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21 22 23 Introduced by: B. Derdowski

Proposed No.:

92-467

10499 ORDINANCE NO.

AN ORDINANCE adopting the 1992-1993 Affirmative Action Plan, and repealing Ordinance 9088, Section 4.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

SECTION 1. The attached 1992-1993 Affirmative Action Plan for King County government is hereby adopted effective January 1, 1992. It shall remain in effect through December 31, 1993.

INTRODUCED AND READ for the first time this 13th day of PASSED this 17th day of Myst

KING COUNTY COUNCIL KING COUNTY, WASHINGTON

ATTEST:

Clerk of the Council

APPROVED this 28 # day of ____ August

King County Executive

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1992-1993 PROPOSED EXECUTIVE BRANCH

NONDISCRIMINATION POLICY AND AFFRIMATIVE ACTION PLAN

Office of Human Resource Management
Affirmative Action Section
King County, Washington

Submitted by

May 1992

INTRODUCTION

King County Executive Branch 1992-1993 Nondiscrimination Policy and Affirmative Action Plan

King County government is committed to equal opportunity in employment, services and contracts. This commitment is critical to our ability to reach out and provide quality public service to the County's diverse communities.

While King County has attained significant progress in the area of equal employment opportunity, as a regional leader, the County will continue to vigorously pursue affirmative action to address the effects of past discrimination.

We recognize that equal employment opportunity in the workplace is a significant factor in attracting and retaining highly qualified individuals, in promoting diversity and in promoting optimal employee productivity. It is one of the County's top business priorities because minorities, women and immigrants are fast becoming the primary entrants to the workforce.

The 1992-1993 Nondiscrimination Policy and Affirmative Action Plan outlines various strategies the Executive departments will take to ensure equal employment opportunity in the workplace.

Executive departments consist of the Executive Staff, Office of Financial Management, Office of Human Resource Management, and the Departments of Adult Detention, Assessments, Executive Administration, Judicial Administration, Parks/Planning & Resources, Public Health, Public Safety, Public Works, Stadium Administration and Youth Services.

The Nondiscrimination Policy and Affirmative Action Plan accomplishes the following:

1. Reflects Ordinance No. 9165 which transferred the affirmative action program development and implementation responsibilities to the Office of Human Resource Management (OHRM); and retains monitoring and compliance review responsibilities with Office of Civil Rights and Compliance (OCRC).

- 2. Centralizes the development of the Nondiscrimination Policy, the Plan and supporting procedures in the OHRM; and decentralizes goal setting and program implementation to the Executive departments.
- 3. Provides for the transition of the affirmative action availability/goal setting from Countywide to department specific EEO job categories using joint department, OHRM and OCRC 1992-1993 availability/goal setting process.
- 4. Establishes a process for departments to request the use of special availability goals until department based goals can be established. Special availability goals can be requested where opportunities to certain job classifications are restricted, i.e., restrictions resulting from union contract provisions, civil service rules...etc.
- 5. Calls for OHRM to provide training and technical assistance to management, personnel/administrative service officers and employees in the areas of affirmative action, discrimination, legal preemployment inquiries, sexual harassment and job accommodation.

KING COUNTY 1992-1993 NONDISCRIMINATION POLICY AND AFFIRMATIVE ACTION PLAN

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SECTION 1:

NONDISCRIMINATION POLICY AND AFFIRMATIVE ACTION PLAN STATEMENT

A. Overall Statement

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

King County government is an equal employment opportunity employer. It prohibits unlawful discrimination 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. (Hereafter, the County's equal employment opportunity policy will be referred to as the Nondiscrimination Policy or the Policy.)

This Policy applies to all employment practices and personnel-related actions which include, but are not limited to: recruitment, selection, hiring, compensation, supervision, provisional/temporary lead assignments, training, promotion, transfers, discipline, demotion, termination and other terms and conditions of employment.

King County has taken a positive, practical approach to ensure nondiscrimination:

- Establishment of internal support to provide management training and technical assistance to assess and respond to employment discrimination complaints.
- 2. Establishment of an annual process to assess the need for affirmative action to correct the effects of past discrimination and reduce the underutilization of minorities, women and persons with disabilities. Where the need is established, the Affirmative Action Plan (hereafter referred to as the Plan) will be implemented. By its nature, it will be temporary, limited and specific.

B. <u>Authority</u>

King County's Nondiscrimination Policy and Affirmative Action Plan is established in accordance with the laws and regulations as set forth in:

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).

SECTION 1: NONDISCRIMINATION POLICY AND AFFIRMATIVE ACTION PLAN STATEMENT

Executive Order #11375) and Chapter 60 of Title 41 CFR, Part 60-2 (Revised Order No. 4).

Section 503 of the Rehabilitation Act of 1973 and American Disabilities Act of 1990.

Washington Administrative Codes governing employment regulations (Chapter 162-12,16,18,20,22 and 30), and revised Code of Washington Chapter 49.60 - Washington State Law Against Discrimination.

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.

The County's Affirmative Action Plan is consistent with the provisions of two, signed, conciliation agreements between King County and the Washington State Human Rights Commission as follows:

1. Case #ES-1657 Marilyn A. Onstot v. King County Department of Assessments December 13, 1973.

Item 2 of the conciliation agreement provided for the development and submission of an affirmative action plan to the Washington Human Rights Commission for approval.

Case #SE-272-74 <u>Judith M. Sheperd v. King County</u>, June 18, 1974.

Item 1 of the agreement provided for adoption of a corrective program consistent with the Office of Federal Contract and Compliance guidelines, 41 CFR, Part 60-2 to address the underutilization of females, ethnic minorities and persons with physical, mental and sensory handicaps.

SECTION 2:

RESPONSIBILITY FOR IMPLEMENTATION

Nondiscrimination Policy and Affirmative Act

development and implementation by the Office

Human Resource Management (OHRM) and allocat

resources for compliance review and monitori the Office of Civil Rights and Compliance (C

Allocates resources for Policy and Plan

A. <u>O</u>	orga impl	nizat: ementa	ion sets forth the responsibilities of the prional and functional entities involved in thation of the County's Nondiscrimination Polind Affirmative Action Plan (the Plan).
The po		_	
equalitudication equality equa	Α.	King	County Council
mission	٠.	1.	Reviews and adopts the County's Nondiscrimi Policy and Affirmative Action Plan, goals as
King Comploye			objectives every two years.
of race orient:		2.	Annually and semi-annually reviews progress toward compliance with the County's

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Policy.

B. King County Executive

Plan.

King Co

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- 1. Provides leadership, priority and policy dir to all King County Executive Directors and departments and holds them accountable for implementing the Policy and Plan throughout government.
- 1. Es tr
- Oversees the implementation of the Policy an and periodically reviews and analyzes program progress.
- 2. Es
- 3. Recommends to the King County Council policie procedures and resources to effectively imple the Policy and Plan.
- di mi th (h in

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- 4. Submits annual reports reflecting compliance progress and affirmative action goals to the County Council every two years.
- B. <u>Au</u>
- 5. Uses achievement of affirmative action goals factor in the evaluation of department direct performance.

Ki Ac an

C. Director, Office of Human Resource Management (OHF

 Provides Nondiscrimination Policy and Affirma Action Plan leadership and guidance to King

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County. Recommends, to the Executive, policies, procedures, corrective programs, accountability measures and resources to effectively implement and comply with the County's Policy and Plan.

- 2. Develops and disseminates the County's Policy and Plan consistent with federal, state and local requirements.
- 3. Provides technical assistance to departments to assess and respond to discrimination complaints.
- 4. Ensures the development, dissemination and consistent implementation of nondiscriminatory personnel policies, procedures 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.
- 5. Promotes effective management philosophy, policies, procedures and practices to develop a positive working environment and effective management of a diverse multicultural work force.
- 6. Provides availability data to departments. Trains departments in 1) developing appropriate department and division work force availabilities and annual implementation plans and 2) identifying strategies to meet affirmative action objectives.
- 7. Administers the selective certification program to provide hiring authorities with the opportunity to interview well-qualified candidates from underutilized, protected groups.
- 8. Ensures the departments' abilities to accomplish Policy and Plan goals/objectives by providing:
 - a. Training on such topics as diversity, affirmative action, discrimination theory, reasonable job accommodation, and sexual harassment prevention.
 - b. Technical assistance and consultation.
 - c. Support services such as outreach and recruitment of qualified minorities, women and persons with disabilities; special testing of applicants from underutilized groups; and community outreach to enhance

SECTION 2: RESPONSIBILITY FOR IMPLEMENTATION

County visibility as an equal employment opportunity employer.

- 9. On a quarterly basis, directs the development of, and provides the OCRC and the departments with, comprehensive reports of County, department and division work force profiles and employment activity.
- 10. On a quarterly basis, conducts meetings with department EEO Coordinators to: determine affirmative action progress, identify problems and resolutions, and discuss issues and developments.
- 11. Monitors disciplinary action and terminations to ensure nondiscrimination and application of personnel policies and procedures.

D. Department Directors

- 1. Provide leadership to department management and hold them accountable for accomplishing Policy and Plan objectives.
- 2. Provide adequate resources to accomplish said objectives.
- 3. Appoint Department EEO Coordinators and Division EEO Coordinators to serve as liaisons to OHRM. The EEO Coordinators shall:
 - a. Assist in the dissemination and accomplishment of program requirements, means and methods.
 - b. Communicate OHRM ideas, needs and concerns to optimize the department's ability to meet Policy and Plan objectives.
 - c. Coordinate and/or participate in the establishment of EEO job groupings and twoyear availability.
 - d. Coordinate and/or participate in the development, monitoring and implementation of the department's Affirmative Action Implementation Plan.
 - e. Coordinate verification of work force data. Coordinate reporting of affirmative action results/efforts to OHRM for OCRC compliance review/monitoring.

SECTION 2: RESPONSIBILITY FOR IMPLEMENTATION

Affirmative action efforts include, but are not limited to, Policy dissemination efforts, recruitment and outreach, documentation of selectively certified applicants who decline job offers, and development/implementation of strategies to correct underutilization.

- f. Participate in evaluating/resolving concerns regarding policies, procedures and practices that do not comply with the Policy and Plan objectives. Inform department director of activities.
- g. Respond to employees who allege unlawful discrimination.

E. Director, Office of Executive Administration

- 1. Directs the compliance review of the Nondiscrimination Policy and Affirmative Action Plan via the Office of Civil Rights and Compliance (OCRC).
- Reviews, approves and submits to the County
 Executive semiannual Policy and Plan progress
 reports from OCRC for transmittal to the Council.
- 3. Reviews, approves and submits to the County Executive reports prepared by OCRC to assess departmental Nondiscrimination Policy and Affirmative Action Plan performance.

F. Administrator, Office of Civil Rights and Compliance (OCRC)

- 1. Provides nondiscrimination and affirmative action program guidelines and technical advice to OHRM and Executive departments.
- Provides availability development and goalsetting technical advice to OHRM and Executive departments.
- 3. Monitors and evaluates department performance and County progress on a quarterly basis. Recommends action to the Department of Executive Administration (DEA) Director in the event of noncompliance with the Policy and Plan.
- 4. Conducts compliance reviews, recommends actions to the DEA Director and monitors departmental Policy and Plan compliance in areas that include, but are not limited to, exit interviews, provisional appointments, reasonable job accommodations for

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- persons with disabilities, discrimination complaints, identification/removal of employment barriers, applicant flow review, salary difference analysis and job classification segregation/concentration.
- 5. Prepares semi-annual and annual reports on department Affirmative Action Plan performance which includes recommendations to address program deficiencies. Submits reports to DEA Director for review.
- 6. Submits to DEA Director an annual report outlining department director performances in meeting their respective Affirmative Action goals for department director performance evaluation by the County Executive.
- 7. Provides staff support to the Affirmative Action Advisory Committee.

G. Affirmative Action Advisory Committee

The Affirmative Action Advisory (AAA) Committee is an advisory body to the Executive on the County's equity programs which include County government employment, contracting, affirmative action for contractors, housing and public accommodation. Specifically, in relation to the Policy and Plan, the AAA Committee:

- 1. Reviews the Nondiscrimination Policy and Affirmative Action Plan and makes recommendations concerning its adoption to the King County Executive.
- 2. Reviews/comments on OCRC standard operating procedures and amendments to ordinances, executive orders, etc.
- 3. Reviews/comments on the affirmative action progress reports prepared by OCRC.

H. Prosecuting Attorney's Office

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

1. 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 OCRC, the Office of Human Resource Management and County Executive Departments.

SECTION 2: RESPONSIBILITY FOR IMPLEMENTATION

2. Provides legal support and advice to the Office of Civil Rights and Compliance, the Office of Human Resource Management and County departments on discrimination issues.

I. King County Employees

All County employees are responsible for complying with the intent and spirit of King County's Nondiscrimination Policy and Affirmative Action Plan requirements, policies and management objectives, particularly in light of our role to provide quality public service to a diverse ethnic and socioeconomic community.

Employees who fail to comply with the County's Policy and Plan will be subject to discipline.

SECTION 3:

NONDISCRIMINATION POLICY AND AFFIRMATIVE ACTION PLAN DISSEMINATION

A. Internal Dissemination

- 1. King County's Nondiscrimination Policy and Affirmative Action Plan, (hereafter referred to as the Policy and Plan), will be disseminated on a Countywide basis to department directors, managers and EEO Coordinators.
- The County's Policy and Plan statement will be permanently posted on each County agency bulletin board. Employees will have access to the full text of the Nondiscrimination Policy and Affirmative Action Plan upon request and shall be informed of this right.
- 3. Communication of King County's Policy and Plan goals and objectives will be a part of the new employee orientation process.
- 4. Directors, administrators, and management are expected to periodically discuss/explain the intent of the County's Policy and Plan's goals and objectives at staff meetings to ensure employee understanding.

B. External Dissemination

- 1. Copies of the Policy and Plan will be provided to all federal agencies with whom King County has contractual arrangements. Copies will be provided to the Washington State Human Rights Commission and the Office of Federal Contract Compliance.
- 2. The Office of Human Resource Management (OHRM) will inform individuals and organizations representing minorities, females, and persons with disabilities and educational institutions of King County's commitment to equal employment opportunity and affirmative action. OHRM will actively encourage their assistance in recruiting and employing underutilized minorities, women and persons with disabilities.
- 3. The Policy and Plan will be provided to the King County Library and the City of Seattle Library.
- 4. OHRM will provide union representatives with a copy of the Policy and Plan.

SECTION 3: NONDISCRIMINATION POLICY AND AFFIRMATIVE ACTION PLAN DISSEMINATION

5. OHRM 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 for vacant positions.

Minorities, women and persons with disabilities will be depicted in County publications in diverse roles and functions.

SECTION 4:

UTILIZATION ANALYSIS

SUMMARY:

To determine if a corrective affirmative action plan is necessary, a workforce utilization will be conducted annually to determine the level of participation of minorities, women and persons with disabilities in the County workforce. Consistent with the Office of Federal Contract Compliance Guidelines, the County will:

- 1. Conduct a workforce analysis by race/ethnicity, gender and disability; by organizational unit (department and division); by EEO job category, and by job class; and by employment status (regular, temporary, exempt).
- Subsection 4A defines minorities and persons with disabilities and outlines verification procedures.
- Subsection 4B defines organizational units.
- Subsection 4C defines EEO job categories and sets procedures for job categorization.
- 2. <u>Identify the workforce availability</u> of minorities, women and persons with disabilities for positions in King County, based on the relevant recruitment area(s).
- Subsection 4D describes the process to set workforce availability and documents the process that was undertaken to develop the current Council adopted goals.
- 3. Compare the King County workforce to the workforce availability. Where there is <u>underutilization</u>, set corrective numerical affirmative action hiring and promotional goals.
- Subsection 4E describes the process and provides forms to analyze underutilization and set numerical goals.

Subsection 4 A:

Definition and Verification of Race/Ethnicity, Gender and Disability

A. Defining Employee Race/Ethnicity, Gender and Disability

King County adopts the Office of Federal Contract Compliance Program's (OFCCP) definitions to identify a person's racial and ethnic status as follows:

American Indian or Alaskan Native - A person who has origins in any of the original peoples of North America and maintains cultural identification through tribal affiliation or community recognition. (The term Native American will be used in lieu of the above.)

<u>Black</u> - (Not of Hispanic Origin) - A person having origins in any of the Black racial groups of Africa. (The term <u>African-American</u> will be used in lieu of the term Black, in recognition of the current community consciousness regarding geographic origin.)

Asian or Pacific Islander - A person 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. The Indian Subcontinent includes: India, Pakistan, Bangladesh, Sri Lanka, Nepal, Sikkim, and Bhutan. (The outmoded term "Far East" refers to east Asia.)

<u>Hispanic</u> - A person 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.

<u>White</u> - (Not of Hispanic Origin) - A person having origins in any of the original peoples of Europe, North Africa or the Middle East.

Other - A person of mixed ancestry who does not wish to choose among the racial or ethnic categories and any person who chooses not to participate in selecting an ethnic or race category.

Subsection 4A: Definition and Verification

Note: Individuals who have mixed ancestry will be asked to identify their primary cultural

ethnic/race identification.

For affirmative action purposes and consistent with Section 504 of the Rehabilitation Act of 1973, a person with disabilities:

- Has a physical or mental impairment which substantially limits one or more major life activities;
- Has a record of such impairment;
- Is regarded as having such an impairment, or;
- 4. Is likely to experience difficulty in securing, retaining, or advancing in employment because of a disability or a history of a disability.

B. <u>Verification and Resolution of Race/Ethnicity,</u> <u>Disability and Gender</u>

The Office of Human Resource Management (OHRM) 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.

<u>Documentation</u>: Written documentation from the applicant's community.

American Indian or Alaskan Native

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.

<u>Documentation</u>: Tribal Certification Card, letter from tribe, etc.

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

<u>Documentation</u>: Written documentation from the American Indian or Alaskan Native community.

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

<u>Documentation</u>: Evaluative interview and a completed Family Ancestry Chart.

Person with Disability

A job applicant/employee who identifies as having a disability will turn in a King County Disability Verification Form to OCRC to determine eligibility for affirmative action consideration. If the form is not returned within the specified time, the "disabled" designation will be removed from the application by OHRM. OCRC may conduct a telephone or in-person interview to verify the disability and validate the disability designation on the application form.

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Protected group designation will be utilized strictly for affirmative action purposes. However, disability information may be utilized to facilitate:

- Job Accommodation The County will pursue reasonable accommodation to the physical, mental, or sensory limitations of qualified disabled employee.
- 2. First Aid and Safety The supervisor and safety floor captain will be informed of the employee's disability to ensure safety in the event of an emergency.

Subsection 4 B:

Organizational Units

Workforce profiles depicting minorities, women and persons with disabilities by county, by department and by division will be developed to identify underutilization, measure affirmative action progress and identify concentrations of minorities, women and persons with disabilities for nondiscrimination monitoring purposes.

To ensure the defensibility of affirmative action goals, the Office of Civil Rights and Compliance recommended the establishment of a minimum number of employees within an EEO job category for numerical goal setting purposes. Said goal setting parameters have been established for persons with disabilities, for females, for race/ethnic goals (Black, Hispanic, Asian, Native American) and for race/ethnic/sex goals (White Female, Black Male, Black female, Hispanic Male, Hispanic Female, Asian Male, Asian Female, Native American Male, Native American Female) in pages 21 and 22.

As a result, <u>affirmative action goals will be set at the department level</u>. However, the small number of employees in the Officials and Administrators category are not able to support affirmative action goal setting at the department level. Consequently, the Office of Human Resource Management will:

- 1. By the end of 1992 conduct a review of job classifications to verify the appropriateness of Officials and Administrators EEO job categorization.
- 2. In the interim period, while awaiting the completion of the classification review, prescribe the setting of county-wide affirmative action goals for Officials and Administrators in 1992
- 3. Once the job classification review is completed, set Officials and Administrator goals by departments in 1993

Goal setting will primarily be conducted by race/ethnicity/sex and persons with disabilities goals consistent with the goals adopted by the Council. Where race/ethnic/sex goals are not supportable, goals will be set by aggregate female and by race/ethnic group.

1989-1991 COUNCIL APPROVED APPIRMATIVE ACTION GOALS

COMBINED MALE AND FEMALE RACE/ETHNIC GOALS

,	, ,			1					
EEO JOB CATEGORIES	COMBINED; PEMALE ; GOALS		PERSONS WITH DISAB	1 1 1 1 1 1	ELACK	HISPANIC	ASIAN	NATIVE (
ADMINISTRATIVE	37.5		5.9	1 1 1	4.5	2.3	3.5	0.8	i J F
PROPESSIONAL	47.0		5.6	 	4.9	2.3	8.2	1.1	; ; !
TECHNICIAN	39.7	•	6.1	i 9 1	3.5	2.1	6.1	2.2	; ; !
PARAPROPESSIONAL	69.9	1 ! !	7.4		6.5	2.3	8.1	1.4	;
PROTECTIVE SERVICES	31.3	1 	6.3	i i i	9.8	2.3	3.0	0.8	
ADMIN SUPPORT/CLERICAL	64.1	† ! !	6.4		5.0	2.9	9.3	1.3	1
SKILLED CRAPT	27.7	1 1 1	7.2		5.1	4.0	3.3	1.6	1
SERVICE HAINTENANCE	56.0	t 1 · · t	9.0	 	21.3	4.0	5.5	1.2	
.=========	,		,	1			,		

* MINIMUM NUMBER OF EMPLOYEES REQUIRED TO SET AN AFFIRMATIVE ACTION GOAL FOR

								1
EEO JOB CATEGORIES	COMBINED FEMALE GOALS		PERSONS WITH DISAB		BLACK	HISPANIC	ASIAN	native American
administrative	3		17		22	43	29	. 125
PROFESSIONAL	2		18	i ! !	20	43	12	91
TECHNICIAN	3		16	i 	29	48	16	45
PARAPROPESSIONAL	1		14	i 1 3	15	43	12	71
PROTECTIVE SERVICES	3		16	t 1 5	10	43	33	125
ADMIN SUPPORT/CLERICAL	2	i 1 1	16	i ! !	20	34	11	77
SKILLED CRAPT	4	f 1 1 1	14	t t !	20	25	30	63
SERVICE MAINTENANCE	2	i 1 1	11	i 1 i	5	25	18	£3
:	:							

^{*} Formula : Goal % divided by 1 = Minimum number of employees to set a numerical hiring goal.

1989-1991 COUNCIL APPROVED APPIRMATIVE ACTION GOALS

	! !			!		,			
EEO JOE CATEGORIES	WHITE PEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN HALE	ASIAN PEMALE	AMERICAN	NATIVE AMERICAN FEMALE
ADMINISTRATIVE	32.9	2.5	2.0	1.4	0.9	2.1	1.4	0.5	C.3
PROPESSIONAL	38.7	2.7	2.2	1.2	1.1	4.0	4.2	0.3	0.8
TECHNICIAN	32.7	2.1	1.4	1.3	0.8	2.7	3.4	0.8	1.4
PARAPROPESSIONAL	55.6	1.4	5.1	0.7	1.6	1.6	6.5	0.3	1.1
PROTECTIVE SERVICES	26.0	6.4	3.4	1.6	0.7	2.0	1.0	0.6	0.2
ADMIN SUPPORT/CLERICAL	52.9	1.9	3.1	0.8	2.1	3.7	5.6	0.9	0.4
SKILLED CRAPT	22.7	2.8	2.3	3.3	0.7	2.2	1.1	0.7	0.9
SERVICE MAINTENANCE	33.7	4.0	17.3	1.7	2.3	3.3	2.2	0.7	0.5
	1	1	1	1	!	,	,	1	

* HINIMUM NUMBER OF EMPLOYEES REQUIRED TO SET AN APPIRMATIVE ACTION GOAL POR

	l 1	11	1	11		I	I	1	1	t
EEO JOB CATEGORIES	WHITE PEMALE	BLACK HALE	BLACK PEMALE	HISPANIC HALE	HISPANIC FEMALE	ASIAN HALE	ASIAN PEMALE		native American Female	1 1 1 1 1 1 1 1
ADMINISTRATIVE	3	40	50	71	111	48	71	200	333	1 1 1
PROPESSIONAL	3	37	45	83	91	25	24	333	125	1
TECHNICIAN	3	48	71	77	125	37	29	125	71	1 1
PARAPROPESSIONAL	2	71	20	143	63	63	15	333	91	1 1
PROTECTIVE SERVICES	4	16	29	63	143	50	100	167	500	1 1 1 1
ADMIN SUPPORT/CLERICAL	2	53	32	125	48	27	18	111	250	1 1
SKILLED CRAPT	4	36	43	30	143	45	91	143	111	1 1
SERVICE MAINTENANCE	3	25	6	59	43	30	45	143	200	1
,	,	,	,	,			,	,	;	i

^{*} Formula: Goal % divided by 1 = Minimum number of employees to set a numerical hiring goal.

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Subsection 4 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. (See Subsection 4 C.1: EEO Job Category Definitions.)

This Plan recommends the transition of workforce analysis from Countywide EEO job categories to department specific EEO job categories. For example, rather than using all professional job classifications, use as the basis for setting availability goals only the porfessional job classifications employed by the department.

Department specific EEO job category analysis recognizes departmental differences in terms of type of job classifications utilized, differences in opportunity and limitation to accessing the positions, i.e., civil service rules and union contract restrictions. This process will lead to more relevant affirmative action goals.

TRANSITION PLAN

By December 1992

OHRM will complete the final phase of the EEO job categories audit in conjunction with the departments to review the categorization of job classifications that function as assistant directors and assistant managers.

OHRM will train departments on the process to request the use of special availabilities where County goals are not applicable given market considerations, internal placement processes or external requirements. The request should originate from the department director with documentation that demonstrates the opportunity restriction, include copies of the restrictive policies, procedures, contract language, etc. and provide a protected group profile of the appropriate applicant pool. The request will be reviewed by the OHRM and forwarded to the County Council for approval.

Subsection 4 C: EEO Job Categories

Within 60 Days of the Adoption of the Policy and Plan

OHRM and the departments will conduct workforce analysis and set numerical goals based on the Council approved workforce availability.

Within 30 days of the Receipt of the 1990 Census Data

OHRM will facilitate the training and establishment of the Workforce Availability Setting Committee (WASCom) with representation from the departments, Office of Civil Rights and Compliance, and OHRM. Where possible, non-King County employee "expert" participation will be included in the committee.

The WASCom will recommend to the OHRM Director and the department directors, the weights to use in the eight factor goal setting process for minorities, women, and persons with disabilities goals. (See Subsection 4 D: Workforce Availability.)

Within 60 days of the Establishment of the Weights

OHRM and the departments will develop new department specific EEO job category availabilities for Council approval.

This timeline may be adjusted pending funding approval to automate employee changes, purchase 1990 census data, and fund automation.

Subsection 4 C.1:

EEO Job Category Definitions

Definitions are from the Federal Register/Rules and Regulations, Volume-52, No. 42, Wednesday, March 4, 1987.

Officials/Administrators

Occupations requiring administrative and managerial personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual departments or special phases of a firm's operation.

Includes: officials, executives, middle management, plant managers, department managers, and superintendents, salaried supervisors who are members of management, purchasing agents and buyers, railroad conductors and yard masters, ship captains and mates (except fishing boats), farm operators and managers, and kindred workers.

<u>Professionals</u>

Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background.

Includes: accountants and auditors, airplane pilots and navigators, architects, artists, chemists, designers, dieticians, editors, engineers, lawyers, librarians, mathematicians, natural scientist, registered professional nurses, personnel and labor relations specialists, physicians, social scientists, surveyors, teachers, and kindred workers.

Technicians

Occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through about two years of post high school education, such as is offered in many technical institutes and junior colleges, or through equivalent on-the-job training.

Includes: computer programmers and operators, drafters, engineering aides, junior engineers, mathematical aides, licensed practical or vocational nurses, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic, physical science), and kindred workers.

Protective Services

Occupations in which employees are entrusted with public safety, security and protection from destructive forces.

Para-Professionals

Occupations in which employees perform some duties of a professional or a technician in a supportive role, which usually requires less formal training and/or experience than normally required for professional or technical status.

Administrative Support (Office and Clerical)

Includes all clerical-type work regardless of level of difficulty, where the activities are predominantly nonmanual though some manual work not directly involved with altering or transporting the products is included.

Includes: bookkeepers, cashiers, collectors (bills and accounts), messengers and office helpers, office machine operators, shipping and receiving clerks, stenographers, typists and secretaries, telegraph and telephone operators, legal assistants, and kindred workers.

Skilled Craft

Manual workers of relatively high skill level having a thorough and comprehensive knowledge of the processes involved in their work. Exercise considerable independent judgment and usually receive an extensive period of training.

Includes: the building trades, hourly paid supervisors and lead operators who are not members of management, mechanics and repairers, skilled machining occupations, compositors and typesetters, electricians, engravers, job setters (metal), motion picture projectionists, pattern and model makers, stationary engineers, tailors and tailoresses, arts occupations, handpainters, decorative and kindred workers.

Operatives (semiskilled)

Workers who operate machine or processing equipment or perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and requires only limited training.

Includes: apprentices (auto mechanics, plumbers, bricklayers, carpenters, electricians, machinists, mechanics, building trades, metal working trades, printing trades, etc.), operatives, attendants (auto service and packing), blasters, chauffeurs, delivery workers,

dressmakers and sewers (except factory), dryers, furnace workers, heaters (metal), laundry and dry cleaning operatives, milliners, mine operatives and laborers, motor operators, oilers and greasers (except auto), painters (except construction and maintenance), photographic process workers, stationary firefighters, truck and tractor drivers, weavers (textile), welders and flamecutters, electrical and electronic equipment assemblers, butchers and meatcutters, inspectors, testers and graders, handpackers and packagers, and kindred workers.

Laborers (unskilled)

Workers in manual occupations which generally require no special training, perform elementary duties that may be learned in a few days and require the application of little or no independent judgment.

Includes: garage laborers, car washers and greasers, gardeners (except farm) and groundskeepers, stevedores, wood choppers, laborers performing lifting, digging, mixing, loading and pulling operations, and kindred workers.

Service Workers

Workers in both protective and nonprotective service occupations.

Includes: attendants (hospital and other institutions, professional and personal service, including nurses aides and orderlies), barbers, charworkers and cleaners, cooks (except household), counter and fountain workers, elevator operators, firefighters and fire protection, guards, doorkeepers, stewards, janitors, police officers and detectives, porters, waiters and waitresses, guides, ushers, public transportation attendants and kindred workers.

Subsection 4 D:

Workforce Availability

On March 23, 1992, the King County Council passed Ordinance No. 92-227 extending the County's 1989-1991 affirmative action goals to December 31, 1993. Once the new 1990 census data is available, the County's affirmative action goals will be modified to reflect the most recent data. (See Subsection 4 D.1 for a copy of the Availability Percentage Rates and Subsection 4 D.2. on the Availability Documentation Process.)

King County availability will be developed consistent with the Office of Federal Contract Compliance Guidelines as follows:

A. <u>Factors Used</u>

Minority and female workforce availability will be based on the Executive Order 11246 eight factor analysis as expressed in the OFCCP guidelines. To the degree possible, the availability of persons with disabilities will be determined in a similar manner given the lack of, and difficulty of, obtaining accurate and complete data for persons with disabilities. The eight factors are:

1. Protected group population of the relevant labor area in which the facility is located.

(Although the guidelines prescribe the use of the availability of women seeking employment in the labor or recruitment area as factor 1, the County will use population to acknowledge the changing workforce trend of more women entering and reentering the workforce for economic reasons.)

- 2. Unemployment force in the relevant labor area in which the facility is located.
- 3. Percentage of the protected group workforce as compared with the total workforce in the immediate labor area.
- 4. Availability of the protected group possessing the requisite skills in the immediate labor area.
- 5. Availability of the protected group possessing the requisite skills in the area in which the County can recruit.

Subsection 4 D: Workforce Availability

- 6. Availability of promotable and transferable protected group employees in King County Government. (At least three years of data should be utilized whenever possible.)
- 7. The existence of training institutions capable of training persons in the requisite skills.
- 8. The training which King County government can reasonably be expected to provide in order to open additional job classes to protected groups.

B. Availability Factor Computation

The availability factor computation is a method of quantifying the eight factors and synthesizing them into one availability factor for women, minorities, and persons with disabilities by job classification, job group, and EEO job category.

Factors 1, 2, 3, 4 and 5 are available from the local Affirmative Action Information Metropolitan Statistical Area (MSA) as provided by the Washington State Employment Security Department.

Factor 6 represents the percentage of minorities, women and persons with disabilities in jobs which feed into the job group under consideration.

Factor 7 represents the percentage of minorities, women and persons with disabilities attending training institutions. When this data cannot be acquired:

- 1. For unskilled or minimally skilled jobs, assume that the availability in the general educational institutions would be a percentage similar to the population, and use factor 1.
- 2. For moderately skilled jobs, use factor 2.
- 3. For very skilled jobs, assume an availability similar to the occupational work force, and use factor 5.

Factor 8 represents the promotable pool under consideration for training provided by King County Government.

King County will develop a tracking mechanism to obtain data for factor 8.

Subsection 4 D: Workforce Availability

C. Weight Setting

The Workforce Availability Setting Committee (WASCom) will be convened to set weights for eight factor computation for women, minorities and persons with disabilities. The WASCom will have representation from the departments, the Office of Civil Rights and Compliance, and the Office of Human Resource Management. Where possible, non-King County employee "expert" participation will be included in the committee.

Setting weights should be based on the importance of each factor in relation to other factors for the job group. For example, a job group composed of entry level positions may result in factor 2 (unemployed) and factor 3 (employed) receiving higher consideration (greater weight) rather than factor 5 (those possessing requisite skills in the recruitment area). Highly technical positions may result in factor 4 (those possessing requisite skills in the immediate area) and factor 5 (those possessing requisite skills in the recruitment area) receiving greater consideration.

D. <u>EEO Job Category Development</u>

To develop EEO job category availability, weight the relevant EEO job classification availability, or job group availability, with the percentage of incumbent participation in the workforce, using end of the year data. Then add all the weighted job classification or job group availabilities.

E. Aggregate Protected Group Availability Development

Traditionally referred to as horizontal goals, aggregate female, aggregate minority, and persons with disabilities availabilities are useful for public information purposes. Horizontal goals identify the participation of minorities, females and persons with disabilities overall, but does not identify the employees' functional location through EEO job categories or job groups.

To develop horizontal goals, weight each EEO job category availability with the relevant EEO job category incumbent percentage participation in the workforce using end of the year data. Then add all weighted EEO job category availabilities.

Subsection 4 D: Workforce Availability

For example, to develop overall minority availability:

- 1. Total all race/ethnic availability in each EEO job category.
- 2. Multiply the total minority availability by EEO job category, by the percentage of incumbents in the EEO job category.
- 3. Add the weighted minority availabilities for each EEO job category to total overall minority availability.

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1992-1993 KING COUNTY AFFIRMATIVE ACTION GOALS

F = FEMALE M = MALE

EEO JOB	WHITE	BLAG	СК	HISP	ANIC	ASIA	N.	NATI AME	VE RICAN	PERSONS WITH DIS-
	F%	М%	F%	м%	F%	M%	F%	м%	%	ABILITIES%
Administrative	32.9	2.5	2.0	1.4	0.9	2.1	1.4	0.5	0.3	5.9
Professional	38.7	2.7	2.2	1.2	1.1	4.0	4.2	0.3	8.0	5.6
Technician	32.7	2.1	1.4	1.3	8.0	2.7	3.4	0.8	1.4	6.1
Para- professional	55.6	1.4	5.1	0.7	1.6	1.6	6.5	0.3	1.1	7.4
Protective Services	26.0	6.4	3.4	1.6	0.7	2.0	1.0	0.6	0.2	6.3
Clerical	52.9	1.9	3.1	0.8	2.1	3.7	5.6	0.9	0.4	6.4
Skilled Craft	22.7	2.8	2.3	3.3	0.7	2.2	1.1	0.7	0.9	7.2
Service/ Maintenance	33.7	4.0	17.3	1.7	2.3	3.3	2.2	0.7	0.5	9.0

Subsection 4 D.2:

Documentation of 1989 - 1990 Availability Development Process

Background

The King County Council passed Ordinance No. 9088 adopting the new Affirmative Action Goals/Availability for October 1, 1989 through December 31, 1991. Prior to adoption of the new availabilities, King County operated under the 1987 Affirmative Action Plan. The Office of Civil Rights and Compliance (OCRC) submitted a 1988 Affirmative Action Plan and subsequently a 1989 Affirmative Action Plan for Council review/approval. The Personnel Board Study included a section on Affirmative Action, and the resolution of a Council proposal to transfer the Affirmative Action Section from OCRC to the Office of Human Resource Management. Pending the results of the Personnel Board Study, the Council directed that the proposed 1989 availability be updated. The updated availability was subsequently adopted.

Availability Update Process

Due to lack of data, persons-with-disabilities availability was not updated. However, minority and female availability was updated as follows.

1. Data Used:

The proposed 1989 AA availability was developed with the following data:

Factor 1: 1987 King County population data.

Factor 2: 1987 King County unemployment data.

Factor 3: 1987 King County <u>civilian labor force</u> (employed) data.

Factor 4: 1980 40% King County + 60% City of Seattle local area requisite skills data based on the 1980 Census data. (Data was calculated to reflect 1983 King County job classification composition.)

Factor 5: 1980 United States <u>larger area requisite</u>
skills data based on the 1980 Census data.

(Data was calculated to reflect 1983 King
County job classification composition.)

Factor 6: 1987 King County government <u>promotions and transfers</u> data.

Subsection 4 D.2: Documentation of 1989 - 1990 Availability Development Process

Factor 7: 1987 <u>training institutions</u> undergraduate and graduate rates from ten universities in Washington State.

Factor 8: Training provided by the employer. No data was available.

Factor 1 (population), Factor 2 (unemployed) and Factor 3 (civilian labor force) were updated to reflect Washington State's Estimated 1988 Population by County and Bureau of Census Racial/Spanish Origin Categories and Seattle PMSA Resident Labor Force, Employment and Unemployment by Sex and Minority Status - 1988 Annual Average as published by the Employment Security Department. (See Subsection 4 D.2A for 8 Factor Raw Data.)

2. Weights Used:

The proposed 1989 availability reflected weights developed in 1985 for the 1986 AA Plan as documented in a July 26, 1985 Availability Analysis memorandum from the Affirmative Action Administrator, Alan Momohara, to Councilmember Audrey Gruger, Chair of Operations, Police and Judiciary Committee. (See Subsection 4 D.2B.)

The weights were adjusted to reflect the applicability of each factor as it relates to other factors as a viable applicant pool resource. (See Subsection 4 D.2C.)

3. Availability Calculations:

See Subsection 4 D.2D for availability calculations by EEO job category and Subsection 4 D.2E for overall minority, female and persons with disabilities horizontal goal calculations.

Subsection 4 D.2: Documentation of 1989 - 1990 Availability Development Process

Subsection 4 D.2A:

Eight-Factor, Goal-Setting, Raw Data

			Page
Factor	1	Population	31
Factor	2	Unemployed	32
Factor	3	Civilian Labor Force	32
Factor	4	Requisite Skills by EEO Job Category 1980 Census (40% King County and 60% City of Seattle)	33
Factor	5	Requisite Skills for Officials and Administrators - 1980 U.S. Census	35
Factor	6	1987 Promotions and Transfers by EEO Job Category	36
Factor	7	Training Institution Data, Washington State	37
Factor	8	Training Provided by the Employer	

WASHINGTON STATE'S ESTIMATED 1988 POPULATION BY COUNTY AND BUREAU OF THE CENSUS RACIAL'SPANISH ORIGIN CATEGORIES

	Total	Acception representation			Drigin		Spanish
County	Population	White	BIRCK	indian	Asian	Other	Origin*
Adams	14,000	10.380	30	50	70	ಟ	3.390
Asotin	17,400	16.940	20	170	70	ဆ	180
Benton .	104.100	97.650	780	690	1,350	0	3.633
Chelan	49.700	46.800	50	390	290	200	1.970
Caliam	54.400	50.520	120	2.270	510	190	790
Clark	214.500	201.140	2,070	1,750	3.490	1,380	4,570
Columbia	4,1∞	3.530	0	ဆ	20	10	120
Cowlitz	80.500	77,170	190	930	810	300	1,1∞
Douglas	24,100	22.780	20	200	130	80	C 2 3
Ferry	6.100	4.910	40	1.050	10	20	70
Franklin	25.500	·27.700	1,460	.220	440	40	5,540
Garfield	2,400	2.380	0	0	10	0	10
Grant	52.500	43.540	590	420	. ಮ೦	400	7,020
Grays Harbor	63,400	60, 2 00	70	2,050	340	70	570
island .	53,400	47,150	930	480	2,030	ಮ	2.210
Jetterson	18,600	17,350	50	540	170	120	350
- King	1,413.900	1,196,910	66.100	13.500	£3,470	14,150	39,750
Kitsap	177,300	155,270	3.570	2,550	5.740	1,850	7,210
Kittitas	25,000	24,010	130	200	200	130	330
Klickitat	15,500	15,340	20	500	120	49	ಽೞ
.Lewis	57,400	55,530	80	480	400	60	750
Lincoln	9,7∞	9,460	0	130	20	10	ಏ
· Mason	35,8∞	33,870	180	1,300	420	230	ಮ
Okanogan	31,700	27,350	ಐ	3,350	CB	120	730
Pacific	17,600	16,250	40	250	120	60	180
Pend Oraille	6,800	8,440	10	190	20	20	120
Pierce	547,700	455,080	35.850	6,520	20.890	6,310	20,050
San Juan	9,600	9,240	10	- 70	70	100	110
Skagit	70,800	E5,440	110	1,290	510	540	2.910
Skamania	∞0,3	7,780	10	90	30	10	80
Snohomish	409,500	377,470	3,050	5,470	9,710	2.950	10.833
Spokane	354,100	332,740	4,580	4.300	5,100	1,650	5,730
Stevens	30,200	28,020	30	1,570	120	90	370
Thurston	149,300	134,820	1,400	2,170	4,950	980	4,970
Wahkiakum	3,500	3.390	٥	50	10	0	50
Walia Walla	48,300	43,910	740	310	440	130	2.770
Wnat∞m	119,100	109,570	390	3.8∞	1,250	900	3,160
Whitman	39.000	35,400	ಽಽಽ	230	1,110	170	550
Yakima	185,300	142,7∞	1,700	£.830	1,390	2,040	31,640
WASHINGTON	N 4.565,000	4,023,270	125.090	65,490	147,580	35,080	156,490

^{*} Spanish Origin is not a radial category. Persons of Spanish Origin may be of any race and are shown as a separate group in this table. The 1988 estimates of Spanish Origin population were developed from the 1985 population estimates by race. The 1980 ratio of Spanish Origin persons in each radial category was applied to the 1988 estimates by race to derive an estimate of the Spanish Origin population.

NOTE:Estimates for racial and Spanish Origin categories are variable because of the small number involved. Caution is advised in comparing and interpreting 1980 to 1988 changes for categories with less than 500 persons.

Detail may not add to indicated totals because of rounding.

Table 3: Seattle PMSA

Resident Labor Force, Employment and Unemployment

By Sex and Minority Status - 1988 Annual Average

	Clvillan		,	•			Unemployment
Sex and Minority	Labor Force	Percent,	Employed	Percent	Unemployed	Percent	Rate
Both Sexes Total	. 1,023,000	100.0	973,700	100.0	49,300	100.0	4.8
White	894,230	87.4	853,350	87.6	40,880	82.9	4.6
Black		3.6	33,340	1 3.4	3,060	6.2	8.4
Native American	8,760	0.9	7,770	0.8	990	- 2.0	11.3
Aslan & Pacific Islander	50,990	5.0	48,880	5.0	2,110 0	4.3	4.1
Other Races		0.7	6,380	0.7	630	1.3	9.0
Hispanic	25,610	2.5	23,900	2.5	1,630	3.3	6.4
Female Total	480,030	100.0	450,370	100.0	21,660	100.0	4.5
White	416,320	86.7	398,390	86.9	17,930	82.B	4.3
Black		3.8	16,810	3.7	1,310	- 6.0	7.2
Native American		0.9	4,000	0.9	440	2.0	9.9
Aslan & Pacific Islander		5.5	25,400	5.5	860	4.0	3.3
Other Races		0.6	2,630	0.6	300	1.4	10.2
Hispanic		2.5	11,140	2.4	· 820 ·	3.8	6.9
Female Percent of Total	46.9		47.1		43.9		

Note: All races exclude those of Hispanic origin as Hispanic is indicated as a separate group.

Place estimates are based on 1980 Census and revised 1988 population data from the Office of Financial Management.

Detail may not add to indicated totals because of rounding.

1980 CENSUS DATA *

uscurat roji	SEX	TOTAL	UNITE	BLACK	HISPARIC	nazza	ARY III,	OTHER	KIHORITY
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OFFICIALS AND ADMINISTRATORS	iłi	20273	25053	700	344	1037	75	.5	77/
	F	12249	11275	351	143 487	097 1404	191	31	318.
•	11	40522	37328	1051	. 407	1131	17,1	a.	017
	ЖX	39.0	34.3	1.7		2.6	.3	. 1	5.5
	F%	30.2	27.8	.9	./	1.0	.2	.0	2.
·	ŢΧ	100.0	72.1	2.8	1.2	3.5	.5	. 1	7.9
EEO 4B								17.73	0016
TROFESSIONALS	ИÌ	37497	34133	991	482	1752	193	57	3355
	FI	28681	53033	975	416	1235	199	23	2840
	7#	64178	57966	1956	999	2907	372	30	3213
	ИХ	58.4	53.2	1.4	.0	2.7	.3	.1	5.3
	FX	41.5	37.1	i.5	. ડ	1.9	.3	.0	4.4
	TX	100.0	70.3	2.9	1.4	4.7	.6	.1	7.
EEO-1C		-	•				•		
TECHNICIANS	H	11877	10777	241	240	564	28	21	110
	FÌ	5700	4985	. 225	122	313	55	3	723
	T	17587	15762	466	370	877	33	29	1025
	ИX	37.5	31.3	1.4	1.4	0.2	.?	.1	3.0
	F.7.	32.5	20.3	1.3	.7	1.0	.3	.0	4.1
	17	100.0	97.6	2.6	2.1	5.0	.5	2	19.4
ECO-4D	1 /*	143.0	07.0						
PROTECTIVE SCRVICE WORKERS	81	2407	2247	213	. 30	01	25	4	36
	FI	551	501	30	.13	b	. 0	0	45
	TI	3150	2740	243	51	37	25	1	410
					'		•	•	
•	14%	32.6	71.2	. ა.7	1.2	2.6	. 0	.1	11.4 1.5
	۴%	17.4	15.9 87.0	.9	.4	.2	. 0 18	.1	13.0
F(0) 45	1%	100.0	97.0	. 7.7	1.6	2.0	. 0	. 1	1.7.
EED-4E PARAPROFESSIONALS	111	855	41 9	81	20	83	11	11	203
I man am Eggrounes	Fi	4530	5263	321	157	350	175	14	1275
	T	7393	5912	702	177	441	136	25	1401
		•							2.5
	}1%	11.6	9.8	1.1	.3	1.1	.1	.1	2.8
	F%	88.4	71.2	0.4	2.1	4.0	1.7	.2	17.2
•	17	100 0	ao, o	7 5	ן ר	, ,	1 0	•	

1980 CENSUS DATA *

* City of Seattle Census Data was weighted at 60% and King County Data was weighted at 40% to reflect 1985 residency of King County employees.

OCCUPATION	SEX	TOTAL	WHITE	MEVER	шагашс	ครากก	OBZIN.	OTHER	TOTAL HINGRITY
EEO-SF:					***************************************				******
OFFICE AND CLERICAL	. 415	10073	16241	937	443	1150	143	21	2632
	F)	57502	50466	2530	1040	2003	476	40 40	7036
	F)	76375	<i>6</i> 6707	3405	1511	1014	619	07	8778
	нх	24.7	21.3	1.1	.6	1.5	.2	.0	3.4
	MX FX	75.3	33.1	3.3	1.4	3.9	.6	.1	7.2
EEO-4G	1.7	100:0	37.3	4.5	2.0	5.3	.8	.1	12.7
SKILLED CRAFT WORKERS	in I	33572	30387	1314	489	914	320	45	3293
	F	2059	2525	135	55	112	30	3	334
	1 i	33531	32914	1449	711	1026	350	40	3317
	HZ	92.2	33.2	. 3.6	1.9	2.5	.9	.1	7.0
	F%	7.0	3.9	.4		.3	.1	.0	.7
	1%	100.0	70.1	1.0	2.0	2.0	1.0	.1	7.9
EEO-4H	•		. •	•				• •	
SERVICE/HAINTEHANCE	Н	48616	39976	404	1500	3024	627	82	8640
	F#T	. 27275	22236	1620	701	2311	357	47	5037
•	Ţŧ	7509 l	32212	5024	2204	5335	783	129	13677
	HX	61.1	52.7	4.5	2.0	4.0	.0	. 1	11.4
	FX:	35.9	27.3	2.1	.9	3.0	.5	.1	3.3
	ŢX	100:0	82.0	3!6	2.9	7.0	1.3	.2	10.0

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51820	291	1408	5252	9531	ÖSFII	952991	904861	131		. •	CXEC NGHI
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•			. אזער	REA: U S TC	SLEÇIVE V	•		. •			

TOTAL PRODUCTIONS AND TRANSFERS FOR 1987 WITHIN EEO JOB CATEGORIES

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Section 4 D: 2B

Documentation of Weight Assignments



King County Executive Randy Revelle

Department of Executive Administration Lauraine D. Brekke, Director

July 26, 1985

TO: Audrey Gruger, Chair

Operations, Police and Judiciary Committee

FM: A ph R Koronara, Administrator Affirmative Action Program

Re: Availability Analysis: Affirmative Action Plan

As you requested, I am providing the rationale for changes in the weights assigned to the various factors used to determine availability for each job category in the 1985 Proposed Affirmative Action Plan. First, however, I would like to describe the process used to make these assignments and to point out that calculating availability using a multi-factor analysis is not a precise science. Some judgment is exercised at each step in the process, including the assignment of weights to each factor. In addition, the changes in weights in 1985 did not result from an assessment of the 1984 weight for each factor per se. Rather, the changes occurred when we reassessed the relative value of all factors used to determine availabilty for a particular job category.

The first step in the assignment of weights is to determine the relative importance of each factor in the eight factor analysis by job category. For example, in reviewing the four factors used to calculate availability of women and minorities for Job Category 7: Skilled Crafts, we determined that the most important factor was Factor 4, persons with the requisite skills in the local area. This was deemed the most important because positions in this category require specialized skills and a majority of the applications are received from residents of King County.

The second most important factors were judged to be Factors 2 and 3, Unemployment data, and Representation in the Labor Force. We rated these two factors higher than the final factor used in this analysis (General Population). We believed that a significant percent of those who have skills to perform in positions in this job category are either underemployed or unemployed. This belief is based on information from contractors who contract with the County who indicate that the construction industry is slow at

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this time causing higher than normal under- and unemployment among those in the skilled crafts. We gave them the same level of importance to both of these factors because we could not justify one as more important than the other.

The second step in assigning weights to the various factors is to determine how much more important the ranked factors are relative to each other. This is a difficult task and is based on the judgment of the evaluator. The critical question is how much more impact does one factor have over another. Is factor X three or four times as important as factor Y in calculating availability? In the case of the skilled crafts, we believe that factor 4 was significantly more important than the other factors and weighted this factor at least four times more than any other factor.

It should be emphasized that the various factors do not necessarily have the same importance and consequently weight in each job category. Therefore, it is possible that a particular factor may be weighted four times as important as any other factor in one job category and only twice as important in another.

Using the above process, we revised the weights by job category for the following reasons.

I. Administrative:

Five factors were used to calculate availability for this job category. Only the weight assigned to the factor "Requisite Skills (Larger Area)" remained unchanged from 1984 to 1985.

<u>Factor</u>	1984	1985
Population	3	8
Unemployment	5	10
Labor Force	7	12
Requisite Skills (Local)	50	35
Requisite Skills (Larger Area)	35	35

We determined the most important factors in this analysis were "Requisite Skills (Local)" and "Requisite Skills (Larger Area)". We were unable to conclude that one was more important than the other since applicants for these positions come from both within and outside of King County. The other factors in order of their determined importance were Representation in the Labor Force (Labor Force), Representation among the Unemployed and/or those seeking work (Unemployment) and General Population (Population).

Requisite Skills (Local) and Requisite Skills (Larger Area) had been weighted at 50 and 35 percent respectively in 1984. We

could not raise Requisite Skills (Larger Area) to 50 percent and still give some weight to the other factors in the analysis. In addition, we believed that the weights given to Unemployment and Labor Force needed to be increased over the 1984 levels because we underestimated the impact and availability of persons qualified to be administrators/managers who are not currently performing those duties but are in the workforce or are unemployed.

Therefore, we weighted Requisite Skills (Local) and Requisite Skills (Larger Area) at 35 percent each which still resulted in an overall availability for this job category which heavily favored those currently performing administrative/managerial functions. We then divided the remaining 30 percent in accordance with the determination of importance described above. In doing this, we felt that a two point spread between each of the three factors was reasonable, especially for Unemployment and Labor Force. Under these circumstances, the weights assigned were 12, 10, and 8 for Labor Force, Unemployment, and Population respectively.

II. Professionals:

Six factors were used to calculate availability in 1984. One other factor (Promotions/transfers) was added in 1985. Four of the original factors were changed from 1984 to 1985 to accommodate the addition of the seventh factor.

<u>Factor</u>	1984	<u>1985</u>
Population	3	5
Unemployment	5	5
Labor Force	7	10
Requisite Skills (Local)	65	40
Requisite Skills (Larger Area)	5	5
Promotions/transfers	0	25
Training Schools	10	10

In 1985, we determined that the most important factor for calculating availability for this job group was Factor 4, Requisite Skills (Local). Second in importance was Factor 6, Promotions/transfers since many of King County's professional positions are filled from within by persons not currently performing the same duties. A decision on the third most important factor was difficult. We decided that Labor Force and Training were equally important. The former was so rated because many professionals are underemployed and the latter because college/university graduates are qualified for many of our professional jobs. Of the final three factors used, Requisite Skills (Larger Area) and Unemployment were rated equally. We could not justify any of these factors as more important than the others.

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The most important, Requisite Skills (Local), was weighted at 40 percent. This was a substantial drop from 1984 when it was weighted at 65 percent. Given that many positions are filled through promotions/transfers and by recent graduates, we believed that heavy reliance on Requisite Skills (local) to determine overall availability for the Professional job category was inaccurate. We therefore lowered the weight given to this factor to what we considered a more reasonable level. We rated Promotions/transfers at 25 percent because our best estimate was that 25 percent of King County positions are filled by current King County employees. Training and Labor Force data were rated at 10 percent because we believed that these factors were substantially less influential than the two above-mentioned and approximately twice as important as the three least important factors. These decisions resulted in increases in the weights for Population and Laborforce:

III. Technicians:

Five factors were used in the 1984 determination of availability for this job catagory. One additional factor, Promotions/transfers, was added in 1985. Weights for all factors were changed in 1985.

<u>Factor</u>	1984	1985
Population	6	5
Unemployment	9	10
Labor Force	15	10
Requisite Skills (Local)	70	40
Promotions/transfers	0	25

As with all job categories, Requisite Skills (Local) was identified as the most important factor. The factor deemed second in importance was Promotions/transfers since we believed that many of the vacancies in this category are filled by current King County employees. Third in importance were three factors, Unemployment Labor Force, and Training. In this case, Unemployment and Labor Force were given equal weight because of the skill level needed to perform these positions. As a rule, when we believed that a higher level of skill was needed to perform jobs in a job group, we rated Labor Force data higher than Unemployment data. This is based on our perception that a larger percent of those employed have current work experience and skills. In this instance, we did not believe a high degree of skill was needed and weighted these two factors equally. The final factor and lowest in importance was Population.

The heavy reliance on Requisite Skills (Local) in the 1984 analysis caused us concern. While we believed that Requisite Skills (Local) was still the most important, we did not believe that it should be weighted at over 50 percent, as it was in 1984. We therefore weighted this factor at 40 percent. Promotions/transfers was weighted at 25 percent because we believed approximately 25 percent of the vacancies in this job category are filled by King County employees. The next three factors in terms of importance were not considered significant compared to Requisite Skills (Local) and Promotions/transfers. They were accordingly all weighted at 10 percent. Finally, the least important factor, Population, was given a 5 percent weight.

IV. Paraprofessionals:

In 1984, four factors were used to determine availability. In 1985, Promotions/transfers was added. The weight for only one factor used in 1984 was changed.

<u>Factor</u>	<u>1984</u>	1985
Population	10	10
Unemployment	15	15
Labor Force	15	15
Requisite Skills (Local)	60	35
Promotions/transfers	.0	25

Consistent with the rankings for other job catagories, the most important factor in this analysis is Requisite Skills (Local). Promotions/transfers was the second most important factor while Labor Force and Unemployment ranked third. Population was the lowest ranked factor in terms of importance.

Jobs in this category do not require a substantial amount of experience or skill and therefore, Requisite Skill (Local) was weighted only at 35 percent. This was a significant drop from the 1984 weight of 60 percent. Promotions/transfers was weighted at 25 percent while Unemployment and Labor Force was given a 15 percent weights. The latter figures are higher than those used previously because we believed that more people in the ranks of the unemployed and in the Labor Force are qualified to perform the tasks of positions in this job category. Population was weighted at 10 percent.

V. Protective Service:

The number of factors used to calculate availability in 1984 and 1985 remained constant at five. Weights for four of the five factors changed.

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Factor	1984	1985
Population	5	10
Unemployment	5	15
Labor Force	10	15
Requisite Skills (Local)	60	40
Requisite Skills (Large Area)	20	20

We identified Requisite Skills (Local) as the most important factor for this job group. The second most important factor was Factor 5, Requisite Skills (Larger Area). It is our understanding that recruitment of protective service personnel is conducted state-wide. Next in importance was Unemployment and Labor Force. Finally, Population was rated lowest in importance.

The weight for Requisite Skills (Local) dropped from 60 percent in 1984 to 40 percent in 1985. This change was made to offset increases made to factors Population, Unemployment, and Labor Force. The weight of these factors was increased because we believed that the skills needed to perform the duties of the positions in this category can readily be found among the unemployed, those currently in the labor force and the general population. Therefore, the weights for these three factors were raised at least five percent.

VI. Office Clerical:

Four factors were used to determine availability in 1984. Promotions/transfers was added as a fifth factor in 1985. The weight for only one factor used in 1984 was changed in 1985.

<u>Factor</u>	<u>1984</u>	1985
Population	10	10
Unemployment	1.0	10
Labor Force	20	20
Requisite Skills (Local)	60	35
Promotions/transfers	0	2 5

Requisite Skills (Local) was the most important factor in this analysis. Promotions/transfers was deemed next in importance because many vacancies in this job category are filled by King County employees. Labor Force was third in importance and rated higher than Population and Unemployment because there appears to be a shortage of clerical personnel in general at this time and we believed that a high percentage of people who can perform these jobs are currently employed.

The weight given to Requisite Skills (Local) was 35 percent, down from the 60 percent given in 1984. We believed that the emphasis on this factor in 1984 was inappropriate. Many positions in this job category do not require a high degree of previous experience or training. While still the most important factor, the weight was dropped significantly. Promotions/transfers was weighted at 25 percent because we believed that a significant number of vacancies in this job category are filled by King County employees. No changes were made to the other weights in this category.

VII. Skilled Crafts:

Four factors were used to determine availability in 1984 and 1985. The weight for all factors changed in 1985.

Factor	1984	1985
Population	3	10
Unemployment	5	15
Labor Force	10	15
Requisite Skills (Local)	82	60

The most important factor for this job category is Requisite Skills (Local). Second in importance were Labor Force and Unemployment. These were rated equal in importance because we believed that people in the skilled crafts are both unemployed and underemployed. We could not justify rating one higher than the other. Population was the fourth factor.

A significant reduction in the weight given to Factor 4, Requisite Skills (Local) was made to allow us to more appropriately consider factors other than requisite skills as we calculated availability. This was important to accommodate unemployment and underemployment among persons in this job category.

The redistribution of weights resulted in the following. Requisite Skills (Local) was weighted at at 60 percent. This is a high skill area so this is emphasized. Labor Force and unemployment were weighted at 15 percent reflecting the discussion above. General population was rated at 10 percent.

VIII. Service Maintenance:

Four factors were used in 1984 to determine the availability of persons in this job category. One additional factor was used in 1985. Changes occurred in three of the four factors used in 1984 to accommodate the addition of Promotions/transfers as a factor.

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Factor	1984	1985
Population	15	10
Unemployment	25	15
Labor Force	20	20
Requisite Skills (Local)	40	30
Promotions/transfers	0	25

The most important factor identified was Requisite Skills (Local). Second in importance were Promotion/transfer. Many of the vacancies in this job category are filled by King County employees. Labor Force, next in importance, rated slightly higher than Unemployment because some degree of familiarity with the duties of the various positions may be necessary for employment in this job category. For example, people working in the Automotive Center on County vehicles need some knowledge of automobiles. The number of people employed with this knowledge is greater than the number of people unemployed with this knowledge. The lowest ranked factor was Population.

Because many of the positions in this job category do not require a <u>substantial</u> amount of skill and/or experience, the weight of the most important factor, Requisite Skills (Local) was reduced from the 1984 level. This, and reducing the weight of the factor Population and Unemployment, enabled us to accommodate the addition of Promotions/transfers in the analysis. Population was considered the least important of the relevant factors.

I hope this discussion helps clarify our rationale in assigning factor weights in our 1985 Affirmative Action Plan.

Please feel free to contact me if you have any questions or if we can be of further assistance.

cc: Lauraine D. Brekke, Director Department of Executive Administration Leita Ovena, EEO/Contract Compliance Officer Kristi Nelson, Council Staff Tony Baxter, Council Staff

Subsection 4 D.2C:

Eight-Factor Weight Assignment by EEO Job Category

			<u>Page</u>
1:	OFFICIALS/ADMINISTRATORS		48
2.	PROFESSIONALS		48
3.	TECHNICIANS		48
4.	PROTECTIVE SERVICES		49
5.	PARA-PROFESSIONALS		49
6.	ADMINISTRATIVE SUPPORT	(Clerical)	49
7.	SKILLED CRAFT		50
8.	SERVICE/MAINTENANCE		50

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5 REQUISITE SKILLS (LARGER AREA) 5 5 5 5 5 5 0 INDIT AFFLICABLE 6 PRODITIONS/TRANSFERS 0 25 25 34 34 BASED ON ACTIVAL KING COINTY FROM/TRANSFER DATA 7 ENCLUENT DATA L/S/N 10 10 10 10 10 5 ASSIGNED REASONABLE VEIGHT 8 TRAINING GIVEN BY EPFLOTER 0 0 0 10 100 100 INT TEONICIANG APR 1905 APR 1905 APR 1907 PRO 1908 PRO 1970/91 CONTENTS: 1 POPULATION 6 5 5 5 5 COGSISTENT WITH VEIGHTS ASSIGNED FROM ATTROVED PLANG 2 VAPALOTED 9 10 10 10 10 10 COGSISTENT WITH VEIGHTS ASSIGNED FROM ATTROVED PLANG 3 VACOR FORCE 15 10 10 10 10 COGSISTENT WITH VEIGHTS ASSIGNED FROM ATTROVED PLANG 4 REQUISITE SKILLS (LOCAL) 70 40 40 51 66 SAYE AS ADOXE AND ADJUSTED TO INCLIDE RECORDER IN FACTOR & VEIGHT 5 REQUISITE SKILLS (LARGER AREA) 0 0 0 0 0 0 NOT APTLICABLE 6 PROTOTIONS/TRANSFERS 0 25 25 7 9 PASSION ACTIVAL KING COUNTY PRODI/TRANSFER DATA 7 ENGLISHED TO TATA L/S/N 0 0 0 0 15 0 NOT APTLICABLE 8 TRAINING GIVEN BY EPFLOTER 0 0 0 0 0 NO DATA	3 LABOR FORCE	7	10	10	8	10	Congistent with veidhes accided from approved plans
6 PRODUTIONS/TRAVEFERS 0 25 25 34 34 34 BAGED ON ACTIVAL KING COUNTY PRODUTIRAVEFER DATA 7 EMPOLITION 10 10 10 10 10 10 5 AGGIGED REASONALE VEIGHT TOTAL PERCENT 95 100 100 100 100 100 XX TECHNICIANS AR 1905 AR 1905 AR 1907 PRO 1908 PRO 1990/91 CONFINIS: 1 POPULATION 6 5 5 5 5 CONSISTENT WITH VEIGHTS AGGIGED FROM ATROXED PLANS 2 LIFETLOYED 9 100 100 100 100 CONSISTENT WITH VEIGHTS AGGIGED FROM ATROXED PLANS 3 LABOR FORCE 15 100 100 100 100 CONSISTENT WITH VEIGHTS AGGIGED FROM ATROXED PLANS 4 REQUISITE SKILLS (LOCAL) 70 40 40 51 65 SAYE AS ADJAC AND ADJACTED TO INCLIDE TECREASE IN FACIOR & VEIGHT 5 REQUISITE SKILLS (LOCAC) 70 40 40 51 65 SAYE AS ADJAC AND ADJACTED TO INCLIDE TECREASE IN FACIOR & VEIGHT 5 REQUISITE SKILLS (LOCAC) 70 50 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	4 RECUISITE SKILLS (LOCAL)	6 5	40	40	35	41	sine as above and adjusted to include factor 5 vetoti
7 ENROLLMENT DATA L/S/N 8 TRAINING GIVEN BY EPFLOTER 0 0 0 0 0 0 0 NO DATA TOTAL PERCENT 95 100 100 100 100 100 100 100 100 100 10	5 REQUISITE SKILLS (LARGER AREA)	5	5	5	5	0	NOT APPLICABLE
8 TRAINING GIVEN BY EPFLOYER 0 0 0 0 0 0 0 NO DATA TOTAL PERCENT 95 100 100 100 100 100 XXX TECHNICIANS APR 1905 APR 1905 APR 1907 PRO 1998 PRO 1990/91 COMPANIS: 1 POPULATION 6 5 5 5 5 5 COGSISTENT WITH VEIGHTS ASSIGNED FROM ATTROXED PLANS 2 LAEPTLOYED 9 100 100 100 100 COGSISTENT WITH VEIGHTS ASSIGNED FROM ATTROXED PLANS 3 LAEOR FORCE 15 100 100 100 COGSISTENT WITH VEIGHTS ASSIGNED FROM ATTROXED PLANS 4 REQUISITE SXILLS (LOCAL) 70 400 400 51 66 SAYE AS ADOXE AND ADJUSTED TO INCLIDE TECKRAFE IN FACTOR 6 VEIGHT 5 REQUISITE SXILLS (LARGER AREA) 0 0 0 0 0 0 NOT APPLICABLE 6 PROTODITIOES/TRAGETERS 0 25 25 9 9 PASED ON ACTIVAL KINS COUNTY PROTO/TRAGETER DATA 7 ENROLLHENT DATA L/S/N 0 0 0 0 0 0 0 NOT APPLICABLE 8 TRAINING GIVEN BY EPFLOYER 0 0 0 0 0 0 NO DATA	6 PROMOTIONS/TRANSFERS	0	25	25	34	34	BASED ON ACTUM. KING COUNTY FROMO/TRAVEFER DATA
TOTAL PERCENT 95 100 100 100 100 100 XX TECHNICIANS ATR 1905 ATR 1905 ATR 1907 PRO 1908 PRO 1990/91 COMENIS: 1 POPULATION 6 5 5 5 5 COGSISTENT WITH VEIGHTS ASSIGNED FROM ATROXED PLANS 2 UNEMPLOYED 9 10 10 10 10 00 00 00 00 00 AND ATRICAGE IN FACTOR 6 VEIGHT 5 REQUISITE SKILLS (LOCAL) 70 40 40 51 66 SAYE AS ADOXE AND MULGIED TO INCLIDE TECREASE IN FACTOR 6 VEIGHT 5 REQUISITE SKILLS (LOCAL) 70 40 0 0 0 0 0 NOT ATRICAGLE 6 PROYDTIONS/TRANSFERS 0 25 25 9 9 PASED ON ACTIVAL KING COUNTY PROYD/TRANSFER DATA 7 ENROLLMENT DATA L/S/N 0 0 0 0 0 0 0 NOT ATRICAGLE 8 TRAINING GIVEN BY ENFLOYER 0 0 0 0 0 0 NO DATA	7 ENROLLMENT DATA L/S/N	10	10	10	10	5	ASSIGED REASONAILE VEIGHT
TOTAL PERCENT 95 100 100 100 100 100 XX TEO NICIANG APR 1905 APR 1905 APR 1907 PAO 1908 PAO 1990/91 COMPNIS: 1 POPLATION 6 5 5 5 5 COGSISTENT WITH VEIGHTS ASSIGNED FROM ATROVED PLANG 2 UNEMPLOYED 9 10 10 10 10 COGSISTENT WITH VEIGHTS ASSIGNED FROM ATROVED PLANG 3 LABOR FORCE 15 10 10 10 10 COGSISTENT WITH VEIGHTS ASSIGNED FROM ATROVED PLANG 4 REQUISITE SKILLS (LOCAL) 70 40 40 51 66 SAYE AS ADOVE AND ANJUSTED TO INCLIDE RECREASE IN FACTOR & VEIGHT 5 REQUISITE SKILLS (LARGER AREA) 0 0 0 0 0 0 NOT APTLICABLE 6 PROPOTICIES/TRACEFERS 0 25 25 9 9 PASED ON ACTIVAL KING COUNTY PROPO/TRAVETER DATA 7 ERROLLEMT DATA L/S/N 0 0 0 0 0 0 NOT APTLICABLE 8 TRAINING GIVEN BY EPFLOYER 0 0 0 0 0 0 NO DATA	8 TRAINING GIVEN BY EMPLOYER	0	0	0	0	. 0	NO DATA
XX TEO NICING				====			
1 POPULATION 6 5 5 5 5 COGSISTENT WITH VEIGHTS ASSIGNED FROM ATTROVED PLANS 2 LABOR FORCE 15 10 10 10 10 COGSISTENT WITH VEIGHTS ASSIGNED FROM ATTROVED PLANS 4 REQUISITE SXILLS (LOCAL) 70 40 40 51 66 SAYE AS ADOVE AND ADJUSTED TO INCLIDE RECREASE IN FACTOR 6 VEIGHT 5 REQUISITE SXILLS (LARGER AREA) 0 0 0 0 0 0 NOT ATTLICABLE 6 PROYDITIONS/TRANGFERS 0 25 25 9 9 PASED ON ACTIVIL KING COUNTY PROYD/TRANGFER DATA 7 ENROLLMENT DATA L/S/N 0 0 0 0 0 0 NOT ATTLICABLE 8 TRAINING GIVEN BY EFFLOYER 0 0 0 0 0 NOT ATTLICABLE	TOTAL PERCENT	.95	100	100	100	100	
2 (NEMPLOYED 9 10 10 10 10 10 CORSISTENT WITH VEIGHTS ASSIGNED FROM AFFORDED FROM AFFO	XX TEONICIMS AT	R 1905	ATR 1986	APR 1987	PRO 1988	PRO 1990/	91 CONFINS:
3 LABOR FORCE 15 10 10 10 10 CONSISTENT WITH WEIGHTS ASSIGNED FROM APPROVED FLANG 4 REQUISITE SKILLS (LOCAL) 70 40 40 51 66 SAYE AS ADOXE AND MOLLETED TO INCLIDE RECREASE IN FACTOR 6 VEIGHT 5 REQUISITE SKILLS (LARGER AREA) 0 0 0 0 0 0 not applicable 6 PRODUTIONS/TRANSFERS 0 25 25 9 9 PASED ON ACTIVE. KINS COUNTY PRODO/TRANSFER DATA 7 ENROLLMENT DATA L/S/N 0 0 0 15 0 NOT APPLICABLE 8 TRAINING GIVEN BY EPFLOYER 0 0 0 0 0 0 NO DATA	1 POPULATION	Ь	5	5	5	5	CONSISTENT WITH VEHILIS ASSIGNED FROM APPROVED PLANS
4 REQUISITE SXILLS (LOCAL) 70 40 40 51 65 SAYE AS ADOXE AD ADJASTED TO INCLIDE DECREASE IN FACTOR 6 VEIGHT 5 REQUISITE SXILLS (LARGER AREA) 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	2 (NEMPLOYED	9	10	10	10	10	CONSISTENT WITH VEHILLS ASSIDED FIXIN MYROUD FLANG
5 REQUISITE SKILLS (LARGER AREA) 0 0 0 0 0 0 0 NOT APPLICABLE 6 PRODUTIONS/TRAGETERS 0 25 25 9 9 PASED ON ACTUM. KING COLINTY PRODU/TRAGETER DATA 7 ENROLLMENT DATA L/S/N 0 0 0 15 0 NOT APPLICABLE 8 TRAINING GIVEN BY EMPLOYER 0 0 0 0 0 NO DATA	3 LABOR FORCE	15	10	10	10	10	CONSISTENT WITH WEIGHTS ASSIGNED FROM APPROXED FLANG
6 PROPOTIONS/TRAVETERS 0 25 25 9 9 PASED ON ACTIVAL KING COLINIY PROPO/TRAVETER DATA 7 ENROLLMENT DATA L/S/N 0 0 0 15 0 NOT APPLICABLE 8 TRAINING GIVEN BY ENFLOYER 0 0 0 0 0 NO DATA	4 RECUISITE SKILLS (LOCAL)	70	40	40	- 51	Ш	sine as adole and adjusted to include necrease in factor 6 veight
7 ENROLLMENT DATA L/S/N 0 0 0 15 0 NOT APPLICABLE 8 TRAINING GIVEN BY EMPLOYER 0 0 0 0 0 NO DATA	5 requisite skills (larger area)	0	0	0	. 0	0	NOT APPLICATE
8 TRAINING GIVEN BY ENFLOYER O O O O O NO DATA	& PROPOTIONS/TRAVEFERS	. 0	25	25	9	9	paged on actim. King county proyotraveter data
ERRIES ENDEED ERREIT ERREIT	7 enrollment data l/s/n	0	0	0	15	0	NOT APPLICACE
	B TRAINING GIVEN BY ENTLOYER	0	.0	0	0	0	ATAD COA
IOIM, FEXCENI ILAI 7U 7U ILAI ILAI	TOTAL DEDCEM			901	100		
	וטוא. רבאננאוו		7U	7U			

XX PROTECTIVE STRVICES	ATR 1915	NTR 1984	ATR 1987	PRO 1908	PRO 1970	/91 ·
1 PORLATION	5	10	10	10	10	- COGISTENT VITH VEIGNS AGIDED FROM ATROXED FLAG
2 UNENTLOYED	5	15	15	8	15	COGNISION WITH LEIGHTS ASSIGNED FROM ATROLED PLANS
3 LABOR FORCE	10	, 15	15	12	15	COGNISIENT WITH LENGTHS ASSITTED FROM ATTROUGH PLAGE
A RECUISITE EXILLS (LCCVL.)	A)	40	40	30	40	COGISTENT WITH VEHTITS ASSIDED FROM ATTRIXED FLAG
5 REGUISITE SKILLS (LARTER AREA	V) 20	20	20	20	Ь	NOUGHED TO REFLECT INCREME IN FACTOR & AND DETREASE IN FACTOR & VEHICLIS
& FROMOTIONS/TRANSFERS	0	0	. 0	201	14	BYFD ON ACTUM, KING COUNTY FROND/IRANEFER DATA
7 ercliyent data l/s/n	0	0	0	n	. 0	NO DATA
8 TRAINING GIVEN BY EXTLOYER	0	n	0	0.	0	MIMI (II)
TOTAL PERCEIT	100	100	100	100	100	
XX PARA-FROTESSIOWLS	ATR 1905	ATR 1986	N'R 1987	TRO 1900	PRO 1930/	91 CONTENTS:
L POPLATION	10	10	10	5	10	COGNISTENT WITH VEHOUS AGRICULD FROM 1907 ATROXED FLAN
2 UETLOYED	15	15	10	10	10	COGNISIENT WITH VEHIOUS AGRICULT FROM 1907 MTROJED FLAM
3 LADOR FORCE	15	15	15	10	15	COGNISTENT WITH VEHOUS ASSUMED FROM 1907 AFTROATD FLAM
4 reguisite skills (local)	£0	35	40	51	51	SALE AS NOTE AND NOTITED TO INCITIE DECLEME IN EXCICL PROTOE
5 REQUISITE SKILLS (LARGER AREA) 0	0	Đ	. 0	0	NOT NATIONE
'& PROYOTTO G/TRAVEFERS	0	25	. 25	9	9	INVED ON WIND KIND COUNTY PROPO/TRAVETER DATA
7 enrollyent data lys/n	0	0	0	15	5	REACONALE METOIL
B TRAINING GIVEN BY ENTLOYER	0	0	0	Π	0	ATAD COATA
	======	27777			====	
TOTAL PERCENT	100	100	100	100	100	
XX CLERICAL	NTR 1905	ATR 190%	N'R 1987	PRO 1903	PRO 1930/	91 COTENIS:
1 POPLEATION	10	10	10	5	10	COGISTENT WITH VEIGHTS ASSIGNED FROM MYROLED PLANS
2 (NEHTLOYED	10	10	10	5	10	COGNISIENT WITH VEIGHTS ASSUMED FROM ATROXED FLANG
3 LABOR FORCE	20	20	20	19	20	COGISIENI VITH VEIGITS ASSIGNED FROM MYROXED PLANS
4 RECUISITE SKILLS (LOCAL)	. An	.35	35	35	34	SHE AS AXXX AND ADJIGHED GIVED FACTOR &
5 REQUISITE EXILLS (LARGER AREA)	0	0	Ð	0	0	IDI WAY'ICMA E
6 PRODITIOE/TRAETERS	0	0	0	76	76	ENCED OI ACTIVIL KITE COLATY FROM VIRWETTR DATA
7 EPROLUMENT DATA LYS/N	. 0	Ŋ	0	10	0	ATA) CAT
8 TRAINING GIVEN BY EMPLOYER	0	0	0	0	0	ATAN CH
TOTAL PERCENT	100	75	<u></u> 75	100	100	

XX SKILLED CRAFT	APR 1985	APR 1986	APR 1987	PRO 1988	PRO 1990.	/91 COMENIS:		
1 POPLIATION	3	10	10	10	10	Consistent with veidits assided from apposed plays		
2 UNEMPLOYED	5	15	15	12	15	Consistent with veid its assisted from approved Plans		
3 LABOR FORCE	10	15	15	12	15	Corbistent with veid its assign) from approved it are		
4 RECUISITE SKILLS (LOCAL)	82	٤ŋ	₽ D	50	49	SAVE AS ADONE AND ADJUSTED GIVEN DECREASE IN FACTOR 6		
5 REQUISITE SKILLS (LARGER AREA) 0	0	0	0	0	NOT APPLICABLE		
6 PROMOTIONS/TRANSFERS	0 -	0	0	16	11	eaged on actival king county prono/travefer data		
7 eprolyent data L/S/N	. 0	0	0	. 0	. 0	ATAD ON		
8 training given by exployer	0	0	0	. 0	Ü	nd data		
		======	======	=====	======			
TOTAL PERCENT	100	100	100	100	100			
	San Lane	455 4504	100 1007	PTN 1000	000 (000	/91 COMENTS:		
XX SERVICE MAINTENVICE	APR 1985	AFR 1985	ATR 1987	PRO 1988	PRO 1970	ולו נגוטוום:		
** SERVICE MINIDANCE 1 POPLATION	APR 1965 15	10 AFR	AH 1987 10	10 PRO 1988	10 PKU	COGESTENT VITH VEIGHS ASSIGED FROM APPROVED PLANS		
1 POPULATION	15	10	10	10	10	Colsistent with veidtis assided from approved flag		
1 POPULATION 2 INEMPLOYED	15 25	10 15	10 15	10 15	10 15	Cognistent with veidits assided from approad plans Cognistent with veidits assigned from approad plans		
1 POPULATION 2 INEMPLOYED 3 LABOR FORCE	15 25 20 40	10 15 20	10 15 20	10 15 20	10 15 20	Colgistent with veidits assided from apposed flars Colgiston with veidits assided from apposed flars Colgistent with veidits assided from apposed flars		
1 POPULATION 2 INEMPLOYED 3 LABOR FORCE 4 REQUISITE SKILLS (LOCAL)	15 25 20 40	10 15 20	10 15 20 30	10 15 20	10 15 20	Consistent with veidits assided from approad plans Consistent with veidits assided from approad plans Consistent with veidits assided from approad plans Save as above and adjusted given decrease in factor &		
1 POPULATION 2 INEMPLOYED 3 LABOR FORCE 4 RECUISITE SKILLS (LOCAL) 5 RECUISITE SKILLS (LARGER AREA	15 25 20 40	10 15 20 30 0	10 15 20 30 0	10 15 20 40 0	10 15 20	COLGUSTENT WITH VEID ITS ASSIDED FROM ATTROVED PLANS COLGUSTENT WITH VEID ITS ASSIDED FROM ATTROVED PLANS CONGUSTENT WITH VEID ITS ASSIDED FROM ATTROVED PLANS SME AS ABOVE AND ANJUSTED GIVEN DECREASE IN FACTOR & NOT ATTLICABLE		
1 POPULATION 2 INEMPLOYED 3 LABOR FORCE 4 REQUISITE SKILLS (LOCAL) 5 REQUISITE SKILLS (LARGER AREA 6 PROMOTIONS/TRANSFERS	15 25 20 40	10 15 20 30 0 25	10 15 20 30 0 25	10 15 20 40 0	10 15 20	Colgistent with veid its assided from approad flag corgistent with veid its assided from approad flag corgistent with veid its assigned from approad flag safe as above and adjusted given decrease in factor & not applicable based on actival king county from dynaster data		
1 POPULATION 2 INEMPLOYED 3 LABOR FORCE 4 REQUISITE SKILLS (LOCAL) 5 REQUISITE SKILLS (LARGER AREA 6 PROMOTIONS/TRANSFERS 7 ENROLLYENT DATA L/S/N	15 25 20 40	10 15 20 30 0 25	10 15 20 30 0 25	10 15 20 40 0 10	10 15 20	Cognistent with veid its assided from approved plans cognistent with veid its assigned from approved plans cognistent with veid its assigned from approved plans safe as above and adjusted given decrease in factor 6 not applicable pased on actival king county propostransfer data no data		
1 POPULATION 2 INEMPLOYED 3 LABOR FORCE 4 REQUISITE SKILLS (LOCAL) 5 REQUISITE SKILLS (LARGER AREA 6 PROMOTIONS/TRANSFERS 7 ENROLLYENT DATA L/S/N	15 25 20 40	10 15 20 30 0 25 0	10 15 20 30 0 25	10 15 20 40 0 10	10 15 20	Cognistent with veid its assided from approved plans cognistent with veid its assigned from approved plans cognistent with veid its assigned from approved plans safe as above and adjusted given decrease in factor 6 not applicable pased on actival king county propostransfer data no data		

Subsection 4 D.2D:

Availability Calculations by EEO Job Category

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EEO1 : OFFICIALS AND AUMINISTRATORS

1990-1991 AFFIRMATIVE ACTION GOALS

RACE/SEX PERCENTIVE WITHIN EACH FACTOR

6 Promotions/Transfers 1987 KING COLNTY DATA FROM PERSONAL PROCESSED BY OCRC

7 Training Schools

8 Employer Training

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8 Factor					Kon	ASSIG ED									
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	I UM BM A	MV ME M	UF DF AF	IF NF	1		l u	1 BH	AH	IM	NWI	UF	BF .	F IF	NVF
1 Local Population	1 0.421 0.023 0.0	127 0.015 0.00 6 0	1.426 0.1124 0.032	0.014 0.004	0.992	0.000	1 0.0	34 0.007	2 0.002	0.001	.om	0.034	n.002 a.	no.on exc	1 000. 1
2 Local Unemployed	1 0.446 0.035 0.0	725 0.016 0.011 C	1.364 0.027 0.017	0.017 0.007	0.987	0.100	1.0.0	47 0.004	0.003	0.002	0.001	0.036	0.003 0.	0.00	2 0.001
3 Local Labor Force	1 0.467 0.018 0.0	724 0.013 0.004 (1.407 0.018 0.026	0.012 0.004	0.993	0.120	1 0.0	56 O.OO	2 0.003	0.002	.000	0.049	0.002 0.	00.00 ECOC	1 .000 1
4 Requisite Skills (L)	1 0.343 0.017 0.0	726 O.000 O.003 D	1.278 O.009 O.010	0.004 0.002	1.000 1	0.350	1 0.2	25 O.MY	0.009	0.003	0.001	0.077	D.003 N.	104 0.00	1 0.001 [
5 Requisite Skills (LE)	1 0.586 0.040 0.0	007 (1.022 (1.005 (1.285 0.034 0.004	0.011 0.002	0.976	0.280	1 0.1	SA 0.011	0.003	0.006	0.001	0.000	0.010 D.	ont 0.00	3 0.001
•	0.500		.500		1.000	0.020	1 0.0	0.000	0.000	0.000	0.00	0.010 (0.000 D.	00.00	0.000
7 Training Schools	1 0.442 0.006 0.0			0.005 0.005	1.000	0.050	1 0.0						0.001 0.		
B Employer Training	1						1								1
., .,	 		· •			1.000						=====			
		•				•••									
					F	NVL AVAILABILI	TY 11.59	A 11.1129	n.021	n ni4	n nos	0.329 (ו חומת ב	114 (1) (107	1.003.0
										,					,
	DATA SOURCE:				ΙA	AILABILITY TOI	N RACE	/FX	0.997						
	- · · · · · · · · · · · · · · ·	• •													
	1 Local Population	n 1988 DA	ta from enfloymen	VI SECURITY RE	PORT FNT	TLED " AFFIRM	TIVE ACT	ION INF	OPMATIO	N IPNA	JF 190	R - ทา	7×		
	2 Local Unemploye		TA FROM ENTLOYNE											1 F PNSA	v
	3 Local Labor Ford		TA FROM EMPLOYMEN										• •		
	4 Requisite Skills		ECIAL OCCUPATION		-								I. J.AI	LL IILM	
	TO NEGOTIAL CONTIN				3114 . E (3) II										
	5 Requisite Skills		ECIAL OCCUPATION												

1907 GRACUATION RATES FROM 10 WASHINGTON STATE UNIVERSITIES

VEIGHTED RACE/SEX PERCENTAGE WITHIN EACH FACTOR

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EEO2 : PROFESSIOW.S

RACE/SEX PERCENTAGE WITHIN EACH FACTOR

1990-1991 AFFIRMTIVE ACTION GOALS

WEIGHTED RACE/SEX PERCENTAGE WITHIN EACH FACTOR

8 FACTOR			ROW ASSIGNED		
•	1		I TOTAL I WEIGHT		FEMUE
	I UM BH AM H	I NAM LE DE AF IF NAF,	1 1	I UM BH AH HM NAY	f WE BE AF HE NAF [
1 Local Population	1 0.421 0.023 0.027 0.0	5 0.006 0.426 0.024 0.032 0.014 0.094	1 0.972 0.050	0.021 0.001 0.001 0.001 .00] 1,000. 1,000.01 <u>2,000.0 1,000.0 120</u> .0 10
2 Local Unemployed	1 0.446 0.035 0.025 0.0	6 0.011 0.364 0.027 0.017 0.017 0.009	1 0.987 0.050	1 0.023 0.002 0.001 0.001 0.00	1 0.00. 100.0 100.0 100.0 810.0 10
3 Local Labor Force	1 0.467 0.018 0.024 0.0	3 0.004 0.407 0.018 0.026 0.012 0.004	0.993 0.100	0.047 0.002 0.002 0.001 .00	0 0.041 0.002 0.003 n.nn1 .nn1 1
4 Requisite Skills (L)	1 0.532 0.014 0.027 0.0	0.003 0.371 0.015 0.019 0.006 0.013	0.978 0.410	0.218 0.00% 0.011 0.003 0.00	01. 0.152, 0.006, 0.008, 0.002, 0.001, 1
5 Requisite Skills (WA)	1.		0.000	DOO 0.000 0.000 0.000 0.000 0.00	1 nnn.e nnn.o aco.a ana.a nn
6 Promotions/Transfers	-1 0.338 0.048 0.045 0.0	6 0.000 0.387 0.032 0.091 0.016 0.016	0.977 0.340	1 0.115 0.016 0.022 0.005 0.00	0.132 0.011 0.028 0.005 0.005 1
7 Training Schools	1 0.442 0.006 0.034 0.00	6 0.003 0.456 0.010 0.033 0.005 0.005	1 1.000 0.050	.000 .000 .000 .000 .000	0.023 0.001 0.002 .000 .001
8 Employer Training	1			1	State of the state
		======================================	1.000	**************************************	2283
			FINAL AVAILABILI	TY 0.446 0.027 0.040 0.012 0.00	13 0.387 0.022 0.042 0.011 0.003
•	DATA SOLRCE:		AVAILABILITY TOT	AL RACE/SEX 0.997	
•					
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•	1 Local Population 2 Local Unemployed	1989 data from enfloyment security r 1989 data from enfloyment security r			
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EE03 : TECHNICING

1931-1991 AFFIRMATIVE ACTION DOWLS

	•	RACE/SEX PERCENTAGE WITHIN EACH FACTOR											LE IOTIFO RACE/SEX PERCENTAGE WITHIN EACH FACTOR												
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	2 Local Unemployed	1 0.466 0	.035 0.02	5 0.018	0.011	0.364	0.027	0.017	0.017	0.009	1 0.987	0.100	0.047	0.004	0.013	0.002	0.001	0.036	0.003	0.002	0.002	0.001			
	3 Local Labor Force	1 0.467 0	.018 0.02	4 0.013	0.004	0.407	0.018	0.026	0.012	0.004	0.993	0.100	1 0.047	0.002	0.002	0.001	.mo	0.041	0.002	0.003 (D. DO11	.000.1			
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	6 Promotions/Transfer	1 0.118 0	1.059		0.059	0.470		0.176		0.118	1.000	0.070	1.0.011	0.05	0.000	0.000	0.005	0.042	0.000	0.016	0.000	0.011			
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EECG : PROTECTIVE SERVICE

RACE/SEX PERCENTAGE WITHIN EACH FACTOR

1990-1991 AFFIRMTIVE ACTION COVI.S

WEIGHTED RACE/SEX PERCENTAGE WITHIN EACH FACTOR

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EEO4 : PARATROTESSIOWLS

1990-1991 AFFIRMTIVE ACTION GOVLS

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	1 Local Population	0.421	0.023	0.027	0.015	0.00%	0.426	0.024	0.032	0.014	0.004	1 ().992	1	0.100	- 1	0.042	0.002	0.003	0.002	0.001	0.043	0.002 (1.003 (1.001	1 000.	
	2 Local Unemployed	1 0.486	0.035	0.025	810.0	0.011	0.364	0.027	0.017	0.017	0.007	1 0.987	l	0.100	1	0.047	0.004	0.003	0.002	0.001	0.036	0.003 (1.002 (3.002	0.001	
,	3 Local Labor Force	1 0.467	0.018	0.024	0.013	0.004	0.407	0.018	0.026	0.012	0.004	1 0.993	ı	0.150	- 1	0.070	0.003	0.004	0.002	0.001	0.061	0.003 (0.004 (1.002	1 100.0	
	4 Requisite Skills (L)	1 0.033	0.011	0.011	0.003	0.001	0.712	0.094	0.048	0.021	0.017	0.9%	1	0.510	١	0.045	0.00%	0.006	0.002	0.001	0.363	0.043 (1.024	0.011	0.007	
	5 Requisite Skills (UA)	1	-									1	1	0.000	1	0.000	0.000	0.000	0.000	0.000	0.000	D.DOX1 (). 000 .0	0.00	1: 000 d	
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		2 Local												D # AFFIRM									TILE F	115A"		
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EEO4 : CLERICAL

RACE/SEX PERCENTAGE WITHIN EACH FACTOR

1990-1991 AFFIRMATIVE ACTION GOVLS

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WEID-HED RACE/SEX PERCENTAGE WITHIN EACH FACTOR

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EE07 : SKILLED CRAFT

1970-1991 AFFIRMATIVE ACTION GOALS

	race/sex percent	TATE VITHIN EACH FACTOR	WEIGHIED RACE/SEX PERCENTAGE WITHIN EACH FACTOR												
8 FACTOR			ROU A	SSIOED											
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1 Local Population	0.421 0.023 0.027 0.01	NS 0.00% 0.42% 0.024 0.032 0.014 0.00	14 0.992 0	.100	0.042 0	.002 0.003 0.002 0.001	0.043 0.002 0.003 0.001 .000 1								
2 Local Unemployed	1 0.444 0.035 0.025 0.01	116 O.011 O.384 O.027 O.017 O.017 O.0X	19 0.907	. 150	1 0.070 0	.005 0.004 0.002 0.002	0.055 0.004 0.003 0.003 0.001 [
3 Local Labor Force	1 0.467 0.018 0.024 0.01	13 0.004 0.407 0.018 0.026 0.012 0.00	14 0.993 0	. 150	1 0.070 O	.003 0.004 0.002 0.001	0.041 0.003 0.004 0.002 0.001 1								
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5 Requisite Skills (WA)	1		1 1 0	.000	0.000 0	.000.0 000.0 000.0 000.	0.000 0.000 0.000 0.000 0.000 1								
6 Promotions/Transfers	1 0.348 0.19	58 0.316 0.105 0.05	32 0.999 0	.110	0.040 0	.000.0.001.017 (0.000.0	0.035 0.012 0.000 0.000 0.006 1								
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	1 Local Population 2 Local Unemployed 3 Incal Labor Force 4 Requisite Skills (L) 5 Requisite Skills (UA) 6 Promotions/Transfers 7 Training Schools	1989 DATA FROM EMPLOYMENT SECURITY 1989 DATA FROM EMPLOYMENT SECURITY 1988 DATA FROM EMPLOYMENT SECURITY 1980 SPECIAL OCCUPATION TABLLATION 1981 SPECIAL OCCUPATION TABLLATION 1987 KING COUNTY DATA FROM PERSON 1987 GRADUATION RATES FROM 10 WASH	/ Report entitled / / Report entitled / I (laix, seattle + 44 I (laix), seattle + 44 I (laix), seattle + 44 II, processed by 00	Y AFFIRMITION AFFIRMITION OF THE PROPERTY OF T	ve action ve action vity) data	Information update 196 Information update 196 From Biddle and Associ	28 - NO 1. SEATTLE PHSA" 28 - NO 1. SEATTLE PHSA"								
	8 Employer Training														

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EE08 : SERVICE MINTENWICE

RACE/SEX PERCENTAGE WITHIN EACH FACTOR

1990-1991 AFFIRMTIVE ACTION COVLS

WEIGHTED RATE/SEX PERCENTAGE WITHIN EACH FACTOR

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8 FACTOR										ROJ ASSIGNED															
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1 Local Population	1 8.421	0.023	0.027	0.015	200.O	0.4 <i>2</i> 6	0.024	0.032	0.014	0.004	1 0.992	ı	0.100	1	0.042	0.002	0.003	0.002	0.001	0.043	0.002	0.003	0.001	.000	
2 Local Unemployed	1 0.466	0.035	0.025	810.0	0.011	0.364	0.027	0.017	0.017	7 0.009	1 0.987	1	0.150	- 1	0.070	0.005	0.004	0.002	0.002	0.055	0.004	0.003	0.003	0.001	
3 Local Labor Force	1 0.467	0.018	0.024	0.013	0:004	0.407	0.018	0.026	0.012	2 0.004	1 0.993	-	0.200		0.093	0.004	0.005	0.003	0.001	0.081	0.004	0.M5	0.002	0.001	
4 Requisite Skills (1.)	1 0.527	0.045	0.040	0.020	0.003	0.293	0.021	0.030	0.003	0.005	1 11.998	ı	0.540	- 1	0.205	0.024	0.022	0.011	0.004	0.158	0.158	0.011	0.016	0.003	
5 Requisite Skills (WA)	1										1	1	0.000	1	0.000	0.000.0	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
6 Promotions/Transfers	1 1	0.500					0.500				1 1.000	1	0.010	- 1	0.000	0.005	0.000	0.000	0.000	0.000	0.005	0.000	0.000	0.000	
7 Training Schools	1										ı	1	0.000	1	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
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	8 Employ	er Trai	inina																						

Subsection 4 E:

Workforce Underutilization and Numerical Goal Setting

Goal Setting Process

Within 60 days of Policy and Plan adoption by the Council and by February of the second year of the Plan, the departments will conduct the underutilization analysis and determine their annual numerical goals as follows:

A. For Regular and Exempt Positions

- Determine annual hiring opportunities which include new positions, retirements, terminations, promotions and transfers, etc. (See Subsection 4 E.1: King County Hiring Opportunities Assessment Form.)
- Determine the number of positions in the projected workforce for the year including the current number of employees plus the number of vacancies and new allocated positions. (See Subsection 4 E.2: Goal Setting Form.)
- 3. Determine the annual numerical goals by using the form indicated in #2 above to identify percentage underutilization, numerical underutilization and set achievable numerical goals for each year.

Goal Setting Guidelines

- 1. Officials and Administrators goals will be set at the Countywide level.
- 2. For the remaining EEO categories, numerical goals will be set at the department level.
- 3. Departments will set numerical goals that are statistically supportable by the availability using standard mathematical rounding procedures.
- 4. Department goals should be set for white females, black males, black females, Asian males, Asian females, Hispanic males, Hispanic females, Native American males, Native American females and persons with disabilities.

Subsection 4 E: Work Force Underutilization and Numerical Goal Setting

Where department or division size makes it impractical to set goals as outlined above, set goals for each race/ethnic group (black, Asian, Hispanic, and Native American), women, and persons with disabilities.

B. For Temporary Positions Including Work Study

Temporary appointments, including work study positions, provide training and experience to the applicant, thereby enhancing the applicant's competitiveness for similar regular positions.

Goals for temporary hires should be set at department and division levels using Council approved availability data by race/ethnic group (black, Hispanic, Asian and Native American), female and persons with disabilities goals. Although temporary hiring is not subject to the open competitive process and is therefore not subject to selective certification procedures, departments and divisions are required to track and report temporary hires for affirmative action and equal employment opportunity evaluation purposes. (See Section 8: Internal Auditing and Reporting Systems.)

SUBSECTION 4 E 1 : FORM

KING COUNTY HIRING OPPORTUNITIES ASSESSMENT

DEPARTMENT:			·		. •
EEO JOB CATEGORY:					
JOB CLASS TITLES	NEW FTES	RETIREMENTS	PROMOTIONS TRANSFERS	OTHER	TOTAL PROJECTEI TURNOVER
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			·		
	.		TOTAL OPPO	RTUNITIES	
			FOR THIS E	EO JOB CATEGORY	

Subsection 4 E.2:

Goal Setting Forms

			Page
1.	OFFICIALS/ADMINISTRATORS		64
2.	PROFESSIONALS		65
3.	TECHNICIANS		66
4.	PROTECTIVE SERVICES		67
5.	PARA-PROFESSIONALS		68
6.	ADMINISTRATIVE SUPPORT	(Clerical)	69
7.	SKILLED CRAFT		70
8.	SERVICE/MAINTENANCE		71

GOAL SETTING WORKSHEET EEO JOE CATEGORY: OFFICIALS AND ADMINISTRATORS

DEPARTMENT:		
JEAN ANG ANG ANG ANG		

- *1. DETERMINE THE TOTAL PROJECTED WORKFORCE BY ADDING THE NUMBER OF CURRENT EMPLOYEES, VACANT OLD POSITIONS & NEXLY ALLOCATED POSITIONS. NOTE UNDER COLUMN (A) TOTAL WORKFORCE.
- *2. USE END OF THE YEAR AFFIRMATIVE ACTION DATA FOR MINORITY, FEMALE AND PERSONS WITH. DISABILITIES EMPLOYEE COUNT.
- *3. MULTIPLY (A) WITH TOTAL PROJECTED WORKPORCE.
- *4. SUBTRACT (B) FROM (C).
- *5. IF (D) IS A POSITIVE NUMBER, MULTIPLY (D) WITE THE TOTAL WORKPORCE.
- *6. ASSESS OPPORTUNITY AND CAPABILITY TO HEET GOALS. IF UNABLE TO FULLY HEET GOALS, DETERMINE ALTERNATIVE 1990 GOAL AND ATTACE SUPPORTING DOCUMENTATION.

AFFIRMATIVE ACTION PROFILE	(A) F OP EMPLOYEES		(C) GOAL/AVAIL- ABILITY*		REACH FULL	SELF-ASSIGNED NUMERICAL
	(*2)	(*3)		(*4)	(*5)	(*6)
TOTAL PROJECTED WORKFORCE (*1)					
BLACK MALE			2.5			
HISPANIC HALE ASIAN MALE	<u> </u>		1.4			
NATIVE AMERICAN MALE			0.5			
contain amusi P			22.0			
WHITE FEMALE BLACK FEMALE			_ 32.9 2.0	·		. ————
HISPANIC FEMALE			0.9			
ASIAN PEHALE			1.4			
NATIVE AMERICAN FEMALE	· -		_ 0.3			
BLACK			4.5			
HISPANIC			_ 2.3			
ASIAN			_ 3.5		 .	
NATIVE AMERICAN			0.8			
PEMALE			_ 37.5			
PERSONS WITH DISABILITIES			5.9			

GOAL SETTING WORKSHEET EEO JOB CATEGORY: PROFESSIONAL

DEPARTMENT:	
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- *1. DETERMINE THE TOTAL PROJECTED WORKPORCE BY ADDING THE NUMBER OF CURRENT EMPLOYEES, VACANT OLD POSITIONS 6 NEWLY ALLOCATED POSITIONS. NOTE UNDER COLUMN (A) TOTAL WORKFORCE.
- *2. USE END OF THE YEAR AFFIRMATIVE ACTION DATA FOR MINORITY, FEMALE AND PERSONS WITH. DISABILITIES EMPLOYEE COUNT.
- *3. MULTIPLY (A) WITH TOTAL PROJECTED WORKPORCE.
- *4. SUETRACT (B) FROM (C).
- *5. IF (D) IS A POSITIVE NUMBER, MULTIPLY (D) WITH THE TOTAL WORKFORCE.
- *6. ASSESS OPPORTUNITY AND CAPABILITY TO MEET GOALS. IF UNABLE TO FULLY MEET GOALS, DETERMINE ALTERNATIVE 1990 GOAL AND ATTACH SUPPORTING DOCUMENTATION.

APPIRMATIVE ACTION PROFILE	(A) ‡ OP EMPLOYEES (*2)	(C) GOAL/AVAIL- ABILITY*	% GOAL TO REACH PULL	(E) # GOAL TO REACH FULL UTILIZATION (*5)	(F) SELF-ASSIGNED NUMERICAL GOAL (*6)
TOTAL PROJECTED WORKFORCE (*1	.)	. * * * * * * * * * * * * * * * * * * *			
BLACK MALE EISPANIC MALE ASIAN MALE NATIVE AMERICAN MALE		2.7 1.2 4.0 0.3			
WEITE PEMALE ELACK PEMALE HISPANIC FEMALE ASIAN PEMALE NATIVE AMERICAN PEMALE		38.7 2.2 1.1 4.2 0.8			
BLACK HISPANIC ASIAK NATIVE AMERICAN		4.9 2.3 8.2 1.1			
PEMALE		_ 47.0			
PERSONS WITH DISABILITIES		 5.6			

DEPARTMENT:	 	 	

- *1. DETERMINE THE TOTAL PROJECTED WORKPORCE BY ADDING THE NUMBER OF CURRENT EMPLOYEES, VACANT OLD POSITIONS & NEWLY ALLOCATED POSITIONS. NOTE UNDER COLUMN (A) TOTAL WORKFORCE.
- *2. USE END OF THE YEAR APPIRMATIVE ACTION DATA FOR MINORITY, PEMALE AND PERSONS WITH.
 DISABILITIES EMPLOYEE COUNT.
- *3. MULTIPLY (A) WITH TOTAL PROJECTED WORKPORCE.
- *4. SUETRACT (B) FROH (C).
- *5. IF (D) IS A POSITIVE NUMBER, MULTIPLY (D) WITH THE TOTAL WORKPORCE.
- *6. ASSESS OPPORTUNITY AND CAPABILITY TO HEET GOALS. IP UNABLE TO FULLY HEET GOALS, DETERMINE ALTERNATIVE 1990 GOAL AND ATTACE SUPPORTING DOCUMENTATION.

						•
APPIRMATIVE ACTION PROFILE	(A) ‡ OF EMPLOYEES (*2)	% OF	(C) GOAL/AVAIL- ABILITY*	REACE PULL	(E) ‡ GOAL TO REACE PULL UTILIZATION (*5)	SELF-ASSIGNED NUMERICAL
TOTAL PROJECTED WORKFORCE (*1))					
BLACK MALE HISPANIC MALE ASIAN MALE NATIVE AMERICAN MALE			2.1 1.3 2.7 0.8			
WHITE PEMALE BLACK PEMALE HISPANIC PEMALE ASIAN PEMALE NATIVE AMERICAN PEMALE			32.7 1.4 0.8 3.4 1.4			
BLACK EISPANIC ASIAN NATIVE AMERICAN			3.5 2.1 6.1 2.2			
PEMALE			39.7			
PERSONS WITE DISABILITIES	·		6.1			

EPARTMENT:	
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- *1. DETERMINE THE TOTAL PROJECTED WORKFORCE BY ADDING THE NUMBER OF CURRENT EMPLOYEES, VACANT OLD POSITIONS & MEMLY ALLOCATED POSITIONS. NOTE UNDER COLUMN (A) TOTAL WORKFORCE.
- *2. USE END OF THE YEAR AFFIRMATIVE ACTION DATA FOR MINORITY, FEMALE AND PERSONS WITH.
 DISABILITIES EMPLOYEE COUNT.
- *3. MULTIPLY (A) WITH TOTAL PROJECTED WORKPORCE.
- *4. SUBTRACT (B) FROM (C).
- *5. IF (D) IS A POSITIVE NUMBER, MULTIPLY (D) WITH THE TOTAL WORKFORCE.
- *6. ASSESS OPPORTUNITY AND CAPABILITY TO MEET GOALS. IF UNABLE TO PULLY MEET GOALS, DETERMINE ALTERNATIVE 1990 GOAL AND ATTACE SUPPORTING DOCUMENTATION.

FFIRMATIVE ACTION PROFILE	(A) ‡ OP EMPLOYEES		(C) GOAL/AVAIL- ABILITY*	% GOAL TO REACH PULL	(E) # GOAL TO REACH FULL UTILIZATION	(F) SELF-ASSIGNED NUMERICAN GOAL
	(*2)	(*3)		(*4)	(*5)	(*6)
OTAL PROJECTED WORKFORCE (*1))	~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~	. ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~			
BLACK MALE		·	6.4	·		
HISPANIC HALE			1.6			
ASIAN MALE		-	2.0			***
NATIVE AMERICAN HALE			0.6			
HITE FEMALE			26.0			
BLACK FEMALE			_ 3.4			
HISPANIC PEMALE			_ 0.7			
ASIAN FEMALE			1.0			
NATIVE AMERICAN FEMALE			0.2			
BLACK			9.8			
HISPANIC			2.3			
ASIAN			_ 3.0		<u> </u>	·
NATIVE AMERICAN			_ 0.8			
PEMALE			31.3			
PERSONS WITH DISABILITIES			_ 6.3			

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الأطلت	200	- Children		TOTAL TOTAL	SSICKET

INSTRU	CTIONS
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DEPARTMENT:

- *1. DETERMINE THE TOTAL PROJECTED WORKFORCE BY ADDING THE NUMBER OF CURRENT EMPLOYEES, VACANT OLD POSITIONS & NEWLY ALLOCATED POSITIONS. NOTE UNDER COLUMN (A) TOTAL WORKFORCE.
- *2. USE END OF THE YEAR AFFIRMATIVE ACTION DATA FOR MINORITY, FEMALE AND PERSONS WITH. DISABILITIES EMPLOYEE COUNT.
- *3. MULTIPLY (A) WITH TOTAL PROJECTED WORKPORCE.
- *4. SUBTRACT (B) PROH (C).
- *5. IF (D) IS A POSITIVE NUMBER, MULTIPLY (D) WITH THE TOTAL WORKFORCE.
- *6. ASSESS OPPORTURITY AND CAPABILITY TO MEET GOALS. IP UNABLE TO FULLY MEET GOALS, DETERMINE ALTERNATIVE 1990 GOAL AND ATTACH SUPPORTING DOCUMENTATION.

FFIRMATIVE ACTION PROFILE	(A) # OF EMPLOYEES	% OF	(C) GOAL/AVAIL- ABILITY*	% GOAL TO REACH FULL	# GOAL TO REACH FULL UTILIZATION	SELF-ASSIGNED NUMERICAL
				("3)	(-5)	("0)
OTAL PROJECTED WORKFORCE (*1)					
LACK MALE ISPANIC MALE SIAN MALE ATIVE AMERICAN MALE			1.4 0.7 1.6 0.3			
EITE PEMALE BLACK PEMALE BISPANIC PEMALE SIAN PEMALE BTIVE AMERICAN FEMALE			55.6 5.1 1.6 6.5			
SLACK HISPANIC SIAN HITIVE AMERICAN			6.5 2.3 8.1 1.4			
TEMALE	<u> </u>		69.9			
PERSONS WITH DISABILITIES			7.4			

EEO JOB CATEGORY: OFFICE CLERICAL

EPARTMENT:	
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- *1. DETERMINE THE TOTAL PROJECTED WORKFORCE BY ADDING THE BUMBER OF CURRENT EMPLOYEES, VACANT OLD POSITIONS & MEMLY ALLOCATED POSITIONS. NOTE UNDER COLUMN (A) TOTAL WORKFORCE.
- *2. USE END OF THE YEAR APPIRMATIVE ACTION DATA FOR MINORITY, FEMALE AND PERSONS WITH.
 DISABILITIES EMPLOYEE COUNT.
- *3. MULTIPLY (A) WITH TOTAL PROJECTED WORKFORCE.
- *4. SUBTRACT (B) FROM (C).
- *5. IP (D) IS A POSITIVE NUMBER, MULTIPLY (D) WITH THE TOTAL WORKFORCE.
- *6. ASSESS OPPORTUNITY AND CAPABILITY TO MEET GOALS. IF UNABLE TO FULLY MEET GOALS, DETERMINE ALTERNATIVE 1990 GOAL AND ATTACE SUPPORTING DOCUMENTATION.

APPIRMATIVE ACTION PROFILE	# OF EMPLOYEES	% OF	(C) GOAL/AVAIL- ABILITY*	* GOAL TO REACE PULL	REACH FULL UTILIZATION	SELF-ASSIGNED NUMERICAL GOAL
TOTAL PROJECTED WORKFORCE (*1)					:
BLACK MALE HISPANIC MALE ASIAN MALE NATIVE AMERICAN MALE			1.9 0.8 3.7 0.9			
WEITE PEMALE BLACK FEMALE HISPANIC PEMALE ASIAN PEMALE NATIVE AMERICAN FEMALE			52.9 3.1 2.1 5.6 0.4			
BLACK HISPANIC ASIAN NATIVE AMERICAN			5.0 2.9 9.3 1.3			
PEMALE			_ 64.1	· · · · · · · · · · · · · · · · · · ·		
PERSONS WITE DISABILITIES			6.4		·	

GOAL SETTING WORKSHEET EEO JOB CATEGORY: TRADES AND SKILLED CRAPT

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INSTRUCTIONS

DEPARTMENT:

- *1. DETERMINE THE TOTAL PROJECTED WORKFORCE BY ADDING THE NUMBER OF CURRENT EMPLOYEES, VACANT OLD POSITIONS & NEWLY ALLOCATED POSITIONS. NOTE UNDER COLUMN (A) TOTAL WORKFORCE.
- *2. USE END OF THE YEAR AFFIRMATIVE ACTION DATA FOR MINORITY, FEMALE AND PERSONS WITH. DISABILITIES EMPLOYEE COUNT.
- *3. MULTIPLY (A) WITH TOTAL PROJECTED WORKPORCE.
- *4. SUETRACT (B) FROM (C).
- *5. IF (D) IS A POSITIVE NUMBER, MULTIPLY (D) WITH THE TOTAL WORKPORCE.
- *6. ASSESS OPPORTUNITY AND CAPABILITY TO MEET GOALS. IF UNABLE TO FULLY MEET GOALS, DETERMINE ALTERNATIVE 1990 GOAL AND ATTACH SUPPORTING DOCUMENTATION.

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APPIRHATIVE ACTION PROFILE	(\lambda) ‡ of enployees (*2)	(B) % OF EMPLOYEES (*3)	(C) GOAL/AVAIL- ABILITY*	REACH PULL	(E) ‡ GOAL TO REACH PULL UTILIZATION (*5)	(F) SELF-ASSIGNED NUMERICAL GOAL (*6)
TOTAL PROJECTED WORKFORCE (*1	.)			·		
BLACK MALE HISPANIC MALE ASIAN MALE NATIVE AMERICAN MALE			2.8 3.3 2.2 0.7			
WHITE PEMALE BLACK FEMALE HISPANIC FEMALE ASIAN PEMALE NATIVE AMERICAN FEMALE			22.7 2.3 0.7 1.1 0.9			
BLACK EISPANIC ASIAN NATIVE AMERICAN			5.1 4.0 3.3 1.6			
PEMALE			_ 27.7			
PERSONS WITE DISABILITIES			7.2			

DEPARTMENT:	
C fr : 177 (T : 177) (T : 1	

- *1. DETERMINE THE TOTAL PROJECTED WORKFORCE BY ADDING THE NUMBER OF CURRENT EMPLOYEES, VACANT OLD POSITIONS & NEWLY ALLOCATED POSITIONS. NOTE UNDER COLUMN (A) TOTAL WORKFORCE.
- *2. USE END OF THE YEAR AFFIRMATIVE ACTION DATA FOR MINORITY, FEMALE AND PERSONS WITH.
 DISABILITIES EMPLOYEE COUNT.
- *3. MULTIPLY (A) WITH TOTAL PROJECTED WORKFORCE.
- *4. SUBTRACT (E) PROM (C).
- *5. IF (D) IS A POSITIVE NUMBER, MULTIPLY (D) WITH THE TOTAL WORKFORCE.
- *6. ASSESS OPPORTUNITY AND CAPABILITY TO MEET GOALS. IF UNABLE TO FULLY MEET GOALS, DETERMINE ALTERNATIVE 1990 GOAL AND ATTACH SUPPORTING DOCUMENTATION.

APPIRMATIVE ACTION PROFILE	(A) ‡ OF EMPLOYEES (*2)	(B) % OF EMPLOYEES (*3)	(C) GOAL/AVAIL- ABILITY*	(D) % GOAL TO REACH FULL UTILIZATION (*4)	(E) ‡ GOAL TO REACH PULL UTILIZATION (*5)	(P) SELP-ASSIGNED NUMERICAL GOAL (*6)
TOTAL PROJECTED WORKFORCE (*1						
BLACK MALE HISPANIC MALE ASIAN MALE NATIVE AMERICAN MALE WEITE FEMALE			4.0 1.7 3.3 0.7			
BLACK FEMALE EISPANIC FEMALE ASIAN FEMALE NATIVE AMERICAN FEMALE			17.3 2.3 2.2 0.5			
ELACK HISPANIC ASIAN NATIVE AMERICAN			21.3 4.0 5.5 1.2			
PEHALE			_ 56.0			
PERSONS WITH DISABILITIES			9.0			

SECTION 5:

GOALS AND TIMETABLES

Within 60 days of the adoption of the Policy and Plan by Council and by February of the second year of the Plan, each department will develop and document its own <u>implementation</u> plan based on the department's affirmative action numerical goal(s).

The departmental implementation plan will include a timetable and strategies for accomplishing goals. For management accountability purposes, departments may designate accomplishment of affirmative action goals to specific divisions. The Office of Human Resource Management (OHRM) will provide training, technical assistance, review, and approval of the departmental implementation plan. The departmental implementation plan will be used as the basis for assuring compliance and measuring progress towards achieving affirmative action goals and objectives. The process for developing department implementation plans:

- 1. OHRM will train departments on the process for developing the department implementation plan.
- The department will prepare hiring projections, conduct utilization analysis, and set numerical goals for each year the Affirmative Action Plan will be in effect. (See Section 4 E: Underutilization and Goal Setting.)
- 3. The department will identify and document proactive strategies and timetables to accomplish goals.
- 4. The department will submit the products of Steps 1 and 2 to OHRM for technical assistance, review and approval.
- The department will implement the strategies, and on a quarterly basis, document its efforts and progress toward the accomplishment of its nondiscrimination and affirmative action goals/objectives. Documentation shall be submitted to OHRM and the Office of Civil Rights and Compliance. (See Section 8: Internal Auditing and Reporting Systems.)

Subsection 5 A profiles departmental underutilization by EEO job category and by race/ethnicity, gender and disability.

Subsection 5 A:

King County Executive Departments Utilization Analysis as of 12/31/91

(Underutilized Areas Will Be Reviewed For Goal Setting)

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Α.	Summary of County Executive Departments	74
в.	County Executive Staff	76
c.	Department of Adult Detention	78
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н.	Department of Parks, Planning and Resources	88
I.	Department of Public Health	90
J.	Department of Public Safety	92
к.	Department of Public Works	94
L.	Department of Stadium Administration	96
М.	Department of Youth Services	98
N.	Office of Financial Management	100
0.	Office of Human Resource Management	102

KING COUNTY
EXECUTIVE BRANCH
TABLE 1: DECEMBER 31, 1991 WORKFORCE PROFILE

FILE: AA914KC
ERR = NO CALCULATION OCCURRED

R = NO CALCULATION	!	· 	HALE					РЕНАІ.	E	1 ! 1	l		CATOT	·		
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EEO JOB CATEGORY	HALE	HALE BLACK	HALE	HALE ASIAN						РЕНАСЕ		•	PEHALE	PMD	HALE	
DUINICEDIWIUD I	46		1		1 2	17	1	! ! 1	! 4	1 11	82	19	23	. 0	¦ ¦ 13	:
ADMINISTRATIVE	56.1	4.9%	1.23	7.3%	2.48		1.2%	1.28	4.9%	0.0%	100.0%	23.2%	28.01	0.0%	15:9%	1 7.
PROPESSIONAL	678	60	15	99	•	694	68	23	66		1712	340	855	66	179	16
t manorecators	39.6%	3.5	•		•	40.5%	•	1.3%	3.9%	•	100.0%	19.9%	49.9%	3.9%	10.5%	} 9
rechnician I	285	22	. 9	19	•	170	10	4	15	8	546	; 91	207	20	54	1
1	52.24	4.03	1.6%	3.5%		31.1%	1.8%	0.78	2.7%	1.5%	100.0%	16.78	37.9%;	3.7%	9.9	; 6
PROTECTIVE SVCS		115	22	40	•	143	46	7	7	6 1	1086	252	209	25	186	¦
1	63.6%	10.6%	2.01	3.7%	0.8%	13.2%	4.2%	10.6%	0.6%	0.6%	100.0%	23.2%	19.2	2.3%	17.18	6
PARAPROPESSAL I	56	16	2	9	3	91	24	6	13	3 1	223	76	137	15	30	1
	25.1%	7.21	0.9%	4.0%	1.3%	40.8%	10.8%	2.78	5.8%		100.0%	34.18	•	6.7%	13.5%	20
OPPICE/CLERICAL	129	22	10	37	; 3	625	115	39	150		1158	404	957	69	72	3
	11.13	1.9	0.9	3.21	0.3%	\$ 54.0%	9.9%	3.4%	13.0%		100.0%	1	82.6%	6.0%		; 28
SKILLED CRAPT	193	18	9	10 .	10	14	3	1	0		258	51	18	1 9	1 47	i .
•	74.8%	7.01	3.5%	3.9	•	• •	-	0.4	₹0.0		100.01	19.8%		•		1
SVCS HAINT	367	44	15	40	14		12	1	10		603	143	123	· ·	113	¦ ¦ 5
	60.9%	7.31	2.5%	6.6	2.3%	15.4%	2.0%	0.2%	1.78	1.2%	100.0%	; Z3./% !	20.4%	i 8.1 1	18.7% 	;
TOTALS I	2445	301	83	260	50	1847	279	82	265	56	5668	1376		253	694	6
	43.13	•	1.5%	4.6%			4.9%	1.4%	4.78	1.0%	100.0%	24.3%	44.6%	4.58	12.2%	12

KING COUNTY EXECUTIVE BRANCH TABLE 2: 1990 -1991 WORKFORCE AVAILABILITY

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EEO JOB CATEGORY	HALE	-	•	•	WHITE PEMALE	BLACK	PEHALE	•			-	1 11	
LEO JUB CALEGORI	I TUTE	i wure	I WYPE	I HVPE	iicennue	FENALE	i cuvic	i CENALE	i rennue i	ן עו <i>ו</i> יז ו	i min	1 11	PEH
	١	1	·	I		·	1	1	11	·	1	1 11.	
ADHINISTRATIVE &	2.5%	! 1.4%	2.11	. 0.5%	32.9%	1 2.0%	! 0.9%	! 1.4%	! 0.3%!	1 5.9%	11.18	! !!	37.
	2.74	-	•	•		7		•			16.5%		47.
TECHNICIAN 1	2.1%	1.3%	2.78	0.8%	32.7%		•	•	1.4%		13.98		39.
PROTECTIVE SVCS &	6.4%	1.6%	2.0%	0.6%	26.0%	3.4%	0.7%		0.2%		15.9%		31.3
PARA-PROPESSNL 🐧	1.48	0.7%	1.6%	0.3%	55.6%	5.1%	1.6%	6.5%	1.1%	7.4%	18.3%	1 11	69.
OPPICE/CLERICAL 1	•	•	•	•	•	3.1%	2.13	5.6%	0.4%	6.4%	18.5%		64.
SKILLED CRAPT &	2.8%	3.31	2.2%	0.71	22.7%	2.3%	1 0.7%	1.1%	0.9%	7.2%	14.0%	1 11	27.
SERVICE HAINT 1	4.0%	1.7%	3.3%	0.7%	33.7%	17.3%	2.3%	2.2%	0.5%	} 9.0%	32.0%	1 11	56.0
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	======	======	======	=====	======	======	======	======	=====	=====	======	:	=====
1		T	NBLE 3:	WORKPORG	E UTILIZA	TION PROP	ILE						
	! !	MINOR	TY HALE		1		MINORIT	Y FEMALE	<u>-</u>	 	<u> </u>	i ii <u>.</u> I II	
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	BLACK	HISP			WHITE	BLACK	! HISP	•				!!!	тотаі
EEO JOB CATEGORY	HALE				PEHALE	-	•	-		PWD	- '		РЕН
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		 		 		FERRUE	I ENNUE	 	FERMIC; 		nin		
ADMINISTRATIVE &	2.4%	-0.2%	5.2%	1.9%	ļ	 		! !		 			-9.5
ADMINISTRATIVE \$	•			•	ļ	-0.8%	0.3%	3.5%	-0.3%	-5.9%	12.1%		
PROPESSIONAL 1	•	-0.3%	1.8%	-0.0%	-12.2%	-0.8%	0.3%	3.5%	-0.3% -0.6%	-5.9% -1.7%	12.18	H	2.9
PROPESSIONAL & PROPESSIONAL & PROTECTIVE SVCS &	0.8% 1.9% 4.2%	-0.3% 0.3% 9.0%	1.8% 0.8% 0.0%	-0.0% -0.1% 3.1%	-12.2% 1.8% -1.6% -12.8%	-0.8% 1.8% 0.4% 0.8%	0.3% 0.2% -0.1%	3.5% -0.3% -0.7% -0.4%	-0.3% -0.6% 0.1%	-5.9% -1.7% -2.4% -4.0%	12.1% 3.4% 2.8% 7.3%		2.9 -1.8 -12.1
PROPESSIONAL \$ TECHNICIAN \$ PROTECTIVE SVCS \$ PARAPROPESSIONL \$	0.8% 1.9% 4.2% 5.8%	-0.3% 0.3% 9.0% 0.2%	1.8% 0.8% 0.0% 2.4%	-0.0% -0.1% 3.1% 1.0%	-12.2% 1.8% -1.6% -12.8% -14.8%	-0.8% 1.8% 0.4% 0.8% 5.7%	0.3% 0.2% -0.1% -0.1%	3.5% -0.3% -0.7% -0.4% -0.7%	-0.3% -0.6% 0.1% 0.4%	-5.9% -1.7% -2.4% -4.0% -0.7%	12.18 3.48 2.88 7.38	11	2.9 -1.8 -12.1
PROPESSIONAL \$ PECHNICIAN \$ PROTECTIVE SVCS \$ PARAPROPESSIONL \$ DYPICE/CLERICAL \$	0.8% 1.9% 4.2% 5.8%	-0.3% 0.3% 9.0% 0.2%	1.8% 0.8% 0.0% 2.4% -0.5%	-0.0% -0.1% 3.1% 1.0%	-12.2% 1.8% -1.6% -12.8% -14.8%	-0.8% 1.8% 0.4% 0.8% 5.7% 6.8%	0.3% 0.2% -0.1% -0.1% 1.1%	3.5% -0.3% -0.7% -0.4% -0.78	-0.3% -0.6% 0.1% 0.4% 0.2%	-5.9% -1.7% -2.4% -4.0% -0.7% -0.4%	12.18 3.48 2.88 7.38 15.88	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	2.9 -1.8 -12.1 10.1 18.5
PROPESSIONAL 1 PECHNICIAN 1 PROTECTIVE SVCS 1 PARAPROPESSIONL 1 POPPICE/CLERICAL 1 EKILLED CRAPT 1	0.8% 1.9% 4.2% 5.8% -0.0%	-0.3% 0.3% 9.0% 0.2% 0.1% 0.2%	1.8% 0.8% 0.0% 2.4% -0.5% 1.7%	-0.0% -0.1% 3.1% 1.0% -0.6% 3.2%	-12.2% 1.8% -1.6% -12.8% -14.8% 1.1% -17.3%	-0.8% 1.8% 0.4% 0.8% 5.7% 6.8% -1.1%	0.3% 0.2% -0.1% -0.1% 1.1% 1.3%	3.5% -0.3% -0.7% -0.4% -0.78 7.4% -1.1%	-0.3% -0.6% 0.1% 0.4% 0.2% 2.0%	-5.9% -1.7% -2.4% -4.0% -0.7% -0.4% -3.7%	12.18 3.48 2.88 7.38 15.88 16.48	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	2.9 -1.8 -12.1 10.1 18.5 -20.7
PROPESSIONAL \$ PECHNICIAN \$ PROTECTIVE SVCS \$ PARAPROPESSIONL \$ DYPICE/CLERICAL \$	0.8% 1.9% 4.2% 5.8% -0.0%	-0.3% 0.3% 9.0% 0.2% 0.1% 0.2%	1.8% 0.8% 0.0% 2.4% -0.5% 1.7%	-0.0% -0.1% 3.1% 1.0% -0.6% 3.2%	-12.2% 1.8% -1.6% -12.8% -14.8% 1.1% -17.3%	-0.8% 1.8% 0.4% 0.8% 5.7% 6.8% -1.1%	0.3% 0.2% -0.1% -0.1% 1.1% 1.3%	3.5% -0.3% -0.7% -0.4% -0.78 7.4% -1.1%	-0.3% -0.6% 0.1% 0.4% 0.2% 2.0% -0.9%	-5.9% -1.7% -2.4% -4.0% -0.7% -0.4% -3.7% -0.9%	12.18 3.48 2.88 7.38 15.88 16.48	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	2.9 -1.8 -12.1 10.1 18.5 -20.7
PROPESSIONAL 1 PECHNICIAN 1 PROTECTIVE SVCS 1 PARAPROPESSIONL 1 POPPICE/CLERICAL 1 EKILLED CRAPT 1	0.8% 1.9% 4.2% 5.8% -0.0% 4.2% 3.3%	-0.3% 0.3% 9.0% 0.2% 0.1% 0.2% 0.8%	1.8% 0.8% 0.0% 2.4% -0.5% 1.7% 3.3%	-0.0% -0.1% 3.1% 1.0% -0.6% 3.2% 1.6%	-12.2% 1.8% -1.6% -12.8% -14.8% 1.1% -17.3% -18.3%	-0.8% 1.8% 0.4% 0.8% 5.7% 6.8% -1.1% -15.3%	0.3% 0.2% -0.1% -0.1% 1.1% 1.3% -0.3%	3.5% -0.3% -0.7% -0.4% -0.7% 7.4% -1.1% -0.5%	-0.3% -0.6% 0.1% 0.4% 0.2% 2.0% -0.9%	-5.9% -1.7% -2.4% -4.0% -0.7% -0.4% -3.7% -0.9%	12.18 3.48 2.88 7.38 15.88 16.48 5.88		10.1 18.5 -20.7 -35.6

FILE: AA914KC

FILE: AA914EXC

ERR = NO CALCULATION OCCURRED

KING COUNTY
COUNTY EXECUTIVE'S OFFICE
TABLE 1: DECEMBER 31, 1991 WORKFORCE PROFILE

·	_:			XYFE					PEHAL					total	LS		
	- 1			_ "NINOR	ITY HALE				HINORIT	Y PEHALE			·			.	
•	. !		!	!	<u>!</u>			!	}	<u> </u>							1
	į				•	HATIVE					NATIVE						TAL
KEO JOB CATEGORY	į	WHITE	BLACK	HISP	ASIAN	•	RHITE	-		-		TOTAL	•	OTAL	101,YF	•	RITY
	i	HYLE	KYLE	HYLE	HALE	HALE	LEHYPE	PEHALE	PEHALE	FEHALE	KEHYLE	YLL	HIN.	LEHYLE	PHD.	HYLE	PEXA
	i		i	ļ	<u> </u>	i	i	<u> </u>	İ	į	<u> </u>	ii	<u> </u>	i	i i	i	i
ADHINISTRATIVE	. !	2	! !	! !	1	!	1	1 !	! !	! !	! !	2	: 0	. 0		. 0	!
	i	100.01	0.01	0.01	0.01	0.01	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0	0.0%	0.0	0.0	. 0.
PROPESSIONAL	1	4	1	İ	İ		3	İ	1	į	i	i 9 i	, 2	4		1	Î
	ï	44.48	11.13	0.01	0.01	0.0%	33.3%	0.0%	11.13	0.0%	0.0%	100.0%	22.2	44.48	0.0	11.1%	11.
TECHNICIAN	1	1	į	į	İ	į	i		Ì	i	į	1 1	0	0		0	
	١ ا	100.01	0.01	0.0	0.01	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0	0.0%	0.0%	0.0%	; 0
PROTECTIVE SVCS	1							•				0	, 0	0		0	1
:	1	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR ;	ERR :	ERR	ERR	ERR	ERR	E
PARAPROPESSAL	1 :		!		! .		!	:			-	0	; 0	0) !) !	0	1
1	1 ;	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	E
OFFICE/CLERICAL	1 ;				:		3	!	:	1	;	4	; 1	4	1	0	:
,	1	0.0%	0.0	0.01	0.0%	0.0	75.0%	0.0%	0.0%	25.0%	0.0%	100.0%	25.0	100.0%	25.0%	0.0	25.
SKILLED CRAPT	1 ;											0	0	. 0		0	1
!	•	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	! ER
SVCS HAINT	!!								4			0	0	0		0	
·	١,	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR !	ERR	ERR	ERR	ERR	ERR	E
TOTALS	- ¦	7	1	0	0	0	6	0	1	1	0	16	3	-:	1	1	!
		43.81	6.31	-			37.51		6.3%	6.3%		100.0%	18.81	50.0%	6.31	6.31	12.
	: = ! :		======	======	======		!======!	======	======	======	=====!	!=====!	!=====	= ======	İssassas		!====

KING COUNTY
COUNTY EXECUTIVE'S OFFICE
TABLE 2: 1990 -1991 WORKPORCE AVAILABILITY

·.	!	. KA	LE			PEHALE	11	11 1	11	!
	 	HINOR	ITY HALE	!!	и	INORITY PEHAL	E			
	1	1	!	NATIVE	1 .1	- [NATIVE] }
	BLACK	HISP	ASIAN	AMER HUHITE	BLACK I	HISP ASIAN	AHER !! TOTAL	. TOTAL	. !!	TOTAL
EEO JOB CATEGORY	MALE	HALE	KALE	HALE PEHALE	PEHALE PE	EHALE FEHALE	PEHALE PWD		- ! !	PEH
	l	i	!	III	_		1	_11	- 11	·
ADMINISTRATIVE \$	2.5	1.48	2.11	0.5% 32.9%	2.0%	0.9% 1.4%	0.3% 5.9	0 % 11.1 %	. !!	37.5%
PROPESSIONAL &	2.71	I			•	1.1% 4.2%		8 16.5%		
TECHNICIAN 1	2.13	1.31	2.7%		1.4%	0.8% 3.4%		13.9%		
PROTECTIVE SVCS &	6.4%	1.61	2.0%	0.6% 26.0%	3.4%	0.7% 1.0%		18 15.98		
PARA-PROPESSAL	1.4	0.7%	1.6%	0.31 55.61	5.1%	1.6% 6.5%	1 1.18 7.4	18;; 18.38;	11	69.9%
OFFICE/CLERICAL \$	1.91	0.8%	3.7%	0.9% 52.9%	3.1%	2.1% 5.6%	0.4% 6.4	18:11 18.5%	-	64.18
SKILLED CRAFT	2.8%	3.3%	2.2%	0.7% 22.7%	2.3%	0.7% 1.1%	0.9811 7.2	8 14.08	11	27.7%
SERVICE MAINT &	4.01	1.78	3.3%	0.71 33.71	17.3%	2.3% 2.2%	1 0.5% 9.0	%! 32.0%	1 1	56.0%
	! 	!		!		!	-!!!	!	- 11.	
	======	======	======	======	=======================================	===== ======	: ====== =====	= ======	11	=======
		₩.	int P 2 + U	ORKFORCE UTILIZA	מזומא חחאטווש	•				
	<u> </u>	14	7066 3: W	OKKTORCE UIILIEN.	IION PROFILE	•.	!!	!! !	!!	
· · · · · · · · · · · · · · · · · · ·	' 	HINOR	TY HALE		HI	NORITY FEHALE	3	-!!		
		<u>-</u>	· •	NATIVE!!		;	HATIVE			
	BLACK	HISP	ASIAN !	AMER !!WHITE	BLACK ! H	ISP ! ASIAN	! AMER !!TOTAL	!! TOTAL!	!!	TOTAL.

	·							1	1	l I		I
1	!	_ HINOR	ITY HALE			HINORIT	Y PEHALE		1			1
1	1	1	1	NATIVE	1	1	1	HATIVE!	1		1 1	1
	BLACK	HISP	ASIAN	AMER WHITE	BLACK	HISP	ASIAN	AMER	TOTAL	TOTAL		TOTAL
EEO JOB CATEGORY	HALE	HALE	HALE	HALE FEHALE	PEHALE	FEHALE	PEHALE	PEHALE!	PWD	HIN .	1 1	РЕН -
1	!	!	!	I11	!	1	l	11	ll	1	1 1	İ
	1	t 1	;		:	1	i	1		1	1 1	ļ
ADMINISTRATIVE &	-2.5%	-1.4%	-2.1%	-0.51 -32.91	-2.0%	¦ -0.9%	-1.4%	-0.3%	-5.9%	-11.1 %	1	-37.5%
PROPESSIONAL \$	8.4%	-1.2%	-4.0%	-0.3% -5.4%	-2.2%	10.0%	-4.2%	188.0-	-5.6%	5.78		-2.6%
TECHNICIAN 4	-2.1%	-1.3%	-2.7%	-0.8% -32.7%	-1.4%	1 -0.8%	-3.48	-1.4%	-6.1%	-13.9%		-39.7%
PROTECTIVE SVCS &	ERR	ERR	ERR	ERR ERR	ERR	ERR	ERR	ERR	ERR ;	ERR		ERR
PARAPROPESSIONL &	ERR	ERR	ERR	ERR ERR	ERR	ERR	ERR	ERR	ERR	ERR		ERR
OPPICE/CLERICAL &	-1.9%	₹8.0-	-3.7%	-0.9% 22.1%	-3.1%	-2.1%	19.4%	-0.4%	18.6%;	6.5%	1 1	35.9%
SKILLED CRAFT	ERR	ERR	ERR	ERR ERR	ERR	ERR	ERR	ERR	ERR :	! ERR		ERR
SERVICE HAINT	ERR	ERR	ERR	ERR ERR	ERR	ERR	ERR	ERR	ERR ;	ERR	11	ERR
	!	! !	!	 	l 	l	ļ	! !	!		- 11	
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PILE: AA914EXC

KING COUNTY

DEPT. OF ADULT DETENTION
TABLE 1: DECEMBER 31, 1991 WORKFORCE PROFILE

PILE: ANSIADAD

	l		Hale					PEHAL			<u> </u>		TOTAL	S		
			HINOR	ITY HALE		_ :	•	HINORIT	A LEHYI'S			ļ	1 1	1		·
EEO JOB CATEGORY	WHITE WALE	BLACK HALE	BISP KALE	KKIZK					ASIAN	NATIVE AMER		TOT HIN.	AL PEHALE	TOTAL		
·					i			İ				<u> </u>	<u> </u>	·	 	ļ
ADMINISTRATIVE	7	! 1	! ! !	! ! 1	} !		: :	<u> </u>	¦ !		10	3	0	i	3	; ; 0
	70.0%	10.0%	0.0%	10.0%	•	0.0%	₹0.0	0.0%	0.0%	0.0%	100.0%	30.0%	1 80.0	10.0	30.0%	0.0
PROPESSIONAL	26	-		2		19	5	Ì	1		58	13	25		7	; 6
1	44.81	8.61	0.01	3.4%	0.01	32.8%	8.6%	0.0	1.7%	0.0%	100.0%	22.4%	43.14	5.2	12.18	10.3
TECHNICIAN I			i i			1	1	1	!	•	1 1	; 0	1 1	1	0	; (
1	0.0%	0.01	0.0%	10.0	0.01	100.0%	\$0.0	\$0.0	\$0.0	-	100.0%		100.08 ;			0.0
PROTECTIVE SVCS	188	57	6	13	3	43	21	6	3	3	343	1112	76	•	79	3.
1	54.8	16.6	1.7%	3.81	0.9%	12.5%	6.1	1.78	₹0.9	0.9%	100.0%	32.7%	22.2%	3.2%	23.0%	9.6
PARAPROPESSNL		2	:	!	!	!! 6	3	1	1 1		13	1 7	11		2	
1	10.0	15.4	0.0%	10.0	0.0%	11 46.2%	23.1%	7.7%	7.7%	•	100.0%	•	84.61	1 0.0%	15.4%	38.5
OFFICE/CLERICAL		· -	!	1		14	9	1	3		-	15	27	1 2	2	13
1	12.1	3.0%	₹0.0	3.0	₹0.0	11 42.4%	27.3%	3.01	9.1%	0.0%	100.0%	45.5%	81.8%	6.18	6.1%	39.
SKILLED CRAFT	1		<u> </u>					!			0 ;	; 0	i U i	i I ron	l top	i C ! Eri
1	ERR	ERR	ERR	ERR	ERR	• •	ERR	ERR	ERR	ERR		ERR	ERR	ERR	ERR	ן בתו
SVCS HAINT	5	2		6	-	3		1 0 00	1 0 04	1 1	•	j y	j 4 j	i 0.0%	47.1	i 5.
•	29.4%	11.81	0.0%	35.3	; 0.0%	17.6% !	0.0%	0.0%	0.0%	; 3.91; !	100.0%	52.94	23.5%	1 0.01	11.1	J.
TOTALS	230	68	6	23	4		38	8	8		475	159		•	101	5
3	48.4%	14.31	1.31	4.8%	0.8%	!! 18.1%	8.0%	! 1.78	! 1.78	. 0.8%	100.0%	33.5%	30.3%	3.48	21.3	12.

KING COUNTY
DEPT. OF ADULT DETENTION
TABLE 2: 1990 -1991 WORKFORCE AVAILABILITY

l ! <u></u>	 	KAI	LE			Peha	LE		1		11	•
	1 !	_ MINOR1	ITY HALE			MINORIT	y pehale		;	1 1	11	
t I	!	!		NATIVE	1	! !	1	HATIVE	1	1 1	11	ر
 	BLACK	HISP	ASIAN	AMER HUHITE	BLACK	HISP	ASIAN	AMER	TOTAL :	TOTAL ;	11	TOTAL
EEO JOB CATEGORY	HALE	HALE	HALE	HALE PEHALE	PEHALE	PEHALE	PEHALE	PEHALE	PWD	HIN ;	- 11	PEH
) 	l	!	l !	lI	l	l	1	1!	!	!!	-	·
										ς		
ADMINISTRATIVE &	2.5%	1.48	2.1%	0.5% 32.9%	2.0%	0.9%	1.4%	0.3%	5.9%	11.1%	11	37.5%
PROPESSIONAL 1	2.7%	1.2%	4.0%	0.3% 38.7%	2.2%	1.1%	4.2%	0.8%;;	5.6%	16.5%	- ; ;	47.0%
TECHNICIAN	2.1	1.3	2.7%	0.8% 32.7%	1.48	88.0	3.4%	1.48;;	6.1%;	13.9%	-	39.7%
PROTECTIVE SVCS &	6.48	1.6%	2.0%	0.6% 26.0%	3.4%	0.7%	1.0%	0.2%	6.3%	15.9% ;	11	31.3%
PARA-PROPESSAL &	1.48	0.7%	1.6%	0.31 55.61	5.1%	1.6%	6.5%	1.18!!	7.48	18.3%	11	69.9%
OPPICE/CLERICAL &	1.9%	0.8%	3.71	0.9% 52.9%	3.1%	2.1%	5.6%	0.4%	6.48	18.5%		64.18
SKILLED CRAPT	2.8%	3.3%	2.2%	0.7% 22.7%	2.3%	0.78	1.18	0.98	7.28	14.01	H	27.78
SERVICE MAINT &	4.0%	1.78	3.31	0.7% 33.7%	17.3%	2.3%	2.2%	0.5%	9.0%	32.0%		56.0%
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	======	======[======	====== =======	======	======	======	=====	=====	======	11	======
·	•	•			-			• • •	•	•	• •	•
		TA	BLE 3: W	ORKFORCE UTILIZAT	TION PROF	LE						

		HINOR	ITY HALE	!!		HINORIT	Y FEHALE	ii.	¦		11	
i i	1			NATIVE	1	1		HATIVE	i	i		í Í
	BLACK	HISP	ASIAN	AHER WHITE	BLACK	HISP	ASIAN	AMER :	TOTAL	TOTAL		TOTAL
EEO JOB CATEGORY	HALE !	HALE	HALE	HALE ! PEHALE	PEHALE	PEHALE	PENALE	PEHALE	PWD	HIH		PEH
 		') 		1	İ	ļ	111.		1 1	11	
	ŀ		!		-	ļ .	!	1 11	1	! !	- ; ;	
ADMINISTRATIVE &	7.5%	-1.4%	7.91	9.5% -32.9%	-2.0%	-0.9%	1 -1.4%	-0.3%	-5.9%	18.9%	1 :	-37.5%
PROPESSIONAL 1	5.91	-1.2%	-0.6%	-0.3%!! -5.9%	6.48	-1.1%	-2.5%	-0.8%	-0.4%	5.9%	11	-3.9%
TECHNICIAN 1	-2.1%	-1.3%	-2.7%	-0.8% 67.3%	-1.4%	-0.8%	-3.4%	-1.4%	-6.1%	-13.9%	11	60.3%
PROTECTIVE SVCS &	10.2%	15.0%	-0.3%	3.2% -13.5%	2.78	1.0%	-0.1%	0.7%	-3.1%	16.8%	11	-9.1%
PARAPROPESSIONL 1	14.0% ;	-0.7%	-1.6%	-0.3% -9.4%	18.0%	6.1%	1.2%	-1.18;;	-7.4%	35.5%	11	41.0%
OPFICE/CLERICAL & !	1.14	-0.8%	-0.7%	-0.9% -10.5%	24.2%	0.9%	3.5%	-0.4%	-0.3%	27.0%	11	17.78
SKILLED CRAFT 1	ERR ;	ERR	ERR	ERR ERR	ERR	ERR	ERR	ERR	ERR !	ERR	11	ERR
SERVICE HAINT	7.81	-1.73	32.0%	-0.7% -16.1%	-17.38	-2.3%	-2.2%	5.48	-9.0%	20.9%	11	-32.5%
l_				<u> </u>		!	! !	-		l	11.	1
:=====================================	:=====	======{	====== }	====== =======	======	======	======	===== =	=====	======	11:	======;

PILE: AA914DAD

KING COUNTY
DEPT. OF ASSESSMENTS
TABLE 1: DECEMBER 31, 1991 WORKFORCE PROFILE FILE: ANDIADAS

	!		- XYLE	ITY HALE		 		PEHAL	E Y FEHALE	<u> </u>		<u> </u>	TOTAL	.5	<u>.</u> !	
•			_ ninur	1 111 WYPE		-1 · .		!	j I Kruunr	,¦	<u> </u>	!	! !	!	!	<u> </u>
EKO JOB CATEGORY	WHITE	BLACK	HISP	ASIAN	NATIVE AMER	HHITE	BLACK	HISP		NATIVE AHER	TOTAL	TOT	AL .	TOTAL	•	TAL RITY
	HALE	HALE	HALE	HALE	XALE	PEKALE	PEHALE	PEHALE	PEHALE	PEHALE:	yrr	HIK.	РЕНАСЕ	PWD	HALE	PEHAL!
ADHINISTRATIVE !	4		1 3 1	! . ! !		2					6	0	2		0	0
1	66.71	0.0%	0.0	0.0	0.0%	33.3%	₹0.0	0.0%	0.0%		100.0%	₹0.0	33.3%	0.0%	0.0%	0.0
PROPESSIONAL	1					2	1 1			• . •	1100 09 1	1 15 04	1 75 09 1	1 0 09	j U	25.0
1	25.0%	10.0	0.01		•	50.0%	25.0%	0.0%	•		100.0%	25.0%		10.0	0.0%	; 23.0 ! 9
TECHNICIAN I	76	4	3	5	•	35	i 1 0 09	i 1 0 09	; 6 ; 4 5 9		132	21	44 33.3%	3.01	9.1	6.8
1 DDUG GULTGORGO	57.6	3.0%	2.3	3.81	; U.U% ;	26.5%	0.0%	0.0%	i 1.3%	j∾ 2.3%j I l	100.0%	1 13.34	1 22.24	1 3.00		! 0.0
PROTECTIVE SVCS	i ! err	ERR	i Err	ERR	· ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR
PARAPROPESSNL 1	i cuu	i ekk	i Eur	i Euu	LKK	!!	, Eur ! 1	i ekk	! 1	• :	14	! 5	8 1	! 1	3	2
rnneraturaanu 1	1 21 48	21.4	0.0%	0.01	0.0%	42.9%	7.11	0.0%	7.18		100.0%	35.7%	57.13	7.18	21.4%	14.3
OFFICE/CLERICAL I	12	! 1		4	1	•	13	2	13	1		35	75	j 9	6	29
Strice/Countries	12.9	1.14	0.01	4.3%	-		14.0%	2.2%	14.0%	1.18	100.01	37.61	80.6%	9.78	6.5%	; 31.2
SKILLED CRAPT					i		į	Ì		1	0	; 0	0 1	-	} 0	; 0
1	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR
SVCS HAINT	İ			!	1		i	1	1		0 ;	; 0	0	-	0	0
1	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR
TOTALS I	96	8	3	9	1	91	15	2	20	4	•	62	132	14	21	41
. 1	38.6				0.4%	36.5%		0.8%			100.01	1	53.0% ;	5.6%		16.5

KING COUNTY
DEPT. OF ASSESSMENTS
TABLE 2: 1990 -1991 WORKFORCE AVAILABILITY

		АЖ	r.¥				PEHA	LR	!	•	!!		
	! !		ITY HALE	·				Y PEHALE	! !	<u> </u>	! ! ! !		
	! !	_ HINOK !		NATIVE		<u>!</u>	!	!	HATIVE				
	BLACK	! HISP	•	AHER		BLACK	HISP	ASIAN	AMER '		!! TOTAL		
EO JOB CATEGORY	HALE	HALB	HALE	•	PENALE	•	PEHALE	•		-			
							1	ļ	ii		 		
													· .
	-	1.4	•	•		•	0.9%	•	0.3%		11.1%		
ROPESSIONAL &	•	1.23	•	•	-	•	1.18	-	88.0		16.5%		
ECHNICIAN \$		-	•	•		•	•	•	•		13.9%		
ROTECTIVE SVCS &		•				•	•	•		•	15.9%		31.3
ARA-PROPESSAL 1		•	•	•		•	-	•	•	•	18.3%		,
PPICE/CLERICAL 1		•	•			•	•	•	• .	•	18.5%		
KILLED CRAFT &		•		•	•	•	•	•		•	14.0%		
ERVICE MAINT &	4.0%	1.7%	3.31	0.7%	33.7%	17.3%	2.3%	2.2%	0.5%		32.0%		
				<u> </u>	<u> </u>		<u>i</u>	İ	.11			11	
	======	======		;=====;		======	;======	======	;=====;	;=====;	;=====;	ii	=====
		T)	LRLP 3: 1	HORK PORC	E UTILIZA	TION PROP	11.7						
!		••	1000 3.	, OKINI OKÇ	и оттыты.	I TON I NOI	LUM		!	!!	! !	!!	
		HINOR	TY HALE				HINORIT	Y PEHALE	1 1	· · · · ·	<u> </u>		
			}	HATIVE	1	1	} 	!	NATIVE	1 1	1 1	11	
	BLACK	HISP	ASIAN	AMER	HHITE	BLACK	HISP	ASIAN	AHER !	TOTAL !	! TOTAL !	11	TOTAL
EO JOB CATEGORY	HALE	HALE !	MALE	HALE !	PEHALE	PEMALE	PEHALE -	PEHALE	PEHALE	PWD ;	HIH		Peh
<u> </u>		 		11	1		l	!	11	l	1	-11,	
1	1	1				}	!	:	1				
ADMINISTRATIVE 🐧 🖁					•		-0.9%	•		•	-11.1%		-4.2
ROPESSIONAL 1		-1.2%			•		•	•			8.5%		28.0
ECHNICIAN &				-0.8%	-	•	₹8.0-	•	-	-3.1%	•		-6.4
ROTECTIVE SVCS &	•	ERR		ERR	-		•	•		ERR			ERR
PARAPROPESSIONL 1	. 20.0₺	-0.7%	-1.6%	-0.3%	; -12.7%	2.0%	-1.6%	0.6%	; -1.1%;	-0.3%	17.4%	- 11	2.5

SKILLED CRAFT & : ERR

SERVICE HAINT 1 ERR

ERR

ERR !

ERR :

ERR | ERR | ERR | ERR | ERR | ERR

ERR ! ERR ! ERR ! ! ERR

OFFICE/CLERICAL % | -0.8% | -0.8% | 0.6% | 0.2% | -3.4% | 10.9% | 0.1% | 8.4% | 0.7% | 3.3% | 19.1% | | 16.5% |

ERR

ERR

ERR | ERR | ERR |

ERR | ERR ||

ERR

KING COUNTY
DEPT. OF EXECUTIVE ADMINISTRATION
TABLE 1: DECEMBER 31, 1991 WORKFORCE PROFILE

PILE: AA914DEA

ERR = NO CALCULATION OCCURRED TOTALS HALE PEHALE HINORITY HALE HINORITY PEHALE TOTAL |NATIVE | | | NATIVE | MINORITY | WHITE | BLACK | HISP | ASIAN | AMER | TOTAL | TOTAL TOTAL EEO JOB CATEGORY | WHITE | BLACK | HISP | ASIAN | AMER MALE PENALE ! FEMALE | FEMALE | FEMALE | FEMALE | ALL HIN. PEHALE ! PHD HALE HALE HALE 2 ADMINISTRATIVE ! 0.0% | 14.3% | 0.0%;;100.0% 42.9% | 42.9% | 0.0₺ 0.01 | 28.63 | 1 28.61 0.0% | 14.3% | 14.3% | 0.0% 1 || 36 135 36 44 11 63 9 2 1 16 6 2 PROPESSIONAL 0.7% | 26.7% | 4.4% | 0.0% | 1.5% | 0.0% | 100.0% 26.7% | 32.6% | 8.1% | 20.7% | 5.9% | 1 | 46.78 | 6.78 | 1.58 | 11.98 | 11 27 5 8 ! 1 1 || 7 | TECHNICIAN 1 15 2 0.0% | 3.7% | 0.0% | 0.01;100.01 18.5% | 29.6% | | 3.7% | 25.9% | 1 | 55.61 | 7.41 | 0.01 | 3.71 | 0 PROTECTIVE SVCS ERR | ERR ERR ERR ERR ERR ERR ERR ERR ERR PARAPROPESSAL | ERR ERR !! ERR ERR ERR ERR err ERR ERR 18 53 4 | 23 3 !! 124 1 4 . 2 | | OPPICE/CLERICAL ! 13 3 1.6% | 42.7% | 14.5% | 3.2% | 18.5% | 2.4% | 100.0% 1 10.51 0.81 3.21 2.43 | 50 SKILLED CRAFT 1 32 7 ! 2 1 1 | | 6 | 1 24.0% | 14.0% | | 6.0% | 22.0% | 2.0% | % | 64.0% | 14.0% | 4.0% | 2.0% | 2.0% || 12.0% | 2.0% 0.0% | 0.0% | 0.0% | 100.0% 2 | 17 | 8 | 9 2 | 13 3 4 1 | | 76 25 | 21 | 38 6 SVCS MAINT 2.6% | 17.1% | 3.9% | 0.0% | 5.3% | 1.3% | 100.0% 32.9% | 27.6% | | 2.6% | 22.4% | 10.5% | 0.01 | 11.81 | 1 | 50.01 | 7.91 | 32 7 || 117 28 30 4 | 1 419 139 | 184 | TOTALS 33.2% | 43.9% | | 5.5% | 17.2% | 16.0% | \$ | 38.9\$ | 6.4\$ | 1.4\$ | 7.6\$ | 1.7\$ || 27.9\$ | 6.7\$ | 1.2\$ | 7.2\$ | 1.0\$||100.0\$

KING COUNTY
DEPT. OF EXECUTIVE ADMINISTRATION
TABLE 2: 1990 -1991 WORKFORCE AVAILABILITY

!	!	ЖАТ	Æ	 			PEHAI	LE		!	!!	11_	
<u> </u>		HINOR	TY HALE	!!			HINORIT	PEHALE	!		1 1	11	1
•			ŀ	HATIVE				! !	NATIVE	! !	; ;	11	i
	ВГУСК	HISP		AMER IN	HITE :	BLACK	HISP	ASIAN	AHER -	TOTAL ;	TOTAL ;		TOTAL :
1	HALE	MALE	HALE	HALE HE		FEHALE	FEHALE	PEHALE	PEHALE	PWD	KIN	11	PEH ;
i men don ourneent					į			l 		!!	!	-11	
1	·				·								
ADMINISTRATIVE &	2.5%	1.4%	2.1%	0.5%	32.9%	2.0%	0.9%	1.4%	0.3%		11.1%		37.5%
PROFESSIONAL 1			•		38.78		1.13	4.2%	188.0	5.6%	16.5%	11	47.08 ;
TECHNICIAN 3			•	•	32.78	1.48	\$8.0	3.4%	1.4%		13.9%		39.7% ;
PROTECTIVE SVCS &		•	2.0%	0.6%	26.0%	3.4%	0.7%	1.0%	0.2%		15.9%;		31.3%
PARA-PROPESSAL &			1.6%	0.3%	55,6%	5.1%	1.6%	6.5%	•		18.3%		69.9%
OFFICE/CLERICAL &	1.9%	0.8%	3.7%	0.9%	52.9%	3.1%	2.1%	5.6%		•	18.5%;		64.18
SKILLED CRAFT &		3.3%	2.2	0.7%	22.78	2.3%	0.7%	1.1%	•		14.0%		27.78
	4.0%	1.78	3.3%	0.7%	33.78	17.3%	2.3%	2.2%	•		32.0% ;		56.0%
	,				I		l	ļ	l!			11_	!
2:2::::::::::::::::::::::::::::::::::::	======	======	======	===== =	======	======	======	======	=====	=====	======	- =:	======
		77	ABLE 3: 1	NORKFORCE	UTILIZAT	ION PROP	ILE						1
	 					······································			i	<u> </u>	ii	ii–	i
1	! !	_ Hinori	ITY HALE		-		HINORIT!			i i		11	1
			•	NATIVE	i			•	HATIVE	i i	1 1	11	nomar I
	BLACK		•	AHER !!					AMER :			11	TOTAL ;
EEO JOB CATEGORY	HALE	HALE	HALE	HALE !!	'enale	LEHYPE	PEHALE	LEHVIE	! KEHVPE!		HIN ;	11	РЕИ
1 1			<u></u>	!!!-	:	·	İ	i	ii	! !	<u> </u>	- 11-	
			30:08	1 0 5911	1 29 i	2.05	i -0.9%	i i 12 08	i i	1 -5 QLI	1 21 28 1	11	5.4%
ADMINISTRATIVE &		12.9%	-		-		-1.1%				10.2%	- !! .	-14.4%
PROPESSIONAL \$	4.0%				-12.0% -6.8%				-1.4%		•	• •	-10.1%
TECHNICIAN &	5.31				ERR	ERR	ERR	ERR	ERR		•		ERR
PROTECTIVE SVCS	-	ERR	•	ERR !!	ERR	ERR	•	ERR	ERR		•		ERR
PARAPROPESSIONL &	•	ERR	ERR	ERR	-		-	12.98	•		28.3%		17.4%
OFFICE/CLERICAL &			•	•	-10.2%		-0.7%						-13.7%
	11.2	•			-10.7%	-13.4%				-6.4%		• •	•
SERVICE HAINT	3.9%	-1.7%	8.5%	į 1.95jį	_T0'0# !	-13,46	, ~∠,3% L	i 1 2.12	i i		! 0.78 !	!!	
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FILE: AA914DEA

KING COUNTY
DEPT. OF HUHAN SERVICES
DECEMBER 31, 1991 WORKFORCE PROFILE

FILE:

E:	AA914DHR				TABLE 1:	DECEMBER 31	, 1991	MOKKROKCE	PROFII
=	NO CALCULATION	OCCURRED		•					
			HALE				PEHALE	<u> </u>	
		· —————————	-		_				

· ·			TYPE			 		PEHAL			i		TOTALS			
	-		HINOR	ITY HALE		<u>.</u> ! .		HINORIT	Y PEHALE		<u> </u>	i	1 1	1	·	!
EEO JOB CATEGORY	WHITE HALE	BLACK HALE	HISP HALE	ASIAN HALE	NATIVE AMER MALE	 WHITE FENALE	BLACK PEHALE	•	ASIAN		TOTAL ;	тот.	AL PEHALE	TOTAL	TO HINO HALE	
					! !	<u> </u>	ļ	1	<u> </u>			ļ		ļ		ļ
ADHINISTRATIVE #	1	1	; !	; !		2	i !	i !		i	4	1	2		1	
1	25.0%	25.0%	0.01	₹0.0	80.0	50.0%	80.0	80.0	80.0		100.0%		50.0%	0.0%	25.0%	:
PROPESSIONAL !	27	5	2	1 4	•	40	8	3	7		97	30	58	; 3	1 12]
	27.81	5.2%	2.11	4.18	1.0%	11.2%	8.2%	3.1%	7.2%	0.0%	100.0%	30.9%	59.8%	3.1%	12.4%	18.
rechnician f	i	•						l non	nnn '	i i	; V ;	ERR	ERR !	ERR	ERR	E
8 1	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ו בתת	1 U I	I EVY	i caa	1 1
PROTECTIVE SVCS		, , , , , , , , , , , , , , , , , , , ,		, "PDD	i L gon	ii Li goo	i I roo	i I pop	ERR	ERR	ERR	ERR	ERR	ERR	ERR	E
3 ;	ERR	ERR	ERR	err	ERR	ERR	ERR	ERR	i D	: :	18	! 9	1 12 1	!	4	
PARAPROPESSNL	2	;	i 	5.61	5.6%	11 / 11 38.9%	16.78	5.6%	5.6%	•	100.0%	50.0%	66.78	0.0%	22.2%	27
,	3	11.1	0.0	1 2.01	1 2.00	11 19	! 6	! 4	6	2		18	37	1	0	
OFFICE/CLERICAL	7.5	0.0%	0.01	0.01	0.01	47.5%	15.0%	10.0%	15.0%		100.0%	45.0%	92.5%	2.5%	10.0	1 45.
SKILLED CRAPT	1.54	! U.U.	!	!				1	i		0	0	0	1	0	ť
1 1	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	EF
SVCS HAINT	=====================================				į		-	;	l 1	1 1	0	0	0		0	!
1	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	¦ El
TOTALS	33		i	i	2	68	17	.i ! 8	14		159	58	109	4	17	1
1017129 1 1	20.81	5.0%	1.3%	3.1%	1.38	42.8%	10.7%		8.8	1.3%	100.0%	36.5%	68.68	2.5%	10.7%	25.

KING COUNTY
DEPT. OF HUHAN SERVICES
TABLE 2: 1990 -1991 WORKFORCE AVAILABILITY

 	! !	НА	LE			PEHA	LE	11_		_1 11.	!
1 1	! !	_ HINOR	ITY HALE			HINORIT	A KEHYI'R	11	11		1
1 1	1	}	1	NATIVE	t 1		1	ATIVE!	11	1 11	
1	BLACK	HISP	ASIAN	AMER WHITE	BLACK ;	HISP	ASIAN	AMER HT	OTAL TOTA	ե	TOTAL
EEO JOB CATEGORY	HALE	HALE	HALE	HALE PEHALE	FEHALE !	PEHALE	PEHALE	PEHALE	NIK !! DWD		PEH ;
l	!	l	l	l			1 !	_	11	_ .	
ADMINISTRATIVE &	2.5%	1.48	2.1%	0.5% 32.9%	2.0%	0.9%	1.48	0.3%	5.9%;; 11.1	8	37.5%
PROPESSIONAL &	2.7%	1.23	4.0%	0.3% 38.7%	2.28	1.1%	4.2%	0.8%	5.6% 16.5	8	47.0%
TECHNICIAN &	2.1%	1.31	2.7%	0.8% 32.7%	1.48 ;	0.8%	3.4%	1.48	6.1% 13.9	%	39.78
PROTECTIVE SVCS &	6.4%	1.6%	2.0%	0.6% 26.0%	3.4%	0.7%	1.0%	0.2%	6.3% 15.9	8	31.3%;
PARA-PROPESSNL &	1.48	0.7%	1.6%	0.3% 55.6%	5.1%	1.6%	6.5%	1.18;;	7.48 18.3	8	69.9%
OFFICE/CLERICAL &	1.98	0.8%	3.7%	0.9% 52.9%	3.1%	2.1%	5.6%	0.4%	6.4% 18.5	8	64.18
SKILLED CRAFT &	2.8%	3.3%	2.28	0.7% 22.7%	2.3%	0.7%	1.18	0.9%	7.2% 14.0	8	27.78
SERVICE HAINT &	4.0%	1.78	3.3%	0.7% 33.7%	17.3%	2.3%	2.2%	0.5%	9.0% 32.0	8	56.0%
	 				1		l			_	
	======	======	======	====== =======	======	======	======	===== =	=====	== =	:======

TABLE 3: WORKFORCE UTILIZATION PROFILE

	i							i i.	i i	ii	-i i	
;	1	HINOR	ITY HALE	1 t		HINORIT	Y PEHALE		1		11	
	1	1	1	NATIVE	1	1	1	NATIVE !	1 1	:	11	
!	BLACK	HISP	ASIAN	AMER ! WHITE	BLACK	HISP	ASIAN	AMER !!	TOTAL :	TOTAL :	11	TOTAL
EEO JOB CATEGORY	HALE	HALE	HALE	HALE PEHALE	PEHALE	PEHALE	PEHALE	PEHALE ! !	PWD	HIN ;	11	PKH
	1		1	<u> </u>	1	1	!	111.	1!		11	
	1	!	!		!	1	! !		11	1	11	
ADMINISTRATIVE &	22.5%	-1.48	-2.1%	-0.5% 17.1%	-2.0%	-0.9%	-1.48	-0.3%	-5.98	13.9%	11	12.5%
PROPESSIONAL &	2.5%	0.9%	0.11	0.7% 2.5%	6.0%	2.0%	3.0%	-0.8%	-2.5%	14.48	11	12.8%
TECHNICIAN &	ERR	ERR	ERR	ERR ERR	ERR	ERR	ERR	ERR	ERR :	ERR	11	ERR
PROTECTIVE SVCS &	ERR	ERR	ERR	ERR ERR	ERR	ERR	ERR	ERR !!	ERR !!	ERR	11	ERR
PARAPROPESSIONL %	9.78	-0.7%	4.0%	5.31 -16.71	11.6%	4.0%	-0.9%	-1.18	-7.48	31.78		30.3%
OFFICE/CLERICAL &	-1.9%	-0.8%	-3.78	-0.9% -5.4%	11.9%	7.98	9.4%	4.6%	-3.9%	26.5%	H	28.4%
SKILLED CRAFT &	ERR	ERR	ERR	ERR ERR	ERR	ERR	ERR	ERR	ERR !!	ERR	!!	ERR
SERVICE HAINT &	ERR	ERR	ERR	ERR ERR	ERR	ERR	ERR	ERR !!	ERR !	ERR	H	ERR
					!				ii	į		į
	======	======	======	====== =======	======	======	======	===== =	=====[======		======

PILE: AA914DHR

KING COUNTY DEPT. OF JUDICIAL ADMINISTRATION TABLE 1: DECEMBER 31, 1991 WORKFORCE PROFILE

FILE: AA914DJA ERR = NO CALCULATION OCCURRED

	<u> </u>		- HYLE					BEHVE		i	<u> </u>		TOTAL	G	!	
		,	- MINOR	ITY HALE		_i .	1	MINORIT	Y PEHALE	1 1	!!	ļ 	1 1	!	!	!
EEO JOH CATEGORY	WHITE !	BLACK	HISP MALE	ASIAN		 			ASIAN	NATIVE AMER	TOTAL	TOT	AL PEHALE	TOTAL PWD		
ADMINISTRATIVE #	1		 								1 1	0	0		0	0
	100.01	10.0	0.01	₹0.0	0.0%	\$0.0	80.0	0.0%	0.0%	•	100.0%	0.0%	0.0%	₹0.0	0.0%	0.0
PROPESSIONAL	57.1%	0.0%	0.01	0.0	0.0	3 42.9%	0.0%	0.0%	0.0%	80.0	100.0%	0.0%	42.9%	80.0	80.0	0.0
rechnician f	0.0	0.0%	0.0	 0.0 %		2 100.0%	0.0%	0.0%	0.0%	0.01	100.0%	0.0%	2 100.0%	80.0	0.0%	0.0
PROTECTIVE SVCS	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	O ERR	; 0 ; err	O CERR	ERR	; O ; ERR	ERI
PARAPROPESSNL I		ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR		0	O ERR	O :	ERR	O ERR	ERF
DYVICE/CLERICAL	ERR 31	3	2	13		74	8	4	19	2 ;	•	51 32.7 1	107 68.6%	10 6.4%	18 11.5%	33 21.2
SKILLED CRAPT	¦ 19.9%		1.3	¦ 8.3 %		47.4% 	5.1%	1	12.2%	1	0 1	0	0	į	, 0	, 0
SVCS HAINT	ERR	ERR	ERR	ERR	ERR	¦¦ ERR	ERR	ERR	ERR	ERR		ERR O	ERR 0	ERR	ERR O	ERF
1	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR!	ERR	ERR	ERR	ERR	ERR	ERR	ERI
TOTALS !	36	3	2	13	0		8	1 4	19	2			112	10	18	3:
, ====================================	21.74	1.81	1.2%	7.8%	0.0%	47.68	1.88	j 2.4%	j 11.4%	j 1.28j	100.0%			•	•	

KING COUNTY
DEPT. OF JUDICIAL ADMINISTRATION
TABLE 2: 1990 -1991 WORKFORCE AVAILABILITY

	!			ЖА	LE							PEHA	LE			!	!!		!!	!	
	-::				•			11		_			Y PEHALI			!	ii			;	
	-		-		!		¦ N	ATIVE!		Ī		1	1	HAT	IVE	İ	ii	. [i		
•	ŀ	BLACK	ł	HISP	} <i>1</i>	KSIAK	l,	AHER	WHITE	1	BLACK	HISP	ASIAN	Al	ier ¦	TOTAL	11	TOTAL.		7	IATOI
EEO JOB CATEGORY	ŀ	KALE	i	HALE	; 1	HALE	1	HYLE !!	PEHALE	1	PEHALE	PEHALE	PEHALE	PE	IALE;	PWD	H	HIH		!	PEH
	_1.		1.		<u> </u>		<u> </u> _	H		!		1	<u> </u>	1		1	! .		1	l	
ADMINISTRATIVE \$		2.5%	1	1 49		2 1 9		ስ ፍጹ!!	32.9%	1	2 08	0.9%	1 1 49	1. 0	1 29 1	1 5 09		11.1%			37.5%
PROPESSIONAL 1	:	2.7%	:	1.28	1	4.08		0.3%			2.2%		I	_	.8%	•		16.5%			47.0%
	!				:		•					: .	Ī .	•		•		-		•	
TECHNICIAN 4	i	2.11		1.3%	į	2.7%	-	0.8%		•	1.48	•	•	-	.48¦	•		13.9%	-	-	39.7%
PROTECTIVE SVCS 1	i	6.4%	i	1.6%	i	2.0%	ŀ	0.6%	26.0%	i	3.48	0.7%	1.0%	1 0	.28	6.3%	!!	15.9%	-	ŀ	31.3%
PARA-PROPESSNL &	1	1.48	-	0.7%	!	1.6%	1	0.38;;	55.6%	!	5.1%	1.6%	6.5%	1	.18;	7.48	!!	18.3%	- [1	69.9%
OFFICE/CLERICAL &	1	1.9%	ŀ	0.8%	!	3.78	!	0.9%	52.9%	!	3.1%	2.1%	5.6%	! 0	.48;	6.48	!!	18.5%		į	64.1%
SKILLED CRAPT	- :	2.8%	į	3.3%	i	2.28	•	0.78		•	2.3%	•	•		.98	•	• •	14.0%	•	•	27.7%
SERVICE HAINT &	i	4.0%	i	1.78	•	3.3%	•	0.7%		•	17.3%	•	-	•	•	•		32.0%	-	-	56.0%
	1		. 1.		<u> </u>		<u> </u>	!!		1			1	1	1	!			1	1	
	: =	=====	:	=====	:==	=====	!=:	=====	======	ĺ	======	======	======	===	===	=====		:=====	1	!==	=====
	·		٠	•	•		•	• •		•		•	•	•	•	•	•	•	•	•	
				TA	ABL	E 3: 1	HO:	RKFORCE	UTILIZA	TI	ON PROF	ILE									
· · · · · · · · · · · · · · · · · · ·	1.					·									1	l	11_	1	1	!	
	1_			HINORI	ITY	HALE	_					HINORIT	Y PEMALE		!	1	1 1				
	!		!	:	!		! N	ATIVE!!		!		:	!	!NAT	IVE	!!	!!	!	1		,

ii			<u></u> i	ii ii ii	
	HINOR	ITY HALE!	HINORITY FEMALE	1 11.	!
1	1				;
; BI	LACK HISP	ASIAN AMER WHITE	BLACK HISP ASIAN AMER	TOTAL TOTAL TOTAL	L ¦
LEO JOB CATEGORY ! MA	ALE HALE	HALE HALE PEHALE	FEMALE PEHALE FEMALE FEMALE	PWD HIN PEM	.
		l		!!	!
1	! !				
ADMINISTRATIVE \$ 1 -2	2.5% -1.4%	-2.1% -0.5% -32.9%	-2.0% -0.9% -1.4% -0.3%	-5.9 % -11.1% -37.	5%
PROPESSIONAL % -2	2.7% -1.2%	-4.0% -0.3% 4.2%	-2.2% -1.1% -4.2% -0.8%	-5.6% -16.5% -4.	18 ;
TECHNICIAN % 1 -2	2.1% -1.3%	-2.7% -0.8% 67.3%	-1.4% -0.8% -3.4% -1.4%	-6.1% -13.9% 60.	3 % ¦
PROTECTIVE SVCS \$; E	ERR ERR	ERR ERR ERR	ERR ERR ERR	ERR ERR ER	R ¦
PARAPROPESSIONL % E	ERR ERR	ERR ERR ERR	ERR ERR ERR ERR	ERR !! ERR !!! ER	R ¦
OFFICE/CLERICAL & 0	0.0% 0.5%	4.6% -0.9% -5.5%	2.0% 0.5% 6.6% 0.9%	0.0% 14.2% 1 14.4.	5 % ¦
SKILLED CRAFT % ! E	ERR ¦ ERR ¦	ERR ERR ERR	ERR ERR ERR	ERR !! ERR !! ERI	₹ ¦
SERVICE HAINT & ! E	err ¦ err ¦	ERR ERR ERR	ERR ! ERR ! ERR ! ERR !	ERR ERR ERI	₹ ¦
<u> </u>	!	111			¦
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PILE: AA914DJA

KING COUNTY
DEPT. OF PARKS, PLANNING & RESOURCES
TABLE 1: DECEMBER 31, 1991 WORKFORCE PROFILE

PILE: AA914DPP

OCCURRE	D	HALE					PEHALI	?		ļ		TOTALS	·		
		HINOR	ITY HALE		-!-	•	MINORIT	Y PEHALE		<u> </u>				 	1
WHITE	BLACK	HISP MALE	KAIRK	AHER					NATIVE:	TOTAL	•	•	-	•	TAL RITY FEHAL
1		! !		! !			; ! !	1		5	1	4	i	0	1
20.0%	0.0%	0.01	0.0%	0.0%	1 60.0%	80.0	₹0.0	20.0%			20.0%	80.08	10.0	₹0.0	20.0
168	3	4	19	2	11 90	6	4	6			† 44	106	8		11
55.61	1.01	1.31	6.31	0.71	11 29.8%	2.0%	1.3%	2.0%	180.0	100.0%	14.6%	35.1%	2.6%	9.31	5.
57	7	3	3	1	11 32	1	1	2	2	108	19	37	1 4	14	1
52.81	6.5%	2.81	2.8%	0.9%	11 29.6%	0.9%	10.0	1.9%	1.9%		17.6%	34.38	3.7%	13.0%	1 4.
11	1	2	1	:	11 5	!	1	! !	1	•	3	5	1	3	
57.91	5.3	10.5%	0.0%	10.0	11 26.3%	10.0%	10.0%	₹0.0	•		15.8%	26.31	5.3%	15.8%	0.
5	1	, 1	1	•	• •	1	1	! •	•		0	11		0	į ,
31.3	0.01	0.0	0.0%	₹0.0	11 68.88	10.0%	₹0.0	0.0%	-			•	0.0%	0.0%	0.
; 5	1	1	1	-		7	3	9		• •	•		; 6	; 3	1 2
5.4	1.13	1.13	1.1	10.0	66.3%	7.6%	3.38	9.8%	-		28.3%	91.38	; 6.5%	; 3.3%	25.
13	1	1	1		2	1			•		; 4	; 3;	; ;	;	i 1 r
68.41	5.31	5.31	5.3	\$0.0		5.3	10.0	80.0	•			15.88	; 3.3%	; 15.8%	¦ 5.
76	1 6	1	2		• •	1		1			•	11 ;	, ,	; 9	i
74.5	5.9%	1.01	2.0%	0.0%	11 13.7%	1.0%	0.0%	; 1.0% !	1.0%	;;	11.8%	16.75	18.81	; 8.8%	2.
336	19	12	26	3	218	16	7	19			109	267	29	60	
•	2.91	1.8%	3.9%								16.4%	40.3%	1 4.4%	9.0%	; 7.
	#HITE HALE 1 20.0% 168 55.6% 57 52.8% 11 57.9% 5 31.3% 5 5.4% 76 74.5%	MALE MALE	HALE HINOR HHITE BLACK HISP HALE HALE HALE 1 20.01 0.01 0.01 168 3 4 55.61 1.01 1.31 57 7 3 52.81 6.51 2.81 11 1 2 57.91 5.31 10.51 5 31.31 0.01 0.01 5 1 1 5.41 1.11 1.11 13 1 1 68.41 5.31 5.31 76 6 1 74.51 5.91 1.01	HALE HINORITY HALE HALE HALE HALE HALE HALE HALE HALE 1 20.0% 0.0% 0.0% 0.0% 168 3 4 19 55.6% 1.0% 1.3% 6.3% 57 7 3 3 52.8% 6.5% 2.8% 2.8% 11 1 2 57.9% 5.3% 10.5% 0.0% 5 1 1 1 5.4% 1.1% 1.1% 1.1% 13 1 1 68.4% 5.3% 5.3% 5.3% 76 6 1 2 74.5% 5.9% 1.0% 2.0%	HALE	HALE	HALE	MALE	HALE	HINDRITY HALE	MALE	HALE	HALE	HALE	HINORITY HALE

KING COUNTY DEPT. OF PARKS, PLANNING & RESOURCES

TABLE 2: 1990 -1991 WORKFORCK AVAILABILITY

Ì	<u> </u>	XA	ւե		РЕНЛ	LE		!	!!
	l I	_ HINOR	ITY HALE	11	HINORIT	A LEHVIE	!!	1 11	1 1
1		!	!	NATIVE	!	1 1	NATIVE: :	1 11	1
!	BLACK	HISP	ASIÁN	AMER HURLITE	BLACK HISP	ASIAN	AHER . TOTAL !	TOTAL	TOTAL
EEO JOB CATEGORY	SJAH	HALE	HALE	HALE PEHALE	PEHALE PEHALE	FEMALE	PEHALE!! PWD	HIH	! PEH !
 		!	1	l	1	1 1.	i	1	11
ADMINISTRATIVE &	2.5%	1.4	2.1%	0.5% 32.9%	2.0% 0.9%	1.4% ;	0.3% 5.9%	11.18 1	37.5%
PROPESSIONAL &	2.78	1.2%	4.0%	0.3% 38.7%	2.2% 1.1%	4.2%	0.8% 5.6%	16.5% ; ;	47.0%
TECHNICIAN &	2.1%	1.3%	2.78	0.8% 32.7%	1.4% 0.8%	3.4%	1.4%;; 6.1%;	13.9% ; ;	39.7%;
PROTECTIVE SVCS &	6.48	1.6	2.0%	0.6% 26.0%	3.48 0.78	1.0%	0.2% 6.3%	15.9% 1	1 31.3%
PARA-PROPESSNL 4	1.48	0.7%	1.6%	0.3% 55.6%	5.1% 1.6%	6.5%	1.18;; 7.48;	18.3% ; ;	69.9%
OFFICE/CLERICAL \$	1.9%	0.8%	3.7%	0.9% 52.9%	3.1% 2.1%	5.68	0.4% 6.4%	18.5% ; ;	64.18
SKILLED CRAFT &	2.8%	3.3%	2.2%	0.7% 22.7%	2.3% 0.7%	1.1%	0.9% 7.2%	14.0% ; ;	27.78
SERVICE HAINT 1	4.0%	1.74	3.3%	0.7% 33.7%	17.3% 2.3%	2.2%	0.5% 9.0%	32.0% ; ;	56.0%
	 	 	l	 	l	1		1	1
	======	======	======		====== ======	======	===== =====	======	=======

TABLE 3: WORKFORCE UTILIZATION PROFILE

	l	HINOR	ITY HALE	!		HINORIT	Y FEHALE				1 1
	1	1 .	1	NATIVE	1	1	1	HATIVE	1 1	1 1 1	i i i i
•	BLACK	HISP	KAIRA	AMER HUHITE	BLACK	HISP	ASIAN	AHER	TOTAL :	TOTAL :	TOT!
EEO JOB CATEGORY	HALE	HALE	HALE	HALE PEHALE	PEHALE	LEHYLE	FEHALE	FEHALE	PWD	KIK	ll Pri
	!	!	<u> </u>	<u> </u>	!	!	<u> </u>	<u> </u>	<u> </u>	!!!	i
	<u> </u>					1				1 1 1	
ADMINISTRÁTIVE 🐧	¦ -2.5%	-1.4%	-2.1%	-0.5% 27.1%	-2.0%	-0.9%	18.6%	-0.3%	-5.9%	8.9%	1 42
PROPESSIONAL 1	-1.78	0.1%	2.3%	0.4% -8.9%	-0.2%	0.2%	-2.2%	-0.8%	-3.0%	-1.9%	-11.
TECHNICIAN &	4.48	1.5%	0.1%	0.1% -3.1%	-0.5%	1 -0.8%	-1.5%	0.5%	-2.4%	3.78	-5
PROTECTIVE SVCS 1	-1.1	3.7%	8.5%	-0.6% 0.3%	-3.4%	-0.7%	-1.0%	-0.2%	-1.0%	-0.1%	. 1 -5.
PARAPROPESSIONL 1	-1.4%	-0.7%	-1.6%	-0.3% 13.1%	-5.1%	-1.6%	-6.5%	-1.1%	-7.48	 -18.3% 	-28
OFFICE/CLERICAL &	-0.8%	0.3%	-2.6%	-0.9% 13.4%	4.5%	1.2%	4.2%	3.9%	0.1%	9.8%	1 27.
SKILLED CRAFT &	2.5	2.0%	3.18	-0.7% -12.2%	3.0%	-0.7%	-1.1%	-0.9%	-1.9%	1 7.18 1	-11.
SERVICE HAINT &	1.9%	-0.7%	-1.3%	-0.7%! -20.0%	-16.3%	-2.3%	-1.2%	0.5%	1 -0.2%;	-20.2%	; -39.
	 	!	<u></u>	<u> </u>	l	l	1	ll		!1 1	1
	======	======	======	====== =======	======	======	[======	!=====!	=====	======	!====

KING COUNTY DEPT. OF PUBLIC HEALTH TABLE 1: DECEMBER 31, 1991 WORKFORCE PROFILE

PILE: AA914DPH

	ļ		MINOR	ITY HALE		!		PEHAL HINORIT	R A LEHYFE	l	ļ	1	TOTAL		<u>-</u>	
EEO JOB CATEGORY	HALE	BLACK HALE	HISP WALE	! 	NATIVE AHER	HILLTE PEHALE	BLACK PEHALE	HISP	ASIAN .	NATIVE AHER	•	то:	FAL PEHALE	TOTAL.	:	
ADMINISTRATIVE #	! 8			1	1 1		: :	 1	1		16	3	1 7		1	; 2
1	50.01	0.0%	0.0%	6.31	0.01	31.31	80.0	6.3%	6.38	0.0%	100.01	18.8%	43.8%	80.0	6.38	12.5
PROPESSIONAL	108	13	4	15		362	25	10	34	2	574	104	433	18	33	; 71
1	18.81		0.71	•		63.1%	4.48	1.78	5.9%	0.3%	100.01	18.1%	75.48	3.18	5.78	12.
rechnician I	64	3	3	5	1		4		1 3	2	109	21	33	1 2	12	1 !
1	58.71	2.81	2.81	4.6%	0.9%	22.0%	3.7%	\$0.0	2.8%	1.8%	100.0%	19.3	30.3%	1.8%	11.0%	8.3
PROTECTIVE SVCS	-	5		į	1	8	1	1	!	: !	33	; 7	9	1	6	1
•	54.51	15.2%	0.0	0.01		11 24.2%	3.0%	\$0.0	80.0	80.0	100.0%	21.2%	27.3	21.2%	18.2%	3.0
PARAPROPESSAL	40	8	2	6	2	49	14	4 1	10	3	138	1 49	80	; 12	18	; 3
1	29.01	5.8%	1.43	4.31	1.4%	35.5%	10.1%	2.9%	7.2%	2.2%	100.0%	; 35.5₹	58.0	8.78	13.0	22.
PPICE/CLERICAL 1	15	4	1	5	1	149	33	13	33		260		235	1 7	10	8
	5.8%	1.5%	0.43	1.9%	₹0.0	57.3 %	12.7%	5.0%	12.78	2.78	100.0%	36.9%	90.4%	2.73	3.8%	33.
SKILLED CRAPT	1	ł	: ·	1 '	; 1	11	1	1	!		0	0	0		0	; (
1	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	! ERR !		ERR	ERR	ERR	ERR	ER
SVCS HAIRT I	19	5	2	4	!		2		1			14	6	4	11	
•	52.8	13.91	5.6	11.1%	0.0%	8.3	5.6%	0.0%	2.8%	0.0 % !	100.0%	38.9%	16.7%	11.1	; 30.6 % !	8.
TOTALS	272	38	12	36	5	600	79	28	82		1166	294	803	*	91	20
1	23.31	•	1.0%	3.1%	0.4%	51.5%	6.81	2.4%	7.0%	1.2%	100.0%		68.9%	4.31	7.8%	

KING COUNTY
DEPT. OF PUBLIC HEALTH
TABLE 2: 1990 -1991 WORKFORCE AVAILABILITY

l	! !	НА	LE				PEHA	re	11		·		
†	! !	_ MINOR	ITY HALE				HINORIT	у Ренаце	!	1 1	. :	11	ļ
	;	1	1 :	ATIVE	1		1	!	NATIVE		! !	- 11	1
1	BLACK	HISP	KAIRK	AMER WHITE	1	BLACK	HISP	ASIAN	AHER	TOTAL !!	TOTAL	11	TOTAL :
LEO JOB CATEGORY	HALE	HALE	HALE	HALE PEHALE	1	PEHALE	PEHALE	PEHALE	PENALE	PWD	HIH	11	PEH
1	i	l	! !		1.		 	ļ 	<u> </u>	!	:	11.	l
	_	_	• .					_					
ADMINISTRATIVE 1	2.5	1.4%	2.11	0.5% 32.9%	; [2.0%	0.9%	1.4%	0.3% ;	5.9%	11.1%;	- 11	37.5%
PROPESSIONAL &	2.78	1.2%	4.0%	0.3% 38.7%		2.28	1.1%	4.2%	0.8%	5.68;;	16.5% ;	11	47.0%
TECHNICIAN &	2.11	1.31	2.78	0.8% 32.7%	; <u> </u>	1.4%	0.8%	3.4%	1.48	6.18;;	13.9% ;	11	39.78 ;
PROTECTIVE SVCS &	6.41	1.6%	2.0%	0.6% 26.0%	; :	3.4%	0.7%	1.0%	0.2%	6.38;;	15.9%	11	31.3% ;
PARA-PROPESSNL \$	1.48	0.71	1.6%	0.31 55.61	; į	5.1%	1.6%	6.5%	1.18	7.48	18.3%		69.9%
OPPICE/CLERICAL \$	1.91	0.81	3.78	0.9% 52.9%	; <u> </u>	3.1%	2.1%	5.6%	0.48	6.48	18.5%		64.1%
SKILLED CRAFT &	2.8%	3.3%	2.28	0.78 22.78	, į	2.3%	0.78	1.18	0.98	7.28	14.0%	Ш	27.78
SERVICE MAINT &	4.0%	1.78	3.3%	0.7% 33.7%	Í	17.3%	2.3%	2.2%	0.5%		-		56.0%
	 	l			_			l I			<u> </u>	11.	İ
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TABLE 3: WORKPORCE UTILIZATION PROFILE

•			•	110116 3.	HOWKLOWOR OTTETE	TION INOL	LUL			
		!								_¦
	 	1	HINOR	ITY HALE			HINORIT	Y PEHALE		1
1		l .	-	:	NATIVE	ī :		1	NATIVE	1
	 	BLACK	HISP	ASIAN	AMER WHITE	BLACK	HISP	ASIAN	AMER TOTAL TOTAL TOTAL	i
1	EEO JOB CATEGORY	HALE	HALE	HALE	HALE PEHALE	PEHALE	PEHALE	PEHALE	PEMALE! PWD !! MIN !!! PEM	1
i		1	!	1 1 1	lI	İ İ		İ		Ì
		l	}		11	1 1		!	1 11 11	1
	ADMINISTRATIVE &	-2.5%	-1.4%	4.2%	-0.5% -1.7%	-2.0%	5.4%	4.98	-0.3% -5.9% 7.7% 6.3%	1
	PROFESSIONAL &	-0.4%	-0.5%	-1.48	-0.1% 24.4%	2.2%	0.6%	1.78	-0.5% -2.5% 1.6% 28.4%	1
	TECHNICIAN &	0.7%	1.5%	1.9%	0.1%;; -10.7%	1 2.3% 1	-0.8%	-0.6%	1 0.4% -4.3% -5.4% -1 -9.4%	1
	PROTECTIVE SVCS &	8.8%	13.6%	-2.0%	-0.6% -1.8%	-0.4%	-0.7%	-1.0%	-0.2% 14.9% 5.3% -4.0%	!
	PARAPROPESSIONL &	4.48	0.7%	2.78	1.1% -20.1%	5.0%	1.3%	0.7%	1.1% 1.3% 17.2% 1 1 10.5%	1
	OPPICE/CLERICAL &	-0.4%	-0.4%	-1.8%	-0.9% 4.4%	9.6%	2.9%	7.18	2.3% -3.7% 18.4% 26.3%	-
	SKILLED CRAFT &	ERR	ERR	ERR	ERR ERR	ERR ;	ERR	ERR	ERR ERR ERR ERR	1
	SERVICE HAINT &	9.9%	3.9%	7.8%	-0.7% -25.4%	-11.7%	-2.3%	0.6%	! -0.5%!! 2.1%!! 6.9% !! -39.3%	1
		<u> </u>	ļ	l I	l			 	l	_
=	=======================================	======	======	======	====== =======	======	======	======	=====	: [

PILE: AA914DPH

KING COUNTY

DEPT. OF PUBLIC SAFETY
TABLE 1: DECEMBER 31, 1991 WORKFORCE PROFILE LE: AA914DPS
R = NO CALCULATION OCCURRED

R = NO CALCULATION	OCCURREI) 	KALE					PEHAL!			<u> </u>	·	TOTALS	·		
:	_		_ HINOR	TY HALE	·	.i .		MINORIT	A LENYLE	. ——i	<u> </u>	1	1 1	<u> </u>		ī
EEO JOB CATEGORY	WHITE	ВГУСК	HISP	ASIAN		WHITE	BLACK	HISP		NATIVE! AMER	•	тот		TOTAL	NINO	
in the second se	HALE	HALE	HALE	HYLE		PEHALE	PEHALE	PEHALE	PEHALE	PEHALE	ALL	нін.	PEHALE	PWD	KYLE	!PEXALE
						i	İ	<u> </u>	!	!! !	[! !	!				
ADMINISTRATIVE I	4						1		! !	! !	4	0	0		0	0
	100.0%	0.0%	0.0%	0.0%	₹0.0	\$0.0	\$0.0	₹0.0	1 0.0%		100.0%	10.0	0.0%	0.0%	80.0	0.0%
PROPESSIONAL I	25	1				6	2					3	8		l l	2
1	73.5%	2.9%	0.0	0.0	80.0	17.6%	5.9%	₹0.0	0.03		100.0%	8.8	23.5%	0.01	2.9%	5.9
TECHNICIAN I	32	1		2		55	5	3	3	•	102	15	67	7	3	12
	31.4%	1.0%	0.0%	2.0%	0.0%	53.9%	4.9%	2.9%	2.9%	•	100.0%	14.7%	65.71	6.9%	2.91	11.81
PROTECTIVE SVCS	438	26	11	24		70	4	1	1		583	75	79	3 3	66	; 9
1	75.1	4.5%	1.91	4.18	0.9%	12.0%	0.7%	0.2%	0.2%	0.5%	100.08	12.9	13.6%	0.51	11.31	1.51
PARAPROPESSNL 1	}	!	}	2	•	2					4	7	1 7 1	1 0 0	;	; U
1 :	0.0%	0.01	10.0	50.0	•	50.0%	0.0%	10.0	0.0	7 -	100.0%	50.0	50.0	1 0.01	50.01	0.0 \ 16
OFFICE/CLERICAL 1	- 8	2	1 1	3		61	5	i	8	2 ;	•	22	j // j	i 5.5%	1 C C S	17.6
1	8.8%	2.2%	1.13	3.3%	0.0%	67.0%	5.5%	1.1%	8.8	2.23	100.0%	24.2	; 84.6% ;	j 3.38	6.6%	1 17.00
SKILLED CRAFT								i Don	i I pan	i i	i U i	1 500	1 000 1	ERR	ERR	ERR
3 1	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR		ERR	ERR	i ERR	י בתת י. ח	ו האת
SVCS HAINT	}							i I non	i I ron	t ron l	-	0	0 1	ERR	ERP	ERR
	ERR	ERR	ERR	ERR	ERR	ERR -	ERR	ERR	ERR	ERR	ERR	ERR	ERR	! EKK	i L EVL	L
montte I	507	30	12	31	5	194	16	5	12	6	818	117	233	15	78	39
TOTALS		3.78	•	•	0.6%	23.78	2.0%	0.6%	1.5%	0.78	100.0%	14.3%	28.5%	1.88		4.81
	======	======	======	======	======	======	======	-	======	=====	======	====== =	:======	=======	======	======

KING COUNTY
DEPT. OF PUBLIC SAFETY
TABLE 2: 1990 -1991 WORKFORCE AVAILABILITY

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		NINOR:	ITY HALE		1		HINORIT	y pehale		į į			
		 	•	HATIVE	•			1	HATIVE	1 1	-	1 11	
	BLACK	HISP	ASIAN	AHER	WHITE	BLACK	•	•	AHER	-			
EEO JOB CATEGORY	HALE	HALE	KALE	HALE	PEHALE	PEHALE	PENALE	PEHALE	PEHALE		нін ¦	1 11	
		<u></u>	l	!	1	<u> </u>	1	Ì	ll	ii	i	i ii	
ADHINISTRATIVE \$	2.5%	1.4	2.1%	0.5%	32.9%				0.3%		11.18		
PROPESSIONAL \$		1.24	4.0%	0.3%	38.7%	2.2%	•	•	•	•	16.5%		
rechnician 3	2.1%	1.3%	2.71			•	•	•	*	•	13.9%		
PROTECTIVE SVCS 1	6.48	•	2.0%		•	-	•	-	•		15.9%		
PARA-PROPESSNL 🐧	1.48	0.7%	1.6%	•	•	•	•	•	1.1%		18.3%		
OPPICE/CLERICAL &		•	• .	•	•	•	•	-			18.5%		
SKILLED CRAFT &			2.2%			-		• .		•	14.0%		
SERVICE MAINT 1	4.0%	1.7%	3.3%	0.78	33.7%	17.3%	2.3%	2.2%	0.5%	9.0%	32.0%	i i i	56.
	! !	!	! !	!	!!	<u> </u>	ļ	ļ	.]	<u> </u>	i	1 11	
=======================================	======	======	======	}=====	-======	======	;======	;======	!=====!	;=====;	1	1 11	
													
						ntan nnad	110						
	!	T	ABLE 3: 1	WORKFORG	E OTILIZA	rion prop	IFE			!l			<u></u>
						TION PROP		Y PEHALE		įi	i	· !! ! !!	i
			ITY KALE			rion prop		Y PEMALE	 NATIVE	ii	i		i
	BLACK	HINOR	ITY HALE	 NATIVE			HINORIT	1	NATIVE	ii		j ij L 11	
EEO JOB CATEGORY	BLACK MALE	HINOR HISP	ITY KALE	 NATIVE AMER		BLACK	MINORIT	 ASIAN	NATIVE	TOTAL	TOTAL	j ij L 11	тота
ZEO JOB CATEGORY	•	HINOR	ITY KALE	 NATIVE AMER	WHITE	BLACK	MINORIT	 ASIAN	NATIVE AMER	TOTAL	TOTAL		TOTA PEN
	HALE	MINOR HISP MALE	ITY MALE ASIAN MALE	NATIVE AMER MALE	WHITE PEMALE	BLACK PEHALE	HINORIT	ASIAN PEHALE	NATIVE AMER PEHALE	TOTAL PWD	TOTAL	j ij L 11	TOTA PEH
ADMINISTRATIVE %	-2.5%	HISP HALE	ASIAN HALE	NATIVE AMER HALE	WHITE PEMALE	BLACK PEMALE -2.0%	HINORIT	ASIAN FEHALE	NATIVE AMER PEHALE	TOTAL PWD	TOTAL MIN11.1%		TOTA PEN -37.
ADMINISTRATIVE \$ PROPESSIONAL \$	-2.5% 0.2%	HISP HALE	ASIAN HALE	NATIVE AMER MALE -0.5%	WHITE PEMALE -32.9%	BLACK PEHALE -2.0% 3.7%	HINORIT	ASIAN FEHALE -1.4% -4.2%	NATIVE AMER FEMALE -0.3%	TOTAL PWD -5.9% -5.6%	TOTAL HIN11.1% -7.7%		TOTA PEH -37. -23.
ADMINISTRATIVE \$ PROPESSIONAL \$ TECHNICIAN \$	-2.5% 0.2% -1.1%	HISP HALE -1.4% -1.2%	ASIAN HALE -2.1% -4.0% -0.7%	NATIVE AMER MALE -0.5% -0.3%	WHITE PEMALE -32.9% -21.1% 21.2%	BLACK PEHALE -2.0% 3.7% 3.5%	HINORIT HISP FEMALE -0.9% -1.1% 2.1%	ASIAN FEHALE -1.4% -4.2% -0.5%	NATIVE AMER FEHALE -0.3% -0.8% -0.4%	TOTAL PWD -5.9% -5.6% 0.8%	TOTAL HIN -11.1% -7.7% 0.8%		TOTA PEH -3723. 26.
ADMINISTRATIVE \$ PROYESSIONAL \$ TECHNICIAN \$ PROTECTIVE SVCS \$	-2.5% 0.2% -1.1% -1.9%	HISP HALE -1.4% -1.2% -1.3% 2.9%	ASIAN HALE -2.1% -4.0% -0.7% -0.1%	NATIVE AMER HALE -0.5% -0.3% -0.8%	-32.9% -21.1% 21.2% -14.0%	BLACK PEHALE -2.0% 3.7% 3.5% -2.7%	HINORIT HISP PEMALE -0.9% -1.1% 2.1% -0.5%	ASIAN FEHALE 	NATIVE AMER FEMALE -0.3% -0.8% -0.4% 0.3%	TOTAL PWD -5.9% -5.6% 0.8% -5.8%	TOTAL HIN		-37. -23. 26.
ADMINISTRATIVE \$ PROPESSIONAL \$ TECHNICIAN \$ PROTECTIVE SVCS \$ PARAPROPESSIONL \$	-2.5% 0.2% -1.1% -1.9% -1.4%	HISP HALE -1.4% -1.2% -1.3% 2.9% -0.7%	ASIAN HALE -2.1% -4.0% -0.7% -0.1% 48.4%	NATIVE AMER HALE -0.5% -0.3% -0.8% 3.5%	WHITE	BLACK PEMALE -2.0% 3.7% 3.5% -2.7% -5.1%	HINORIT HISP FEMALE -0.9% -1.1% 2.1% -0.5% -1.6%	ASIAN FEHALE -1.4% -4.2% -0.5% -0.8% -6.5%	NATIVE AMER FEMALE	TOTAL PWD -5.9% -5.6% 0.8% -5.8% -7.4%	TOTAL HIN -11.1% -7.7% 0.8% -3.0%		-37. -23. 26. -17.
ADMINISTRATIVE \$ PROPESSIONAL \$ TECHNICIAN \$ PROTECTIVE SVCS \$ PARAPROPESSIONL \$ DYPICE/CLERICAL \$	-2.5% 0.2% -1.1% -1.9% -1.4% 0.3%	HISP HALE -1.4% -1.2% -1.3% 2.9% -0.7% 0.3%	ASIAN HALE -2.1% -4.0% -0.7% -0.1% 48.4% -0.4%	NATIVE AMER HALE -0.5% -0.3% -0.8% -0.3% -0.9%	WHITE PEMALE -32.9% -21.1% 21.2% -14.0% -5.6% 14.1%	BLACK PEHALE -2.0% 3.7% 3.5% -2.7% -5.1% 2.4%	HINORIT 	ASIAN FEHALE -1.4% -4.2% -0.5% -6.5% 3.2%	NATIVE AMER FEHALE -0.3% -0.8% -0.4% 0.3% -1.1% 1.8%	TOTAL PWD -5.9% -5.6% 0.8% -5.8% -7.4% -0.9%	TOTAL MIN -11.1% -7.7% 0.8% -3.0% 31.7% 5.7%		-37. -23. 26. -17. 52.
ADMINISTRATIVE \$ PROYESSIONAL \$ TECHNICIAN \$ PROTECTIVE SVCS \$ PARAPROPESSIONL \$ DYPICE/CLERICAL \$ SKILLED CRAFT \$	-2.5% 0.2% -1.1% -1.9% -1.4% 0.3% ERR	HISP HALE -1.4% -1.2% -1.3% 2.9% -0.7% 0.3% ERR	-2.1% -4.0% -0.7% -0.1% -0.4% ERR	-0.5% -0.3% -0.3% -0.3% -0.9% ERR	WHITE PEMALE -32.9% -21.1% 21.2% -14.0% -5.6% 14.1% ERR	BLACK PEHALE -2.0% 3.7% 3.5% -2.7% -5.1% 2.4% ERR	HINORIT HISP FEMALE -0.9% -1.1% -2.1% -0.5% -1.6% -1.0%	ASIAN FEHALE -1.4% -4.2% -0.5% -0.8% -6.5% 3.2% ERR	NATIVE AMER FEHALE -0.3% -0.8% -0.4% 0.3% -1.1% 1.8% ERR	TOTAL PWD -5.9% -5.6% 0.8% -7.4% -0.9% ERR	TOTAL MIN -11.1% -7.7% 0.8% -3.0% 31.7% 5.7% ERR		-37. -23. 26. -17. 52. 20.
ADMINISTRATIVE \$ PROYESSIONAL \$ TECHNICIAN \$ PROTECTIVE SVCS \$ PARAPROPESSIONL \$ DYPICE/CLERICAL \$ SKILLED CRAFT \$	-2.5% 0.2% -1.1% -1.9% -1.4% 0.3% ERR	HISP HALE -1.4% -1.2% -1.3% 2.9% -0.7% 0.3%	-2.1% -4.0% -0.7% -0.1% -0.4% ERR	-0.5% -0.3% -0.3% -0.3% -0.9% ERR	WHITE PEMALE -32.9% -21.1% 21.2% -14.0% -5.6% 14.1% ERR	BLACK PEHALE -2.0% 3.7% 3.5% -2.7% -5.1% 2.4%	HINORIT HISP FEMALE -0.9% -1.1% -2.1% -0.5% -1.6% -1.0%	ASIAN FEHALE -1.4% -4.2% -0.5% -0.8% -6.5% 3.2% ERR	NATIVE AMER FEHALE -0.3% -0.8% -0.4% 0.3% -1.1% 1.8% ERR	TOTAL PWD -5.9% -5.6% 0.8% -7.4% -0.9% ERR	TOTAL MIN -11.1% -7.7% 0.8% -3.0% 31.7% 5.7% ERR		-37. -23. 26. -17. 52. 20.
ADMINISTRATIVE \$ PROYESSIONAL \$ TECHNICIAN \$ PROTECTIVE SVCS \$ PARAPROYESSIONL \$ DYPICE/CLERICAL \$ SKILLED CRAFT \$	-2.5% 0.2% -1.1% -1.9% -1.4% 0.3% ERR ERR	HISP MALE -1.4% -1.2% -1.3% 2.9% -0.7% 0.3% ERR ERR	ASIAN MALE -2.1% -4.0% -0.7% -0.1% 48.4% -0.4% ERR ERR	-0.5% -0.3% -0.3% -0.3% -0.3% -0.9% ERR ERR	-32.9% -21.1% 21.2% -14.0% -5.6% 14.1% ERR ERR	BLACK PEHALE -2.0% 3.7% 3.5% -2.7% -5.1% 2.4% ERR ERR	HINORIT HISP FEMALE -0.9% -1.1% 2.1% -0.5% -1.6% -1.0% ERR	ASIAN FEHALE -1.4% -4.2% -0.5% -6.5% 3.2% ERR ERR	NATIVE AMER FEHALE -0.3% -0.8% -0.4% 0.3% -1.1% 1.8% ERR	TOTAL PWD -5.9% -5.6% 0.8% -7.4% -0.9% ERR	TOTAL HIN -7.7% 0.8% -3.0% 31.7% 5.7% ERR ERR		-37. -23. 26. -17. 52. 20. ER

PILE: AA914DPS

KING COUNTY
DEPT. OF PUBLIC WORKS
TABLE 1: DECEMBER 31, 1991 WORKFORCE PROFILE PILE: AA914DPW

R = NO CALCULATIO				HYFE					PEHAL					TOTAL	.s	<u> </u>	
	- !	-		HINOR	ITY HALE	,	_i .	·············	HINORIT	A LEHYTE	1 1	<u> </u>	!	! !	!	!	!
ZEO JOB CATEGORY	1		BLACK HALE	HISP	ASIAN		PEHALE			MAIRA	NATIVE AMER	TOTAL ALL	•	TAL PEHALE	TATOT L	:	
ADMINISTRATIVE	- 	9	1	 	2	1	1	!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!	 	1		15	5	2		4	
	i	60.0%	6.7%	0.01	13.3%	6.71	6.7%	\$0.0	10.0%	6.7%		100.0%	33.3	13.3%	80.0	26.7%	6.
PROPESSIONAL	ιi	160	13	1	36	:	68	3	1	14		296	68	86	12	50	1
		54.14	4.43	0.31	12.2%	₹0.0	23.0%	1.0%	0.3%	4.78	80.0	100.0%	₹ 23.0%	29.18	4.18	16.9%	6.
rechnician i	H	38	5	!	3	1	13	;	!	1	¦ '	61	10	14	2	9	!
	١Ì	62.3%	8.21	0.01	4.9%	1.6%	21.3 %	10.0%	\$0.0	1.6%	0.0%	100.0%	16.4	23.0%	3.3%	14.8%	1.
PROTECTIVE SVCS	Н	10	 	1	1	•	1	ŀ	1			13	2	1 1	1	; 2	
•	1	76.98	0.01	7.78	7.7%	₹0.0	7.78	\$0.0	10.0	0.0%	0.0%	100.0%	15.4%	1.18	1.18	15.4%	0.
PARAPROPESSAL	Н		'	[¦ .							0.	0	; 0 ;	i enn	; 0	1 50
•	H	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR		ERR	ERR	ERR	ERR 12	ER.
OFFICE/CLERICAL		24	6	3	3		74	1 7	1 1	17	3 1	•	1 10 08	102	1 12 28	8.7%	20.
	1	17.48	4.3%	2.2%	2.2%		53.61	5.18	; 0.78	12.3%		100.0%	29.0%	13.76	12.38 E	1 27	1 20.
SKILLED CRAPT	! !	137	8	5	5	9	11 2 5	i 7	j. 1	1 0 08		172	16.9	1 479	1 2 9	15.7%	1.
_		79.78	4.71	2.9	2.9%	•		0.6%	0.6%	0.0%		100.0%	66	69	: 31	56	1
SVCS HAINT	ij	217	21	11	12	•		5	1 0 28	1 0 03		100.0%	•	20.2		16.4%	2.
•		63.5	6.1	3.2	3.5%	1 3.31	17.3%	1.5%	0.3%	0.0%	1 1,4 3 1	i i	1 17,31		1	 !	•
TOTALS		595	54	21	62	23	222	16	4	33	7	1037	220	282	•	160	6
	. :	57.48	•		6.01			1.5%	0.4%	3.2%	0.7%	100.0%	21.28	27.2%	6.68	15.4%	5.

KING COUNTY
DEPT. OF PUBLIC WORKS
TABLE 2: 1990 -1991 WORKFORCE AVAILABILITY

		! !	НА	LE			РЕНА	LE		11_	1	11:		
1		l	_ HINOR	ITY HALE		-	MINORIT		!			H	}	
•		1 ·	1	1	ATIVE	- 1	1	1	NATIVE	11	1	\Box	k 1	
] 	BLACK	HISP	ASIAN	AHER WHIT	BLAC	K ¦ Hisp	ASIAN	AMER	TOTAL ::	TOTAL :	T(TAL :	
- (EEO JOB CATEGORY	HALE	HALE	HALE	HALE PEHA	JE ¦ PEHAL	e ¦pehale	FEHALE	PEHALE!	PWD !!	HIH !		ZEH ¦	
) 	l	l	l	l	1	1	İ	l!!	11_	!	11		
												•		
	ADMINISTRATIVE &	2.5%	1.4%	2.13	0.5% 32.	.9% 2.0	8 0.98	1.48	0.3%	5.9%;;	11.1%	11 3	37.5%	
	PROPESSIONAL &	2.71	1.2%	4.0%	0.3% 38.	78 2.2	8 1.18	4.2%	1 88.0	5.6%;;	16.5%	11 4	17.08	
	TECHNICIAN &	2.1%	1.3%	2.7%	0.8%; 32.	78 1.4	8 0.88	3.48	1.4%	6.1%	13.9%	11 3	39.78	٠
	PROTECTIVE SVCS &	6.4%	1.6%	2.0%	0.6% 26.	.0% 3.4	8 0.78	1.0%	0.2%	6.3%!!	15.9%	11 3	31.3%	
	PARA-PROPESSAL &	1.4%	0.78	.1.6%	0.3% 55.	6% 5.1	1.68	6.5%	1.18;;	7.48!!	18.3%	# €	59.98 ;	
	OPPICE/CLERICAL 1	1.9%	0.8%	3.7%	0.9% 52.	9% 3.1	8 2.18	5.68	0.4%	6.48	18.5%	# €	4.18	
	SKILLED CRAFT &	2.8%	3.3%	2.2%	0.7% 22.	78 ; 2.3	8 0.78	1.18	0.9%	7.28;;	14.0% ;	11 2	27.7%	
	SERVICE MAINT 1	4.0%	1.7%	3.3%	0.7% 33.	78 17.3	8 2.38	2.2%	0.5%	9.08	32.0%	11 5	6.0%	
								!	iII.			11		
=		======		======	====== =====	=== =====	== =====	======	===== <u></u> :	===== =	======	===	=====	

TABLE 3: WORKFORCE UTILIZATION PROPILE

			- 1							
	MINORITY HALE	MINORITY FEHALE								
	NATIVE		i							
BLACK H	IISP ASIAN AMER WHITE	BLACK HISP ASIAN AMER TOTAL TOTAL TOTAL	-							
EEO JOB CATEGORY HALE H	iale hale hale pehale	FEHALE PEHALE PEHALE PEHALE PHO HIN PEH	- }							
		<u> </u>	_ ¦							
			ŀ							
ADMINISTRATIVE \$ 4.2% -	1.4% 11.2% 6.2% -26.2%	• • • • • • • • • • • • • • • • • • • •	-							
PROPESSIONAL \$ 1.7% -(0.9% 8.2% -0.3% -15.7%	-1.2% -0.8% 0.5% -0.8% -1.5% 6.5% -17.9	!							
TECHNICIAN % 6.1% -	1.3% 2.2% 0.8% -11.4%	-1.4% -0.8% -1.8% -1.4% -2.8% 2.5% -16.79	ł ¦							
PROTECTIVE SVCS \$ 1 -6.48 1 -	1.6% 5.7% 7.1% -18.3%	-3.4% -0.7% -1.0% -0.2% 1.4% -0.5% -23.6%	. !							
PARAPROPESSIONL & PERR 1	ERR ! ERR ! ERR !! ERR !	ERR ERR ERR ERR ERR ERR ERR	- !							
OFFICE/CLERICAL \$ 2.48	1.4% -1.5% -0.9% 0.7%	2.0% -1.4% 6.7% 1.8% 5.9% 10.5% 9.8%	s							
SKILLED CRAFT \$ 1.98 1 -0	0.4% 0.7% 4.5% -19.2%	-1.7% -0.1% -1.1% -0.9% -4.3% 2.9% -23.09	1							
SERVICE MAINT \$ 2.1%	1.5% 0.2% 2.8% -16.4%	-15.8% -2.0% -2.2% 0.7% 0.1% -12.7% -35.8%	1							
			_!							
=======================================	===== ===== ===== ======	====== ===== -=== ===== ===== =====	=							

PILE: AA914DPW

KING COUNTY
DEPT. OF STADIUM ADMINISTRATION
TABLE 1: DECEMBER 31, 1991 WORKFORCE PROFILE

FILE: AA914
ERR = NO CALCULATION OCCURRED

	OCCURRE		HALE			· · · · · · · · · · · · · · · · · · ·		YEHALI		:	l		TOTAL	5	·	
}	-	<u> </u>	MINOR	ITY HALE		-! .		HINORIT	Y PEHALE		l	ļ			<u></u>	
ZEO JOB CATEGORY	HALE HALE	BLACK HALE	HISP HALE	ASIAN		 WHITE PEMALE			ASIAN	NATIVE AMER	TOTAL ALL	TOT	AL PEHALE	TOTAL	•	
ADMINISTRATIVE	3					11 1		1			4	0	1 25.01	0.0%	0.0%	. 0.
ROYESSIONAL !	75.0% 9 69.2%		0.0	1	1	25.0% 3 23.1%	1	!	\$0.0 \$0.0		13	1	3 23.1%	; 2	1	0.0
TECHNICIAN I	2 100.0 %			i		₹0.0	1	0.0%	0.0%	0.0%	2 100.0%	0.0	0.0	0.0%	0.0%	0.
[2 50.0 %	1 25.0%	0.01	0.01	0.0%		0.0%	0.0%	80.0	0.0%	100.03	25.0%	25.0	0.0%	25.0 %	0.
PARAPROPESSAL	0.01	0.0	0.0	0.01	0.0%	100.0%	0.0%	0.0	0.0%	0.0%	100.0	3	100.01	;	0.0% 0	0.
SKILLED CRAFT # 1	16.7 % 11	2	0.0%	3		58.3%	1		!		100.01	} 6	83.3	-	0.0% 6 35.3%	25.
SVCS HAINT	64.7 % 4 40.0 %	3	1	17.6% 2 20.0%	!	0.0%	1	İ		1	100.0% 10 100.0%	35.3%	0	1 10.0%	6	; (
TOTALS	33	6 9.5 %	2	6	0	13	1	0	1 1 68	1 68	63	17	16 25.4 %	•	14 22.2 %	4.

KING COUNTY
DEPT. OF STADIUM ADMINISTRATION
TABLE 2: 1990 -1991 WORKFORCE AVAILABILITY

	.l	XX	LE			Peha	LE			1	! !	1
	1	MINOR	ITY HALE	!!		MINORIT	Y PEHALE			1	1 1	
	1	1	;	HATIVE!	i	1	!	NATIVE!		-	1 1	1
	BLAC	K ¦ HISP	ASTAN	AMER WHITE	BLACK	HISP	ASIAN	AHER :	TOTAL ;	TOTAL		TOTAL
EEO JOB CATEGORY	HALE	HALE	HALE	HALE ! PEHALE	PEHALE	PEHALE	PEMALE	FEMALE	PWD	HIN	1 1	PEH
·	1	_	<u> </u>	!!!	l	l	İ	!!	ll	<u> </u>	1 !	1
ADMINISTRATIVE &	2.5	•		•	•	•	-	•		11.1%		
PROPESSIONAL \$	2.7	1.28	4.0%	0.3% 38.7%	2.2%	1.18	4.2%	0.8%	5.6%	16.5%	! !	47.0%
TECHNICIAN \$	2.1	1.3	2.78	0.8% 32.7%	1.48	88.0	3.48	1.4%	6.1%	13.9%	1-1	39.7%
PROTECTIVE SVCS &	6.4	1.6%	2.0%	0.6% 26.0%	3.48	0.78	1.0%	0.2%	6.3%	15.9%	! !	31.3%
PARA-PROPESSAL &	1.4	1 0.78	1.6%	0.3% 55.6%	5.1%	1.6%	6.5%	1.18		18.3%		
OFFICE/CLERICAL &	1.9	0.81	:		-	2.1%	5.6%	-		18.5%		
SKILLED CRAFT &	2.8	•	· .	• • • •	•	· .	•	1 . 1 1		14.0%		
SERVICE HAINT	4.0	•			Ī	2.3%	•			32.0%		
								!		!		1
:::::::::::::::::::::::::::::::::::::::	=====	==	======	<u></u>	======	======	======	=====	=====	 ======	1	 =======
	•	•	•	•••	•	•	•		•	•	•	
		T	ABLE 3: V	ORKPORCE UTILIZA	TION PROF	ILE						
	!									t		!I
	1	HINOR	ITY HALE			MINORIT	Y PEHALE	11	!			
	! !			NATIVE:	1	!	1	NATIVE	1		1 1	<u> </u>
•	PILO	7 11100	-	AUED LIGHTE	I DIACK	LUICD	-	I AUED II		ו זוגיית חיים ו	1 11	TOTAL I

	. i							i	i
1	1	_ HINOR	ITY HALE	!			1		
•))	!	!	NATIVE:	1	1	1	!NATIVE!! !! !!!	1
	BLACK	HISP	ASIAN	AHER ! WHITE	BLACK	HISP	ASIAN	AMER TOTAL TOTAL TOTAL	L ¦
EEO JOB CATEGORY	HALE	HALE	HALE	HALE HEHALE	PEHALE	FEHALE	PEHALE	FEMALE PWD HIN PEH	i i
1	!	1	1	l1		!	1	<u> </u>	
	1	}	! 1	1 11	1	!			1
ADMINISTRATIVE &	-2.5%	-1.4%	-2.1%	-0.5% -7.9%	-2.0%	-0.9%	-1.4%	-0.3% -5.9% -11.1% -12.5	5 % ¦
PROPESSIONAL &	-2.7%	-1.2%	3.78	-0.31 -15.68	-2.2%	-1.1%	-4.2%	-0.8% 9.8% -8.8% -23.9	38 !
TECHNICIAN 8	-2.1%	-1.3%	-2.7%	-0.81 -32.71	-1.4%	88.0-	-3.4%	-1.4% -6.1% -13.9% -39.7	18 ;
PROTECTIVE SVCS \$	18.6%	23.4%	-2.0%	-0.6% -1.0%	-3.4%	-0.7%	-1.0%	-0.2% -6.3% 9.1% -6.3	38
PARAPROPESSIONL &	-1.4%	-0.7%	-1.6%	-0.3% 44.4%	-5.1%	-1.6%	-6.5%	-1.1% -7.4% -18.3% 2.5	i\$ ¦
OFFICE/CLERICAL &	-1.9%	₹8.0-	-3.78	-0.9% 5.4%	5.2%	-2.1%	2.7%	1 7.9811 -6.4811 6.58 1 11 19.2	1 85
SKILLED CRAPT &	9.0%	2.6%	15.4%	-0.7% -22.7%	-2.3%	-0.7%	-1.1%	-0.9% -7.2% 21.3% -27.7	18 !
SERVICE HAINT &	26.0%	8.3	16.7%	-0.7% -33.7%	-17.3%	-2.3%	-2.2%	-0.5% 1.0% 28.0% -56.0	18 !
	1	1	! !		!	!	!	11 1 1 1 1 1 1 1 1	!
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PILE: AA914DYS

KING COUNTY
DEPT. OF YOUTH SERVICES
TABLE 1: DECEMBER 31, 1991 WORKFORCE PROFILE

FILE: AA914DYS

R = NO CALCULATI	_1			HALE				PEHALE					TOTALS				
	-			_ HINOR	ITY HALE		HINORITY PENALE								Í		
EEO JOB CATEGORY		WHITE	BLACK	HISP	ASIAN	amer	HHITE					TOTAL	TOT	'AL	TOTAL	HINO	
•	!	HALE	HYLE	XALE	KALE	HALE	PEHALE	PEHALE	HEHALE	PEHALE	PEHALE	, yrr	HIN.	PEHALE	PWD	HALE	PEMAI
	¦		! !	<u></u>	! ! !											!	:
ADMINISTRATIVE	1 :	3	:	!	1	;		; 1				; 5 ;	1 /	i li		; 1	1 20
	1	80.0	0.0	10.0	20.0%	₹0.0	₹0.0	20.0%	80.0	0.0%		100.0%	40.0%		0.0%	20.0%	20.
PROPESSIONAL	1 :	- 44	7	1	1	•	43	10	1	i .		108	21	55	i b	; 9	; 1
	1	40.7%	6.5%	0.9%	0.9%	0.0%	39.8%	9.3%	0.9%	80.0	0.9%	100.0%	19.4%	50.9%	5.6%	8.3	; 11.
TECHNICIAN	1		!	! !	! !	!		ł	!	!		} 0 ;	, 0	0			i
	1	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR		ERR	ERR	ERR	ERR	EF
PROTECTIVE SVCS	ı	24	25	2	2	;	15	20	1	3		91	52	38	2	29	1 2
	1	26.4%	27.51	2.21	2.2%	10.0%	16.5%	22.0%	\$0.0	3.3%	1 0.0%	100.0%	57.18	1 41.8%	2.2%	31.98	25.
PARAPROPESSAL	i		1	Ì				1	!	:	1 !	2	; 2	1 1	1	1	1
· · · · · · · · · · · · · · · · · · ·	i	0.01	50.0%	0.01	0.0%	80.0	0.0%	50.0%	\$0.0	\$0.0	0.0%	100.01	100.0%	50.0%	∤ 0.0%	50.0%	50.
OFFICE/CLERICAL	i	4			1		25	5	2	5	1 1		14	38	2	1	1
011100/ 02211011	i	9.31	0.0%	0.0%	2.3%	0.0%	58.1%	11.6%	4.78	11.6%	2.3	100.0%	32.6%	88.4%	1.78	2.38	; 30.
SKILLED CRAPT	i							1	1	! .	1 1	0	; 0	0	1	0	ļ,
	1	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR		ERR	ERR	ERR	ERR	! EF
SVCS HAINT		7	1	į	5	<u>.</u> 	1	1	!	4	•	19	11	1 6	2	6	1
	1	36.81	5.31	10.0	26.3	0.0%	5.3%	5.3%	0.0%	21.1	0.0%	100.0%	57.9%	31.6	10.5%	31.6%	26
TOTALS	_! -	82	34	3	10	0	84	38	3	12		268	102	139	12	47	
. ~	•		12.78	1.11		80.0	31.3%	14.23	1.1%	4.5%	0.7%	100.0%	38.1%	51.98	4.5%	17.5%	20.
	= , ==!		•	_		=======		======	======	:=====	=====	======	====== =	:{======{	======		====

KING COUNTY
DEPT. OF YOUTH SERVICES
TABLE 2: 1990 -1991 WORKFORCE AVAILABILITY

	! !	MALE					PEHALE!!					_1 11	
}	! 	_ MINOR	ITY HALE		!!		MINORIT	Y PEHALE				J 11	
	! !	!	1	HATIVE			i	1	NATIVE	t i	11	1 11	
	BLACK	-	•	•	HHITE		HISP					1 11	TOTA
EEO JOB CATEGORY	HALE	HALE	HALE	HALE	PEHALE	PEHALE	PEHALE	FEHALE	FEHALE	L DMD			PEH
	·	·	I	I	11		1		11	I i	I I	1 11	
ADMINISTRATIVE & ;	2.5%	1.43	2.1%	0.5%	32.9%	2.0%	0.9%	1.4%	0.3%	5.9%	11.1%	1 11	37.
PROPESSIONAL &	2.7%	1.2	4.0%	0.3%	11 38.7%	2.2%	1.1%	4.2%	188.0	5.6%	16.5%	1 11	47.
TECHNICIAN 4	2.1%	1.3%	2.7%	88.0	32.7%	1.48	\$8.0	3.4%	1.4%	6.1%	13.9%	1 11	39.
PROTECTIVE SVCS 1	6.4%	1.6%	2.0%	0.6%	26.0%	3.4%	0.78	1.0%	0.2%	6.38	15.9%	1 11	31.
PARA-PROFESSAL 1	1.4%	0.7%	1.6%	0.3%	55.6%	5.1%	1.6%	6.5%	1.1%	7.48	18.3%	1 11	69.
OPPICE/CLERICAL &	1.9%	0.8%	3.7%	0.9%	52.98	3.1%	2.18		0.4%		18.5%		
SKILLED CRAFT &	2.8%	3.31	2.28	0.7%	22.7%	2.3%	0.78		0.9%		14.0%		
SERVICE HAINT &	4.0%	1.74	3.3%	•		17.3%	•	•	0.5%		32.0%		
i							i		i	i i	i	1 11	
<u></u> i						•	1	1	11	11	1		
	=====		-	•		•		i	ii			i ii	=====
			-	WORKPORG	CE UTILIZA'	•	ILE				1	i ii 1 11.	
		Ti	ABLE 3: 1	WORKPORG	CE UTILIZA	•	ILE	Y PEHALE				1 11.	=====
		TA HINOR	ABLE 3: 1	HORKPORG	CE UTILIZA	TION PROF	ILE HINORIT	Y PEHALE	HATIVE			1 11	
	BLACK	TA HINOR	ABLE 3: 1	HORKPORG	CE UTILIZA	TION PROF	ILE	Y PEHALE	HATIVE			1 11	TOTA
EEO JOB CATEGORY		TA HINOR	ABLE 3: 1 ITY MALE ASIAN	HORKFORG	CE UTILIZA	TION PROF	ILE HINORIT	Y PEMALE	NATIVE		TOTAL	1 11	
	BLACK	HISP	ABLE 3: 1 ITY MALE ASIAN	HORKFORG	CE UTILIZA	TION PROF	ILE HINORIT	Y PEMALE	NATIVE		TOTAL	1 11	
EEO JOB CATEGORY	BLACK HALE	HINOR HISP HALE	ABLE 3: I	NATIVE AMER MALE	CE UTILIZA	TION PROF	HINORIT	Y PEHALE ASIAN FEHALE	HATIVE AMER PEHALE	TOTAL PWD	TOTAL HIN	1	PEH
EEO JOB CATEGORY	BLACK HALE	HISP HALE	ABLE 3: 1 ITY MALE ASIAN HALE	NATIVE AMER MALE	WHITE PEHALE	BLACK FEHALE	HINORIT HISP FEHALE	Y PEMALE ASIAN PEMALE -1.4%	HATIVE AMER PEHALE	TOTAL PWD -5.9%	TOTAL HIN	1 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	-17.
EEO JOB CATEGORY ADMINISTRATIVE \$ PROPESSIONAL \$	BLACK HALE -2.5%	HISP HALE -1.4%	ABLE 3: ITY MALE ASIAN HALE 17.9%	NATIVE AMER MALE -0.5%	WHITE FEMALE -32.9%	BLACK FEHALE 18.0%	HISP FEHALE -0.9%	Y PEMALE ASIAN PEMALE -1.4% -4.2%	NATIVE AMER FEHALE -0.3%	TOTAL PWD -5.9% -0.0%	TOTAL HIN 28.9%	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	-17.
EEO JOB CATEGORY ADMINISTRATIVE \$ PROPESSIONAL \$ FECHNICIAN \$ 1	BLACK HALE -2.5% 3.8% ERR	HISP HALE -1.4% -0.3% ERR	ABLE 3: ITY MALE ASIAN MALE 17.9% -3.1% ERR	NATIVE AMER MALE -0.5%	WHITE PEHALE -32.9% 1.1% ERR	BLACK FEHALE 18.0% 7.1% ERR	HISP FEMALE -0.9% ERR	Y PEMALE ASIAN FEMALE -1.4% -4.2% ERR	NATIVE AMER FEMALE -0.3%	TOTAL PWD -5.9% -0.0% ERR	TOTAL HIN 28.9% 2.9%	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	-17.
PROPESSIONAL A FECHNICIAN A PROTECTIVE SVCS A	BLACK HALE -2.5% 3.8% ERR 21.1%	HISP HALE -1.4% -0.3% ERR 25.9%	ABLE 3: ITY MALE ASIAN HALE 17.9% -3.1% ERR 0.2%	NATIVE AMER MALE -0.5% -0.3% ERR 1.6%	WHITE FEMALE -32.9% 1.1% ERR -9.5%	BLACK FEHALE 18.0% 7.1% ERR 18.6%	HINORIT HISP FEHALE -0.9% ERR -0.7%	Y PEHALE ASIAN FEMALE -1.4% -4.2% ERR 2.3%	NATIVE AMER FEMALE -0.3% 0.1% ERR -0.2%	TOTAL PWD -5.9% -0.0% ERR -4.1%	TOTAL HIN 28.9% 2.9% ERR 41.2%	1	-17.
EEO JOB CATEGORY ADMINISTRATIVE \$ PROPESSIONAL \$ PECHNICIAN \$ PARAPROPESSIONL \$	BLACK HALE -2.5% 3.8% ERR 21.1% 48.6%	HINOR HISP HALE -1.4% -0.3% ERR 25.9% -0.7%	ABLE 3: 1 ITY MALE ASIAN MALE 17.9% -3.1% ERR 0.2% -1.6%	NATIVE AMER HALE -0.5% -0.3% ERR 1.6%	WHITE FEMALE -32.9% 1.1% ERR -9.5% -55.6%	BLACK FEHALE 18.0% 7.1% ERR 18.6% 44.9%	HISP -0.9% -0.2% -0.7% -1.6%	Y PEHALE ASIAN FEHALE -1.4% -4.2% ERR 2.3% -6.5%	HATIVE AMER FEMALE -0.3% 0.1% ERR -0.2%	TOTAL PWD -5.9% -0.0% ERR -4.1% -7.4%	TOTAL HIN 28.9% 2.9% ERR 41.2%	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	-17.1 3.1 ERI 10.1 52.1
EEO JOB CATEGORY ADMINISTRATIVE \$ PROPESSIONAL \$ PROTECTIVE SVCS \$ PARAPROPESSIONL \$ OPPICE/CLERICAL \$	BLACK HALE -2.5% 3.8% ERR 21.1% 48.6%	HINOR HISP HALE -1.4% -0.3% ERR 25.9% -0.7%	ABLE 3: 1 ITY MALE ASIAN MALE 17.9% -3.1% ERR 0.2% -1.6% -1.4%	NATIVE AMER HALE -0.5% -0.3% ERR 1.6% -0.3%	CE UTILIZA* WHITE	BLACK FEHALE 18.0% 7.1% ERR 18.6% 44.9% 8.5%	HISP FEHALE -0.9% -0.2% ERR -0.7% -1.6%	Y FEMALE ASIAN FEHALE -1.4% -4.2% ERR 2.3% -6.5% 6.0%	HATIVE AMER FEHALE -0.3% 0.1% ERR -0.2% -1.1%	TOTAL PWD -5.9% -0.0% ERR -4.1% -7.4%	TOTAL HIN 28.9% ERR 41.2% 81.7% 14.1%	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	-17. 3. ERI 10.! 52.! 24.3
ADMINISTRATIVE & PROPESSIONAL & PECHNICIAN & PARAPROPESSIONL & PAR	BLACK HALE -2.5% 3.8% ERR 21.1% 48.6% -1.9% ERR	HISP HALE -1.4% -0.3% ERR 25.9% -0.7% -0.8% ERR	ABLE 3: 1 ITY MALE ASIAN MALE 17.9% -3.1% ERR 0.2% -1.6% ERR	NATIVE AMER HALE -0.5% -0.3% ERR 1.6% -0.3% ERR	CE UTILIZA* WHITE	BLACK FEHALE 18.0% 7.1% ERR 18.6% 44.9% 8.5% ERR	HISP FEHALE -0.9% -0.2% ERR -0.7% -1.6% ERR	Y PEMALE ASIAN PEMALE -1.4% -4.2% ERR 2.3% -6.5% 6.0%	HATIVE AMER FEHALE -0.3% 0.1% ERR -0.2% -1.1% 1.9% ERR	TOTAL PWD -5.9% -0.0% ERR -4.1% -7.4% ERR	TOTAL HIN 28.9% ERR 41.2% 81.7% 14.1% ERR	1 11 11 11 11 11 11 11 11 11 11 11 11 1	-17.1 3.0 ERI 10.5 52.5 24.3 ERI
EEO JOB CATEGORY ADMINISTRATIVE \$ PROPESSIONAL \$ PROTECTIVE SVCS \$ PARAPROPESSIONL \$ OPPICE/CLERICAL \$	BLACK HALE -2.5% 3.8% ERR 21.1% 48.6% -1.9% ERR	HISP HALE -1.4% -0.3% ERR 25.9% -0.7% -0.8% ERR	ABLE 3: 1 ITY MALE ASIAN MALE 17.9% -3.1% ERR 0.2% -1.6% ERR	NATIVE AMER HALE -0.5% -0.3% ERR 1.6% -0.3% ERR	CE UTILIZA* WHITE	BLACK FEHALE 18.0% 7.1% ERR 18.6% 44.9% 8.5% ERR	HISP FEHALE -0.9% -0.2% ERR -0.7% -1.6% ERR	Y PEMALE ASIAN PEMALE -1.4% -4.2% ERR 2.3% -6.5% 6.0%	HATIVE AMER FEHALE -0.3% 0.1% ERR -0.2% -1.1% 1.9% ERR	TOTAL PWD -5.9% -0.0% ERR -4.1% -7.4% ERR	TOTAL HIN 28.9% ERR 41.2% 81.7% 14.1% ERR	1 11 11 11 11 11 11 11 11 11 11 11 11 1	TOTAL PEH -17.5 3.9 ERR 10.5 52.5 24.3 ERR -24.4

PILE: AA914DYS

KING COUNTY OFFICE OF PINANCIAL HANAGEMENT

PILE: AA9140PH ERR = NO CALCULATION OCCURRED

TABLE	1:	DECEMBER	31,	1991	WORKFORCE	PROFILE	
			1	PHALI	?	11.	

	.1	MALE PEHALE									† 		TOTAL	s		
	1		HINOR	ITY HALE		-!		HINORIT	У РЕНАСЕ			<u> </u>			.	
EEO JOB CATEGORY	•	BLACK	HISP HALE	•		 White Pehale	1		ASIAN		TOTAL :	•	TAL PEHALE	TOTAL PWD	HINO	¦ TAL RITY ¦PEHALE ¦
ADMINISTRATIVE 1	1 50.01	0.01	0.01	0.01	0 01	1 50.0%	0.01	0.0%	0.01	0 0	2	0.0%	1 50.0%	0.03	0,0%	0.01
PROPESSIONAL 1	26	1	0	5	0	11	1 2.13	1 2.1%	1 2.13	1		10	15	2	6	8.5
TECHNICIAN I	0.01	0.01	0.01	0.0	0	1	0.0%	0.0%	0 0.0%	0.0%	1 100.01	0.0%	1 100.0	0.0%	0.0%	0.01
PROTECTIVE SVCS	ERR	ERR	ERR	ERR	ERR	ERR	err	err	ERR	ERR		0 ERR	; 0 ; ; ERR ;	ERR	O ERR	O ERR
	66.78	0.01	0.01	0.01	0.01	1 16.7%	1 16.7%	0.0%	0.01		100.0%	1 16.73	33.31	0.0%	0.0	1 16.7 \
OPPICE/CLERICAL 1	10.9	1.84	0.01	3.6%	:	31 56.41	1.8%	3 5.5 \	10 18.2%	i i	100.01	18 32.7 %	83.6%	3.61	5.5%	15 27.3 1
SKILLED CRAFT SVCS HAINT	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR !	ERR	ERR	ERR
too mini	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR	ERR		ERR	ERR	ERR	ERR	ERR
TOTALS !	37	2	0.01	7 6.3 1		45 40.5%	2.71	4 3.6 %	11 9.9%	2 1.8%	111	29	65 58.6%	3.61	8.11	20 18.0%
	======			======	======	======	======	======	======		======				.======	======

KING COUNTY
OPPICE OF FINANCIAL HANAGEMENT
TABLE 2: 1990 -1991 WORKFORCE AVAILABILITY

!		:	на	LE				PEHA	LE	[1	1 I		ļ
! !				ITY HALE					Y PEHALE					
!		1	-	1	NATIVE		1	1	!	HATIVE			i i	i
! !		BLACK	HISP	ASIAN	AHER	WHITE	BLACK	HISP	KAIRA	AHER -	TOTAL	TOTAL	11	TOTAL
EEO JOB CATEGOR	Y	HALE	HALE	HALE	HALE	PEHALE	PEHALE	PEHALE	PEHALE	PEHALE	L PMD	HIK !!	! - !	PEH
l		ļ	l	! -	l		!	l	<u> </u>		ļ			!
ADMINISTRATIVE	1	2.5%	1.4	2.11	0.5%	32.9%	2.0%	0.9%	1.48	{ 0.3%;	! 5.9%	11.11	!!	37.5
PROPESSIONAL	١	2.78	~	•		•	•	-	•		-	16.5%		-
TECHNICIAN	ì	2.11	•	-		· .			1			13.9%		
PROTECTIVE SVCS			•				-	-	-	- •	-	15.9%		
PARA-PROPESSNL	1								-		3	18.3%		
OFFICE/CLERICAL		1.91	· .	-			-	•	•		-	18.5%	ii	64.1
SKILLED CRAPT	1			-		•	•	-	•			14.0%		-
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KING COUNTY OPPICE OF HUMAN RESOURCE MANAGEMENT TABLE 1: DECEMBER 31, 1991 WORKFORCE PROFILE

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KING COUNTY
OFFICE OF HUMAN RESOURCE MANAGEMENT
TABLE 2: 1990 -1991 WORKFORCE AVAILABILITY

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ADMINISTRATIVE \$ | 97.5% | -1.4% | -2.1% | -0.5% | -32.9% | -2.0% | -0.9% | -1.4% | -0.3% | -5.9% | 88.9% | || -37.5% PROPESSIONAL \$ | 4.48 | 2.48 | -4.08 | -0.38 | -10.18 | 1.4% | 6.0% | -0.6% | -0.8% | -2.0% | 8.5% | | -4.1% TECHNICIAN ERR ERR ERR !! ERR ERR ERR ERR | ERR | ERR | ERR | ERR ERR ! ERR ERR | ERR ERR | ERR PROTECTIVE SVCS \ ERR ERR ! ERR !! ERR !! ERR !!! ERR PARAPROPESSIONL % | -1.4% | -0.7% | -1.6% | -0.3% | 17.1% | 4.0% | -1.6% | -6.5% | -1.1% | 10.8% | -9.2% | | 11.6% OPPICE/CLERICAL \$ | -1.98 | 5.18 | -3.78 | -0.98 | -5.88 | 8.78 | 3.88 | 6.28 | 5.58 | -0.58 | 22.78 | | 18.38 | SKILLED CRAFT \$ | ERR | ERR | ERR ERR !! ERR ! ERR | ERR | ERR | ERR | ERR | ERR | ERR | SERVICE MAINT \$ | -4.0\$ | -1.7\$ | -3.3\$ | -0.7\$ | -3.7\$ | -17.3\$ | -2.3\$ | -2.2\$ | -0.5\$ | -9.0\$ | -32.0\$ | || -56.0\$ |

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SECTION 6:

IDENTIFICATION OF PROBLEM AREAS

Departments, in conjunction with the Office of Human Resource Management, will examine all aspects of personnel related activities to determine whether or not any policy, procedure, program and/or practice results in the underutilization or concentration of minorities, women, and persons with disabilities. Where such employment practices are identified, the respective department and the Office of Human Resource Management (OHRM) will develop, implement and document strategies to analyze and resolve the problem for inclusion in the department's Nondiscrimination Policy and Affirmative Action Plan.

Current Problem Areas:

A. <u>Need for Comprehensive Workforce and Employee</u>
<u>Changes Data</u>

To date, systematic analysis of problem areas and detailed affirmative action progress reports are not possible given inadequate workforce profile data and lack of centralized automated historical data for the following areas:

- Comprehensive and accurate workforce profiles by County organizational hierarchy (branch of government, department, division, section); type of appointment (elected, exempt, career service); duration of appointment (extra help/temporary, regular, exempt) and EEO job category.
- 2. Data identifying persons with disabilities by job classification.
- 3. Employee changes data, which includes but is not limited to new hires, reinstatements, promotions, voluntary demotions, involuntary demotions, transfers, reclassifications, and terminations by organizational hierarchy, type of appointment, EEO job category and protected group.

SECTION 6: IDENTIFICATION OF PROBLEM AREAS

Applicant flow, temporary upgrades, provisional appointments, transfers, training (in-house training, seminars, conferences, tuition reimbursements) and discipline data by the appropriate organizational hierarchy, type of appointment, EEO job category and protected group.

Resolution Progress

OHRM will continue to pursue funding for the above. In the interim, departments will participate in the manual production of reports to comply with internal, County and federal reporting requirements.

B. <u>Need for Centralized Recruitment, Advertising and AA/EEO Training Support</u>

To successfully meet nondiscrimination and affirmative action objectives, effective targeted recruitment and comprehensive County-wide training is critical to develop management understanding, acceptance and support to achieve the Nondiscrimination Policy and Affirmative Action Plan objectives.

Resolution Progress

OHRM established a recruitment program in late 1991 with funding for job/career fairs and weekly job listing with the Seattle Times/Post Intelligence Sunday edition. OHRM will continue to pursue funding for targeted affirmative action advertising.

Two other departments, the Department of Public Works and the Department of Public Safety employ a half time and a full time recruiter respectively.

C. <u>Procedural Clarification Regarding Nondiscrimination</u> <u>Policy and Affirmative action Plan Requirements and Administration</u>

Ordinance No. 9165 split the Policy and the Plan administration to assign affirmative action development and implementation responsibilities to the Office of Human Resource Management while retaining compliance monitoring responsibilities with the Office of Civil Rights and Compliance.

SECTION 6: IDENTIFICATION OF PROBLEM AREAS

Resolution Progress

To clarify the procedural implementation of the Ordinance No. 9165, OHRM developed and disseminated internal procedures via the EEO-AA Review Training for Executive branch managers and supervisors with an accompanying desk manual. In addition, Executive policies on sexual harassment and job accommodation were adopted. Training for twelve departments were completed in 1991 and the training will be available on a quarterly basis for new managers and supervisors. See Section 7 for details.

D. <u>Personnel Procedures</u>:

The achievement of the Policy and the Plan objectives is more likely to occur in a workplace that establishes and promotes the consistent application of positive human resource management policies, procedures, programs and practices.

Resolution Progress

OHRM is continuously developing policies and procedures that provide direction to management in all aspects of humnan resource practices.

SECTION 7:

PROGRAMS TO ADDRESS PROBLEMS AND ACHIEVE GOALS

The Office of Human Resource Management (OHRM) developed the following programs to support the Nondiscrimination Policy and Affirmative Action Plan:

1. Nondiscrimination Program

In conjunction with the Office of the Prosecuting Attorney, OHRM developed a protocol to track and respond to formally filed discrimination complaints. Also, OHRM developed and implemented an Executive Policy on Sexual Harassment, continues to disseminate the program and provide technical assistance to OHRM on job related personnel processes, provides EEO-AA Review training, sexual harassment awareness training, and provides technical assistance to Executive department managers, supervisors and employees.

2. <u>Selective Certification Program</u>

The selective certification program allows for the certification of well-qualified minority, female, and/or disabled candidates when there is underutilization in the workforce. Procedurewise, OHRM documents the underutilization and implements the selective certification consistent with the applicable career service guidelines. (The most common selective certification practice is to refer the top three candidates from each underutilized minority, female and disabled group to the hiring authority for consideration. Underutilized candidates who are referred through the regular certification process are counted towards selective certification.)

Where selective certification is appropriate but there are no selectively certifiable candidates on the list, the Director of OHRM may:

- a. Make available underutilized candidates from employment lists that are similar in function (e.g., certified candidates from a higher job classification in the same series.) Certification and selection of a candidate from an alternate list will not cause removal from the original list.
- b. Conduct supplemental recruitment where reasonable and practical.

Section 7: Programs

processes.

Where the hiring authority chooses to hire a nonselectively certified candidate, the hiring authority must submit a written justification to the OHRM Director or designee. The written justification must be submitted and approved prior to notifying or hiring the selected candidate.

- 3. Recruitment Program
 OHRM conducts outreach and targeted recruitment for affirmative action purposes and for difficult to fill positions. OHRM assists Executive departments develop recruitment strategies, network with community based organizations and training institutions, coordinate recruitment advertising, coordinate and participate in job/career fairs and conduct County job application
- 4. Job Accommodation Program
 OHRM provides technical assistance to Executive departments to identify and implement reasonable job accommodations for qualified disabled applicants and employees.

(Persons with disabilities are defined under federal guidelines as 1) presently having, 2) having a history of, or 3) being regarded as having a physical, sensory, or mental impairment which substantially limits one or more major life activities causing difficulty in obtaining, retaining, or advancing in employment.)

OHRM administers the Executive Policies on Worker's Compensation: Return to Work and the Job Accommodation Policy.

See the Appendix Section for the 1991 Affirmative Action Program Accomplishments and Activities.

SECTION 8:

INTERNAL AUDITING AND REPORTING SYSTEMS

A. Responsibility

Ordinance No. 9165 transferred the Affirmative Action Plan development and implementation to the Office of Human Resource Management and retained the compliance monitoring responsibilities with the Office of Civil Rights and Compliance (OCRC). The OCRC will:

- 1. Monitor and evaluate departmental performance and County progress on a quarterly basis.
- 2. Prepare semi-annual and annual reports on departmental nondiscrimination and affirmative action performance for submission to the Director of the Department of Executive Administration for County Executive reporting to Council regarding program progress.
- 3. Develop annual departmental director
 Nondiscrimination and Affirmative Action Plan
 compliance evaluation for the County Executive for
 departmental accountability purposes.
- 4. Conduct compliance reviews, monitor and recommend actions as needed regarding departmental compliance in the areas that include, but are not limited to, provisional appointments, reasonable job accommodations for persons with disabilities, discrimination complaints, applicant flow, salary differences, job class segregation or concentration and exit interview review.

B. Affirmative Action Data Submission

OHRM is responsible for coordinating the submission of annual and semi-annual basis workforce data, employee changes (new hires, promotions, transfers, demotions, terminations) and documentation of affirmative action efforts to OCRC. The latter includes but is not limited to plans and activities designed to disseminate the program, resolution of potential/actual discrimination, affirmative action recruitment and outreach efforts, provision of training for management and/or employees, provision of reasonable job accommodation...etc. See sample Documentation of AA Efforts on page 112.

SECTION 8: INTERNAL AUDITING AND REPORTING SYSTEMS

C. OCRC Evaluation

OCRC will inform OHRM of compliance monitoring requirements, methods and criteria for evaluation. OHRM will provide data and documentation of nondiscrimination and affirmative action efforts and results for evaluation to OCRC.

For monitoring purposes and progress evaluation, OCRC will identify the <u>degree of underutilization</u> of minorities, women and persons with disabilities in the workforce. The term representation will be used in lieu of utilization for report writing purposes:

- <u>Serious</u> Representation that is at 0% to 60% of availability.
- Significant Representation that is at 61% to 80% of availability.
- Moderate Representation that is at 81% to 9% of availability.

When evaluating Countywide performance as a whole, OCRC will use overall availability as follows:

Minority	Į.		18.1%
Female			47.9%
Persons	With	Disabilities	6.5%

Sample Documentation of AA Efforts

DEPARTMENT OF ABC Division of 123 Date From - Date To

The department's affirmative action efforts during the first quarter of 1990 consisted of the following plans and activities:

1. <u>Information Dissemination</u>:
Held division staff meetings to discuss goals given tight budget.

Administrative services officer will attend Sexual Harassment Training provided by XXX and will brief staff on the topic in April division staff meeting.

2. Recruitment Efforts: DDD participated in BBB High School Career Planning Day as presenter. Currently participating with OHRM in planning for participation in 6 job fairs/community events this summer to provide County/department/division visibility to the women's and ethnic communities.

Conducted targeted recruitment for GGG job classification. Very difficult to recruit Native American and/or Hispanic for the position. Contacted 7 community agencies (see attached list) and mailed to 23 minority/Native American/Hispanic associations, community non-profit groups and employment agencies.

- 3. Problem Areas and Resolution Efforts:
 Held division staff meeting on February x to discuss how the
 engineer series can be bridged with internships with
 guaranteed placement and/or locating current employees such
 as code building enforcement technicians who can be assisted
 into entering the engineering ranks. Will establish ongoing
 committee with division staff, representation from other
 departments that employ engineers, and the Office of Human
 Resource Management to make recommendations by the end of
 summer.
- 4. <u>Job Accommodations</u>
 Reassigned field inspector with injured knee to desk audit unit. Employee adjusting well.

APPENDIX:

1.	GLOSSARY	<u>Page</u> 114
2.	1991 AFFIRMATIVE ACTION PROGRAM ACCOMPLISHMENTS & ACTIVITIES REPORT	118

GLOSSARY

Accessibility -- A disabled individual's ability to approach, enter and use facilities easily, particularly such areas as personnel office, work site, and public areas.

Adverse Impact -- A substantially different rate of selection in hiring, promotion, transfer, training or in other employment decisions which works to the disadvantage of members of a race, ethnic or sex group. If such rate is less than 80% of the selection rate of the race, sex, or ethnic group with the highest rate of selection, this will generally be regarded as evidence of adverse impact. Compare to disparate treatment and underutilization which are not based on the 80% rule.

<u>Affirmative Action</u> -- A temporary corrective program designed to ensure full representation of minorities, women, and persons of disability in the work place.

Affirmative Action Program -- A written, temporary, resultsoriented corrective program, in which an employer details the steps it will take to ensure equal employment opportunity and correct any underutilization of racial minorities, women and persons with disabilities.

Applicant Flow Data -- A statistical compilation of employment applicants showing the specific number of racial minorities, women and men, persons of the protected age group and persons with disabilities who applied for each job title (or category or group of job titles requiring similar qualifications) during a specific period of time.

<u>Artificial Barrier</u> -- Any non-job-related employment consideration which excludes from consideration for employment individuals otherwise capable of doing the work.

<u>Availability</u> -- The percentage of minorities, women or disabled persons who have the skills required for entry into a specific group or who are capable of acquiring them.

<u>Concentration</u> -- Having more minorities, women and persons with disabilities in a particular job or job category/group than would reasonably be expected by their availability.

<u>Discrimination</u> -- Illegal treatment of a person or group (either intentional or unintentional) based on race, color, age, sex, marital status, sexual orientation, religion, ancestry, national origin, or the presence of any sensory, mental or physical disability or veteran status. The term also includes the failure to remedy the effects of past discrimination.

EEO Occupational Categories -- The occupational categories are officials and managers, professionals, technicians, para-professionals, sales workers, administrative support (clerical) workers, craftsman, operatives, laborers, and service workers.

Employment Process -- The employment process includes recruitment, applicant flow, hiring, job placement, compensation, promotion, transfer, termination, shift assignments, geographic and departmental assignments, and all other related activities.

Equal Employment Opportunity -- The opportunity to obtain employment and promotions without discrimination because of race, color, age, sex, marital status, sexual orientation, religion, ancestry, national origin, or the presence of any sensory, mental or physical disability or veteran status.

External Labor Area -- The geographical area from which an employer may reasonably be expected to recruit new workers.

<u>Goal</u> -- A target expressed as both a number and percentage to hire or promote minorities, women and persons with disabilities in a job group for which underutilization exists

<u>Job Categories</u> -- Groupings of classifications in a format which_conforms to Federal filing regulations, as on the EEO 4 reporting form required of all state and local governments by the Department of Labor.

<u>Job Group</u> -- One of a group of jobs, within an EEO category, having similar content (general type of duties), wage rate and opportunity (for training, mobility, potential for advancement), inherent in the job, not the person.

<u>Job Title, Job Classification</u> -- The name of a job, usually applied as the short identifier for a specific regimen of duties performed by an employee for compensation.

<u>Job Relatedness</u> -- According to EEO Legislation, any criteria employed to determine whether a person will be hired, fired, transferred, promoted, given a salary increase, and so forth, must be directly related to the person's ability to perform the job.

Minority Group -- See Race/Ethnic Group.

Noncompliance -- Failure to follow the conditions set out in an equal opportunity or affirmative action clause, and the regulations applicable through those clauses.

<u>Parity</u> -- A condition in which the percentage participation of protected classes in an organization equals availability.

<u>Persons With Disabilities</u> -- Persons with physical, mental or sensory impairments that would normally impede that individual in obtaining and maintaining permanent employment and promotional opportunities. The impairments must be material rather than slight; static and permanent in that they are seldom fully correctable by medical replacement, therapy or surgical means.

<u>Protected Classes</u> -- Legally identified groups which are specifically protected by status against employment discrimination. Protected class status is automatically conferred upon recognized minority group members, females, etc., by virtue of laws and court decisions interpreting laws.

Race/Ethnic Group -- The basic group or division of mankind (as evidenced by common customs, characteristics, language, history, etc.) of which an individual identifies himself/herself as being part. Ethnic categories used should not be considered scientific or anthropological, but are an effort to establish a reasonable uniform reporting base.

American Indian or Alaskan Native -- A person with origins in any of the original peoples of North America and who maintains cultural identification through tribal affiliation or community recognition.

Asian or Pacific Islander -- A person with origins in any of the original peoples of East Asia, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Republic, and Samoa.

<u>Black</u> -- (not of Hispanic origin) a person with origins in any of the Black racial groups of Africa who is also not of Hispanic origin.

<u>Caucasian</u> -- A person with origins in any of the original peoples of Europe, North Africa or the Middle East who is not of Hispanic origin.

<u>Hispanic</u> -- A person of Mexican, Puerto Rican, Cuban, South American, or other Spanish culture or origin, regardless of race.

Recruitment -- Actively seeking qualified and/or qualified persons for employment. A basic affirmative action tool in increasing representation of protected group members in the agency's work force.

Relevant Labor Market Area -- Geographic area used to determine availability.

Requisite Skills -- Those skills that make a person eligible for consideration for employment in a job.

Underrepresentation -- See Underutilization.

<u>Underutilization</u> -- Disparity in the representation of minorities, women, and persons with disabilities as compared to that of the appropriate labor pool.

<u>Utilization Analysis</u> -- An analysis of the current distribution, participation, compensation, and movements of an organization's employees. The analysis is made by job grade, title, and lines of progression for all sex and race groups, across all units of the organization, and for each step of the employment process.

Source: Office of Federal Contract Compliance
Washington State Human Rights Commission

1991 ANNUAL KING COUNTY EXECUTIVE BRANCH AFFIRMATIVE ACTION PROGRAM ACCOMPLISHMENTS & ACTIVITIES

PROMOTING DIVERSITY, EQUITY & PRODUCTIVITY

JIM YEARBY, DIRECTOR

AFFIRMATIVE ACTION UNIT

MARIA BATAYOLA,
AFFIRMATIVE ACTION SUPERVISOR
PAMELA DOWLING,
JOB ACCOMMODATION SERVICES SUPERVISOR
STEVE LEVEY,
CIVIL RIGHTS SPECIALIST
ROSALIND MONTEROS
RECRUITER

1991 ANNUAL AFFIRMATIVE ACTION PROGRAM ACCOMPLISHMENTS AND ACTIVITIES

Introduction:

Ordinance 9165 transferred affirmative action program development and implementation to the Office of Human Resource Management (OHRM) from the Office of Civil Rights and Compliance (OCRC) effective January 1, 1990.

The year 1990 focused on affirmative action, recruitment and job accommodation program development. The year 1991 focused on informing managers and supervisors of program requirements and available services. Highlights for 1991 include:

- o Submission of the revised Affirmative Action Plan for Council approval consistent with Ordinance 9165
- o Continued pursuit of solutions to problems identified in the Affirmative Action Plan
- o Development of Executive Policies on Job Accommodation and Sexual Harassment
- o Revitalization of the EEO Coordinators network
- o Development and delivery of a comprehensive EEO-AA Review Training to 12 Executive Branch department managers and supervisors.
- o Focus on the recruitment and hiring of persons with disability.

The following pages detail accomplishments and activities by program area.

1. AFFIRMATIVE ACTION PROGRAM

- A. Submitted the revised affirmative action plan for council approval with the following proposed changes:
 - Convert from an annual plan to a two-year plan
 - Change from general County goals to department specific goals
 - Develop a process for departments to request special availabilities in the interim period until department goals are adopted based on the 1990 census data
 - Establish goal setting processes with department participation
 - Conduct annual departmental affirmative action planning process to establish a framework for selective certification
 - Establish role expectations for EEO Coordinators
- B. Pursued funding to address program deficiencies:
 - Inadequate automation of workforce profiles and employee changes affirmative action data which currently do not provide accurate work force profiles by current organizational configuration, persons with disability data at the job classification level, employee changes data (new hires, promotions, transfers via competition, demotions and terminations), applicant flow and other personnel actions.
 - (The Annual and Semiannual Affirmative Action Reports were manually developed by the departments and the Affirmative Action Unit.)
 - 2. Inadequate funding for targeted affirmative action recruitment and advertising.
 - 3. Lack of funds to obtain the 1990 census data and attendant programming support to update the work force availability data.

- C. Developed and delivered a comprehensive EEO-AA Review training to managers and supervisors in the following Executive Branch departments:
 - 1. Adult Detention
 - 2. Executive Administration
 - 3. Human Services
 - 4. Judicial Administration
 - 5. Parks, Planning and Resources
 - 6. Public Health
 - 7. Public Safety
 - 8. Public Works
 - 9. Stadium Administration
 - 10. Youth Services
 - 11. Office of Financial Management
 - 12. Office of Human Resource Management

In addition, the training was also provided to the Legislative Branch. The EEO-AA Review training objectives were to:

- * Promote the interrelated values of diversity, equity and productivity in King County
- * Review the relationship between equal employment opportunity and affirmative action
- * Dispel myths regarding affirmative action
- * Inform management of OHRM services regarding affirmative action, discrimination complaint response, sexual harassment and job accommodation.
- D. Established procedures to supplement employment lists with candidates from underutilized groups and difficult to recruit candidates.

- E. Provided the following affirmative action services to the County:
 - Reviewed 1101 requisitions for selective certification purposes in 1991, which is a 7.2% increase over the total of 1,027 requisitions reviewed in 1990.
 - Reviewed 40 waiver requests, which is a 4.7% decrease from the 42 waiver requests reviewed in 1990.
 - Reviewed 16 provisional appointments, which is a 48.3% decrease from the 31 provisional requests reviewed in 1990.
 - Increased by 82.2% the frequency of technical assistance to King County supervisors and managers on affirmative action planning, outreach and pre-employment inquiries to 359 instances of technical assistance in 1991 from 197 instances in 1990.
 - Provided technical assistance to 195 job applicants, which is a 7.7% increase over the total of 181 job applicants assisted in 1990. See recruitment section for additional technical assistance to County job applicants.
 - Categorized 47 new job classifications for EEO purposes and conducted ethnic group verification for 22 applicants whose ethnic identifications required review and clarification.
 - Participated in the King County Affirmative Action Advisory Committee and the King County 504 Advisory Committee.
 - Conducted 2 workshops for Women in Trades Fair on <u>Dealing</u> with Racism and Homophobia.
 - Provided EEO and Affirmative Action information to 254 new King County employees at 12 monthly New Employee Orientation programs conducted by OHRM.

2. EEO-NONDISCRIMINATION PROGRAM

- A. Developed internal protocol with the Prosecuting Attorney's Office to establish client attorney privilege for managers and supervisors who are formally charged with discrimination complaints filed with agencies such as the Office of Federal Contract Compliance, the Department of Labor, the Equal Employment Opportunity Commission, the Washington State Human Rights Commission and the King County Office of Civil Rights and Compliance.
- B. Established a centralized tracking system for formally filed discrimination complaints. In 1990 there were a total of 18 complaints filed as compared to a total of 25 complaints filed in 1991 against the Executive Branch departments.
- C. Provided technical assistance to management in response to 9 of the 25 formally filed complaints in 1991.
- D. Provided 44 instances of technical assistance to managers and supervisors regarding fair employment issues in 1991 as compared to 34 instances of technical assistance in 1990. Technical assistance services included issues identification, review of personnel actions, recommendation development, coaching, implementation and monitoring of corrective action.
- E. Provided technical assistance to 40 King County employees in 1991 the areas of fair employment and governing personnel rules. There is consistent with the number of technical assistance (40) provided in 1990. It is anticipated that more of this type of service will be provided by departmental and division EEO Coordinators as their role, skills and knowledge develop.
- F. Revitalized EEO Coordinators network. Conducted 9 monthly EEO Coordinator meetings/seminars in 1991 including the following 15 hours of knowledge and skills development training:

- Understanding the relationship of EEO and Affirmative Action (2 hour training)
- Sexual harassment and investigation of informal and formal discrimination complaints (2 hour training)
- Understanding job accommodation and the rehabilitation process in returning an employee to work. Training focused on carpel tunnel syndrome, head injury, chronic pain syndrome and post traumatic stress syndrome. (7 hours of training provided by faculty from the University of Washington Rehabilitation Medicine. The training was funded by OHRM.)
- Understanding the dynamics of supervising employees with progressive disabilities i.e. cancer, AIDS and multiple sclerosis. (2 hour training provided by a panel from community based health organizations.)
- Understanding when and how to refer employees to the County's Employee Assistance Program. (2 hour training presented by the EAP Coordinator and a OHRM labor relations specialist.)

The EEO Coordinators established a task force to review hiring/promotion selection processes to make it more applicant friendly.

- G. Developed and implemented Executive Policies on Sexual Harassment and the Job Accommodation.
- H. Developed and delivered EEO-AA Review Training. See the Affirmative Action program section for details.
- I. Developed boilerplate language for union contract negotiations to reflect nondiscrimination on the basis of disability and sexual orientation.

3. JOB ACCOMMODATION PROGRAM

A. Provided job accommodation services to 47 County employees in 1991. The breakdown by department is as follows:

Adult Detention	6
Assessments	1
Executive Administration	2
Human Services	1
Judicial Administration	1
Parks, Planning and Resources	9
Public Health	8
Public Safety	11
Public Works	4
Youth Services	3
Stadium Administration	1

Seventeen of the 47 clients were injured on the job. Twenty-five of the employees were accommodated as follows in 1991:

Accommodated in current position	10
Accommodated in another King County position	6
Employed outside King County	1
Request withdrawn	2
Reviewed and found not to be a job accommodation issue	1
Voluntarily resigned	2
Retired due to disability	1
Case closed due to lack of follow through by employee	1
Referred back to Workers Comp./Not released for work	1

Examples of various ways that employees were assisted through job accommodation included: modified computer work site, restructured job duties, purchase of adaptive equipment to amplify phone system, reassignment from rotating to regular shift, designated parking space for wheelchair user, modified work schedule, and communication evaluation/enhancement for deaf employee.

- B. Participated in 504 committee meetings focusing on employment accessibility for persons with disabilities.
- C. Served on the task force exploring ways to increase the number of supportive employment positions within King County as well as served on the Department of Parks, Planning & Resources Supportive Employment Task Force to develop guidelines for working with severely disabled employees.
- D. Served on Governor's Committee for Disability Issues and Employment.
- E. Provided extensive training to EEO Coordinators and conducted the job accommodation training portion of the EEO-AA Review Training. (See the EEO Nondiscrimination Program and Affirmative Action Program sections respectively.)
- F. Enhanced affirmative action efforts for the recruitment and hiring of persons with disabilities given the limited progress that was attained in 1990:
 - Developed closer referral ties with the Recruiting Specialist.
 - Conducted special testing to supplement employment registers with nine persons with disabilities.

The representation of persons with disabilities in the County work force remained constant -- 242 employees (4.5%) in 1990 to 253 employees (4.5%) in 1991.

- G. Co-sponsored the 1991 Disability Awareness Week celebration in King County with the OCRC.
- H. Implemented the Americans With Disabilities Act Compliance Project

In coordination with the Office of Civil Rights and Compliance's Disability Specialist, provided training and technical assistance to County government to bring them into compliance with the Americans with Disabilities Act of 1990 through the Self-Evaluation and Corrective Action Plan process.

Provided three technical assistance training sessions on the Employment Self-Evaluation Process, and two additional trainings sessions on writing corrective action plans. Reviewed all employment corrective action plans and made recommendations to the OCRC Disability Specialist.

4. RECRUITMENT PROGRAM

A. Provided 12 targeted recruitments for affirmative action and difficult to fill vacancies for the Executive Branch. Examples of positions recruited: engineers, nurses and women in nontraditional jobs.

Recruitment services included developing recruitment strategies, conducting outreach, developing and coordinating advertising and representing/coordinating department participation in relevant job fairs and community events.

- B. Conducted bi-monthly King County Employment Information Workshops for County employees and the general public on the selection and hiring process. Provided individual technical assistance to 220 women, minorities and person with disabilities job applicants during 1991.
- C. Coordinated weekly employment advertising with the combined Sunday edition of the Seattle Times/Post Intelligencer. Requested funding for targeted minority advertising and a King County employment opportunities brochure which was denied given severe County budget constraints.

D. Represented King County and/or coordinated Countywide participation at 24 career fairs, colleges and community events throughout Washington State as follows:

Seattle University - Science & Engineering Jan 24 Feb 14 South Central Community College Career Fair Feb 16 Lunar New Year Festivity (Asian) Feb 20 Tacoma Community College Job Fair University of Puget Sound Career Fair Mar 7 Mar 8,9 Education & Career Fair Sunnyside (Hispanic) Mar 13 Saint Martins College Career Fair Western Wash. Univ. Career Fair for Students of Color April 27 Presented at IMAGE Conference (Hispanics) April 22 April 24 Central Washington University Career Fair Women in Trades Fair May 3,4 May 8 Skagit Valley College Career Fair (Native American) Older Workers Resource Fair (Applicants over 40) May 14 First Native American Job Fair by the Seattle Indian May 16 Services Commission May 29 Employment Opportunities Center Job Fair (Asian) June 6 Central Area Motivation Program (CAMP) Job Fair for the African American Community Hispanic Work Force 2000 Job Fair, Yakima June 13 Aug 2 Pacific Northwest Community Black Festival Aug 3 Pista sa Nayon Festival (Asian) Sept 14/15 Fiestas Patrias Festival (Hispanic) Oct 4 Apprenticeship and Nontraditional Employment for Women (ANEW) University of Washington Engineering Fair Oct 31 Nov 1 Seattle University Career Fair MBA program Nov 14 Washington Organization of Nurse Executives (WONE) Nov 20 University of Washington National Society of Black Engineers (NSBE)