All	3	All	698	All	3	All
		Employees	2	2.08%	0	0.00%	0	0.00%	0	0.00%	5	0.72%	0	0.00%
		Availability	15	15.7%	0	0.0%	0	0.0%	0	8.2%	61	8.7%	0	7.5%
	Goals	**Underutilized**	13	Yes	0						56	Yes	0	
90	**Para-Professional**		0	All	0	All	1	All	84	All	8	All	7	All
		Employees	0		0		0	0.00%	5	5.95%	0	0.00%	1	14.29%
		Availability	0	10.86%	0	7.95%	0	7.80%	8	9.71%	1	8.63%	0	5.87%
	Goals	**Underutilized**							3	Yes	1	Yes		
Grand Total:		All employees	981		210		1462		1365		1031		5004	
		All PWD	57	5.81%	7	3.33%	56	3.83%	48	3.52%	17	1.65%	103	2.06%

Attachment 4: Proposed 2005-2006 Workforce Availabilities for People of Color, Persons with Disabilities, and Women

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Department of Adult & Juvenile Detention 204
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King County Executive Branch

Proposed 2005-2006 Workforce Availabilities for People of Color and Women

Executive's Office

		Total	Female		Total Minority		Black		Asian		Native Amer.		Hispanic		PWD	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**															
	Employees:	**13**														
	Current Utilization		6	46.15%	5	38.46%	2	15.38%	3	23.08%	0	0	0	0	0	0
	Class Goal		3.65	28.06%	1.9	14.58%	0.48	3.7%	1.06	8.13%	0.11	0.84%	0.13	1.03%	1	6.14%
	Underutilized		0	No	0	No	0	No	0	No	0.11	No	0.13	No	**1**	**Yes**
20	**Professionals**															
	Employees:	**77**														
	Current Utilization		44	57.14%	23	29.87%	11	14.29%	9	11.69%	0	0	3	3.9%	2	2.6%
	Class Goal		31.92	41.45%	10.65	13.83%	1.85	2.4%	5.25	6.82%	0.92	1.19%	1.97	2.56%	5	6.83%
	Underutilized		0	No	0	No	0	No	0	No	0.92	No	0	No	**3**	**Yes**
30	**Technicians**															
	Employees:	**3**														
	Current Utilization		3	100%	0	0	0	0	0	0	0	0	0	0	0	0
	Class Goal		1.44	48.14%	0.6	19.84%	0.12	4.05%	0.28	9.18%	0.05	1.68%	0.14	4.62%	0	6.18%
	Underutilized		0	No	0.6	No	0.12	No	0.28	No	0.05	No	0.14	No	0	No
40	**Administrative Support**															
	Employees:	**12**														
	Current Utilization		12	100%	2	16.67%	0	0	1	8.33%	0	0	1	8.33%	2	16.67%
	Class Goal		9.75	81.27%	1.91	15.89%	0.5	4.14%	0.81	6.77%	0.18	1.54%	0.28	2.33%	1	9.86%
	Underutilized		0	No	0	No	0.5	No	0	No	0.18	No	0	No	0	No
Total:		**105**	**65**		**30**		**13**		**13**		**0**		**4**		**4**	

PWD=Persons with Disabilities

King County Executive Branch

Proposed 2005-2006 Workforce Availabilities for People of Color and Women

Department of Adult & Juvenile Detention

		Total	Female		Total Minority		Black		Asian		Native Amer.		Hispanic		PWD	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**															
	Employees:	**6**														
	Current Utilization		2	33.33%	2	33.33%	2	33.33%	0	0	0	0	0	0	0	0
	Class Goal		2.14	35.71%	0.73	12.11%	0.16	2.69%	0.29	4.86%	0.12	2.01%	0.09	1.49%	0	6.09%
	Underutilized		0.14	No	0	No	0	No	0.29	No	0.12	No	0.09	No	0	No
20	**Professionals**															
	Employees:	**86**														
	Current Utilization		46	53.49%	29	33.72%	12	13.95%	10	11.63%	1	1.16%	6	6.98%	7	8.14%
	Class Goal		43.14	50.17%	12.15	14.13%	3.77	4.38%	4.38	5.09%	1.9	2.21%	1.58	1.84%	7	7.81%
	Underutilized		0	No	0	No	0	No	0	No	0.9	No	0	No	0	No
30	**Technicians**															
	Employees:	**10**														
	Current Utilization		4	40%	5	50%	2	20%	3	30%	0	0	0	0	0	0
	Class Goal		5.82	58.19%	2.76	27.6%	0.88	8.82%	1.05	10.54%	0.26	2.59%	0.38	3.79%	1	6.82%
	Underutilized		**1.82**	**Yes**	0	No	0	No	0	No	0.26	No	0.38	No	**1**	**Yes**
40	**Administrative Support**															
	Employees:	**42**														
	Current Utilization		37	88.1%	17	40.48%	6	14.29%	8	19.05%	2	4.76%	1	2.38%	1	2.38%
	Class Goal		32.53	77.45%	7.27	17.3%	2.05	4.88%	3.02	7.2%	0.7	1.66%	0.98	2.33%	4	9.95%
	Underutilized		0	No	0	No	0	No	0	No	0	No	0	No	**3**	**Yes**
70	**Service/Maintenance**	**37**														
	Employees:															
	Current Utilization		6	16.22%	19	51.35%	3	8.11%	14	37.84%	0	0	2	5.41%	1	2.7%
	Class Goal		15.91	43%	14.26	38.55%	1.67	4.52%	5.74	15.51%	1.24	3.34%	4.82	13.02%	5	14.12%
	Underutilized		**9.91**	**Yes**	0	No	0	No	0	No	**1.24**	**Yes**	**2.82**	**Yes**	**4**	**Yes**

PWD=Persons with Disabilities

		Total	Female		Total Minority		Black		Asian		Native Amer.		Hispanic		PWD	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
80	**Protective Services**															
	Employees:	**708**														
	Current Utilization		178	25.14%	302	42.66%	184	25.99%	71	10.03%	9	1.27%	38	5.37%	14	1.98%
	Class Goal		208.52	29.45%	182.26	25.74%	90.67	12.81%	42.8	6.05%	8.98	1.27%	33.3	4.7%	71	10%
	Underutilized		**30.52**	**Yes**	0	No	0	No	0	No	0	No	0	No	**57**	**Yes**
Total:	**889**		**273**		**374**		**209**		**106**		**12**		**47**		**23**	

PWD=Persons with Disabilities

King County Executive Branch

Proposed 2005-2006 Workforce Availabilities for People of Color and Women

Assessor's Office

		Total	Female		Total Minority		Black		Asian		Native Amer.		Hispanic		PWD	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**															
	Employees:	**5**														
	Current Utilization		2	40%	1	20%	0	0	1	20%	0	0	0	0	0	0
	Class Goal		1.78	35.64%	0.71	14.21%	0.13	2.66%	0.37	7.32%	0.04	0.87%	0.11	2.18%	0	6.08%
	Underutilized		0	No	0	No	0.13	No	0	No	0.04	No	0.11	No	0	No
20	**Professionals**															
	Employees:	**145**														
	Current Utilization		63	43.45%	26	17.93%	4	2.76%	18	12.41%	1	0.69%	3	2.07%	0	0
	Class Goal		69.06	47.63%	19.5	13.45%	2.71	1.87%	9.26	6.39%	0.98	0.68%	4.71	3.25%	9	6.06%
	Underutilized		**6.06**	**Yes**	0	No	0	No	0	No	0	No	**1.71**	**Yes**	**9**	**Yes**
30	**Technicians**															
	Employees:	**18**														
	Current Utilization		8	44.44%	8	44.44%	1	5.56%	7	38.89%	0	0	0	0	5	27.78%
	Class Goal		9.78	54.35%	4.22	23.47%	0.56	3.13%	2.38	13.2%	0.31	1.7%	0.85	4.71%	3	16.16%
	Underutilized		**1.78**	**Yes**	0	No	0	No	0	No	0.31	No	0.85	No	0	No
40	**Administrative Support**															
	Employees:	**60**														
	Current Utilization		48	80%	30	50%	13	21.67%	13	21.67%	2	3.33%	2	3.33%	4	6.67%
	Class Goal		42.34	70.57%	13.2	21.99%	3.31	5.52%	6.02	10.03%	0.88	1.46%	2.06	3.44%	5	9.15%
	Underutilized		0	No	0	No	0	No	0	No	0	No	0.06	No	**1**	**Yes**
Total:		**228**	**121**		**65**		**18**		**39**		**3**		**5**		**9**	

PWD=Persons with Disabilities

King County Executive Branch

Proposed 2005-2006 Workforce Availabilities for People of Color and Women

Department of Community & Human Services

		Total	Female		Total Minority		Black		Asian		Native Amer.		Hispanic		PWD	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**															
	Employees:	**4**														
	Current Utilization		2	50%	2	50%	1	25%	1	25%	0	0	0	0	0	0
	Class Goal		1.47	36.67%	0.67	16.79%	0.22	5.5%	0.31	7.64%	0.05	1.24%	0.06	1.41%	0	6.4%
	Underutilized		0	No	0	No	0	No	0	No	0.05	No	0.06	No	0	No
20	**Professionals**															
	Employees:	**253**														
	Current Utilization		157	62.06%	91	35.97%	34	13.44%	38	15.02%	6	2.37%	13	5.14%	9	3.56%
	Class Goal		152.18	60.15%	49.48	19.56%	13.16	5.2%	18.22	7.2%	7.63	3.02%	7.54	2.98%	18	7.28%
	Underutilized		0	No	0	No	0	No	0	No	**1.63**	**Yes**	0	No	**9**	**Yes**
30	**Technicians**															
	Employees:	**14**														
	Current Utilization		4	28.57%	6	42.86%	1	7.14%	4	28.57%	0	0	1	7.14%	1	7.14%
	Class Goal		5.39	38.48%	2.46	17.54%	0.49	3.52%	1.23	8.78%	0.19	1.35%	0.45	3.18%	1	6.51%
	Underutilized		**1.39**	**Yes**	0	No	0	No	0	No	0.19	No	0	No	0	No
40	**Administrative Support**															
	Employees:	**70**														
	Current Utilization		56	80%	39	55.71%	15	21.43%	14	20%	2	2.86%	8	11.43%	6	8.57%
	Class Goal		53.98%	77.11%	20.6	29.44%	6.94	9.91%	8.11	11.59%	1.33	1.9%	3.63	5.18%	7	9.59%
	Underutilized		0	No	0	No	0	No	0	No	0	No	0	No	**1**	**Yes**
90	**Para-Professional**															
	Employees:	**8**														
	Current Utilization		4	50%	5	62.5%	2	25%	3	37.5%	0	0	0	0	0	0
	Class Goal		5.71	71.33%	1.5	18.78%	0.31	3.83%	0.4	5.02%	0.37	4.62%	0.18	2.22%	1	17.37%
	Underutilized		**1.71**	**Yes**	0	No	0	No	0	No	0.37	No	0.18	No	**1**	**Yes**
Total:		**349**	**223**		**143**		**53**		**60**		**8**		**22**		**17**	

PWD=Persons with Disabilities

King County Executive Branch

Proposed 2005-2006 Workforce Availabilities for People of Color and Women

Department of Development & Environmental Services

		Total	Female		Total Minority		Black		Asian		Native Amer.		Hispanic		PWD	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**															
	Employees:	**4**														
	Current Utilization		0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Class Goal		1.52	37.98%	0.45	11.29%	0.09	2.21%	0.18	4.42%	0.06	1.62%	0.07	1.82%	0	6.17%
	Underutilized		**1.52**	**Yes**	0.45	No	0.09	No	0.18	No	0.06	No	0.07	No		
20	**Professionals**															
	Employees:	**118**														
	Current Utilization		37	31.36%	28	23.73%	2	1.69%	20	16.95%	2	1.69%	4	3.39%	4	3.39%
	Class Goal		34.56	29.29%	16.97	14.38%	2.99	2.53%	8.99	7.62%	1.72	1.46%	2.38	2.02%	10	8.24%
	Underutilized		0	No	0	No	0.99	No	0	No	0	No	0	No	**6**	**Yes**
30	**Technicians**															
	Employees:	**54**														
	Current Utilization		18	33.33%	14	25.93%	6	11.11%	4	7.41%	1	1.85%	3	5.56%	3	5.56%
	Class Goal		21.56	39.93%	7.88	14.6%	1.82	3.38%	2.73	5.05%	1.04	1.92%	2.14	3.96%	4	8.06%
	Underutilized		**3.56**	**Yes**	0	No	0	No	0	No	0.04	No	0	No	**1**	**Yes**
40	**Administrative Support**															
	Employees:	**33**														
	Current Utilization		30	90.91%	13	39.39%	5	15.15%	6	18.18%	0	0	2	6.06%	4	12.12%
	Class Goal		26.56	80.48%	6.41	19.41%	2.03	6.14%	2.64	8.01%	0.49	1.49%	0.86	2.6%	3	9.88%
	Underutilized		0	No	0	No	0	No	0	No	0.49	No	0	No	0	No
70	**Service/Maintenance**															
	Employees:	**4**														
	Current Utilization		2	50%	1	25%	1	25%	0	0	0	0	0	0	0	0
	Class Goal		0.38	9.55%	0.44	10.91%	0.19	4.69%	0.06	1.61%	0.07	1.77%	0.07	1.72%	0	0
	Underutilized		0	No	0	No	0	No	0.06	No	0.07	No	0.07	No	0	No

PWD=Persons with Disabilities

		Total	Female		Total Minority		Black		Asian		Native Amer.		Hispanic		PWD	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
80	**Protective Services**															
	Employees:	**12**														
	Current Utilization		3	25%	2	16.67%	2	16.67%	0	0	0	0	0	0	0	0
	Class Goal		1.07	8.92%	1.49	12.4%	0.38	3.13%	0.6	5%	0.24	2%	0.27	2.27%	0	0
	Underutilized		0	No	0	No	0	No	0.6	No	0.24	No	0.27	No	0	No
Total:	**225**		**90**		**58**		**16**		**30**		**3**		**9**		**11**	

PWD=Persons with Disabilities

King County Executive Branch

Proposed 2005-2006 Workforce Availabilities for People of Color and Women

Department of Executive Services

		Total	Female		Total Minority		Black		Asian		Native Amer.		Hispanic		PWD	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**															
	Employees:	14														
	Current Utilization		8	57.14%	2	14.29%	1	7.14%	0	0	0	0	1	7.14%	3	21.43%
	Class Goal		6.3	44.98%	1.85	13.2%	0.72	5.15%	0.38	2.74%	0.1	0.7%	0.58	4.13%	1	6.17%
	Underutilized		0	No	0	No	0	No	0.38	No	0.1	No	0	No	0	No
20	**Professionals**															
	Employees:	471														
	Current Utilization		235	49.89%	118	25.05%	47	9.98%	54	11.46%	1	0.21%	16	3.4%	14	2.97%
	Class Goal		217.37	46.15%	88.84	18.86%	25.11	5.33%	39.94	8.48%	7.35	1.56%	13.23	2.81%	29	6.12%
	Underutilized		0	No	0	No	0	No	0	No	**6.35**	**Yes**	0	No	**15**	**Yes**
30	**Technicians**															
	Employees:	66														
	Current Utilization		16	24.24%	21	31.82%	6	9.09%	9	13.64%	3	4.55%	3	4.55%	1	1.52%
	Class Goal		21.55	32.65%	11.34	17.18%	2.47	3.74%	4.96	7.51%	1.15	1.75%	2.22	3.36%	5	7.37%
	Underutilized		**5.55**	**Yes**	0	No	0	No	0	No	0	No	0	No	**4**	**Yes**
40	**Administrative Support**															
	Employees:	242														
	Current Utilization		184	76.03%	103	42.56%	43	17.77%	45	18.6%	6	2.48%	9	3.72%	18	7.44%
	Class Goal		178.48	73.75%	100.25	41.43%	41.76	17.26%	43.81	18.1%	5.83	2.41%	8.85	3.66%	23	9.65%
	Underutilized		0	No	0	No	0	No	0	No	0	No	0	No	**5**	**Yes**
50	**Skilled Craft**															
	Employees:	95														
	Current Utilization		10	10.53%	32	33.68%	16	16.84%	12	12.63%	3	3.16%	1	1.05%	2	2.11%
	Class Goal		10.6	11.16%	13.13	13.82%	3.19	3.36%	3.53	3.72%	2.12	2.24%	3.29	3.47%	8	8.48%
	Underutilized		0.6	No	0	No	0	No	0	No	0	No	**2.29**	**Yes**	**6**	**Yes**

PWD=Persons with Disabilities

		Total	Female		Total Minority		Black		Asian		Native Amer.		Hispanic		PWD	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
70	**Service/Maintenance**															
	Employees:	**94**														
	Current Utilization		24	25.53%	57	60.64%	23	24.47%	22	23.4%	1	1.06%	11	11.7%	11	11.7%
	Class Goal		25.98	27.64%	27.98	29.77%	6.22	6.62%	8.56	9.11%	3.32	3.53%	7.91	8.42%	8	8.87%
	Underutilized		**1.98**	**Yes**	0	No	0	No	0	No	**2.32**	**Yes**	0	No	0	No
80	**Protective Services**															
	Employees:	**94**														
	Current Utilization		22	23.4%	32	34.04%	3	3.19%	25	26.6%	1	1.06%	3	3.19%	1	1.06%
	Class Goal		50.5	53.72%	17.19	18.29%	2.27	2.42%	7.57	8.06%	3.63	3.86%	3.71	3.95	15	15.7%
	Underutilized		**28.5**	**Yes**	0	No	0	No	0	No	**2.63**	**Yes**	0.71	No	**14**	**Yes**
Total:	**1,076**		**499**		**365**		**139**		**167**		**15**		**44**		**50**	

PWD=Persons with Disabilities

King County Executive Branch

Proposed 2005-2006 Workforce Availabilities for People of Color and Women

Department of Judicial Administration

		Total	Female		Total Minority		Black		Asian		Native Amer.		Hispanic		PWD	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**															
	Employees:	**1**														
	Current Utilization		1	100%	1	100%	0	0	0	0	1	100%	0	0	0	0
	Class Goal		0.18	17.62%	0.08	7.75%	0.01	0.7%	0.04	4.34%	0.01	0.83%	0.01	1.14%	0	0
	Underutilized		0	No	0	No	0.01	No	0.04	No	0	No	0.01	No	0	No
20	**Professionals**															
	Employees:	**39**														
	Current Utilization		20	51.28%	11	28.21%	5	12.82%	5	12.82%	0	0	1	2.56%	1	2.56%
	Class Goal		20.84	53.45%	7.13	18.28%	1.92	4.93%	3.22	8.26%	0.67	1.72%	0.95	2.45%	2	5.49%
	Underutilized		0.84	No	0	No	0	No	0	No	0.67	No	0	No	**1**	**Yes**
30	**Technicians**															
	Employees:	**3**														
	Current Utilization		0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Class Goal		0.94	31.41%	0.59	19.78%	0.12	4.02%	0.32	10.62%	0.05	1.62%	0.08	2.67%	0	6.61%
	Underutilized		0.94	No	0.59	No	0.12	No	0.32	No	0.05	No	0.08	No	0	No
40	**Administrative Support**															
	Employees:	**172**														
	Current Utilization		124	72.09%	73	42.44%	24	13.95%	42	24.42%	1	0.58%	6	3.49%	8	4.65%
	Class Goal		141.51	82.28%	35.4	20.58%	9.92	5.77%	15.78	9.17%	2.43	1.41%	5.12	2.98%	14	8.16%
	Underutilized		**17.51**	**Yes**	0	No	0	No	0	No	1.43	Yes	0	No	**6**	**Yes**
Total:		**215**	**145**		**85**		**29**		**47**		**2**		**7**		**9**	

PWD=Persons with Disabilities

King County Executive Branch

Proposed 2005-2006 Workforce Availabilities for People of Color and Women

Department of Natural Resources & Parks

		Total	Female		Total Minority		Black		Asian		Native Amer.		Hispanic		PWD	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**															
	Employees:	**11**														
	Current Utilization		6	54.55%	4	36.36%	3	27.27%	1	9.09%	0	0	0	0	1	9.09%
	Class Goal		4.83	43.91%	1.58	14.4%	0.36	3.26%	0.7	6.4%	0.17	1.52%	0.23	2.12%	1	6.1%
	Underutilized		0	No	0	No	0	No	0	No	0.17	No	0.23	No	0	No
20	**Professionals**															
	Employees:	**783**														
	Current Utilization		320	40.87%	144	18.39%	35	4.47%	91	11.62%	6	0.77%	12	1.53%	11	1.4%
	Class Goal		309.5	39.53%	147.79	18.87%	34.29	4.38%	80.18	10.24%	12.44	1.59%	16.79	2.14%	29	3.7%
	Underutilized		0	No	3.79	No	0	No	0	No	**6.44**	**Yes**	**4.79**	**Yes**	**18**	**Yes**
30	**Technicians**															
	Employees:	**85**														
	Current Utilization		46	54.12%	19	22.35%	10	11.76%	8	9.41%	1	1.18%	0	0	2	2.35%
	Class Goal		43.86	51.6%	16.43	19.33%	6.65	7.83%	6.65	7.82%	0.87	1.03%	1.78	2.09%	7	7.9%
	Underutilized		0	No	0	No	0	No	0	No	0	No	**1.78**	**Yes**	**5**	**Yes**
40	**Administrative Support**															
	Employees:	**132**														
	Current Utilization		111	84.09%	36	27.27%	11	8.33%	18	13.64%	3	2.27%	4	3.03%	12	9.09%
	Class Goal		95.29	72.19%	32.26	24.44%	7.84	5.94%	15.38	11.65%	2.38	1.8%	5.81	4.4%	13	9.8%
	Underutilized		0	No	0	No	0	No	0	No	0	No	**1.81**	**Yes**	**1**	**Yes**
50	**Skilled Craft**															
	Employees:	**262**														
	Current Utilization		28	10.69%	57	21.76%	24	9.16%	12	4.58%	7	2.67%	14	5.34%	3	1.15%
	Class Goal		27.62	10.54%	50.94	19.44%	19.81	7.56%	12.02	4.59%	6.48	2.47%	11.91	4.55%	24	9.2%
	Underutilized		0	No	0	No	0	No	0.02	No	0	No	0	No	**21**	**Yes**

PWD=Persons with Disabilities

		Total	Female		Total Minority		Black		Asian		Native Amer.		Hispanic		PWD	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
70	**Service/Maintenance**															
	Employees:	**255**														
	Current Utilization		57	22.35%	64	25.1%	33	12.94%	15	5.88%	7	2.75%	9	3.53%	28	10.98%
	Class Goal		38.22	14.99%	71.07	27.87%	18.62	7.3%	17.41	6.83%	6.07	2.38%	24.67	9.67%	30	11.6%
	Underutilized		0	No	**7.07**	**Yes**	0	No	**2.41**	**Yes**	0	No	**15.67**	**Yes**	**2**	**Yes**
80	**Protective Services**															
	Employees:	**5**														
	Current Utilization		3	60%	2	40%	1	20%	1	20%	0	0	0	0	0	0
	Class Goal		3	60%	2	40%	1	20%	1	20%	0	0	0	0	0	0
	Underutilized		0	No	0	No	0	No	0	No	0	No	0	No	0	No
90	**Para-Professional**															
	Employees:	**12**														
	Current Utilization		12	100%	6	50%	1	8.33%	3	25%	0	0	2	16.67%	0	0
	Class Goal		8.75	72.96%	2.69	22.42%	0.69	5.75%	1.27	10.6%	0.17	1.39%	0.37	3.07	1	7.8%
	Underutilized		0	No	0	No	0	No	0	No	0.17	No	0	No	**1**	**Yes**
Total:	**1,545**		**583**		**332**		**118**		**149**		**24**		**41**		**57**	

PWD=Persons with Disabilities

King County Executive Branch

Proposed 2005-2006 Workforce Availabilities for People of Color and Women

Department of Public Health

		Total	Female		Total Minority		Black		Asian		Native Amer.		Hispanic		PWD	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**															
	Employees:	**9**														
	Current Utilization		6	66.67%	1	11.11%	1	11.11%	0	0	0	0	0	0	0	0
	Class Goal		4.47	49.69%	1.13	12.54%	0.22	2.46%	0.43	4.74%	0.19	2.16%	0.2	2.23%	0	5.16%
	Underutilized		0	No	0.13	No	0	No	0.43	No	0.19	No	0.2	No	0	No
20	**Professionals**															
	Employees:	**842**														
	Current Utilization		659	78.27%	211	25.06%	55	6.53%	98	11.64%	11	1.31%	47	5.58%	24	2.85%
	Class Goal		587.22	69.74%	143.37	17.03%	29.95	3.56%	63.99	7.6%	18.57	2.21%	19.67	2.34%	67	7.92%
	Underutilized		0	No	0	No	0	No	0	No	**7.57**	**Yes**	0	No	**43**	**Yes**
30	**Technicians**															
	Employees:	**239**														
	Current Utilization		92	38.49%	57	23.85%	17	7.11%	28	11.72%	0	0	12	5.02%	5	2.09%
	Class Goal		100.85	42.2%	32.04	13.41%	11.23	4.7%	7.63	3.19%	1.7	0.71%	9.72	4.07%	25	10.3%
	Underutilized		**8.85**	**Yes**	0	No	0	No	0	No	**1.7**	**Yes**	0	No	**20**	**Yes**
40	**Administrative Support**															
	Employees:	**404**														
	Current Utilization		354	87.62%	202	50%	57	14.11%	81	20.05%	7	1.73%	57	14.11%	18	4.46%
	Class Goal		311.21	77.03%	75.26	18.63%	22.51	5.57%	29.65	7.34%	6.49	1.61%	9.98	2.47%	40	9.84%
	Underutilized		0	No	0	No	0	No	0	No	0	No	0	No	**22**	**Yes**
50	**Skilled Craft**															
	Employees:	**8**														
	Current Utilization		5	62.5%	2	25%	0	0	0	0	0	0	2	25%	0	0
	Class Goal		0.64	8.03%	1.39	17.37%	0.26	3.27%	0.25	3.1%	0.17	2.09%	0.56	6.96%	0	0
	Underutilized		0	No	0	No	0.26	No	0.25	No	0.17	No	0	No	0	0

PWD=Persons with Disabilities

		Total	Female		Total Minority		Black		Asian		Native Amer.		Hispanic		PWD	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
70	**Service/Maintenance**															
	Employees:	**5**														
	Current Utilization		0	0	2	40%	2	40%	0	0	0	0	0	0	0	0
	Class Goal		1.28	25.61%	1.12	22.4%	0.47	9.46%	0.26	5.18%	0.12	2.46%	0.22	4.47%	1	11.81%
	Underutilized		**1.28**	**Yes**	0	No	0	No	0.26	No	0.12	No	0.22	No	**1**	**Yes**
80	**Protective Services**															
	Employees:	**6**														
	Current Utilization		2	33.33%	1	16.67%	1	16.67%	0	0	0	0	0	0	0	0
	Class Goal		2.27	37.92%	0.99	16.57%	0.74	12.31%	0.09	1.57%	0.03	0.45%	0.11	1.83%	0	8.2%
	Underutilized		0.27	No	0	No	0	No	0.09	No	0.03	No	0.11	No	0	No
90	**Para-Professional**															
	Employees:	**46**														
	Current Utilization		30	65.22%	15	32.61%	7	15.22%	1	2.17%	0	0	7	15.22%	5	10.87%
	Class Goal		33.61	73.06%	11.15	24.25%	3.55	7.71%	3.78	8.21%	1.44	3.13%	1.92	4.17%	4	9.71%
	Underutilized		**3.61**	**Yes**	0	No	0	No	**2.78**	**Yes**	**1.44**	**Yes**	0	No	0	No
Total:	**1,559**		**1,148**		**491**		**140**		**208**		**18**		**125**		**52**	

PWD=Persons with Disabilities

King County Executive Branch

Proposed 2005-2006 Workforce Availabilities for People of Color and Women

Sheriff's Office

		Total	Female		Total Minority		Black		Asian		Native Amer.		Hispanic		PWD	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**															
	Employees:	**11**														
	Current Utilization		4	36.36%	1	9.09%	0	0	1	9.09%	0	0	0	0	0	0
	Class Goal		2.76	25.1%	1.41	12.86%	0.34	3.06%	0.86	7.81%	0.12	1.07%	0.06	0.59%	1	6.17%
	Underutilized		0	No	0.41	No	0.34	No	0	No	0.12	No	0.06	No	**1**	**Yes**
20	**Professionals**															
	Employees:	**144**														
	Current Utilization		40	27.78%	17	11.81%	6	4.17%	7	4.86%	1	0.69%	3	2.08%	3	2.1%
	Class Goal		35.84	24.89%	24.74	17.18%	9.07	6.3%	8.1	5.62%	2.42	1.68%	3.92	2.72%	11	7.73%
	Underutilized		0	No	**7.74**	**Yes**	**3.07**	**Yes**	**1.1**	**Yes**	**1.42**	**Yes**	0.92	No	**8**	**Yes**
30	**Technicians**															
	Employees:	**130**														
	Current Utilization		87	66.92%	23	17.69%	6	4.62%	12	9.23%	0	0	5	3.85%	3	2.31%
	Class Goal		71.13	54.72%	28.25	21.73%	6.4	4.92%	13.21	10.16%	1.86	1.43%	5.11	3.93%	5	3.54%
	Underutilized		0	No	**5.25**	**Yes**	0.4	No	**1.21**	**Yes**	**1.86**	**Yes**	0.11	No	**2**	**Yes**
40	**Administrative Support**															
	Employees:	**150**														
	Current Utilization		121	80.67%	42	28%	13	8.67%	19	12.67%	2	1.33%	8	5.33%	6	4%
	Class Goal		109.17	72.78%	32.52	21.68%	9.2	6.13%	13.93	9.29%	2.11	1.41%	4.88	3.26%	11	7.03%
	Underutilized		0	No	0	No	0	No	0	No	0.11	No	0	No	**5**	**Yes**
50	**Skilled Craft**															
	Employees:	**1**														
	Current Utilization		1	100%	0	0	0	0	0	0	0	0	0	0	0	0
	Class Goal		1	100%	0	0	0	0	0	0	0	0	0	0	0	0
	Underutilized		0	No	0	No	0	No	0	No	0	No	0	No	0	No

PWD=Persons with Disabilities

		Total	Female		Total Minority		Black		Asian		Native Amer.		Hispanic		PWD	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
80	**Protective Services**															
	Employees:	**605**														
	Current Utilization		90	14.88%	107	17.69%	30	4.96%	40	6.61%	11	1.82%	26	4.3%	5	0.83%
	Class Goal		105.91	17.51%	107.43	17.76%	41.68	6.89%	28.3	4.68%	12.33	2.04%	20.53	3.39%	53	8.7%
	Underutilized		**15.91**	**Yes**	0.43	No	**11.68**	**Yes**	0	No	**1.33**	**Yes**	0	No	**48**	**Yes**
Total:	**1,041**		**343**		**190**		**55**		**79**		**14**		**42**		**17**	

PWD=Persons with Disabilities

King County Executive Branch
Proposed 2005-2006 Workforce Availabilities for People of Color and Women
Department of Transportation

		Total	Female		Total Minority		Black		Asian		Native Amer.		Hispanic		PWD	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**															
	Employees:	**10**														
	Current Utilization		4	40%	2	20%	1	10%	1	10%	0	0	0	0	0	0
	Class Goal		3.75	37.51%	1.55	15.49%	0.58	5.8%	0.63	6.34%	0.09	0.95%	0.18	1.82%	1	6.22%
	Underutilized		0	No	0	No	0	No	0	No	0.09	No	0.18	No	**1**	**Yes**
20	**Professionals**															
	Employees:	**764**														
	Current Utilization		290	37.96%	186	24.35%	63	8.25%	105	13.74%	7	0.92%	11	1.44%	27	3.53%
	Class Goal		271.48	35.53%	148.96	19.5%	44.24	5.79%	77.97	10.21%	8.63	1.13%	14.75	1.93%	58	7.55%
	Underutilized		0	No	0	No	0	No	0	No	**1.63**	**Yes**	**3.75**	**Yes**	**31**	**Yes**
30	**Technicians**															
	Employees:	**198**														
	Current Utilization		44	22.22%	42	21.21%	23	11.62%	11	5.56%	3	1.52%	5	2.53%	5	2.53%
	Class Goal		60.68	30.65%	41.59	21.01%	16.88	8.53%	14.96	7.55%	3.34	1.69%	5.25	2.65%	20	10.16%
	Underutilized		**16.68**	**Yes**	0	No	0	No	**3.96**	**Yes**	0.34	No	0.25	No	**15**	**Yes**
40	**Administrative Support**															
	Employees:	**210**														
	Current Utilization		146	69.52%	80	38.1%	41	19.52%	29	13.81%	7	3.33%	3	1.43%	17	8.1%
	Class Goal		157.35	74.93%	45.22	21.53%	15.22	7.25%	18.21	8.67%	3.51	1.67%	5.64	2.69%	21	9.96%
	Underutilized		**11.35**	**Yes**	0	No	0	No	0	No	0	No	**2.64**	**Yes**	**4**	**Yes**
50	**Skilled Craft**															
	Employees:	**696**														
	Current Utilization		49	7.04%	165	23.71%	68	9.77%	70	10.06%	10	1.44%	17	2.44%	18	2.59%
	Class Goal		60.43	8.68%	126.89	18.23%	37.94	5.45%	45.27	6.5%	15.34	2.2%	20.97	3.01%	65	9.35%
	Underutilized		**11.43**	**Yes**	0	No	0	No	0	No	**5.34**	**Yes**	**3.97**	**Yes**	**47**	**Yes**

PWD=Persons with Disabilities

		Total	Female		Total Minority		Black		Asian		Native Amer.		Hispanic		PWD	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
60	**Transit Operators**															
	Employees:	**2,609**														
	Current Utilization		558	21.39%	917	35.15%	598	22.92%	204	7.82%	33	1.26%	82	3.14%	14	0.54%
	Class Goal		1,298.54	49.77%	450.75	17.28%	193.66	7.42%	89.51	3.43%	56.83	2.18%	79.96	3.06%	13	0.5%
	Underutilized		**740.54**	**Yes**	0	No	0	No	0	No	**23.83**	**Yes**	0	No	0	No
70	**Service/Maintenance**															
	Employees:	**379**														
	Current Utilization		75	19.79%	154	40.63%	64	16.89%	61	16.09%	8	2.11%	21	5.54%	15	3.96%
	Class Goal		68.63	18.11%	108.09	28.52%	35.25	9.3%	34.15	9.01%	10.17	2.68%	24.41	6.44%	43	11.39%
	Underutilized		0	No	0	No	0	No	0	No	**2.17**	**Yes**	**3.41**	**Yes**	**28**	**Yes**
80	**Protective Services**															
	Employees:	**3**														
	Current Utilization		0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Class Goal		1.02	34.11%	0.34	11.2%	0.07	2.43%	0.12	3.96%	0.06	1.94%	0.08	2.75%	0	7.5%
	Underutilized		**1.02**	**Yes**	0.34	No	0.07	No	0.12	No	0.06	No	0.08	No	0	No
90	**Para-Professional**															
	Employees:	**20**														
	Current Utilization		17	85%	9	45%	4	20%	5	25%	0	0	0	0	1	5%
	Class Goal		14.57	72.87%	3.14	15.68%	1	4.98%	1.06	5.29%	0.29	1.47%	0.57	2.85%	1	5.87%
	Underutilized		0	No	0	No	0	No	0	No	0.29	No	0.57	No	0	No
Total:		**4,889**	**1,183**		**1,555**		**862**		**486**		**68**		**139**		**97**	

PWD=Persons with Disabilities

Attachment 5: King County Executive Branch Workforce - EEO Job Category by Race/Ethnicity, Disability Status, & Gender

		Total	Female		Total Minority		Black		Asian		Native Amer.		Hispanic		PWD	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
10	**Officials/Administrators**															
	Employees:	**88**														
	Current Utilization		41	46.59%	21	23.86%	11	12.5%	8	9.09%	1	1.14%	1	1.14%	4	4.55%
	Class Goal															
	Underutilized															
20	**Professionals**															
	Employees:	**3,722**														
	Current Utilization		1,911	51.34%	884	23.75%	274	7.36%	455	12.22%	36	0.97%	119	3.2%	102	2.74%
	Class Goal															
	Underutilized															
30	**Technicians**															
	Employees:	**820**														
	Current Utilization		322	39.27%	195	23.78%	72	8.78%	86	10.49%	8	0.98%	29	3.54%	25	3.05%
	Class Goal															
	Underutilized															
40	**Administrative Support**															
	Employees:	**1,527**														
	Current Utilization		1,223	80.09%	637	41.72%	228	14.93%	276	18.07%	32	2.1%	101	6.61%	96	6.29%
	Class Goal															
	Underutilized															

		Total	Female		Total Minority		Black		Asian		Native Amer.		Hispanic		PWD	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
50	**Skilled Craft**															
	Employees:	**1,062**														
	Current Utilization		93	8.76%	256	24.11%	108	10.17%	94	8.85%	20	1.88%	34	3.2%	23	2.17%
	Class Goal															
	Underutilized															
60	**Transit Operators**															
	Employees:	**2,609**														
	Current Utilization		558	21.39%	917	35.15%	598	22.92%	204	7.82%	33	1.26%	82	3.14%	14	0.54%
	Class Goal															
	Underutilized															
70	**Service/Maintenance**															
	Employees:	**774**														
	Current Utilization		164	21.19%	297	38.37%	126	16.28%	112	14.47%	16	2.07	43	5.56%	55	7.11%
	Class Goal															
	Underutilized															
80	**Protective Services**															
	Employees:	**1,433**														
	Current Utilization		298	20.8%	446	31.12%	221	15.42%	137	9.56%	21	1.47%	67	4.68%	21	1.47%
	Class Goal															
	Underutilized															
90	**Para-Professional**															
	Employees:	**86**														
	Current Utilization		63	73.26%	35	40.7%	14	16.28%	12	13.95%	0	0	9	10.47	6	6.98%
	Class Goal															
	Underutilized															
Total:		**12,121**	**4,673**		**3,688**		**1,652**		**1,384**		**167**		**485**		**346**	

PWD=Persons with Disabilities