King County

Meeting Agenda

Committee of the Whole

1200 King County
Courthouse
516 Third Avenue
Seattle, WA 98104

Jorge Barón, Chair
Claudia Balducci, Vice Chair;
Rod Dembowski, Reagan Dunn, Steffanie Fain, Rhonda Lewis, Teresa Mosqueda, Sarah Perry, Pete von Reichbauer

Lead Staff: Brandi Paribello (206-263-3129)
Committee Clerk: Blake Wells (206-263-1617)

9:30 AM | **Tuesday, August 25, 2026** | **Hybrid Meeting**

Hybrid Meetings: Attend the King County Council committee meetings in person in Council Chambers (Room 1001), 516 3rd Avenue in Seattle, or through remote access. Details on how to attend and/or to provide comment remotely are listed below.

Pursuant to K.C.C. 1.24.035 A. and F., this meeting is also noticed as a meeting of the Metropolitan King County Council, whose agenda is limited to the committee business. In this meeting only the rules and procedures applicable to committees apply and not those applicable to full council meetings.

HOW TO PROVIDE PUBLIC COMMENT: The Committee of the Whole values community input and looks forward to hearing from you on agenda items.

There are three ways to provide public comment:
1. In person: You may attend the meeting and provide comment in the Council Chambers.
2. By email: You may comment in writing on current agenda items by submitting your email comments to committees@kingcounty.gov. If your email is received before 8:00 a.m. on the day of the meeting, your email comments will be distributed to the committee members and appropriate staff prior to the meeting.
3. Remote attendance at the meeting by phone or computer: You may provide oral comment on current agenda items during the meeting's public comment period by connecting to the meeting via phone or computer using the ZOOM application at https://zoom.us/join, and entering the webinar ID number below.

Sign language and interpreter services can be arranged given sufficient notice (206-848-0355).
TTY Number - TTY 711.
Council Chambers is equipped with a hearing loop, which provides a wireless signal that is picked up by a hearing aid when it is set to 'T' (Telecoil) setting.

You are not required to sign up in advance. Comments are limited to current agenda items.

You have the right to language access services at no cost to you. To request these services, please contact Language Access Coordinator, Tera Chea, at 206 477 9259 or email Tera.chea2@kingcounty.gov by 8:00 a.m. three business days prior to the meeting.

CONNECTING TO THE WEBINAR:
Webinar Meeting ID: 872 3341 5187

If you do not have access to the ZOOM application, you can connect to the meeting by calling 1 253 215 8782 and using the Webinar ID. Connecting in this manner, however, may impact your ability to be unmuted to speak.

HOW TO WATCH/LISTEN TO THE MEETING REMOTELY: There are several ways to watch or listen in to the meeting:
1) Stream online via this link: www.kingcounty.gov/kctv, or input the link web address into your web browser.
2) Watch King County TV Comcast Channel 22 and 322(HD), Astound Broadband Channels 22 and 711(HD).
3) Listen to the meeting by telephone – See "Connecting to the Webinar" above.

To help us manage the meeting, if you do not wish to be called upon for public comment please use the Livestream or King County TV options listed above, if possible, to watch or listen to the meeting.

1. **Call to Order**

2. **Roll Call**

To show a PDF of the written materials for an agenda item, click on the agenda item below.

3. **Approval of Minutes** p. 5

   June 23, 2026 meeting minutes

4. **Public Comment**

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TTY Number - TTY 711.
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Discussion and Possible Action

5. Proposed Motion No. 2026-0185 **p. 8**

A MOTION confirming the executive's appointment of Colin Carter, who resides in council district one, to the King County landmarks commission.

Sponsors: Dembowski

Leah Krekel-Zoppi, Council staff

6. Proposed Ordinance No. 2026-0147 **p. 14**

AN ORDINANCE adopting the King County 2026-2029 Equal Employment Opportunity/Affirmative Action Plan.

Sponsors: Barón

Erica Newman, Council staff

Briefing

7. Briefing No. 2026-B0099 **p. 238**

Briefing on the KCRHA Contract Transition Plan and Corrective Action Plan

Hyeok Kim, Chief Operating Officer, Executive Office
Jelani Jackson, Acting Director, Housing and Community Development Division, Department of Community and Human Services
William Towey, Associate Deputy for Strategy, King County Regional Homelessness Authority
Dr. Kelly Kinnison, Chief Executive Officer, King County Regional Homelessness Authority

Discussion and Possible Action

8. Proposed Motion No. 2026-0207 **p. 239**

A MOTION accepting a King County Regional Homelessness Authority contract transition plan and report providing responses to Motion 16970.

Sponsors: Barón

Oliva Brey, Council staff

Sign language and interpreter services can be arranged given sufficient notice (206-848-0355).
TTY Number - TTY 711.
Council Chambers is equipped with a hearing loop, which provides a wireless signal that is picked up by a hearing aid when it is set to 'T' (Telecoil) setting.

Other Business

Adjournment

Sign language and interpreter services can be arranged given sufficient notice (206-848-0355).
TTY Number - TTY 711.
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King County

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Meeting Minutes

Committee of the Whole

Jorge Barón, Chair
Claudia Balducci, Vice Chair;
Rod Dembowski, Reagan Dunn, Steffanie Fain, Rhonda Lewis,
Teresa Mosqueda, Sarah Perry, Pete von Reichbauer

Lead Staff: Brandi Paribello (206-263-3129)
Committee Clerk: Blake Wells (206-263-1617)

9:30 AM | **Tuesday, June 23, 2026** | **Hybrid Meeting**

DRAFT MINUTES

1. Call to Order

Chair Barón called the meeting to order at 9:30 AM.

2. Roll Call

Present: 8 - Balducci, Barón, Dembowski, Dunn, Fain, Lewis, Perry and von Reichbauer

Excused: 1 - Mosqueda

3. Approval of Minutes

Vice Chair Balducci moved approval of the June 8, 2026 meeting minutes. There being no objections, the minutes were approved.

4. Public Comment

There was no one present to provide public comment.

Briefing

5. Briefing No. 2026-B0081

King County District Court: State of the Court - 2026

This matter was presented.

The Honorable Rebecca C. Robertson, Chief Presiding Judge, King County District Court, briefed the committee via PowerPoint presentation and answered questions from the members.

Discussion and Possible Action

6. Proposed Motion No. 2026-0106

A MOTION confirming the executive's appointment of Ellen Walker, who resides in council district one, to the King County cultural development authority (4Culture), as an executive at-large representative for position 15.

A motion was made by Vice Chair Balducci that this motion be recommended do pass consent. The motion carried by the following vote:

Yes: 8 - Balducci, Barón, Dembowski, Dunn, Fain, Lewis, Perry and von Reichbauer

Excused: 1 - Mosqueda

Gene Paul, Council staff, and Ellen Walker, appointee, briefed the committee.

7. Proposed Motion No. 2026-0123

A MOTION confirming the executive's appointment of Nancy Salguero McKay, who resides in council district seven, to the King County cultural development authority (4Culture), as an executive at-large representative.

A motion was made by Vice Chair Balducci that this motion be recommended do pass consent. The motion carried by the following vote:

Yes: 8 - Balducci, Barón, Dembowski, Dunn, Fain, Lewis, Perry and von Reichbauer

Excused: 1 - Mosqueda

Gene Paul, Council staff, and Nancy Salguero McKay, appointee, briefed the committee.

8. **Proposed Motion No. 2026-0127**

A MOTION confirming the executive's appointment of Teofila Cruz-Uribe, who resides in council district eight, to the King County cultural development authority (4Culture) board, as an executive at-large representative for position 12.

A motion was made by Vice Chair Balducci that this motion be recommended do pass consent. The motion carried by the following vote:

Yes: 8 - Balducci, Barón, Dembowski, Dunn, Fain, Lewis, Perry and von Reichbauer

Excused: 1 - Mosqueda

Gene Paul, Council staff, Brian Carter, Executive Director, 4Culture, and Claire Miccio, Senior Government Relations Manager, 4Culture, briefed the committee.

Briefing

9. **Briefing No. 2026-B0082**

4Culture Annual Report

This matter was presented.

Brian Carter, Executive Director, 4Culture, Claire Miccio, Senior Government Relations Manager, 4Culture, and Calandra Childers, Director of Program Strategy and Impact, 4Culture, briefed the committee via PowerPoint presentation and answered questions from the members.

Other Business

There was no other business to come before the committee.

Adjournment

The meeting was adjourned at 11:21 AM.

Approved this _____ day of _____

Clerk's Signature

Metropolitan King County Council
Staff Report

Committee:	Committee of the Whole		
Agenda Item:	5	**Analyst(s):**	Leah Krekel-Zoppi
Proposed No.:	2026-0185	**Meeting Date:**	August 25, 2026

OVERVIEW

TOPIC: Proposed Motion 2026-0185 would confirm the Executive's appointment of Colin Carter, who resides in Council District 1, to the King County Landmarks Commission for a term to expire on June 1, 2027.

BACKGROUND

Purpose. In 1980, King County established the Landmarks Commission to ensure preservation of the region's historic places, material culture, and traditions for future generations.[1]

Commissioners are responsible for the designation and regulation of landmark properties, representation of suburban cities with interlocal agreements with King County, and advice to the Executive and Council on King County landmarks issues. The Landmarks Commission promotes and protects historically significant sites by providing technical assistance to owners of historic buildings, community organizations, and local public agencies. Additional responsibilities include oversight of cultural facilities, educational programs, special projects, and sustained support programs that provide grants to landmarks organizations and individual specialists. Funding for landmark programs is available from the Cultural Development Fund.

Membership. The nine-member commission is comprised of volunteers with broad expertise in areas such as architecture, art, land use, historic preservation, archaeology, education, and history. No more than four members may reside within any one municipal jurisdiction. Commissioners are appointed to three-year terms.

[1] K.C.C. 20.62.030

APPOINTEE INFORMATION

Colin Carter is an Associate Planner for the City of Kirkland who serves as the city's primary contact for historic preservation, giving him insight into what he describes as, "the opportunities, challenges, and nuance of preservation within King County." He is also a member of the Kirkland Heritage Society.

ANALYSIS

Staff have not identified any issues with the proposed appointment. It appears to be consistent with the requirements of the King County Code.

INVITED

- Colin Carter, Appointee to King County Landmarks Commission
- Sarah Steen, Landmarks Coordinator, King County Historic Preservation Program

ATTACHMENTS

1. Proposed Motion 2026-0185 (and its attachment)
2. Transmittal Letter
3. Board Profile

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

KING COUNTY

Signature Report

Motion

Proposed No. 2026-0185.1 **Sponsors** Dembowski

A MOTION confirming the executive's appointment of Colin Carter, who resides in council district one, to the King County landmarks commission.

BE IT MOVED by the Council of King County:

The county executive's appointment of Colin Carter, who resides in council district one, to the King County landmarks commission, for the remainder of a three-year

term to expire on June 1, 2027, is hereby confirmed.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

_____

Sarah Perry, Chair

ATTEST:

_____

Melani Hay, Clerk of the Council

APPROVED this _____ day of _____, _____.

_____

Girmay Zahilay, County Executive

Attachments: None

King County | Office of the Executive

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

July 7, 2026

The Honorable Sarah Perry
Chair, King County Council
Room 1200
C O U R T H O U S E

Dear Councilmember Perry:

This letter transmits a proposed Motion that would, if approved, confirm the appointment of Colin Carter, who resides in Council District one, to the King County Landmarks Commission, for the remainder of a three-year term expiring June 1, 2027.

Mr. Carter's application, financial disclosure, board profile, and appointment letter are enclosed to serve as supporting and background information to assist the Council in considering confirmation.

Thank you for your consideration of the proposed legislation. If your staff have any questions about this appointment, please contact Rosa Mai, Community Service, Boards & Commissions Specialist, at (206) 369-9279.

Sincerely,

Girmay Zahilay
King County Executive

Enclosures:
cc: King County Councilmembers
ATTN: Stephanie Cirkovich, Chief of Staff, King County Council
Melani Hay, Clerk of the Council
Karan Gill, Deputy Executive, Office of the Executive
Jasmin Weaver, Chief of Staff, Office of the Executive
Hyeok Kim, Chief Operating Officer, Office of the Executive
Sierra Howlett Browne, Director of Government Relations, Office of the Executive
Garrett Holbrook, Council Relations Manager, Office of the Executive
Rosa Mai, Community Service, Boards & Commissions Specialist, Office of the Executive
Sarah Steen, Staff Liaison to the King County Landmarks Commission
Colin Carter

KING COUNTY LANDMARKS COMMISSION

DATE: March 2026
TOTAL NUMBER OF MEMBERS: 9
LENGTH OF TERM: 3 Years

* ***King County seeks to create an inclusive and accessible process for individuals who wish to serve on a King County board or commission. We strive to ensure that King County boards and commissions are representative of the communities we serve.***

BOARD MEMBERS APPOINTED

Pos. No.	Name	KCC District	Background and/or Representing	Date Appointed	Term Expires	Number of Appointed Terms
1	Jeffrey Murdock	4	Professional Architect	2/2023	6/01/2025	1 Full
2	Huy Pham	8	Professional Historic Preservationist	2/2023	6/01/2026	1 Partial/1 Full
3	*Vacant*		Local Heritage Organization		6/01/2027	
4	Francesca Renouard	2	Contractor/Developer/Engineer	2/2023	6/01/2025	1 Full
5	*Vacant*		Attorney		6/01/2025	
6	Richard Anderson	3	Professional Historian	10/2024	6/01/2027	1 Full
7	Laura Murphy	9	Professional Archaeologist	10/2024	6/01/2027	1 Full
8	Cecelia Gunn	5	Local Heritage Organization	10/2024	6/01/2026	1 Partial
9	Dean Kralios	2	Professional Architect	12/2020	6/01/2026	2 Full

REAPPOINTED, NOT YET CONFIRMED

Pos.	Name	KC Dist	Background and/or Representing	Date 1st Appt	Term Expires	Number of Appointed Term #
1	Jeffrey Murdock	4	Professional Architect	2/2023	6/2025	1 Full
4	Francesca Renouard	2	Engineer	2/2023	6/2025	1 Full

RECOMMENDED – SUBJECT TO APPOINTMENT AND COUNCIL CONFIRMATION

Pos. No.	Name	KCC District	Background and/or Representing	Date Appointed	Term Expires	Number of Appointed Terms
6	Colin Carter	1	Local Heritage Association		6/01/2027	

Metropolitan King County Council
Staff Report

Committee:	Committee of the Whole		
Agenda Item:	6	**Analyst(s):**	Erica Newman
Proposed No.:	2026-0147	**Meeting Date:**	August 25, 2026

OVERVIEW

TOPIC: Proposed Ordinance 2026-0147 would adopt the King County 2026-2029 Equal Employment Opportunity and Affirmative Action (EEO/AA) Plan.

LEGISLATION SUMMARY

Under King County Code, with federal contracting requirements and to ensure equal opportunity for all persons, all county departments must establish and maintain an effective equal employment opportunity affirmative action plan (the EEO/AA Plan), as adopted by the Council by ordinance. The EEO/AA Plan shall promote the objectives of public policy set forth in applicable federal and state laws relating to nondiscrimination, equal employment opportunity, affirmative action, and civil rights. Specifically, the EEO/AA Plan shall promote the objectives of the State Law Against Discrimination, chapter 49.60 RCW (applicable parts), and provisions of the Washington Administrative Code. As part of the EEO/AA Plan, the Executive shall submit by June 1 of every fourth year, beginning in 2018, a proposed ordinance for the approval of an EEO/AA Plan pertaining to Executive departments and agencies to be approved, or modified, by the Council by ordinance, or rejected by the Council, by January 1 following the plan's submittal to Council.[1]

The current EEO/AA Plan covered the period of 2022- 2025.[2]

Proposed Ordinance 2026-0147 would adopt the King County 2026- 2029 EEO/AA Plan. The EEO/AA Plan is a four-year plan and is used as an informational resource to provide an overview of the county's key policies, procedures, tools, efforts, and plans relating to equal employment opportunity.

Under King County Code, the EEO/AA Plan shall include details for the key points listed below.[3]

[1] K.C.C. 3.12.180.C
[2] Ordinance 19558

- Information related to county workforce statistics;
- Placement goals for the plan period;
- Implementation plans for departments; and
- A summary of the results of the prior equal employment opportunity affirmative action plan.

According to the 2026- 2029 EEO/AA Plan, it is a tool for managers and policymakers to implement King County's equal employment opportunity commitment by:

- Providing the Executive's written EEO/AA policy statement;
- Identifying opportunities for improvement (referred to as goal areas), including those areas with underrepresentation of women and people of color;
- Identifying and addressing barriers to employment and retention;
- Designating clear responsibilities for implementation of the EEO/AA Plan;
- Presenting specific action-oriented programs to address identified areas for improvement;
- Establishing timetables to implement identified action for improvement in goal areas;
- Establishing regular internal monitoring and reporting requirements to measure program efforts; and
- Establishing clear lines of accountability to ensure continued progress in meeting the goals.

KEY ISSUES FROM THE ANALYSIS

Legal review is still in process.

BACKGROUND & TIMING CONSIDERATIONS

↑ BACK TO TOP

Federal Requirement of an Affirmative Action Program. The Code of Federal Regulations (CFR) requires its nonconstruction contractors who meet specific criteria to develop and

[3] K.C.C. 3.12.180.C.1

implement a written affirmative action program pursuant to certain federal contracting requirements mentioned below. The CFR describes an affirmative action program as:

"a management tool designed to ensure equal employment opportunity. A central premise underlying affirmation action is that absent discrimination, over time a contractor's workforce, generally, will reflect the gender, racial, and ethnic profile of the labor pool from which the contractor recruits and selects."[4]

Ordinance 12024. In 1995, Council adopted the first EEO/AA Plan and continues to adopt policies that developes a workforce that embraces diversity, practices inclusion, and creates belonging. The EEO/AA Plan is considered a tool for managers and policymakers to help maintain King County's commitment as an equal employment opportunity employer.

Ordinance 19558. In December 2022, Council adopted the EEO/AA Plan that covered the period of 2022-2025. The EEO/AA Plan outlined goals and objectives to attract and retain a diverse workforce reflective of the community. EEO/AA Plan participants included Executive branch departments as well as the Department of Assessments, Department of Elections, and the Prosecuting Attorney's Office which are led by separately elected officials.

ANALYSIS

↑ BACK TO TOP

Proposed Ordinance 2026-0147 would adopt the King County 2026-2029 EEO/AA Plan for Executive departments as well as the Department of Assessments, Department of Elections, and the Prosecuting Attorney's Office. The EEO/AA Plan was transmitted to Council on June 1, 2026, meeting the transmittal deadline in K.C.C. Chapter 3.12.

The EEO/AA Plan outlines goals and objectives to attract and retain a diverse workforce reflective of the community. It responds to reporting requirements in the Code of Federal Regulations and King County Code. The requirements in K.C.C. Chapter 3.12 are summarized below.

1. ***Information related to county workforce statistics.***

   Table 1 below notes where the required workforce data can be found in the 2026-2029 EEO/AA Plan.

[4] 41 C.F.R. 60-2.10(a)(1)

Table 1. Plan Requirements Related to County Workforce Statistics

Code Requirement K.C.C. 3.12.180.C.1.	Pages 16-25 and Appendix C starting on page 45
a. *a comparison of labor force availability for women and persons of color to the county's actual labor force for women and persons of color as a summary across all departments. The plan shall also compare labor force availability for women and persons of color to the county's actual labor force for women and persons of color by departments and job group. The plan shall also summarize the percentage of total goal setting areas which meet or exceed the labor force availability rate;*	Pages 16-25 and Appendix C starting on page 45
b. *a summary of the county work force by job group and by race and gender;*	Pages 19-20
c. *a discussion of the methodology by which the labor force availability and county work force data is developed and a listing of the county job classifications that are included in each job group;*	Pages 16-20 and Appendix C
d. *the total number of persons with disabilities in each job group within the county work force and the total number of persons with disabilities by department voluntarily reported by individuals for equal employment opportunity affirmative action purposes. The plan shall include the number of positions for which an accommodation is currently in effect;*	Pages 21-22
e. *the total number and percentage of employees by salary range and by race and gender.*	Pages 18-21 and 24
f. *an analysis by race and gender of the positions filled by promotion during the prior plan period.*	Pages 22-24
g. *a summary by year for the prior plan period on executive branch discrimination complaints by basis of complaint and complaint status. The summary shall also include data by department on the number of complaints filed by complaint type and the number of people filing complaints; and*	Pages 14-16

Code Requirement K.C.C. 3.12.180.C.1.	Pages 16-25 and Appendix C starting on page 45
h. historical data on the county work force by race and gender.	Pages 18-21

2. Placement goals for the plan period.

Under King County Code, for job groups within departments where the actual number of women and persons of color employed is less than projected by labor force availability, a placement goal by race and gender shall be established for the entire plan period. A placement goal shall equal the labor force availability rate. Placement goals are used to measure progress toward achieving equal employment opportunity. Placement goals may not be quotas, which must be met, nor do they create set-asides for specific groups. Placement goals may not be used to supersede merit selection principles. Further, existence of placement goals does not constitute evidence of discrimination. If a placement goal has been established, the plan shall identify the labor force availability rate.

The placement goals begin on page 26 for the 2026- 2029 EEO/AA Plan, which includes department and job categories for persons of color and women. These goals are based on King County workforce availabilities (from the 2020 county population) and where underrepresentation is currently found in the King County workforce (among the King County employee population). Departments will make good faith efforts to address these areas during the four-year term of this EEO/AA Plan.

3. Implementation plans for departments.

Under King County Code, implementation plans for each department shall include the following:

- Identify the activities proposed each year during the plan period to meet the department's placement goals. The plan shall discuss how the proposed activities will help the department achieve its placement goals;

- Identify the activities proposed during the plan period by year to recruit, retain and promote women and persons of color in the work force; and

- Identify the specific activities during the plan period, by year, that each department will undertake to increase its hiring, retention, and promotion of people with disabilities.

According to the 2026- 2029 EEO/ AA Plan, out of a total of 840 potential goal areas, 86% or 726 are fully represented. For the remaining 114 goal areas where there is underrepresentation, the Executive departments have set forth several ongoing strategies to increase representation.

In both creating the new plan and analyzing the results of the prior plan, the county involved its Employee-Based Equal Employment Opportunity/Affirmative Action Advisory Committee and human resources staff from across King County, which helped with the implementation and accountability strategies.

The EEO/AA Plan includes more in-depth details regarding the implementation plans for each department, beginning on pages 26- 38.

4. ***A summary of the results of the prior equal employment opportunity affirmative action plan.***

The 2026- 2029 EEO/AA Action Plan included some highlights of the county's 2022-2025 actions that reiterate and advance the county's commitment to equal employment opportunity, diversity, equity, inclusion, and belonging. Please see below.

- Increased representation of diverse and underrepresented employees to reflect the increasingly diverse community the county serves.
- Expanded job application tools that made the application process more accessible for candidates with disabilities, candidates with children or other family responsibilities, and candidates of lower socio-economic status.
- Broadened recruitment efforts to attract a diverse pool of applicants including participation in career and job fairs, expos, and community events.
- Targeted advertising of job opportunities to professional organizations representing women, BIPOC persons, and other underrepresented groups.
- Expanded internship programs to provide opportunities for community youth from a variety of diverse backgrounds to learn about potential careers, including those in public service.

- Expanded transformational conversations, which fostered opportunities to discuss diversity, equity, inclusion, belonging, and other emerging issues among leadership and staff.

- Expanded the Professional Development Scholarship Fund by increasing the fund amount and extending to non-represented employees, which provides access to funds to support career growth and training.

According to the EEO/AA Action Plan, King County will continue to refine efforts through the EEO/AA Committee, ERSJ strategic planning, department leadership, and Department of Human Resources. This work will be accomplished with the input of the Workforce Equity Manager, Human Resources Managers, and Equity, Inclusion and Belonging Managers.

INVITED

- Megan Pedersen, Acting Director, Department of Human Resources

ATTACHMENTS

1. Proposed Motion/Ordinance 2026-0147 (and its attachments)
2. Transmittal Letter
3. Fiscal Note

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

KING COUNTY

Signature Report

Ordinance

Proposed No. 2026-0147.1 **Sponsors** Barón

AN ORDINANCE adopting the King County 2026-2029 Equal Employment Opportunity/Affirmative Action Plan.

STATEMENT OF FACTS:

1. The Office of Federal Contract Compliance, in accordance with the Code of Federal Regulations, 41 CFR. Sec. 60, requires federal grant recipients to develop and implement an affirmative action plan.

2. RCW 49.60.400 prohibits preferential treatment based on race, sex, color, ethnicity, or national origin, but allows public employers to establish affirmative action plans to maintain eligibility under federal grant requirements.

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

4. To ensure equal opportunity for all persons, in accordance with K.C.C. 3.12.180.C., all county departments must establish and maintain an effective equal employment opportunity affirmative action plan.

5. The King County 2026-2029 Equal Employment Opportunity/Affirmative Action Plan has been drafted to comply with the county's federal grant requirements and to comply with K.C.C. 3.12.180.C.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

SECTION 1. The King County 2026-2029 Equal Employment Opportunity/Affirmative Action Plan, Attachment A to this ordinance, is hereby adopted.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

_____

Sarah Perry, Chair

ATTEST:

_____

Melani Hay, Clerk of the Council

APPROVED this _____ day of _____, _____.

_____

Girmay Zahilay, County Executive

Attachments: A. 2026-2029 Equal Employment Opportunity Affirmative Action Plan

2026-2029

EQUAL EMPLOYMENT OPPORTUNITY/ AFFIRMATIVE ACTION PLAN

June 1, 2026

King County

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II. Equal Employment Opportunity/Affirmative Action Plan Certification Statement

This certifies that the attached Equal Employment Opportunity/Affirmative Action Plan represents King County's commitment to provide equal employment opportunities to all applicants and employees. We attest that King County follows all applicable federal and state laws, including current executive orders governing equal employment opportunities.

III. Executive Summary

This King County 2026-2029 Equal Employment Opportunity/Affirmative Action Plan (EEO/AA Plan) is part of a broader commitment by the King County Executive and executive departments to equal employment opportunity and affirmative action in the workplace. Central to this commitment is the belief that the County workforce best serves King County residents when it reflects the profile of the many communities it serves.

The purpose of this EEO/AA Plan is to demonstrate, using data, King County's commitment to equal employment opportunity in its employment practices, program operations, and service delivery systems. Pursuant to King County Code 3.12.180(C), this EEO/AA Plan is a four-year plan. It is an informational resource to provide an overview of the County's key policies, procedures, tools, efforts, and plans relating to equal employment opportunity. This plan uses federal terminology and categories that may not reflect the most current thinking on gender, identity, and the County's categorization of its workforce.

Once adopted by the King County Council, the EEO/AA Plan presented in this document will be in effect from January 1, 2026, through December 31, 2029. Since King County Council passed the first ordinance (Ord. 12014) establishing an EEO/AA plan in 1995, King County has continued to develop a workforce that embraces diversity, practices inclusion, and creates belonging. The EEO/AA Plan is a tool for managers and policymakers, which helps implement King County's equal employment opportunity commitment by:

- Providing the Executive's written EEO/AA policy statement;
- Identifying opportunities for improvement (referred to as goal areas), including those areas with underrepresentation of women and people of color;
- Identifying and addressing barriers to employment and retention;
- Designating clear responsibilities for implementation of the EEO/AA Plan;
- Presenting specific action-oriented programs to address identified areas for improvement;
- Establishing timetables to implement identified action for improvement in goal areas;
- Establishing regular internal monitoring and reporting requirements to measure program efforts; and
- Establishing clear lines of accountability to ensure continued progress in meeting the goals.

King County remains focused on being an employer where all employees have equal opportunity to thrive and are free from harassment and discrimination. Restorative support continues to be provided to employees who have expressed concerns or have filed harassment or discrimination complaints. They include alternative dispute resolution options and organizational development personnel to facilitate conversations and to help improve the work environment and create mutual trust and respect in the

workplace, as well as additional options for continued learning and development.

King County's workforce continues to diversify and is becoming representative of the communities it serves. Based on census data (2020)[1], King County's Black, Indigenous, People of Color (BIPOC) population increased by 9.7 percent from the previous 2010 census, going from 35.1 percent in 2010, to 44.8 percent in 2020. The White population decreased by 10.6 percent during the same period, going from 64.8 percent in 2010 to 54.2 percent in 2020. The King County workforce followed the same trend with BIPOC population increasing by 15.2 percent from 2010 to 2020, going from 32.4 percent to 47.6 percent. The White population decreased by 17 percent within the same period, going from 64.9 percent to 47.9 percent.

King County executive departments continue to show underrepresentation of employees who identify as female, and overrepresentation of employees who identify as male when compared to the countywide population. Female representation declined 1.4 percent during the 2022-2025 plan period, from 42.3 percent to 40.9 percent, reversing gains from prior years. According to the 2020 census data, females represented 49.7 percent of the county population and were only 40.9 percent of the county workforce. At the same time, males represented 50.3 percent of the county population and represent 59.1 percent of the county workforce.

Pursuant to Motion 15162, the King County Executive convened the Gender Identity and Sexual Orientation Inclusion Task Force. This diverse group of community partners was tasked with developing a recommended county-wide gender identity and sexual orientation inclusion strategy and accompanying report, with recommendations to implement the use of an additional gender designation or designations in all appropriate administrative processes in use by county departments. The task force process included engaging county staff, community leaders, and members of the public as it developed recommendations on how King County can be more accessible and inclusive of all genders and sexual orientations. The task force was comprised of advocates, experts, and community leaders who are deeply engaged in the work of serving the LGBTQ+ communities of King County, as well as representatives from King County government. The Task Force completed its work in May 2024 and submitted its recommendations in a report submitted to Council, which was approved by Motion 16602 in June 2024.

King County continues to provide disability-related accommodations. From 2022 through 2025, 1,412 employees who requested such services were accommodated. In PeopleSoft, King County's system of record, 437 employees self-identify as having a disability. This report acknowledges that individuals may not feel safe disclosing disability status due to stigma and may not want their disability status recorded in their personnel records. Employee disability information is provided by employees on a voluntary basis and is an undercount of employees with disabilities in the workforce.

Despite some ongoing challenges with recruitment within some BIPOC communities, and retention in some job categories, departments made good progress toward diversifying King County's workforce. During the 2022-2025 EEO/AA Plan period:

- One department achieved 100 percent of their placement goals;
- Six departments achieved 75 percent or more of their placement goals, but less than 100 percent;

[1] King County, Washington - Census Bureau Search, https://data.census.gov/cedsci/all?q=King%20County,%20Washington

- Six departments achieved 50 percent or more of their placement goals, but less than 75 percent;
- Two departments achieved less than 50 percent of their placement goals.

Departments demonstrate continued commitment to fulfilling EEO/AA goals and have presented plans for the 2026-2029 plan period included here. Successful strategies from prior years will be emphasized and continue to be built upon and new tactics will be implemented to further diversify the workforce and better reflect the communities King County serves.

IV. Background

A. Purpose

The purpose of the EEO/AA Plan is to reaffirm King County's commitment to equal employment opportunity, diversity, equity, and inclusion in its employment practices, program operations, and service delivery systems. The EEO/AA Plan formalizes standard analyses to understand the demographics of the communities we serve and evaluate whether the King County workforce reflects the demographics of King County. Through this plan, the King County executive branch outlines goals and objectives to attract and retain a diverse workforce that is reflective of the communities we serve.

This EEO/AA Plan also includes reporting on EEO complaints so that county leadership can monitor the frequency and resolution of these complaints. The goal of providing this data is to promote a work environment that is free from all forms of discrimination, harassment, and inappropriate conduct based on an individual's sex, race, color, national origin, ethnicity, religious affiliation, disability, sexual orientation, gender identity or expression, age except by minimum age and retirement provisions, pregnancy, status as a family caregiver, parental status, marital status, military status or status as a veteran who was honorably discharged or who was discharged solely as a result of the person's sexual orientation or gender identity or expression, citizenship or immigration status, genetic information, use of a service animal, domestic violence victimization, or any other basis protected by federal, state, or local law. This EEO/AA Plan aligns with King County's goals to:

- Provide opportunities for career development and advancement for all employees and identify barriers and challenges to diversity and inclusion and remove them or develop solutions.
- Increase the pool of qualified, diverse applicants and candidates, particularly for job categories or areas that are underrepresented or underutilized.
- Increase diversity and inclusion among employees of differing identities and backgrounds to promote a welcoming, inclusive, and productive workforce that responds to the needs of an increasingly diverse King County community.

The King County Executive recognizes that the success of the County's equal employment opportunity and diversity, equity, and inclusion programs depend on county senior leadership support, along with a commitment from department directors, managers, supervisors, and employees to advance these goals.

B. King County Values

King County serves all residents by promoting fairness and opportunity and by

eliminating inequities. The EEO/AA Plan aligns with the Executive's ACTIVATE values: Accountable; Collaborative; Timely; Impactful; Value Employees; Accessible; Trusted; Equitable, and supports the Executive's "Four Bs." The Four Bs for a Better Future are: Breaking the Cycle, Building for Affordability; Be in Community, and Better Government.

C. Plan Terminology and Guidance

In developing the EEO/AA Plan, terms including but not limited to "placement goals," "underrepresentation," and "problem areas" are used as provided by the EEOC and Office of Federal Contract Compliance Program for the purpose of federal funding and regulatory compliance. The use of such terms in the EEO/AA Plan should not be construed as an admission by King County, in whole or in part, of any discrimination by King County in violation of federal, state, or local laws.

Additionally, nothing contained in the EEO/AA Plan, or the supporting documents and data should be construed as an admission by King County, in whole or in part, that it has contravened or disregarded any federal, state, or local laws. The EEO/AA Plan was developed in accordance with and reliance upon the federal EEOC Guidelines on Affirmative Action and the Department of Labor Office of Federal Contract Compliance Programs General Contractors, Affirmative Action Requirements Final Rules.

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

V. Report Requirements

A. Affirmative Action Program Required Elements

EEO/AA Policy Statement and Reaffirmation

King County is an equal opportunity employer and carries out federal, state, and local laws and regulations prohibiting discrimination in employment based on an individual's sex, race, color, national origin, ethnicity, religious affiliation, disability, sexual orientation, gender identity or expression, age except by minimum age and retirement provisions, pregnancy, status as a family caregiver, parental status, marital status, military status or status as a veteran who was honorably discharged or who was discharged solely as a result of the person's sexual orientation or gender identity or expression, citizenship or immigration status, genetic information, use of a service animal, domestic violence victimization, and any other status protected by federal, state, or local laws.

Further, it is the intent of the County to ensure that employment is based on the principle of equal opportunity and that such a principle shall be implemented in all county personnel-related actions including, but not limited to, recruitment, hiring, retention, testing, training, promotion, compensation, transfer, and all other terms and conditions of employment in all job classifications.

King County serves all residents by promoting fairness and opportunity and by

eliminating inequities. The EEO/AA Plan is part of a broader commitment by the King County Executive and executive departments to ensure equal employment opportunity and affirmative action in the workplace. Central to this commitment is the belief that our workforce best serves King County residents if it reflects their diversity.

The EEO/AA Plan, once adopted by the King County Council, will be in effect from January 1, 2026, through December 31, 2029. The goal of the plan is to develop a workforce that embraces diversity, practices inclusion and creates belonging. The EEO/AA Plan is a management tool and as such implements King County's equal employment opportunity commitment by:

- Providing the Executive's written EEO/AA policy statement;
- Identifying areas for improvement (referred to as goal areas), including those with underrepresentation of women and people of color;
- Identifying and addressing barriers to employment and retention;
- Designating clear responsibilities for implementation of the EEO/AA Plan;
- Presenting specific action-oriented programs to address identified areas for improvement;
- Establishing timetables to implement identified action for improvement in goal areas;
- Establishing regular internal monitoring and reporting requirements to measure program efforts; and
- Establishing clear lines of accountability to ensure continued progress in meeting the goals.

Dissemination of EEO Policy Statement

Internal Dissemination

A successful EEO/AA Plan requires effective communication. King County's EEO/AA Plan will be disseminated to department directors, division directors, HR managers, Equity Inclusion and Belonging Managers, Employee based EEO Advisory Committee, and Department of Human Resources staff. Employees will have access to the full text of the EEO/AA Plan upon request and shall be informed of this right. A website link to the EEO/AA Plan will be made available to employees and the public through the main King County website and the Workforce Equity webpage. Additionally, the County will:

- Incorporate EEO/AA policies into personnel policies;
- Provide discussion of EEO/AA policies in applicable department and division trainings;
- Hold meetings with department leadership to inform them of the County's EEO/AA policies;
- Post its equal opportunity policy and employees' rights under employment laws and policies on designated online spaces and on bulletin boards in designated county buildings.
-

External Dissemination

The EEO/AA Plan will be available to external organizations upon request. Copies of the EEO/AA Plan will be provided to appropriate federal agencies upon request for regulatory compliance purposes. The EEO/AA Plan will also be available to individuals and community organizations in electronic form upon request. The Department of Human Resources 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. A website link to the EEO/AA Plan will be made available and accessible to the public through the main King County website. The EEO/AA Plan will also be provided to the executive departments' labor unions in electronic form.

Plan Responsibilities

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

King County Council

- Review and adopt the EEO/AA Plan and allocate resources for plan development and implementation.

King County Executive

- Develop and propose the EEO/AA Plan and report on progress as set forth in King County Code.
- Provide equal employment opportunity and affirmative action leadership, priorities, and policy direction to department management and hold them accountable for plan implementation.
- Recommend to the King County Council the policies, procedures, and resources to effectively comply with federal grant requirements and implement the EEO/AA Plan and advocate for resources to implement the EEO/AA Plan effectively.

Department of Human Resources Staff

- Advise the County Executive on the development of the EEO/AA Plan and provide regular evaluations to the County Executive regarding progress toward the commitments and objectives of the EEO/AA Plan.
- Direct the planning, development, and implementation of equal employment opportunity policies, procedures, practices, and services within King County.
- Provide advice and education to King County management on strategy, policy, and department outcomes related to implementing the EEO/AA Plan commitments.
- Ensure the evaluation and revision of policies, procedures, and practices to comply with the EEO/AA Plan;
- Ensure employees are provided non-discrimination information and training, and that they are informed of their right to have access to the full text of the EEO/AA Plan. When adopted, copies of the full text of the EEO/AA Plan will be available on the Executive's web page, the DHR webpage, and by request from King County's Workforce Equity Manager in the Department of Human Resources.

Workforce Equity Investigators

- Receive allegations of discriminatory, harassing, or retaliatory conduct and promptly conduct or oversee fair and impartial investigations into allegations.
- Ensure timely and appropriate response to allegations of employment discrimination and coordinate with appropriate staff in department and/or divisions, and the Prosecuting Attorney's Office for legal advice and support.

Department HR Managers

Coordinate and ensure implementation of the following:

- Dissemination of equal opportunity and affirmative action objectives, policies, and procedures to management and employees, including the posting of required notices.

- Development and implementation of a department-specific EEO/AA plan.
- Support the department's Employee-Based Equal Employment Opportunity/Affirmative Action Advisory Committee representatives.
- Respond timely and appropriately to allegations of employment discrimination filed with human rights agencies and coordinate with staff from Department of Human Resources and the Prosecuting Attorney's Office for legal advice and support.

Department Directors

- Provide leadership, resources, and information to department management to accomplish EEO/AA Plan objectives and goals and maintain accountability.
- Support the department's Employee-Based Equal Employment Opportunity/Affirmative Action Advisory Committee representatives.

Prosecuting Attorney's Office

- Act as legal counsel for King County and its officials, interpret legal rulings, make recommendations, and provide legal support and advice to the Department of Human Resources and executive departments related to employment discrimination claims.

Employee-Based Equal Employment Opportunity/Affirmative Action Advisory Committee

- Review and make recommendations regarding EEO/AA plans, strategies, systems, policies, and guidelines.
- Meet with department directors and human resources managers to discuss the departments' progress in meeting EEO/AA goals on a quarterly basis.

King County Employees

All county employees are responsible for contributing to a work environment that is welcoming, inclusive, and supportive of equal employment opportunities and affirmative action. Employees must participate in the implementation of this plan and comply with the County's *Nondiscrimination, Anti-harassment, and Inappropriate Conduct Policy*.

Internal Monitoring and Reporting

The Department of Human Resources will monitor and report on the executive departments' EEO/AA implementation progress to measure performance and ensure compliance with the policies and the plan. The internal monitoring and reporting system will:

- Monitor, measure, and evaluate individual department and executive department implementation outcomes on a quarterly basis.
- Review and share report results with department leadership.
- If requested, provide progress reports to the King County Executive and King County Council on department EEO/AA efforts.
- If requested, provide report copies to the King County Civil Rights Commission and the Executive's Employee-Based Equal Employment Opportunity/Affirmative Action Advisory Committee.

B. Federal Contract Compliance

Coverage

Individuals covered by the provisions of this plan are:

- Current employees
- Former employees
- Job applicants

Office of Federal Contract Compliance Program Gender Discrimination Compliance

King County complies with the gender non-discrimination guidelines. Specifically, King County:

- Does not express a gender preference in employment advertising and, if printed, does not appear in gender-segregated columns.
- Expressly states that there will be no discrimination on the basis of gender in its Personnel Guidelines and employment application forms.
- Recruits employees of all genders for all positions, except when gender is a bona fide occupational qualification.
- Does not rely upon a state "protective" law to deny women the right to any job they are qualified to perform.
- Offers employees of all genders equal opportunity for any jobs they are qualified to perform, except when gender is a bona fide occupational qualification.
- Does not make any distinction based upon gender with regard to employment opportunities, wages, hours, or other terms and conditions of employment.
- Does not make any distinction between married and unmarried persons of one gender that is not made between married and unmarried persons of any other gender.
- Does not deny employment to women with young children.
- Does not terminate employees of one gender in a particular job group when they reach a certain age, unless the same rule applies to members of the other gender.
- Provides appropriate physical facilities to all genders.
- Does not penalize, in conditions of employment, persons who require time away from work for childbearing, adoption, or foster-to-adopt placement. Under King County's paid parental leave policy, an eligible employee would qualify for leave to bond with a new child following childbearing, adoption, or a foster-to-adopt placement. The conditions applicable to the leave and to the return to employment are in accordance with King County's leave policy. Further, King County's paid parental leave policy complies with the 1978 Pregnancy Amendment to Title VII of the Civil Rights Act of 1964.
- Does not specify any differences in retirement age based on gender.
- Does not base its wage schedules upon gender.
- Does not discriminatorily restrict one gender to certain job groups. In addition, King County will continue to take affirmative action to encourage women to apply for all positions in King County for which they are qualified.

The principles contained in these guidelines have been incorporated into King County's *Nondiscrimination, Anti-Harassment & Inappropriate Conduct Policy* (Appendix B).

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

King County seeks to have its EEO commitment fully understood by all communities to ensure that all people feel supported while applying for jobs at King County. To achieve such awareness on the part of the community, the following steps have been and will continue to be taken. King County:

- Encourages leaders to serve in local civic organizations and community development activities to gain a better understanding of local community issues.
- Encourages its employees to participate in community programs. It also provides for the use of paid leave for volunteer work at schools and nonprofit institutions.[2]
- Sponsors employment and internship programs for youth, individuals who are economically disadvantaged, and individuals with diverse backgrounds and experience.[3]

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

King County is committed to providing and ensuring equal employment opportunities to all applicants and employees without regard to their religion or national origin. Specifically, King County:

- Communicates its policy with respect to nondiscrimination on the basis of religion or national origin internally.
- Notifies recruitment sources of King County's policy regarding nondiscrimination on the basis of religion or national origin.
- Accommodates the religious observances and practices of employees and prospective employees, except where such accommodation would result in an undue hardship in conducting its business.

C. Discrimination Prohibition Compliance Policy and Reaffirmation

It is the policy of the King County Executive to express the values of diversity, equity, inclusion, and belonging by treating its employees with dignity and respect while serving the public. Compliance with equal employment opportunity and discrimination prohibition extends to all employment terms and conditions and personnel practices. They include, but are not limited to, recruitment, selection and hiring, orientation, compensation and benefits, retention, supervision, assignments, training and development opportunities, promotion, transfer, discipline, termination, lay-off, and recall.

Employees are responsible for promptly reporting to human resources any incidents

[2] K.C.C. 3.12.225

[3] E.g., Ruth Woo Fellowships, K.C.C. 3.12.184; Wastewater Treatment Division Internships, College/Graduate Internships - King County

where discrimination may have occurred. Human resources and management are required to respond to any reports promptly and effectively. King County executive departments further reaffirm their EEO policy and Affirmative Action commitment by:

- Complying with all commitments to equal employment opportunity and prohibiting discrimination, harassment or retaliation on the basis of an individual's sex, race, color, national origin, ethnicity, religious affiliation, disability, sexual orientation, gender identity or expression, age except by minimum age and retirement provisions, pregnancy, status as a family caregiver, parental status, marital status, military status or status as a veteran who was honorably discharged or who was discharged solely as a result of the person's sexual orientation or gender identity or expression, citizenship or immigration status, genetic information, use of a service animal, domestic violence victimization, and any other status protected by federal, state or local law, in all employment and personnel practices as required under federal, state and local laws, and policies or bargaining agreements.
- Ensuring all employees with questions or concerns about discrimination or harassment can bring such questions or concerns to the attention of their immediate supervisor, a human resources manager, the County Workforce Equity Manager in the Department of Human Resources, or other appropriate parties without fear of retaliation.
- Informing employees of their right to file a discrimination complaint with agencies such as the King County Civil Rights Program, the Ombuds, the Washington State Human Rights Commission, the United States Equal Employment Opportunity Commission, or the Veterans Administration.
- Providing reasonable accommodation for applicants and employees with disabilities or religious needs.
- Holding all employees accountable for complying with this policy. Substantiated complaints in violation of this policy will result in prompt, corrective action, up to and including termination of any employee violating this policy.

It is against federal[4] and state law[5], and King County policy to discriminate, harass, or retaliate in employment based on an employee's sex, race, color, national origin, ethnicity, religious affiliation, disability, sexual orientation, gender identity or expression, age except by minimum age and retirement provisions, pregnancy, status as a family caregiver, parental status, marital status, military status or status as a veteran who was honorably discharged or who was discharged solely as a result of the person's sexual orientation or gender identity or expression, citizenship or immigration status, genetic information, use of a service animal, domestic violence victimization, and any other status protected by federal, state, or local law. To ensure compliance with these laws, the Executive's *Nondiscrimination, Anti-Harassment & Inappropriate Conduct Policy* provides employees and management with guidance and resources on how to address questions and concerns related to equal employment, discrimination, harassment, or retaliation.

[4] 42 U.S.C. §2000e et seq.;
42 U.S.C. § 12101;
29 U.S.C. §§ 621-634;
Pub. L. 95-555;
Pub. L. 110-233

[5] Chapter 49.60 RCW

In addition, King County executive departments and the Department of Human Resources (DHR) take initiatives to ensure a positive employment environment. This includes EEO management and employee training on nondiscrimination and anti-harassment, and equity, inclusion and belonging. Moreover, DHR maintains a pool of consultants selected to provide investigation and equity assistance services.

Summary and Complaints Tables—2022, 2023, 2024, 2025

The following is a series of charts that reflect a summary of the complaint reports filed in executive departments under the *Nondiscrimination, Anti-Harassment & Inappropriate Conduct Policy* for years 2022, 2023, 2024 and 2025. Data in Chart 1 shows that there were fewer complaints in 2023-2024 than there were in 2024-2025. Charts 2, 3, and 4 show the complaint categories for each department for each year. The three most common categories of complaints across all departments in 2022, 2023, 2024, and 2025 are "multiple statuses," "race/color," and "sex"

K.C.C.3.12.180.C.1.g: *A summary by year for the prior plan period on executive branch discrimination complaints by basis of complaint and complaint status. The summary shall also include data by department on the number of complaints filed by complaint type and the number of people filing complaints.*

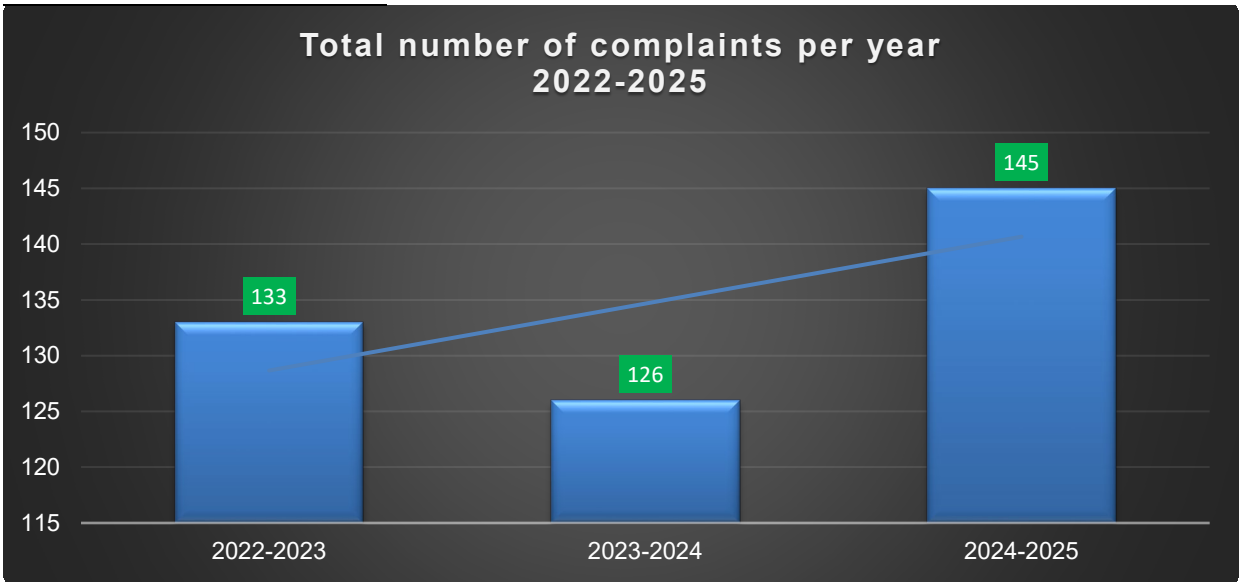


Chart 1: Total Complaints 2022-2025

Chart 1 represents complaint trends for year 2022, 2023, 2024, and 2025 (November – October). This data does not include complaints filed with the following agencies: Prosecuting Attorney's Office, District Court, Superior Court, or King County Council.

2022-2023 Complaints by Department and Type

	Executive Departments															
	DAJD	DCHS	DES	DHR	DJA	DLS	DNRP	DPD	DPH	DOA	MTD	KCE	KCSO	KCIT	EXEC	Overall
Age											2					2
Disability/Use of Service Animal	2		1				1	3	1		6					14
Gender Identity or Expression								1			1		1			3
Multiple Statuses Cited	6	1	1						4		3		2	1	1	19
N/A-Complaint of Retaliation	2	2									6		1			11
National Origin	1							1			1					3
Pregnancy									1							1
Race/Color	6	3				1	9		2	1	25			2	2	51
Religion/Creed							1				1		2			4
Sex	1	1				1			1		17					21
Sexual Orientation											3					3
Veteran/Military Status			1													1
Total	18	7	3			2	11	5	9	1	65		6	3	3	133

Chart 2: 2022-2023 Complaints by Department and Type

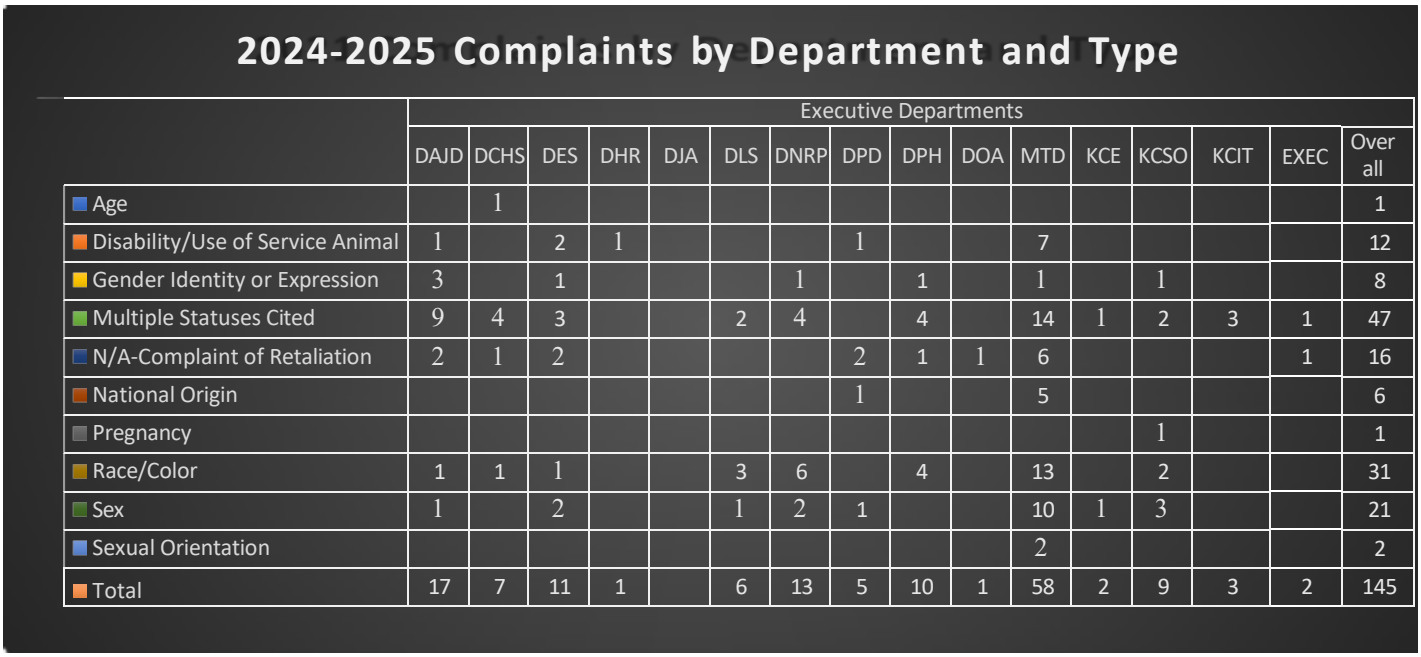
Chart 2 shows data from November1, 2022-October 31, 2023. It does not include complaints filed with the following agencies: Prosecuting Attorney's Office, District Court, Superior Court, or King County Council. There were also no complaints filed during this period within the Department of Human Resources (DHR), Department of Judicial Administration (DJA), or King County Elections (KCE).

2023-2024 Complaints by Department and Type

	Executive Departments															
	DAJD	DCHS	DES	DHR	DJA	DLS	DNRP	DPD	DPH	DOA	MTD	KCE	KCIT	KCSO	EXEC	Overall
Age	1													1		2
Disability/Use of Service Animal	4							1	1		7			2		15
Gender Identity or Expression						1	1				1					3
Multiple Statuses Cited	5	4				4	1	1			11			1		27
N/A-Complaint of Retaliation	4		2						2		1				1	10
National Origin	2						1	1			2					6
Pregnancy											2					2
Race/Color	3	4	1	2	1	1	6		2		25			1		46
Sex			2				4		1					5		12
Sexual Orientation											3					3
Total	19	8	5	2	1	6	13	3	6		52			10	1	126

Chart 3: 2023-2024 Complaints by Department and Type

Chart 3 shows data from November 1, 2023-October 31, 2024. It does not include complaints filed with the following agencies: Prosecuting Attorney's Office, District Court, Superior Court, or King County Council. There were also no complaints filed during this period within the Department of Assessments (DOA), King County Elections (KCE), or King County Information Technology (KCIT).



2024-2025 Complaints by Department and Type

	Executive Departments															
	DAJD	DCHS	DES	DHR	DJA	DLS	DNRP	DPD	DPH	DOA	MTD	KCE	KCSO	KCIT	EXEC	Over all
Age		1														1
Disability/Use of Service Animal	1		2	1				1			7					12
Gender Identity or Expression	3		1				1		1		1		1			8
Multiple Statuses Cited	9	4	3			2	4		4		14	1	2	3	1	47
N/A-Complaint of Retaliation	2	1	2					2	1	1	6				1	16
National Origin								1			5					6
Pregnancy													1			1
Race/Color	1	1	1			3	6		4		13		2			31
Sex	1		2			1	2	1			10	1	3			21
Sexual Orientation											2					2
Total	17	7	11	1		6	13	5	10	1	58	2	9	3	2	145

Chart 4: 2024-2025 Complaints by Department and Type

Chart 4 shows data from November 1, 2024-October 31, 2025. It does not include complaints filed with the following agencies: Prosecuting Attorney's Office, District Court, Superior Court, or King County Council. There were also no complaints filed during this period within the Department of Judicial Administration (DJA).

D. County Workforce Statistics

Workforce Availability Methodology

Workforce availabilities are used as benchmarks to determine if there is underrepresentation of people of color and women within the workforce of each department. Workforce availabilities are good faith estimates of the percentage of qualified persons of color and women available for employment by EEO job category from the total number of all qualified persons available for employment by EEO job category. The difference between the percentage available in the King County population and who is employed in King County by race/ethnicity and by gender establishes a placement goal. The Office of Federal Contract Compliance provides guidance in establishing race and availability based upon external and internal factors in updating workforce availability. The executive departments used the following information to update each department's workforce availability.

K.C.C. 3.12.180.C.1.c.: *A discussion of the methodology by which the labor force availability and county work force data is developed and a listing of the county job classifications that are included in each job group.*

External Factor

The combined workforce data by race/ethnicity and gender of qualified persons with the requisite skills in the immediate area and the recruitment area using the 2020 Census numbers are used to establish the external factor. The County uses recruitment practices to assign weights to combine both components. Requisite Skills in the Immediate and Recruitment Area is the availability of people of color and women in the workforce having the requisite skills that the executive departments could reasonably recruit. Data for this factor reflects the reasonable recruitment area from which each

department could reasonably seek workers for all levels of job duties and for each job category.

Internal Factor

The percentage of people of color and women who are presently in the King County workforce. The data is obtained by profiling the workforce by EEO job category and by vacancy reporting by prior workforce availability. Hiring and promotional practices are also identified to establish where employees are promotable and transferable within a particular department.

EEO Job Categories and Corresponding King County Job Classifications

The EEO/AA Plan utilizes job categories as defined by the EEOC to organize county jobs. EEO job categories, also known as job groups, are a means to separate various occupations into groups based upon job title, skill and knowledge, requirements, and level of responsibility involved. The category titles used with this plan are designated by the EEOC: Officials and Administrators, Professionals, Technicians, Protective Service Workers, Paraprofessionals, Administrative Support, Skilled Craft Workers, and Service/Maintenance. Descriptions of each category are provided below.

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

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

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

Paraprofessionals
Occupations that require specialized and theoretical knowledge that is usually acquired through college training or through work experience and other training, which provides

comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, system analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

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

Administrative Support (Including Clerical)
Occupations in which workers are responsible for internal and external communication, recording and retrieval of data or information, and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

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

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

Workforce Availability Analysis

This section presents workforce availability data comparison by both race/ethnicity and gender based on the countywide population as reported in 2020 census data. King County's internal workforce data from 2012 is used because it is the earliest data available; quarter four of 2025 is the most recent workforce data available.

Comparison by Race/Ethnicity Group

According to the 2010 Census numbers (Table 1), which is being used for earliest data available purposes, the King County population was 35.1 percent BIPOC and 64.8 percent White. In the fourth quarter of 2012, the King County workforce was 32.4 percent BIPOC and 64.9 percent White. 2.7 percent did not identify.

Table 1: Comparison of County Population to Workforce Demographics in 2012

Countywide Population		**King County Workforce**		**Difference**	**KC Workforce**
Race Category	***2010***	***Race Category***	***Q1—2012***	***Individual Groups***	***BIPOC to White***
Asian and Asian Pacific Islander (API)	15.2%	Asian and API	11.8%	-3.3%	32.4%
Black/African American	6%	Black/African American	12.8%	+6.9%	
Hispanic or Latino	8.9%	Hispanic or Latino	4.5%	-4.4%	
Native American	0.9%	Native American	1.3%	+0.3%	
Two or More Races	4.1%	Two or More Races	2%	-2.3%	
White	64.8%	White	64.9%	+0.8%	64.9%

According to the most recent Census (2020) numbers (Table 2), the King County population was 44.8 percent BIPOC and 54.2 percent White. In quarter four of 2021, the King County workforce was 43.4 percent BIPOC and 52.7 percent White. Four percent did not identify.

Table 2: Comparison of County Population to Workforce Demographics in 2021

Countywide Population		**King County Workforce**	**Difference**		**KC Workforce**
Race Category	***2020***	***Race Category***	***Q4—2021***	***Individual Groups***	***BIPOC to White***
Asian and API	19.8%	Asian and API	14.4%	-5.4%	43.4%
Black/African American	6.5%	Black/African American	16.1%	+9.6%	
Hispanic or Latino	10.7%	Hispanic or Latino	6.9%	-3.8%	
Native American	1%	Native American	1.2%	+0.2	
Two or More Races	6.8%	Two or More Races	4.8%	-2%	
White	54.2%	White	52.7%	-1.5%	52.7%

Based on the most recent Census (2020) numbers (Table 2), the King County population was 44.8 percent BIPOC and 54.2 percent White, and the King County workforce in quarter four of 2021 was 43.4 percent BIPOC and 52.7 percent White. In quarter four of 2025, the King County workforce was 47.6 percent BIPOC and 47.9 percent White. 4.5 percent did not identify (Table 3).

Table 3: Comparison of County Population to Workforce Demographics in 2025

Countywide Population		**King County Workforce**	**Difference**		**KC Workforce**
Race Category	***2020***	***Race Category***	***Q4—2025***	***Individual Groups***	***BIPOC to White***
Asian and API	19.8%	Asian and API	16%	-3.8%	47.6%
Black/African American	6.5%	Black/African American	17.9%	+11.1%	
Hispanic or Latino	10.7%	Hispanic or Latino	7.4%	-3.3%	
Native American	1%	Native American	1%	-	
Two or More Races	6.8%	Two or More Races	5.3%	-1.5%	
White	54.2%	White	47.5%	-6.7%	47.9%

A comparison of data from our earliest available numbers (2012), which were based on the 2010 Census, to our most recent numbers (2025), which are based on the 2020 Census, shows

that King County's White population decreased from 64.8 percent in 2010 to 54.2 percent (10.6 percent decrease). Representation within King County's workforce followed the same trend showing a decrease from 64.9 percent (2012) to 47.5 percent (2025), a 17.4 percent decrease. BIPOC representation increased during the same period. County BIPOC population went from 35.1 percent in 2012 to 44.8 percent, a 9.7 percent increase. King County workforce followed the same trends, going from 32.4 percent in 2012 to 47.9 percent in 2025, a 15.5 percent increase.

Comparison by Gender

Based on the 2010 Census, those who identified as female in King County were 50.2 percent of the population while they only represented 40.6 percent of the King County workforce (Table 4). At the same time, the same data shows over-representation for those who identified as male. Although they made up 49.8 percent of the county population, they represented 59.4 percent of the county's workforce.

Table 4: Comparison of County Population to Workforce Demographics by Gender in 2012

Countywide Population		**King County Workforce**		**Difference**
Gender Category	***2010***	***Gender Category***	***Q1—2012***	***Individual Groups***
Female	50.2%	Female	40.6%	-9.6%
Male	49.8%	Male	59.4%	+9.6%

According to the 2020 Census, those who identified as female in King County were 49.7 percent of the population and represented 42.3 percent of the King County workforce (Table 5). The same data shows over-representation for those who identified as male who made up 50.3 percent of the county population and represented 57.7 percent of the county workforce.

Table 5: Comparison of County Population to Workforce Demographics by Gender in 2021

Countywide Population		**King County Workforce**		**Difference**
Gender Category	***2020***	***Gender Category***	***Q4—2021***	***Individual Groups***
Female	49.7%	Female	42.3%	-7.4%
Male	50.3%	Male	57.7%	+7.4%

As of 2025, countywide demographics numbers by gender remain the same, because the 2020 Census is still in use. What has changed are county workforce numbers (Table 6). Data shows underrepresentation for those who identify as female and overrepresentation for those who identify as male. While those who identify as female were 49.7 percent of the population, they represented 40.9 percent of the county workforce. At the same time those who identify as male were 50.3 percent of the county population and represented 59.1 percent of the county workforce.

Table 6: Comparison of County Population to Workforce Demographics by Gender in 2025

Countywide Population		**King County Workforce**		**Difference**
Gender Category	***2020***	***Gender Category***	***Q4—2025***	***Individual Groups***
Female	49.7%	Female	40.9%	-8.8%
Male	50.3%	Male	59.1%	+8.8%

A concerning trend remained and worsened. The overall gender representation across executive departments continues to show female underrepresentation and male overrepresentation in the county workforce when compared to the countywide population. Female representation declined 1.4 percent during the 2022-2025 plan period, from 42.3 percent to 40.9 percent, reversing gains from prior years. According to the 2020 census data, females represented 49.7 percent of the county population and were only 40.9 percent of the county workforce. At the same time, males represented 50.3 percent of the

county population and represent 59.1 percent of the county workforce.

Labor Force Availability Comparisons by Department

Appendix C consists of a report that provides the following required data: *A comparison of labor force availability for women and persons of color to the County's actual labor force for women and persons of color as a summary across all departments. The plan shall also compare labor force availability for women and persons of color to the County's actual labor force for women and persons of color by departments and job group. The plan shall also summarize the percentage of total goal setting areas which meet or exceed the labor force availability rate*.

Persons with Self-reported Disability and Requests for Accommodations

Table 7 shows the total number (2022-2025) of persons with disabilities in each job group within the county workforce as voluntarily reported by individuals for equal employment opportunity affirmative action purposes.

***3.12.180.C.1.d**: The total number of persons with disabilities in each job group within the county work force and the total number of persons with disabilities by department voluntarily reported by individuals for equal employment opportunity affirmative action purposes. The plan shall include the number of positions for which an accommodation is currently in effect.*

Table 7: Employees with self-reported disabilities by Department and Job Group

Job Group	DAJD	DCHS	DES	DHR	DJA	DLS	DNRP	DOA	DPD	DPH	EXEC	KCE	KCIT	KCSO	MTD	PAO
Administrative Support	4	2	4	4	12	10	4	1	5	24	1	7	1	3	12	12
Officials & Administrators	1	1											1			1
Professionals	3	24	18	6		10	23	1	6	39	5		10	1	18	8
Protective Service	18		2				1							12		
Service Maintenance			5			2	29								49	
Skilled Craft			3				4								15	
Technicians	1						2			9			3			
Grand Total	27	27	32	10	12	22	63	2	11	72	6	7	15	16	94	21

DHR Disability Services' Cases—2022-2025

Table 8 represents King County Disability Services' employee cases within the Department of Human Resources (DHR) from 2022 to 2025. The DHR Disability Services Section (DSS) is an interdisciplinary team dedicated to providing services to King County employees who have an illness or injury that impacts them at work. The DSS manages the return-to-work programs, such as Transitional Duty Assignment and the Reassignment Program, as well as the Supported Employment Program. This table reflects DSS interactions with employees utilizing those programs by requesting accommodation for their positions. This table does not reflect the work that is completed by the Department of Metro Transit Disability Services team, who provide support to Metro employees requesting accommodation for temporary or permanent disabilities. This table does include employees within Metro that have utilized the Transitional Duty Assignment and Reassignment Programs during this period.

Neither table represents a full account of all employees that identify as having a disability within King County between 2022 to 2025. Representation of employees that identify as having a disability remains a challenge as there are employees who do not feel comfortable sharing this information unless they need accommodation. Fears around disclosure, confidentiality, retaliation, and stigma around disability remain a barrier to accurately tracking disability representation. King County has been working to expand the scope of the Equity and Social Justice Strategic work to include disability equity and justice, which will hopefully help increase employees' willingness to self-report.

Table 8: Number of Accommodation Requests and Individuals Served by Department

Department	2022	2023	2024	2025	Total
Assessments	40	23	17	26	106
County Council				1	1
County Executive					0
DAJD	19	25	29	16	89
DCHS	20	18	24	49	111
DES	41	35	46	106	228
DHR	4	7	9	9	29
District Court			1	1	2
DLS	17	11	9	19	56
MTD	2		2	2	6
DNRP	44	33	64	75	216
DPD	31	27	35	24	117
Elections	3	1	2	3	9
Judicial Admin	12	15	13	6	46
KCIT	6	3	2	22	33
KCSO	10	8	17	28	63
PAO	12	8	7	11	38
Public Health	72	44	59	79	254
Superior Court	1				1
Unknown	3	4			7
Grand Total	337	262	336	477	1412

Analysis of Positions Filled by Promotion by Race and Gender

This section presents the data analysis of King County's workforce in both the highest earning—top 20 percent of the salary range, or salary range 65 and higher—and promotion brackets by race/ethnicity for years 2022-2025. Data analysis shows that great progress has been made across the county workforce in hiring and/or promoting both in the highest earning brackets, as well as in supervisory positions. Increasing diversity in supervisory positions is integral to the County's goal of reflecting the communities it serves.

***K.C.C.3.12.180. C.1.f.**: An analysis by race and gender of the positions filled by promotion during the prior plan period. For the purposes of this subsection, "promotions" means those instances in which an individual advances in salary level because the individual changed to a position with a higher pay range assignment either through a competitive process or through a reclassification.*

Chat 5 shows combined promotions by gender (Female or Male) for each year from 2022-2025.

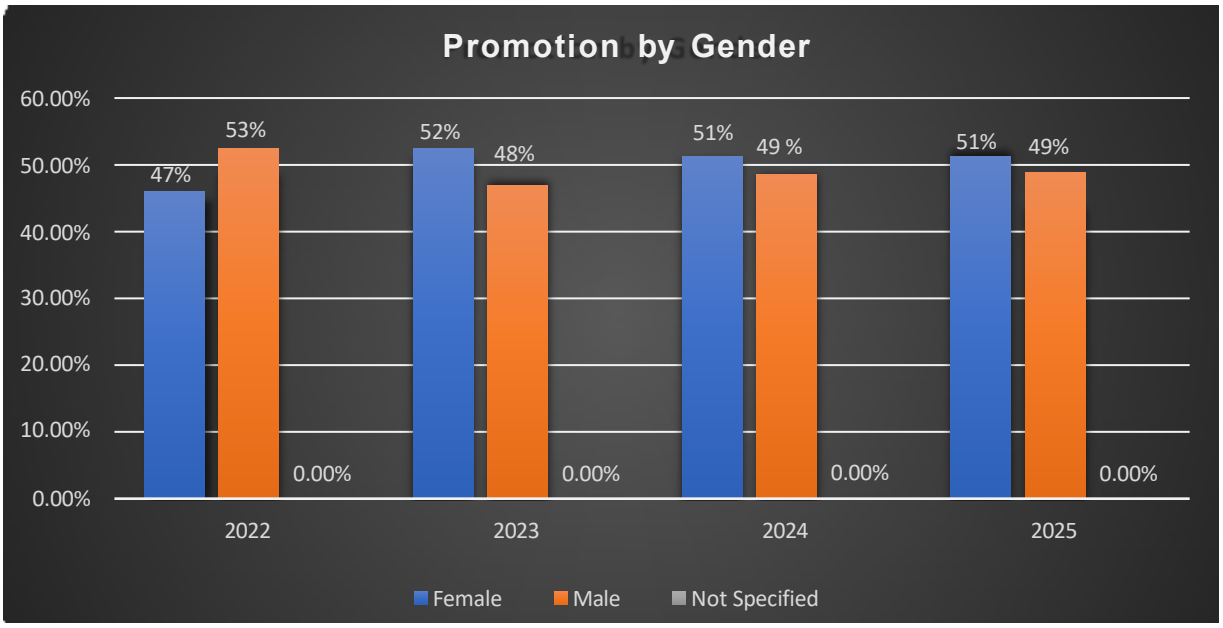


Chart 5: Overall Promotions by Gender 2022-2025

Chart 6 shows combined promotions by race/ethnicity group (BIPOC or White) for each year from 2022-2025. Data includes those who prefer not to specify their race or ethnicity.

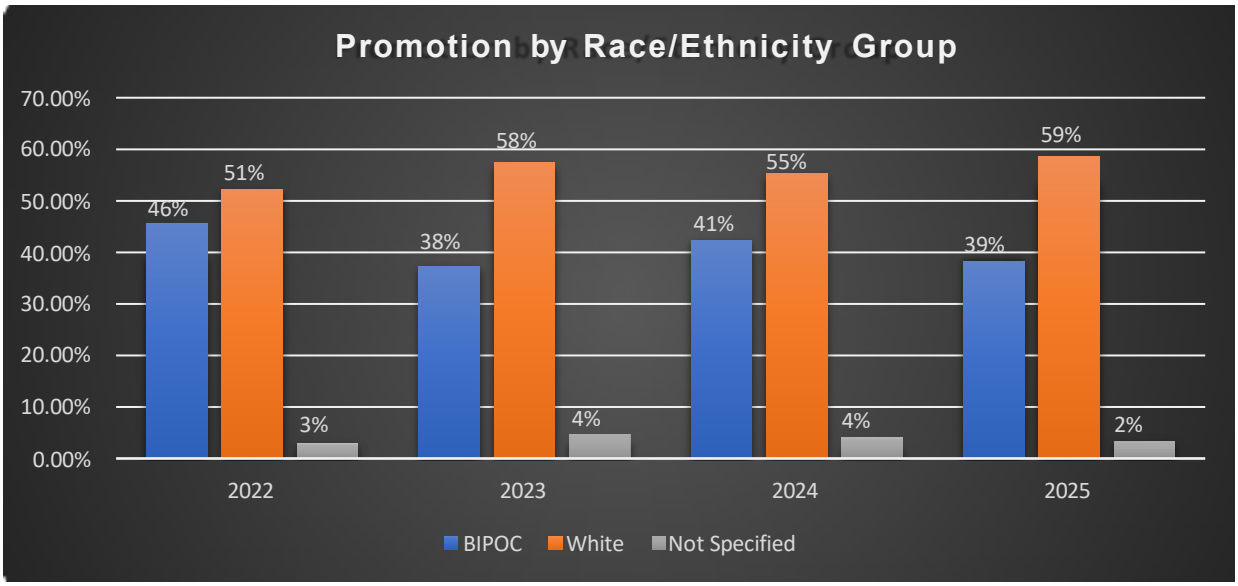
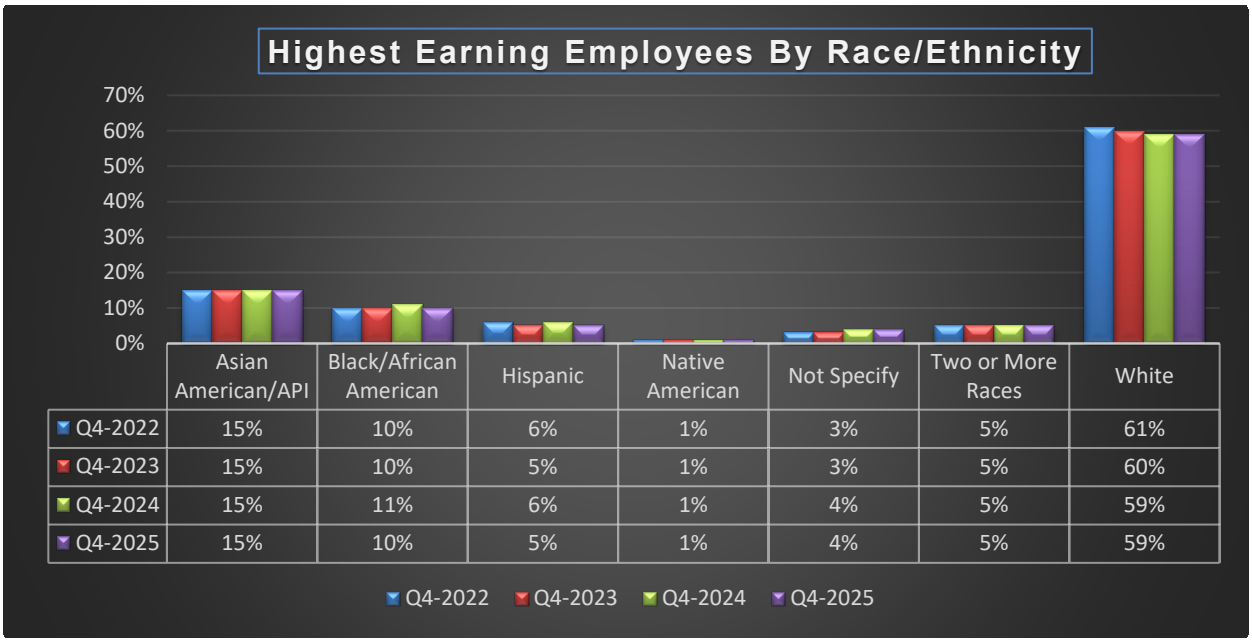


Chart 6: Overall Promotions by Race/Ethnicity 2022-2025

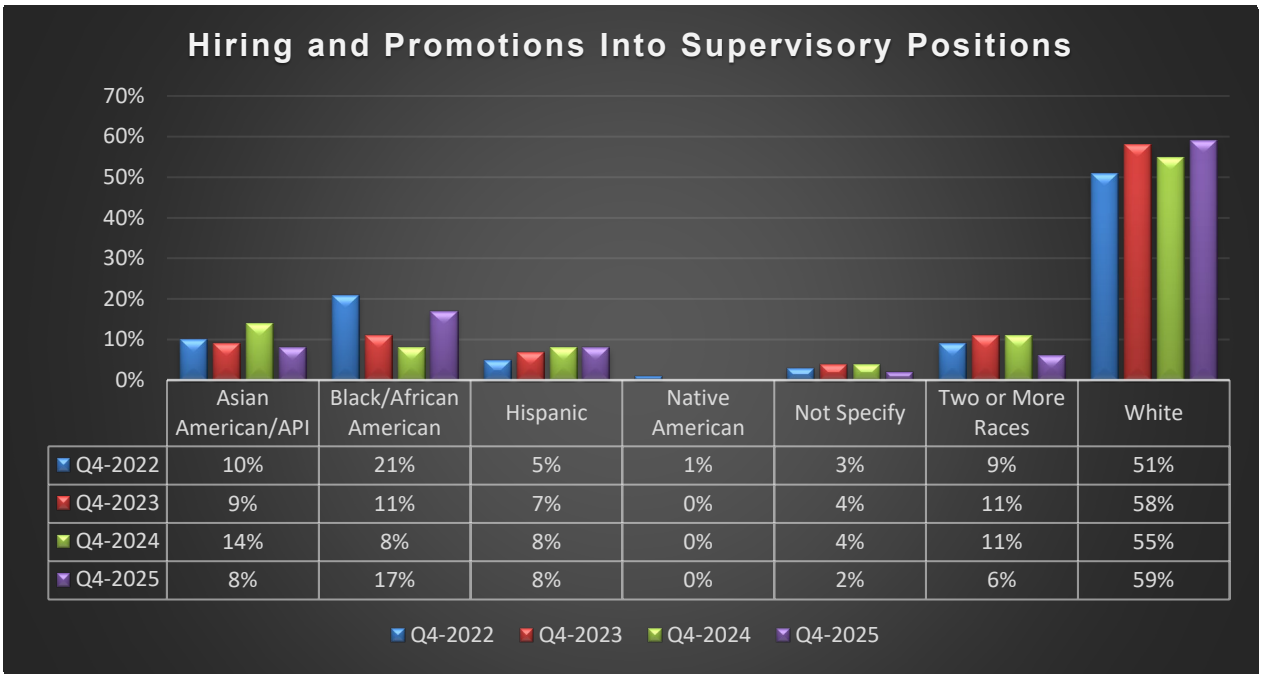
From 2022-2025, promotions into the highest earning positions varied by year for different demographics (Chart 7). Concerted and/consistent efforts must continue to be applied to maintain progress in diversifying King County's supervisory positions.



	Asian American/API	Black/African American	Hispanic	Native American	Not Specify	Two or More Races	White
Q4-2022	15%	10%	6%	1%	3%	5%	61%
Q4-2023	15%	10%	5%	1%	3%	5%	60%
Q4-2024	15%	11%	6%	1%	4%	5%	59%
Q4-2025	15%	10%	5%	1%	4%	5%	59%

Chart 7: Demographics of the Highest Earning Employees by Year

From 2022-2025, hiring and promotions into supervisory positions varied by year for different demographics (Chart 8). Concerted and/consistent efforts must continue to be applied to maintain progress in diversifying King County's supervisory positions.



	Asian American/API	Black/African American	Hispanic	Native American	Not Specify	Two or More Races	White
Q4-2022	10%	21%	5%	1%	3%	9%	51%
Q4-2023	9%	11%	7%	0%	4%	11%	58%
Q4-2024	14%	8%	8%	0%	4%	11%	55%
Q4-2025	8%	17%	8%	0%	2%	6%	59%

Chart 8: Demographics of those hired and promoted into supervisory positions

Turnover by Race

The graph below shows turnover by race/ethnicity groups. There is a decrease overall across groups overtime, with the Asian American/API racial group consistently having higher turnover numbers.

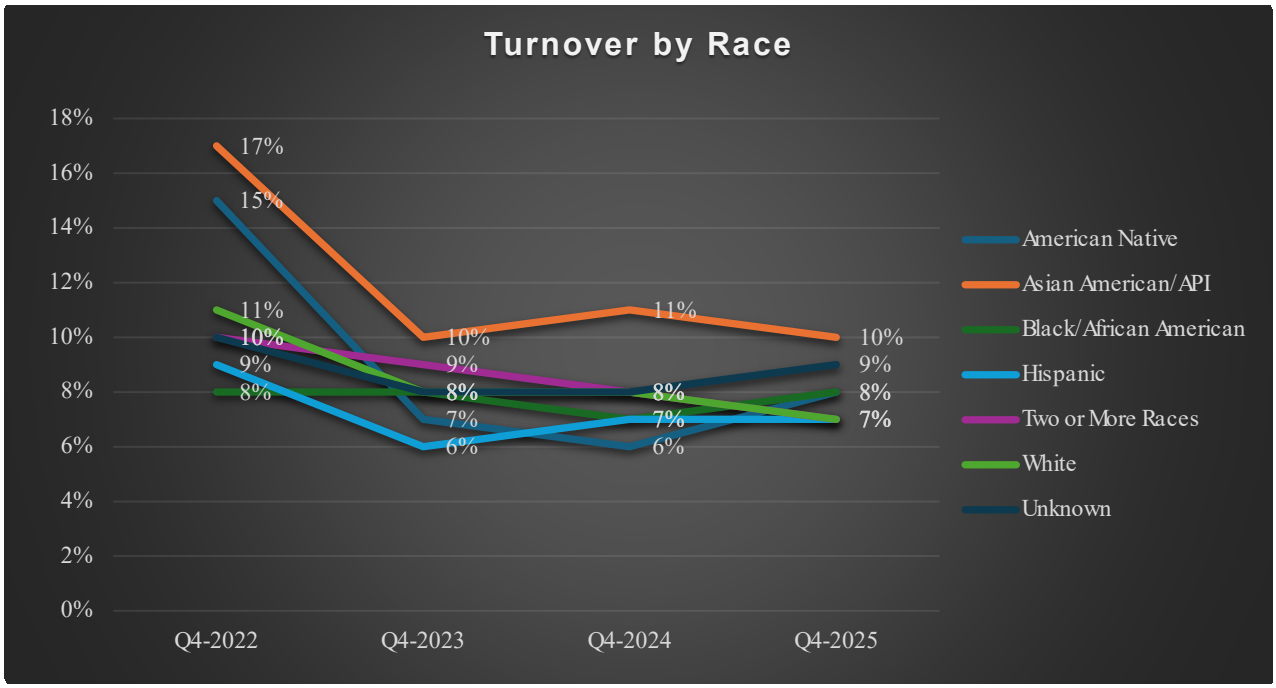


Chart 9: Turnover by race 2022-2025

Turnover by Gender

The graph below shows turnover by gender groups (Female and Male). There is a decrease overall in both groups with the Female group being consistently higher.

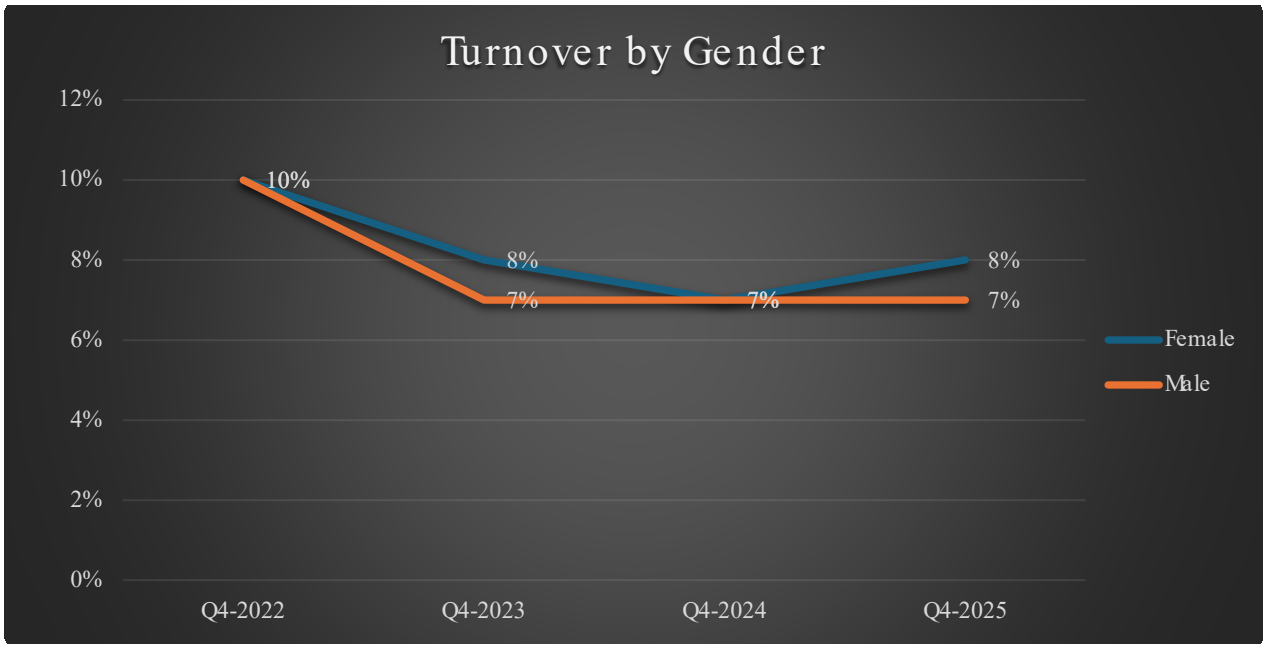


Chart 10: Turnover by Gender 2022-2025

E. Implementation plans for departments

This section contains the plan for each department for the 2026-2029 plan period with annual percentage placement goals whenever the representation within a job group for persons of color or women was less than would reasonably be expected, given the availability of basically qualified persons in the relevant labor area as reported in the 2020 Census.

K.C.C. 3.12.180: *3. Implementation plans for departments. Each implementation plan shall:*
a. identify the activities proposed each year during the plan period to meet the department's placement goals. The plan shall discuss how the proposed activities will help the department achieve its placement goals;
b. identify the activities proposed during the plan period by year to recruit, retain and promote women and persons of color in the work force; and
c. identify the specific activities during the plan period, by year, that each department will undertake to increase its hiring, retention, and promotion of persons with disabilities.

Out of a total of 840 potential goal areas, 86 percent or 726 are fully represented. For the remaining 114 goal areas where there is underrepresentation, the executive departments have set forth several ongoing strategies to increase representation.

In both creating the new plan and analyzing the results of the prior plan, the County involved its Employee-Based Equal Employment Opportunity/Affirmative Action Advisory Committee and human resources staff from across King County. This assisted in informing implementation and accountability strategies.

The following pages contain the 2026-2029 placement goals by department and job categories for persons of color and women. These goals are based on King County workforce availabilities (from the 2020 county population) and where underrepresentation is currently found in the King County workforce (among the King County employee population). Departments will make good faith efforts to address these areas during the four-year term of this EEO/AA Plan. Implementation strategies are also included.

Department of Adult and Juvenile Detention (DAJD) 2026-2029 Placement Goals and Proposed Implementation Plan

Table 9: DAJD 2026-2029 Placement Goals

Group	*Category*							
Race & Gender	*AS*	*OA*	*Professionals*	*PP*	*Protective Services*	*Service Maintenance*	*Skilled Crafts*	*Technicians*
Asian								1
Black								
Hispanic		1				1		1
Native American	1							
Pacific Islander			1					
Two of More Races	1	1				2		
Female	2				1	1		
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

During the four-year plan period, DAJD has made strides to increase their outreach to BIPOC communities, and that is reflected in the shift in their employee demographics.

DAJD will continue to focus their recruitment outreach programs on connecting with BIPOC communities, specifically Hispanic groups, using both social media and in-person job fairs. Members of DAJD's diverse recruitment team continue to focus on attending job fairs, including Women in Trades, and military and veteran's hiring programs. DAJD continues to actively develop recruitment ads via social media, digital and print advertisement to reach these communities in an effort to attract diverse talent to the workforce. They will continue to explore opportunities to attract these communities across Washington, Oregon, and Idaho.

Department of Assessments (DOA) 2026-2029 Placement Goals and Proposed Implementation Plan

Table 10: DOA 2026-2029 Placement Goals

Group	***Category***							
Race & Gender	*AS*	*OA*	*Professionals*	*PP*	*Protective Services*	*Service Maintenance*	*Skilled Crafts*	*Technicians*
Asian								1
Black		1						
Hispanic			2					1
Native American	1							
Pacific Islander								
Two of More Races		1	2					
Female	4	3						
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

During the four-year plan period 2026-2029, the Department of Assessments will continue to partner closely with the Department of Human Resources' Talent Acquisition Committee and recruitment support team to expand outreach to underserved and underrepresented communities. This collaboration will include active participation in annual job and recruitment fairs, as well as the use of Equity Toolkit best practices to strengthen and diversify recruitment strategies.

To broaden visibility and reach a wider range of prospective applicants, the department will leverage social media platforms, diverse email listservs, and ethnic media outlets across the region. These efforts aim to increase awareness of employment opportunities and enhance the diversity of applicant pools. In addition, job postings will be shared across a variety of inclusive job boards to ensure broad and equitable access.

The department will also invest in internal Department of Assessments scholarship and professional development programs designed to cultivate talent from within. By supporting employees' educational advancement and career growth, the department seeks to build a stronger, more diverse pipeline of future professionals and leaders.

To reinforce these efforts internally, the department will host biweekly all staff meetings that highlight current recruitment initiatives and encourage staff to share opportunities within their own communities. These gatherings will serve as a platform to promote engagement, strengthen collective responsibility for inclusive hiring, and empower employees to act as ambassadors for the department's mission.

Department of Community and Human Services (DCHS) 2026-2029 Placement Goals and Proposed Implementation Plan

Table 11: DCHS 2026-2029 Placement Goals

Group	*Category*							
Race & Gender	*AS*	*OA*	*Professionals*	*PP*	*Protective Services*	*Service Maintenance*	*Skilled Crafts*	*Technicians*
Asian			1					
Black								
Hispanic		1						
Native American								
Pacific Islander								
Two of More Races								
Female	3							
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

During the four-year plan period, DCHS will focus on community connections, relationship building, and continued use of best recruitment, hiring, and retention practices they have put in place. DCHS will reaffirm the County's commitment to equal employment opportunity and diversity, equity, and inclusion by reviewing personnel policies, employment practices and procedures, and making improvements or recommendations on steps to promote equal employment opportunity. DCHS's primary focus will be on retaining the diverse employees that they have hired and providing education and training to strengthen DCHS's commitment to equal employment opportunity and a racially just workplace. As part of these efforts, DCHS incorporated quarterly Supervisor 101 trainings in 2025, which became mandatory for supervisors/managers in DCHS beginning in January 2026 to support consistent leadership practices and strengthen workplace equity and accountability.

Department of Executive Services (DES) 2026-2029 Placement Goals and Proposed Implementation Plan

Table 12: DES 2026-2029 Placement Goals

Group	*Category*							
Race & Gender	*AS*	*OA*	*Professionals*	*PP*	*Protective Services*	*Service Maintenance*	*Skilled Crafts*	*Technicians*
Asian		1						1
Black								1
Hispanic					1	4	1	1
Native American			1		1	1		
Pacific Islander								
Two of More Races		1				1		1
Female	1				1			
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

During the four-year plan period, DES will improve on the strategic plan they put in place with the previous EEO/AA plan. They will also continue to work to retain employees in areas where their goals have been met. They will continue to focus on internship programs and partnerships within the King County International Airport, Finance & Business Operations Division, Facilitates Management Division, the Office of Emergency Management and the Business Resource Center and apprenticeships in the Fleet Division. These agencies work with local high schools and other community partners serving diverse populations. DES is also working with the Year-Up United Program which serves students age 18-29 who have earned a high school diploma or GED and are of low to moderate income. The department will also continue to partner with the Department of Human Resources' Workforce Equity Team to create best practices around the development and retention of employees. As in-person job fairs begin to ramp back up, DES will evaluate which events will help meet these goals and attend accordingly. These events include:

- Women in Trades
- NW Aviation Conference and Trade Show
- Chinese Information and Service Center Career Fair
- High School career fairs (currently looking at Renton or Kent

Department of Human Resources (DHR) 2026-2029 Placement Goals and Proposed Implementation Plan

Table 13: DHR 2026-2029 Placement Goals

Group	***Category***							
Race & Gender	*AS*	*OA*	*Professionals*	*PP*	*Protective Services*	*Service Maintenance*	*Skilled Crafts*	*Technicians*
Asian	1							
Black								
Hispanic								
Native American								
Pacific Islander								
Two of More Races	1	1						
Female								
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

During this plan period, DHR HR will focus on developing a series of measures that help them better identify, monitor, and address the root causes of under-representation in our goal areas. This will include at least measures in applications, hiring, and retention disaggregated by race and gender, and will be completed by 2027. By better understanding where in the applicant pipeline and/or employee lifecycle they are losing diversity, DHR can create more effective countermeasures. DHR will partner with local and recognized entities that represent the interests of underrepresented employees to assess potential barriers in job posting descriptions and sourcing channels. They will partner with the Talent Acquisition team to develop and implement further recruiting best practices that ensure quality recruitment processes. Finally, DHR will continue to develop the mentorship program and will encourage current employees belonging to under-represented groups to apply to the program as mentors and mentees.

Department of Judicial Administration (DJA) 2026-2029 Placement Goals and Proposed Implementation Plan

Table 14: DJA 2026-2029 Placement Goals

Group	***Category***							
Race & Gender	*AS*	*OA*	*Professionals*	*PP*	*Protective Services*	*Service Maintenance*	*Skilled Crafts*	*Technicians*
Asian								
Black								
Hispanic			1					
Native American								
Pacific Islander								
Two of More Races								
Female	2							
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

During the four-year plan period, DJA will focus on using best practices for recruiting and selecting a diverse workforce. To expand their outreach efforts, they plan to use a centralized outreach list that is being developed by the Department of Human Resources. Additionally, they will focus on building diverse applicant pipelines through colleges and Communities of Opportunity. DJA will continue exploring opportunities to partner with other county agencies to attend job fairs and will focus on increasing diversity on their interview panels and rater groups. DJA will also continue to require anti-bias training for all raters and panelists and implement in-person rater reconciliation to uncover bias.

DJA will continue to implement strategies learned from a process they implemented previously to measure the impact their outreach strategies have on their job postings. They will further focus their strategies on retaining a diverse workforce by creating a welcoming and inclusive workplace. They have committees working on New Employee Orientation, onboarding, and peer sponsors to provide new employees with a positive and meaningful experience.

Table 13: DLS 2026-2029 Placement Goals

Group	***Category***							
Race & Gender	*AS*	*OA*	*Professionals*	*PP*	*Protective Services*	*Service Maintenance*	*Skilled Crafts*	*Technicians*
Asian						3		1
Black						1		
Hispanic		1				4	3	
Native American								
Pacific Islander								
Two of More Races		1						
Female	1						1	
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

During the four-year plan period, DLS will continue to focus on strengthening current processes and strategies and building them to stay focused on meeting and exceeding placement goals. They will continue to participate in recruitment events with a focus on diversity. These events include:

- Women in Trades Fair organized by Washington Women in Trades
- High School Career Day
- Peace in the Hood Job Fair
- National Black Engineers Conference organized by the National Society of Black Engineers
- Showcase at accesso™ ShoWare Center.

DLS's Equity Social Justice Advisory Change Team established a Workforce Planning Pipeline Committee to generate ideas for improving recruitment and promotion efforts. The department is also focusing on creating a culture of welcoming and belonging to ensure they maintain the gains they have made in diversifying their workforce. DLS will continue to focus on the representation it already has with two committees that are focused on helping high school and college students find jobs once they graduate. These advisory committees are at the Green River College in the Career and Technical Department and the career center advisory team with the Kent School District, one of the most diverse districts in the state.

Department of Natural Resources and Parks (DNRP) 2026-2029 Placement Goals and Proposed Implementation Plan

Table 14: DNRP 2026-2029 Placement Goals

Group	*Category*							
Race & Gender	*AS*	*OA*	*Professionals*	*PP*	*Protective Services*	*Service Maintenance*	*Skilled Crafts*	*Technicians*
Asian		1				2	2	
Black								1
Hispanic						6		1
Native American	1							
Pacific Islander								1
Two of More Races								
Female	1				1			
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

DNRP will continue to evaluate and improve their recruitment process with an intent to ensure equity is built into each step of the process. They will focus on addressing DNRP's outreach and sourcing of candidates as well as marketing of DNRP positions. DNRP's effort with the recruitment lifecycle will include special focus on connecting with different BIPOC communities to fill positions in mentioned categories. Areas of strong focus include the following:

- Continue to work with their equity and social justice subcommittees on enhancements to their recruitment processes.
- Partner with the Green Jobs program manager to create career on-ramps for those in internship programs.
- Outreach to affinity groups within King County for collaboration and a strong partnership.
- Continue to advertise positions with KXPA Radio Station, Latin X radio, and El Centro De La Raza.
- Partner with Careers in Government for social media efforts.
- Connect with the Washington State programs coordinator for Youth Corps.

Department of Public Defense (DPD) 2026-2029 Placement Goals and Proposed Implementation Plan

Table 15: DPD 2026-2029 Placement Goals

Group	*Category*							
Race & Gender	*AS*	*OA*	*Professionals*	*PP*	*Protective Services*	*Service Maintenance*	*Skilled Crafts*	*Technicians*
Asian	1		1					
Black								
Hispanic								
Native American			2					
Pacific Islander			1					
Two of More Races								
Female			10					
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

DPD will continue to focus on strengthening current recruitment and retention processes and procedures. During the four-year plan period, DPD will further develop their targeted outreach efforts at career fairs, colleges and universities, for both non-attorney and attorney applicants. DPD will continue to work on expanding opportunities to hire from the same communities our clients call home.

Public Health Seattle-King County (PHSKC) 2026-2029 Placement Goals and Proposed Implementation Plan

Table 16: PHSKC 2026-2029 Placement Goals

Group	***Category***							
Race & Gender	*AS*	*OA*	*Professionals*	*PP*	*Protective Services*	*Service Maintenance*	*Skilled Crafts*	*Technicians*
Asian				1		1		
Black								
Hispanic				1				
Native American								1
Pacific Islander								
Two of More Races		1						
Female				2		1		
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

During the four-year plan period, PHSKC will continue to focus on areas of success for both recruitment and retention purposes. They will expand outreach and sourcing efforts with the focus on building strong relationships with community partners to attract candidates from underserved and underrepresented communities. Through partnerships with local agencies, PHSKC will lead targeted outreach events to women and people of color in the field of EMS to increase a more diverse candidate pool. They will also focus on pipeline efforts connecting specifically with youth in the community to provide hands-on learning opportunities to increase awareness and interest in Public Health highlighting career pathways. They will also launch an Educational Opportunities

Catalogue as a central resource to connect prospective candidates to internships throughout the department.

PHSKC will leverage their social media presence on LinkedIn, Instagram, and Facebook to increase recruiting networks and advertising openings. They will also continue partnering with department Equity, Inclusion, and Belonging Managers, affinity groups, and advisory groups to develop additional outreach strategies. They are in the process of evaluating their onboarding experience across the department. Their project aims to improve the employee experience by creating a culture that welcomes and includes new hires, demonstrates the department's commitment to well-being and belonging, and retains staff over the long term, with particular emphasis on BIPOC staff. They will develop additional resources to support new hires and supervisors from the new hire's first day through the first six months of employment.

King County Elections (KCE) 2026-2029 Placement Goals and Proposed Implementation Plan

Table 17: KCE 2026-2029 Placement Goals

Group	***Category***							
Race & Gender	*AS*	*OA*	*Professionals*	*PP*	*Protective Services*	*Service Maintenance*	*Skilled Crafts*	*Technicians*
Asian		1						
Black								
Hispanic								
Native American								
Pacific Islander								
Two of More Races								
Female	8							
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

During the four-year plan period, KCE will continue to expand recruitment and training efforts to increase their established talent pipeline, while standardizing the recruitment process. The following are additional steps they will undertake:

- Offer in-person interviews and hire events where they will conduct some onsite testing and interviews with job offers.
- Participate in King County Affinity groups' activities and work with KCE Equity and Social Justice Change Team to strategize about best practices in recruitment and retention.
- Partner with the Workforce Equity Manager to help create best practices to develop current employees.
- Train human resources practitioners and hiring managers to use the Hiring an Excellent Workforce toolkit.
- Participate in the King County Jobs and Housing program, providing support for jobs and housing for those currently experiencing homelessness.
- Partner with the Department of Community and Health Services Communities of Opportunities and Veterans Affairs for hiring temporary elections workers.
- Advertise job openings with their Voter Education Fund (VEF) partners. KCE offers grants to over 30 community organizations to fight voter suppression and increase civic engagement and voter participation among historically excluded communities.

- Promote a racially just workplace and culture for all employees.

King County Information Technology (KCIT) 2026-2029 Placement Goals and Proposed Implementation Plan

Table 18: KCIT 2026-2029 Placement Goals

Group	***Category***							
Race & Gender	*AS*	*OA*	*Professionals*	*PP*	*Protective Services*	*Service Maintenance*	*Skilled Crafts*	*Technicians*
Asian			1					2
Black		1						
Hispanic	1	1						1
Native American								
Pacific Islander								
Two of More Races	1							
Female								1
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

During the four-year plan period, KCIT will maintain focus on including disadvantaged and historically excluded employees in all employment practices, and ensure nondiscrimination in all aspects of employment. KCIT intends to achieve its goals through an ongoing assessment of outreach in hiring, review of hiring decisions, promotional patterns, training, development, and a review of terminations, demotions, and lay-offs (if applicable). KCIT will routinely conduct detailed assessments of current employment practices to identify those practices that operate as employment barriers and unjustifiably contribute to underutilization. Any problem areas that are identified will have a proposed remedial, affirmative action included in the EEO program. The assessment will include:

- Outreach in recruitment and employment selection procedures.
- Compensation determinations and benefits administration.
- Disciplinary procedures and terminations (voluntary and involuntary); and,
- A reasonable assessment of external factors which may lead to underutilization.

KCIT will continue to review its position descriptions, position titles, application forms, interview procedures, skills testing procedures (if any), final selection process and similar matters to determine whether they interfere with the hiring and advancement of diverse qualified candidates. To achieve its objectives, KCIT will partner with their Employee-Based Equal Employment Opportunity/Affirmative Action Advisory Committee representative to coordinate strategic outreach for underrepresented groups.

Emphasis will be given to positions in those categories that are underrepresented for the job category in which the vacancy exists. In September 2025, KCIT leadership met in-person with leaders from Washington Alliance for Better Schools (WABS) on a new pathway program for IT. WABS is a partnership of 12 school districts and industry representing 300,000 students focused on helping students furthest from opportunity envision and achieve high opportunity careers. KCIT has been and will continue to work in close collaboration with WABS to design the parameters and key elements of a program focused on high school students furthest from opportunity.

King County Sheriff's Office (KCSO) 2026-2029 Placement Goals and Proposed Implementation Plan

Table 19: KCSO 2026-2029 Placement Goals

Group	***Category***							
Race & Gender	*AS*	*OA*	*Professionals*	*PP*	*Protective Services*	*Service Maintenance*	*Skilled Crafts*	*Technicians*
Asian	1							3
Black		1	1		2			
Hispanic	2							
Native American					1			
Pacific Islander								
Two of More Races					1			
Female		2						
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

During the four-year plan period, KCSO will focus its efforts on strengthening existing plans and strategies to reach its placement goals. Below are actions the KCSO Human Resource, Recruiting, and Community Outreach teams will take to attract and hire diverse and underrepresented candidates, including women, veterans and people of color for deputy positions:

- KCSO's recruiting team, the Community Outreach Specialist, and each precinct will focus on building relationships, trust, and connection within local communities to attract underrepresented candidates.
- KCSO will diversify its job boards and advertising to attract and engage a more diverse and underrepresented candidate pool, including women, veterans and people of color for deputy positions.
- KCSO will incorporate a variety of diverse representation in social media postings, videos, and marketing collateral to ensure recruitment materials reflect the communities served.
- The KCSO Recruiting team and Human Resource team will continue to collaborate with the Civil Service Unit to maintain a fair and equitable hiring process.
- KCSO will take steps to reduce barriers and improve the overall candidate experience by enhancing accessibility and communication.
- KCSO will expand outreach and transition programs to military candidates ending their active military service soon and veteran populations for deputy law enforcement careers.

KCSO will incorporate these efforts into recruiting and human resource work plans and monitor progress using metrics and analytics consistent with industry benchmarks. KCSO will utilize this data-informed approach to guide continuous improvement to its strategies.

Metro Transit Department (MTD) 2026-2029 Placement Goals and Proposed Implementation Plan

Table 20: MTD 2026-2029 Placement Goals

Group	***Category***							
Race & Gender	*AS*	*OA*	*Professionals*	*PP*	*Protective Services*	*Service Maintenance*	*Skilled Crafts*	*Technicians*
Asian		3	2				29	2
Black								
Hispanic	1		10			78	7	2
Native American			5			3		
Pacific Islander								1
Two of More Races						4		
Female	17		20			574	55	10
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

During the four-year plan period, MTD will focus on strategies they have successfully implemented, as well as on strengthening programs and projects they have developed. They will focus on increasing outreach in BIPOC communities, speaker engagements, and resume and career workshops for bus operators, especially in Communities of Opportunity. The following are additional activities and strategies that MTD plans to undertake:

- Continue the implementation of standardized recruiting practices and monitor their effectiveness.
- Train recruiters on competency-based recruiting strategies, to move away from experience-based recruiting which can adversely impact those with less opportunities and connections.
- Train recruiters on crucial conversations to be able to give constructive feedback to candidates and hiring managers.
- Train recruiters to better discuss team diversity with their hiring managers.
- Train recruiters to facilitate interview calibration sessions.
- Establish more effective recruiting metrics through Metro's Monthly Business Review.
- Build new programming to provide career pathways, development opportunities and mentorship to existing employees, and consider apprenticeship, training programs, on the job training programs, and other career advancement programs.
- Provide access to training for employees to grow in their existing positions and potentially take steps to new positions.
- Leverage existing programs and consider new programs to attract target populations to work at Metro, including veterans, women in trades, and people of color.
- Consider effective ways to enhance computer skills, particularly for Metro employees who do not utilize computers in their day-to-day work.

Prosecuting Attorney's Office (PAO) 2026-2029 Placement Goals and Proposed Implementation Plan

Table 21: PAO 2026-2029 Placement Goals

Group	***Category***							
Race & Gender	*AS*	*OA*	*Professionals*	*PP*	*Protective Services*	*Service Maintenance*	*Skilled Crafts*	*Technicians*
Asian								
Black								
Hispanic								
Native American								
Pacific Islander			1					
Two of More Races								1
Female								
AS=Administrative Support; OA=Officials & Administrators; PP=Paraprofessionals								

During the four-year plan period, the PAO will continue to use their previously developed strategies for recruiting and retaining a diverse staff who reflect the community they serve. To expand their recruiting efforts, they are partnering with the University of Washington, Seattle University, and Gonzaga law schools to develop and build relationships with law students. This includes sending members of their Equity Action Groups to talk to law students of color regarding a career in prosecution. The PAO will also continue to send their job announcements to the Washington Regional Minority Bar Association and the Washington Bar Association diversity list serves. They will continue to attend the National Black Prosecutor's Association conference, which includes a job fair. And they plan to attend the Southeastern Minority Job fair and the Equal Justice Works Career Fair and Conference, which is the largest national public-interest legal career fair.

For their professional administrative staff, they have and will continue to reduce barriers that preclude groups from applying. A good example is that they no longer require a master's degree in social work for victim advocate recruitments. As a result, they have received more applicants of color. They are and will continue to advertise on social media—Facebook, LinkedIn, and Twitter. The PAO is also considering attending more job fairs where they can recruit more diverse applicants for their professional administrative staff positions.

F. Previous Plan—2022-2025—Overview

This section briefly summarizes the previous (2022-2025) EEO/AA Plan. This summary includes previous plan goals, a summary of activities that helped departments achieve goals, as well as a few featured accomplishments.

Previous Plan Goals

Data analysis of the previous plan showed that out of the 840 defined goal areas, 86 percent (722) had a workforce makeup consistent with the availability of people of color or women with requisite job skills in King County.

For the remaining 118 goal areas (14 percent) where the percentage of people of color and women were underrepresented when compared with those qualified and available in the workforce, the executive branch implemented strategies to increase representation. Note: not every department has employees in each job classification group and many already reflect the available workforce.

The availability of persons of color or women with requisite job skills in the specified job categories of the 2022-2025 Plan was broken down as follows for people who identify as:

- Asian: 83 percent of goal setting areas were fully represented (99 of 120)
- Black: 93 percent of goal setting areas were fully represented (111 of 120)
- Hispanic: 74 percent of goal setting areas were fully represented (89 of 120)
- Native American: 93 percent of goal setting areas were fully represented (112 of 120)
- Pacific Islander: 92 percent of goal setting areas were fully represented (110 of 120)
- Two or More Races: 87.5 percent of goal setting areas were fully represented (105 of 120)
- Female: 80 percent of goal setting areas were fully represented (96 of 120)

Plan Achievement Summary

Although executive departments faced a variety of ongoing recruitment challenges during the prior plan period, placement goals were for the most part achieved across all departments. A concerted effort was made by departments to reach out to, build, and strengthen sustainable relationships with underrepresented BIPOC communities through targeted outreach strategies, targeted advertising, and building pipelines for future employees. Overall:

- One department achieved 100 percent of their placement goals;
- Six departments achieved 75 percent or more of their placement goals, but less than 100 percent;
- Six departments achieved 50 percent or more of their placement goals, but less than 75 percent;
- Two departments achieved less than 50 percent of their placement goals.

Chart 11: Percent of 2022-2025 EEO/AA Placement Goals Achieved

Plan Activities Summary

Executive branch departments focused on areas of historical underrepresentation, incorporating best practices, and implementing meaningful strategies for addressing diversity in placement areas. The County's Workforce Equity Manager oversaw the implementation of workforce equity strategies and equity and social justice practices in partnership with the Office of Equity and Social Justice (ERSJ), department human resources managers, department directors, department and division equity, inclusion and belonging managers, equal employment affirmative action employee advisory committee, and employee resource groups (also known as affinity groups).

Departments and agencies engaged in equity and social justice strengths, weaknesses, opportunities, and challenges (SWOC) processes with employees to obtain feedback on county recruitment, hiring, and retention practices and workplace culture as part of the implementation of what was the County's ERSJ Strategic Plan. This practice of ongoing feedback and evaluation helped inform how to make King County a government that is multicultural, inclusive, where everyone belongs, and where every employee feels valued and supported to learn, grow, and continue to deliver best services to the communities they serve.

As a central service delivery department serving all executive departments, the Department of Human Resources kept its focus on equitable recruitment, pipeline work development, and talent acquisition, which resulted in the improvement of current processes and practices that all departments can use. The following are some of the prior plan's best practices that are used in the recruitment, hiring, and retention processes across departments:

- Requiring hiring panelists to review the most recently updated "Countering Bias" video and participate in ensuing discussions to increase awareness around implicit biases during the hiring process.
- Providing hiring incentives and programs specific to department needs.
- Increasing the availability of diversity, equity, and inclusion trainings.
- Including diverse subject matter experts and hiring panelists.
- Posting and conducting competitive hiring processes for special duty assignments, which provide an exceptional opportunity to gain invaluable workplace skills for career advancement.
- Developing partnerships with local high schools, colleges and other community-based organizations to build pipelines to employment in hard-to-fill jobs to hire more women and people of color in these positions.
- Participating in job and career fairs, both in person and virtually.
- Posting positions utilizing electronic job boards, career listservs, and social media.

Plan Accomplishment Highlights

The following include some of the results of the County's 2022-2025 actions that reiterate and advance the County's commitment to equal employment opportunity, diversity, equity, inclusion, and belonging.

- Increased representation of diverse and underrepresented employees to reflect the increasingly diverse community the County serves.
- Expanded job application tools that made the application process more accessible for candidates with disabilities, candidates with children or other family responsibilities, and candidates of lower socio-economic status.

- Broadened recruitment efforts to attract a diverse pool of applicants including participation in career and job fairs, expos, and community events.
- Targeted advertising of job opportunities to professional organizations representing women, BIPOC persons, and other underrepresented groups.
- Expanded internship programs to provide opportunities for community youth from a variety of diverse backgrounds to learn about potential careers, including those in public service.
- Expanded transformational conversations, which fostered opportunities to discuss diversity, equity, inclusion, belonging, and other emerging issues among leadership and staff.
- Expanded the Professional Development Scholarship Fund by increasing the fund amount and extending to non-represented employees, which provides access to funds to support career growth and training.

VI. Conclusion

The King County 2026-2029 Equal Employment Opportunity/Affirmative Action Plan (EEO/AA Plan) is part of a broader commitment by the King County Executive and executive departments to equal employment opportunity and affirmative action in the workplace. Central to this commitment is the belief that the County workforce best serves King County residents when it reflects the profile of the many communities it serves.

Through a combination of department specific strategic approaches in recruitment, hiring, and retention, and in collaboration with both internal and external partners, King County's executive departments will over the next four years implement their plans, monitor progress, and cultivate a workforce that is representative of King County's population.

King County will continue to refine efforts through the EEO/AA Committee, ERSJ strategic planning, department leadership, the Department of Human Resources. This work will be accomplished with the input of the Workforce Equity Manager, Human Resources Managers, and Equity, Inclusion and Belonging Managers.

VII. Appendix A: King County Code 3.12.180

K.C.C. 3.12.180 Equality of county employment - reporting requirements.

A. For purposes of this section:

1. "County work force" means persons employed by King County executive departments;

2. "Job group" means a grouping of jobs as defined by the United States Department of Labor;

3. "Labor force availability rate" means the percentage of persons of color or women with requisite job skills in King County as reported by the United States Census Bureau;

4. "Persons of color" means persons in each of the following groups: Blacks; Hispanics; Asian/Pacific Islanders; and Native Americans; and

5. "Placement goal" shall equal the labor force availability rate.

B. The county is an equal opportunity employer and shall carry out federal, state and local laws and regulations prohibiting discrimination in employment on the basis of one or more of the protected classes as defined in K.C.C. chapter 3.12D. Further, it is the intent of the county to ensure that employment is based on the principle of equal opportunity and that such a principle shall be implemented in all county personnel-related actions including, but not limited to, recruitment, hiring, testing, training, promotion, compensation, transfer, and all other terms and conditions of employment in all job classifications.

C. In order to comply with federal contracting requirements and to ensure equal opportunity for all persons, all county departments shall establish and maintain an effective equal employment opportunity affirmative action plan, as adopted by the council by ordinance. Such an equal employment opportunity affirmative action plan shall promote the objectives of public policy set forth in applicable federal and state laws relating to nondiscrimination, equal employment opportunity, affirmative action, and civil rights. Specifically, the plan shall promote the objectives of the State Law Against Discrimination, chapter 49.60 RCW (applicable parts), and provisions of the Washington Administrative Code adopted thereunder. As part of the county's equal employment opportunity affirmative action plan, the executive shall submit by June 1 of every fourth year, commencing with 2018, a proposed ordinance for the approval of an equal employment opportunity affirmative action plan pertaining to executive county departments and agencies to be approved, or modified, by the council by ordinance, or rejected by the council, by January 1 following the plan's submittal to council. The equal employment opportunity affirmative action plan shall include:

1. Information related to county work force statistics, which shall include:

a. a comparison of labor force availability for women and persons of color to the county's actual labor force for women and persons of color as a summary across all departments. The plan shall also compare labor force availability for women and persons of color to the county's actual labor force for women and persons of color by departments and job group. The plan shall also summarize the percentage of total goal setting areas which meet or exceed the labor force availability rate;

b. a summary of the county work force by job group and by race and gender;

c. a discussion of the methodology by which the labor force availability and county work force data is developed and a listing of the county job classifications that are included in each job group;

d. the total number of persons with disabilities in each job group within the county work force and the total number of persons with disabilities by department voluntarily reported by individuals for equal employment opportunity affirmative action purposes. The plan shall include the number of positions for which an accommodation is currently in effect;

e. the total number and percentage of employees by salary range and by race and gender. Salary ranges shall be reported in a manner consistent with the equal employment opportunity data reported by the United States Census Bureau. The plan shall include data reported by the United States Census bureau on the total number and percentage of the labor force working in King County by salary range and by race and gender;

f. an analysis by race and gender of the positions filled by promotion during the prior plan period. For the purposes of this subsection, "promotions" means those instances in which an individual advances in salary level because the individual changed to a position with a higher pay range assignment either through a competitive process or through a reclassification;

g. a summary by year for the prior plan period on executive branch discrimination complaints by basis of complaint and complaint status. The summary shall also include data by department on the number of complaints filed by complaint type and the number of people filing complaints; and

h. historical data on the county work force by race and gender. Historical data before 2014 is required only to the extent it is readily available;

2. Placement goals for the plan period. For those job groups within departments where the actual number of women and persons of color employed is less than projected by labor force availability, a placement goal by race and gender shall be established for the entire plan period. A placement goal shall equal the labor force availability rate. Placement goals are used to measure progress toward achieving equal employment opportunity. Placement goals may not be quotas, which must be met, nor do they create set-asides for specific groups. Placement goals may not be used to supersede merit selection principles. Further, existence of a placement goals does not constitute evidence of discrimination. If a placement goal has been established, the plan shall identify the labor force availability rate;

3. Implementation plans for departments. Each implementation plan shall:

a. identify the activities proposed each year during the plan period to meet the department's placement goals. The plan shall discuss how the proposed activities will help the department achieve its placement goals;

b. identify the activities proposed during the plan period by year to recruit, retain and promote women and persons of color in the work force; and

c. identify the specific activities during the plan period, by year, that each department will undertake to increase its hiring, retention, and promotion of persons with disabilities; and

4. A summary of the results of the prior equal employment opportunity affirmative action plan, which shall include:

a. a description of the progress of each department in completing the activities listed in subsection C.3. a. through c. of this section proposed in the previous implementation plan. The outcomes of each activity shall be reported. The department of human resources shall provide an evaluation of the effectiveness of each department's implementation activities during the plan period;

b. the status of each placement goal established in the prior equal employment opportunity affirmative action plan. For each identified placement goal, the status report shall report the:

(1) labor force availability rate;

(2) total number of positions filled for the corresponding job group within a department;

(3) of the total number reported under subsection C.4.b.(2) of this section, the number of positions that were filled by each race and gender category; and

(4) an actual hiring rate for each race and gender category calculated by dividing the number of positions filled by the number of positions filled by each race and gender category; and

c. a separate listing of those placement goals for the plan period that were not achieved. Placement goals are considered not achieved when the actual hiring rate is less than the availability rate for the overall plan period. For each placement goal not achieved, the plan shall provide an analysis of why the goals were not met including whether the planned implementation activities were completed. Placement goals shall only be considered not achieved in those instances in which the total number of hires is large enough such that it is statistically reasonable to expect under conditions of equal employment opportunity that the number of hires by race and gender will reflect work force availability.

D. The executive shall submit a proposed ordinance approving a new four-year equal employment opportunity affirmative action plan to the council within twelve months of the publication of the appropriate data from the ten-year United States Census. (Ord. 19977 § 5, 2025: Ord. 19953 § 20, 2025: Ord. 19738 § 9, 2023: Ord. 18793 § 10, 2018: Ord. 18635 § 15, 2017: Ord. 17631 § 1, 2013: Ord. 15777 § 1, 2007: Ord. 12014 § 18, 1995).

VIII. Appendix B: Nondiscrimination, Anti-Harassment & Inappropriate Conduct Policy (PDF)

The PDF attachment labeled Appendix B is King County's *Nondiscrimination, Anti-Harassment & Inappropriate Conduct Policy & Reporting Procedures*.

IX. Appendix C: Workforce Availabilities by Department and Job Group (PDF)

The PDF attachment labeled Appendix C consists of a report that fulfills the requirement in K.C.C. 3.12.180.C.1.a: A comparison of labor force availability for women and persons of color to the county's actual labor force for women and persons of color as a summary across all departments. The plan shall also compare labor force availability for women and persons of color to the county's actual labor force for women and persons of color by departments and job group. The plan shall also summarize the percentage of total goal setting areas which meet or exceed the labor force availability rate.

X. Appendix D: List of County Laws, Policies, Programs, and Work Groups Focused on EEO/AA-Related Efforts.

King County's commitment to equal employment opportunities and affirmative action is shown in many ways, including adherence to federal, state, and local laws, and county policies, procedures, and practices. This section discusses the many ways in which King County aligns policies and programs with EEO/AA goals.

Laws

- Title VII of the Civil Rights Act of 1964, which prohibits employment discrimination based on race, sex, color, religion, or national origin.
- Executive Order 11246, Equal Employment Opportunity, as amended, forbids employment discrimination based on race, color, religion, sex, or national origin by federal contractors and subcontractors and requires them to develop affirmative action plans and to take positive steps to eliminate employment bias.
- Age Discrimination in Employment Act of 1967, which prohibits discrimination against employees and applicants who are over 40 years of age.
- The Vocational Rehabilitation Act of 1973, which requires federal contractors to take affirmative action to employ and promote qualified handicapped persons (Section 503) and prohibits discrimination against handicapped persons in any program or activity receiving federal financial assistance (Section 504).
- Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, which requires employers to take affirmative action to employ and advance disabled veterans and qualified veterans of the Vietnam era.
- The Americans with Disabilities Act of 1990 (ADA), which protects qualified individuals with disabilities. The Act requires employers to make reasonable accommodation to facilitate employment of disabled individuals unless the employer can show the accommodation would impose undue hardship on the operation of business.
- The Civil Rights Act of 1991, which expands the scope of relevant civil rights statutes to provide adequate protection to victims of discrimination and provides appropriate remedies for intentional discrimination and unlawful harassment in the workplace.
- Chapter 49.60 RCW, Washington's Law Against Discrimination, which prohibits unfair employment practices based on protected classes.

Nondiscrimination, Anti-Harassment & Inappropriate Conduct Policy & Reporting Procedures

King County is committed to maintaining a respectful, productive, inclusive, and equitable workplace. All elected officials and employees are expected to act with fairness, civility, integrity and to treat all coworkers equitably. Discrimination, harassment, retaliation, and inappropriate conduct based on a protected status undermines the integrity of the employment relationship and is prohibited. All complaints of conduct inconsistent with these expectations, regardless of whether the conduct rises to the level of unlawful discrimination, harassment, or retaliation, will be addressed. King County will determine the appropriate response to all complaints, which may include a formal investigation.

Substantiated complaints will result in prompt, corrective action, up to and including termination of any employee violating this policy.

King County prohibits discrimination or harassment that is related to an individual's sex, race, color, national origin, ethnicity, religious affiliation, disability, sexual orientation, gender identity or expression, age except by minimum age and retirement provisions, pregnancy, status as a family caregiver, parental status, marital status, military status or status as a veteran who was honorably discharged or who was discharged solely as a result of the person's sexual orientation or gender identity or expression, citizenship or immigration status, genetic information, use of a service animal, domestic violence victimization, and any other status protected by federal, state or local law. Additionally, King County prohibits retaliation of any kind against employees who engage in related protected activity, such as good faith reporting of harassment, discrimination, inappropriate conduct, or retaliation, or assisting in the investigation of such complaints.

Gender Identity in the Workplace Policy

King County's "Gender Identity in the Workplace: Policies for Supporting Transgender, Non-Binary and Gender Diverse Employees" policy covers among other topics: terminology, privacy, names and pronouns, gender markers, personnel records, dress codes, health and leave benefits, access to gendered facilities, customer service, anti-harassment and non-discrimination procedures, a prohibition against threats and acts of violence, and support of employees transitioning in the workplace.

Reasonable Accommodation in Employment for Individuals with Disabilities Policy

This policy is intended to guide King County in providing reasonable accommodations in employment to qualified individuals with disabilities consistent with federal and state law. Under this policy, a qualified individual with a disability has the right to request a reasonable accommodation when applying for employment and during employment. King County will provide a reasonable accommodation to a qualified individual with a disability.

Religious Accommodation Policy

King County is committed to maintaining a respectful, productive, inclusive, and equitable workplace. Federal, state, and local law prohibit discrimination based on religion. It is King County's policy to accommodate sincerely held religious beliefs or practices if such accommodation does not result in undue hardship.

Supported Employment Program

Supported employment is an approach used to match qualified job candidates with developmental disabilities to business needs within King County government. Department needs are identified through in-depth interviews and lean task development, which are then bundled together to develop a supported employment position.

Quality employment agencies provide a job coach to support the job candidates with developmental disabilities through the application process, onboarding, training, retention of employment as well as ongoing career growth. The job coach also provides training and support to co-workers and supervisors on disability related topics as well as how best to work with the employee.

Building Gender Inclusive Spaces - Exploring the Intersection of Race and LGBTQ+ Identities

King County launched a Gender Inclusive Training in 2020. In this two-hour workshop, participants learn foundational knowledge of gender and sexuality and best practices to support a gender diverse workforce, with a focus on the intersection of race and LGBTQ+ identities. Participants have the opportunity to move through real-life scenarios, apply their understanding of pronoun use, and develop strategies to advance gender equity at King County. Learners are expected to:

- Recognize different gender identities and sexual/attractional orientations
- Identify strategies for creating inclusive spaces for transgender and nonbinary people
- Practice engaging in conversations around LGBTQ+ identities

All People Bathrooms Internal Workgroup

This internal workgroup, which includes folks from across the County, emerged both in the wake of the formation of the community-based Gender Identity and Sexual Orientation Inclusion Task Force, and as a result of conversations which were already taking place in various places across the county workforce. This group is focused on ensuring that all employees have a safe, accessible and gender-affirming place to use the bathroom.

Talent Acquisition Committee

The Talent Acquisition Committee is a committee made up of human resources professionals representing each of the departments in the executive branch. The Committee discusses recruitment, hiring, and retention strategies, which advance equity inclusion and belonging. They further guide the implementation of a unified vision, with the goal being to help streamline recruitment, hiring, and retention strategies across the enterprise.

Equity Hiring Toolkit

The Equity Hiring Toolkit is part of a commitment by the King County Executive and County departments and agencies to ensure equal employment opportunities as well as fair and equitable hiring practices in the workforce. It provides guidance on how to recruit, hire, on-board, and retain racially diverse and culturally responsive candidates. The toolkit offers the best guidance based on what is known today and incorporates equal employment, inclusion and social justice principles and practices. As practices and research are updated, the toolkit will evolve. It is intended to provide information, tools, and resources to recruit for vacancies in partnership with Human Resources with a focus on building a high quality, diverse applicant pool and a more inclusive hiring process.

Equity Impact Review

The Equity Impact Review (EIR) process merges empirical (quantitative) data and engagement findings (qualitative) to inform planning, decision-making and implementation of actions which affect equity (workforce equity) in King County.

EEO TRIAD Approach

The TRIAD (three)—Investigator, Human Resources (HR) Manager, Equity Inclusion and Belonging (EIB) Manager—is an approach that focuses on the need for a central alignment for consistency and the strengthening of people-management skills at the department level related to the County's Nondiscrimination, Anti-Harassment & Inappropriate Conduct Policy. This approach centers a collaborative approach to problem solving, which brings together workforce equity investigators, division and department HR and EIB managers, who work together to both solve EEO/AA related problems and build a culture of belonging and inclusion, which in turns impact recruitment, hiring, and retention, especially of candidates and employees of color.

Gender Identity Sexual Orientation Inclusion Task Force

In 2019, King County Executive convened the Gender Identity and Sexual Orientation Inclusion Task Force. This diverse group of community partners is tasked with developing a recommended county-wide gender identity and sexual orientation inclusion strategy and accompanying report, with recommendations to implement the use of an additional gender designation or designations in all appropriate administrative processes in use by county departments. The task force process includes engaging county staff, community leaders, and members of the public as it develops recommendations on how King County government can be more accessible and inclusive of all genders and sexual orientations.

The Task Force is made up of advocates, experts, and community leaders who are deeply engaged in the work of serving the LGBTQ+ communities of King County, as well as members from King County government.

Racism as a Public Health Crisis

King County declared racism a public health crisis in 2020. All of King County government is committed to implementing a racially equitable response to this crisis, centering on community. Since declaring that Racism is a Public Health Crisis, King County committed to being intentionally anti-racist and accountable to Black, Brown, and Indigenous People of Color, and put forth a policy agenda and budget to meet the needs of and implement positive changes for Black, Brown and Indigenous People of Color in King County, with a deliberate focus on Black and Indigenous people, children, and families.

XI. Appendix E: Definitions

Availability (Workforce Availability)
"Availability" is an estimate of the number of qualified people of color and/or women available for employment in a given job group. The estimate of availability is expressed as a percentage of all qualified persons available for employment in the job group. Availability is determined to establish a benchmark against which the demographic composition of the workforce can be compared to determine whether barriers to equal employment opportunity may exist by job groups.

Department of Human Resources
The Department of Human Resources, for purposes of the EEO/AA Plan is the department responsible for policy development, policy dissemination coordination, training, technical assistance, and monitoring complaints filed with enforcement agencies.

Discrimination – see specific definition by protected class below

Age Discrimination—The Age Discrimination in Employment Act of 1967[6] forbids employment discrimination on the basis of age against individuals who are age 40 or older.

Disability Discrimination—The Americans with Disabilities Act of 1990[7] (ADA) and the Americans with Disabilities Act Amendments Act of 2008[8] (ADAAA) prohibits discriminatory treatment of a qualified individual who has a physical or mental impairment that substantially limits one or more major life activities, has a history (or record) of such an impairment, or is regarded as having such an impairment that is not transitory (lasting or expected to last six months or less) or minor. In addition, the law protects covered individuals from discrimination based on their known relationship (or association) with an individual with a disability (even if they themselves do not have a disability).

Genetic Information Discrimination—The Genetic Information Nondiscrimination Act of 2008[9] (GINA) is a federal law which prohibits discrimination in the terms and conditions of employment against covered individuals based on their genetic information. Genetic information include an individual's genetic tests (including genetic tests done as part of a research study); genetic tests of the individual's family members (defined as dependents and up to and including 4th degree relatives); genetic tests of any fetus of an individual or family member who is a pregnant woman, and genetic tests of any embryo legally held by an individual or family member utilizing assisted reproductive technology; the manifestation of a disease or disorder in family members (family history); and any request for, or receipt of, genetic services or participation in clinical research that includes genetic services (genetic testing, counseling, or education) by an individual or family member.

National Origin Discrimination—Title VII of the Civil Rights Act of 1964[10] prohibits unfavorable treatment of covered individuals because he, she, they are from a particular country or part of the world, because of ethnicity or accent, or because he, she, they appear to be of a certain ethnic background (even if he, she, they are not). In

[6] 29 U.S.C. §§ 621-634
[7] 42 U.S.C. § 12101
[8] 42 U.S.C. § 12101
[9] Pub. L. 110-233
[10] 42 U.S.C. §2000e et seq

addition, the law covers individuals who are married to (or associated with) an individual of a certain national origin or because of their connection with an ethnic organization or group.

Pregnancy Discrimination—The Pregnancy Discrimination Act of 1978[11] prohibits unfavorable treatment of a covered individual because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth.

Race/Color Discrimination—Title VII of the Civil Rights Act of 1964[12] forbids unfavorable treatment of covered individuals because he, she, they are of a certain race or because of personal characteristics associated with race (such as hair texture, skin color, or certain facial features). Color discrimination involves treating an individual unfavorably because of skin color. In addition, Title VII protects covered individuals from discrimination because the individual is married to (or associated with) an individual of a certain race or color or because of an individual's connection with a race-based organization or group, or an organization or group that is generally associated with people of a certain color.

Religious Discrimination—Title VII of the Civil Rights Act of 1964[13] forbids unfavorable treatment of covered individuals because of his, her, their religious beliefs. The law protects not only the people who belong to traditional, organized religions, but also others who have sincerely held religious, ethical or moral beliefs. In addition, Title VII protects an individual who is married to (or associated with) an individual of a particular religion or because of his, her, their connection with a religious organization or group.

Sex-Based Discrimination—Title VII of the Civil Rights Act of 1964[14] forbids unfavorable treatment of covered individuals because of that individual's sex. In addition, the law protects an individual because of his, her, their connection with an organization or group that is generally associated with people of a certain sex. The Equal Pay Act of 1963, as amended, prohibits sex discrimination in the payment of wages to women and men performing equal work, in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the same establishment.

Equal Employment Opportunity (EEO)

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

Equal Opportunity

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

[11] Pub. L. 95-555
[12] 42 U.S.C. §2000e et seq
[13] 42 U.S.C. §2000e et seq
[14] 42 U.S.C. §2000e et seq

Executive Departments
The following departments and agencies covered in this plan are:

- Department of Adult and Juvenile Detention (DAJD)
- Department of Assessments (DOA)
- Department of Community and Health Services (DCHS)
- Department of Executive Services (DES)
- Department of Human Resources (DHR)
- Department of Judicial Administration (DJA)
- Department of Local Services (DLS)
- Department of Natural Resources and Parks (DNRP)
- Department of Public Defense (DPD)
- Department of Public Health (DPH)
- King County Elections (KCE)
- King County Information Technology (KCIT)
- King County Sheriff's Office (KCSO)
- Metro Transit Department (MTD)
- Prosecuting Attorney's Office (PAO)

Human Rights Agencies
Human Rights Agencies are government agencies authorized to investigate employee allegations of workplace discrimination. Those agencies are:

- Equal Employment Opportunity Commission (EEOC)
- Washington State Human Right Commission (WSHRC)
- Civil Rights Program in the Executive Office (CRP)

Job Group
Aggregate job titles with similar work content, compensation, and opportunities for advancement. Job groups are also associated with job categories also known as EEO categories.

King County Civil Rights Commission
An independent resident body, established by ordinance, that serves to advise the County Executive and County Council on matters concerning affirmative action, disability access, and equal employment opportunity.

King County Employee-Based Equal Employment Opportunity/Affirmative Action Advisory Committee
A committee, established by executive order, which serves to advise the Executive by making recommendations regarding equal employment opportunity and affirmative action strategies, systems, policies, and guidelines.

Persons with Disabilities
For federal law purposes, disability is defined as a physical or mental impairment which substantially limits one or more major life activities; a record of such impairment; or perception by others of such impairment. For state law purposes, (a) A disability is defined as the presence of a sensory, mental, or physical impairment that: (i) Is medically cognizable or diagnosable; or (ii) Exists as a record or history; or (iii) Is perceived to exist whether or not it exists in fact. (b) A disability exists whether it is temporary or permanent, common or uncommon, mitigated or unmitigated, or whether or not it limits the ability to work generally or work at a particular job or whether or not it limits any other activity within the scope of this chapter. (c) For purposes of this definition, "impairment" includes, but is not limited to:

(i) Any physiological disorder, or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following body systems: neurological, musculoskeletal, special sense organs, respiratory, including speech organs, cardiovascular, reproductive, digestive, genitor, urinary, hemic and lymphatic, skin, and endocrine; or (ii) Any mental, developmental, traumatic, or psychological disorder, including but not limited to cognitive limitation, organic brain syndrome, emotional or mental illness, and specific learning disabilities. (d) Only for the purposes of qualifying for reasonable accommodation in employment, an impairment must be known or shown through an interactive process to exist in fact and: (i) The impairment must have a substantially limiting effect upon the individual's ability to perform his or her job, the individual's ability to apply or be considered for a job, or the individual's access to equal benefits, privileges, or terms or conditions of employment: or (ii) The employee must have put the employer on notice of the existence of an impairment, and medical documentation must establish a reasonable likelihood that engaging in job functions without an accommodation would aggravate the impairment to the extent that it would create a substantially limiting effect. (e) For purposes of (d) of this subsection, a limitation is not substantial if it has only a trivial effect.

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

Problem Area(s)
The identified cause of job group underrepresentation found within a job group.

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

Prosecuting Attorney's Office (PAO)
A separate county office headed by an independently elected prosecuting official. The PAO interprets legal rulings and makes recommendations to the Department of Human Resources.

Race and Ethnic Definitions

- American Indian, Native American, or Alaskan Native: All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.
- Asian or Pacific Islander: All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, India, Japan, Korea, the Philippine Islands, and Samoa.
- Black (not of Hispanic origin): All persons having origins in any of the Black racial groups of Africa.
- Hispanic: All persons of Mexican, Puerto Rican, Cuban, Central, or South American, or other Spanish culture or origin, regardless of race.
- Native Hawaiian or Other Pacific Islander: A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- Two or More Races: People may have chosen to provide Two or More Races either by checking the Two or More Races response check boxes, by providing multiple write-in responses, or by some combination of check boxes and write-in responses.
- White (not of Hispanic origin): All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.

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

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

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

Veteran
A person who served on active duty for a period of more than 180 days and was discharged with other than a dishonorable discharge if any part of such active duty occurred.

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

King County | Office of the Executive

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

June 1, 2026

The Honorable Sarah Perry
Chair, King County Council
Room 1200
C O U R T H O U S E

Dear Councilmember Perry:

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

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

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

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

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

The EEO/AA Plan shows that advances have been made, while also highlighting strategies to tackle areas of underrepresentation. Of the total 840 potential goal areas for this plan period, 86 percent or 726 are fully represented. For the remaining 114 goal areas where the County's representation of persons of color and women are underrepresented when compared with those qualified and available in the workforce, executive branch departments have identified strategies to increase representation. The plan also includes data from the Prosecuting Attorney's Office, which voluntarily participates in this effort.
Included in the 2026-2029 EEO/AA Plan is a summary and review of the prior plan, adopted in 2022. Despite a variety of ongoing recruitment challenges, gains were achieved across all departments. At the end of that plan, 95 percent or 798 of 840 goal setting areas had full representation of persons of color and women.

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

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

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

Sincerely,

for

Girmay Zahilay
King County Executive

Enclosure

cc: King County Councilmembers
ATTN: Stephanie Cirkovich, Chief of Staff, King County Council
Melani Hay, Clerk of the Council
Karan Gill, Deputy Executive, Office of the Executive
Jasmin Weaver, Chief of Staff, Office of the Executive
Hyeok Kim, Chief Operating Officer, Office of the Executive
Sierra Howlett Browne, Director of Government Relations, Office of the Executive
Garrett Holbrook, Council Relations Manager, Office of the Executive
Megan Pedersen, Acting Director, Department of Human Resources

2026-2027 FISCAL NOTE

Ordinance/Motion:	2026-XXXX
Title:	2026-2029 EEO-AA Plan
Affected Agency and/or Agencies:	Countywide Plan
Note Prepared By:	Andres Fuerte
Date Prepared:	4/22/2026
Note Reviewed By:	Kaitlyn Graham
Date Reviewed:	4/22/2026

Description of request:

If approved, this legislation would adopt the 2026-2029 Equal Employment Opportunity/Affirmative Action Plan.

Revenue to:

Agency	Fund Code	Revenue Source	2026-2027	2028-2029	2030-2031
TOTAL			**0**	**0**	**0**

Expenditures from:

Agency	Fund Code	Department	2026-2027	2028-2029	2030-2031
TOTAL			**0**	**0**	**0**

Expenditures by Categories

	2026-2027	2028-2029	2030-2031
TOTAL	**0**	**0**	**0**

Does this legislation require a budget supplemental? No

Notes and Assumptions:

The 2026-2029 Equal Employment Opportunity/Affirmative Action plan has no direct incremental fiscal impact on County expenditures or revenues. The plan serves as a legal and administrative framework rather than a new funding request.

King County
Department of Human Resources

HR POLICY

Nondiscrimination, Anti-Harassment & Inappropriate Conduct Policy & Reporting Procedures

Policy Number:	**2021-0012**
Issue Date:	**07-02-2021**
Replaces:	**2018-0001**

POLICY

King County is committed to maintaining a respectful, productive, inclusive, and equitable workplace. Therefore, all elected officials and employees are expected to act with fairness, civility, integrity and to treat all coworkers equitably. Discrimination, harassment, retaliation, and inappropriate conduct based on a protected status undermines the integrity of the employment relationship and is prohibited. All complaints of conduct inconsistent with these expectations, regardless of whether the conduct rises to the level of unlawful discrimination, harassment, or retaliation, will be addressed. King County will determine the appropriate response to all complaints, which may include a formal investigation. Substantiated complaints will result in prompt, corrective action, up to and including termination of any employee violating this policy.

King County prohibits discrimination or harassment that is related to an individual's race, color, sex, age, creed, disability, marital status, national origin, religion, pregnancy, gender, gender identity or expression, genetic information, sexual orientation, veteran or military status, use of a service animal, domestic violence victimization, and any other status protected by federal, state, or local law. Additionally, King County prohibits retaliation of any kind against employees who engage in related protected activity, such as good faith reporting of harassment, discrimination, inappropriate conduct, or retaliation, or assisting in the investigation of such complaints.

DEFINITIONS

"Disability" means a sensory, mental, or physical impairment that: (1) is medically recognized or diagnosable; (2) exists as a record or history; or (3) is perceived by the employer to exist, whether or not it actually exists. A disability exists whether it is temporary or permanent, common, or uncommon, mitigated, or unmitigated, limits the ability to work generally or work at a particular job, or limits any other activity.

"Discrete Adverse Employment Action", in the case of discrimination, means any action that substantially affects the terms, conditions, or privileges of employment. It includes, but is not limited to, discipline, discharge, layoff, and a failure to hire or promote.

- In the case of retaliation, it is an action that would discourage a reasonable employee from making a complaint or participating in a discrimination, harassment or retaliation investigation or proceeding.

"Discrimination" means when an employer takes a discrete adverse employment action against an employee and the employee's protected status was a substantial factor in the employer's decision.

- *"Disability Discrimination"* occurs when the employer knows that an employee is unable to perform an essential function of the job due to a disability and fails to provide a reasonable accommodation that would enable the employee to perform the essential function.

"Harassment" means unwelcome conduct that can take many forms, including but not limited to, innuendoes, unwelcome compliments, suggestive or insulting noises, facial expressions, vulgar language, nicknames, slurs, derogatory comments, cartoons, jokes, pranks, written materials, offensive gestures or touching, and deliberately misgendering someone. It is illegal when:

- Enduring the conduct becomes a condition of continued employment; or
- The conduct is severe or pervasive enough to create an environment that a reasonable person would consider intimidating, hostile, or abusive.

"Inappropriate Conduct" means conduct that, while not rising to the level of unlawful discrimination, harassment, sexual harassment, or retaliation, communicates a hostile, derogatory, unwelcome, or negative message about persons based on a protected status. Inappropriate conduct can be either verbal or nonverbal and includes slights, insults, and other conduct that a reasonable person would find offensive.

"Protected Status" means an employee's sex, age, creed, disability, marital status, national origin, race, color, religion, pregnancy, gender, gender identity or expression, genetic information, sexual orientation, veteran or military status, use of a service animal, domestic violence victimization, engaging in protected activity and any other status protected by federal, state, or local law.

"Retaliation" means when a supervisor or manager takes a discrete adverse employment action against an employee because the employee engaged in protected activity, such as good faith reporting of harassment, discrimination, inappropriate conduct, or retaliation, or assisting in the investigation of such complaints. It also occurs when a co-worker engages in retaliatory harassment, if the conduct is sufficiently severe or pervasive.

"Sexual Harassment" occurs when unsolicited and unwelcome sexual advances, requests for sexual favors, displays of sexually oriented material, or other verbal or physical conduct of a sexual nature:

- Is explicitly or implicitly made a term or condition of employment;
- Is used as a basis for an employment decision; or
- Unreasonably interferes with an employee's work performance, or creates an intimidating, hostile or otherwise offensive environment.

Both the victim and the harasser can be the same gender or gender identity.

REPORTING PROCEDURES

Reporting Discrimination, Harassment, Retaliation, or Inappropriate Conduct

If an employee believes that they have been the subject of inappropriate, discriminatory, or harassing conduct based on a protected status, or they have been subjected to retaliation for reporting such conduct, they should report the conduct either verbally or in writing to one of the County's Human Resources (HR) Managers, the Workforce Equity Manager, or the Equal Employment Opportunity (EEO) Officer for Metro Transit. A report can be made to anyone on the list below; it does not have to be the employee's department HR Manager.

List of the current HR Managers, Workforce Equity Manager, and EEO Officer for Metro Transit

Allegations of conduct which violate this policy made against the King County Executive, Assessor or the Director of Elections should be reported to the Department of Human Resources Director.

If an employee feels that their complaint is not being adequately addressed by the managers listed above, please contact the Department of Human Resources Director.

If an employee is concerned that they or another King County employee has been subjected to treatment in violation of this policy and the employee wants to have a confidential discussion about their concerns, please contact the Employee Assistance Program at 206-263-8733, or Making Life

Easier at 1-888-874-7290. These resources offer comprehensive programs and services that help King County employees, and their families, to be healthy and safe.

Confidentiality and Public Disclosure

All information will be maintained on a confidential basis to the greatest extent possible. However, such information may be subject to disclosure under Washington's Public Records Act, RCW 42.56, and RCW 41.56, or for relevant litigation. Additionally, information may need to be disclosed to employees to carry out the purpose and intent of this policy.

Pursuant to RCW 42.56.250(6), investigative records that involve discrimination, harassment, or related retaliation claims are exempt from public disclosure while an investigation is active and ongoing. Once the investigation has been concluded and the complainant has been notified of the outcome, the records may be disclosed, provided that the names of the following are redacted, unless the following consent to the disclosure of their name:

- the complainant;
- other accusers; and
- witnesses.

RESPONSIBILITIES

Responsibilities of All King County Executive Branch Employees and Elected Officials

All employees and elected officials in executive branch departments, offices, and divisions, including the Assessor's Office, Elections, and the Sheriff's Office, shall be responsible for:

- Acting professionally and refraining from discriminatory, harassing, retaliatory or inappropriate conduct;
- Becoming familiar with the provisions of this policy, complying with all requirements of this policy, and cooperating with any inquiry under this policy; and
- Promptly reporting, as outlined above, any incident of discriminatory, harassing, retaliatory or inappropriate conduct based on a protected status that they experience or observe. The County cannot correct discriminatory, harassing, retaliatory or inappropriate conduct if the conduct is not known.

Where an inquiry establishes that an employee engaged in discriminatory, harassing, retaliatory or inappropriate conduct based on a protected status, the employee will be subject to appropriate corrective action, up to and including termination.

Responsibilities of the Human Resources Managers, the Workforce Equity Manager, and the Equal Employment Opportunity Officer for Metro Transit

The HR Managers in executive branch departments, offices, and divisions, the Workforce Equity Manager and the EEO Officer for Metro Transit shall be responsible for:

- Receiving allegations of discriminatory, harassing, retaliatory or inappropriate conduct based on a protected status;
- Advising supervisors and managers on appropriate actions to address alleged or substantiated conduct that violates this policy (e.g., investigation, counseling, education, corrective action);
- As appropriate, promptly conducting or overseeing fair and impartial investigations into allegations of discriminatory, harassing, retaliatory or inappropriate conduct based on a protected status;

- Advising supervisors and managers on interim actions, as needed, to ensure retaliation or other misconduct does not occur pending the outcome of an investigation;
- Communicating with the complaining party about the status of the investigation, what the complainant should do if they feel that they are being retaliated against for making a complaint under this policy, the resolution of the investigation, and what actions will be taken, if applicable;
- Advising the relevant division and/or department director about allegations of discriminatory, harassing, retaliatory or inappropriate conduct based on a protected status and the resolution of those allegations under this policy;
- Providing the Department of Human Resources Director, the Department Director, and the Division/Office Director with quarterly reports on complaints filed under this policy and the outcome of investigations; and
- Documenting the allegations received and the steps taken to address them.

Responsibilities of Supervisors and Managers

All supervisors and managers in executive branch departments, offices, and divisions, including the Assessor's Office, Elections, and the Sheriff's Office, shall be responsible for:

- Receiving allegations of discrimination, harassment, retaliation or inappropriate conduct based on a protected status and handling complaints promptly and appropriately;
- Acting promptly and appropriately to prevent discrimination, harassment, retaliation, or inappropriate conduct in the workplace. This includes using sound judgment in determining the appropriate corrective actions. In some situations, the appropriate corrective action may be immediate supervisory actions, such as counseling the offending employee. If unsure the supervisor should consult with their HR Manager.
- Consulting with their HR Manager if there are concerns or questions about whether a particular situation rises to the level of a policy violation;
- Reporting to their HR Manager, the Workforce Equity Manager, or the EEO Officer for Metro Transit any alleged incident of discrimination, harassment, retaliation or inappropriate conduct based on a protected status, that they witness or is otherwise brought to their attention;
- In consultation with the HR Manager, Workforce Equity Manager or EEO Officer for Metro Transit, providing interim actions, as needed, to ensure that retaliation or other misconduct does not occur pending the outcome of an investigation;
- In consultation with the HR Manager, Workforce Equity Manager or EEO Officer for Metro Transit, taking prompt and appropriate corrective and disciplinary action, up to and including termination, against employees who have engaged in discriminatory, harassing, retaliatory or inappropriate conduct based on a protected status or who have not carried out their responsibilities under this policy; and
- Actively monitoring the workplace to ensure compliance with this policy. A supervisor or manager who knew or should have known about harassment, discrimination, retaliation, or other inappropriate behavior in the workgroup and failed to report it to their department's HR Manager, may be subject to corrective action, up to and including termination.

Responsibilities of Division and Department Directors

All directors in executive branch divisions and departments, including the Assessor's Office, Elections, and the Sheriff's Office, shall be responsible for:

- Acting promptly and appropriately to prevent and address discrimination, harassment, retaliation or inappropriate conduct in the workplace;
- In consultation with the HR Manager, Workforce Equity Manager or EEO Officer for Metro Transit, ensuring that interim action is provided, as needed, to ensure that retaliation or other misconduct does not occur pending the outcome of an investigation; and
- In consultation with the HR Manager, Workforce Equity Manager or EEO Officer for Metro Transit, taking prompt and appropriate corrective and disciplinary action, up to and including termination, against employees who have engaged in discriminatory, harassing, retaliatory or inappropriate conduct based on a protected status or who have not carried out their responsibilities under this policy.

Consequences of Non-Compliance

Any employee, manager, supervisor, HR Manager, Workforce Equity Manager, EEO Officer, or Division or Department Director found to have failed to properly carry out the responsibilities outlined above, shall be subject to appropriate corrective action, up to and including termination.

ADDITIONAL RESOURCES & AVENUES FOR REPORTING AVAILABLE TO EMPLOYEES

King County Civil Rights Program, Office of Equity, Racial and Social Justice, https://kingcounty.gov/elected/executive/equity-social-justice/civil-rights.aspx

The enforcement unit of the Civil Rights Program investigates and resolves complaints of discrimination, provides education, and offers technical assistance. They work as impartial factfinders and do not represent any party.

Washington State Human Rights Commission, https://www.hum.wa.gov/

U.S. Equal Employment Opportunity Commission, https://www.eeoc.gov/

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0100 - DAJD-Adult & Juvnile Detention

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	12	Female	5	41.67	32.31		-0.69
		Minority	6	50.00	21.15		-2.45
		Black	5	41.67	2.74		-8.26
		Asian	1	8.33	9.65		0.15
		Native American	0	0.00	0.38	Yes	0.21
		Hispanic	0	0.00	4.92	Yes	0.79
		Pacific Islander	0	0.00	0.29	Yes	0.19
		Two or more races	0	0.00	3.16	Yes	0.63
2 - Professionals	113	Female	62	54.87	52.36		-0.53
		Minority	64	56.64	26.50		-7.26
		Black	38	33.63	5.55		-13.04
		Asian	10	8.85	10.26		0.49
		Native American	1	0.88	0.39		-0.83
		Hispanic	9	7.96	6.20		-0.78
		Pacific Islander	0	0.00	0.38	Yes	0.65
		Two or more races	6	5.31	3.72		-0.89
3 - Technicians	18	Female	14	77.78	38.39		-3.44
		Minority	9	50.00	38.76		-0.98
		Black	4	22.22	12.73		-1.21
		Asian	0	0.00	9.40	Yes	1.37
		Native American	0	0.00	0.66	Yes	0.35
		Hispanic	4	22.22	9.78		-1.78
		Pacific Islander	0	0.00	1.14	Yes	0.46
		Two or more races	1	5.56	5.05		-0.10
4 - Protective Service	554	Female	113	20.40	22.95		1.43
		Minority	381	68.77	32.45		-18.26
		Black	195	35.20	17.98		-10.56
		Asian	86	15.52	6.84		-8.10
		Native American	7	1.26	0.37		-3.46
		Hispanic	56	10.11	2.25		-12.45

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0100 - DAJD-Adult & Juvnile Detention

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
4 - Protective Service	554	Pacific Islander	12	2.17	1.30		-1.81
		Two or more races	25	4.51	3.71		-1.00
6 - Administrative Support	71	Female	48	67.61	75.99		1.65
		Minority	36	50.70	29.91		-3.83
		Black	14	19.72	6.00		-4.87
		Asian	14	19.72	9.66		-2.87
		Native American	0	0.00	0.83	Yes	0.77
		Hispanic	6	8.45	7.70		-0.24
		Pacific Islander	1	1.41	1.19		-0.17
		Two or more races	1	1.41	4.53	Yes	1.26
8 - Service Maintenance	30	Female	9	30.00	40.39	Yes	1.16
		Minority	23	76.67	45.55		-3.42
		Black	4	13.33	5.55		-1.86
		Asian	12	40.00	14.47		-3.97
		Native American	0	0.00	0.28	Yes	0.29
		Hispanic	4	13.33	16.85	Yes	0.51
		Pacific Islander	3	10.00	0.74		-5.90
		Two or more races	0	0.00	7.66	Yes	1.58

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0100 - DAJD-Adult & Juvnile Detention, 0101 - Administrative Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	4	Female	2	50.00	40.51		-0.39
		Minority	1	25.00	20.78		-0.21
		Black	1	25.00	3.75		-2.24
		Asian	0	0.00	6.64	Yes	0.53
		Native American	0	0.00	0.57	Yes	0.15
		Hispanic	0	0.00	5.39	Yes	0.48
		Pacific Islander	0	0.00	0.50	Yes	0.14
		Two or more races	0	0.00	3.94	Yes	0.40
2 - Professionals	24	Female	15	62.50	54.23		-0.81
		Minority	12	50.00	30.46		-2.08
		Black	5	20.83	4.93		-3.60
		Asian	2	8.33	15.26	Yes	0.94
		Native American	0	0.00	0.26	Yes	0.25
		Hispanic	3	12.50	5.55		-1.49
		Pacific Islander	0	0.00	0.32	Yes	0.28
		Two or more races	2	8.33	4.15		-1.03
6 - Administrative Support	21	Female	11	52.38	85.36	Yes	4.27
		Minority	11	52.38	25.53		-2.82
		Black	3	14.29	4.53		-2.15
		Asian	7	33.33	9.95		-3.58
		Native American	0	0.00	1.19	Yes	0.50
		Hispanic	0	0.00	5.37	Yes	1.09
		Pacific Islander	0	0.00	0.59	Yes	0.35
		Two or more races	1	4.76	3.90		-0.20

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0100 - DAJD-Adult & Juvnile Detention, 0102 - Juvenile

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	4	Female	2	50.00	37.62		-0.51
		Minority	1	25.00	26.82		0.08
		Black	1	25.00	2.98		-2.59
		Asian	0	0.00	14.23	Yes	0.81
		Native American	0	0.00	0.38	Yes	0.12
		Hispanic	0	0.00	5.28	Yes	0.47
		Pacific Islander	0	0.00	0.24	Yes	0.10
		Two or more races	0	0.00	3.70	Yes	0.39
2 - Professionals	23	Female	14	60.87	67.25		0.65
		Minority	14	60.87	29.95		-3.24
		Black	12	52.17	6.26		-9.09
		Asian	0	0.00	12.87	Yes	1.84
		Native American	0	0.00	0.42	Yes	0.31
		Hispanic	2	8.70	6.15		-0.51
		Pacific Islander	0	0.00	0.36	Yes	0.29
		Two or more races	0	0.00	3.90	Yes	0.97
3 - Technicians	5	Female	4	80.00	85.75		0.37
		Minority	4	80.00	37.58		-1.96
		Black	3	60.00	7.10		-4.61
		Asian	0	0.00	13.60	Yes	0.89
		Native American	0	0.00	0.51	Yes	0.16
		Hispanic	1	20.00	10.25		-0.72
		Pacific Islander	0	0.00	0.92	Yes	0.21
		Two or more races	0	0.00	5.20	Yes	0.52
4 - Protective Service	102	Female	36	35.29	22.41		-3.12
		Minority	79	77.45	31.81		-9.90
		Black	47	46.08	17.56		-7.57
		Asian	13	12.75	6.73		-2.43
		Native American	1	0.98	0.36		-1.04
		Hispanic	7	6.86	2.27		-3.12

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0100 - DAJD-Adult & Juvnile Detention, 0102 - Juvenile

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
4 - Protective Service	102	Pacific Islander	3	2.94	1.27		-1.51
		Two or more races	8	7.84	3.62		-2.28
6 - Administrative Support	5	Female	3	60.00	69.07		0.44
		Minority	2	40.00	26.32		-0.69
		Black	1	20.00	5.35		-1.46
		Asian	0	0.00	8.01	Yes	0.66
		Native American	0	0.00	0.96	Yes	0.22
		Hispanic	1	20.00	6.29		-1.26
		Pacific Islander	0	0.00	0.70	Yes	0.19
		Two or more races	0	0.00	5.01	Yes	0.51
8 - Service Maintenance	6	Female	1	16.67	36.42	Yes	1.01
		Minority	5	83.33	45.51		-1.86
		Black	1	16.67	5.67		-1.16
		Asian	4	66.67	13.19		-3.87
		Native American	0	0.00	0.24	Yes	0.12
		Hispanic	0	0.00	18.57	Yes	1.17
		Pacific Islander	0	0.00	0.98	Yes	0.24
		Two or more races	0	0.00	6.86	Yes	0.66

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0100 - DAJD-Adult & Juvnile Detention, 0103 - Community Corrections

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	0	0.00	37.62	Yes	1.10
		Minority	2	100.00	26.82		-2.34
		Black	2	100.00	2.98		-8.07
		Asian	0	0.00	14.23	Yes	0.58
		Native American	0	0.00	0.38	Yes	0.09
		Hispanic	0	0.00	5.28	Yes	0.33
		Pacific Islander	0	0.00	0.24	Yes	0.07
		Two or more races	0	0.00	3.70	Yes	0.28
2 - Professionals	25	Female	12	48.00	56.51		0.86
		Minority	16	64.00	27.44		-4.10
		Black	8	32.00	6.71		-5.06
		Asian	4	16.00	8.43		-1.36
		Native American	0	0.00	0.51	Yes	0.36
		Hispanic	3	12.00	7.10		-0.95
		Pacific Islander	0	0.00	0.48	Yes	0.35
		Two or more races	1	4.00	4.20		0.05
3 - Technicians	13	Female	10	76.92	20.18		-5.10
		Minority	5	38.46	39.21		0.06
		Black	1	7.69	14.89	Yes	0.73
		Asian	0	0.00	7.78	Yes	1.05
		Native American	0	0.00	0.72	Yes	0.31
		Hispanic	3	23.08	9.60		-1.65
		Pacific Islander	0	0.00	1.23	Yes	0.40
		Two or more races	1	7.69	4.99		-0.45
6 - Administrative Support	9	Female	6	66.67	91.97	Yes	2.79
		Minority	7	77.78	25.04		-3.65
		Black	3	33.33	4.48		-4.18
		Asian	1	11.11	7.88		-0.36
		Native American	0	0.00	0.89	Yes	0.28
		Hispanic	2	22.22	6.91		-1.81

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0100 - DAJD-Adult & Juvnile Detention, 0103 - Community Corrections

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
6 - Administrative Support	9	Pacific Islander	1	11.11	0.53		-4.38
		Two or more races	0	0.00	4.35	Yes	0.64

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0100 - DAJD-Adult & Juvnile Detention, 0104 - KCCF

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	1	50.00	0.00		0.00
		Minority	2	100.00	4.85		-6.26
		Black	1	50.00	0.00		0.00
		Asian	1	50.00	1.94		-4.93
		Native American	0	0.00	0.00		0.00
		Hispanic	0	0.00	2.91	Yes	0.24
		Pacific Islander	0	0.00	0.00		0.00
		Two or more races	0	0.00	0.00		0.00
2 - Professionals	28	Female	15	53.57	41.17		-1.33
		Minority	16	57.14	22.39		-4.41
		Black	9	32.14	4.89		-6.69
		Asian	3	10.71	7.38		-0.68
		Native American	1	3.57	0.41		-2.62
		Hispanic	0	0.00	6.20	Yes	1.36
		Pacific Islander	0	0.00	0.36	Yes	0.32
		Two or more races	3	10.71	3.15		-2.29
4 - Protective Service	313	Female	54	17.25	23.12	Yes	2.46
		Minority	210	67.09	32.65		-12.99
		Black	103	32.91	18.11		-6.80
		Asian	49	15.65	6.88		-6.14
		Native American	5	1.60	0.37		-3.55
		Hispanic	34	10.86	2.25		-10.28
		Pacific Islander	5	1.60	1.31		-0.45
		Two or more races	14	4.47	3.73		-0.69
6 - Administrative Support	20	Female	17	85.00	67.16		-1.70
		Minority	7	35.00	34.38		-0.06
		Black	3	15.00	7.37		-1.31
		Asian	2	10.00	10.28		0.04
		Native American	0	0.00	0.60	Yes	0.35
		Hispanic	2	10.00	9.46		-0.08

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0100 - DAJD-Adult & Juvnile Detention, 0104 - KCCF

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
6 - Administrative Support	20	Pacific Islander	0	0.00	1.79	Yes	0.60
		Two or more races	0	0.00	4.89	Yes	1.01
8 - Service Maintenance	13	Female	4	30.77	41.38	Yes	0.78
		Minority	12	92.31	45.56		-3.38
		Black	2	15.38	5.52		-1.56
		Asian	5	38.46	14.79		-2.40
		Native American	0	0.00	0.29	Yes	0.19
		Hispanic	2	15.38	16.41		0.10
		Pacific Islander	3	23.08	0.69		-9.79
		Two or more races	0	0.00	7.86	Yes	1.05

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0100 - DAJD-Adult & Juvnile Detention, 0105 - MRJC

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
2 - Professionals	13	Female	6	46.15	38.69		-0.55
		Minority	6	46.15	20.12		-2.34
		Black	4	30.77	4.62		-4.49
		Asian	1	7.69	6.13		-0.23
		Native American	0	0.00	0.35	Yes	0.21
		Hispanic	1	7.69	5.79		-0.29
		Pacific Islander	0	0.00	0.33	Yes	0.21
		Two or more races	0	0.00	2.88	Yes	0.62
4 - Protective Service	139	Female	23	16.55	22.95		1.80
		Minority	92	66.19	32.46		-8.49
		Black	45	32.37	17.98		-4.42
		Asian	24	17.27	6.84		-4.87
		Native American	1	0.72	0.37		-0.68
		Hispanic	15	10.79	2.25		-6.78
		Pacific Islander	4	2.88	1.30		-1.65
		Two or more races	3	2.16	3.71	Yes	0.97
6 - Administrative Support	16	Female	11	68.75	67.88		-0.07
		Minority	9	56.25	33.94		-1.88
		Black	4	25.00	7.26		-2.73
		Asian	4	25.00	10.02		-2.00
		Native American	0	0.00	0.59	Yes	0.31
		Hispanic	1	6.25	9.45	Yes	0.44
		Pacific Islander	0	0.00	1.77	Yes	0.54
		Two or more races	0	0.00	4.85	Yes	0.90
8 - Service Maintenance	11	Female	4	36.36	41.38		0.34
		Minority	6	54.55	45.56		-0.60
		Black	1	9.09	5.52		-0.52
		Asian	3	27.27	14.79		-1.17
		Native American	0	0.00	0.29	Yes	0.18
		Hispanic	2	18.18	16.41		-0.16

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0100 - DAJD-Adult & Juvnile Detention, 0105 - MRJC

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
8 - Service Maintenance	11	Pacific Islander	0	0.00	0.69	Yes	0.28
		Two or more races	0	0.00	7.86	Yes	0.97

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0700 - DOA - Assessor's Office

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	10	Female	5	50.00	37.75		-0.80
		Minority	3	30.00	26.28		-0.27
		Black	0	0.00	2.95	Yes	0.55
		Asian	2	20.00	14.01		-0.55
		Native American	0	0.00	0.44	Yes	0.21
		Hispanic	1	10.00	4.98		-0.73
		Pacific Islander	0	0.00	0.31	Yes	0.18
		Two or more races	0	0.00	3.59	Yes	0.61
2 - Professionals	144	Female	67	46.53	57.95	Yes	2.78
		Minority	45	31.25	34.08		0.72
		Black	10	6.94	5.50		-0.76
		Asian	25	17.36	14.57		-0.95
		Native American	1	0.69	0.02		-5.12
		Hispanic	5	3.47	8.23	Yes	2.08
		Pacific Islander	0	0.00	0.02	Yes	0.17
		Two or more races	4	2.78	5.74	Yes	1.53
3 - Technicians	6	Female	3	50.00	58.67		0.43
		Minority	2	33.33	27.14		-0.34
		Black	0	0.00	3.69	Yes	0.48
		Asian	0	0.00	10.95	Yes	0.86
		Native American	0	0.00	0.59	Yes	0.19
		Hispanic	0	0.00	7.89	Yes	0.72
		Pacific Islander	0	0.00	0.13	Yes	0.09
		Two or more races	2	33.33	3.89		-3.73
6 - Administrative Support	31	Female	22	70.97	90.12	Yes	3.57
		Minority	18	58.06	26.18		-4.04
		Black	6	19.35	4.77		-3.81
		Asian	6	19.35	8.55		-2.15
		Native American	0	0.00	0.92	Yes	0.54
		Hispanic	2	6.45	6.92		0.10

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0700 - DOA - Assessor's Office

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
6 - Administrative Support	31	Pacific Islander	0	0.00	0.58	Yes	0.42
		Two or more races	4	12.90	4.45		-2.28

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0700 - DOA - Assessor's Office, 0701 - Accounting Operations

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	1	Female	1	100.00	53.10		-0.94
		Minority	0	0.00	26.58	Yes	0.60
		Black	0	0.00	2.60	Yes	0.16
		Asian	0	0.00	15.69	Yes	0.43
		Native American	0	0.00	1.02	Yes	0.10
		Hispanic	0	0.00	4.19	Yes	0.21
		Pacific Islander	0	0.00	0.64	Yes	0.08
		Two or more races	0	0.00	2.45	Yes	0.16
2 - Professionals	11	Female	9	81.82	42.57		-2.63
		Minority	6	54.55	26.54		-2.10
		Black	0	0.00	2.63	Yes	0.55
		Asian	6	54.55	14.77		-3.72
		Native American	0	0.00	0.01	Yes	0.03
		Hispanic	0	0.00	4.12	Yes	0.69
		Pacific Islander	0	0.00	0.09	Yes	0.10
		Two or more races	0	0.00	4.92	Yes	0.75
3 - Technicians	4	Female	3	75.00	75.96		0.05
		Minority	0	0.00	23.52	Yes	1.11
		Black	0	0.00	3.16	Yes	0.36
		Asian	0	0.00	7.72	Yes	0.58
		Native American	0	0.00	0.75	Yes	0.17
		Hispanic	0	0.00	8.98	Yes	0.63
		Pacific Islander	0	0.00	0.00		0.00
		Two or more races	0	0.00	2.91	Yes	0.35
6 - Administrative Support	21	Female	16	76.19	91.29		2.45
		Minority	13	61.90	25.46		-3.83
		Black	6	28.57	4.59		-5.25
		Asian	4	19.05	8.13		-1.83
		Native American	0	0.00	0.90	Yes	0.44
		Hispanic	0	0.00	6.91	Yes	1.25

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0700 - DOA - Assessor's Office, 0701 - Accounting Operations

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
6 - Administrative Support	21	Pacific Islander	0	0.00	0.55	Yes	0.34
		Two or more races	3	14.29	4.39		-2.21

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0700 - DOA - Assessor's Office, 0702 - Administrative Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	5	Female	2	40.00	36.48		-0.16
		Minority	0	0.00	25.57	Yes	1.31
		Black	0	0.00	3.16	Yes	0.40
		Asian	0	0.00	12.52	Yes	0.85
		Native American	0	0.00	0.45	Yes	0.15
		Hispanic	0	0.00	5.36	Yes	0.53
		Pacific Islander	0	0.00	0.30	Yes	0.12
		Two or more races	0	0.00	3.77	Yes	0.44
2 - Professionals	2	Female	1	50.00	45.07		-0.14
		Minority	1	50.00	30.60		-0.60
		Black	1	50.00	3.16		-3.79
		Asian	0	0.00	18.70	Yes	0.68
		Native American	0	0.00	0.09	Yes	0.04
		Hispanic	0	0.00	4.68	Yes	0.31
		Pacific Islander	0	0.00	0.32	Yes	0.08
		Two or more races	0	0.00	3.65	Yes	0.28
6 - Administrative Support	4	Female	2	50.00	91.97	Yes	3.09
		Minority	2	50.00	25.04		-1.15
		Black	0	0.00	4.48	Yes	0.43
		Asian	0	0.00	7.88	Yes	0.58
		Native American	0	0.00	0.89	Yes	0.19
		Hispanic	1	25.00	6.91		-1.43
		Pacific Islander	0	0.00	0.53	Yes	0.15
		Two or more races	1	25.00	4.35		-2.02

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0700 - DOA - Assessor's Office, 0703 - Commercial Property Appraisal

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	1	Female	1	100.00	37.62		-1.29
		Minority	1	100.00	26.82		-1.65
		Black	0	0.00	2.98	Yes	0.18
		Asian	0	0.00	14.23	Yes	0.41
		Native American	0	0.00	0.38	Yes	0.06
		Hispanic	1	100.00	5.28		-4.23
		Pacific Islander	0	0.00	0.24	Yes	0.05
		Two or more races	0	0.00	3.70	Yes	0.20
2 - Professionals	45	Female	18	40.00	62.47	Yes	3.11
		Minority	16	35.56	34.08		-0.21
		Black	4	8.89	6.10		-0.78
		Asian	8	17.78	12.96		-0.96
		Native American	1	2.22	0.02		-11.27
		Hispanic	2	4.44	8.99	Yes	1.07
		Pacific Islander	0	0.00	0.00	Yes	0.02
		Two or more races	1	2.22	6.00	Yes	1.07
6 - Administrative Support	4	Female	3	75.00	88.39		0.84
		Minority	3	75.00	27.26		-2.14
		Black	0	0.00	5.04	Yes	0.46
		Asian	2	50.00	9.18		-2.83
		Native American	0	0.00	0.94	Yes	0.20
		Hispanic	1	25.00	6.93		-1.42
		Pacific Islander	0	0.00	0.63	Yes	0.16
		Two or more races	0	0.00	4.54	Yes	0.44

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0700 - DOA - Assessor's Office, 0704 - Information Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	1	50.00	33.39		-0.50
		Minority	2	100.00	27.36		-2.30
		Black	0	0.00	2.58	Yes	0.23
		Asian	2	100.00	16.68		-3.16
		Native American	0	0.00	0.19	Yes	0.06
		Hispanic	0	0.00	4.09	Yes	0.29
		Pacific Islander	0	0.00	0.21	Yes	0.07
		Two or more races	0	0.00	3.61	Yes	0.27
2 - Professionals	11	Female	2	18.18	22.36		0.33
		Minority	2	18.18	42.76	Yes	1.65
		Black	0	0.00	1.82	Yes	0.45
		Asian	2	18.18	32.78	Yes	1.03
		Native American	0	0.00	0.23	Yes	0.16
		Hispanic	0	0.00	3.97	Yes	0.67
		Pacific Islander	0	0.00	0.10	Yes	0.11
		Two or more races	0	0.00	3.85	Yes	0.66
3 - Technicians	2	Female	0	0.00	24.08	Yes	0.80
		Minority	2	100.00	34.38		-1.95
		Black	0	0.00	4.74	Yes	0.32
		Asian	0	0.00	17.42	Yes	0.65
		Native American	0	0.00	0.29	Yes	0.08
		Hispanic	0	0.00	5.69	Yes	0.35
		Pacific Islander	0	0.00	0.40	Yes	0.09
		Two or more races	2	100.00	5.84		-5.68

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0700 - DOA - Assessor's Office, 0705 - Residential Appraisal

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	1	Female	0	0.00	37.62	Yes	0.78
		Minority	0	0.00	26.82	Yes	0.61
		Black	0	0.00	2.98	Yes	0.18
		Asian	0	0.00	14.23	Yes	0.41
		Native American	0	0.00	0.38	Yes	0.06
		Hispanic	0	0.00	5.28	Yes	0.24
		Pacific Islander	0	0.00	0.24	Yes	0.05
		Two or more races	0	0.00	3.70	Yes	0.20
2 - Professionals	75	Female	37	49.33	63.05	Yes	2.46
		Minority	20	26.67	34.00		1.34
		Black	5	6.67	6.16		-0.18
		Asian	9	12.00	12.72		0.19
		Native American	0	0.00	0.00		0.00
		Hispanic	3	4.00	9.10	Yes	1.54
		Pacific Islander	0	0.00	0.00		0.00
		Two or more races	3	4.00	6.02	Yes	0.74
6 - Administrative Support	2	Female	1	50.00	77.62	Yes	0.94
		Minority	0	0.00	33.92	Yes	1.01
		Black	0	0.00	6.72	Yes	0.38
		Asian	0	0.00	13.07	Yes	0.55
		Native American	0	0.00	1.10	Yes	0.15
		Hispanic	0	0.00	7.02	Yes	0.39
		Pacific Islander	0	0.00	0.92	Yes	0.14
		Two or more races	0	0.00	5.09	Yes	0.33

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0200 - DCHS - Community & Human Srvcs

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	16	Female	15	93.75	51.05		-3.42
		Minority	8	50.00	22.71		-2.61
		Black	1	6.25	3.93		-0.48
		Asian	4	25.00	8.53		-2.36
		Native American	0	0.00	0.46	Yes	0.27
		Hispanic	0	0.00	5.47	Yes	0.96
		Pacific Islander	0	0.00	0.52	Yes	0.29
		Two or more races	3	18.75	3.81		-3.12
2 - Professionals	587	Female	406	69.17	51.63		-8.50
		Minority	298	50.77	30.70		-10.54
		Black	105	17.89	5.03		-14.26
		Asian	83	14.14	14.96		0.56
		Native American	7	1.19	0.30		-3.90
		Hispanic	53	9.03	6.11		-2.96
		Pacific Islander	3	0.51	0.38		-0.52
		Two or more races	47	8.01	3.92		-5.11
6 - Administrative Support	27	Female	16	59.26	80.38	Yes	2.76
		Minority	17	62.96	29.61		-3.80
		Black	5	18.52	6.39		-2.58
		Asian	6	22.22	9.26		-2.32
		Native American	0	0.00	0.80	Yes	0.47
		Hispanic	3	11.11	7.62		-0.68
		Pacific Islander	1	3.70	0.77		-1.75
		Two or more races	2	7.41	4.77		-0.64

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0200 - DCHS - Community & Human Srvcs, 0220 - Comm & Human Svcs Admin

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	6	Female	6	100.00	31.85		-3.58
		Minority	2	33.33	21.15		-0.73
		Black	0	0.00	2.08	Yes	0.36
		Asian	1	16.67	10.76		-0.47
		Native American	0	0.00	0.36	Yes	0.15
		Hispanic	0	0.00	3.85	Yes	0.49
		Pacific Islander	0	0.00	0.22	Yes	0.12
		Two or more races	1	16.67	3.87		-1.62
2 - Professionals	153	Female	110	71.90	43.76		-7.02
		Minority	79	51.63	28.33		-6.40
		Black	17	11.11	3.14		-5.65
		Asian	37	24.18	16.56		-2.54
		Native American	1	0.65	0.19		-1.34
		Hispanic	14	9.15	4.53		-2.75
		Pacific Islander	3	1.96	0.27		-4.03
		Two or more races	7	4.58	3.65		-0.61
6 - Administrative Support	13	Female	11	84.62	89.25		0.54
		Minority	8	61.54	26.14		-2.90
		Black	1	7.69	4.75		-0.50
		Asian	1	7.69	8.81		0.14
		Native American	0	0.00	0.96	Yes	0.36
		Hispanic	3	23.08	6.67		-2.37
		Pacific Islander	1	7.69	0.58		-3.36
		Two or more races	2	15.38	4.36		-1.95

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0200 - DCHS - Community & Human Srvcs, 0221 - Behavioral Health and Recovery

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	2	100.00	69.24		-0.94
		Minority	1	50.00	23.72		-0.87
		Black	0	0.00	5.64	Yes	0.35
		Asian	1	50.00	6.18		-2.57
		Native American	0	0.00	0.46	Yes	0.10
		Hispanic	0	0.00	7.03	Yes	0.39
		Pacific Islander	0	0.00	0.70	Yes	0.12
		Two or more races	0	0.00	3.71	Yes	0.28
2 - Professionals	196	Female	133	67.86	57.63		-2.90
		Minority	77	39.29	32.01		-2.18
		Black	34	17.35	6.19		-6.48
		Asian	13	6.63	13.78	Yes	2.90
		Native American	4	2.04	0.41		-3.56
		Hispanic	10	5.10	6.91		1.00
		Pacific Islander	0	0.00	0.45	Yes	0.94
		Two or more races	16	8.16	4.27		-2.69
6 - Administrative Support	9	Female	0	0.00	71.85	Yes	4.79
		Minority	4	44.44	33.20		-0.72
		Black	3	33.33	8.58		-2.65
		Asian	1	11.11	9.73		-0.14
		Native American	0	0.00	0.66	Yes	0.24
		Hispanic	0	0.00	8.26	Yes	0.90
		Pacific Islander	0	0.00	0.62	Yes	0.24
		Two or more races	0	0.00	5.36	Yes	0.71

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0200 - DCHS - Community & Human Srvcs, 0222 - Adult Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	1	50.00	50.58		0.02
		Minority	2	100.00	22.14		-2.65
		Black	1	50.00	4.75		-3.01
		Asian	0	0.00	5.94	Yes	0.36
		Native American	0	0.00	0.60	Yes	0.11
		Hispanic	0	0.00	6.36	Yes	0.37
		Pacific Islander	0	0.00	0.62	Yes	0.11
		Two or more races	1	50.00	3.87		-3.38
2 - Professionals	67	Female	47	70.15	56.06		-2.32
		Minority	36	53.73	31.73		-3.87
		Black	20	29.85	5.95		-8.27
		Asian	7	10.45	14.05	Yes	0.85
		Native American	1	1.49	0.36		-1.55
		Hispanic	4	5.97	6.84		0.28
		Pacific Islander	0	0.00	0.44	Yes	0.54
		Two or more races	4	5.97	4.08		-0.78
6 - Administrative Support	2	Female	2	100.00	59.85		-1.16
		Minority	2	100.00	36.90		-1.85
		Black	1	50.00	8.19		-2.16
		Asian	1	50.00	10.73		-1.79
		Native American	0	0.00	0.49	Yes	0.10
		Hispanic	0	0.00	10.30	Yes	0.48
		Pacific Islander	0	0.00	2.18	Yes	0.21
		Two or more races	0	0.00	5.02	Yes	0.33

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0200 - DCHS - Community & Human Srvcs, 0223 - Children & Youth Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	2	100.00	69.24		-0.94
		Minority	1	50.00	23.72		-0.87
		Black	0	0.00	5.64	Yes	0.35
		Asian	1	50.00	6.18		-2.57
		Native American	0	0.00	0.46	Yes	0.10
		Hispanic	0	0.00	7.03	Yes	0.39
		Pacific Islander	0	0.00	0.70	Yes	0.12
		Two or more races	0	0.00	3.71	Yes	0.28
2 - Professionals	67	Female	46	68.66	57.56		-1.84
		Minority	55	82.09	31.04		-9.03
		Black	18	26.87	6.13		-7.07
		Asian	11	16.42	13.10		-0.81
		Native American	0	0.00	0.37	Yes	0.50
		Hispanic	16	23.88	6.76		-5.58
		Pacific Islander	0	0.00	0.44	Yes	0.54
		Two or more races	10	14.93	4.25		-4.33
6 - Administrative Support	2	Female	2	100.00	91.97		-0.42
		Minority	2	100.00	25.04		-2.45
		Black	0	0.00	4.48	Yes	0.31
		Asian	2	100.00	7.88		-4.84
		Native American	0	0.00	0.89	Yes	0.13
		Hispanic	0	0.00	6.91	Yes	0.39
		Pacific Islander	0	0.00	0.53	Yes	0.10
		Two or more races	0	0.00	4.35	Yes	0.30

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0200 - DCHS - Community & Human Srvcs, 0224 - Housing Homeless & Comm Dev

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	2	100.00	69.24		-0.94
		Minority	1	50.00	23.72		-0.87
		Black	0	0.00	5.64	Yes	0.35
		Asian	0	0.00	6.18	Yes	0.36
		Native American	0	0.00	0.46	Yes	0.10
		Hispanic	0	0.00	7.03	Yes	0.39
		Pacific Islander	0	0.00	0.70	Yes	0.12
		Two or more races	1	50.00	3.71		-3.46
2 - Professionals	68	Female	41	60.29	43.92		-2.72
		Minority	27	39.71	30.78		-1.59
		Black	11	16.18	4.18		-4.95
		Asian	8	11.76	16.77		1.10
		Native American	0	0.00	0.21	Yes	0.38
		Hispanic	3	4.41	5.98	Yes	0.55
		Pacific Islander	0	0.00	0.33	Yes	0.47
		Two or more races	5	7.35	3.31		-1.87

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0200 - DCHS - Community & Human Srvcs, 0225 - Dev Dis & Early Child Suppts

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	2	100.00	54.56		-1.29
		Minority	1	50.00	24.91		-0.82
		Black	0	0.00	3.48	Yes	0.27
		Asian	1	50.00	11.46		-1.71
		Native American	0	0.00	0.58	Yes	0.11
		Hispanic	0	0.00	4.73	Yes	0.31
		Pacific Islander	0	0.00	0.82	Yes	0.13
		Two or more races	0	0.00	3.84	Yes	0.28
2 - Professionals	36	Female	29	80.56	47.73		-3.94
		Minority	24	66.67	30.86		-4.65
		Black	5	13.89	4.55		-2.69
		Asian	7	19.44	16.35		-0.50
		Native American	1	2.78	0.17		-3.74
		Hispanic	6	16.67	6.12		-2.64
		Pacific Islander	0	0.00	0.35	Yes	0.36
		Two or more races	5	13.89	3.32		-3.54
6 - Administrative Support	1	Female	1	100.00	59.85		-0.82
		Minority	1	100.00	36.90		-1.31
		Black	0	0.00	8.19	Yes	0.30
		Asian	1	100.00	10.73		-2.88
		Native American	0	0.00	0.49	Yes	0.07
		Hispanic	0	0.00	10.30	Yes	0.34
		Pacific Islander	0	0.00	2.18	Yes	0.15
		Two or more races	0	0.00	5.02	Yes	0.23

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0400 - DES - Executive Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	25	Female	13	52.00	35.72		-1.70
		Minority	8	32.00	25.17		-0.79
		Black	3	12.00	3.42		-2.36
		Asian	1	4.00	12.13	Yes	1.25
		Native American	1	4.00	0.43		-2.73
		Hispanic	3	12.00	4.85		-1.66
		Pacific Islander	0	0.00	0.35	Yes	0.30
		Two or more races	0	0.00	3.99	Yes	1.02
2 - Professionals	459	Female	263	57.30	41.43		-6.90
		Minority	216	47.06	27.84		-9.19
		Black	37	8.06	3.43		-5.46
		Asian	114	24.84	15.27		-5.70
		Native American	0	0.00	0.32	Yes	1.21
		Hispanic	29	6.32	5.05		-1.24
		Pacific Islander	4	0.87	0.24		-2.78
		Two or more races	32	6.97	3.53		-3.99
3 - Technicians	7	Female	3	42.86	44.57		0.09
		Minority	0	0.00	27.23	Yes	1.62
		Black	0	0.00	4.79	Yes	0.59
		Asian	0	0.00	8.87	Yes	0.83
		Native American	0	0.00	0.69	Yes	0.22
		Hispanic	0	0.00	7.44	Yes	0.75
		Pacific Islander	0	0.00	0.62	Yes	0.21
		Two or more races	0	0.00	4.81	Yes	0.59
4 - Protective Service	50	Female	11	22.00	27.45		0.86
		Minority	27	54.00	36.11		-2.63
		Black	12	24.00	12.46		-2.47
		Asian	5	10.00	6.59		-0.97
		Native American	0	0.00	1.95	Yes	1.00
		Hispanic	3	6.00	9.09	Yes	0.76

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0400 - DES - Executive Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
4 - Protective Service	50	Pacific Islander	2	4.00	1.26		-1.74
		Two or more races	5	10.00	4.76		-1.74
6 - Administrative Support	128	Female	86	67.19	72.92		1.46
		Minority	81	63.28	29.09		-8.52
		Black	26	20.31	5.75		-7.08
		Asian	27	21.09	9.85		-4.27
		Native American	3	2.34	0.81		-1.94
		Hispanic	13	10.16	7.10		-1.35
		Pacific Islander	3	2.34	1.21		-1.17
		Two or more races	9	7.03	4.37		-1.47
7 - Skilled Crafts	117	Female	6	5.13	4.66		-0.24
		Minority	51	43.59	29.15		-3.44
		Black	9	7.69	4.42		-1.72
		Asian	22	18.80	6.23		-5.63
		Native American	2	1.71	0.54		-1.72
		Hispanic	11	9.40	13.07		1.18
		Pacific Islander	1	0.85	0.83		-0.02
		Two or more races	6	5.13	4.06		-0.59
8 - Service Maintenance	126	Female	47	37.30	12.75		-8.26
		Minority	105	83.33	47.83		-7.98
		Black	48	38.10	4.01		-19.50
		Asian	27	21.43	5.37		-8.00
		Native American	0	0.00	1.47	Yes	1.37
		Hispanic	20	15.87	33.07	Yes	4.10
		Pacific Islander	8	6.35	0.73		-7.40
		Two or more races	2	1.59	3.17	Yes	1.02

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0400 - DES - Executive Services, 0401 - Administration

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	3	Female	2	66.67	28.96		-1.44
		Minority	2	66.67	18.31		-2.17
		Black	1	33.33	1.63		-4.33
		Asian	0	0.00	9.02	Yes	0.55
		Native American	0	0.00	0.36	Yes	0.10
		Hispanic	1	33.33	3.14		-3.00
		Pacific Islander	0	0.00	0.21	Yes	0.08
		Two or more races	0	0.00	3.96	Yes	0.35
2 - Professionals	20	Female	13	65.00	55.97		-0.81
		Minority	10	50.00	26.30		-2.41
		Black	4	20.00	4.98		-3.09
		Asian	4	20.00	11.39		-1.21
		Native American	0	0.00	0.30	Yes	0.24
		Hispanic	1	5.00	5.44		0.09
		Pacific Islander	0	0.00	0.27	Yes	0.23
		Two or more races	1	5.00	3.92		-0.25
6 - Administrative Support	2	Female	2	100.00	82.61		-0.65
		Minority	1	50.00	27.56		-0.71
		Black	0	0.00	6.05	Yes	0.36
		Asian	1	50.00	8.80		-2.06
		Native American	0	0.00	0.64	Yes	0.11
		Hispanic	0	0.00	6.68	Yes	0.38
		Pacific Islander	0	0.00	0.49	Yes	0.10
		Two or more races	0	0.00	4.90	Yes	0.32

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0400 - DES - Executive Services, 0403 - FBOD-Finance & Business Ops

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	5	Female	1	20.00	43.81	Yes	1.07
		Minority	0	0.00	26.72	Yes	1.35
		Black	0	0.00	2.83	Yes	0.38
		Asian	0	0.00	14.81	Yes	0.93
		Native American	0	0.00	0.64	Yes	0.18
		Hispanic	0	0.00	4.85	Yes	0.50
		Pacific Islander	0	0.00	0.40	Yes	0.14
		Two or more races	0	0.00	3.20	Yes	0.41
2 - Professionals	145	Female	111	76.55	42.63		-8.26
		Minority	74	51.03	23.42		-7.85
		Black	14	9.66	2.84		-4.94
		Asian	42	28.97	13.47		-5.47
		Native American	0	0.00	0.28	Yes	0.64
		Hispanic	9	6.21	3.67		-1.62
		Pacific Islander	1	0.69	0.23		-1.14
		Two or more races	8	5.52	2.93		-1.85
6 - Administrative Support	35	Female	30	85.71	78.76		-1.01
		Minority	24	68.57	22.87		-6.44
		Black	6	17.14	4.03		-3.94
		Asian	9	25.71	9.08		-3.42
		Native American	2	5.71	1.16		-2.52
		Hispanic	6	17.14	4.65		-3.51
		Pacific Islander	0	0.00	0.69	Yes	0.49
		Two or more races	1	2.86	3.26		0.13

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0400 - DES - Executive Services, 0404 - FMD - Facilities Mgmt

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	4	Female	2	50.00	35.46		-0.61
		Minority	1	25.00	24.69		-0.01
		Black	0	0.00	2.64	Yes	0.33
		Asian	0	0.00	12.93	Yes	0.77
		Native American	0	0.00	0.38	Yes	0.12
		Hispanic	1	25.00	4.75		-1.91
		Pacific Islander	0	0.00	0.23	Yes	0.10
		Two or more races	0	0.00	3.76	Yes	0.40
2 - Professionals	78	Female	38	48.72	42.73		-1.07
		Minority	37	47.44	27.19		-4.02
		Black	7	8.97	4.04		-2.21
		Asian	18	23.08	11.99		-3.01
		Native American	0	0.00	0.34	Yes	0.52
		Hispanic	5	6.41	6.50		0.03
		Pacific Islander	1	1.28	0.23		-1.93
		Two or more races	6	7.69	4.08		-1.61
3 - Technicians	3	Female	0	0.00	7.74	Yes	0.50
		Minority	0	0.00	29.91	Yes	1.13
		Black	0	0.00	6.48	Yes	0.46
		Asian	0	0.00	8.38	Yes	0.52
		Native American	0	0.00	0.88	Yes	0.16
		Hispanic	0	0.00	9.09	Yes	0.55
		Pacific Islander	0	0.00	0.84	Yes	0.16
		Two or more races	0	0.00	4.24	Yes	0.36
4 - Protective Service	43	Female	7	16.28	23.11	Yes	1.06
		Minority	26	60.47	37.96		-3.04
		Black	12	27.91	13.34		-2.81
		Asian	5	11.63	7.12		-1.15
		Native American	0	0.00	1.88	Yes	0.91
		Hispanic	3	6.98	9.70	Yes	0.60

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0400 - DES - Executive Services, 0404 - FMD - Facilities Mgmt

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
4 - Protective Service	43	Pacific Islander	2	4.65	1.15		-2.15
		Two or more races	4	9.30	4.77		-1.39
6 - Administrative Support	16	Female	6	37.50	72.39	Yes	3.12
		Minority	11	68.75	30.25		-3.35
		Black	7	43.75	5.97		-6.38
		Asian	2	12.50	10.55		-0.25
		Native American	0	0.00	0.77	Yes	0.35
		Hispanic	0	0.00	6.91	Yes	1.09
		Pacific Islander	0	0.00	1.16	Yes	0.43
		Two or more races	2	12.50	4.88		-1.42
7 - Skilled Crafts	72	Female	4	5.56	4.92		-0.25
		Minority	36	50.00	28.87		-3.96
		Black	7	9.72	4.79		-1.96
		Asian	17	23.61	4.65		-7.64
		Native American	1	1.39	0.55		-0.97
		Hispanic	8	11.11	14.13	Yes	0.73
		Pacific Islander	0	0.00	0.45	Yes	0.57
		Two or more races	3	4.17	4.30		0.06
8 - Service Maintenance	104	Female	36	34.62	9.25		-8.93
		Minority	92	88.46	50.74		-7.70
		Black	44	42.31	3.42		-21.82
		Asian	26	25.00	5.56		-8.65
		Native American	0	0.00	1.42	Yes	1.22
		Hispanic	15	14.42	36.68	Yes	4.71
		Pacific Islander	6	5.77	0.55		-7.19
		Two or more races	1	0.96	3.11	Yes	1.26

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0400 - DES - Executive Services, 0406 - Harborview Construction & Infr

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	1	Female	1	100.00	28.96		-1.57
		Minority	1	100.00	18.31		-2.11
		Black	0	0.00	1.63	Yes	0.13
		Asian	0	0.00	9.02	Yes	0.31
		Native American	0	0.00	0.36	Yes	0.06
		Hispanic	1	100.00	3.14		-5.56
		Pacific Islander	0	0.00	0.21	Yes	0.05
		Two or more races	0	0.00	3.96	Yes	0.20
2 - Professionals	12	Female	3	25.00	47.81	Yes	1.58
		Minority	5	41.67	29.01		-0.97
		Black	0	0.00	3.89	Yes	0.70
		Asian	1	8.33	15.85	Yes	0.71
		Native American	0	0.00	0.16	Yes	0.14
		Hispanic	1	8.33	5.56		-0.42
		Pacific Islander	1	8.33	0.29		-5.21
		Two or more races	2	16.67	3.27		-2.61

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0400 - DES - Executive Services, 0407 - OEM - Office of Emergency Mgmt

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	1	50.00	54.56		0.13
		Minority	0	0.00	24.91	Yes	0.81
		Black	0	0.00	3.48	Yes	0.27
		Asian	0	0.00	11.46	Yes	0.51
		Native American	0	0.00	0.58	Yes	0.11
		Hispanic	0	0.00	4.73	Yes	0.31
		Pacific Islander	0	0.00	0.82	Yes	0.13
		Two or more races	0	0.00	3.84	Yes	0.28
2 - Professionals	23	Female	14	60.87	45.00		-1.53
		Minority	6	26.09	29.31		0.34
		Black	2	8.70	3.91		-1.19
		Asian	3	13.04	15.77		0.36
		Native American	0	0.00	0.22	Yes	0.23
		Hispanic	0	0.00	5.69	Yes	1.18
		Pacific Islander	0	0.00	0.30	Yes	0.26
		Two or more races	1	4.35	3.42		-0.24

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0400 - DES - Executive Services, 0408 - RALS - Records & Licensing Svc

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	1	50.00	37.62		-0.36
		Minority	1	50.00	26.82		-0.74
		Black	0	0.00	2.98	Yes	0.25
		Asian	1	50.00	14.23		-1.45
		Native American	0	0.00	0.38	Yes	0.09
		Hispanic	0	0.00	5.28	Yes	0.33
		Pacific Islander	0	0.00	0.24	Yes	0.07
		Two or more races	0	0.00	3.70	Yes	0.28
2 - Professionals	27	Female	17	62.96	42.24		-2.18
		Minority	11	40.74	28.02		-1.47
		Black	3	11.11	3.30		-2.27
		Asian	2	7.41	14.96	Yes	1.10
		Native American	0	0.00	0.40	Yes	0.33
		Hispanic	3	11.11	5.68		-1.22
		Pacific Islander	0	0.00	0.25	Yes	0.26
		Two or more races	3	11.11	3.42		-2.20
3 - Technicians	4	Female	3	75.00	72.20		-0.13
		Minority	0	0.00	25.22	Yes	1.16
		Black	0	0.00	3.53	Yes	0.38
		Asian	0	0.00	9.24	Yes	0.64
		Native American	0	0.00	0.55	Yes	0.15
		Hispanic	0	0.00	6.21	Yes	0.51
		Pacific Islander	0	0.00	0.46	Yes	0.14
		Two or more races	0	0.00	5.25	Yes	0.47
4 - Protective Service	7	Female	4	57.14	54.11		-0.16
		Minority	1	14.29	24.80	Yes	0.64
		Black	0	0.00	7.09	Yes	0.73
		Asian	0	0.00	3.38	Yes	0.49
		Native American	0	0.00	2.42	Yes	0.42
		Hispanic	0	0.00	5.31	Yes	0.63

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0400 - DES - Executive Services, 0408 - RALS - Records & Licensing Svc

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
4 - Protective Service	7	Pacific Islander	0	0.00	1.93	Yes	0.37
		Two or more races	1	14.29	4.67		-1.21
6 - Administrative Support	62	Female	41	66.13	68.17		0.35
		Minority	37	59.68	33.34		-4.40
		Black	9	14.52	7.03		-2.31
		Asian	13	20.97	10.24		-2.78
		Native American	1	1.61	0.63		-0.98
		Hispanic	6	9.68	9.02		-0.18
		Pacific Islander	3	4.84	1.66		-1.96
		Two or more races	5	8.06	4.75		-1.23
8 - Service Maintenance	11	Female	10	90.91	54.11		-2.45
		Minority	4	36.36	24.80		-0.89
		Black	1	9.09	7.09		-0.26
		Asian	0	0.00	3.38	Yes	0.62
		Native American	0	0.00	2.42	Yes	0.52
		Hispanic	2	18.18	5.31		-1.90
		Pacific Islander	0	0.00	1.93	Yes	0.47
		Two or more races	1	9.09	4.67		-0.69

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0400 - DES - Executive Services, 0409 - Risk Mgmt

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	2	100.00	33.29		-2.00
		Minority	1	50.00	22.57		-0.93
		Black	1	50.00	2.31		-4.49
		Asian	0	0.00	11.62	Yes	0.51
		Native American	0	0.00	0.37	Yes	0.09
		Hispanic	0	0.00	4.21	Yes	0.30
		Pacific Islander	0	0.00	0.23	Yes	0.07
		Two or more races	0	0.00	3.83	Yes	0.28
2 - Professionals	24	Female	13	54.17	52.02		-0.21
		Minority	12	50.00	30.78		-2.04
		Black	3	12.50	4.59		-1.85
		Asian	4	16.67	15.21		-0.20
		Native American	0	0.00	0.14	Yes	0.18
		Hispanic	1	4.17	6.60	Yes	0.48
		Pacific Islander	1	4.17	0.25		-3.83
		Two or more races	3	12.50	3.99		-2.13
6 - Administrative Support	3	Female	3	100.00	89.73		-0.59
		Minority	2	66.67	23.90		-1.74
		Black	2	66.67	4.15		-5.43
		Asian	0	0.00	8.46	Yes	0.53
		Native American	0	0.00	1.06	Yes	0.18
		Hispanic	0	0.00	5.81	Yes	0.43
		Pacific Islander	0	0.00	0.51	Yes	0.12
		Two or more races	0	0.00	3.91	Yes	0.35

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0400 - DES - Executive Services, 0412 - Business Resource Center

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	2	100.00	34.77		-1.94
		Minority	1	50.00	23.69		-0.88
		Black	1	50.00	3.42		-3.63
		Asian	0	0.00	9.96	Yes	0.47
		Native American	0	0.00	0.56	Yes	0.11
		Hispanic	0	0.00	5.49	Yes	0.34
		Pacific Islander	0	0.00	0.40	Yes	0.09
		Two or more races	0	0.00	3.87	Yes	0.28
2 - Professionals	68	Female	33	48.53	31.80		-2.96
		Minority	37	54.41	36.84		-3.00
		Black	2	2.94	2.82		-0.06
		Asian	30	44.12	25.11		-3.61
		Native American	0	0.00	0.36	Yes	0.50
		Hispanic	2	2.94	4.05	Yes	0.46
		Pacific Islander	0	0.00	0.15	Yes	0.32
		Two or more races	3	4.41	4.34		-0.03
6 - Administrative Support	1	Female	0	0.00	91.97	Yes	3.38
		Minority	1	100.00	25.04		-1.73
		Black	0	0.00	4.48	Yes	0.22
		Asian	0	0.00	7.88	Yes	0.29
		Native American	0	0.00	0.89	Yes	0.09
		Hispanic	1	100.00	6.91		-3.67
		Pacific Islander	0	0.00	0.53	Yes	0.07
		Two or more races	0	0.00	4.35	Yes	0.21

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0400 - DES - Executive Services, 0801 - Airport

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	0	0.00	23.93	Yes	0.79
		Minority	1	50.00	31.94		-0.55
		Black	0	0.00	7.49	Yes	0.40
		Asian	0	0.00	11.71	Yes	0.51
		Native American	1	50.00	0.22		-15.10
		Hispanic	0	0.00	6.53	Yes	0.37
		Pacific Islander	0	0.00	0.41	Yes	0.09
		Two or more races	0	0.00	5.58	Yes	0.34
2 - Professionals	38	Female	11	28.95	32.65		0.49
		Minority	11	28.95	26.31		-0.37
		Black	0	0.00	3.24	Yes	1.13
		Asian	4	10.53	13.13		0.48
		Native American	0	0.00	0.49	Yes	0.43
		Hispanic	5	13.16	6.12		-1.81
		Pacific Islander	0	0.00	0.27	Yes	0.32
		Two or more races	2	5.26	3.07		-0.79
6 - Administrative Support	2	Female	2	100.00	88.61		-0.51
		Minority	1	50.00	23.33		-0.89
		Black	0	0.00	3.98	Yes	0.29
		Asian	0	0.00	8.75	Yes	0.44
		Native American	0	0.00	1.15	Yes	0.15
		Hispanic	0	0.00	5.26	Yes	0.33
		Pacific Islander	0	0.00	0.50	Yes	0.10
		Two or more races	1	50.00	3.69		-3.47
7 - Skilled Crafts	9	Female	1	11.11	3.55		-1.23
		Minority	2	22.22	31.22	Yes	0.58
		Black	1	11.11	5.83		-0.68
		Asian	0	0.00	3.95	Yes	0.61
		Native American	0	0.00	0.79	Yes	0.27
		Hispanic	0	0.00	16.08	Yes	1.31

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0400 - DES - Executive Services, 0801 - Airport

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
7 - Skilled Crafts	9	Pacific Islander	1	11.11	0.52		-4.40
		Two or more races	0	0.00	4.05	Yes	0.62
8 - Service Maintenance	9	Female	1	11.11	2.96		-1.44
		Minority	8	88.89	42.91		-2.79
		Black	3	33.33	3.49		-4.88
		Asian	0	0.00	3.78	Yes	0.59
		Native American	0	0.00	1.21	Yes	0.33
		Hispanic	3	33.33	30.71		-0.17
		Pacific Islander	2	22.22	1.34		-5.45
		Two or more races	0	0.00	2.38	Yes	0.47

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0400 - DES - Executive Services, 0802 - Fleet

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	1	50.00	23.93		-0.86
		Minority	0	0.00	31.94	Yes	0.97
		Black	0	0.00	7.49	Yes	0.40
		Asian	0	0.00	11.71	Yes	0.51
		Native American	0	0.00	0.22	Yes	0.07
		Hispanic	0	0.00	6.53	Yes	0.37
		Pacific Islander	0	0.00	0.41	Yes	0.09
		Two or more races	0	0.00	5.58	Yes	0.34
2 - Professionals	24	Female	10	41.67	40.91		-0.08
		Minority	13	54.17	29.68		-2.63
		Black	2	8.33	4.01		-1.08
		Asian	6	25.00	15.16		-1.34
		Native American	0	0.00	0.39	Yes	0.31
		Hispanic	2	8.33	6.32		-0.41
		Pacific Islander	0	0.00	0.34	Yes	0.29
		Two or more races	3	12.50	3.47		-2.42
6 - Administrative Support	7	Female	2	28.57	69.84	Yes	2.38
		Minority	4	57.14	24.79		-1.98
		Black	2	28.57	3.77		-3.44
		Asian	2	28.57	10.06		-1.63
		Native American	0	0.00	0.58	Yes	0.20
		Hispanic	0	0.00	3.99	Yes	0.54
		Pacific Islander	0	0.00	0.79	Yes	0.24
		Two or more races	0	0.00	5.59	Yes	0.64
7 - Skilled Crafts	36	Female	1	2.78	4.41	Yes	0.48
		Minority	13	36.11	29.20		-0.91
		Black	1	2.78	3.33		0.19
		Asian	5	13.89	9.94		-0.79
		Native American	1	2.78	0.47		-2.03
		Hispanic	3	8.33	10.20		0.37

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0400 - DES - Executive Services, 0802 - Fleet

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
7 - Skilled Crafts	36	Pacific Islander	0	0.00	1.68	Yes	0.78
		Two or more races	3	8.33	3.57		-1.54
8 - Service Maintenance	2	Female	0	0.00	11.10	Yes	0.50
		Minority	1	50.00	45.30		-0.13
		Black	0	0.00	20.07	Yes	0.71
		Asian	1	50.00	13.35		-1.52
		Native American	0	0.00	0.22	Yes	0.07
		Hispanic	0	0.00	8.89	Yes	0.44
		Pacific Islander	0	0.00	0.83	Yes	0.13
		Two or more races	0	0.00	1.94	Yes	0.20

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1600 - DHR - Dept. of Human Resources

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	12	Female	7	58.33	39.94		-1.30
		Minority	6	50.00	23.51		-2.16
		Black	1	8.33	3.39		-0.95
		Asian	2	16.67	11.21		-0.60
		Native American	1	8.33	0.35		-4.66
		Hispanic	2	16.67	4.61		-1.99
		Pacific Islander	0	0.00	0.22	Yes	0.16
		Two or more races	0	0.00	3.72	Yes	0.68
2 - Professionals	140	Female	98	70.00	54.34		-3.72
		Minority	73	52.14	30.53		-5.55
		Black	24	17.14	5.11		-6.46
		Asian	21	15.00	14.82		-0.06
		Native American	2	1.43	0.26		-2.69
		Hispanic	12	8.57	5.84		-1.38
		Pacific Islander	2	1.43	0.25		-2.77
		Two or more races	12	8.57	4.24		-2.55
6 - Administrative Support	24	Female	20	83.33	79.58		-0.46
		Minority	9	37.50	27.51		-1.10
		Black	6	25.00	5.17		-4.39
		Asian	1	4.17	10.35	Yes	0.99
		Native American	0	0.00	0.84	Yes	0.45
		Hispanic	1	4.17	6.23	Yes	0.42
		Pacific Islander	1	4.17	0.44		-2.76
		Two or more races	0	0.00	4.49	Yes	1.06

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1600 - DHR - Dept. of Human Resources, 1601 - HR Director's Office

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	6	Female	3	50.00	40.54		-0.47
		Minority	2	33.33	22.38		-0.64
		Black	1	16.67	3.10		-1.92
		Asian	0	0.00	11.24	Yes	0.87
		Native American	0	0.00	0.26	Yes	0.13
		Hispanic	1	16.67	3.94		-1.60
		Pacific Islander	0	0.00	0.15	Yes	0.09
		Two or more races	0	0.00	3.70	Yes	0.48
2 - Professionals	27	Female	19	70.37	48.65		-2.26
		Minority	14	51.85	28.99		-2.62
		Black	5	18.52	3.88		-3.94
		Asian	3	11.11	16.15	Yes	0.71
		Native American	0	0.00	0.26	Yes	0.27
		Hispanic	3	11.11	4.87		-1.51
		Pacific Islander	0	0.00	0.16	Yes	0.21
		Two or more races	3	11.11	3.68		-2.05
6 - Administrative Support	4	Female	3	75.00	83.71		0.47
		Minority	2	50.00	28.52		-0.95
		Black	1	25.00	5.82		-1.64
		Asian	0	0.00	9.64	Yes	0.65
		Native American	0	0.00	0.81	Yes	0.18
		Hispanic	0	0.00	6.82	Yes	0.54
		Pacific Islander	1	25.00	0.61		-6.28
		Two or more races	0	0.00	4.81	Yes	0.45

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1600 - DHR - Dept. of Human Resources, 1602 - Career and Culture

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	2	100.00	34.77		-1.94
		Minority	2	100.00	23.69		-2.54
		Black	0	0.00	3.42	Yes	0.27
		Asian	1	50.00	9.96		-1.89
		Native American	1	50.00	0.56		-9.38
		Hispanic	0	0.00	5.49	Yes	0.34
		Pacific Islander	0	0.00	0.40	Yes	0.09
		Two or more races	0	0.00	3.87	Yes	0.28
2 - Professionals	20	Female	17	85.00	58.66		-2.39
		Minority	10	50.00	31.88		-1.74
		Black	4	20.00	5.44		-2.87
		Asian	5	25.00	14.70		-1.30
		Native American	0	0.00	0.28	Yes	0.24
		Hispanic	1	5.00	6.95	Yes	0.34
		Pacific Islander	0	0.00	0.47	Yes	0.31
		Two or more races	0	0.00	4.04	Yes	0.92
6 - Administrative Support	1	Female	1	100.00	91.97		-0.30
		Minority	0	0.00	25.04	Yes	0.58
		Black	0	0.00	4.48	Yes	0.22
		Asian	0	0.00	7.88	Yes	0.29
		Native American	0	0.00	0.89	Yes	0.09
		Hispanic	0	0.00	6.91	Yes	0.27
		Pacific Islander	0	0.00	0.53	Yes	0.07
		Two or more races	0	0.00	4.35	Yes	0.21

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1600 - DHR - Dept. of Human Resources, 1603 - Human Resources Svc Delvry

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	1	50.00	48.49		-0.04
		Minority	1	50.00	26.54		-0.75
		Black	0	0.00	4.17	Yes	0.30
		Asian	0	0.00	13.65	Yes	0.56
		Native American	0	0.00	0.22	Yes	0.07
		Hispanic	1	50.00	4.88		-2.96
		Pacific Islander	0	0.00	0.12	Yes	0.05
		Two or more races	0	0.00	3.50	Yes	0.27
2 - Professionals	28	Female	19	67.86	64.82		-0.34
		Minority	15	53.57	27.76		-3.05
		Black	4	14.29	6.25		-1.76
		Asian	3	10.71	11.76		0.17
		Native American	0	0.00	0.18	Yes	0.23
		Hispanic	4	14.29	5.25		-2.14
		Pacific Islander	0	0.00	0.18	Yes	0.22
		Two or more races	4	14.29	4.15		-2.69
6 - Administrative Support	1	Female	1	100.00	91.97		-0.30
		Minority	0	0.00	25.04	Yes	0.58
		Black	0	0.00	4.48	Yes	0.22
		Asian	0	0.00	7.88	Yes	0.29
		Native American	0	0.00	0.89	Yes	0.09
		Hispanic	0	0.00	6.91	Yes	0.27
		Pacific Islander	0	0.00	0.53	Yes	0.07
		Two or more races	0	0.00	4.35	Yes	0.21

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1600 - DHR - Dept. of Human Resources, 1604 - Central Employee Svcs Div

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	1	50.00	34.77		-0.45
		Minority	1	50.00	23.69		-0.88
		Black	0	0.00	3.42	Yes	0.27
		Asian	1	50.00	9.96		-1.89
		Native American	0	0.00	0.56	Yes	0.11
		Hispanic	0	0.00	5.49	Yes	0.34
		Pacific Islander	0	0.00	0.40	Yes	0.09
		Two or more races	0	0.00	3.87	Yes	0.28
2 - Professionals	65	Female	43	66.15	50.86		-2.47
		Minority	34	52.31	31.95		-3.52
		Black	11	16.92	5.03		-4.38
		Asian	10	15.38	15.64		0.06
		Native American	2	3.08	0.29		-4.15
		Hispanic	4	6.15	6.16		0.00
		Pacific Islander	2	3.08	0.26		-4.49
		Two or more races	5	7.69	4.57		-1.21
6 - Administrative Support	18	Female	15	83.33	77.28		-0.61
		Minority	7	38.89	27.56		-1.08
		Black	5	27.78	5.09		-4.38
		Asian	1	5.56	10.78	Yes	0.71
		Native American	0	0.00	0.84	Yes	0.39
		Hispanic	1	5.56	6.02		0.08
		Pacific Islander	0	0.00	0.39	Yes	0.27
		Two or more races	0	0.00	4.43	Yes	0.91

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0500 - DJA - Judicial Administration

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	3	Female	1	33.33	30.94		-0.09
		Minority	1	33.33	19.80		-0.59
		Black	0	0.00	3.11	Yes	0.31
		Asian	1	33.33	6.80		-1.83
		Native American	0	0.00	0.61	Yes	0.14
		Hispanic	0	0.00	4.84	Yes	0.39
		Pacific Islander	0	0.00	0.44	Yes	0.11
		Two or more races	0	0.00	4.01	Yes	0.35
2 - Professionals	48	Female	30	62.50	39.34		-3.28
		Minority	21	43.75	29.60		-2.15
		Black	3	6.25	3.56		-1.01
		Asian	15	31.25	17.19		-2.58
		Native American	0	0.00	0.29	Yes	0.38
		Hispanic	1	2.08	4.65	Yes	0.84
		Pacific Islander	0	0.00	0.21	Yes	0.32
		Two or more races	2	4.17	3.70		-0.17
3 - Technicians	4	Female	1	25.00	16.88		-0.43
		Minority	2	50.00	44.79		-0.21
		Black	0	0.00	1.20	Yes	0.22
		Asian	2	50.00	36.16		-0.58
		Native American	0	0.00	0.02	Yes	0.03
		Hispanic	0	0.00	3.90	Yes	0.40
		Pacific Islander	0	0.00	0.13	Yes	0.07
		Two or more races	0	0.00	3.37	Yes	0.37
6 - Administrative Support	148	Female	101	68.24	76.14	Yes	2.26
		Minority	82	55.41	25.18		-8.47
		Black	19	12.84	3.84		-5.69
		Asian	30	20.27	8.25		-5.32
		Native American	3	2.03	0.78		-1.73
		Hispanic	17	11.49	8.70		-1.20

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0500 - DJA - Judicial Administration

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
6 - Administrative Support	148	Pacific Islander	4	2.70	0.29		-5.43
		Two or more races	9	6.08	3.32		-1.87

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0500 - DJA - Judicial Administration, 0501 - Office of the Director

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	1	Female	1	100.00	28.96		-1.57
		Minority	0	0.00	18.31	Yes	0.47
		Black	0	0.00	1.63	Yes	0.13
		Asian	0	0.00	9.02	Yes	0.31
		Native American	0	0.00	0.36	Yes	0.06
		Hispanic	0	0.00	3.14	Yes	0.18
		Pacific Islander	0	0.00	0.21	Yes	0.05
		Two or more races	0	0.00	3.96	Yes	0.20
2 - Professionals	18	Female	12	66.67	46.05		-1.75
		Minority	7	38.89	31.92		-0.63
		Black	1	5.56	4.60		-0.19
		Asian	5	27.78	17.15		-1.20
		Native American	0	0.00	0.27	Yes	0.22
		Hispanic	0	0.00	5.54	Yes	1.03
		Pacific Islander	0	0.00	0.33	Yes	0.24
		Two or more races	1	5.56	4.03		-0.33
6 - Administrative Support	3	Female	3	100.00	91.97		-0.51
		Minority	0	0.00	25.04	Yes	1.00
		Black	0	0.00	4.48	Yes	0.38
		Asian	0	0.00	7.88	Yes	0.51
		Native American	0	0.00	0.89	Yes	0.16
		Hispanic	0	0.00	6.91	Yes	0.47
		Pacific Islander	0	0.00	0.53	Yes	0.13
		Two or more races	0	0.00	4.35	Yes	0.37

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0500 - DJA - Judicial Administration, 0502 - Technology Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	1	Female	0	0.00	31.93	Yes	0.68
		Minority	1	100.00	20.55		-1.97
		Black	0	0.00	3.85	Yes	0.20
		Asian	1	100.00	5.69		-4.07
		Native American	0	0.00	0.73	Yes	0.09
		Hispanic	0	0.00	5.69	Yes	0.25
		Pacific Islander	0	0.00	0.55	Yes	0.07
		Two or more races	0	0.00	4.04	Yes	0.21
2 - Professionals	10	Female	3	30.00	23.28		-0.50
		Minority	7	70.00	39.22		-1.99
		Black	0	0.00	2.58	Yes	0.51
		Asian	7	70.00	28.22		-2.94
		Native American	0	0.00	0.16	Yes	0.13
		Hispanic	0	0.00	3.89	Yes	0.64
		Pacific Islander	0	0.00	0.21	Yes	0.14
		Two or more races	0	0.00	4.17	Yes	0.66
3 - Technicians	4	Female	1	25.00	16.88		-0.43
		Minority	2	50.00	44.79		-0.21
		Black	0	0.00	1.20	Yes	0.22
		Asian	2	50.00	36.16		-0.58
		Native American	0	0.00	0.02	Yes	0.03
		Hispanic	0	0.00	3.90	Yes	0.40
		Pacific Islander	0	0.00	0.13	Yes	0.07
		Two or more races	0	0.00	3.37	Yes	0.37

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0500 - DJA - Judicial Administration, 0503 - NMRJC Customer Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
2 - Professionals	3	Female	2	66.67	40.10		-0.94
		Minority	1	33.33	20.99		-0.53
		Black	1	33.33	2.84		-3.18
		Asian	0	0.00	10.55	Yes	0.59
		Native American	0	0.00	0.39	Yes	0.11
		Hispanic	0	0.00	4.04	Yes	0.36
		Pacific Islander	0	0.00	0.08	Yes	0.05
		Two or more races	0	0.00	3.08	Yes	0.31
6 - Administrative Support	35	Female	25	71.43	74.84		0.47
		Minority	18	51.43	25.46		-3.53
		Black	5	14.29	3.96		-3.13
		Asian	7	20.00	8.21		-2.54
		Native American	1	2.86	0.74		-1.47
		Hispanic	3	8.57	8.90		0.07
		Pacific Islander	0	0.00	0.35	Yes	0.35
		Two or more races	2	5.71	3.30		-0.80

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0500 - DJA - Judicial Administration, 0504 - Juvenile

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
2 - Professionals	1	Female	1	100.00	37.62		-1.29
		Minority	0	0.00	26.82	Yes	0.61
		Black	0	0.00	2.98	Yes	0.18
		Asian	0	0.00	14.23	Yes	0.41
		Native American	0	0.00	0.38	Yes	0.06
		Hispanic	0	0.00	5.28	Yes	0.24
		Pacific Islander	0	0.00	0.24	Yes	0.05
		Two or more races	0	0.00	3.70	Yes	0.20
6 - Administrative Support	12	Female	9	75.00	77.30		0.19
		Minority	10	83.33	23.65		-4.87
		Black	6	50.00	3.27		-9.10
		Asian	2	16.67	7.73		-1.16
		Native American	0	0.00	0.76	Yes	0.30
		Hispanic	1	8.33	8.81		0.06
		Pacific Islander	1	8.33	0.04		-13.70
		Two or more races	0	0.00	3.03	Yes	0.61

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0500 - DJA - Judicial Administration, 0505 - Court Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
2 - Professionals	5	Female	4	80.00	41.88		-1.73
		Minority	2	40.00	22.38		-0.95
		Black	0	0.00	3.17	Yes	0.40
		Asian	0	0.00	11.34	Yes	0.80
		Native American	0	0.00	0.35	Yes	0.13
		Hispanic	1	20.00	4.33		-1.72
		Pacific Islander	0	0.00	0.12	Yes	0.08
		Two or more races	1	20.00	3.07		-2.20
6 - Administrative Support	23	Female	14	60.87	74.67		1.52
		Minority	12	52.17	28.44		-2.52
		Black	3	13.04	4.82		-1.84
		Asian	4	17.39	9.15		-1.37
		Native American	1	4.35	0.81		-1.90
		Hispanic	2	8.70	8.94		0.04
		Pacific Islander	0	0.00	0.66	Yes	0.39
		Two or more races	2	8.70	4.05		-1.13

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0500 - DJA - Judicial Administration, 0506 - Financial Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	1	Female	0	0.00	31.93	Yes	0.68
		Minority	0	0.00	20.55	Yes	0.51
		Black	0	0.00	3.85	Yes	0.20
		Asian	0	0.00	5.69	Yes	0.25
		Native American	0	0.00	0.73	Yes	0.09
		Hispanic	0	0.00	5.69	Yes	0.25
		Pacific Islander	0	0.00	0.55	Yes	0.07
		Two or more races	0	0.00	4.04	Yes	0.21
2 - Professionals	6	Female	6	100.00	43.47		-2.79
		Minority	2	33.33	22.33		-0.65
		Black	1	16.67	3.36		-1.81
		Asian	1	16.67	11.26		-0.42
		Native American	0	0.00	0.32	Yes	0.14
		Hispanic	0	0.00	4.31	Yes	0.52
		Pacific Islander	0	0.00	0.12	Yes	0.08
		Two or more races	0	0.00	2.96	Yes	0.43
6 - Administrative Support	39	Female	29	74.36	75.91		0.23
		Minority	20	51.28	24.69		-3.85
		Black	2	5.13	3.75		-0.45
		Asian	8	20.51	8.27		-2.77
		Native American	0	0.00	0.81	Yes	0.56
		Hispanic	4	10.26	8.38		-0.42
		Pacific Islander	2	5.13	0.30		-5.54
		Two or more races	4	10.26	3.18		-2.52

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0500 - DJA - Judicial Administration, 0507 - Case Flow

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
2 - Professionals	5	Female	2	40.00	39.73		-0.01
		Minority	2	40.00	23.67		-0.86
		Black	0	0.00	2.96	Yes	0.39
		Asian	2	40.00	12.82		-1.82
		Native American	0	0.00	0.47	Yes	0.15
		Hispanic	0	0.00	3.94	Yes	0.45
		Pacific Islander	0	0.00	0.05	Yes	0.05
		Two or more races	0	0.00	3.43	Yes	0.42
6 - Administrative Support	36	Female	21	58.33	76.90	Yes	2.64
		Minority	22	61.11	23.89		-5.24
		Black	3	8.33	3.34		-1.67
		Asian	9	25.00	7.88		-3.81
		Native American	1	2.78	0.76		-1.39
		Hispanic	7	19.44	8.81		-2.25
		Pacific Islander	1	2.78	0.05		-6.98
		Two or more races	1	2.78	3.05		0.10

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1500 - DLS - Dept. of Local Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	10	Female	4	40.00	29.53		-0.73
		Minority	3	30.00	20.37		-0.76
		Black	1	10.00	2.01		-1.80
		Asian	2	20.00	10.40		-1.00
		Native American	0	0.00	0.33	Yes	0.18
		Hispanic	0	0.00	3.97	Yes	0.64
		Pacific Islander	0	0.00	0.20	Yes	0.14
		Two or more races	0	0.00	3.46	Yes	0.60
2 - Professionals	308	Female	128	41.56	30.05		-4.41
		Minority	133	43.18	28.26		-5.82
		Black	27	8.77	2.79		-6.37
		Asian	62	20.13	15.65		-2.16
		Native American	3	0.97	0.75		-0.45
		Hispanic	19	6.17	5.74		-0.32
		Pacific Islander	4	1.30	0.26		-3.59
		Two or more races	18	5.84	3.06		-2.83
3 - Technicians	10	Female	9	90.00	11.07		-7.95
		Minority	5	50.00	16.61		-2.84
		Black	0	0.00	0.00		0.00
		Asian	0	0.00	6.84	Yes	0.86
		Native American	0	0.00	1.30	Yes	0.36
		Hispanic	2	20.00	7.17		-1.57
		Pacific Islander	2	20.00	0.00		0.00
		Two or more races	1	10.00	1.30		-2.43
6 - Administrative Support	22	Female	16	72.73	80.95		0.98
		Minority	15	68.18	28.71		-4.09
		Black	6	27.27	5.63		-4.40
		Asian	3	13.64	9.56		-0.65
		Native American	0	0.00	0.88	Yes	0.44
		Hispanic	2	9.09	7.22		-0.34

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1500 - DLS - Dept. of Local Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
6 - Administrative Support	22	Pacific Islander	0	0.00	0.95	Yes	0.46
		Two or more races	4	18.18	4.47		-3.11
7 - Skilled Crafts	65	Female	6	9.23	11.93	Yes	0.67
		Minority	20	30.77	39.84		1.49
		Black	3	4.62	5.66		0.37
		Asian	3	4.62	13.01	Yes	2.01
		Native American	1	1.54	0.60		-0.98
		Hispanic	3	4.62	15.99	Yes	2.50
		Pacific Islander	3	4.62	0.46		-4.95
		Two or more races	7	10.77	4.11		-2.71
8 - Service Maintenance	113	Female	11	9.73	7.15		-1.07
		Minority	41	36.28	49.33	Yes	2.77
		Black	10	8.85	13.30		1.39
		Asian	1	0.88	8.03	Yes	2.79
		Native American	3	2.65	0.96		-1.86
		Hispanic	10	8.85	22.72	Yes	3.52
		Pacific Islander	5	4.42	1.43		-2.67
		Two or more races	12	10.62	2.88		-4.91

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1500 - DLS - Dept. of Local Services, 0302 - Permitting

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	3	Female	0	0.00	19.31	Yes	0.85
		Minority	1	33.33	13.83		-0.98
		Black	0	0.00	1.09	Yes	0.18
		Asian	1	33.33	6.66		-1.85
		Native American	0	0.00	0.24	Yes	0.08
		Hispanic	0	0.00	3.06	Yes	0.31
		Pacific Islander	0	0.00	0.14	Yes	0.06
		Two or more races	0	0.00	2.64	Yes	0.29
2 - Professionals	78	Female	27	34.62	29.00		-1.09
		Minority	26	33.33	24.74		-1.76
		Black	6	7.69	2.48		-2.96
		Asian	8	10.26	12.10		0.50
		Native American	2	2.56	1.43		-0.84
		Hispanic	5	6.41	6.00		-0.15
		Pacific Islander	0	0.00	0.26	Yes	0.45
		Two or more races	5	6.41	2.47		-2.25
3 - Technicians	10	Female	9	90.00	11.07		-7.95
		Minority	5	50.00	16.61		-2.84
		Black	0	0.00	0.00		0.00
		Asian	0	0.00	6.84	Yes	0.86
		Native American	0	0.00	1.30	Yes	0.36
		Hispanic	2	20.00	7.17		-1.57
		Pacific Islander	2	20.00	0.00		0.00
		Two or more races	1	10.00	1.30		-2.43
6 - Administrative Support	1	Female	1	100.00	91.97		-0.30
		Minority	0	0.00	25.04	Yes	0.58
		Black	0	0.00	4.48	Yes	0.22
		Asian	0	0.00	7.88	Yes	0.29
		Native American	0	0.00	0.89	Yes	0.09
		Hispanic	0	0.00	6.91	Yes	0.27

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1500 - DLS - Dept. of Local Services, 0302 - Permitting

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
6 - Administrative Support	1	Pacific Islander	0	0.00	0.53	Yes	0.07
		Two or more races	0	0.00	4.35	Yes	0.21

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1500 - DLS - Dept. of Local Services, 0803 - Road Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	1	50.00	37.62		-0.36
		Minority	1	50.00	26.82		-0.74
		Black	0	0.00	2.98	Yes	0.25
		Asian	1	50.00	14.23		-1.45
		Native American	0	0.00	0.38	Yes	0.09
		Hispanic	0	0.00	5.28	Yes	0.33
		Pacific Islander	0	0.00	0.24	Yes	0.07
		Two or more races	0	0.00	3.70	Yes	0.28
2 - Professionals	180	Female	66	36.67	25.12		-3.57
		Minority	80	44.44	29.55		-4.38
		Black	15	8.33	2.60		-4.83
		Asian	41	22.78	17.14		-2.01
		Native American	0	0.00	0.62	Yes	1.06
		Hispanic	14	7.78	5.76		-1.16
		Pacific Islander	2	1.11	0.25		-2.33
		Two or more races	8	4.44	3.18		-0.97
6 - Administrative Support	16	Female	12	75.00	80.08		0.51
		Minority	10	62.50	29.98		-2.84
		Black	4	25.00	6.02		-3.19
		Asian	1	6.25	9.68	Yes	0.46
		Native American	0	0.00	0.80	Yes	0.36
		Hispanic	2	12.50	7.75		-0.71
		Pacific Islander	0	0.00	1.01	Yes	0.40
		Two or more races	3	18.75	4.73		-2.64
7 - Skilled Crafts	65	Female	6	9.23	11.93	Yes	0.67
		Minority	20	30.77	39.84		1.49
		Black	3	4.62	5.66		0.37
		Asian	3	4.62	13.01	Yes	2.01
		Native American	1	1.54	0.60		-0.98
		Hispanic	3	4.62	15.99	Yes	2.50

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1500 - DLS - Dept. of Local Services, 0803 - Road Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
7 - Skilled Crafts	65	Pacific Islander	3	4.62	0.46		-4.95
		Two or more races	7	10.77	4.11		-2.71
8 - Service Maintenance	113	Female	11	9.73	7.15		-1.07
		Minority	41	36.28	49.33	Yes	2.77
		Black	10	8.85	13.30		1.39
		Asian	1	0.88	8.03	Yes	2.79
		Native American	3	2.65	0.96		-1.86
		Hispanic	10	8.85	22.72	Yes	3.52
		Pacific Islander	5	4.42	1.43		-2.67
		Two or more races	12	10.62	2.88		-4.91

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1500 - DLS - Dept. of Local Services, 1501 - DLS-Directors Office

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	5	Female	3	60.00	32.43		-1.32
		Minority	1	20.00	21.72		0.09
		Black	1	20.00	2.17		-2.73
		Asian	0	0.00	11.10	Yes	0.79
		Native American	0	0.00	0.37	Yes	0.14
		Hispanic	0	0.00	3.99	Yes	0.46
		Pacific Islander	0	0.00	0.22	Yes	0.11
		Two or more races	0	0.00	3.86	Yes	0.45
2 - Professionals	50	Female	35	70.00	49.42		-2.91
		Minority	27	54.00	29.13		-3.87
		Black	6	12.00	3.94		-2.93
		Asian	13	26.00	15.84		-1.97
		Native American	1	2.00	0.16		-3.22
		Hispanic	0	0.00	5.28	Yes	1.67
		Pacific Islander	2	4.00	0.30		-4.83
		Two or more races	5	10.00	3.60		-2.43
6 - Administrative Support	5	Female	3	60.00	81.52	Yes	1.24
		Minority	5	100.00	25.37		-3.84
		Black	2	40.00	4.62		-3.77
		Asian	2	40.00	9.50		-2.33
		Native American	0	0.00	1.12	Yes	0.24
		Hispanic	0	0.00	5.61	Yes	0.55
		Pacific Islander	0	0.00	0.82	Yes	0.20
		Two or more races	1	20.00	3.69		-1.93

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0600 - DNRP-Natural Resources & Parks

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	13	Female	6	46.15	34.96		-0.85
		Minority	3	23.08	24.20		0.09
		Black	1	7.69	2.57		-1.17
		Asian	0	0.00	12.63	Yes	1.37
		Native American	0	0.00	0.37	Yes	0.22
		Hispanic	0	0.00	4.62	Yes	0.79
		Pacific Islander	0	0.00	0.23	Yes	0.17
		Two or more races	2	15.38	3.78		-2.19
2 - Professionals	1,315	Female	641	48.75	34.61		-10.78
		Minority	452	34.37	25.74		-7.16
		Black	79	6.01	3.12		-6.01
		Asian	198	15.06	13.35		-1.82
		Native American	8	0.61	0.31		-1.90
		Hispanic	78	5.93	5.58		-0.55
		Pacific Islander	8	0.61	0.25		-2.55
		Two or more races	81	6.16	3.12		-6.33
3 - Technicians	40	Female	21	52.50	40.08		-1.60
		Minority	11	27.50	26.10		-0.20
		Black	0	0.00	3.56	Yes	1.22
		Asian	6	15.00	10.62		-0.90
		Native American	2	5.00	0.73		-3.17
		Hispanic	2	5.00	7.28	Yes	0.56
		Pacific Islander	0	0.00	0.87	Yes	0.59
		Two or more races	1	2.50	3.04		0.20
4 - Protective Service	3	Female	0	0.00	35.86	Yes	1.30
		Minority	1	33.33	19.94		-0.58
		Black	0	0.00	2.43	Yes	0.27
		Asian	0	0.00	6.46	Yes	0.46
		Native American	0	0.00	0.66	Yes	0.14
		Hispanic	0	0.00	5.81	Yes	0.43

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0600 - DNRP-Natural Resources & Parks

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
4 - Protective Service	3	Pacific Islander	0	0.00	0.66	Yes	0.14
		Two or more races	1	33.33	3.93		-2.62
6 - Administrative Support	93	Female	66	70.97	74.69		0.83
		Minority	54	58.06	28.10		-6.43
		Black	14	15.05	5.45		-4.08
		Asian	24	25.81	9.73		-5.23
		Native American	0	0.00	0.75	Yes	0.84
		Hispanic	9	9.68	6.37		-1.31
		Pacific Islander	2	2.15	0.96		-1.19
		Two or more races	5	5.38	4.85		-0.24
7 - Skilled Crafts	324	Female	48	14.81	7.07		-5.43
		Minority	106	32.72	32.36		-0.14
		Black	26	8.02	6.81		-0.87
		Asian	18	5.56	9.08	Yes	2.21
		Native American	5	1.54	0.45		-2.94
		Hispanic	32	9.88	10.67		0.46
		Pacific Islander	5	1.54	0.49		-2.72
		Two or more races	20	6.17	4.86		-1.10
8 - Service Maintenance	309	Female	44	14.24	9.58		-2.78
		Minority	111	35.92	46.63	Yes	3.77
		Black	37	11.97	11.72		-0.14
		Asian	17	5.50	7.82		1.52
		Native American	7	2.27	0.97		-2.32
		Hispanic	20	6.47	21.50	Yes	6.43
		Pacific Islander	12	3.88	0.59		-7.59
		Two or more races	18	5.83	4.02		-1.61

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0600 - DNRP-Natural Resources & Parks, 0602 - Parks

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	0	0.00	37.62	Yes	1.10
		Minority	1	50.00	26.82		-0.74
		Black	0	0.00	2.98	Yes	0.25
		Asian	0	0.00	14.23	Yes	0.58
		Native American	0	0.00	0.38	Yes	0.09
		Hispanic	0	0.00	5.28	Yes	0.33
		Pacific Islander	0	0.00	0.24	Yes	0.07
		Two or more races	1	50.00	3.70		-3.47
2 - Professionals	170	Female	85	50.00	35.23		-4.03
		Minority	58	34.12	24.59		-2.88
		Black	7	4.12	3.33		-0.57
		Asian	28	16.47	11.21		-2.17
		Native American	2	1.18	0.43		-1.47
		Hispanic	9	5.29	5.95		0.36
		Pacific Islander	2	1.18	0.28		-2.20
		Two or more races	10	5.88	3.38		-1.80
4 - Protective Service	3	Female	0	0.00	35.86	Yes	1.30
		Minority	1	33.33	19.94		-0.58
		Black	0	0.00	2.43	Yes	0.27
		Asian	0	0.00	6.46	Yes	0.46
		Native American	0	0.00	0.66	Yes	0.14
		Hispanic	0	0.00	5.81	Yes	0.43
		Pacific Islander	0	0.00	0.66	Yes	0.14
		Two or more races	1	33.33	3.93		-2.62
6 - Administrative Support	28	Female	20	71.43	64.57		-0.76
		Minority	16	57.14	32.74		-2.75
		Black	1	3.57	7.29	Yes	0.76
		Asian	8	28.57	9.96		-3.29
		Native American	0	0.00	0.63	Yes	0.42
		Hispanic	2	7.14	8.42		0.24

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0600 - DNRP-Natural Resources & Parks, 0602 - Parks

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
6 - Administrative Support	28	Pacific Islander	2	7.14	1.55		-2.40
		Two or more races	3	10.71	4.88		-1.43
7 - Skilled Crafts	16	Female	0	0.00	3.05	Yes	0.71
		Minority	6	37.50	30.87		-0.57
		Black	2	12.50	5.46		-1.24
		Asian	0	0.00	3.90	Yes	0.81
		Native American	1	6.25	0.51		-3.24
		Hispanic	1	6.25	16.31	Yes	1.09
		Pacific Islander	1	6.25	0.35		-4.02
		Two or more races	1	6.25	4.36		-0.37
8 - Service Maintenance	126	Female	34	26.98	12.16		-5.09
		Minority	39	30.95	51.86	Yes	4.70
		Black	11	8.73	4.77		-2.08
		Asian	6	4.76	6.67	Yes	0.86
		Native American	1	0.79	1.54	Yes	0.68
		Hispanic	7	5.56	34.93	Yes	6.92
		Pacific Islander	3	2.38	0.44		-3.28
		Two or more races	11	8.73	3.49		-3.20

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0600 - DNRP-Natural Resources & Parks, 0603 - SWD -Solid Waste

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	1	50.00	37.62		-0.36
		Minority	1	50.00	26.82		-0.74
		Black	0	0.00	2.98	Yes	0.25
		Asian	0	0.00	14.23	Yes	0.58
		Native American	0	0.00	0.38	Yes	0.09
		Hispanic	0	0.00	5.28	Yes	0.33
		Pacific Islander	0	0.00	0.24	Yes	0.07
		Two or more races	1	50.00	3.70		-3.47
2 - Professionals	165	Female	86	52.12	36.19		-4.26
		Minority	65	39.39	26.42		-3.78
		Black	19	11.52	3.34		-5.85
		Asian	23	13.94	13.23		-0.27
		Native American	2	1.21	0.38		-1.72
		Hispanic	13	7.88	6.00		-1.02
		Pacific Islander	0	0.00	0.25	Yes	0.65
		Two or more races	8	4.85	3.22		-1.19
6 - Administrative Support	26	Female	16	61.54	74.98		1.58
		Minority	14	53.85	26.30		-3.19
		Black	6	23.08	4.56		-4.53
		Asian	5	19.23	9.95		-1.58
		Native American	0	0.00	0.75	Yes	0.44
		Hispanic	2	7.69	5.21		-0.57
		Pacific Islander	0	0.00	0.82	Yes	0.46
		Two or more races	1	3.85	5.02	Yes	0.27
7 - Skilled Crafts	115	Female	24	20.87	3.85		-9.48
		Minority	32	27.83	30.32		0.58
		Black	11	9.57	7.68		-0.76
		Asian	6	5.22	5.52		0.14
		Native American	2	1.74	0.43		-2.15
		Hispanic	6	5.22	10.99	Yes	1.98

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0600 - DNRP-Natural Resources & Parks, 0603 - SWD -Solid Waste

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
7 - Skilled Crafts	115	Pacific Islander	1	0.87	0.24		-1.40
		Two or more races	6	5.22	5.47		0.12
8 - Service Maintenance	163	Female	9	5.52	7.99		1.16
		Minority	63	38.65	43.42		1.23
		Black	23	14.11	17.73		1.21
		Asian	9	5.52	9.06		1.57
		Native American	6	3.68	0.53		-5.52
		Hispanic	9	5.52	10.97	Yes	2.22
		Pacific Islander	9	5.52	0.74		-7.10
		Two or more races	7	4.29	4.40		0.06

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0600 - DNRP-Natural Resources & Parks, 0604 - Wastewater Treatment

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	3	Female	1	33.33	34.73		0.05
		Minority	0	0.00	23.98	Yes	0.97
		Black	0	0.00	2.53	Yes	0.28
		Asian	0	0.00	12.49	Yes	0.65
		Native American	0	0.00	0.37	Yes	0.11
		Hispanic	0	0.00	4.57	Yes	0.38
		Pacific Islander	0	0.00	0.23	Yes	0.08
		Two or more races	0	0.00	3.79	Yes	0.34
2 - Professionals	568	Female	251	44.19	30.52		-7.07
		Minority	217	38.20	26.32		-6.43
		Black	38	6.69	2.86		-5.49
		Asian	98	17.25	14.62		-1.78
		Native American	1	0.18	0.34	Yes	0.66
		Hispanic	38	6.69	5.09		-1.73
		Pacific Islander	6	1.06	0.29		-3.40
		Two or more races	36	6.34	3.13		-4.39
3 - Technicians	23	Female	10	43.48	25.93		-1.92
		Minority	10	43.48	18.76		-3.04
		Black	0	0.00	0.45	Yes	0.32
		Asian	5	21.74	10.32		-1.80
		Native American	2	8.70	0.91		-3.92
		Hispanic	2	8.70	5.38		-0.70
		Pacific Islander	0	0.00	0.00		0.00
		Two or more races	1	4.35	1.69		-0.99
6 - Administrative Support	21	Female	15	71.43	74.90		0.37
		Minority	15	71.43	26.25		-4.71
		Black	4	19.05	4.70		-3.11
		Asian	9	42.86	10.31		-4.90
		Native American	0	0.00	0.79	Yes	0.41
		Hispanic	2	9.52	4.77		-1.02

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0600 - DNRP-Natural Resources & Parks, 0604 - Wastewater Treatment

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
6 - Administrative Support	21	Pacific Islander	0	0.00	0.69	Yes	0.38
		Two or more races	0	0.00	4.99	Yes	1.05
7 - Skilled Crafts	191	Female	23	12.04	9.39		-1.26
		Minority	68	35.60	33.78		-0.53
		Black	13	6.81	6.41		-0.22
		Asian	12	6.28	11.71	Yes	2.33
		Native American	2	1.05	0.45		-1.23
		Hispanic	25	13.09	10.01		-1.42
		Pacific Islander	3	1.57	0.65		-1.57
		Two or more races	13	6.81	4.54		-1.50
8 - Service Maintenance	19	Female	1	5.26	6.50		0.22
		Minority	8	42.11	39.67		-0.22
		Black	2	10.53	6.76		-0.65
		Asian	2	10.53	5.10		-1.07
		Native American	0	0.00	0.90	Yes	0.42
		Hispanic	4	21.05	22.34		0.13
		Pacific Islander	0	0.00	0.16	Yes	0.17
		Two or more races	0	0.00	4.40	Yes	0.94

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0600 - DNRP-Natural Resources & Parks, 0605 - WLRD -Water & Land Resources

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	1	50.00	37.62		-0.36
		Minority	0	0.00	26.82	Yes	0.86
		Black	0	0.00	2.98	Yes	0.25
		Asian	0	0.00	14.23	Yes	0.58
		Native American	0	0.00	0.38	Yes	0.09
		Hispanic	0	0.00	5.28	Yes	0.33
		Pacific Islander	0	0.00	0.24	Yes	0.07
		Two or more races	0	0.00	3.70	Yes	0.28
2 - Professionals	381	Female	201	52.76	38.76		-5.61
		Minority	104	27.30	25.17		-0.96
		Black	15	3.94	3.29		-0.71
		Asian	47	12.34	12.57		0.14
		Native American	2	0.52	0.20		-1.41
		Hispanic	16	4.20	5.98		1.47
		Pacific Islander	0	0.00	0.19	Yes	0.84
		Two or more races	24	6.30	2.94		-3.89
3 - Technicians	17	Female	11	64.71	59.22		-0.46
		Minority	1	5.88	36.03	Yes	2.59
		Black	0	0.00	7.77	Yes	1.20
		Asian	1	5.88	11.02	Yes	0.68
		Native American	0	0.00	0.48	Yes	0.29
		Hispanic	0	0.00	9.85	Yes	1.36
		Pacific Islander	0	0.00	2.05	Yes	0.60
		Two or more races	0	0.00	4.86	Yes	0.93
6 - Administrative Support	15	Female	13	86.67	90.57		0.52
		Minority	6	40.00	25.40		-1.30
		Black	1	6.67	4.56		-0.39
		Asian	1	6.67	8.34	Yes	0.23
		Native American	0	0.00	0.94	Yes	0.38
		Hispanic	3	20.00	6.69		-2.06

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0600 - DNRP-Natural Resources & Parks, 0605 - WLRD -Water & Land Resources

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
6 - Administrative Support	15	Pacific Islander	0	0.00	0.55	Yes	0.29
		Two or more races	1	6.67	4.31		-0.45
7 - Skilled Crafts	2	Female	1	50.00	3.59		-3.53
		Minority	0	0.00	25.67	Yes	0.83
		Black	0	0.00	6.10	Yes	0.36
		Asian	0	0.00	3.20	Yes	0.26
		Native American	0	0.00	1.11	Yes	0.15
		Hispanic	0	0.00	10.75	Yes	0.49
		Pacific Islander	0	0.00	0.24	Yes	0.07
		Two or more races	0	0.00	4.27	Yes	0.30
8 - Service Maintenance	1	Female	0	0.00	2.96	Yes	0.17
		Minority	1	100.00	42.91		-1.15
		Black	1	100.00	3.49		-5.26
		Asian	0	0.00	3.78	Yes	0.20
		Native American	0	0.00	1.21	Yes	0.11
		Hispanic	0	0.00	30.71	Yes	0.67
		Pacific Islander	0	0.00	1.34	Yes	0.12
		Two or more races	0	0.00	2.38	Yes	0.16

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0600 - DNRP-Natural Resources & Parks, 0607 - Director's Office

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	4	Female	3	75.00	31.13		-1.90
		Minority	1	25.00	20.44		-0.23
		Black	1	25.00	1.97		-3.31
		Asian	0	0.00	10.32	Yes	0.68
		Native American	0	0.00	0.36	Yes	0.12
		Hispanic	0	0.00	3.67	Yes	0.39
		Pacific Islander	0	0.00	0.22	Yes	0.09
		Two or more races	0	0.00	3.89	Yes	0.40
2 - Professionals	31	Female	18	58.06	46.68		-1.27
		Minority	8	25.81	25.07		-0.10
		Black	0	0.00	3.69	Yes	1.09
		Asian	2	6.45	12.00	Yes	0.95
		Native American	1	3.23	0.30		-2.97
		Hispanic	2	6.45	5.39		-0.26
		Pacific Islander	0	0.00	0.28	Yes	0.29
		Two or more races	3	9.68	3.41		-1.92
6 - Administrative Support	3	Female	2	66.67	85.73	Yes	0.94
		Minority	3	100.00	26.72		-2.87
		Black	2	66.67	5.52		-4.64
		Asian	1	33.33	8.49		-1.54
		Native American	0	0.00	0.72	Yes	0.15
		Hispanic	0	0.00	6.76	Yes	0.47
		Pacific Islander	0	0.00	0.50	Yes	0.12
		Two or more races	0	0.00	4.72	Yes	0.39

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1300 - DPD - Dept of Public Defense

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	3	Female	1	33.33	34.73		0.05
		Minority	2	66.67	23.98		-1.73
		Black	0	0.00	2.53	Yes	0.28
		Asian	1	33.33	12.49		-1.09
		Native American	0	0.00	0.37	Yes	0.11
		Hispanic	0	0.00	4.57	Yes	0.38
		Pacific Islander	0	0.00	0.23	Yes	0.08
		Two or more races	1	33.33	3.79		-2.68
2 - Professionals	402	Female	236	58.71	79.44	Yes	10.29
		Minority	115	28.61	26.39		-1.01
		Black	30	7.46	5.08		-2.18
		Asian	29	7.21	9.02		1.26
		Native American	0	0.00	0.75	Yes	1.74
		Hispanic	35	8.71	6.73		-1.58
		Pacific Islander	0	0.00	0.47	Yes	1.38
		Two or more races	21	5.22	4.34		-0.86
6 - Administrative Support	96	Female	76	79.17	76.24		-0.67
		Minority	49	51.04	23.83		-6.26
		Black	14	14.58	3.33		-6.14
		Asian	4	4.17	7.82	Yes	1.33
		Native American	1	1.04	0.75		-0.33
		Hispanic	24	25.00	8.89		-5.55
		Pacific Islander	1	1.04	0.03		-5.56
		Two or more races	5	5.21	3.01		-1.26

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1300 - DPD - Dept of Public Defense, 1301 - Director's Office

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	3	Female	1	33.33	34.73		0.05
		Minority	2	66.67	23.98		-1.73
		Black	0	0.00	2.53	Yes	0.28
		Asian	1	33.33	12.49		-1.09
		Native American	0	0.00	0.37	Yes	0.11
		Hispanic	0	0.00	4.57	Yes	0.38
		Pacific Islander	0	0.00	0.23	Yes	0.08
		Two or more races	1	33.33	3.79		-2.68
2 - Professionals	27	Female	15	55.56	50.60		-0.51
		Minority	10	37.04	29.93		-0.81
		Black	4	14.81	4.06		-2.83
		Asian	3	11.11	16.13	Yes	0.71
		Native American	0	0.00	0.34	Yes	0.30
		Hispanic	1	3.70	5.14	Yes	0.34
		Pacific Islander	0	0.00	0.33	Yes	0.30
		Two or more races	2	7.41	3.94		-0.93
6 - Administrative Support	16	Female	11	68.75	77.64		0.85
		Minority	9	56.25	25.37		-2.84
		Black	3	18.75	4.17		-2.92
		Asian	1	6.25	8.32	Yes	0.30
		Native American	1	6.25	0.76		-2.53
		Hispanic	3	18.75	8.40		-1.49
		Pacific Islander	0	0.00	0.19	Yes	0.17
		Two or more races	1	6.25	3.54		-0.59

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1300 - DPD - Dept of Public Defense, 1302 - Assoc Counsel for Accused

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
2 - Professionals	109	Female	64	58.72	81.94	Yes	6.30
		Minority	27	24.77	25.96		0.28
		Black	5	4.59	5.08		0.23
		Asian	7	6.42	8.45	Yes	0.76
		Native American	0	0.00	0.78	Yes	0.93
		Hispanic	7	6.42	6.81		0.16
		Pacific Islander	0	0.00	0.48	Yes	0.73
		Two or more races	8	7.34	4.36		-1.53
6 - Administrative Support	23	Female	21	91.30	75.96		-1.72
		Minority	11	47.83	23.52		-2.75
		Black	2	8.70	3.16		-1.52
		Asian	1	4.35	7.72	Yes	0.61
		Native American	0	0.00	0.75	Yes	0.42
		Hispanic	7	30.43	8.98		-3.60
		Pacific Islander	1	4.35	0.00		0.00
		Two or more races	0	0.00	2.91	Yes	0.83

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1300 - DPD - Dept of Public Defense, 1303 - NW Defenders

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
2 - Professionals	91	Female	58	63.74	81.62	Yes	4.40
		Minority	35	38.46	26.37		-2.62
		Black	9	9.89	5.25		-1.99
		Asian	5	5.49	8.54	Yes	1.04
		Native American	0	0.00	0.78	Yes	0.84
		Hispanic	13	14.29	6.91		-2.78
		Pacific Islander	0	0.00	0.49	Yes	0.67
		Two or more races	8	8.79	4.41		-2.04
6 - Administrative Support	22	Female	16	72.73	75.96		0.36
		Minority	14	63.64	23.52		-4.44
		Black	2	9.09	3.16		-1.59
		Asian	0	0.00	7.72	Yes	1.36
		Native American	0	0.00	0.75	Yes	0.41
		Hispanic	9	40.91	8.98		-5.24
		Pacific Islander	0	0.00	0.00		0.00
		Two or more races	3	13.64	2.91		-2.99

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1300 - DPD - Dept of Public Defense, 1304 - Society of Counsel

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
2 - Professionals	72	Female	39	54.17	81.27	Yes	5.89
		Minority	19	26.39	26.14		-0.05
		Black	4	5.56	5.13		-0.16
		Asian	6	8.33	8.55		0.07
		Native American	0	0.00	0.77	Yes	0.75
		Hispanic	7	9.72	6.84		-0.97
		Pacific Islander	0	0.00	0.48	Yes	0.59
		Two or more races	2	2.78	4.36	Yes	0.66
6 - Administrative Support	12	Female	11	91.67	75.96		-1.27
		Minority	4	33.33	23.52		-0.80
		Black	3	25.00	3.16		-4.32
		Asian	0	0.00	7.72	Yes	1.00
		Native American	0	0.00	0.75	Yes	0.30
		Hispanic	1	8.33	8.98		0.08
		Pacific Islander	0	0.00	0.00		0.00
		Two or more races	0	0.00	2.91	Yes	0.60

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1300 - DPD - Dept of Public Defense, 1305 - Defender Association

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
2 - Professionals	103	Female	60	58.25	81.16	Yes	5.94
		Minority	24	23.30	26.10		0.65
		Black	8	7.77	5.15		-1.20
		Asian	8	7.77	8.50		0.27
		Native American	0	0.00	0.77	Yes	0.90
		Hispanic	7	6.80	6.82		0.01
		Pacific Islander	0	0.00	0.48	Yes	0.71
		Two or more races	1	0.97	4.37	Yes	1.69
6 - Administrative Support	23	Female	17	73.91	75.96		0.23
		Minority	11	47.83	23.52		-2.75
		Black	4	17.39	3.16		-3.90
		Asian	2	8.70	7.72		-0.18
		Native American	0	0.00	0.75	Yes	0.42
		Hispanic	4	17.39	8.98		-1.41
		Pacific Islander	0	0.00	0.00		0.00
		Two or more races	1	4.35	2.91		-0.41

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0900 - DPH - Public Health

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	23	Female	17	73.91	43.95		-2.89
		Minority	9	39.13	23.33		-1.79
		Black	5	21.74	2.93		-5.35
		Asian	2	8.70	11.06	Yes	0.36
		Native American	0	0.00	0.49	Yes	0.34
		Hispanic	2	8.70	4.45		-0.99
		Pacific Islander	0	0.00	0.55	Yes	0.36
		Two or more races	0	0.00	3.86	Yes	0.96
2 - Professionals	1,094	Female	804	73.49	60.08		-9.06
		Minority	557	50.91	29.21		-15.79
		Black	155	14.17	4.69		-14.82
		Asian	213	19.47	14.64		-4.52
		Native American	9	0.82	0.35		-2.67
		Hispanic	117	10.69	5.62		-7.28
		Pacific Islander	9	0.82	0.34		-2.69
		Two or more races	54	4.94	3.56		-2.45
3 - Technicians	238	Female	157	65.97	54.20		-3.64
		Minority	139	58.40	30.48		-9.36
		Black	41	17.23	4.21		-10.00
		Asian	38	15.97	13.38		-1.17
		Native American	0	0.00	0.39	Yes	0.97
		Hispanic	39	16.39	8.13		-4.66
		Pacific Islander	4	1.68	0.27		-4.14
		Two or more races	17	7.14	4.09		-2.38
5 - Paraprofessionals	3	Female	1	33.33	83.04	Yes	2.29
		Minority	1	33.33	36.36		0.11
		Black	1	33.33	6.97		-1.79
		Asian	0	0.00	13.42	Yes	0.68
		Native American	0	0.00	0.71	Yes	0.15
		Hispanic	0	0.00	9.17	Yes	0.55

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0900 - DPH - Public Health

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
5 - Paraprofessionals	3	Pacific Islander	0	0.00	0.92	Yes	0.17
		Two or more races	0	0.00	5.17	Yes	0.40
6 - Administrative Support	194	Female	164	84.54	85.36		0.33
		Minority	144	74.23	27.96		-14.36
		Black	34	17.53	5.41		-7.46
		Asian	51	26.29	9.31		-8.14
		Native American	3	1.55	0.75		-1.28
		Hispanic	38	19.59	7.15		-6.72
		Pacific Islander	5	2.58	0.65		-3.32
		Two or more races	13	6.70	4.68		-1.33
8 - Service Maintenance	2	Female	0	0.00	15.54	Yes	0.61
		Minority	1	50.00	62.26		0.36
		Black	1	50.00	33.47		-0.50
		Asian	0	0.00	16.70	Yes	0.63
		Native American	0	0.00	0.43	Yes	0.09
		Hispanic	0	0.00	6.12	Yes	0.36
		Pacific Islander	0	0.00	1.66	Yes	0.18
		Two or more races	0	0.00	3.89	Yes	0.28

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0900 - DPH - Public Health, 0901 - Administrative Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	7	Female	6	85.71	48.86		-1.95
		Minority	3	42.86	21.86		-1.34
		Black	1	14.29	3.15		-1.69
		Asian	1	14.29	9.15		-0.47
		Native American	0	0.00	0.59	Yes	0.20
		Hispanic	1	14.29	4.25		-1.32
		Pacific Islander	0	0.00	0.77	Yes	0.23
		Two or more races	0	0.00	3.94	Yes	0.54
2 - Professionals	138	Female	101	73.19	50.04		-5.44
		Minority	74	53.62	29.12		-6.34
		Black	26	18.84	4.16		-8.64
		Asian	21	15.22	15.44		0.07
		Native American	2	1.45	0.23		-2.98
		Hispanic	18	13.04	5.33		-4.03
		Pacific Islander	1	0.72	0.29		-0.95
		Two or more races	6	4.35	3.68		-0.42
6 - Administrative Support	11	Female	8	72.73	82.70		0.87
		Minority	7	63.64	24.87		-2.97
		Black	1	9.09	4.44		-0.75
		Asian	6	54.55	9.58		-5.07
		Native American	0	0.00	1.03	Yes	0.34
		Hispanic	0	0.00	5.07	Yes	0.77
		Pacific Islander	0	0.00	0.57	Yes	0.25
		Two or more races	0	0.00	4.18	Yes	0.69
8 - Service Maintenance	2	Female	0	0.00	15.54	Yes	0.61
		Minority	1	50.00	62.26		0.36
		Black	1	50.00	33.47		-0.50
		Asian	0	0.00	16.70	Yes	0.63
		Native American	0	0.00	0.43	Yes	0.09
		Hispanic	0	0.00	6.12	Yes	0.36

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0900 - DPH - Public Health, 0901 - Administrative Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
8 - Service Maintenance	2	Pacific Islander	0	0.00	1.66	Yes	0.18
		Two or more races	0	0.00	3.89	Yes	0.28

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0900 - DPH - Public Health, 0903 - Community Health Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	2	100.00	33.29		-2.00
		Minority	1	50.00	22.57		-0.93
		Black	0	0.00	2.31	Yes	0.22
		Asian	0	0.00	11.62	Yes	0.51
		Native American	0	0.00	0.37	Yes	0.09
		Hispanic	1	50.00	4.21		-3.22
		Pacific Islander	0	0.00	0.23	Yes	0.07
		Two or more races	0	0.00	3.83	Yes	0.28
2 - Professionals	310	Female	262	84.52	66.93		-6.58
		Minority	158	50.97	31.83		-7.23
		Black	44	14.19	5.29		-7.01
		Asian	58	18.71	16.40		-1.10
		Native American	1	0.32	0.34		0.04
		Hispanic	44	14.19	5.77		-6.36
		Pacific Islander	2	0.65	0.31		-1.06
		Two or more races	9	2.90	3.73		0.77
3 - Technicians	107	Female	100	93.46	73.51		-4.68
		Minority	90	84.11	38.81		-9.62
		Black	23	21.50	5.69		-7.06
		Asian	22	20.56	19.70		-0.22
		Native American	0	0.00	0.33	Yes	0.59
		Hispanic	32	29.91	8.11		-8.26
		Pacific Islander	3	2.80	0.56		-3.12
		Two or more races	10	9.35	4.44		-2.47
6 - Administrative Support	117	Female	104	88.89	87.80		-0.36
		Minority	94	80.34	27.84		-12.67
		Black	26	22.22	5.38		-8.08
		Asian	27	23.08	9.20		-5.19
		Native American	3	2.56	0.77		-2.23
		Hispanic	27	23.08	7.30		-6.56

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0900 - DPH - Public Health, 0903 - Community Health Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
6 - Administrative Support	117	Pacific Islander	4	3.42	0.58		-4.04
		Two or more races	7	5.98	4.62		-0.70

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0900 - DPH - Public Health, 0904 - Emergency Medical Svcs

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	2	100.00	54.56		-1.29
		Minority	0	0.00	24.91	Yes	0.81
		Black	0	0.00	3.48	Yes	0.27
		Asian	0	0.00	11.46	Yes	0.51
		Native American	0	0.00	0.58	Yes	0.11
		Hispanic	0	0.00	4.73	Yes	0.31
		Pacific Islander	0	0.00	0.82	Yes	0.13
		Two or more races	0	0.00	3.84	Yes	0.28
2 - Professionals	45	Female	24	53.33	61.05		1.06
		Minority	17	37.78	31.00		-0.98
		Black	2	4.44	4.98		0.16
		Asian	7	15.56	15.47		-0.02
		Native American	0	0.00	0.21	Yes	0.31
		Hispanic	3	6.67	5.34		-0.39
		Pacific Islander	1	2.22	0.33		-2.23
		Two or more races	4	8.89	4.67		-1.34
3 - Technicians	67	Female	18	26.87	35.37		1.46
		Minority	10	14.93	23.48		1.65
		Black	0	0.00	4.69	Yes	1.81
		Asian	2	2.99	2.34		-0.35
		Native American	0	0.00	0.25	Yes	0.41
		Hispanic	1	1.49	10.57	Yes	2.42
		Pacific Islander	1	1.49	0.01		-13.75
		Two or more races	6	8.96	5.63		-1.18
5 - Paraprofessionals	1	Female	1	100.00	77.62		-0.54
		Minority	0	0.00	33.92	Yes	0.72
		Black	0	0.00	6.72	Yes	0.27
		Asian	0	0.00	13.07	Yes	0.39
		Native American	0	0.00	1.10	Yes	0.11
		Hispanic	0	0.00	7.02	Yes	0.27

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0900 - DPH - Public Health, 0904 - Emergency Medical Svcs

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
5 - Paraprofessionals	1	Pacific Islander	0	0.00	0.92	Yes	0.10
		Two or more races	0	0.00	5.09	Yes	0.23
6 - Administrative Support	4	Female	2	50.00	79.89	Yes	1.49
		Minority	2	50.00	27.64		-1.00
		Black	0	0.00	4.70	Yes	0.44
		Asian	1	25.00	10.48		-0.95
		Native American	0	0.00	0.72	Yes	0.17
		Hispanic	1	25.00	6.05		-1.59
		Pacific Islander	0	0.00	0.73	Yes	0.17
		Two or more races	0	0.00	4.94	Yes	0.46

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0900 - DPH - Public Health, 0905 - Environmental Health Svcs

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	5	Female	1	20.00	44.40	Yes	1.10
		Minority	1	20.00	26.06	Yes	0.31
		Black	1	20.00	3.18		-2.14
		Asian	0	0.00	13.12	Yes	0.87
		Native American	0	0.00	0.46	Yes	0.15
		Hispanic	0	0.00	5.06	Yes	0.52
		Pacific Islander	0	0.00	0.47	Yes	0.15
		Two or more races	0	0.00	3.76	Yes	0.44
2 - Professionals	139	Female	80	57.55	46.78		-2.54
		Minority	73	52.52	20.89		-9.17
		Black	23	16.55	3.77		-7.90
		Asian	30	21.58	7.07		-6.68
		Native American	2	1.44	0.09		-5.18
		Hispanic	12	8.63	7.28		-0.61
		Pacific Islander	2	1.44	0.16		-3.80
		Two or more races	4	2.88	2.52		-0.27
3 - Technicians	30	Female	13	43.33	11.07		-5.63
		Minority	14	46.67	16.61		-4.42
		Black	3	10.00	0.00		0.00
		Asian	6	20.00	6.84		-2.86
		Native American	0	0.00	1.30	Yes	0.63
		Hispanic	5	16.67	7.17		-2.02
		Pacific Islander	0	0.00	0.00		0.00
		Two or more races	0	0.00	1.30	Yes	0.63

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0900 - DPH - Public Health, 0906 - Jail Health Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	1	50.00	54.56		0.13
		Minority	1	50.00	24.91		-0.82
		Black	1	50.00	3.48		-3.59
		Asian	0	0.00	11.46	Yes	0.51
		Native American	0	0.00	0.58	Yes	0.11
		Hispanic	0	0.00	4.73	Yes	0.31
		Pacific Islander	0	0.00	0.82	Yes	0.13
		Two or more races	0	0.00	3.84	Yes	0.28
2 - Professionals	180	Female	136	75.56	73.24		-0.70
		Minority	97	53.89	31.41		-6.50
		Black	40	22.22	5.71		-9.55
		Asian	40	22.22	16.61		-2.02
		Native American	2	1.11	0.40		-1.53
		Hispanic	8	4.44	4.82		0.23
		Pacific Islander	0	0.00	0.23	Yes	0.65
		Two or more races	7	3.89	3.65		-0.17
3 - Technicians	24	Female	19	79.17	74.74		-0.50
		Minority	22	91.67	28.60		-6.84
		Black	14	58.33	1.40		-23.71
		Asian	6	25.00	20.40		-0.56
		Native American	0	0.00	0.06	Yes	0.12
		Hispanic	1	4.17	4.32		0.04
		Pacific Islander	0	0.00	0.13	Yes	0.18
		Two or more races	1	4.17	2.29		-0.61
6 - Administrative Support	20	Female	15	75.00	84.59		1.19
		Minority	14	70.00	25.92		-4.50
		Black	3	15.00	4.47		-2.28
		Asian	7	35.00	8.76		-4.15
		Native American	0	0.00	0.71	Yes	0.38
		Hispanic	3	15.00	6.38		-1.58

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0900 - DPH - Public Health, 0906 - Jail Health Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
6 - Administrative Support	20	Pacific Islander	0	0.00	0.64	Yes	0.36
		Two or more races	1	5.00	4.96		-0.01

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0900 - DPH - Public Health, 0907 - Prevention

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	2	100.00	37.62		-1.82
		Minority	1	50.00	26.82		-0.74
		Black	1	50.00	2.98		-3.91
		Asian	0	0.00	14.23	Yes	0.58
		Native American	0	0.00	0.38	Yes	0.09
		Hispanic	0	0.00	5.28	Yes	0.33
		Pacific Islander	0	0.00	0.24	Yes	0.07
		Two or more races	0	0.00	3.70	Yes	0.28
2 - Professionals	188	Female	130	69.15	58.58		-2.94
		Minority	82	43.62	29.67		-4.19
		Black	12	6.38	4.20		-1.49
		Asian	32	17.02	14.95		-0.80
		Native American	0	0.00	0.66	Yes	1.12
		Hispanic	20	10.64	5.48		-3.11
		Pacific Islander	3	1.60	0.65		-1.63
		Two or more races	15	7.98	3.73		-3.08
3 - Technicians	10	Female	7	70.00	53.94		-1.02
		Minority	3	30.00	34.22		0.28
		Black	1	10.00	4.54		-0.83
		Asian	2	20.00	22.58		0.19
		Native American	0	0.00	0.12	Yes	0.11
		Hispanic	0	0.00	3.98	Yes	0.64
		Pacific Islander	0	0.00	0.21	Yes	0.14
		Two or more races	0	0.00	2.80	Yes	0.54
5 - Paraprofessionals	2	Female	0	0.00	85.75	Yes	3.47
		Minority	1	50.00	37.58		-0.36
		Black	1	50.00	7.10		-2.36
		Asian	0	0.00	13.60	Yes	0.56
		Native American	0	0.00	0.51	Yes	0.10
		Hispanic	0	0.00	10.25	Yes	0.48

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0900 - DPH - Public Health, 0907 - Prevention

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
5 - Paraprofessionals	2	Pacific Islander	0	0.00	0.92	Yes	0.14
		Two or more races	0	0.00	5.20	Yes	0.33
6 - Administrative Support	36	Female	30	83.33	79.45		-0.58
		Minority	21	58.33	29.89		-3.73
		Black	3	8.33	6.28		-0.51
		Asian	6	16.67	9.50		-1.47
		Native American	0	0.00	0.66	Yes	0.49
		Hispanic	6	16.67	7.74		-2.01
		Pacific Islander	1	2.78	0.91		-1.18
		Two or more races	5	13.89	4.81		-2.55

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 0900 - DPH - Public Health, 0909 - Health Sciences

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	3	Female	3	100.00	28.96		-2.71
		Minority	2	66.67	18.31		-2.17
		Black	1	33.33	1.63		-4.33
		Asian	1	33.33	9.02		-1.47
		Native American	0	0.00	0.36	Yes	0.10
		Hispanic	0	0.00	3.14	Yes	0.31
		Pacific Islander	0	0.00	0.21	Yes	0.08
		Two or more races	0	0.00	3.96	Yes	0.35
2 - Professionals	94	Female	71	75.53	49.24		-5.10
		Minority	56	59.57	27.01		-7.11
		Black	8	8.51	3.80		-2.39
		Asian	25	26.60	14.10		-3.48
		Native American	2	2.13	0.27		-3.45
		Hispanic	12	12.77	5.06		-3.41
		Pacific Islander	0	0.00	0.44	Yes	0.64
		Two or more races	9	9.57	3.34		-3.36
6 - Administrative Support	6	Female	5	83.33	84.39		0.07
		Minority	6	100.00	31.54		-3.61
		Black	1	16.67	6.25		-1.05
		Asian	4	66.67	10.96		-4.37
		Native American	0	0.00	0.71	Yes	0.21
		Hispanic	1	16.67	7.97		-0.79
		Pacific Islander	0	0.00	0.71	Yes	0.21
		Two or more races	0	0.00	4.94	Yes	0.56

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 9700 - KCE - King County Elections

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	3	Female	3	100.00	28.96		-2.71
		Minority	1	33.33	18.31		-0.67
		Black	0	0.00	1.63	Yes	0.22
		Asian	0	0.00	9.02	Yes	0.55
		Native American	0	0.00	0.36	Yes	0.10
		Hispanic	0	0.00	3.14	Yes	0.31
		Pacific Islander	0	0.00	0.21	Yes	0.08
		Two or more races	1	33.33	3.96		-2.61
2 - Professionals	35	Female	22	62.86	42.75		-2.40
		Minority	18	51.43	30.35		-2.71
		Black	3	8.57	3.69		-1.53
		Asian	8	22.86	17.29		-0.87
		Native American	0	0.00	0.20	Yes	0.27
		Hispanic	4	11.43	5.10		-1.70
		Pacific Islander	0	0.00	0.26	Yes	0.30
		Two or more races	3	8.57	3.81		-1.47
6 - Administrative Support	25	Female	12	48.00	91.40	Yes	7.74
		Minority	14	56.00	25.39		-3.52
		Black	6	24.00	4.57		-4.65
		Asian	3	12.00	8.09		-0.72
		Native American	0	0.00	0.90	Yes	0.48
		Hispanic	2	8.00	6.91		-0.21
		Pacific Islander	1	4.00	0.54		-2.35
		Two or more races	2	8.00	4.38		-0.88

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 9700 - KCE - King County Elections, 9710 - Administration

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	3	Female	3	100.00	28.96		-2.71
		Minority	1	33.33	18.31		-0.67
		Black	0	0.00	1.63	Yes	0.22
		Asian	0	0.00	9.02	Yes	0.55
		Native American	0	0.00	0.36	Yes	0.10
		Hispanic	0	0.00	3.14	Yes	0.31
		Pacific Islander	0	0.00	0.21	Yes	0.08
		Two or more races	1	33.33	3.96		-2.61
2 - Professionals	11	Female	8	72.73	51.42		-1.41
		Minority	5	45.45	27.11		-1.37
		Black	1	9.09	4.01		-0.86
		Asian	2	18.18	13.26		-0.48
		Native American	0	0.00	0.23	Yes	0.16
		Hispanic	2	18.18	5.55		-1.83
		Pacific Islander	0	0.00	0.29	Yes	0.18
		Two or more races	0	0.00	3.76	Yes	0.66
6 - Administrative Support	1	Female	1	100.00	91.97		-0.30
		Minority	1	100.00	25.04		-1.73
		Black	0	0.00	4.48	Yes	0.22
		Asian	0	0.00	7.88	Yes	0.29
		Native American	0	0.00	0.89	Yes	0.09
		Hispanic	1	100.00	6.91		-3.67
		Pacific Islander	0	0.00	0.53	Yes	0.07
		Two or more races	0	0.00	4.35	Yes	0.21

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 9700 - KCE - King County Elections, 9720 - Ballot Processing & Delivery

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
2 - Professionals	1	Female	1	100.00	47.73		-1.05
		Minority	0	0.00	30.86	Yes	0.67
		Black	0	0.00	4.55	Yes	0.22
		Asian	0	0.00	16.35	Yes	0.44
		Native American	0	0.00	0.17	Yes	0.04
		Hispanic	0	0.00	6.12	Yes	0.26
		Pacific Islander	0	0.00	0.35	Yes	0.06
		Two or more races	0	0.00	3.32	Yes	0.19
6 - Administrative Support	7	Female	0	0.00	91.97	Yes	8.96
		Minority	2	28.57	25.04		-0.22
		Black	2	28.57	4.48		-3.08
		Asian	0	0.00	7.88	Yes	0.77
		Native American	0	0.00	0.89	Yes	0.25
		Hispanic	0	0.00	6.91	Yes	0.72
		Pacific Islander	0	0.00	0.53	Yes	0.19
		Two or more races	0	0.00	4.35	Yes	0.56

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 9700 - KCE - King County Elections, 9730 - Election Outreach

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
2 - Professionals	7	Female	4	57.14	47.73		-0.50
		Minority	6	85.71	30.86		-3.14
		Black	1	14.29	4.55		-1.24
		Asian	4	57.14	16.35		-2.92
		Native American	0	0.00	0.17	Yes	0.11
		Hispanic	1	14.29	6.12		-0.90
		Pacific Islander	0	0.00	0.35	Yes	0.16
		Two or more races	0	0.00	3.32	Yes	0.49

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 9700 - KCE - King County Elections, 9740 - Election Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
2 - Professionals	4	Female	3	75.00	45.20		-1.20
		Minority	3	75.00	29.85		-1.97
		Black	0	0.00	4.15	Yes	0.42
		Asian	0	0.00	15.82	Yes	0.87
		Native American	0	0.00	0.23	Yes	0.10
		Hispanic	1	25.00	5.91		-1.62
		Pacific Islander	0	0.00	0.32	Yes	0.11
		Two or more races	2	50.00	3.42		-5.13
6 - Administrative Support	1	Female	1	100.00	91.97		-0.30
		Minority	0	0.00	25.04	Yes	0.58
		Black	0	0.00	4.48	Yes	0.22
		Asian	0	0.00	7.88	Yes	0.29
		Native American	0	0.00	0.89	Yes	0.09
		Hispanic	0	0.00	6.91	Yes	0.27
		Pacific Islander	0	0.00	0.53	Yes	0.07
		Two or more races	0	0.00	4.35	Yes	0.21

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 9700 - KCE - King County Elections, 9750 - Technical Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
2 - Professionals	10	Female	4	40.00	27.27		-0.90
		Minority	3	30.00	33.59		0.24
		Black	1	10.00	2.28		-1.64
		Asian	1	10.00	23.25	Yes	0.99
		Native American	0	0.00	0.18	Yes	0.13
		Hispanic	0	0.00	3.26	Yes	0.58
		Pacific Islander	0	0.00	0.10	Yes	0.10
		Two or more races	1	10.00	4.52		-0.83

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 9700 - KCE - King County Elections, 9760 - Voter Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
2 - Professionals	2	Female	2	100.00	47.73		-1.48
		Minority	1	50.00	30.86		-0.59
		Black	0	0.00	4.55	Yes	0.31
		Asian	1	50.00	16.35		-1.29
		Native American	0	0.00	0.17	Yes	0.06
		Hispanic	0	0.00	6.12	Yes	0.36
		Pacific Islander	0	0.00	0.35	Yes	0.08
		Two or more races	0	0.00	3.32	Yes	0.26
6 - Administrative Support	16	Female	10	62.50	91.08	Yes	4.01
		Minority	11	68.75	25.59		-3.96
		Black	4	25.00	4.62		-3.88
		Asian	3	18.75	8.20		-1.54
		Native American	0	0.00	0.90	Yes	0.38
		Hispanic	1	6.25	6.91		0.10
		Pacific Islander	1	6.25	0.55		-3.08
		Two or more races	2	12.50	4.40		-1.58

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1200 - KCIT - Information Technology

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	12	Female	6	50.00	32.88		-1.26
		Minority	4	33.33	25.24		-0.65
		Black	0	0.00	2.56	Yes	0.56
		Asian	2	16.67	14.28		-0.24
		Native American	1	8.33	0.28		-5.28
		Hispanic	0	0.00	4.16	Yes	0.72
		Pacific Islander	0	0.00	0.24	Yes	0.17
		Two or more races	1	8.33	3.71		-0.85
2 - Professionals	397	Female	135	34.01	27.26		-3.02
		Minority	164	41.31	34.90		-2.68
		Black	38	9.57	2.71		-8.42
		Asian	87	21.91	23.93		0.94
		Native American	4	1.01	0.19		-3.72
		Hispanic	15	3.78	3.64		-0.15
		Pacific Islander	4	1.01	0.19		-3.68
		Two or more races	16	4.03	4.23		0.20
3 - Technicians	20	Female	4	20.00	32.14	Yes	1.16
		Minority	6	30.00	54.32	Yes	2.18
		Black	1	5.00	2.19		-0.86
		Asian	4	20.00	43.92	Yes	2.16
		Native American	0	0.00	0.01	Yes	0.05
		Hispanic	0	0.00	4.03	Yes	0.92
		Pacific Islander	0	0.00	0.31	Yes	0.25
		Two or more races	1	5.00	3.85		-0.27
6 - Administrative Support	8	Female	8	100.00	83.53		-1.26
		Minority	5	62.50	24.97		-2.45
		Black	2	25.00	4.53		-2.78
		Asian	3	37.50	8.91		-2.84
		Native American	0	0.00	0.86	Yes	0.26
		Hispanic	0	0.00	5.60	Yes	0.69

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1200 - KCIT - Information Technology

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
6 - Administrative Support	8	Pacific Islander	0	0.00	0.56	Yes	0.21
		Two or more races	0	0.00	4.51	Yes	0.61

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1200 - KCIT - Information Technology, 1201 - Office of the CIO

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	11	Female	6	54.55	32.45		-1.57
		Minority	4	36.36	25.10		-0.86
		Black	0	0.00	2.52	Yes	0.53
		Asian	2	18.18	14.29		-0.37
		Native American	1	9.09	0.27		-5.63
		Hispanic	0	0.00	4.06	Yes	0.68
		Pacific Islander	0	0.00	0.24	Yes	0.16
		Two or more races	1	9.09	3.71		-0.94
2 - Professionals	90	Female	52	57.78	34.82		-4.57
		Minority	28	31.11	30.81		-0.06
		Black	6	6.67	3.20		-1.87
		Asian	11	12.22	19.00		1.64
		Native American	0	0.00	0.18	Yes	0.40
		Hispanic	3	3.33	4.17		0.40
		Pacific Islander	1	1.11	0.25		-1.64
		Two or more races	7	7.78	4.02		-1.81
3 - Technicians	11	Female	2	18.18	44.62	Yes	1.76
		Minority	3	27.27	62.12	Yes	2.38
		Black	0	0.00	3.00	Yes	0.58
		Asian	2	18.18	50.27	Yes	2.13
		Native American	0	0.00	0.00	Yes	0.02
		Hispanic	0	0.00	4.14	Yes	0.69
		Pacific Islander	0	0.00	0.45	Yes	0.22
		Two or more races	1	9.09	4.25		-0.80
6 - Administrative Support	6	Female	6	100.00	86.61		-0.96
		Minority	5	83.33	24.74		-3.33
		Black	2	33.33	4.67		-3.33
		Asian	3	50.00	8.77		-3.57
		Native American	0	0.00	0.98	Yes	0.24
		Hispanic	0	0.00	5.74	Yes	0.60

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1200 - KCIT - Information Technology, 1201 - Office of the CIO

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
6 - Administrative Support	6	Pacific Islander	0	0.00	0.50	Yes	0.17
		Two or more races	0	0.00	4.09	Yes	0.51

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1200 - KCIT - Information Technology, 1202 - Enterprise Business Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
2 - Professionals	51	Female	25	49.02	31.30		-2.73
		Minority	25	49.02	30.49		-2.87
		Black	10	19.61	2.53		-7.77
		Asian	12	23.53	20.40		-0.55
		Native American	1	1.96	0.21		-2.71
		Hispanic	1	1.96	3.24	Yes	0.52
		Pacific Islander	0	0.00	0.14	Yes	0.27
		Two or more races	1	1.96	3.97	Yes	0.73

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1200 - KCIT - Information Technology, 1203 - Ops and Infrastructure

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	1	Female	0	0.00	37.62	Yes	0.78
		Minority	0	0.00	26.82	Yes	0.61
		Black	0	0.00	2.98	Yes	0.18
		Asian	0	0.00	14.23	Yes	0.41
		Native American	0	0.00	0.38	Yes	0.06
		Hispanic	0	0.00	5.28	Yes	0.24
		Pacific Islander	0	0.00	0.24	Yes	0.05
		Two or more races	0	0.00	3.70	Yes	0.20
2 - Professionals	173	Female	39	22.54	24.19		0.50
		Minority	81	46.82	39.77		-1.89
		Black	19	10.98	2.10		-8.15
		Asian	41	23.70	29.58		1.69
		Native American	3	1.73	0.22		-4.29
		Hispanic	8	4.62	3.80		-0.56
		Pacific Islander	3	1.73	0.13		-5.90
		Two or more races	7	4.05	3.95		-0.06
3 - Technicians	9	Female	2	22.22	16.88		-0.43
		Minority	3	33.33	44.79	Yes	0.69
		Black	1	11.11	1.20		-2.73
		Asian	2	22.22	36.16	Yes	0.87
		Native American	0	0.00	0.02	Yes	0.05
		Hispanic	0	0.00	3.90	Yes	0.60
		Pacific Islander	0	0.00	0.13	Yes	0.11
		Two or more races	0	0.00	3.37	Yes	0.56
6 - Administrative Support	2	Female	2	100.00	74.28		-0.83
		Minority	0	0.00	25.67	Yes	0.83
		Black	0	0.00	4.11	Yes	0.29
		Asian	0	0.00	9.36	Yes	0.45
		Native American	0	0.00	0.49	Yes	0.10
		Hispanic	0	0.00	5.17	Yes	0.33

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1200 - KCIT - Information Technology, 1203 - Ops and Infrastructure

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
6 - Administrative Support	2	Pacific Islander	0	0.00	0.77	Yes	0.12
		Two or more races	0	0.00	5.77	Yes	0.35

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1200 - KCIT - Information Technology, 1204 - Engineering Division

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
2 - Professionals	83	Female	19	22.89	23.01		0.02
		Minority	30	36.14	31.88		-0.83
		Black	3	3.61	3.57		-0.02
		Asian	23	27.71	19.68		-1.84
		Native American	0	0.00	0.14	Yes	0.34
		Hispanic	3	3.61	2.97		-0.35
		Pacific Islander	0	0.00	0.30	Yes	0.50
		Two or more races	1	1.20	5.22	Yes	1.64

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1100 - KCSO - Sheriff's Office

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	16	Female	1	6.25	26.75	Yes	1.85
		Minority	3	18.75	25.90	Yes	0.65
		Black	0	0.00	8.95	Yes	1.25
		Asian	1	6.25	6.60		0.06
		Native American	0	0.00	0.36	Yes	0.24
		Hispanic	1	6.25	8.18	Yes	0.28
		Pacific Islander	0	0.00	0.08	Yes	0.12
		Two or more races	1	6.25	1.72		-1.39
2 - Professionals	127	Female	79	62.20	44.64		-3.98
		Minority	45	35.43	31.60		-0.93
		Black	6	4.72	6.24	Yes	0.70
		Asian	19	14.96	14.40		-0.18
		Native American	0	0.00	0.29	Yes	0.61
		Hispanic	10	7.87	7.01		-0.38
		Pacific Islander	1	0.79	0.25		-1.21
		Two or more races	9	7.09	3.41		-2.28
3 - Technicians	77	Female	41	53.25	42.77		-1.86
		Minority	31	40.26	34.09		-1.14
		Black	9	11.69	3.87		-3.56
		Asian	8	10.39	23.45	Yes	2.71
		Native American	1	1.30	0.08		-3.78
		Hispanic	8	10.39	3.65		-3.16
		Pacific Islander	2	2.60	0.11		-6.52
		Two or more races	3	3.90	2.94		-0.50
4 - Protective Service	689	Female	93	13.50	13.60		0.08
		Minority	219	31.79	30.68		-0.63
		Black	56	8.13	10.15		1.75
		Asian	48	6.97	5.73		-1.40
		Native American	11	1.60	1.90		0.59
		Hispanic	63	9.14	7.16		-2.02

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1100 - KCSO - Sheriff's Office

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
4 - Protective Service	689	Pacific Islander	12	1.74	0.96		-2.11
		Two or more races	29	4.21	4.78		0.70
6 - Administrative Support	128	Female	105	82.03	71.08		-2.73
		Minority	42	32.81	32.23		-0.14
		Black	8	6.25	4.14		-1.20
		Asian	13	10.16	14.19		1.31
		Native American	0	0.00	0.42	Yes	0.73
		Hispanic	7	5.47	9.81		1.65
		Pacific Islander	3	2.34	0.23		-4.95
		Two or more races	11	8.59	3.44		-3.20

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1100 - KCSO - Sheriff's Office, 1101 - Administration

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	3	Female	0	0.00	34.73	Yes	1.26
		Minority	0	0.00	23.98	Yes	0.97
		Black	0	0.00	2.53	Yes	0.28
		Asian	0	0.00	12.49	Yes	0.65
		Native American	0	0.00	0.37	Yes	0.11
		Hispanic	0	0.00	4.57	Yes	0.38
		Pacific Islander	0	0.00	0.23	Yes	0.08
		Two or more races	0	0.00	3.79	Yes	0.34
2 - Professionals	19	Female	14	73.68	49.35		-2.12
		Minority	7	36.84	28.97		-0.76
		Black	1	5.26	3.95		-0.29
		Asian	4	21.05	15.46		-0.67
		Native American	0	0.00	0.20	Yes	0.20
		Hispanic	0	0.00	5.54	Yes	1.06
		Pacific Islander	1	5.26	0.33		-3.78
		Two or more races	1	5.26	3.49		-0.42
6 - Administrative Support	2	Female	2	100.00	91.97		-0.42
		Minority	1	50.00	25.04		-0.81
		Black	0	0.00	4.48	Yes	0.31
		Asian	0	0.00	7.88	Yes	0.41
		Native American	0	0.00	0.89	Yes	0.13
		Hispanic	1	50.00	6.91		-2.40
		Pacific Islander	0	0.00	0.53	Yes	0.10
		Two or more races	0	0.00	4.35	Yes	0.30

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1100 - KCSO - Sheriff's Office, 1102 - Criminal Investigations

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	0	0.00	12.30	Yes	0.53
		Minority	1	50.00	16.56		-1.27
		Black	0	0.00	6.05	Yes	0.36
		Asian	0	0.00	3.26	Yes	0.26
		Native American	0	0.00	0.17	Yes	0.06
		Hispanic	1	50.00	6.46		-2.50
		Pacific Islander	0	0.00	0.00		0.00
		Two or more races	0	0.00	0.63	Yes	0.11
2 - Professionals	18	Female	13	72.22	44.07		-2.41
		Minority	9	50.00	30.94		-1.75
		Black	1	5.56	5.70		0.03
		Asian	1	5.56	14.95	Yes	1.12
		Native American	0	0.00	0.31	Yes	0.24
		Hispanic	3	16.67	6.28		-1.82
		Pacific Islander	0	0.00	0.26	Yes	0.22
		Two or more races	4	22.22	3.44		-4.37
3 - Technicians	1	Female	0	0.00	24.08	Yes	0.56
		Minority	0	0.00	34.38	Yes	0.72
		Black	0	0.00	4.74	Yes	0.22
		Asian	0	0.00	17.42	Yes	0.46
		Native American	0	0.00	0.29	Yes	0.05
		Hispanic	0	0.00	5.69	Yes	0.25
		Pacific Islander	0	0.00	0.40	Yes	0.06
		Two or more races	0	0.00	5.84	Yes	0.25
4 - Protective Service	75	Female	15	20.00	12.51		-1.96
		Minority	22	29.33	29.50		0.03
		Black	5	6.67	9.30	Yes	0.78
		Asian	8	10.67	5.48		-1.97
		Native American	1	1.33	1.97	Yes	0.40
		Hispanic	6	8.00	7.15		-0.28

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1100 - KCSO - Sheriff's Office, 1102 - Criminal Investigations

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
4 - Protective Service	75	Pacific Islander	0	0.00	0.91	Yes	0.83
		Two or more races	2	2.67	4.69	Yes	0.83
6 - Administrative Support	12	Female	11	91.67	89.44		-0.25
		Minority	5	41.67	25.65		-1.27
		Black	1	8.33	4.56		-0.63
		Asian	1	8.33	8.30		0.00
		Native American	0	0.00	0.90	Yes	0.33
		Hispanic	0	0.00	7.09	Yes	0.96
		Pacific Islander	1	8.33	0.52		-3.78
		Two or more races	2	16.67	4.29		-2.11

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1100 - KCSO - Sheriff's Office, 1103 - Patrol Operations

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	7	Female	1	14.29	24.60	Yes	0.63
		Minority	0	0.00	28.27	Yes	1.66
		Black	0	0.00	12.09	Yes	0.98
		Asian	0	0.00	4.59	Yes	0.58
		Native American	0	0.00	0.33	Yes	0.15
		Hispanic	0	0.00	10.01	Yes	0.88
		Pacific Islander	0	0.00	0.00		0.00
		Two or more races	0	0.00	1.25	Yes	0.30
2 - Professionals	16	Female	3	18.75	24.67	Yes	0.55
		Minority	5	31.25	31.85		0.05
		Black	0	0.00	12.50	Yes	1.51
		Asian	2	12.50	6.32		-1.02
		Native American	0	0.00	0.44	Yes	0.27
		Hispanic	2	12.50	9.64		-0.39
		Pacific Islander	0	0.00	0.41	Yes	0.26
		Two or more races	1	6.25	2.55		-0.94
4 - Protective Service	348	Female	40	11.49	12.85		0.76
		Minority	97	27.87	30.18		0.94
		Black	20	5.75	9.55	Yes	2.41
		Asian	18	5.17	5.58		0.33
		Native American	8	2.30	2.03		-0.36
		Hispanic	28	8.05	7.27		-0.56
		Pacific Islander	7	2.01	0.93		-2.10
		Two or more races	16	4.60	4.82		0.19
6 - Administrative Support	9	Female	9	100.00	91.97		-0.89
		Minority	4	44.44	25.04		-1.34
		Black	1	11.11	4.48		-0.96
		Asian	2	22.22	7.88		-1.60
		Native American	0	0.00	0.89	Yes	0.28
		Hispanic	1	11.11	6.91		-0.50

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1100 - KCSO - Sheriff's Office, 1103 - Patrol Operations

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
6 - Administrative Support	9	Pacific Islander	0	0.00	0.53	Yes	0.22
		Two or more races	0	0.00	4.35	Yes	0.64

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1100 - KCSO - Sheriff's Office, 1105 - Support Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	0	0.00	38.85	Yes	1.13
		Minority	1	50.00	27.43		-0.72
		Black	0	0.00	7.35	Yes	0.40
		Asian	0	0.00	10.14	Yes	0.47
		Native American	0	0.00	0.67	Yes	0.12
		Hispanic	0	0.00	7.10	Yes	0.39
		Pacific Islander	0	0.00	0.32	Yes	0.08
		Two or more races	1	50.00	1.85		-5.06
2 - Professionals	34	Female	21	61.76	45.17		-1.94
		Minority	9	26.47	33.92	Yes	0.92
		Black	1	2.94	4.25	Yes	0.38
		Asian	5	14.71	18.04		0.51
		Native American	0	0.00	0.23	Yes	0.28
		Hispanic	3	8.82	7.59		-0.27
		Pacific Islander	0	0.00	0.15	Yes	0.22
		Two or more races	0	0.00	3.67	Yes	1.14
3 - Technicians	22	Female	11	50.00	35.27		-1.45
		Minority	8	36.36	34.90		-0.14
		Black	2	9.09	4.08		-1.19
		Asian	3	13.64	22.36	Yes	0.98
		Native American	1	4.55	0.13		-5.72
		Hispanic	1	4.55	4.25		-0.07
		Pacific Islander	1	4.55	0.19		-4.74
		Two or more races	0	0.00	3.90	Yes	0.95
4 - Protective Service	97	Female	24	24.74	18.46		-1.60
		Minority	40	41.24	34.24		-1.45
		Black	10	10.31	13.97		1.04
		Asian	13	13.40	6.72		-2.63
		Native American	0	0.00	1.19	Yes	1.08
		Hispanic	13	13.40	6.55		-2.73

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1100 - KCSO - Sheriff's Office, 1105 - Support Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
4 - Protective Service	97	Pacific Islander	2	2.06	1.16		-0.84
		Two or more races	2	2.06	4.66	Yes	1.21
6 - Administrative Support	86	Female	68	79.07	68.08		-2.19
		Minority	27	31.40	36.43		0.97
		Black	5	5.81	4.58		-0.55
		Asian	7	8.14	16.17	Yes	2.02
		Native American	0	0.00	0.31	Yes	0.51
		Hispanic	5	5.81	11.88		1.74
		Pacific Islander	2	2.33	0.16		-4.95
		Two or more races	8	9.30	3.32		-3.09

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1100 - KCSO - Sheriff's Office, 1108 - AFIS

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
2 - Professionals	11	Female	9	81.82	47.00		-2.31
		Minority	7	63.64	34.85		-2.00
		Black	2	18.18	3.91		-2.44
		Asian	4	36.36	22.96		-1.06
		Native American	0	0.00	0.29	Yes	0.18
		Hispanic	0	0.00	4.16	Yes	0.69
		Pacific Islander	0	0.00	0.11	Yes	0.11
		Two or more races	1	9.09	3.40		-1.04
3 - Technicians	51	Female	29	56.86	46.21		-1.53
		Minority	22	43.14	34.47		-1.30
		Black	7	13.73	3.78		-3.72
		Asian	5	9.80	25.26	Yes	2.54
		Native American	0	0.00	0.01	Yes	0.08
		Hispanic	6	11.76	3.07		-3.60
		Pacific Islander	1	1.96	0.02		-11.13
		Two or more races	3	5.88	2.33		-1.68
6 - Administrative Support	13	Female	10	76.92	46.67		-2.19
		Minority	3	23.08	19.95		-0.28
		Black	0	0.00	0.34	Yes	0.21
		Asian	3	23.08	14.81		-0.84
		Native American	0	0.00	0.07	Yes	0.09
		Hispanic	0	0.00	2.44	Yes	0.57
		Pacific Islander	0	0.00	0.04	Yes	0.07
		Two or more races	0	0.00	2.25	Yes	0.55

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1100 - KCSO - Sheriff's Office, 1111 - Chief Deputy (Undersheriff)

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
2 - Professionals	1	Female	0	0.00	24.60	Yes	0.57
		Minority	0	0.00	28.27	Yes	0.63
		Black	0	0.00	12.09	Yes	0.37
		Asian	0	0.00	4.59	Yes	0.22
		Native American	0	0.00	0.33	Yes	0.06
		Hispanic	0	0.00	10.01	Yes	0.33
		Pacific Islander	0	0.00	0.00		0.00
		Two or more races	0	0.00	1.25	Yes	0.11
4 - Protective Service	5	Female	1	20.00	12.85		-0.48
		Minority	1	20.00	30.18	Yes	0.50
		Black	0	0.00	9.55	Yes	0.73
		Asian	0	0.00	5.58	Yes	0.54
		Native American	0	0.00	2.03	Yes	0.32
		Hispanic	1	20.00	7.27		-1.10
		Pacific Islander	0	0.00	0.93	Yes	0.22
		Two or more races	0	0.00	4.82	Yes	0.50

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1100 - KCSO - Sheriff's Office, 1112 - Community Programs & Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	1	Female	0	0.00	24.60	Yes	0.57
		Minority	1	100.00	28.27		-1.59
		Black	0	0.00	12.09	Yes	0.37
		Asian	1	100.00	4.59		-4.56
		Native American	0	0.00	0.33	Yes	0.06
		Hispanic	0	0.00	10.01	Yes	0.33
		Pacific Islander	0	0.00	0.00		0.00
		Two or more races	0	0.00	1.25	Yes	0.11
2 - Professionals	19	Female	16	84.21	61.85		-2.01
		Minority	8	42.11	29.95		-1.16
		Black	1	5.26	6.78	Yes	0.26
		Asian	3	15.79	11.44		-0.60
		Native American	0	0.00	0.34	Yes	0.25
		Hispanic	2	10.53	6.62		-0.69
		Pacific Islander	0	0.00	0.38	Yes	0.27
		Two or more races	2	10.53	4.40		-1.30
3 - Technicians	3	Female	1	33.33	45.43	Yes	0.42
		Minority	1	33.33	21.55		-0.50
		Black	0	0.00	3.42	Yes	0.33
		Asian	0	0.00	2.66	Yes	0.29
		Native American	0	0.00	0.81	Yes	0.16
		Hispanic	1	33.33	8.36		-1.56
		Pacific Islander	0	0.00	1.11	Yes	0.18
		Two or more races	0	0.00	5.20	Yes	0.41
4 - Protective Service	9	Female	4	44.44	12.85		-2.83
		Minority	3	33.33	30.18		-0.21
		Black	2	22.22	9.55		-1.29
		Asian	0	0.00	5.58	Yes	0.73
		Native American	0	0.00	2.03	Yes	0.43
		Hispanic	1	11.11	7.27		-0.44

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1100 - KCSO - Sheriff's Office, 1112 - Community Programs & Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
4 - Protective Service	9	Pacific Islander	0	0.00	0.93	Yes	0.29
		Two or more races	0	0.00	4.82	Yes	0.67
6 - Administrative Support	2	Female	2	100.00	91.97		-0.42
		Minority	1	50.00	25.04		-0.81
		Black	1	50.00	4.48		-3.11
		Asian	0	0.00	7.88	Yes	0.41
		Native American	0	0.00	0.89	Yes	0.13
		Hispanic	0	0.00	6.91	Yes	0.39
		Pacific Islander	0	0.00	0.53	Yes	0.10
		Two or more races	0	0.00	4.35	Yes	0.30

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1100 - KCSO - Sheriff's Office, 1113 - Special Operations

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	1	Female	0	0.00	24.60	Yes	0.57
		Minority	0	0.00	28.27	Yes	0.63
		Black	0	0.00	12.09	Yes	0.37
		Asian	0	0.00	4.59	Yes	0.22
		Native American	0	0.00	0.33	Yes	0.06
		Hispanic	0	0.00	10.01	Yes	0.33
		Pacific Islander	0	0.00	0.00		0.00
		Two or more races	0	0.00	1.25	Yes	0.11
2 - Professionals	9	Female	3	33.33	32.31		-0.07
		Minority	0	0.00	29.13	Yes	1.92
		Black	0	0.00	9.58	Yes	0.98
		Asian	0	0.00	8.51	Yes	0.91
		Native American	0	0.00	0.28	Yes	0.16
		Hispanic	0	0.00	8.71	Yes	0.93
		Pacific Islander	0	0.00	0.12	Yes	0.10
		Two or more races	0	0.00	1.94	Yes	0.42
4 - Protective Service	155	Female	9	5.81	12.85	Yes	2.62
		Minority	56	36.13	30.18		-1.61
		Black	19	12.26	9.55		-1.15
		Asian	9	5.81	5.58		-0.12
		Native American	2	1.29	2.03	Yes	0.65
		Hispanic	14	9.03	7.27		-0.85
		Pacific Islander	3	1.94	0.93		-1.30
		Two or more races	9	5.81	4.82		-0.57
6 - Administrative Support	4	Female	3	75.00	91.97		1.25
		Minority	1	25.00	25.04		0.00
		Black	0	0.00	4.48	Yes	0.43
		Asian	0	0.00	7.88	Yes	0.58
		Native American	0	0.00	0.89	Yes	0.19
		Hispanic	0	0.00	6.91	Yes	0.54

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1100 - KCSO - Sheriff's Office, 1113 - Special Operations

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
6 - Administrative Support	4	Pacific Islander	0	0.00	0.53	Yes	0.15
		Two or more races	1	25.00	4.35		-2.02

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1400 - MTD - Metro Transit

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	22	Female	10	45.45	33.72		-1.16
		Minority	8	36.36	25.44		-1.18
		Black	5	22.73	3.87		-4.59
		Asian	0	0.00	11.71	Yes	1.71
		Native American	0	0.00	0.39	Yes	0.29
		Hispanic	1	4.55	5.03		0.10
		Pacific Islander	1	4.55	0.31		-3.59
		Two or more races	1	4.55	4.14		-0.09
2 - Professionals	1,213	Female	473	38.99	40.67		1.19
		Minority	574	47.32	29.77		-13.37
		Black	209	17.23	4.50		-21.39
		Asian	174	14.34	13.89		-0.46
		Native American	10	0.82	0.97		0.51
		Hispanic	68	5.61	6.33		1.04
		Pacific Islander	19	1.57	0.53		-4.96
		Two or more races	94	7.75	3.55		-7.91
3 - Technicians	52	Female	2	3.85	23.28	Yes	3.32
		Minority	26	50.00	32.08		-2.77
		Black	9	17.31	3.66		-5.24
		Asian	6	11.54	11.56		0.00
		Native American	1	1.92	0.37		-1.83
		Hispanic	7	13.46	11.87		-0.35
		Pacific Islander	0	0.00	1.14	Yes	0.78
		Two or more races	3	5.77	3.47		-0.91
6 - Administrative Support	223	Female	126	56.50	64.33	Yes	2.44
		Minority	132	59.19	31.97		-8.72
		Black	55	24.66	6.17		-11.48
		Asian	31	13.90	11.22		-1.27
		Native American	3	1.35	0.61		-1.42
		Hispanic	18	8.07	7.50		-0.33

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1400 - MTD - Metro Transit

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
6 - Administrative Support	223	Pacific Islander	9	4.04	1.29		-3.65
		Two or more races	16	7.17	5.19		-1.33
7 - Skilled Crafts	1,013	Female	40	3.95	9.40	Yes	5.95
		Minority	502	49.56	32.15		-11.86
		Black	116	11.45	5.04		-9.34
		Asian	184	18.16	11.87		-6.19
		Native American	14	1.38	0.54		-3.68
		Hispanic	91	8.98	9.66		0.73
		Pacific Islander	38	3.75	1.32		-6.76
		Two or more races	59	5.82	3.73		-3.53
8 - Service Maintenance	3,230	Female	562	17.40	35.16	Yes	21.14
		Minority	2,419	74.89	37.44		-43.98
		Black	1,537	47.59	18.23		-43.22
		Asian	465	14.40	5.75		-21.11
		Native American	39	1.21	0.68		-3.60
		Hispanic	182	5.63	8.06	Yes	5.07
		Pacific Islander	67	2.07	0.63		-10.32
		Two or more races	129	3.99	4.08		0.25

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1400 - MTD - Metro Transit, 0806 - Marine

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	1	Female	0	0.00	23.93	Yes	0.56
		Minority	0	0.00	31.94	Yes	0.68
		Black	0	0.00	7.49	Yes	0.28
		Asian	0	0.00	11.71	Yes	0.36
		Native American	0	0.00	0.22	Yes	0.05
		Hispanic	0	0.00	6.53	Yes	0.26
		Pacific Islander	0	0.00	0.41	Yes	0.06
		Two or more races	0	0.00	5.58	Yes	0.24
2 - Professionals	8	Female	4	50.00	28.08		-1.38
		Minority	1	12.50	27.41	Yes	0.95
		Black	0	0.00	4.72	Yes	0.63
		Asian	1	12.50	12.16		-0.03
		Native American	0	0.00	0.56	Yes	0.21
		Hispanic	0	0.00	5.69	Yes	0.69
		Pacific Islander	0	0.00	0.74	Yes	0.24
		Two or more races	0	0.00	3.53	Yes	0.54
6 - Administrative Support	6	Female	5	83.33	83.68		0.02
		Minority	0	0.00	26.73	Yes	1.48
		Black	0	0.00	4.73	Yes	0.55
		Asian	0	0.00	9.24	Yes	0.78
		Native American	0	0.00	0.79	Yes	0.22
		Hispanic	0	0.00	6.35	Yes	0.64
		Pacific Islander	0	0.00	0.67	Yes	0.20
		Two or more races	0	0.00	4.95	Yes	0.56
7 - Skilled Crafts	6	Female	0	0.00	6.66	Yes	0.65
		Minority	0	0.00	21.69	Yes	1.29
		Black	0	0.00	3.97	Yes	0.50
		Asian	0	0.00	6.10	Yes	0.62
		Native American	0	0.00	0.69	Yes	0.20
		Hispanic	0	0.00	6.82	Yes	0.66

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1400 - MTD - Metro Transit, 0806 - Marine

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
7 - Skilled Crafts	6	Pacific Islander	0	0.00	0.89	Yes	0.23
		Two or more races	0	0.00	3.23	Yes	0.45
8 - Service Maintenance	15	Female	3	20.00	9.03		-1.48
		Minority	4	26.67	23.55		-0.28
		Black	0	0.00	6.94	Yes	1.06
		Asian	0	0.00	4.84	Yes	0.87
		Native American	0	0.00	0.81	Yes	0.35
		Hispanic	3	20.00	6.45		-2.14
		Pacific Islander	0	0.00	1.61	Yes	0.50
		Two or more races	1	6.67	2.90		-0.87

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1400 - MTD - Metro Transit, 1401 - General Manager

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	5	Female	2	40.00	32.43		-0.36
		Minority	2	40.00	21.72		-0.99
		Black	2	40.00	2.17		-5.80
		Asian	0	0.00	11.10	Yes	0.79
		Native American	0	0.00	0.37	Yes	0.14
		Hispanic	0	0.00	3.99	Yes	0.46
		Pacific Islander	0	0.00	0.22	Yes	0.11
		Two or more races	0	0.00	3.86	Yes	0.45
2 - Professionals	69	Female	47	68.12	47.57		-3.42
		Minority	36	52.17	25.93		-4.97
		Black	8	11.59	3.37		-3.78
		Asian	10	14.49	13.66		-0.20
		Native American	0	0.00	0.24	Yes	0.41
		Hispanic	8	11.59	5.25		-2.36
		Pacific Islander	1	1.45	0.20		-2.36
		Two or more races	9	13.04	3.21		-4.64

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1400 - MTD - Metro Transit, 1402 - Bus Operations

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	1	50.00	30.78		-0.59
		Minority	0	0.00	29.38	Yes	0.91
		Black	0	0.00	5.23	Yes	0.33
		Asian	0	0.00	12.97	Yes	0.55
		Native American	0	0.00	0.30	Yes	0.08
		Hispanic	0	0.00	5.91	Yes	0.35
		Pacific Islander	0	0.00	0.32	Yes	0.08
		Two or more races	0	0.00	4.64	Yes	0.31
2 - Professionals	215	Female	51	23.72	38.74	Yes	4.52
		Minority	115	53.49	29.90		-7.56
		Black	63	29.30	4.10		-18.64
		Asian	25	11.63	13.63		0.86
		Native American	2	0.93	0.82		-0.18
		Hispanic	8	3.72	7.26	Yes	2.00
		Pacific Islander	6	2.79	0.48		-4.93
		Two or more races	11	5.12	3.62		-1.18
6 - Administrative Support	17	Female	13	76.47	78.27		0.18
		Minority	14	82.35	34.41		-4.16
		Black	4	23.53	6.48		-2.85
		Asian	2	11.76	13.02		0.15
		Native American	0	0.00	1.22	Yes	0.46
		Hispanic	3	17.65	7.66		-1.55
		Pacific Islander	3	17.65	1.09		-6.58
		Two or more races	2	11.76	4.95		-1.30
7 - Skilled Crafts	35	Female	6	17.14	26.12	Yes	1.21
		Minority	30	85.71	35.24		-6.25
		Black	18	51.43	5.26		-12.24
		Asian	9	25.71	14.37		-1.91
		Native American	0	0.00	1.24	Yes	0.66
		Hispanic	1	2.86	10.97	Yes	1.54

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1400 - MTD - Metro Transit, 1402 - Bus Operations

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
7 - Skilled Crafts	35	Pacific Islander	2	5.71	0.62		-3.85
		Two or more races	0	0.00	2.78	Yes	1.00
8 - Service Maintenance	2,513	Female	405	16.12	41.88	Yes	26.18
		Minority	1,902	75.69	33.78		-44.42
		Black	1,304	51.89	18.86		-42.33
		Asian	326	12.97	4.23		-21.76
		Native American	28	1.11	0.67		-2.71
		Hispanic	125	4.97	5.04		0.15
		Pacific Islander	39	1.55	0.56		-6.66
		Two or more races	80	3.18	4.42	Yes	3.01

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1400 - MTD - Metro Transit, 1403 - Vehicle Maintenance

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	1	50.00	30.78		-0.59
		Minority	1	50.00	29.38		-0.64
		Black	0	0.00	5.23	Yes	0.33
		Asian	0	0.00	12.97	Yes	0.55
		Native American	0	0.00	0.30	Yes	0.08
		Hispanic	0	0.00	5.91	Yes	0.35
		Pacific Islander	1	50.00	0.32		-12.34
		Two or more races	0	0.00	4.64	Yes	0.31
2 - Professionals	75	Female	15	20.00	39.97	Yes	3.53
		Minority	32	42.67	30.88		-2.21
		Black	11	14.67	3.94		-4.78
		Asian	10	13.33	15.97		0.62
		Native American	0	0.00	0.56	Yes	0.65
		Hispanic	4	5.33	6.35		0.36
		Pacific Islander	3	4.00	0.34		-5.43
		Two or more races	4	5.33	3.72		-0.74
3 - Technicians	15	Female	1	6.67	67.67	Yes	5.05
		Minority	6	40.00	39.91		-0.01
		Black	2	13.33	4.52		-1.64
		Asian	1	6.67	15.81	Yes	0.97
		Native American	0	0.00	0.06	Yes	0.10
		Hispanic	1	6.67	16.29	Yes	1.01
		Pacific Islander	0	0.00	0.00		0.00
		Two or more races	2	13.33	3.23		-2.22
6 - Administrative Support	58	Female	19	32.76	53.28	Yes	3.13
		Minority	30	51.72	28.66		-3.89
		Black	12	20.69	4.41		-6.04
		Asian	8	13.79	11.21		-0.62
		Native American	1	1.72	0.40		-1.59
		Hispanic	2	3.45	5.53	Yes	0.69

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1400 - MTD - Metro Transit, 1403 - Vehicle Maintenance

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
6 - Administrative Support	58	Pacific Islander	0	0.00	1.10	Yes	0.80
		Two or more races	7	12.07	6.01		-1.94
7 - Skilled Crafts	523	Female	17	3.25	4.91		1.76
		Minority	258	49.33	29.55		-9.91
		Black	43	8.22	3.77		-5.34
		Asian	116	22.18	9.51		-9.88
		Native American	10	1.91	0.45		-5.00
		Hispanic	39	7.46	10.44	Yes	2.23
		Pacific Islander	21	4.02	1.57		-4.51
		Two or more races	29	5.54	3.82		-2.06
8 - Service Maintenance	93	Female	41	44.09	10.66		-10.44
		Minority	81	87.10	52.49		-6.68
		Black	28	30.11	3.41		-14.20
		Asian	32	34.41	5.96		-11.59
		Native American	1	1.08	1.46	Yes	0.31
		Hispanic	10	10.75	38.01	Yes	5.42
		Pacific Islander	5	5.38	0.37		-7.90
		Two or more races	5	5.38	3.27		-1.14

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1400 - MTD - Metro Transit, 1404 - Facilities

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	0	0.00	30.78	Yes	0.94
		Minority	2	100.00	29.38		-2.19
		Black	2	100.00	5.23		-6.02
		Asian	0	0.00	12.97	Yes	0.55
		Native American	0	0.00	0.30	Yes	0.08
		Hispanic	0	0.00	5.91	Yes	0.35
		Pacific Islander	0	0.00	0.32	Yes	0.08
		Two or more races	0	0.00	4.64	Yes	0.31
2 - Professionals	50	Female	19	38.00	40.04		0.29
		Minority	30	60.00	28.83		-4.87
		Black	13	26.00	3.86		-8.13
		Asian	7	14.00	14.45		0.09
		Native American	0	0.00	0.40	Yes	0.45
		Hispanic	5	10.00	6.48		-1.01
		Pacific Islander	0	0.00	0.32	Yes	0.40
		Two or more races	5	10.00	3.33		-2.63
3 - Technicians	1	Female	0	0.00	37.62	Yes	0.78
		Minority	0	0.00	26.82	Yes	0.61
		Black	0	0.00	2.98	Yes	0.18
		Asian	0	0.00	14.23	Yes	0.41
		Native American	0	0.00	0.38	Yes	0.06
		Hispanic	0	0.00	5.28	Yes	0.24
		Pacific Islander	0	0.00	0.24	Yes	0.05
		Two or more races	0	0.00	3.70	Yes	0.20
6 - Administrative Support	8	Female	3	37.50	68.90	Yes	1.92
		Minority	3	37.50	29.00		-0.53
		Black	2	25.00	4.95		-2.61
		Asian	1	12.50	11.30		-0.11
		Native American	0	0.00	0.56	Yes	0.21
		Hispanic	0	0.00	5.22	Yes	0.66

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1400 - MTD - Metro Transit, 1404 - Facilities

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
6 - Administrative Support	8	Pacific Islander	0	0.00	0.92	Yes	0.27
		Two or more races	0	0.00	6.05	Yes	0.72
7 - Skilled Crafts	128	Female	6	4.69	12.56	Yes	2.69
		Minority	56	43.75	33.01		-2.58
		Black	17	13.28	4.03		-5.32
		Asian	16	12.50	12.89		0.13
		Native American	2	1.56	0.72		-1.12
		Hispanic	14	10.94	10.30		-0.24
		Pacific Islander	3	2.34	0.92		-1.68
		Two or more races	4	3.13	4.14	Yes	0.58
8 - Service Maintenance	109	Female	13	11.93	8.29		-1.38
		Minority	88	80.73	39.15		-8.90
		Black	47	43.12	5.17		-17.89
		Asian	18	16.51	8.09		-3.23
		Native American	1	0.92	0.66		-0.32
		Hispanic	5	4.59	23.55	Yes	4.67
		Pacific Islander	10	9.17	0.20		-21.06
		Two or more races	7	6.42	1.48		-4.28

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1400 - MTD - Metro Transit, 1405 - Capital

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	0	0.00	34.77	Yes	1.03
		Minority	1	50.00	23.69		-0.88
		Black	0	0.00	3.42	Yes	0.27
		Asian	0	0.00	9.96	Yes	0.47
		Native American	0	0.00	0.56	Yes	0.11
		Hispanic	0	0.00	5.49	Yes	0.34
		Pacific Islander	0	0.00	0.40	Yes	0.09
		Two or more races	1	50.00	3.87		-3.38
2 - Professionals	147	Female	62	42.18	33.21		-2.31
		Minority	49	33.33	26.94		-1.75
		Black	13	8.84	2.90		-4.30
		Asian	18	12.24	14.74		0.85
		Native American	2	1.36	0.69		-0.98
		Hispanic	5	3.40	5.19	Yes	0.98
		Pacific Islander	2	1.36	0.20		-3.15
		Two or more races	9	6.12	3.23		-1.99
6 - Administrative Support	6	Female	6	100.00	90.85		-0.78
		Minority	3	50.00	24.47		-1.45
		Black	1	16.67	4.31		-1.49
		Asian	1	16.67	8.17		-0.76
		Native American	0	0.00	0.98	Yes	0.24
		Hispanic	1	16.67	6.36		-1.03
		Pacific Islander	0	0.00	0.52	Yes	0.18
		Two or more races	0	0.00	4.13	Yes	0.51

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1400 - MTD - Metro Transit, 1406 - Mobility

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	1	50.00	34.77		-0.45
		Minority	1	50.00	23.69		-0.88
		Black	0	0.00	3.42	Yes	0.27
		Asian	0	0.00	9.96	Yes	0.47
		Native American	0	0.00	0.56	Yes	0.11
		Hispanic	1	50.00	5.49		-2.76
		Pacific Islander	0	0.00	0.40	Yes	0.09
		Two or more races	0	0.00	3.87	Yes	0.28
2 - Professionals	181	Female	85	46.96	47.66		0.19
		Minority	69	38.12	30.38		-2.26
		Black	19	10.50	4.45		-3.94
		Asian	24	13.26	13.22		-0.02
		Native American	1	0.55	3.27	Yes	2.06
		Hispanic	6	3.31	5.83		1.44
		Pacific Islander	2	1.10	0.55		-1.02
		Two or more races	17	9.39	3.07		-4.93
6 - Administrative Support	77	Female	48	62.34	59.49		-0.51
		Minority	46	59.74	34.97		-4.56
		Black	21	27.27	7.23		-6.79
		Asian	8	10.39	11.59		0.33
		Native American	2	2.60	0.53		-2.50
		Hispanic	8	10.39	9.15		-0.38
		Pacific Islander	2	2.60	1.73		-0.58
		Two or more races	5	6.49	4.74		-0.73

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1400 - MTD - Metro Transit, 1407 - Finance and Administration

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	1	Female	1	100.00	53.10		-0.94
		Minority	0	0.00	26.58	Yes	0.60
		Black	0	0.00	2.60	Yes	0.16
		Asian	0	0.00	15.69	Yes	0.43
		Native American	0	0.00	1.02	Yes	0.10
		Hispanic	0	0.00	4.19	Yes	0.21
		Pacific Islander	0	0.00	0.64	Yes	0.08
		Two or more races	0	0.00	2.45	Yes	0.16
2 - Professionals	67	Female	34	50.75	41.78		-1.49
		Minority	29	43.28	32.80		-1.83
		Black	7	10.45	3.74		-2.90
		Asian	14	20.90	19.25		-0.34
		Native American	1	1.49	0.42		-1.37
		Hispanic	4	5.97	5.07		-0.34
		Pacific Islander	1	1.49	0.21		-2.27
		Two or more races	2	2.99	4.12	Yes	0.47
6 - Administrative Support	5	Female	5	100.00	91.97		-0.66
		Minority	3	60.00	25.04		-1.80
		Black	1	20.00	4.48		-1.68
		Asian	0	0.00	7.88	Yes	0.65
		Native American	0	0.00	0.89	Yes	0.21
		Hispanic	0	0.00	6.91	Yes	0.61
		Pacific Islander	1	20.00	0.53		-6.01
		Two or more races	1	20.00	4.35		-1.72

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1400 - MTD - Metro Transit, 1408 - Enterprise Employee Services

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	1	Female	1	100.00	59.36		-0.83
		Minority	1	100.00	26.26		-1.68
		Black	1	100.00	5.37		-4.20
		Asian	0	0.00	13.07	Yes	0.39
		Native American	0	0.00	0.06	Yes	0.02
		Hispanic	0	0.00	4.47	Yes	0.22
		Pacific Islander	0	0.00	0.00		0.00
		Two or more races	0	0.00	3.30	Yes	0.18
2 - Professionals	90	Female	65	72.22	63.34		-1.75
		Minority	54	60.00	29.99		-6.21
		Black	10	11.11	6.17		-1.95
		Asian	19	21.11	12.27		-2.56
		Native American	1	1.11	0.31		-1.36
		Hispanic	10	11.11	6.29		-1.88
		Pacific Islander	0	0.00	0.40	Yes	0.60
		Two or more races	14	15.56	4.56		-5.00
6 - Administrative Support	16	Female	12	75.00	74.70		-0.03
		Minority	12	75.00	30.00		-3.93
		Black	3	18.75	7.36		-1.75
		Asian	5	31.25	9.82		-2.88
		Native American	0	0.00	0.46	Yes	0.27
		Hispanic	2	12.50	6.52		-0.97
		Pacific Islander	1	6.25	0.49		-3.32
		Two or more races	1	6.25	5.36		-0.16

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1400 - MTD - Metro Transit, 1409 - Rail

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	1	50.00	30.78		-0.59
		Minority	0	0.00	29.38	Yes	0.91
		Black	0	0.00	5.23	Yes	0.33
		Asian	0	0.00	12.97	Yes	0.55
		Native American	0	0.00	0.30	Yes	0.08
		Hispanic	0	0.00	5.91	Yes	0.35
		Pacific Islander	0	0.00	0.32	Yes	0.08
		Two or more races	0	0.00	4.64	Yes	0.31
2 - Professionals	247	Female	65	26.32	29.46		1.08
		Minority	125	50.61	31.26		-6.56
		Black	51	20.65	6.24		-9.36
		Asian	38	15.38	12.85		-1.19
		Native American	3	1.21	0.56		-1.38
		Hispanic	16	6.48	7.13		0.40
		Pacific Islander	3	1.21	1.08		-0.20
		Two or more races	14	5.67	3.40		-1.96
3 - Technicians	36	Female	1	2.78	4.39	Yes	0.47
		Minority	20	55.56	28.96		-3.52
		Black	7	19.44	3.33		-5.39
		Asian	5	13.89	9.71		-0.85
		Native American	1	2.78	0.50		-1.93
		Hispanic	6	16.67	10.21		-1.28
		Pacific Islander	0	0.00	1.64	Yes	0.78
		Two or more races	1	2.78	3.57	Yes	0.26
6 - Administrative Support	13	Female	10	76.92	78.73		0.16
		Minority	4	30.77	33.24		0.19
		Black	1	7.69	6.55		-0.17
		Asian	1	7.69	12.67	Yes	0.54
		Native American	0	0.00	1.08	Yes	0.38
		Hispanic	0	0.00	7.01	Yes	0.99

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1400 - MTD - Metro Transit, 1409 - Rail

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
6 - Administrative Support	13	Pacific Islander	2	15.38	0.89		-5.56
		Two or more races	0	0.00	5.04	Yes	0.83
7 - Skilled Crafts	321	Female	11	3.43	13.69	Yes	5.35
		Minority	158	49.22	35.91		-4.97
		Black	38	11.84	7.49		-2.96
		Asian	43	13.40	15.16		0.88
		Native American	2	0.62	0.53		-0.24
		Hispanic	37	11.53	8.03		-2.31
		Pacific Islander	12	3.74	1.18		-4.25
		Two or more races	26	8.10	3.52		-4.45
8 - Service Maintenance	500	Female	100	20.00	12.53		-5.05
		Minority	344	68.80	53.07		-7.05
		Black	158	31.60	21.01		-5.81
		Asian	89	17.80	12.86		-3.30
		Native American	9	1.80	0.60		-3.46
		Hispanic	39	7.80	14.36	Yes	4.18
		Pacific Islander	13	2.60	1.11		-3.17
		Two or more races	36	7.20	3.13		-5.23

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 1400 - MTD - Metro Transit, 1410 - Safety Security and Quality

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	2	Female	2	100.00	28.96		-2.21
		Minority	0	0.00	18.31	Yes	0.67
		Black	0	0.00	1.63	Yes	0.18
		Asian	0	0.00	9.02	Yes	0.45
		Native American	0	0.00	0.36	Yes	0.08
		Hispanic	0	0.00	3.14	Yes	0.25
		Pacific Islander	0	0.00	0.21	Yes	0.06
		Two or more races	0	0.00	3.96	Yes	0.29
2 - Professionals	64	Female	26	40.63	50.16		1.53
		Minority	34	53.13	28.68		-4.32
		Black	14	21.88	3.75		-7.64
		Asian	8	12.50	12.96		0.11
		Native American	0	0.00	0.44	Yes	0.53
		Hispanic	2	3.13	6.69	Yes	1.14
		Pacific Islander	1	1.56	0.55		-1.09
		Two or more races	9	14.06	4.28		-3.87
6 - Administrative Support	17	Female	5	29.41	62.79	Yes	2.85
		Minority	17	100.00	36.03		-5.49
		Black	10	58.82	7.88		-7.80
		Asian	5	29.41	10.70		-2.50
		Native American	0	0.00	0.55	Yes	0.31
		Hispanic	2	11.76	9.91		-0.26
		Pacific Islander	0	0.00	2.01	Yes	0.59
		Two or more races	0	0.00	4.99	Yes	0.94

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 9200 - PAO - Prosecuting Attorneys

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	13	Female	7	53.85	35.37		-1.39
		Minority	7	53.85	21.32		-2.86
		Black	2	15.38	2.16		-3.28
		Asian	2	15.38	11.59		-0.43
		Native American	0	0.00	0.25	Yes	0.18
		Hispanic	1	7.69	3.53		-0.81
		Pacific Islander	1	7.69	0.16		-6.78
		Two or more races	1	7.69	3.62		-0.79
2 - Professionals	344	Female	230	66.86	47.42		-7.22
		Minority	113	32.85	20.74		-5.54
		Black	19	5.52	3.44		-2.12
		Asian	38	11.05	9.27		-1.14
		Native American	5	1.45	0.44		-2.86
		Hispanic	31	9.01	4.45		-4.10
		Pacific Islander	0	0.00	0.08	Yes	0.52
		Two or more races	20	5.81	3.07		-2.96
3 - Technicians	8	Female	4	50.00	23.37		-1.78
		Minority	4	50.00	34.13		-0.95
		Black	1	12.50	4.53		-1.08
		Asian	2	25.00	18.17		-0.50
		Native American	0	0.00	0.26	Yes	0.14
		Hispanic	1	12.50	5.03		-0.97
		Pacific Islander	0	0.00	0.38	Yes	0.18
		Two or more races	0	0.00	5.75	Yes	0.70
6 - Administrative Support	163	Female	140	85.89	76.30		-2.88
		Minority	65	39.88	24.05		-4.73
		Black	9	5.52	3.37		-1.52
		Asian	23	14.11	7.96		-2.90
		Native American	5	3.07	0.76		-3.38
		Hispanic	18	11.04	8.86		-0.98

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 9200 - PAO - Prosecuting Attorneys

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
6 - Administrative Support	163	Pacific Islander	2	1.23	0.05		-6.51
		Two or more races	8	4.91	3.05		-1.38

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 9200 - PAO - Prosecuting Attorneys, 9201 - Civil

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	1	Female	1	100.00	28.96		-1.57
		Minority	1	100.00	18.31		-2.11
		Black	1	100.00	1.63		-7.76
		Asian	0	0.00	9.02	Yes	0.31
		Native American	0	0.00	0.36	Yes	0.06
		Hispanic	0	0.00	3.14	Yes	0.18
		Pacific Islander	0	0.00	0.21	Yes	0.05
		Two or more races	0	0.00	3.96	Yes	0.20
2 - Professionals	87	Female	56	64.37	45.32		-3.57
		Minority	18	20.69	18.68		-0.48
		Black	4	4.60	2.87		-0.97
		Asian	7	8.05	8.56		0.17
		Native American	1	1.15	0.43		-1.03
		Hispanic	3	3.45	4.06		0.29
		Pacific Islander	0	0.00	0.00		0.00
		Two or more races	3	3.45	2.76		-0.39
3 - Technicians	2	Female	2	100.00	21.23		-2.72
		Minority	0	0.00	33.37	Yes	1.00
		Black	0	0.00	3.91	Yes	0.29
		Asian	0	0.00	20.43	Yes	0.72
		Native American	0	0.00	0.17	Yes	0.06
		Hispanic	0	0.00	3.05	Yes	0.25
		Pacific Islander	0	0.00	0.35	Yes	0.08
		Two or more races	0	0.00	5.47	Yes	0.34
6 - Administrative Support	31	Female	25	80.65	75.96		-0.61
		Minority	14	45.16	23.52		-2.84
		Black	2	6.45	3.16		-1.05
		Asian	5	16.13	7.72		-1.75
		Native American	1	3.23	0.75		-1.60
		Hispanic	4	12.90	8.98		-0.76

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 9200 - PAO - Prosecuting Attorneys, 9201 - Civil

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
6 - Administrative Support	31	Pacific Islander	1	3.23	0.00		0.00
		Two or more races	1	3.23	2.91		-0.10

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 9200 - PAO - Prosecuting Attorneys, 9202 - Criminal

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	3	Female	1	33.33	28.96		-0.17
		Minority	0	0.00	18.31	Yes	0.82
		Black	0	0.00	1.63	Yes	0.22
		Asian	0	0.00	9.02	Yes	0.55
		Native American	0	0.00	0.36	Yes	0.10
		Hispanic	0	0.00	3.14	Yes	0.31
		Pacific Islander	0	0.00	0.21	Yes	0.08
		Two or more races	0	0.00	3.96	Yes	0.35
2 - Professionals	220	Female	147	66.82	48.27		-5.51
		Minority	76	34.55	20.86		-5.00
		Black	12	5.45	3.70		-1.38
		Asian	22	10.00	8.92		-0.56
		Native American	3	1.36	0.45		-2.02
		Hispanic	23	10.45	4.56		-4.19
		Pacific Islander	0	0.00	0.10	Yes	0.46
		Two or more races	16	7.27	3.13		-3.53
6 - Administrative Support	100	Female	86	86.00	76.02		-2.34
		Minority	39	39.00	24.24		-3.44
		Black	5	5.00	3.43		-0.86
		Asian	14	14.00	8.06		-2.18
		Native American	3	3.00	0.77		-2.56
		Hispanic	10	10.00	8.86		-0.40
		Pacific Islander	1	1.00	0.06		-3.79
		Two or more races	6	6.00	3.07		-1.70

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 9200 - PAO - Prosecuting Attorneys, 9204 - Policy & Admin

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	7	Female	4	57.14	40.86		-0.88
		Minority	5	71.43	23.90		-2.95
		Black	1	14.29	2.62		-1.93
		Asian	1	14.29	13.80		-0.04
		Native American	0	0.00	0.16	Yes	0.10
		Hispanic	1	14.29	3.87		-1.43
		Pacific Islander	1	14.29	0.12		-10.90
		Two or more races	1	14.29	3.33		-1.61
2 - Professionals	15	Female	10	66.67	44.57		-1.72
		Minority	10	66.67	30.17		-3.08
		Black	2	13.33	3.16		-2.25
		Asian	4	26.67	17.98		-0.88
		Native American	1	6.67	0.27		-4.76
		Hispanic	3	20.00	4.69		-2.80
		Pacific Islander	0	0.00	0.21	Yes	0.18
		Two or more races	0	0.00	3.86	Yes	0.78
3 - Technicians	5	Female	1	20.00	24.08		0.21
		Minority	4	80.00	34.38		-2.15
		Black	1	20.00	4.74		-1.61
		Asian	2	40.00	17.42		-1.33
		Native American	0	0.00	0.29	Yes	0.12
		Hispanic	1	20.00	5.69		-1.38
		Pacific Islander	0	0.00	0.40	Yes	0.14
		Two or more races	0	0.00	5.84	Yes	0.56
6 - Administrative Support	5	Female	3	60.00	85.90	Yes	1.66
		Minority	2	40.00	26.51		-0.68
		Black	1	20.00	4.67		-1.63
		Asian	1	20.00	8.89		-0.87
		Native American	0	0.00	0.90	Yes	0.21
		Hispanic	0	0.00	7.34	Yes	0.63

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 9200 - PAO - Prosecuting Attorneys, 9204 - Policy & Admin

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
6 - Administrative Support	5	Pacific Islander	0	0.00	0.50	Yes	0.16
		Two or more races	0	0.00	4.21	Yes	0.47

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 9200 - PAO - Prosecuting Attorneys, 9205 - Family Support

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	1	Female	1	100.00	28.96		-1.57
		Minority	0	0.00	18.31	Yes	0.47
		Black	0	0.00	1.63	Yes	0.13
		Asian	0	0.00	9.02	Yes	0.31
		Native American	0	0.00	0.36	Yes	0.06
		Hispanic	0	0.00	3.14	Yes	0.18
		Pacific Islander	0	0.00	0.21	Yes	0.05
		Two or more races	0	0.00	3.96	Yes	0.20
2 - Professionals	11	Female	9	81.82	47.74		-2.26
		Minority	4	36.36	20.17		-1.34
		Black	1	9.09	2.75		-1.29
		Asian	2	18.18	9.66		-0.96
		Native American	0	0.00	0.42	Yes	0.22
		Hispanic	1	9.09	4.41		-0.76
		Pacific Islander	0	0.00	0.03	Yes	0.05
		Two or more races	0	0.00	2.91	Yes	0.57
3 - Technicians	1	Female	1	100.00	24.08		-1.78
		Minority	0	0.00	34.38	Yes	0.72
		Black	0	0.00	4.74	Yes	0.22
		Asian	0	0.00	17.42	Yes	0.46
		Native American	0	0.00	0.29	Yes	0.05
		Hispanic	0	0.00	5.69	Yes	0.25
		Pacific Islander	0	0.00	0.40	Yes	0.06
		Two or more races	0	0.00	5.84	Yes	0.25
6 - Administrative Support	20	Female	20	100.00	75.96		-2.52
		Minority	8	40.00	23.52		-1.74
		Black	1	5.00	3.16		-0.47
		Asian	2	10.00	7.72		-0.38
		Native American	1	5.00	0.75		-2.21
		Hispanic	4	20.00	8.98		-1.72

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 9200 - PAO - Prosecuting Attorneys, 9205 - Family Support

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
6 - Administrative Support	20	Pacific Islander	0	0.00	0.00		0.00
		Two or more races	0	0.00	2.91	Yes	0.77

Summary Analysis

Analysis Data as of 01/01/2026

KING - KING COUNTY, 9200 - PAO - Prosecuting Attorneys, 9208 - Juvenile

Job Group	Total Employees	Class	Employees #	Employees %	Availability %	Placement Goal Set?	Standard Deviations
1 - Officials and Administrators	1	Female	0	0.00	28.96	Yes	0.64
		Minority	1	100.00	18.31		-2.11
		Black	0	0.00	1.63	Yes	0.13
		Asian	1	100.00	9.02		-3.18
		Native American	0	0.00	0.36	Yes	0.06
		Hispanic	0	0.00	3.14	Yes	0.18
		Pacific Islander	0	0.00	0.21	Yes	0.05
		Two or more races	0	0.00	3.96	Yes	0.20
2 - Professionals	11	Female	8	72.73	50.62		-1.47
		Minority	5	45.45	22.48		-1.83
		Black	0	0.00	4.03	Yes	0.68
		Asian	3	27.27	9.50		-2.01
		Native American	0	0.00	0.46	Yes	0.22
		Hispanic	1	9.09	5.05		-0.61
		Pacific Islander	0	0.00	0.14	Yes	0.13
		Two or more races	1	9.09	3.30		-1.07
6 - Administrative Support	7	Female	6	85.71	75.96		-0.60
		Minority	2	28.57	23.52		-0.32
		Black	0	0.00	3.16	Yes	0.48
		Asian	1	14.29	7.72		-0.65
		Native American	0	0.00	0.75	Yes	0.23
		Hispanic	0	0.00	8.98	Yes	0.83
		Pacific Islander	0	0.00	0.00		0.00
		Two or more races	1	14.29	2.91		-1.79

King County

Committee of the Whole

August 25, 2026

Agenda Item No. 7
Briefing No. 2026-B0099

Briefing on the KCRHA Contract Transition Plan and Corrective Action Plan

Any materials for this item will be available at or after the meeting.

King County

Metropolitan King County Council
Staff Report

Committee:	Committee of the Whole		
Agenda Item:	8	**Analyst(s):**	Olivia Brey
Proposed No.:	2026-0207	**Meeting Date:**	August 25, 2026

OVERVIEW

TOPIC: A motion accepting the Contract Transition Plan for the King County Regional Homelessness Authority and a report with responses to Motion 16970.

LEGISLATION SUMMARY

In response to a forensic evaluation on the King County Regional Homelessness Authority (KCRHA) with findings related to several financial management and internal control deficiencies, the King County Council passed Motion 16970 requesting the Executive provide a briefing and report regarding KCRHA's corrective actions. Proposed Motion 2026-0207 would accept the KCRHA Contract Transition and a report with responses to Motion 16970.

The KCRHA Contract Transition Plan outlines the types of contracts, timeline, and associated next steps to transition the county-funded contracts that are currently managed by KCRHA to King County. The Plan states that King County would manage 100 county-funded contracts, totaling $46.3 million, beginning in January 2027. To handle the additional workload, the Executive anticipates hiring 10 full-time equivalent employees (FTEs) with an ongoing cost of $4 million per biennium. Additional decisions are contingent on the Regional Reset Conversations, which are expected to take place through the first quarter of 2027.

KEY ISSUES FROM THE ANALYSIS

A. **Compliance with Motion 16970** Attachment B to the proposed motion appears to acknowledge each of the items requested by Motion 16970, but the information provided does not appear to fully address requirements of the motion. It is a policy choice whether to accept the Contract Transition Plan and Responses to Motion 16970 or to amend the proposed motion to request another transmittal.

BACKGROUND & TIMING CONSIDERATIONS

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2026 Forensic Evaluation. The City of Seattle and King County engaged an external consultant to complete a forensic evaluation of the King County Regional Homelessness Authority (KCRHA) to assess the financial condition, governance, and risk management practices from mid-2021 (operational launch) through July 31, 2025. The Forensic Evaluation identified several financial management and internal control deficiencies, including:

- Negative cash balance reached approximately $44.7 million;
- Interest charges related to borrowing King County Investment Pool funds totaled $1.27 million. Administrative overspend also contributed to a total administrative cash deficit of approximately $4.26 million; and
- Consistent growth in receivables over the scope period, with an ending balance of $49.8 million dollars, which includes a receivables balance of $8 million that could not be reconciled based on available records.

The Forensic Evaluation included recommendations to resolve the identified challenges including:

- Obtain a complete and reliable picture of cash
- Implement a complete and consistent GAAP-based monthly close and reporting process
- Improve the invoice and reimbursement process
- Strengthen budget management, oversight, and reporting
- Implement and document an internal control framework aligned with COSO
- Review and align with Uniform Guidance (2 CFR Part 200)
- Additional external accounting, advisory, and project management support

Motion 16970. The King County Council passed Motion 16970[1] on May 5, 2026, which requested that the Executive provide a briefing and report regarding KCRHA's corrective actions towards addressing financial management and internal control deficiencies, as well as the administrative funding needs and a decision framework of the continued participation in the Amended and Restated Interlocal Agreement (ILA). Executive staff,

[1] Motion 16970.
https://mkcclegisearch.kingcounty.gov/LegislationDetail.aspx?ID=7998691&GUID=D68E3CE9-550D-457A-93E8-7B2C41DF6361&Options=Advanced&Search=

along with a representative from KCRHA, provided a briefing to the Committee of the Whole on June 8, 2026.[2]

The motion requests that the report, in consultation with the City of Seattle, homelessness service providers, members of the KCRHA Governing Board, and other stakeholders, include the following items:

- Recommendation on the ILA: A recommendation on whether King County should continue, amend, or terminate its participation in the ILA.
- Decision framework: A clear decision framework to guide the Council's consideration on whether King County should continue, amend, or terminate its participation in the ILA.
- Transition steps: An assessment of necessary steps and a plan for which funder would be responsible for transitioning contracts and activities managed by KCRHA.
- Impacts on the Continuum of Care (CoC): An assessment of the impacts that a termination of the ILA would have on the CoC Board and programs, as well as potential mitigation measures.
- Timeline: An assessment of whether the 12-month period outlined in the ILA would provide sufficient time to complete a transition or an alternative proposed timeline.
- County readiness: An assessment of the readiness of county departments to assume activities currently carried out by KCRHA and consideration of a new county department or entity, including staffing and budget required for transition.
- Compliance with funding requirements: An assessment of necessary actions to ensure continued compliance with state, federal, and other funding requirements during a potential transition.
- Actions for continuity of services: An assessment of other necessary steps to ensure continuation of homelessness response services without reduction in services during a potential transition.
- Financial risks: An assessment of financial risks during a potential transition and proposed actions to prevent disruption of contracted services.
- Potential reforms: Any proposed reforms or changes to KCRHA if the Executive recommends against termination of the ILA.

[2] Committee of the Whole Briefing, May 8, 2026. https://mkcclegisearch.kingcounty.gov/LegislationDetail.aspx?ID=7782280&GUID=DC7DFAA7-E1C1-4472-A89D-D9B6EE92F932&Options=Advanced&Search=

- Other considerations: An outline of other considerations the Council should consider, as well as an update on the status of KCRHA's Corrective Action Plan.

Select Correspondence and Updates. There have been several updates from KCRHA, as well as joint responses from King County and the City of Seattle and the contractor, Clark Nuber P.S., regarding progress and commitments towards addressing findings from the Forensic Evaluation. An overview of the correspondence can be found as Attachment 4 to this staff report. Most recently, On July 1, 2026, Executive Zahilay and Mayor Wilson announced that the management of county- and city-funded contracts would return to King County and the City of Seattle, respectively. KCRHA would retain responsibility as the lead entity for King County's CoC and several other programs to be described in the Contract Transition Plan.

ANALYSIS

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Proposed Motion 2026-0207 would accept the KCRHA Contract Transition and a report with responses to Motion 16970. Both documents were transmitted as attachments to the proposed motion.

KCRHA Contract Transition Plan. The KCRHA Contract Transition Plan, Attachment A to the proposed motion, outlines the types of contracts, timeline, and associated next steps to transition the county-funded contracts that are currently managed by KCRHA to King County's Department of Community and Human Service's Housing and Community Development Division (HCD). Both the City and the County plan to extend providers' 2026 contracts through 2027. The distribution of contracts between the County and KCRHA beginning in January 2027 is shown in Table 1.

Table 1. Planned Contract Administration Beginning January 2027

	King County	KCRHA
Programs	• Diversion • Day Centers/Outreach • Emergency Shelter • Transitional Housing • Rapid Re-Housing • System Support	• Contracts for severe weather shelter only where the County does not already contract with the provider • Contracts where the County match an existing Housing and Urban Development (HUD) CoC award and may be used in the same project for HUD-eligible activities

The Plan states that this division of contract administration would result in King County managing 100 county-funded contracts, totaling $46.3 million. Executive staff noted that of the 100 contracts that the county will administer, there are approximately 15 contracts that may not be transitioned to the county, and the review of contracts is ongoing.

Seattle is planning similar program transitions and estimate that 117 contracts, totaling $112.80 million, will be administered by their Human Services Department.[3] Executive staff noted that in instances where King County and the City of Seattle both currently have funding in a given project the funders are jointly considering if and how to limit the number of joint contracts, in the context of prior procurements, geographic and/or programmatic imperatives on some fund sources, etc.

Of the 100 contracts that are anticipated to be transitioned to the county, there are 40 individual providers. Executive staff note that DCHS already contracts with 35 of these providers and the other five are registered and active in the electronic contracting system. Compared to DCHS's existing workload, the new contracts represent approximately six percent of the community grants and contracts that DCHS managed in 2025.

Transition Steps and Timeline. The Plan provides a timeline and transition steps for the next six months leading up to the transition of county- and city-funded contracts back to the respective funder in January 2027.

The Plan also discusses a combined King County and City of Seattle Notice of Funding Opportunity (NOFA), which Executive staff noted will address contracts for outreach, shelter, transitional housing, and rapid re-housing. Most of these contracts have not been re-procured since the advent of KCRHA. The following additional information was provided by Executive staff regarding the NOFA:

> *"The NOFA will be a joint expression of how King County and the City of Seattle intend to re-procure funds in the context of our regional homelessness emergency response. It will present the framework for funding including what funds will be procured, program types and performance expectations, definitions, and system expectations (i.e., coordinated entry and HMIS). The NOFA will also outline the timeline for the actual RFP(s) to be held in early 2028. King County and the City of Seattle have a history of issuing joint NOFAs and this will leverage that history. The new teams being stood up to manage the contracts will be working on the development of the NOFA and RFP(s)."*

[3] City of Seattle Response to Resolution 32202, Contracts Transition Plan, July 31, 2026. https://kcrha.org/wp-content/uploads/2026/08/City-of-Seattle_KCRHA_Contract_Transition_Plan_07312026.pdf

County Readiness. An assessment of HCD's readiness to administer the homelessness response contracts and programs was included in the Plan. In addition to noting progress towards addressing DCHS's audit recommendations and history administering these same contracts in the past, the Plan provides a headcount projection. HCD anticipates hiring 10 full-time equivalent employees (FTEs) with an ongoing cost of $4 million per biennium. A review of revenue source is ongoing and funding to support the positions will be identified in the mid-biennial omnibus. To support the hiring process, a term-limited temporary (TLT) position, a human resource analyst, has already been hired and is not included in the ongoing cost estimate. The Plan notes that three FTE positions are expected to start in September and the other seven will be staggered through December 2026. HCD anticipates existing positions will also support the transition efforts and have increased workloads.

Financial Risks. The Plan notes that the extension of providers' 2026 contracts through 2027 is intended to prevent disruption of homelessness services; however, risks related to administrative errors and increased administrative funding are identified. According to Executive staff, there is limited financial risk to extending providers' contracts through 2027 with regard to county funding since the funding is from federal or state sources for homelessness emergency response, most of which are available through 2027. It was also noted that contract language notes that the contracts are contingent on continued funding availability.

Interested Party Engagement. Executive staff noted that in addition to collaboration between King County and the City of Seattle to develop the KCRHA Contract Transition Plan, the Executive's Office and the Mayor's Office shared information and obtained feedback from the Seattle/King County Coalition on Homelessness, KCRHA leadership, KCRHA Governing Board members, and labor unions representing KCRHA employees and homeless service provider employees.

The Plan outlines a plan to facilitate Regional Reset Conversations with providers, labor and business, philanthropic representatives, individuals with lived experience, and advocacy organizations. These convenings are expected to take place in 2026 through the first quarter of 2027 and are planned to discuss the future of regional homeless service delivery.

Responses to Motion 16970. The proposed motion includes Attachment B, a table with each of the requested components from Motion 16970 and a response from the Executive. Many of the responses are contingent on the Regional Reset Conversations, outlined in the Contract Transition Plan.

Key Issue A. Compliance with Motion 16970. Attachment B to the proposed motion appears to acknowledge each of the items requested by Motion 16970, but the information provided does not appear to fully address requirements of the motion. According to Attachment B, the following items will continue to be developed based on the Regional Reset Conversations:

- A decision framework including criteria for evaluation;
- Service delivery and system performance metrics;
- Risks and tradeoffs;
- A long-term timeline; and
- Other considerations the Council should take into account.

Executive staff noted that it is likely a report will be developed to capture the results of the Regional Reset Conversations, which would be shared with the Council. It is a policy choice whether to accept the Contract Transition Plan and Responses to Motion 16970 or to amend the proposed motion to request another transmittal.

INVITED

- Hyeok Kim, Chief Operating Officer, Office of the Executive
- Aaron Rubart, Chief Budget Officer, King County Executive's Office
- Jelani Jackson, Division Director, Housing and Community Development Division, Department of Community and Human Services
- Wendy Soo Hoo, Special Adviser to the Chief Operating Officer, King County Executive's Office

ATTACHMENTS

1. Proposed Motion 2026-0207 (and its attachments)
2. Transmittal Letter
3. KCRHA and Funder Correspondence and Updates

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

KING COUNTY

Signature Report

Motion

Proposed No. 2026-0207.1 **Sponsors** Barón

A MOTION accepting a King County Regional Homelessness Authority contract transition plan and report providing responses to Motion 16970.

WHEREAS, on December 17, 2019, King County enacted Ordinance 19039, authorizing the executive to execute an interlocal agreement for the establishment of the King County Regional Homelessness Authority ("the authority"), and

WHEREAS, the interlocal agreement was first effective December 18, 2019, and

WHEREAS, King County and the city of Seattle amended the 2019 agreement and approved an Amended and Restated Interlocal Agreement in 2024, and

WHEREAS, the Strategic Five-Year Plan Addendum for the authority, adopted on February 20, 2026, included a commitment to annually monitor spending from all sources and align financial expenditures with performance metrics established in the King County Homeless Housing Plan, and

WHEREAS, since inception of the authority, it has maintained negative cash balances in its utilization of the King County investment pool, and

WHEREAS, forensic financial analyses and monitoring reports have identified concerns related to internal controls, invoicing, financial reporting, and negative cash balances, and

WHEREAS, a forensic evaluation dated April 17, 2026, identified significant financial management and internal control deficiencies, and recommended numerous corrective actions to provide appropriate stewardship over public moneys, and

WHEREAS, the King County executive and the city of Seattle mayor directed the authority to provide a written response addressing the high-risk findings from the forensic evaluation by May 8, 2026, and a corrective action plan by May 23, 2026, and

WHEREAS, on May 5, 2026, the King County council passed Motion 16970 relating to the King County Regional Homelessness Authority, requesting a briefing by June 15, 2026, and a report on the future of the authority by August 1, 2026, and

WHEREAS, on July 1, 2026, the King County executive and city of Seattle mayor announced a plan to stabilize, right-size, and reset the authority, and

WHEREAS, as part of the July 1 announcement, the executive and mayor stated that they would deliver contract transition plans to the King County council and the Seattle city council by August 1, 2026;

NOW, THEREFORE, BE IT MOVED by the Council of King County:

The King County council hereby accepts the KCRHA Contract Transition Plan,

which is Attachment A to this motion, and Responses to Motion 16970, which is Attachment B to this motion, in accordance with Motion 16970.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

_____

Sarah Perry, Chair

ATTEST:

_____

Melani Hay, Clerk of the Council

APPROVED this _____ day of _____, _____.

_____

Girmay Zahilay, County Executive

Attachments: A. KCRHA Contract Transition Plan, B. Responses to Motion 16970

KCRHA Contract Transition Plan

Background

On July 1, 2026, King County Executive Zahilay and City of Seattle Mayor Wilson announced their plan to stabilize, right-size, and reset the King County Regional Homelessness Authority (KCRHA). This announcement followed an independent forensic evaluation, released in April 2026, identifying significant concerns related to KCRHA's financial management, governance structure, and internal controls.

Stabilize: The County and City have brought on a third-party financial consulting firm to bolster KCRHA's administrative infrastructure by providing financial management support. The firm has been contracted to strengthen financial oversight, improve accountability, and position KCRHA to more successfully manage public resources and compete for critical federal funding.

Right-size: To streamline and reduce the administrative burden on KCRHA, the County and City will transition county- and city-funded contract administration back to the Department of Community and Human Services (DCHS) and Human Services Department (HSD) beginning in January 2027, allowing KCHRA to focus on its regional responsibilities, including:

- Serving as King County's Continuum of Care lead entity;
- Administering the Homeless Management Information System (HMIS);
- Overseeing Coordinated Entry;
- Conducting the Point in Time County required by the U.S. Department of Housing and Urban Development; and
- Severe weather response.

This transition will be implemented with the least amount of disruption to service delivery as possible, while also protecting the integrity of County and City public funds.

Reset: The County and City remain committed to a regional response to homelessness. Through the rest of 2026 and early 2027, the County and City will jointly convene Regional Reset Conversations with providers, labor, business, and philanthropic representatives to inform the future evolution of KCRHA.

Consistent with the Executive's prior public statements about needing KCRHA to continue to serve as a key regional partner, the Executive respectfully requests that the King County Council not take action at this time to dissolve KCRHA.

Shared Values for Developing Contract Transition Plans

The Executive and Mayor developed this Contract Transition Plan with shared values:

- Provide high-quality shelter, services, and housing to our region's most vulnerable community members
- Provide a clear pathway for individuals to exit from homelessness to shelter and services and to long-term housing
- Understand homelessness as a regional issue that requires coordination and collaboration with government partners and stakeholders across King County

Key considerations for the Executive and Mayor in adopting this plan include:

- Protect federal funding for the region
- Minimize disruption to services for clients and providers
- Maintain a regional approach to homelessness

Centering Our Regional Stakeholders and Systemic Stability

This Contract Transition Plan reflects King County and the City of Seattle's commitment to regional stakeholders, including:

- Thousands of individuals and families who are currently utilizing, or who have successfully transitioned through, our regional homelessness crisis response system
- Frontline workforce who deliver essential care daily
- Community-based organizations that serve as the operational backbone of the homelessness response system
- Local governments—including King County and all 39 distinct cities
- Businesses, workers, and neighbors who comprise our communities.

By enhancing structural, contractual, and fiscal oversight, the County and City, together with KCRHA, are taking decisive action to honor community trust, safeguard collective funding, and maintain a highly functional, fully compliant, and accountable regional network.

Overview of Contracts and Timeline of Activities to Transfer Contracts Beginning in January 2027

Beginning in January 2027, DCHS's Housing and Community Development (HCD) Division will resume administration of 100 county-funded emergency homelessness response contracts, totaling $46.3 million with 40 providers.

Table 1.
Overview of Contracts to be Administered by DCHS

Program Type	Number of Contracts	Total Funding
Diversion	1	$161,000
Day Centers/Outreach	4	$3,250,000
Emergency Shelter	52	$33,100,000
Transitional Housing	10	$947,000
Rapid ReHousing	15	$6,030,000
System Support	9	$2,800,000
Total	***100***	***$46,288,000***

Some King County funded contracts may remain with KCRHA, such as:

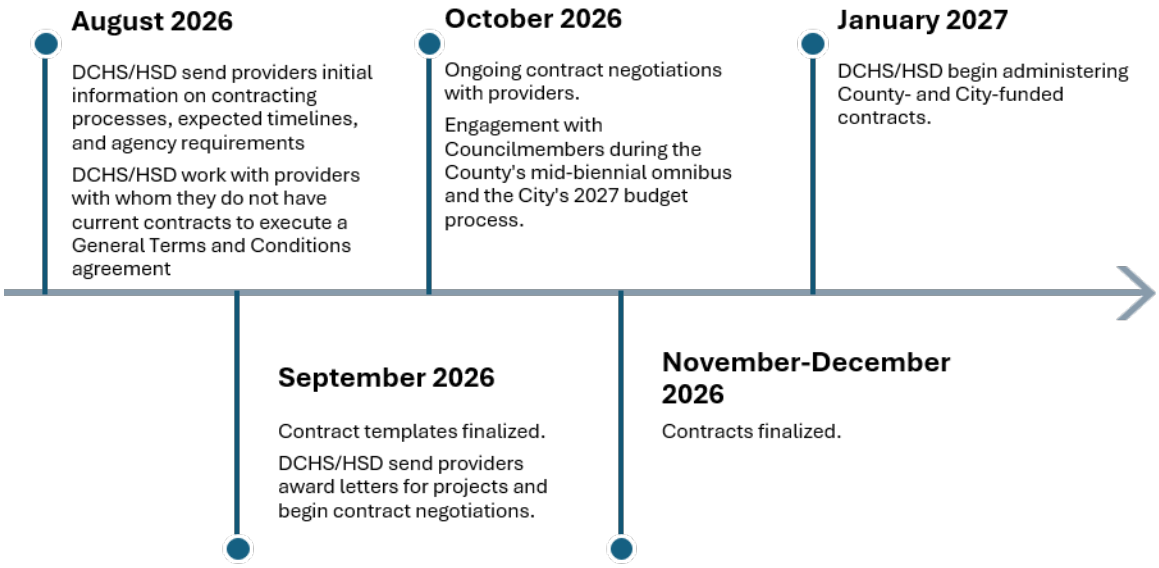
- Contracts for severe weather shelter only where King County does not already hold a contract with the agency;
- Contracts where King County funds match an existing Housing and Urban Development (HUD) Continuum of Care award and may be used in the same project for HUD-eligible activities.

Decisions about contracts that will remain with KCRHA will be made on a contract-by-contract basis.

To ensure a smooth transition, King County and the City of Seattle will extend providers' 2026 contracts through 2027. King County's DCHS and the City's HSD are currently working to align contract terms as much as possible ahead of the transition and are documenting where and why there are differences.

With the 2027 contracts, DCHS and HSD will carry forward the outcomes and requirements of the existing KCRHA contracts to the greatest extent possible. Both will continue utilizing the Seattle/King County Continuum of Care (CoC) key system performance measures: enrollments, average length of stay, utilization rates, and exits to permanent housing and homelessness. These metrics have been in KCRHA's service contracts since 2022, and in DCHS and HSD contracts prior to that.

Figure 1.
Timeline of Contract Transition Activities



King County Council Motion 16970 requested information on potential financial risks during transition of any activities from KCRHA. Extending provider contracts through 2027 through DCHS and HSD and onboarding contract management staff before January 2027 are intended to help prevent disruption of contracted services. Transition of contracts from KCRHA to the County and City creates risk of inadvertent administrative errors that could cause issues with provider payments. Additionally, there is risk of increased administrative funding needs to ensure staffing within KCRHA and the County and City is adequate to manage the transition. The County, City, and KCRHA will work through the process of contract transitions and management to ensure continuity of contracts, including compliance and reporting requirements.

In addition, DCHS and HSD have begun convening meetings to provide timely updates to providers on the contract transition plan, answer questions, and gather feedback. The initial meeting was held on July 1, 2026, and follow-up meetings are scheduled for July 31 and September 9, 2026. Note that bimonthly meetings are envisioned to occur through the first quarter of 2028 to continue to provide input on contract administration, assess the CoC Notice of Funding Opportunity (NOFO) outcome, and contribute to planning for a joint procurement.

Working towards a Future Combined King County and Seattle Notice of Funding Availability (NOFA)

DCHS and HSD will continue efforts to harmonize their contracting processes by collaboratively confirming and using commonly held definitions for the emergency homelessness response systems (e.g., program types, service approaches, etc.).

Planning for the joint NOFA will occur early- to mid-2027 with an anticipated NOFA release in the third quarter of 2027 and a late first quarter of 2028 RFP release. Awards would be announced in Q3 2028 with new contracts beginning in January 2029.

DCHS Housing and Community Development Division (HCD) Ability and Readiness to Administer Emergency Homelessness Response Contracts

Motion 16970 requests an assessment of the ability and readiness of any county department that the Executive determines should undertake activities currently carried out by KCRHA. While a recent audit has identified areas for DCHS to strengthen its internal controls, DCHS has taken this seriously and is swiftly addressing the findings. The Executive is confident in the department's leadership, staff expertise, and commitment to continuous improvement. The King County Auditor's most recent update in April 2026 reaffirms that DCHS has made significant progress on audit recommendations, including training and awareness, and improved its internal controls.

Prior to the creation of KCRHA, DCHS's HCD was responsible for administering many of these same contracts and programs. In fact, HCD successfully managed this work during one of the most challenging periods in our region's history - during the COVID-19 pandemic. During that time, the department oversaw substantial housing and homelessness investments while helping communities navigate unprecedented public health and economic challenges. To date, HCD continues to successfully manage housing contracts with local, state and federal funds.

HCD anticipates hiring approximately ten full-time equivalent employees (FTEs) and one term-limited temporary (TLT) position, as shown in Table 2 below. These staff will administer the 100 contracts that will be transferred from KCRHA. DCHS has already hired a TLT Human Resource Analyst to support the ramping up of staffing. HCD anticipates hiring the Contract Specialist II, Business & Finance Officer IV, and Project/Program Manager IV (i.e., Positions 2 through 4 in the table below) to start in September.

In addition to the new positions listed below, some existing positions within HCD will have increased workloads due to this transition.

Table 2.
New Positions in HCD to Support Emergency Homelessness Response Contract Administration

Position Title	Additional Detail
1. HR Analyst	TLT to support hiring and onboarding of new HCD positions; hired in July
2. Contract Specialist II	Position to develop contract templates and manage processes in contract software system
3. Business & Finance Officer IV	Fiscal and compliance lead
4. Program Project Manager IV	Team lead
5. Program Project Manager II	Up to six contract managers
6. Program Project Manager II	
7. Program Project Manager II	
8. Program Project Manager II	
9. Program Project Manager II	
10. Program Project Manager II	
11. Business & Finance Officer II	Invoicing and fund management

Staggered hiring for the remaining positions will occur through December 2026. Additionally, where possible, the County and City will coordinate start dates for employees hired from KCRHA to not adversely affect KCRHA operations. A question that has been raised is whether KCRHA employees can be brought on directly by DCHS and HSD. All hires will be made through competitive processes, consistent with the King County Charter and King County Code. However, the County and City are exploring ways to ensure that competitive hire processes seek to include skills, ability, and experience that may position existing KCRHA employees to be well qualified. KCRHA employees will be encouraged to apply for positions in DCHS and HSD, as well as other positions within the County and City.

Assuming all six contract manager positions are filled, the ongoing cost could total about $4 million per biennium. However, as the Executive continues to develop the mid-biennial omnibus budget ordinance for the fall, these figures could be further refined.[1] Note that King County Council added 10 unfunded FTEs in the first omnibus (Ordinance 20086) in the HCD appropriation unit. The Executive will propose funding to support the positions in the mid-biennial omnibus in the fall. Options include diverting revenues, such as document recording fees, from other HCD programs. Other options include contributions from the Behavioral Health sales tax or Veterans, Seniors, and Human Services Levy, though these revenue sources are highly constrained. Additional review of potential revenue sources is ongoing.

Regional Reset Conversations

The future evolution of KCRHA must be informed by extensive partner and provider input. Some of this work will be addressed through Executive Zahilay's Breaking the Cycle Workgroup announced in March 2026. As part of the Breaking the Cycle Workgroup, a subgroup examining the question of whether the County should have a standalone Department of Housing and Homelessness will be convened. Some of the answers around KCRHA's future state may likely surface in those conversations.

The Mayor and Executive also see opportunities for further and deeper input through additional interjurisdictional processes, in partnership with the KCRHA Governing Board. The County and City will invite the KCRHA Governing Board to jointly convene facilitated "Regional Reset Conversations" with providers, labor and business, philanthropic representatives, individuals with lived experience, and advocacy organizations to identify what has and has not worked well. This broad engagement approach will consider the future of regional homeless service delivery, including the role and organizational placement of the ombuds, and system performance and alignment with an aim to make recommendations by the first quarter of 2027. Any recommendation on KCRHA's future will follow from what we learn through those conversations.

Listening sessions will be convened with partners and stakeholders, including but not limited to:

- King County and Seattle councilmembers
- KCRHA Governing Board and CoC Board members
- Providers currently contracting with KCRHA to support youth, families, and single individuals
- Providers for those affected by gender-based violence
- Veteran service providers
- Individuals with lived experience
- Representatives of philanthropy and from the business community
- Advocates (labor, human services, and other constituencies)
- Representatives from other jurisdictions in King County

Closing

King County and the City of Seattle are committed to ensuring an effective regional response to homelessness and a smooth transition of contracts. King County and the City will continue to partner closely with each other and with stakeholders to inform future decisions and/or the evolution of KCRHA.

Responses to Motion 16970

Recommendation on continuing, amending, or terminating the Amended and Restated Interlocal Agreement (ILA)	The Executive will make a long-term recommendation following the Regional Reset Conversations discussed in the Contract Transition Plan. Consistent with the Executive's prior public statements about needing KCRHA to continue to serve as a key regional partner, the Executive respectfully requests that the King County Council not take action at this time to dissolve KCRHA.
A clear decision framework to guide the council's consideration	A decision framework will be developed as part of the Regional Reset Conversations. The decision framework will: • Identify objectives; • Identify stakeholder interests; • Identify alternatives • Weigh stakeholder interests for each alternative • Weigh the alternatives overall
Criteria to evaluate and an evaluation of the authority's ability to successfully and timely implement corrective actions	The County and City have embedded a financial consulting firm at KCRHA. The financial consultant will provide regular reports on KCRHA's progress in improving its financial management.
Specific performance metrics related to financial management, service delivery, and system outcomes	The KCRHA Governing Board Finance Committee has requested to review the following information monthly: • 2026 budget for services; • 2026 actual expenditure for services; • 2026 forecasted expenditures for services at year end • 2026 budget for administration; • 2026 actuals for administration (through most recent month end); • 2026 forecasted expenditures for administration at year end; • Cash balance in the King County Investment Pool (through most recent month end); • Cash forecast until end of year; • Current value of open invoices to funders; and • Current value of account receivables in KCRHA finance system. DCHS and HSD will work to align performance metrics related to service delivery and system outcomes. In the near term, the primary focus is maintaining service continuity through the contract transition. Performance

	management will center on operational metrics collected by the County, City, and KCRHA to monitor contract closeout, execution of successor agreements, and program performance to minimize service disruptions. Examples of potential metrics include: • Percent of contracts executed on time; • Percent of transitioning providers whose key existing contractual performance measures remain at or above pre-transition baseline; • Count of programs with identified risk to service continuity because of contract, payment, or other administrative issues; and • Number and percent of complete provider invoices paid after the applicable contractual payment standard. Long-term system performance and accountability frameworks will be considered and developed based on the outcome of the Regional Reset Conversations.
Identification of key risks and tradeoffs associated with each option	The Executive will make a long-term recommendation following the Regional Reset Conversations and will consider the risks and tradeoffs discussed during those conversations.
Recommended timeline for council consideration and decision-making	The Executive will make a long-term recommendation following the Regional Reset Conversations to be held through the first quarter of 2027, as discussed in the Contract Transition Plan, and will recommend a timeline for council consideration and decision-making as needed.
Assessment of steps necessary to transition contracts and activities currently managed or carried out by the authority. The assessment should outline transition considerations with regard to HMIS and Coordinated Entry	Steps necessary to transition contracts to DCHS are described in the Contract Transition Plan. HMIS and Coordinated Entry will continue to be administered and overseen by KCRHA.
Assessment of impacts of a potential termination of the ILA on the CoC Board and on contracts funded by the CoC	KCRHA will continue to serve as the CoC lead entity for the 2026 NOFO. Termination of the ILA would preclude the region's ability to apply for 2026 CoC funding.
Assessment of whether the 12-month period outlined in Article III of the ILA	The Executive is not recommending termination of the ILA at this time, so the 12-month period is not applicable.

is sufficient to complete transition of activities from the authority to a new entity or entities	
An assessment of the ability and readiness of any county departments that the executive determines should undertake activities currently carried out by the authority	An assessment of the ability and readiness of HCD to administer the County-funded emergency homelessness response contracts is included in the Contract Transition Plan.
An assessment of other steps necessary to ensure continued compliance with federal or state funding requirements during any transition of activities or contracts from the authority	Any direct contracts between the State of Washington and KCRHA will remain with KCRHA at the discretion of the Department of Commerce. The financial consultant will consider financial compliance requirements as part of its scope of work.
An assessment of any other steps necessary to ensure continuation of homelessness response services without reduction in service levels to the extent practicable during any potential transition	As described in the Contract Transition Plan, the County and City will ramp up staffing through the rest of 2026 and extend existing provider contracts through 2027 to minimize service disruption.
An assessment of financial risks during any transition, including cash-flow management, continuity of provider payments, administrative funding needs, and any actions necessary to prevent disruption of contracted services	Potential financial risks during contract transition and efforts to prevent disruption are described in the Contract Transition Plan.
An outline of any other considerations the executive determines the council should take into account	The Executive will welcome councilmembers' participation in the Regional Reset Conversations, which will help inform any other considerations.
An update on the status of the implementation of the corrective action plan	The County and City have embedded a financial consulting firm at KCRHA. The financial consultant will provide regular reports on KCRHA's progress in improving its financial management.
If the executive recommends against termination of the ILA, any proposed reforms or changes to the authority	The Executive will make a long-term recommendation following the Regional Reset Conversations to be held through the first quarter of 2027, as discussed in the Contract Transition Plan. The County and City have embedded a financial consulting firm at KCRHA to bolster KCRHA's administrative infrastructure by providing financial management support. The firm will strengthen

	financial oversight, improve accountability, and position KCRHA to successfully manage public resources and compete for critical federal funding.
An assessment of the risks to the county's investment pool and identification of completed or recommended actions to mitigate such risks	As of June 30th, KCRHA has a negative cash position of $65M, partly offset by a $14M advance for the City of Seattle, leaving about $51M currently unfunded. Per the ILA with the City of Seattle, the County is the Treasurer for KCRHA. As part of that relationship, KCRHA signed the County's cash management agreement and investment services agreement. The cash management agreement allows the County to pay KCRHA's warrants despite "inadvertent negative balances." KCRHA's negative cash balance presents several risks to the King County Investment Pool, including negative findings by the State Auditor's Office and repayment uncertainty. A recommended action to mitigate such risks is analysis of the county's repayment obligations.

King County | Office of the Executive

Executive Girmay Zahilay
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401 Fifth Avenue, Suite 800
Seattle, WA 98104-2391

July 31, 2026

The Honorable Sarah Perry
Chair, King County Council
Room 1200
C O U R T H O U S E

Dear Councilmember Perry:

In accordance with Motion 16970, this letter transmits a King County Regional Homelessness Authority (KCRHA) Contract Transition Plan, as well as a report responding to the requests in Motion 16970 and a motion accepting the report.

On July 1, 2026, Seattle Mayor Wilson and I announced our plan to stabilize, right-size, and reset the KCRHA. This announcement followed a forensic evaluation released in April 2026 that identified significant concerns related to KCRHA's financial management, governance structure, and internal controls.

Since our announcement, my office and the Department of Community and Human Services have worked in coordination with the Mayor's Office and the City's Human Services Department to prepare to bring locally funded, emergency homelessness response contracts back to the County and City beginning in January 2027. In preparing this KCRHA Contract Transition Plan, we have engaged with the City of Seattle, KCRHA's leadership, KCRHA Governing Board members, homeless services providers, and labor.

This transmittal also includes responses to other questions the Council posed in Motion 16970. Notably, I am not making a recommendation at this time on the long-term future of KCRHA and whether to continue, amend, or terminate the County's participation in the Amended and Restated Interlocal Agreement. Mayor Wilson and I believe that decisions and considerations for the future of regional homeless service delivery must be informed by broad partnership with stakeholders through Regional Reset Conversations. We plan to convene Regional Reset Conversations, in partnership with the KCRHA Governing Board, later this year, as discussed in the Contract Transition Plan. Any recommendation on KCRHA's future will follow from what we

learn through these conversations. Consistent with this approach and my public statements, I respectfully request that the King County Council not take action at this time to dissolve KCRHA.

I look forward to councilmembers' collaboration and participation in the Regional Reset Conversations and thank you for your consideration of this report and proposed motion.

If your staff have questions, please contact Hyeok Kim, Chief Operating Officer, Office of the Executive, at 206-532-0773.

Sincerely,

Girmay Zahilay
King County Executive

Enclosure

cc: King County Councilmembers
ATTN: Stephanie Cirkovich, Chief of Staff, King County Council
Melani Hay, Clerk of the Council
Karan Gill, Deputy Executive, Office of the Executive
Jasmin Weaver, Chief of Staff, Office of the Executive
Hyeok Kim, Chief Operating Officer, Office of the Executive
Sierra Howlett Browne, Director of Government Relations, Office of the Executive
Garrett Holbrook, Council Relations Manager, Office of the Executive
Susan McLaughlin, Director, Department of Community and Human Services

ATTACHMENT 3 – KCRHA AND FUNDER CORRESPONDENCE AND UPDATES

The following table provides an overview of correspondence and updates from King County Regional Homelessness Authority (KCRHA) the funders (King County's Department of Community and Human Services and City of Seattle's Human Services Department), and Clark Nuber P.S., a contractor of the funders.

Date	Subject	Author	Summary	Link
April 17, 2026	Forensic Evaluation of KCRHA	Clark Nuber P.S.	The Forensic Evaluation identified several financial management and internal control deficiencies, including negative cash balance, interest charges, administrative overspend, and growth in receivables. Recommendations to resolve the challenges are identified in the report.	https://content.govdelivery.com/attachments/WAKING/2026/04/23/file_attachments/3627358/4-17-26%20Organizational%20Forensic%20Audit.pdf
April 22, 2026	Forensic Evaluation Findings and Next Steps	King County and City of Seattle	The letter requires KCRHA to provide a written response to funders by May 8, 2026, documenting how the high-risk findings will be addressed. It also requires a corrective action plan by May 23, 2026.	https://content.govdelivery.com/attachments/WAKING/2026/04/23/file_attachments/3627360/4-22-26%20COS%20and%20KC%20Joint%20Letter.pdf
May 8, 2026	Forensic Audit Response to Funders	KCRHA	The letter addresses the four high-risk items identified in the Forensic Evaluation and sets a timeline through July 31st for assessing issues and taking actions to improve financial controls.	https://kcrha.org/wp-content/uploads/2026/05/KCRHA-Forensic-Evaluation-Response_May-8-Letter.pdf

Date	Subject	Author	Summary	Link
May 22, 2026	KCRHA Corrective Action Plan (CAP)	KCRHA	The CAP identifies corrective action workstreams in response to the Forensic Evaluation, as well as timelines, deliverables, and validation steps for each finding. It includes identification of responsible parties, milestones for 30, 60, and 90 days, and a reporting cadence. The CAP also notes a need for external stabilization support in the form of an external consultant or other resource to provide expertise, implementation support, and independent validation.	https://kcrha.org/wp-content/uploads/2026/05/KCRHA-Corrective-Action-Plan-05222026.pdf
May 29, 2026	KCRHA Corrective Action Plan Assessment	Clark Nuber P.S.	The assessment includes a detailed analysis of KCRHA's CAP and risk areas for continued exposure, finding that the CAP does not provide sufficient assurance that the conditions identified in the Forensic Evaluation will be corrected. Gaps were identified between what was required by the letter from the funders and the Forensic Audit compared to the CAP action items.	https://content.govdelivery.com/attachments/WASEATTLE/2026/06/08/file_attachments/3677521/2026-05%20City%20of%20Seattle%20HSD%20-%20KCRHA%20CAP%20Assessment%20Report%20Final.pdf
June 8, 2026	KCRHA CAP Response	King County and City of Seattle	The letter documents the funders' plans to embed an external financial consultant within KCRHA to assist with resolving corrective actions. The letter also requires additional actions for KCRHA to improve the internal control framework with milestones in July, August, and September.	https://content.govdelivery.com/attachments/WASEATTLE/2026/06/08/file_attachments/3677548/Joint%20KCRHA%20CAP%20Response%20June%202026_06082026%20Final.pdf

Date	Subject	Author	Summary	Link
June 24, 2026	CAP 30-Day Report	KCRHA	This report provides a review of 11 priority items identified in the CAP and a narrative update on progress. The additional requirements identified in the June 8th funder letter are also discussed. The report notes that reconciliation of $8M receivables finding will require additional time.	https://kcrha.org/wp-content/uploads/2026/06/KCRHA-Corrective-Action-Plan-30-day-Report.pdf
July 1, 2026	Joint Announcement to Stabilize, Right Size, and Reset KCRHA	King County and City of Seattle	Executive Zahilay and Mayor Wilson announced a plan to shift homeless service contracts funded by the City and the County back to the respective organizations. KCRHA will maintain Continuum of Care application, oversee the Coordinated Entry System, managing the Homelessness Management Information System, conducting the federally mandated Point in Time Count, and coordinating severe weather activations. The announcement also noted the Executive's convening of a Breaking the Cycle Workgroup, with a report due November 30, 2026.	https://executive.kingcounty.gov/2026/07/01/executive-zahilay-and-mayor-wilson-announce-immediate-actions-to-stabilize-right-size-and-reset-the-regional-homelessness-authority/
July 24, 2026	CAP 60-Day Report	KCRHA	This report provides an update of the work that has been completed regarding the 11 priority items identified in the CAP including historical cash accounting and accounts receivable reconciliation progress and onboarding of an external financial consultant. The transition of county- and city-funded contracts does not appear to be discussed.	https://kcrha.org/wp-content/uploads/2026/07/KCRHA_Corrective-Action-Plan_60_Day_Report_July-2026.pdf