

June 23, 1987
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Introduced by: Ron Sims

Proposed No.: 87-196

ORDINANCE NO. 3136

AN ORDINANCE approving and adopting the King County 1987 Affirmative Action Plan, the 1987 Affirmative Action Employment Goals and Work Program, the 1987 Contract Compliance Goals, and 1987 Minority/Women's Business Utilization Goals, and repealing Ordinance 7787 and K.C.C. 12.16.035.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

SECTION 1. Ordinance 7787, Sections 1 through 5 and K.C.C. 12.16.035 are each repealed.

NEW SECTION. SECTION 2. King County Affirmative Action Plan is hereby approved and adopted.

NEW SECTION. SECTION 3. King County departments shall make vigorous and affirmative efforts to meet the proposed goals. Departments shall further comply with the rules and policies contained in the plan governing affirmative action and equal employment.

NEW SECTION. SECTION 4. The goals for the three elements of King County's Affirmative Action Program shall be as follows:

A. AFFIRMATIVE ACTION EMPLOYMENT. The 1987 affirmative action employment goals for women, minorities and handicapped persons are established by the 1987 availability percentage rates by EEO job category as indicated on the chart on page 71 of the Affirmative Action Plan, attached as Exhibit A. A weighted average of the overall 1987 availability percentage rates is 42.8% for women, 15.7% for minorities and 7.2% for persons with disabilities. Exhibit B presents the formula used to calculate the 1987 overall availability percentage rates. The executive administration shall develop a specific strategy in the 1988 Affirmative Action Plan to enhance county employment opportunities for the handicapped and of Southeast Asians who have limited English-speaking capacity.

1 B. MINORITY/WOMEN'S BUSINESS UTILIZATION. The 1987
 2 minority/women's business utilization goals are as follows:

<u>Nature of Contract</u>	<u>Minority Businesses</u>	<u>Women Businesses</u>
1. Architectural & Engineering	15%	7%
2. Concession	10%	5%
3. Construction	18%	10%
4. Consultant	15%	12%
5. Purchase/Service	10%	3%

10 The above goals are a continuation of the 1986
 11 minority/women's business goal. Exhibit C presents detailed
 12 statistics on the county's progress in minority/women's business
 13 utilization attainment which will serve as justification for
 14 these goals.

15 C. CONTRACT COMPLIANCE. The 1987 contract compliance goals
 16 are as follows:

<u>Minorities</u>	<u>Women</u>	<u>Handicap</u>
Construction Contractors	15.0%	12.0%
Vendors/Service Contractors	12.5%	48.4%

20 In determining the 1988 contract compliance goals, and
 21 subsequent annual goals involving construction contracts, the
 22 executive administration shall explore and utilize other
 23 methodologies than the one used in determining the 1987 contract
 24 compliance construction goals, pursuant to K.C.C. 12.16.030.B.
 25 The purpose of reviewing and using other methodologies is to
 26 identify more realistic goals in 1988 and subsequent years than
 27 those recommended in the 1987 Affirmative Action Plan. The 1988
 28 Affirmative Action Plan shall include a description of the
 29 methodology used in determining the 1988 contract compliance
 30 construction goals.

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NEW SECTION. SECTION 5. The King County 1987 Affirmative Action Plan and appendices thereto are incorporated as if fully set forth in this ordinance by reference herein. Women and minority business utilization goals shall also apply to the community development float loan program.

INTRODUCED AND READ for the first time this 6th day of April, 1987.

PASSED this 29th day of June, 1987.

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Gary Grant
Chairman

ATTEST:

Dorothy M. Owens
Clerk of the Council

APPROVED this 8th day of July, 1987.

Russ Fattal
King County Executive

- g. The existence of training institutions capable of training persons in the requisite skills; and
- h. The degree of training which the County could reasonably be able to undertake as a means of making all job classes available to minorities and women.

2. 1987 Employment Goals:

- a. Overall goals for:

Minorities **15.7%**
Females **42.8%**
Handicap **7.2%**

- b. Employment goals by EEO Job Category (Availability Percentage Rates)

EEO CATEGORY	TOTAL HANDCP	TOTAL FEMALE	TOTAL MINORITY	WHITE FEMALE	MINORITY		BLACK		HISPANIC		ASIAN		N. AMER.	
					M	F	M	F	M	F	M	F	M	F
ADMINISTRATIVE	5.6	33.2	10.3	29.1	6.2	4.1	2.2	1.6	1.1	.7	2.4	1.4	.5	.4
PROFESSIONAL	4.7	43.8	13.7	37.3	7.2	6.5	2.7	2.7	.8	.7	3.3	2.7	.4	.4
TECHNICIAN	4.6	38.1	15.3	30.9	8.1	7.2	2.8	2.6	1.2	1.0	3.5	3.0	.6	.6
PARAPROFESSIONAL	5.6	65.7	20.1	52.4	6.8	13.3	3.3	6.8	.9	1.6	2.2	3.9	.5	1.0
PROTECTIVE SER.	13.7	27.1	14.5	22.7	10.1	4.4	5.1	2.0	1.3	.8	2.7	1.3	1.0	.3
OFFICE/CLERICAL	5.9	65.0	18.1	53.0	6.1	12.0	2.3	4.7	1.0	1.2	2.4	5.2	.4	.9
SKILLED CRAFT	8.5	22.1	13.7	18.0	9.5	4.2	4.0	1.8	1.7	.7	2.9	1.4	.9	.3
SERVICE MAINT.	7.9	33.6	18.9	26.9	12.2	6.7	5.6	2.7	1.5	1.0	3.8	2.4	1.3	.6

NOTE: Formula for computation of overall goals for minorities, females and handicapped persons is located in the appendix section of this plan.

FORMULA TO COMPUTE OVERALL AVAILABILITY PERCENTAGE GOAL FOR MINORITY,
FEMALE AND THE HANDICAPPED IS AS FOLLOWS:

The Sum Of	Employees In Job Category	X	Availability Statistic	=	Overall Availability
	Total Employees				

FEMALES

Administrative	.0162	X	33.2% =	.53
Professional	.2686	X	43.8% =	11.76
Technician	.1175	X	38.1% =	4.47
Prot. Ser.	.1926	X	27.1% =	5.21
Para-Professional	.0372	X	65.7% =	2.44
Office/Clerical	.2106	X	65.0% =	13.68
Skilled Craft	.0489	X	22.1% =	1.08
Service Maint.	.1082	X	33.6% =	3.63
				42.8%

MINORITIES

Administrative	.0162	X	10.3% =	.16
Professional	.2686	X	13.7% =	3.67
Technician	.1175	X	15.3% =	1.79
Protective Service	.1926	X	14.5% =	2.79
Para-Professional	.0372	X	20.1% =	.74
Office/Clerical	.2106	X	18.1% =	3.81
Skilled Craft	.0489	X	13.7% =	.66
Service Maint.	.1082	X	18.9% =	2.04
				15.66 or
				15.7%

HANDICAP

Administrative	.0162	X	5.6% =	.09
Professional	.2686	X	4.7% =	1.26
Technician	.1175	X	4.6% =	.54
Protective Service	.1926	X	13.7% =	2.63
Para-Professional	.0372	X	5.6% =	.20
Office/Clerical	.2106	X	5.9% =	1.24
Skilled Craft	.0489	X	8.5% =	.41
Service Maint.	.1082	X	7.9% =	.85
				7.2%

2. Monitoring

This report covers the period from January 1, 1986 to December 31, 1986. The report highlights statistics pertaining to number and dollar amount of contracts awarded by contract category and dollar amount of contracts with minority/women's business participation. Also included in this report are statistics on waived contract dollars and the project name and status of participating prime and subcontractors.

All figures reported are based on the contracts as awarded and do not reflect any subsequent change orders. Presently, change orders are recorded but are not monitored due to lack of resources.

a. 1986 Minority/Women's Business Goals by Contract Category:

	Minority	Women
Architectural & Engineering	15%	7%
Concession	10%	5%
Construction	18%	10%
Consultant	15%	12%
Purchase/Service	10%	3%

b. 1986 Minority/Women's Business Utilization Report by Contract Category:

1. Architectural & Engineering Contracts

a. Goals For King County

1. Minority Businesses	15%
2. Women's Businesses	7%

Forty-five (45) Architectural and Engineering Contracts were awarded during 1986. Minority Businesses achieved 28.1% **exceeding the established goal of 15% by 13.1%**. Women-owned businesses achieved **9.6 exceeding the established goal of 7% by 2.6%**. No contracts under \$10,000 were awarded during 4th quarter.

Twenty (20) Architectural & Engineering contracts under \$10,000 were awarded totaling \$125,501. Minority businesses achieved 19.1% and women-owned businesses achieved 0%.

Twenty-five (25) Architectural & Engineering contracts over \$10,000 were awarded totaling \$1,937,347.83. **Minority businesses achieved 29.6% exceeding the established goal of 15% by 14.6%**. **Women-owned businesses achieved 9.4% exceeding the established goal of 7% by 2.4%**.

Four (4) Architectural & Engineering contracts were waived from the utilization requirements of Ordinance 5983 totaling \$332,656.00. Minority/Women's businesses achieved 0%. For detailed statistical information on Architectural and Engineering, including percentage of contract dollars awarded by sex and ethnic group, see pages 140 to 157.

2. Concession Contracts

a. 1986 Goals for King County

- | | |
|------------------------|-----|
| 1. Minority Businesses | 10% |
| 2. Women's Businesses | 5% |

Concession contracts have historically been exempt from the M/WB monitoring process for two reasons: (1) the concession contracting process does not lend itself to current monitoring procedures, and (2) staffing constraints within the M/WB Office. Concession contracts are awarded differently from all other contracts in that the concessionaire is paying the County for leased space rather than the County paying for a service. Since the County is not expending any money, but rather receiving money from the concessionaire for lease space, current M/WB monitoring procedures are not applicable therefore, no figures are available for 1986. Since the Kingdome Concession Contract was let with mandatory set-aside provisions, draft monitoring procedures have been developed by the M/WB Office for implementation in 1987. However, implementation of these new procedures will require additional staff.

3. Construction Contracts

a. 1986 Goals for King County

- | | |
|------------------------|-----|
| 1. Minority Businesses | 18% |
| 2. Women's Businesses | 10% |

One hundred and four (104) construction contracts for a sum of \$33,275,414.01 were awarded during 1986. Minority businesses achieved 17.6% which is below the established goal of 18% by .4%. Women businesses achieved **13.5% exceeding the established goal of 10% by 3.5%**.

Sixty-nine (69) percentage contracts were awarded totaling \$3,262,188.28. Minority businesses achieved 4.5% and women-owned businesses achieved 12.5%.

Thirty-five (35) set-aside contracts were awarded for a sum of \$30,013,225.73. Minority businesses achieved **17.6 exceeding the established goal of 18% by .4%**. Women-owned businesses achieved **13.5% exceeding the established goal of 10% by 3.5%**.

Seven (7) construction contracts were waived from the utilization provisions of Ordinance 5983 totaling \$1,073,874.64. Minority businesses achieved 12.7% and Women-owned businesses achieved 28.4%.

For detailed statistical information on construction contracts, including percentage of contract dollars awarded by sex and ethnic group, see pages 158 to 177.

4. Consultant Contracts

a. 1986 Goals for King County

- | | |
|---------------------------|-----|
| 1. Minority Businesses | 15% |
| 2. Women-owned Businesses | 12% |

One hundred and twenty Consultant Contracts for a sum of \$2,089,156.73 were awarded during 1986. Minority businesses achieved 8.6% which is under the established goal of 15% by 6.4%. Women-owned businesses achieved 3.6% which is under the established goal of 12% by 9.4%.

Eighty-eight Consultant Contracts under \$10,000 were awarded. Minority businesses achieved .7% and Women-owned businesses achieved 6.9%.

Thirty-two Consultant Contracts over \$10,000 were awarded. Minority businesses achieved 10.1% which is under the established goal of 15% by 5.1%. Women-owned businesses achieved 3% which is under the established goal of 12% by 9%.

It has been determined that underutilization of minority/women's businesses in the Consultant category is due to:

1. Unavailability of qualified minority/women's business in specialized and technical areas and,
2. Emergency and Sole Source Waivers

Eighteen (18) Consultant contracts were waived from the utilization requirements of Ordinance 5983 totaling \$584,178.70. Minority/Women's businesses achieved 0%. For detailed statistical information on consultant contracts, including percentage of contract dollars, see pages 178 to 195.

5. Contractors Report showing all prime and subcontractors performing on Architectural and Engineering Contracts, Construction contracts, and consultant contracts is included on pages 239 to 252. (For those firms awarded Purchasing and Service contracts, see Purchasing and Services report, pages 194 to 238.)

AN ORDINANCE relating to discrimination and affirmative action in employment by County contractors, subcontractors or vendors; establishing policies; prescribing procedures, obligations, and requirements; prescribing penalties for noncompliance repealing Ordinance 198 and amending Ordinance 452B, Sections 1, 2, 3, 4, 5, 6, 7, 8, 12, and 13 and KCC 12.16.010 thru 12.16.080, KCC 12.16.120 and KCC 12.16.130

PREAMBLE:

The King County Council finds and the County Executive recognizes that adoption of this Ordinance is consistent with the purposes of state and federal statutes regarding nondiscrimination in employment. The Council further finds that the interest and general welfare of the County would be served by the non-discrimination and affirmative action measures provided for by this Ordinance. A Statement of Findings and Intent relating to the Contract Compliance Program and this Ordinance is set forth in Attachment "A" and incorporated by reference.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

SECTION 1. DEFINITIONS

- A. "Affidavit" shall mean a sworn statement under oath.
- B. "Affirmative Action" shall mean policies, procedures and programs designed to increase the representation of and remedy the results of past discrimination against minorities, women, and handicapped persons in employment, applications for employment, and employment-related training program of minorities, women and handicapped persons.
- C. "Contractor" shall mean any person, firm, business, organization, company, partnership or corporation contracting to do business, with King County, including, but not limited to, construction contractors, consulting contractors, providers of professional services, service agencies, vendors, and suppliers selling or furnishing materials, equipment, goods or services, but not including governmental agencies.
- D. "Discrimination" shall mean differential treatment of or pursuit of policies or practices that have a disproportionate impact upon persons due to their breed, religion, race, color, sex, age, marital status, national origin or the presence of any sensory, mental or physical handicap, unless such policies or practices are necessary for the performance of the job and no less discriminatory alternatives are possible.
- E. "Employment" shall mean any and all terms and conditions and policies and practices of employment including, but not limited to, hiring, firing, upgrading, demotion, recruiting, transfer, lay-off, termination, pay rates and advertisement, hours and conditions of work.
- F. "Handicap" shall mean any physical or mental impairment which substantially limits one or more major life activities.
- G. "Minority" shall include Blacks, Asians, Pacific Islanders, American Indians, Alaska Natives, Hispanics and Mexican-Americans.
- H. "Qualified Handicapped Person" shall mean a handicapped person who, with reasonable accommodation, can perform the essential functions of the job in question.
- I. "Reasonable Accommodation" shall mean steps taken to modify facilities used by employees or to modify a particular job component which enables an otherwise qualified handicapped person to perform the essential functions of the job.
- J. "Underrepresentation" shall mean presence in a contractor's workforce of minorities, women, and handicapped persons in proportionate numbers lower than the goals established for the contractor's business under this chapter.

SECTION 2. NONDISCRIMINATION — GENERAL

No contractor, subcontractor, or union doing business with the County, or furnishing workers or services in connection therewith, shall discriminate against any person on the basis of race, color, creed, religion, sex, age, nationality, marital status or the presence of any sensory, mental or physical handicap in an otherwise qualified handicapped person in employment, and no such contractor, subcontractor, or union shall violate any of the terms of RCW Chapter 49.60, Title VII of the Civil Rights Act of 1964, or any other applicable federal, state or local law or regulation regarding nondiscrimination in employment.

SECTION 3. NONDISCRIMINATION — THE HANDICAPPED

In addition to the general prohibition against discrimination stated in SECTION 2 of this Ordinance, the following additional non-discrimination provisions relating to employment of handicapped persons shall apply to contractors, subcontractors, or unions doing business with or furnishing workers or services to King County.

A. *Reasonable Accommodation.* Contractors shall make reasonable accommodation to the known physical or mental limitations of an otherwise qualified handicapped applicant or employee unless the contractor can demonstrate that the accommodation would impair or cause undue hardship on the operation of the contractor's business.

B. *Pre-Employment Inquiries.* A contractor may not conduct a pre-employment medical examination or make a pre-employment inquiry as to whether an applicant is a handicapped person or as to the nature or severity of a handicap. A contractor may, however, make pre-employment inquiry into an applicant's ability to perform job-related functions. Nothing in this section shall prohibit a contractor from conditioning an offer of employment on the results of a medical examination prior to initiation of the employment, if all entering employees are subjected to such an examination regardless of handicap.

SECTION 4. GOALS AND TIMETABLES—AFFIRMATIVE ACTION REQUIRED

A. *Goals.* The Executive shall annually set goals and timetables for minority and female employment and the employment of handicapped persons by contractors doing business with King County, based on appropriate work force, demographic or other relevant data. These goals shall be set forth in the County's Affirmative Action Plan. The monitoring, and evaluating of a contractor's performance in attempting to meet goals shall be based on total hours of employment and training of minorities,

women, and handicapped persons at the contractor's locations and establishments in King County or at the contractor's locations and establishments where work under contract with King County is being performed and contracted for when such occurs outside King County.

B. *Goal Setting Methodology for Minorities and Women.* Employment goals shall be established for two industry categories, construction contractors and vendor/service contractors, using a multi-factor availability analysis. The multi-factor analysis shall be based on four factors with each factor being assigned a specific weight as follows:

Factors

1. Representation of women and minorities among those employed in King County in each industry category (weight = 50%);
2. Representation of women and minorities in the King County labor market (weight = 25%);
3. Representation of women and minorities among the unemployed in King County (weight = 15%);
4. Representation of women and minorities in the general population of King County (weight = 10%).

C. *Goal Setting Methodology for Handicapped Persons.* Employment goals for handicapped persons shall be established using the methodology deemed most relevant and the statistical data deemed the most current and representative of the availability of handicapped persons by the Affirmative Action Office, and shall, to the extent possible, be consistent with the methodology used to establish employment goals for the handicapped for the County's internal work force.

D. *Alternative Goal Option.* Contractors may establish goals independently if they believe the King County goals are not applicable to their specific situation. Contractors who secure King County's assent in pursuing this option must use a multi-factor analysis with methodology and data sources approved by the County.

E. *Affirmative Action Requirement.* Where contractor's employment statistics demonstrate that minorities, women, and/or handicapped persons are underrepresented in its work force in relationship to the goals established by the Executive, contractor, subcontractors, and unions doing business with the County or providing workers or services in connection therewith, shall take affirmative action measures, as stipulated in this chapter, to increase the representation of minorities, women and handicapped persons at locations and establishments where projects and work are being done under contract with King County. Affirmative action steps shall be based on what is reasonably required to achieve employment goals which will cure underrepresentation. Underrepresentation of minorities, women and handicapped persons will not itself be deemed a violation of this chapter where reasonable affirmative action measures are adopted and are being implemented in good faith.

F. *Exemptions.* Contractors who enter into contracts with King County valued at less than five thousand dollars in a given calendar year shall be exempt from the affirmative action requirements of this chapter. This exemption does not affect nondiscrimination requirements which apply to all contractors doing business with King County.

SECTION 5. MINIMUM AFFIRMATIVE ACTION MEASURES

The evaluation of a contractor's compliance with this chapter shall be based upon the contractor's effort to achieve maximum results from its affirmative action program. The contractor shall document these efforts and shall implement affirmative action steps at least as extensive as the following:

A. *Policy Dissemination.* Internal and external dissemination of the contractor's equal employment opportunity policy; posting of nondiscrimination policies and of the requirements of this chapter on bulletin boards clearly visible to all employees; notification to each subcontractor, labor union or representative of workers with which there is a collective bargaining agreement or other contract, subcontract, or understanding, of the contractor's commitments under this chapter; inclusion of the equal opportunity policy in advertising in the news media and elsewhere discussion of equal employment opportunities and affirmative action policies with new employees during employee orientation; discussions with managers and supervisory personnel regarding the policies and their roles and responsibilities in the implementation of the program under this chapter.

B. *Recruiting.* Adoption and implementation of recruitment procedures designed to increase the representation of women, minorities and handicapped persons in the pool of applicants for employment; including, but not limited to, establishing and maintaining a current list of minority, female, and handicapped recruitment sources, providing these sources written notification of employment opportunities and advertising vacant positions in newspapers and periodicals which have minority, female and/or handicapped readership.

C. *Self-Assessment and Test Validation.* Review of all employment policies and procedures, including review of tests, recruitment, hiring and training practices and policies, performance evaluations, seniority policies and practices, job classifications and job assignments, to assure that they do not discriminate against, or have a discriminatory impact on, minorities, women and handicapped persons and validation of all tests and other select requirements where there is an obligation to do so under state or federal law.

D. *Record Referrals.* Maintain a current file of applications of each minority, female and handicapped persons applying or referred for employment indicating what action was taken with respect to each such individual and the reasons therefor. Contact these people when an opening exists for which they may be qualified. Names may be removed from the file after twelve months have elapsed from their last application or referral.

E. *Notice to Unions.* Provide notice to labor unions of the contractor's nondiscrimination and affirmative action obligations pursuant to this chapter. Contractors shall also notify the Executive if labor unions fail to comply with nondiscrimination or affirmative provisions.

F. *Supervisors.* Ensure that all supervisory personnel understand and are

directed to adhere to and implement the nondiscrimination and affirmative action obligations of the contractor under this chapter. Such direction shall include, but not be limited to, adherence to, and achievement of, affirmative action policies in performance appraisals of supervisory personnel.

G. *Employee Training.* When reasonable, develop on-the-job training opportunities which expressly include minorities, women, and handicapped persons and sponsor and/or utilize, training/educational opportunities for the advancement of women, minorities and handicapped persons employed by the contractor, subject to acceptance by the County Affirmative Action Program.

H. *Responsible Person.* Designate an employee who shall have the responsibility for implementation of the contractor's affirmative action program.

I. *Progress Reporting.* Prepare as part of the affirmative action plan, an analysis and report on the progress made toward eliminating the underrepresentation of women, minorities and handicapped persons in the contractor's workforce on an annual basis.

J. *Contractor Training.* In addition, contractors who do not meet employment goals for women, minorities and handicapped persons and who do not have approved affirmative action plans may be required to attend County sponsored training programs on relevant areas of affirmative action and equal employment opportunity.

SECTION 6. CONTRACT REQUIREMENT

The County's policy, as stated in this chapter, requiring nondiscrimination in contractor or subcontractor employment and affirmative action shall be included in all County contracts. Any violation of the specific provisions of this chapter and of any term of the affidavit of compliance required herein, including reporting requirements shall be deemed a violation of this chapter. Any such violation shall be further deemed a breach of material provision of the contract between the County and the contractor. Such breach shall be grounds for cancellation, termination, or suspension, in whole or in part, of the contract by the County, or for invoking the enforcement provisions of the contract of this chapter providing for penalties, liquidated damages, or other remedies, and may result in ineligibility for further County contracts; provided that underrepresentation of minorities, women and handicapped persons and the failure or inability of any contractor to achieve employment goals will not be a violation where that contractor has adopted and pursued a reasonable affirmative action program in compliance with this chapter. The burden is on the contractor to demonstrate its compliance with this chapter.

SECTION 7. PRE-CONTRACT QUALIFICATION

Prior to becoming eligible for all awards of any County contracts, contractors must first be certified by the County Administrative Officer or his designee as having complied with the provisions of this section. The County shall not enter into a contract with nor receive products and services from an ineligible contractor.

A. *Work Force Data.* All contractors entering into contracts or agreements with King County valued at five thousand dollars or more shall submit to the County Executive a total personnel inventory employment profile providing minority, female and handicapped employment data. This requirement shall also apply to contractors who accumulate contracts which total five thousand or more in a given calendar year. The Executive may determine the form in which this data shall be provided.

B. *Compliance Affidavits and Union Statements.* All contractors entering into contracts with King County of more than ten thousand dollars, or which in the aggregate result in yearly sales to King County of more than ten thousand dollars, shall submit an affidavit of compliance, in the form provided by the County, demonstrating their commitment to comply with provisions of this chapter, and shall further submit a signed statement of compliance form from a union or employee referral agency. The affidavit of compliance shall set forth the contractor's specific employment goals, minimum affirmative action requirements, reporting requirements and other such provisions as the Executive deems necessary and appropriate for compliance with and enforcement of this chapter; provided, that the affidavit of compliance shall not require actions or goals inconsistent with the standards, guidelines and affirmative action measures set forth in this chapter; provided further, that in lieu of the affidavit, the Executive may accept a statement pledging adherence to an existing contractor affirmative action plan where the provisions of the plan are found by the Executive to substantially fulfill the requirements of this chapter.

C. *Vendors, Yearly Renewals.* Vendors who become qualified under subsections A and B of this section shall remain so qualified until October 31st of the year in which they were qualified and shall be entitled to bid and be considered for the sale of materials, supplies and equipment at any time during that year without requalification. Further, upon submittal of an updated employment profile, such vendor's qualification shall be extended from year to year.

During such time as a vendor remains continuously qualified under this chapter to do business with King County, the affidavit of compliance initially submitted to gain qualifications shall be deemed to be effective and in force without further renewal or resubmission. Should qualification lapse or be terminated at any time due to a failure to submit an annual employment profile or upon a finding of violation of this chapter, the County, having previously complied with notice of hearing provisions, a new affidavit of compliance and employment profile shall be required prior to vendor's being requalified.

SECTION 8. STATEMENTS FROM UNIONS

Contractors required to submit compliance affidavits to include a union statement from a union or worker referral agency shall do so on forms provided by the Executive. The statement shall be in writing, signed by the authorized officers or agents of all labor unions or agencies referring workers or providing or supervising apprenticeship or other training programs from whom the contractor obtains employees.

The statement shall affirm that the signer's(s) organization has no practices and policies which discriminate on the basis of race, color, creed, religion, sex, age, marital status, the presence of any physical, mental or sensory handicap, or national origin, that the signer's(s) organization will affirmatively cooperate in the implementation of the policies and provisions of this chapter, and that the organization consents and agrees to that recruitment, employment, and the terms and conditions of employment under all contracts with the County shall be in accordance with the purposes and provisions of this chapter.

SECTION 9. SUBCONTRACTORS

For projects and contracts over one hundred thousand dollars, the prime contractor shall be required to submit to King County, along with its qualifying documents under this chapter, employment profiles, affidavits of compliance, reports and union statements from its subcontractors in the same manner as these are required of the prime contractor. Reporting requirements of the prime contractor during the contract periods will apply equally to all subcontractors. As a condition of their contract, prime contractors shall be responsible for both the submission of affidavits and reports and for requiring their subcontractors and vendors to employ racial minorities, women, and handicapped persons. Any violation of this chapter or the requirements of the affidavit of compliance by the subcontractor will be deemed a violation by the prime contractor and subject to the sanctions and penalties set out in the contract in this chapter.

SECTION 10. SANCTIONS

After the hearing, the Executive or Hearing Examiner shall make written findings and conclusions and shall order one or more of the following:

- A. Dismissal of the complaint when a violation is found not to have occurred;
- B. Suspension or cancellation of the contract in part or in whole;
- C. Disqualification of the contractor;
- D. Exclusion from future contracts or vending until demonstration of compliance;
- E. Liquidated damages of up to ten percent of the full contract amount;
- F. Enforcement of any provision of the contract providing other remedies, such as penalties or liquidated damages for violation of contractual provisions, or enforcement of any other remedy available at law to the County.

SECTION 11. ADDITIONAL SANCTIONS

In addition to any other remedy available under the laws of King County and the State of Washington any person, firm, corporation, business union, or organization that prevents or interferes with a contractor's efforts to comply with the requirements of this chapter or which submits false or misleading information to any King County department or employee concerning compliance with this chapter shall be subject to a civil penalty of up to five thousand dollars for each occurrence, the County having previously complied with the notice and hearing provisions of this chapter.

SECTION 12. SEVERABILITY

The provisions of this Ordinance shall be effective in all cases unless otherwise provided for by State or Federal Law. The provisions of this Ordinance are separate and severable. The invalidity of any clause, sentence, paragraph, subdivision, section, or portion of this Ordinance or the invalidity of the application thereof to any person or circumstances shall not affect the validity of the remainder of this Ordinance, or the validity of its application to other persons or circumstances.

INTRODUCED AND READ for the first time this 21st day of July, 1986.

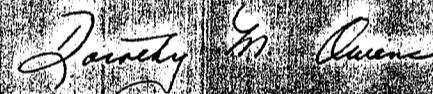
PASSED this 22nd day of September, 1986

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON



Chairman

ATTEST:



Clerk of the Council

APPROVED this 1st day of October, 1986



King County Executive

ATTACHMENT A

STATEMENT OF FINDINGS AND INTENT

The County's Contract Compliance Program was initiated in 1969 with the adoption of Ordinance 198, "An Ordinance relating to discrimination in employment by County contractors, subcontractors or vendors, establishing policies and penalties for non-compliance". The Ordinance prohibited discrimination in employment practices, and required firms of 25 or more employees or contracts of \$10,000 or more with the County to report minority employment utilization and affirmative actions which could be taken to increase minority representations. Penalties for non-compliance with the Ordinance were also specified.

After ten years, Ordinance 198 was superseded by Ordinance 4528, which cited Title VII of the Civil Rights Act of 1964 and other state or federal laws regarding non-discrimination in employment as a supplement to RCW 49.60 to provide the statutory basis for the program. In addition to prohibiting discrimination, Ordinance 4528 expanded contract compliance requirements to overcome the effects of past discrimination by specifying that annual employment goals were to be established by the Executive for women and minorities based on certain guidelines related to workforce and demographic data.

Ordinance 4528 also provided that when a contractor's employment statistics indicated underrepresentation based on the established employment goals, a series of affirmative action measures were to be undertaken "based on what is reasonably required to achieve employment goals which will cure underrepresentation". Underrepresentation of women and minorities was not termed a violation where reasonable measures were implemented in good faith. Only contracts of less than \$1,000 were excluded from the affirmative action requirement. Ordinance 4528 also expanded the definition of discrimination to include marital status and handicap "unless such policies are necessary for the performance of the job and no less discriminatory alternatives are possible".

In 1985, the Council adopted Ordinance 7312, approving the annual goals for the Contract Compliance, Affirmative Action and Minority/Women business programs, and expressed concerns through provisos to the Ordinance regarding the historically high level of non-compliance with the employment goals of the Contract Compliance Program.

In response to the provisos, the Executive branch prepared the 1985 Contract Compliance Report which documented the employment of women and minorities by County contractors and recommended several strategies to enhance compliance with the goals of the program.

This Ordinance (Proposed Ordinance 86-423) revises the Contract Compliance Program to include non-discrimination measures regarding the employment of handicapped individuals consistent with federal regulations. Secondly, as reflected in the Contract Compliance Report for 1985, the County recognizes that 77% of the contractors are not meeting the current employment goals. While failing to meet goals does not mean a violation of Ordinance 4528, because there are alternative means of achieving compliance, revisions to Ordinance 4528 should substantially improve the quality and practical remedial value of the Contract Compliance Program. The revisions require a more sophisticated goal-setting methodology, reflective of the availability of women, minority and handicapped persons in various industry categories. Additional revisions update the required affirmative action measures and exempt contracts of under \$5,000 from the affirmative action requirements of this Ordinance.

The County will review the experience of the improved goal-setting methodology and other modifications, and based on such experiences determine the need for future changes to the Ordinance.

This Ordinance was developed during a series of public meetings with the assistance of the County Affirmative Action Advisory Committee and other interested and affected individuals.

E. Recommended 1987 Contract Compliance Goals

For 1987, we are recommending that the Contract Compliance goals for the hiring of minorities, females and handicapped persons by King County contractors are:

	Minorities	Females	Handicapped Persons
Vendor/Suppliers	12.5	48.4	7.0
Construction Contractors	10.4	24.0	7.0

The goals for minorities and females were calculated using the four factors and weights for each factor identified in K.C. Ordinance 7788. The source of data for each factor was Affirmative Action Information 1985: Seattle PMSA, Washington State Employment Security Department. This is the most recent information available from that Department.

The goals for handicapped persons were calculated using the best data available. The goal for vendor/suppliers is based on data for Sales and Service Occupational Codes while Construction goals for handicapped persons are based on Construction and Construction related Occupational Codes. The source of this data is Census of Population and Housing, 1980: Public-Use Microdata A. (5%) Sample, King County prepared by the Bureau of the Census, 1983 and tabulated by the University of Washington, Affirmative Action Program, 1987.

The specific calculations for each minority and female goal are as follows:

Vendor/Suppliers - Minorities

Factor	Representation		Weight		
Population	12.3%	x	.10	=	1.23
Unemployment Data	14.8%	x	.15	=	2.22
Labor Force	11.3%	x	.25	=	2.83
Industry Category	12.4%	x	.50	=	<u>6.20</u>
GOAL					12.48

Vendor/Suppliers - Women

Factor	Representation		Weight		
Population	50.7%	x	.10	=	5.07
Unemployment Data	42.7%	x	.15	=	6.59
Labor Force	43.9%	x	.25	=	10.68
Industry Category	3.3	x	.50	=	<u>26.05</u>
GOAL					48.39

Construction - Minorities

Factor	Representation		Weight		
Population	12.3%	x	.10	=	1.23
Unemployment Data	14.8%	x	.15	=	2.22
Labor Force	11.3%	x	.25	=	2.88
Industry Category	8.2%	x	.50	=	<u>4.10</u>
GOAL					10.38

Construction - Women

Factor	Representation		Weight		
Population	50.7%	x	.10	=	5.07
Unemployment Data	43.9%	x	.15	=	6.59
Labor Force	42.7%	x	.25	=	10.68
Industry Category	3.3%	x	.50	=	<u>1.65</u>
GOAL					23.99

The goals for women are significantly higher than previous goals. The new Vendor/Supplier goals are 48.4 percent, up over 13 percent from 1986. These higher goals are justified based on data which indicates that 52.1 percent of those employed in Sales and Service Occupational Codes in King County are females.

Likewise, the 1987 goal for females in the Construction industry is 24.0 percent, a substantial increase over last year's goal of 6.9. This increase may appear excessive but there are several factors which support using this higher figure.

First, the most recent data from the State Employment Security Department indicates that only 3.3 percent of those in the "carpenters," "precision production, craft and repair - other construction trades," and "construction laborers" occupational codes in King County are females. These estimates are based on construction contracts, we believe that there has been an increase in female participation in the construction industry in the years since the 1980 census.

Second, women are demonstrating the ability to perform all phases of construction and there is no reason, other than past discrimination, why representation of women should not approximate their representation in the general population.

Third, the 24 percent goal is consistent with those established by King County for EEO job categories most comparable to those in the Construction industry. The female goal in the "Skilled Crafts" is 22.1 percent and in the "Service Maintenance" category, the goal for females is 33.6 percent.

In addition, the County's Contract Compliance Program is designed not only to provide equal employment opportunity but also to eliminate the effects of past discrimination. To utilize employment goals that maintain the status quo defeats this very important purpose of the law. Females are not adequately represented in this industry as a result of past and present discrimination. This lack of opportunities to obtain licenses, certification and union membership need to be overcome by taking affirmative action measures.

Finally, the figure is only a goal. Employers failing to meet the goals need only develop and implement affirmative action plans to address the underrepresentation (section 4E of K. C. Ordinance 7788). Such plans will go a long way toward overcoming past discrimination and the achievement of equal employment opportunity.

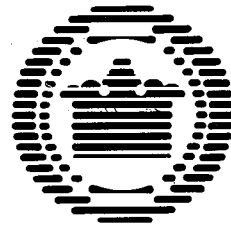
Based on these factors, we believe that the female Construction goal is valid.

F. OTHER 1986 ACTIVITIES

1. Modified and published an internal Standard Operating Procedure for the Contract Compliance Unit incorporating the provisions of King County Ordinance 7788.
2. Implemented full utilization of Skill Bank by County Contractors.
3. Conducted training sessions with Contract Compliance monitoring procedures.
4. Established a complaint review procedures to investigate prevailing wage claims against Federal County projects.
5. Initiated a procedure whereby Contract Compliance Unit conducts on-site investigations of all federally funded County projects.
6. Developed & implemented a tracking system to monitor construction contractor's compliance status.

**1987 Proposed
Affirmative Action Plan**

Department of Executive Administration
Affirmative Action Program
King County, Washington



**1987 Proposed
Affirmative Action Plan**

Department of Executive Administration
Affirmative Action Program
King County, Washington

Submitted by

A handwritten signature in black ink, appearing to read "Jim Dill". The signature is written in a cursive, flowing style.

March 16, 1987



**King County Executive
TIM HILL**

400 King County Courthouse
516 Third Avenue
Seattle, Washington 98104
(206) 344-4040

March 16, 1987

The Honorable Gary Grant
Chairman, King County Council
C O U R T H O U S E

RE: Proposed 1987 Affirmative Action Plan

Dear Councilmember Grant:

Enclosed for review and approval by the King County Council is the Proposed 1987 King County Affirmative Action Plan (Plan). The Plan contains the proposed 1987 Affirmative Action Employment Goals and Work Plan for King County. It proposes goals for both the Contract Compliance and Minority and Women's Business programs. An ordinance which approves the proposed Plan is also enclosed.

King County continued to increase the representation of minorities and women in its workforce in 1986. While the work force increased slightly from 4,320 to 4,434 during the year, the representation of minorities increased by 42 employees from 905 (20.9%) at the end of 1985 to 947 (21.3%) by the end of 1986. Significant gains were registered in the representation of Hispanics and Native-Americans which are our most underutilized minority groups. An increase in the representation of women occurred during this period as well. At the end of 1986, women comprised 41.4 percent (1,838) of the work force which compares favorably to 40.8 percent (1,766) at the end of 1985. Finally, King County increased its representation of handicapped persons from 2.9% (125) in 1985 to 4.1% (184) at the end of 1986.

I am pleased to inform you that King County was able to set employment goals for County contractors this year using the goal setting methodology outlined in King County Ordinance 7788. Thanks to the Affirmative Action Program staff, new employment goals for contractors will be presented to the Council.

This report highlights information on the Affirmative Action Program's implementation efforts in enforcing King County Ordinance 4528, amended by Ordinance 7788 (governing Contract Compliance), 5983 amended by Ordinance 7789 (Minority/Women's Business), 5280 (Fair Housing amended by 7816), and 7430 (new mandated legislation, Fair Employment). I am pleased to incorporate my 504 directive and work program as the County's commitment to handicap accessibility.


Gary Grant
March 16, 1987
Page 2

I am also pleased to report that the Affirmative Action Program has automated its Minority/Women's Business reporting system. This automated system provides a more accurate and comprehensive reporting of all contracts in King County and guarantees, for the first time in the history of the program, that each department will turn in a complete annual report to the Affirmative Action Program.

The Plan was distributed to various community organizations and interested parties for review and comment. I have received numerous favorable comments verbally and in writing. Written comments are incorporated in the appendix.

Thank you in advance for your prompt attention and approval of the proposed Plan. Please feel free to contact Richard C. James, III, Affirmative Action Administrator, at 344-2592 if you have any questions.

Sincerely,



Tim Hill
King County Executive

TH:LO:a1

Enclosures

cc: King County Councilmembers
 ATTN: Jerry Peterson, Council Administrator
 Calvin Hoggard, Program Director
King County Executive Cabinet
Members, King County Affirmative Action Program Advisory Committee
Jerry Saulter, Director, Executive Administration
 ATTN: Richard C. James, III, Affirmative Action Administrator
 Leita Ovena, Equal Opportunity/Contract Compliance Officer

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EXECUTIVE SUMMARY

A. Major Accomplishments in 1986

King County made major accomplishments in 1986. Accomplishments by program area are as follows:

1. Equal Employment Opportunity

- a. Accomplished 1986 objectives as stipulated in the County's 1986 Affirmative Action Plan, see pages 59 - 60 of this Plan.
- b. Increased the representation of minorities, women and handicapped persons in King County's Workforce. Minority representation is at a record high of 21.3%, compared to 20.9% in 1985, women at 41.4%, compared to 40.8% in 1985, and handicapped employment is at 4.1%, compared to 2.9% in 1985.
- c. Established employment goals for handicapped employment by EEO job categories using the best available data.
- d. Established and calculated new overall employment goals for minorities, women and handicapped persons.
- e. Developed and designed a questionnaire for self-identification of handicapped persons. Questionnaire is now being used by other agencies due to its comprehensiveness.
- f. Conducted a self-identification Handicapped Survey of County employees to receive more accurate statistics of handicapped representation.
- g. Designed, developed and issued a 504 directive and Work Plan to implement the County's accessibility program for handicapped persons.
- h. Issued an action report on the employment of handicapped persons.

2. Fair Employment

- a. Established and promulgated the County's Standard Operating Procedures for the Fair Employment Ordinance.
- b. Established forms to implement Fair Employment Ordinance.
- c. Responded to numerous inquiries from the public regarding potential discrimination in violation of the Fair Employment Ordinance.

3. Fair Housing

- a. Received in conjunction with the City of Seattle a \$150,000 Housing and Urban Development Grant for Fair Housing activities with the City of Seattle. Awarding of this grant to the County and the City is due to a joint application proposal submitted by both governments.
- b. Increased community awareness of King County Fair Housing Ordinance. Fair Housing complaints filed more than doubled from previous years.
- c. Utilized public media (free of charge) to publicize the County's Ordinance.

4. Contract Compliance

- a. Established employment goals for minorities, women and handicapped persons for County contractors using the goal setting methodology mandated by the King County Council (King County Ordinance 7788 amending Ordinance 4528). Employment goals were established for Construction and Vendor/Supplier contractors.
- b. Increased Contract Compliance Reviews of non-complying County Contractors to Ordinance 4528 (amended by 7788) from 116 in 1986 compared to 40 in 1985.
- c. Increased the monitoring of Construction contracts from 92 in 1985 to 136 in 1986.
- d. Increased employment opportunities with County contractors for minorities and women.

- e. Developed and implemented a tracking system to monitor construction contractor's compliance status.
- f. Investigated all federally funded County projects.
- g. Modified and published an internal standard operating procedure for the Contract Compliance unit (revision incorporated King County Ordinance 7788 compliance).
- h. Developed new Affirmative Action reporting forms to comply with Ordinance 7788 reporting measures.

5. Minority/Women Business

- a. Automated the monitoring of King County Contracts.
- b. Designed and developed a more comprehensive Technical Assistance Program for minority/women businesses.
- c. Monitored Utilization Participation of Minority/Women businesses by ethnic group and gender.
- d. Include waived contract dollars as part of the Minority/Women Business report. Waived contract dollars have been excluded in past reports.
- e. Conducted 197 certification application investigations during 1986.
- f. Developed standard operating procedures for the implementation of Ordinance 5983 (amended by Ordinance 7789.)
- g. Developed new ordinance language to clarify ownership, control and commercially useful function language in Ordinance 5983. (Language included in Ordinance 7789.)
- h. Monitored 216 King County Contracts for compliance with the requirements of Ordinance 5983 (amended by Ordinance 7789.)
- i. Identified by department and division those contract awarding authorities which did not meet the requirements of Ordinance 5983 in 1986.

B. Target Goals for 1987

King County has identified several target goals for 1987. Target goals by program area are as follows:

1. Equal Employment Opportunity

- a. Continue to correct the underrepresentation of minorities and women by specific ethnic groups and sex, within job categories, classifications, departments, and divisions.
- b. Increase the representation of handicapped individuals in King County work force.
- c. Conduct workshops for King County managers designed to deal with the employment of the handicapped.
- d. Continue to evaluate the County's employment policies and procedures to identify possible discriminatory impact on minorities, women and/or handicapped persons in placement, hiring, transfer, promotion, etc.
- e. Implement the County's 1987 504 Work Plan as outlined in the appendix section of this Plan.

2. Fair Employment

- a. Disseminate copies of the Fair Employment Ordinance to community organizations and related governmental agencies.
- b. Develop a brochure which will explain jurisdiction of the Fair Employment Ordinance.
- c. Conduct outreach by making presentations on the Fair Employment Ordinance to community organizations.

3. Fair Housing

- a. Administer the \$150,000 Housing and Urban Development, Type II grant received with the City of Seattle.
- b. Continue to educate the public of the County's Fair Housing Ordinance.

- c. Disseminate revised Fair Housing Ordinance 7816 (amending Ordinance 5280).
- d. Investigate Fair Housing complaints.

4. Contract Compliance

- a. Provide technical assistance to contractors whose employment statistics show an underrepresentation of minorities, females and handicapped persons.
- b. Conduct workshops for contractors whose workforce statistics show underrepresentation of minorities, females and handicapped persons, to explain how to implement the minimum affirmative action program required by Ordinance 7788.
- c. Initiate voluntary compliance agreements with contractors during the pre-award and post-award phases to ensure compliance with Ordinance 7788.

5. Minority/Women Business

- a. Implement a comprehensive Technical Assistance Program for Minority/Women Businesses that identifies and certifies qualified Minority/Women Business firms to participate on County Contracts in areas where there has been a history of little or no Minority/Women Business participation.
- b. Consolidate certification investigations between agencies to avoid duplication of effort.
- c. Expand technical assistance and outreach to Minority/Women Business firms in the areas of business management and marketing.
- d. Expand the existing Minority/Women Business Directory to include commodity codes for each certified firm.
- e. Monitor more closely those Departments and divisions of King County who did not meet the utilization goals for 1987.
- f. Design and implement monitoring procedures pertinent to the Kingdome Concessions contract.

C. Factors restricting 1987 goal attainment

King County anticipates several factors that may restrict 1987 goal attainments. Factors are as follows:

1. Budgetary constraints.
2. No anticipated vacancies within some departments.
3. Requirements to re-employ persons previously laid-off.
4. Potential reduction in work force.
5. Potential turnover in the Affirmative Action Program staff.

AFFIRMATIVE ACTION POLICY

A. Authority

King County Policy regarding affirmative action is in accordance with the laws and regulations as set forth in the Equal Employment Act of 1972, Presidential Executive Order #11246 (as amended by Presidential Executive Order #11375) and Chapter 60 of Title 41 CFR, Part 60-2 (revised Order No. 4), Washington Administrative Codes governing employment regulations (Chapter 162-12, -16, -18, -10, -22 and -30), and Revised Code of Washington Chapter 49.60 - Washington State Law Against Discrimination. To implement this policy, King County has prepared an Affirmative Action Plan which is also consistent with provisions of three signed conciliation agreements between King County and the Washington State Human Rights Commission.

B. Policy Statement

It is the policy of King County to ensure that equal opportunity exists in all County employment practices and personnel-related actions. This includes, but is not limited to: recruitment, hiring, training, promotion and transfers within all job classifications, and other terms and conditions of employment.

This policy further extends to all individuals, businesses, and agencies contracting or subcontracting with King County. In this instance, King County requires that a written commitment to comply with the Affirmative Action Program of King County and all State and Federal laws concerning Equal Employment Opportunity be submitted.

King County's commitment towards Equal Employment Opportunity will be supported by positive practical efforts to ensure equal employment opportunity for racial minorities, women, handicapped and other protected classes.

C. General Objectives of King County's Affirmative Action Plan

1. Establish and maintain employment profiles of minorities, women, and the handicapped at least equal to their availability percentage rate (see page 9 of this Affirmative Action Plan.)
2. Make continuous efforts to eliminate and prevent the occurrence of arbitrary discriminatory practices relating to employment or access to promotion within King County government.
3. Ensure equitable training and promotional opportunities to minorities, women, and the handicapped.

1987 EEO ACTION PLAN

A. 1987 Objectives

- ° Continue to correct the underrepresentation of minorities and women by specific ethnic groups and sex, within job categories, classifications, departments and divisions.
- ° Increase the representation of handicapped individuals in King County work force.
- ° Conduct workshops for King County managers designed to deal with the employment of the handicapped.
- ° Evaluate the County's employment policies and procedures to identify possible discriminatory impact on minorities, women and/or handicapped person in placement, hiring, transfer, promotion, etc.
- ° Implement the County's 1987 504 Work Plan as outlined on the appendix section of this Plan.

B. 1987 Goals

As a means of measuring the County's progress toward eliminating the underrepresentation of protected groups, employment goals are established by EEO job category.

In 1987 each department/division will continue to hire members of protected groups by specific job category and/or job classification where there is an underrepresentation of protected groups.

1. Calculation of 1987 Goals

In 1987 King County will continue to calculate employment goals for women and minorities based on an "eight-factor analysis." Such analysis is required by the Office Federal Contract Compliance Programs, United States Department of Labor (41 CFR 60-2.11(b)(1)). These 8 factors are:

- a. The minority population of the labor area;
- b. The size of the minority and women unemployment force in the labor area and the availability of minorities and women seeking employment;
- c. The percentage of the minority and women work force as compared to the total workforce in the immediate labor area;

- d. The general availability of minorities and women having requisite skills in the immediate labor area;
- e. The availability of the minority and women labor force having requisite skills in the area in which King County can reasonably recruit;
- f. The availability of promotable and transferable minorities and women within the organization;
- g. The existence of training institutions capable of training persons in the requisite skills; and
- h. The degree of training which the County could reasonably be able to undertake as a means of making all job classes available to minorities and women.

2. 1987 Employment Goals:

- a. Overall goals for:

Minorities	15.7%
Females	42.8%
Handicap	7.2%

- b. Employment goals by EEO Job Category (Availability Percentage Rates)

EEO CATEGORY	TOTAL HANDCP	TOTAL FEMALE	TOTAL MINORITY	WHITE FEMALE	MINORITY		BLACK		HISPANIC		ASIAN		N. AMER.	
					M	F	M	F	M	F	M	F	M	F
ADMINISTRATIVE	5.6	33.2	10.3	29.1	6.2	4.1	2.2	1.6	1.1	.7	2.4	1.4	.5	.4
PROFESSIONAL	4.7	43.8	13.7	37.3	7.2	6.5	2.7	2.7	.8	.7	3.3	2.7	.4	.4
TECHNICIAN	4.6	38.1	15.3	30.9	8.1	7.2	2.8	2.6	1.2	1.0	3.5	3.0	.6	.6
PARAPROFESSIONAL	5.6	65.7	20.1	52.4	6.8	13.3	3.3	6.8	.9	1.6	2.2	3.9	.5	1.0
PROTECTIVE SER.	13.7	27.1	14.5	22.7	10.1	4.4	5.1	2.0	1.3	.8	2.7	1.3	1.0	.3
OFFICE/CLERICAL	5.9	65.0	18.1	53.0	6.1	12.0	2.3	4.7	1.0	1.2	2.4	5.2	.4	.9
SKILLED CRAFT	8.5	22.1	13.7	18.0	9.5	4.2	4.0	1.8	1.7	.7	2.9	1.4	.9	.3
SERVICE MAINT.	7.9	33.6	18.9	26.9	12.2	6.7	5.6	2.7	1.5	1.0	3.8	2.4	1.3	.6

NOTE: Formula for computation of overall goals for minorities, females and handicapped persons is located in the appendix section of this plan.

3. Employment goals for minorities and women is a continuation of the 1986 goals. Continuation of the 1986 goals is based on the following:

- a. General population for minorities and women have not changed significantly enough to warrant a change in percentage.
- b. The size of the minority and women unemployment force in the labor area has not changed significantly enough to warrant a change in overall percentage.
- c. The percentage of the minority and women work force as compared to the total workforce in the immediate labor area has not changed significantly enough to warrant change in overall percentage.

The goals for handicapped persons were calculated using the best data available: Census of Population and Housing, 1980. In 1983 the University of Washington tabulated and broke down by occupation code this census data, which allowed the Affirmative Action Program to calculate handicap employment goals by job category. Data weighted 60% City of Seattle, 40% King County excluding City of Seattle. This is consistent with applicant flow data which shows that 60% of the applicants for King County positions live in the City of Seattle (Biddle and Associates, 1984, Consultant, conducted a multi-factor analysis for King County employment goals).

C. Selective Certification

The Affirmative Action Administrator may require the use of corrective hiring/promotion procedures when there is underrepresentation of minorities, women and/or handicapped persons within a King County department or division by job category and/or job classification. In such instances the following procedures will be used:

When a vacancy has been selectively certified by the Affirmative Action Program, the five highest ranking individuals from the appropriate employment list and a maximum of three candidates from each group selectively certified will be sent to the hiring authority.

In instances where the employment list does not contain an adequate number of selectively certified candidates, one of the following may occur:

1. The list of eligible candidates may be referred to the hiring authority with fewer than the minimum number of selectively certified candidates; or
2. Supplemental recruiting may be conducted by the Affirmative Action Program to increase the number of selectively certifiable candidates on the employment list; or
3. Selective Certification may be waived by the Affirmative Action Program due to lack of selectively certified candidates on the employment list.

In instances where one or more members of a selectively certified group are among the five highest ranking individuals, these individuals will be counted toward the minimum of selectively certified candidates sent to a hiring authority. Under these circumstances, a minimum of two selectively certified candidates would be referred when a position is selectively certified for one group and a member of that group is in the five highest ranking individuals.

In the event that a candidate of the underrepresented group(s) is not selected, the hiring department shall submit a written justification to the Affirmative Action Administrator/designee. **The written justification must be submitted and approved prior to notifying or hiring the selected candidate.**

D. Promotion

1. The Promotion Policy of King County shall be administered in accordance with good personnel practices. Promotion is a change of an employee to a higher classification with a higher maximum rate of pay. The policy shall be implemented without regard to race, creed, color, sex, age, marital status, sexual orientation, religion, nationality, handicap, or veteran status.
2. Where there exists underrepresentation of protected groups in the available pool of in-house applicants for promotion, the Personnel Division and Affirmative Action Program may take affirmative steps to supplement the pool with the underrepresented groups. Where needed, the Personnel Division and the Affirmative Action Program shall use the selective certification process to correct existing underrepresentation in promotions.

3. The Affirmative Action Administrator in conjunction with County departments/divisions will identify certain positions to be internal promotions (King County employees only) when the pool of promotables contains a substantial number of protected group members.
4. The Affirmative Action Administrator in conjunction with the Personnel Division may provide workshops to King County employees on how to complete the application and questionnaire in a manner which will enable the candidate to do the best job he/she can in filling out the application questionnaire.
5. The Affirmative Action Administrator will continue to examine promotional records to see if the lateral and/or vertical movement of minorities, women and handicapped employees is occurring at a lesser rate than that of non-minority or male employees.
6. Departments are encouraged to rotate assignments among persons in a classification wherever feasible, in order to improve their knowledge and skills.
7. In conjunction with the Personnel Division and departments, the Affirmative Action Program will develop a system for publicizing promotional opportunities which will ensure that all employees are aware of them.

E. Transfers

Lateral transfers between departments/divisions is an acceptable way to eliminate underrepresentation. Therefore, employees in job groups in departments/divisions with overrepresentation of protected group members will be given the opportunity to transfer to vacancies in other departments/divisions showing underrepresentation when:

1. the position classification in both departments/divisions are the same, and
2. the overrepresentation in one department/division and the underrepresentation in the other department/division involve protected groups.

Employees in the appropriate classification, department/division will be notified of the transfer opportunity and given five (5) days to indicate their willingness to transfer. The name(s) will be sent to the department/division with the underrepresentation for consideration. This department may:

1. reject the transfer

2. accept the transfer
3. evaluate the transfer with other applicants

F. **Recruitment**

1. Pursuant to the Administrative Guidelines for the Career Service: "The Personnel Manager is responsible for establishing recruiting procedures and techniques that will, in his/her judgment, result in the most successful recruitment possible within practical limitations of budget, time, etc..."
2. Recruitment for minority, women and handicapped applicants for King County employment is also the responsibility of each department.
3. The Affirmative Action Administrator will assist Personnel and departments in the recruitment process by:
 - a) providing possible recruitment sources;
 - b) contacting employment sources with which the Affirmative Action Program has a referral arrangement;
 - c) participating in departmental recruitment efforts.

G. **Criteria Review**

Departments are encouraged to review criteria used for the selection/promotion/termination of employees to ensure that such criteria are free from discrimination or bias. Criteria should first be examined to determine the impact of their application on protected groups. If protected groups are disproportionately and adversely affected by the application of any criterion, the job-relatedness of the criterion should be evaluated. If the criterion is job-related, it should not be used if alternative criteria could be used to measure the same ability/skill/knowledge/etc. without (or with less of) a disproportionate and adverse effect.

The Affirmative Action Administrator is available to assist departments as they review criteria for discrimination or bias.

H. **Supportive Services**

1. Pursuant to the Administrative Guidelines for the Career Services 30.40, Provisional Appointment:

"Requests for provisional appointments must be submitted in writing to and be approved by the Manager before the appointee reports to work. Appropriate justification must be included. An appointment in this status is limited to 30 days after establishment of a new eligible list or a maximum of six months in any twelve consecutive months when there is no employment list available." . . .

When provisional appointment is requested by a hiring authority to the Personnel Manager, the Personnel Manager will submit in writing to the Affirmative Action Administrator whether he/she will approve or disapprove the request. The decision for Provisional Appointment shall not be approved or disapproved by the Personnel Manager without the concurrence of the Affirmative Action Administrator.

2. When there are limited numbers of women or minorities on a given employment list, the Affirmative Action Administrator may reopen the register for affirmative action purposes. Additional minorities, women and/or handicapped persons may be tested and added to the register.
3. The Affirmative Action Administrator will request additional names for affirmative action purposes when requested by a hiring authority.
4. Departments shall ensure that screening panels for filling vacancies include minorities, women and handicapped persons, especially when the position being filled is underrepresented by minorities, women or handicapped persons.

I. **504 Implementation**

In late 1984 and in 1985, King County conducted a self-evaluation of its policies and practices to determine whether the County was in compliance with requirements of Section 504 of the Rehabilitation Act of 1973.

The evaluation was conducted by a Self-Evaluation Committee composed of county employees, disabled persons from the community, and representatives of organization working with disabled persons. The committee conducted its work in three subcommittees, which focused on the following areas:

- Subcommittee I
 - Employment procedures and policies
 - Grievance procedures
- Subcommittee II
 - Access to programs provided directly by the County
 - Access to King County facilities

Subcommittee III - Access to services provided by King County contractors

Each subcommittee was instructed to make an independent evaluation of their area to determine County compliance with Section 504 requirements. If determined that the County was not in compliance, the subcommittee was to recommend corrective and appropriate remedial action measures.

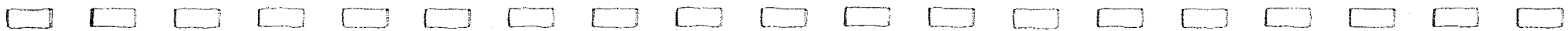
The recommendations made by the 504 committees were reviewed and evaluated by the Affirmative Action Program and by the County Executive in 1986.

Based on the recommendation of the 504 Committee, the County Executive issued a directive and a 504 Work Plan committing King County to implement or begin implementation of the following actions in 1987:

1. By January 1988, each King County department will develop a master plan to make King County Programs, services, employment opportunities, and facilities accessible to all qualified persons regardless of handicap or disability, provided that such handicap or disability does not prevent the person from performing the essential functions of the job with reasonable accomodation.
2. County departments will lease buildings that are physically accessible to disabled persons. If a County department is planning to lease a building that is not accessible to disabled persons, the department is directed to provide a written justification to the Affirmative Action Program prior to entering into the lease. County departments will identify programs and/or activities provided in leased facilities that are not accessible due to physical barriers, and will develop corrective plans to make programs and activities accessible to disabled persons in leased buildings.
3. All County programs will be accessible to users of TTY/TDD's (teletypewriters for the deaf).
4. The Facilities Management Division will develop guidelines to standardize the placement of tactile signs throughout County owned facilities. As funds become available, all County owned facilities will post signs that are accessible by touch to visually impaired persons, which identify room numbers and name of departments, programs, services, restrooms, and other such facilities.
5. The Facilities Management Division will prepare a request for CIP funds for a consultant study of County-owned buildings in outlying areas that are non-Parks and non-Public Works buildings managed by the division.

6. The Parks Division of the Department of Parks, Planning and Resources will develop a master plan, with proposed time- tables and steps needed, to make King County parks and recreational facilities accessible to disabled persons.
7. The Facilities Management Division will complete a feasibility and cost estimate study for modifying the Fifth Avenue entrance to the Administration Building.
8. The Facilities Management Division will install new hardware for handicapped access on doors in the Courthouse, the Administration Building, and the garage tunnel.
9. The Facilities Management Division will ensure that door closure pressure for all doors to public spaces in the Courthouse and Administration Building does not exceed eight pounds.
10. The Facilities Management Division will modify door openings and frames for all doors to public spaces in the Courthouse and Administration Building so that they are accessible to wheel-chairs.
11. The Facilities Management Division will renovate restrooms on the 1st, 2nd, 4th and 6th floors in the Courthouse and 1st, 2nd, 4th and 7th floors in the Administration Building.
12. The Facilities Management Division will modify existing or install new water fountains in the Courthouse and Administration Building as funds permit.
13. The Facilities Management Division will install guardrails in entry areas in the Courthouse and Administration Building.
14. The Facilities Management Division will install handrails in the garage tunnel.
15. By December 1988, programs and services that are provided by contractors with King County shall be made accessible to all qualified or eligible persons regardless of handicap or disability.
16. The Affirmative Action Program may incorporate the use of straight Selective Certification for the employment of disabled persons in the 1987 Affirmative Action Plan.
17. The Affirmative Action Program will develop policies for sign language interpreters to make County services and employment with the County accessible to deaf and hearing impaired persons.

18. The Division of Personnel and the Affirmative Action Program will develop a brochure which will assist handicapped/disabled persons in completing employment application forms and being interviewed, and informs applicants of his/her rights.
19. The Affirmative Action Program will develop a booklet for supervisors regarding the provision of reasonable accommodation to disabled/handicapped employee and applicants.
20. The Affirmative Action Program will request in the budget a Handicapped Coordinator position to identify appropriate jobs, locate resources, recruit people of disability, and work with departments to facilitate successful job placement.
21. The Affirmative Action Program and the Division of Personnel will revise the handicapped self-evaluation questionnaire to send out to all Executive branch employees.
22. The Division of Personnel will review the existing Personnel Ordinance and the Guidelines for the Career Service to allow increased flexibility in hiring disabled persons without undermining basic career service principles.
23. To ensure that no qualified handicapped person shall be subject to discrimination in King County government on the basis of handicap, the Affirmative Action Program will develop a grievance procedure for handicapped/disabled persons and will investigate, within ninety (90) days, all claims of unfair treatment by a King County facility or King County funded agency based on a person's handicap/disability filed pursuant to the County's internal complaint process.



C H A R T S

WORKFORCE UTILIZATION

VS

1987 GOALS

(AVAILABILITY %)

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

DEPARTMENT: KING COUNTY/All Departments

CATEGORY:	TOTAL	WORK FORCE											AVAILABILITY (%)										
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	TOTAL	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL	
ADMINISTRATIVE	72	44	16	2	1	5	2	1		1		2	29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6	
		61.1	22.2	2.7	1.3	6.9	2.7	1.3		1.3		2.8											
PROFESSIONAL	1191	538	418	42	44	63	54	11	12	1	8	51	37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7	
		45.1	35.0	3.5	3.6	5.2	4.5	.9	1.0	.1	.6	4.3											
TECHNICIAN	521	285	147	22	18	15	11	7	3	9	4	14	30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6	
		54.7	28.2	4.2	3.4	2.8	2.1	1.3	.5	1.7	.7	5.4											
PROTECTIVE SER.	854	601	108	61	30	28	6	10	4	4	2	13	22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7	
		70.3	12.6	7.1	3.5	3.2	.7	1.1	.4	.4	.2	1.5											
PARAPROFESSIONAL	165	54	66	11	18	5	3	1	5	2		14	52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6	
		32.7	40.0	6.6	10.9	3.0	1.8	.6	3.0	1.2		8.5											
OFFICE/CLERICAL	934	116	545	10	84	20	108	9	19	1	22	56	53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9	
		12.4	58.3	1.0	8.9	2.1	11.5	.9	2.0	.1	2.3	6.0											
SKILLED CRAFT	217	165	9	18	1	10		7		6	1	8	18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5	
		76.0	4.1	8.2	.4	4.6		3.2		2.7	.4	3.7											
SERVICE MAINT.	480	321	54	40	6	24	4	11	3	15	2	26	26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9	
		66.8	11.2	8.3	1.2	5.0	.8	2.2	.6	3.1	.4	5.4											
TOTALS	4434	2124	1363	206	202	170	188	57	46	39	39	184											
		47.9	30.7	4.6	4.5	3.8	4.2	1.2	1.0	.8	.8	4.1											

12/31/86

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

DEPARTMENT: ADULT DETENTION

CATEGORY:	TOTAL	WORKFORCE											AVAILABILITY (%)									
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	2	2											29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
		100%																				
PROFESSIONAL	36	16	10	4	5		1				1	37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7	
		44.4	27.7	11.1	13.8		2.7				2.8											
TECHNICIAN	6		2	1	3						1	30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6	
			33.3	16.6	50.0						16.7											
PROTECTIVE SER.	267	163	44	29	13	6	3		4	3	2	22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7	
		61.0	16.4	10.8	4.8	2.2	1.1		1.4	1.1	.7	1.1										
PARAPROFESSIONAL	15		12	1	2							52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6	
			80.6	6.6	13.3																	
OFFICE/CLERICAL	19	1	13		2		3					53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9	
		5.2	68.4		10.5		15.7															
SKILLED CRAFT												18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5	
SERVICE MAINT.	12	5	1	1		3		1		1		26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9	
		41.6	8.3	8.3		25.0		8.3		8.3												
TOTALS	357	187	82	36	25	9	7	1	4	4	2											
		52.3	22.9	10.0	7.0	2.5	1.9	.2	1.1	1.1	.5	1.4										

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WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

DEPARTMENT: ASSESSMENTS

CATEGORY:	TOTAL	WORKFORCE											AVAILABILITY (%)										
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.	
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL	
ADMINISTRATIVE	7	5	2										29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6	
		71.4	28.5																				
PROFESSIONAL	8	7	1										37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7	
		87.5	12.5																				
TECHNICIAN	128	77	35	5	2	3	2	1		1	1	1	30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6	
		60.1	27.3	3.9	1.5	2.3	2.3	.7		.7	.7	.7											
PROTECTIVE SER.													22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7	
PARAPROFESSIONAL	6	1	4	1								1	52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6	
		16.6	66.6	16.6								16.6											
OFFICE/CLERICAL	98	11	57	1	11	1	11			3		7	53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9	
		11.2	58.1	1.0	11.2	1.0	11.2			3.0		7.1											
SKILLED CRAFT													18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5	
SERVICE MAINT.													26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9	
TOTALS	247	101	99	7	13	4	14	1	3	1	4	9											
		40.8	40.0	2.8	5.2	1.6	5.6	.4	1.2	.4	1.6	3.6											

12/31/86

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

DEPARTMENT: EXECUTIVE ADMINISTRATION/ All Divisions

CATEGORY:	TOTAL	WORK FORCE											AVAILABILITY (%)										
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	TOTAL	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL	
ADMINISTRATIVE	7	4	1	1				1					29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6	
		57.1	14.2	14.2				14.2															
PROFESSIONAL	117	67	25	7	4	8	4	2				7	37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7	
		57.2	21.3	5.9	3.4	6.8	3.4	1.7				6.0											
TECHNICIAN	40	22	9	1		1	1	1	1	4			30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6	
		55.0	22.5	2.5		2.5	2.5	2.5	2.5	10.0													
PROTECTIVE SER.													22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7	
PARAPROFESSIONAL	8	3	5										52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6	
		37.5	62.5									.											
OFFICE/CLERICAL	134	21	67	2	13	2	20	2	4	1	2	9	53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9	
		15.6	50.0	1.4	9.7	1.4	14.9	1.4	2.9	.7	1.4	6.7											
SKILLED CRAFT	24	15	3	2		2		2					18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5	
		62.5	12.5	8.3		8.3		8.3															
SERVICE MAINT.	68	44	8	6	1	7	1			1		5	26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9	
		64.7	11.7	8.8	1.4	10.2	1.4			1.4		7.4											
TOTALS	398	176	118	19	18	20	26	8	5	6	2	21											
		44.2	29.6	4.7	4.5	5.0	6.5	2.0	1.2	1.5	.5	5.3											

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WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

DEPARTMENT: EXECUTIVE ADMINISTRATION/Administrative Staff

CATEGORY:	TOTAL	WORKFORCE											AVAILABILITY (%)										
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.	
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL	
ADMINISTRATIVE	1			1									29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6	
PROFESSIONAL	24	6	5	3	4	1	4	1			3	37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7		
TECHNICIAN												30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6		
PROTECTIVE SER.												22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7		
PARAPROFESSIONAL												52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6		
OFFICE/CLERICAL	14	2	5	1	1		3	2			1	53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9		
SKILLED CRAFT												18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5		
SERVICE MAINT.												26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9		
TOTALS	39	8	10	5	5	1	7	1	2		4	20.5	25.6	12.8	12.8	2.5	17.9	2.5	5.1		10.3		

12/31/86

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

Department: EXECUTIVE ADMINISTRATION/Facilities

CATEGORY:	TOTAL	WORKFORCE											AVAILABILITY (%)									
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	1	1											29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
		100%																				
PROFESSIONAL	11	6	4			1						1	37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
		54.5	36.3			9.0						9.1										
TECHNICIAN													30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
PROTECTIVE SER.													22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
PARAPROFESSIONAL													52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
OFFICE/CLERICAL	11	3	7								1	1	53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
		27.2	63.6								9.0	9.1										
SKILLED CRAFT	24	15	3	2		2		2					18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
		62.5	12.5	8.3		8.3		8.3														
SERVICE MAINT.	33	20	2	5		4	1			1		5	26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
		60.6	6.0	15.1		12.1	3.0			3.0		15.2										
TOTALS	80	45	16	7		7	1	2		1	1	7										
		56.2	20.0	8.7		8.7	1.2	2.5		1.2	1.2	8.8										

12/31/86

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

Department: EXECUTIVE ADMINISTRATION/General Services

CATEGORY:	TOTAL	WORKFORCE											AVAILABILITY (%)									
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	1							1					29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
PROFESSIONAL	1	1											37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
TECHNICIAN	11	6	2				1	1			1		30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
PROTECTIVE SER.													22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
PARAPROFESSIONAL	1	1											52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
OFFICE/CLERICAL	35	4	16		4		8	2	1			3	53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
SKILLED CRAFT													18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
SERVICE MAINT.													26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
TOTALS	80	33	24	1	5	2	9	4	1	1		3										
		41.2	30.0	1.2	6.2	2.5	11.2	5.0	1.2	1.2		3.8										

12/31/86

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

Department: EXECUTIVE ADMINISTRATION/Personnel

CATEGORY:	TOTAL	WORKFORCE										AVAILABILITY (%)										
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	1	1											29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
		100%																				
PROFESSIONAL	18	13	4	1									37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
		72.2	22.2	5.5																		
TECHNICIAN													30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
PROTECTIVE SER.													22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
PARAPROFESSIONAL	7	2	5										52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
		28.5	71.4																			
OFFICE/CLERICAL	14	2	6		2						1	2	53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
		14.2	42.8		14.2						7.1	14.3										
SKILLED CRAFT													18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
SERVICE MAINT.	1	1											26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
		100%																				
TOTALS	41	19	15	1	2						1	2										
		46.3	36.5	2.4	4.8						2.4	4.9										

12/31/86

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

Department: EXECUTIVE ADMINISTRATION/Real Property

CATEGORY:	TOTAL	WORK FORCE											AVAILABILITY (%)									
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	2	2											29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
PROFESSIONAL	2	2											37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
TECHNICIAN	16	8	3			1			1	3			30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
PROTECTIVE SER.													22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
PARAPROFESSIONAL													52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
OFFICE/CLERICAL	8	1	4		1		2						53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
SKILLED CRAFT													18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
SERVICE MAINT.													26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
TOTALS	28	13	7		1	1	2	1	3		0											

12/31/86

WORK FORCE UTILIZATION VS. 1987 GOALS
 AVAILABILITY PERCENTAGE

Department: EXECUTIVE ADMINISTRATION/Records and Elections

CATEGORY:	TOTAL	WORKFORCE											AVAILABILITY (%)									
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	1	1											29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
		100%																				
PROFESSIONAL	4	1	2	1									37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
		25.0	50.0	25.0																		
TECHNICIAN	3	1	2										30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
		33.3	66.6																			
PROTECTIVE SER.													22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
PARAPROFESSIONAL													52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
OFFICE/CLERICAL	29	4	19	2	1	2					1		53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
		13.7	65.5	6.8	3.4	6.8					3.4											
SKILLED CRAFT													18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
SERVICE MAINT.	3	2				1							26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
		66.6				33.3																
TOTALS	40	8	24	1	2	2	2				1	0										
		20.0	60.0	2.5	5.0	5.0	5.0				2.5											

12/31/86

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

DEPARTMENT: EXECUTIVE ADMINISTRATION/Systems Services

CATEGORY:	TOTAL	WORKFORCE										AVAILABILITY (%)										
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE													29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
PROFESSIONAL	57	38 66.6	10 17.5	2 3.5		6 10.5		1 1.7				3 5.3	37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
TECHNICIAN	10	7 70.0	2 20.0	1 10.0									30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
PROTECTIVE SER.													22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
PARAPROFESSIONAL													52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
OFFICE/CLERICAL	23	5 21.7	10 43.4	1 4.3	3 13.0	1 4.3	2 8.6			1 4.3		2 8.7	53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
SKILLED CRAFT													18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
SERVICE MAINT.													26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
TOTALS	90	50 55.5	22 24.4	4 4.4	3 3.3	7 7.7	2 2.2	1 1.1		1 1.1		5 5.6										

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

Department: EXECUTIVE STAFF/All Divisions

CATEGORY:	TOTAL	WORKFORCE											AVAILABILITY (%)									
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	8	4	2			1	1						29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
		50.0	25.0			12.5	12.5															
PROFESSIONAL	42	24	12	1	2	2	1					1	37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
		57.1	28.5	2.3	4.7	4.7	2.3					2.4										
TECHNICIAN	1		1										30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
			100%																			
PROTECTIVE SER.													22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
PARAPROFESSIONAL	7	4	1		1						1		52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
		57.1	14.2		14.2					14.2												
OFFICE/CLERICAL	62	8	34	1	34	2	12	1	2			3	53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
		12.9	54.8	1.6	54.8	3.2	19.3	1.6	3.2			4.8										
SKILLED CRAFT													18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
SERVICE MAINT.													26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
TOTALS	120	40	50	2	50	5	14	2	2			4										
		33.3	41.6	1.6	41.6	4.1	11.6	1.6	1.6			3.3										

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WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

Department: EXECUTIVE STAFF/Administrative Staff

CATEGORY:	TOTAL	WORKFORCE											AVAILABILITY (%)									
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	6	3	2			1							29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
		50.0	33.3			16.6																
PROFESSIONAL	1	1											37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
		100%																				
TECHNICIAN	1		1										30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
			100%																			
PROTECTIVE SER.													22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
PARAPROFESSIONAL													52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
OFFICE/CLERICAL	4		2			1							53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
			50.0			25.0																
SKILLED CRAFT													18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
SERVICE MAINT.													26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
TOTALS	12	4	5			1	1					0										
		33.3	41.6			8.3	8.3															

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WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

Department: EXECUTIVE STAFF/Budgets

CATEGORY:	TOTAL	WORKFORCE											AVAILABILITY (%)																						
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.													
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL													
ADMINISTRATIVE	1																							29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6		
PROFESSIONAL	18	9	5	1	2																			37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7		
TECHNICIAN																									30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6	
PROTECTIVE SER.																									22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7	
PARAPROFESSIONAL																										52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
OFFICE/CLERICAL	4	1	2		1																				53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9	
SKILLED CRAFT																										18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
SERVICE MAINT.																										26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
TOTALS	23	10	7	1	3																														0

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WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

Department: EXECUTIVE STAFF/Finance

CATEGORY:	TOTAL	WORKFORCE											AVAILABILITY (%)									
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE													29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
PROFESSIONAL	22	14	6			2						1	37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
TECHNICIAN													30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
PROTECTIVE SER.													22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
PARAPROFESSIONAL	7	4	1		1					1			52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
OFFICE/CLERICAL	52	6	29	1	1	2	11	1	1			3	53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
SKILLED CRAFT													18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
SERVICE MAINT.													26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
TOTALS	81	24	36	1	2	4	11	2	1			4										
		29.6	44.4	1.2	2.4	4.9	13.5	2.4	1.2			4.9										

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WORK FORCE UTILIZATION VS. 1987 GOALS
 AVAILABILITY PERCENTAGE

Department: EXECUTIVE STAFF/Program Development

CATEGORY:	TOTAL	WORK FORCE											AVAILABILITY (%)									
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	1	1											29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
PROFESSIONAL	1		1										37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
TECHNICIAN													30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
PROTECTIVE SER.													22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
PARAPROFESSIONAL													52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
OFFICE/CLERICAL	2	1	1										53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
SKILLED CRAFT													18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
SERVICE MAINT.													26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
TOTALS	4	2	2								0											

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WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

DEPARTMENT: HUMAN RESOURCES/All Divisions

CATEGORY:	TOTAL	WORKFORCE											AVAILABILITY (%)									
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	3	1	2										29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
		33.3	66.6																			
PROFESSIONAL	81	33	27	5	2	2	7	1	4			4	37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
		40.7	33.3	6.1	2.4	2.4	8.6	1.2	4.9			4.9										
TECHNICIAN													30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
PROTECTIVE SER.													22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
PARAPROFESSIONAL	13	3	4	2	1				2	1		2	52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
		23.0	30.7	15.3	7.6				15.3	7.6		15.4										
OFFICE/CLERICAL	26		15		5	1	3		2			1	53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
			57.6		19.2	3.8	11.5		7.6			3.8										
SKILLED CRAFT													18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
SERVICE MAINT.													26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
TOTALS	123	37	48	7	8	3	10	1	8	1		7										
		30.0	39.0	5.6	6.5	2.4	8.1	.8	6.5	.8		5.7										

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WORK FORCE UTILIZATION VS. 1987 GOALS
 AVAILABILITY PERCENTAGE

Department: HUMAN RESOURCES/Community Services

CATEGORY:	TOTAL	WORK FORCE											AVAILABILITY (%)									
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	2		2										29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
PROFESSIONAL	35	14	8	3	1	1	5	1	2			3	37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
TECHNICIAN													30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
PROTECTIVE SER.													22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
PARAPROFESSIONAL	13	3	4	2	1				2	1			52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
OFFICE/CLERICAL	11		8		2		1					1	53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
SKILLED CRAFT													18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
SERVICE MAINT.													26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
TOTALS	61	17	22	5	4	1	6	1	4	1		4	27.8	36.0	8.1	6.5	1.6	9.8	1.6	6.5	1.6	6.6

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WORK FORCE UTILIZATION VS. 1987 GOAL
AVAILABILITY PERCENTAGE

DEPARTMENT: HUMAN RESOURCES/Human Services

CATEGORY:	TOTAL	WORK FORCE										AVAILABILITY (%)										
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	1	1											29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
PROFESSIONAL	46	19	19	2	1	1	1				2	1	37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
TECHNICIAN		41.3	41.3	4.3	2.1	2.1	4.3				4.3	2.2	30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
PROTECTIVE SER.													22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
PARAPROFESSIONAL													52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
OFFICE/CLERICAL	15		7		3	1	2				2	2	53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
SKILLED CRAFT			46.6		20.0	6.6	13.3				13.3		18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
SERVICE MAINT.													26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
TOTALS	62	20	26	2	4	2	4				4	3										
		32.2	41.9	3.2	6.4	3.2	6.4				6.4	4.8										

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WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

DEPARTMENT: JUDICIAL ADMINISTRATION/All Divisions

CATEGORY:	TOTAL	WORKFORCE											AVAILABILITY (%)									
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	2	1	1										29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
		50.0	50.0																			
PROFESSIONAL													37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
TECHNICIAN													30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
PROTECTIVE SER.													22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
PARAPROFESSIONAL													52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
OFFICE/CLERICAL	133	22	77	3	7	7	12	1	2		2	10	53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
		16.5	57.8	2.2	5.2	5.2	9.0	.7	1.5		1.5	7.5										
SKILLED CRAFT													18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
SERVICE MAINT.													26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
TOTALS	135	23	78	3	7	7	12	1	2		2	10										
		17.0	57.7	2.2	5.1	5.1	7.8	.7	1.4		1.4	7.4										

12/31/86

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

DEPARTMENT: PLANNING AND COMMUNITY DEVELOPMENT/All Divisions

CATEGORY:	TOTAL	WORKFORCE											AVAILABILITY (%)										
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.	
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL	
ADMINISTRATIVE	3	2	1										29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6	
		66.6	33.3																				
PROFESSIONAL	187	109	53	3	1	16	3	1	1			6	37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7	
		58.2	28.3	1.6	.5	8.5	1.6	.5	.5			3.2											
TECHNICIAN	91	49	29	5	1	2		1	1	2	1	2	30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6	
		53.8	31.8	5.4	1.0	2.1		1.0	1.0	2.1	1.0	2.2											
PROTECTIVE SER.													22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7	
PARAPROFESSIONAL	19	6	10			2	1					1	52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6	
		31.5	52.6			10.5	5.2					5.3											
OFFICE/CLERICAL	58	5	36		7		5		2		3	5	53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9	
		8.6	62.0		12.0		8.6		3.4		5.1	8.6											
SKILLED CRAFT	15	11		1		1		1		1			18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5	
		73.3		6.6		6.6		6.6		6.6													
SERVICE MAINT.	81	60	11	5	1	2		1			1	2	26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9	
		74.0	13.5	6.1	1.2	2.4		1.2			1.2	2.5											
TOTALS	454	242	140	14	10	23	9	4	4	3	5	16											
		53.3	30.8	3.0	2.2	5.0	1.9	.8	.8	.6	1.1	3.5											

12/31/86

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

DEPARTMENT: PLANNING AND COMMUNITY DEVELOPMENT/Building and Land Development

CATEGORY:	TOTAL	WORKFORCE											AVAILABILITY (%)									
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	1	1											29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
		100%																				
PROFESSIONAL	51	36	5	1	1	7				1		5	37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
		70.5	9.8	1.9	1.9	13.7				1.9		9.8										
TECHNICIAN	83	47	24	5	1	2			1	1	2	2	30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
		56.6	28.9	6.0	1.2	3.4			1.2	1.2	2.4	2.4										
PROTECTIVE SER.													22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
PARAPROFESSIONAL													52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
OFFICE/CLERICAL	24		17		3		1			1		4	53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
			70.8		12.5		4.1			4.1		16.7										
SKILLED CRAFT													18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
SERVICE MAINT.	1	1											26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
		100%																				
TOTALS	160	85	46	6	5	9	1	1	3	2	2	11										
		53.1	28.7	3.7	3.1	5.6	.6	.6	1.8	1.2	1.2	6.9										

12/31/86

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

Department: PLANNING AND COMMUNITY DEVELOPMENT/Housing and Community Development

CATEGORY:	TOTAL	WORKFORCE											AVAILABILITY (%)										
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.	
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL	
ADMINISTRATIVE													29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6	
PROFESSIONAL	18	6	7			4	1						37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7	
TECHNICIAN	5		4									1	30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6	
PROTECTIVE SER.													22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7	
PARAPROFESSIONAL													52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6	
OFFICE/CLERICAL	2		1		1								53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9	
SKILLED CRAFT													18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5	
SERVICE MAINT.													26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9	
TOTALS	25	6	12		1	4	1					1											
		24.0	48.0		4.0	16.0	4.0					4.0											

12/31/86

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

DEPARTMENT: PLANNING AND COMMUNITY DEVELOPMENT/PARKS

CATEGORY:	TOTAL	WORKFORCE											AVAILABILITY (%)									
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE													29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
PROFESSIONAL	60	36 60.0	23 38.3					1 1.6				1 1.7	37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
TECHNICIAN	1	1 100%											30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
PROTECTIVE SER.													22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
PARAPROFESSIONAL	12	3 25.0	9 75.0										52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
OFFICE/CLERICAL	19	4 21.0	12 63.1		1 5.2		1 5.2				1 5.2	1 5.3	53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
SKILLED CRAFT	15	11 73.3		1 6.6		1 6.6		1 6.6		1 6.6			18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
SERVICE MAINT.	80	59 73.7	11 13.7	5 6.2	1 1.2	2 2.5		1 1.2			1 1.2	2 2.5	26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
TOTALS	187	114 60.9	55 29.4	6 3.2	2 1.0	3 1.6	1 .5	3 1.6		1 .5	2 1.0	5 2.7										

12/31/86

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

Department: PLANNING AND COMMUNITY DEVELOPMENT/Planning

CATEGORY:	TOTAL	WORKFORCE										AVAILABILITY (%)										
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	2	1	1										29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
		50.0	50.0																			
PROFESSIONAL	58	31	18	2		5	2						37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
		53.4	31.0	3.4		8.6	3.4															
TECHNICIAN	2	1	1										30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
		50.0	50.0																			
PROTECTIVE SER.													22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
PARAPROFESSIONAL	7	3	1			2	1						52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
		42.8	14.2			28.5	14.2															
OFFICE/CLERICAL	13	1	6		2		3			1			53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
		7.6	46.1		15.3		23.0			7.6												
SKILLED CRAFT													18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
SERVICE MAINT.													26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
TOTALS	82	37	27	2	2	7	6			1		0										
		45.1	32.9	2.4	2.4	8.5	7.3			1.2												

12/31/86

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

DEPARTMENT: PUBLIC HEALTH/All Divisions

CATEGORY:	TOTAL	WORKFORCE											AVAILABILITY (%)									
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	16	9	6			1						1	29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
		56.2	37.5			6.2						6.3										
PROFESSIONAL	400	81	222	9	23	12	33	5	7	1	7	23	37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
		20.2	55.5	2.2	5.7	3.0	8.2	1.2	1.7	.2	1.7	5.8										
TECHNICIAN	112	73	17	4	5	6	2	3		1	1	6	30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
		65.1	15.1	3.5	4.4	5.3	1.7	2.6		.8	.8	5.4										
PROTECTIVE SER.	6	6										5	22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
		100%										83.3										
PARAPROFESSIONAL	90	37	24	7	13	3	2		3	1		10	52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
		41.1	26.6	7.7	14.4	3.3	2.2		3.3	1.1		11.1										
OFFICE/CLERICAL	179	5	113	2	23	2	21	2	3		8	17	53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
		2.7	63.1	1.1	12.8	1.1	11.7	1.1	1.6		4.4	9.5										
SKILLED CRAFT													18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
SERVICE MAINT.	11	6	2	1		1		1				2	26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
		54.5	18.1	9.0		9.0		9.0				18.2										
TOTALS	814	217	384	23	64	25	58	11	13	3	16	64										
		26.6	47.1	2.8	7.8	3.0	7.1	1.3	1.5	.3	1.9	7.9										

12/31/86

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

DEPARTMENT: PUBLIC HEALTH/Alcohol and Substance Abuse

CATEGORY:	TOTAL	WORK FORCE											AVAILABILITY (%)									
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	4	3	1									1	29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
		75.0	25.0									25.0										
PROFESSIONAL	51	15	17	4	1	2	6	3		1	2	13	37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
		29.4	33.3	7.8	1.9	3.9	11.7	5.8		1.9	3.9	25.5										
TECHNICIAN	17	8	4		2	1	1	1				2	30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
		47.0	23.5		11.7	5.8	5.8	5.8				11.8										
PROTECTIVE SER.	6	6											22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
		100%																				
PARAPROFESSIONAL	66	32	12	7	10	2	1		1	1	10	52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6	
		48.4	18.1	10.6	15.1	3.0	1.5		1.5	1.5	15.2											
OFFICE/CLERICAL	24	1	19	1	1		2				1	53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9	
		4.1	79.1	4.1	4.1		8.3				4.2											
SKILLED CRAFT													18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
SERVICE MAINT.	3	2						1					26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
		66.6						33.3														
TOTALS	171	67	53	12	14	5	10	5	1	2	2	32										
		39.1	30.9	7.0	8.1	2.9	5.8	2.9	.5	1.1	1.1	18.7										

12/31/86

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

Department: PUBLIC HEALTH/Emergency Medical Services

CATEGORY :	TOTAL	WORKFORCE											AVAILABILITY (%)									
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	1	1											29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
		100%																				
PROFESSIONAL	7	4	2	1									37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
		57.1	28.5	14.2																		
TECHNICIAN	33	30	2					1				1	30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
		90.9	6.0					3.0				3.0										
PROTECTIVE SER.													22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
PARAPROFESSIONAL													52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
OFFICE/CLERICAL	5		4		1								53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
			80.0		20.0																	
SKILLED CRAFT													18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
SERVICE MAINT.													26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
TOTALS	46	35	8	1	1			1			1		76.0	17.3	2.1	2.1						2.2
								2.1														

12/31/86

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

Department: PUBLIC HEALTH/Medical Examiner

CATEGORY:	TOTAL	WORKFORCE										AVAILABILITY (%)											
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.	
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL	
ADMINISTRATIVE	1	.1											29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6	
PROFESSIONAL	3	1	2										37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7	
TECHNICIAN	18	12	3			2				1			30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6	
PROTECTIVE SER.													22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7	
PARAPROFESSIONAL													52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6	
OFFICE/CLERICAL	4		2		2								53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9	
SKILLED CRAFT													18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5	
SERVICE MAINT.													26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9	
TOTALS	26	14	7		2	2				1			53.8	26.9		7.6	7.6					3.8	0

12/13/86

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

DEPARTMENT: PUBLIC SAFETY/All Divisions

CATEGORY:	TOTAL	WORK FORCE											AVAILABILITY (%)									
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	3	3											29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
		100%																				
PROFESSIONAL	29	26	1	2									37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
		89.6	3.4	6.8																		
TECHNICIAN	77	24	40	2	6		3	1			1	1	30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
		31.1	5.9	2.5	7.7		3.8	1.2			1.2	1.3										
PROTECTIVE SER.	487	395	51	9	2	20	1	8		1		4	22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
		81.1	10.4	1.8	.4	4.1	.2	1.6		.2		8.2										
PARAPROFESSIONAL													52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
OFFICE/CLERICAL	82	12	56		2	2	7	1	1		1	1	53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
		14.6	68.2		2.4	2.4	8.5	1.2	1.2		1.2	1.2										
SKILLED CRAFT													18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
SERVICE MAINT.													26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
TOTALS	678	460	148	13	10	22	11	9	2	1	2	6										
		67.8	21.8	1.9	1.4	3.2	1.6	1.3	.2	.1	.2	8.8										

12/31/86

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

DEPARTMENT: PUBLIC SAFETY/Field Operations

CATEGORY:	TOTAL	WORKFORCE											AVAILABILITY (%)									
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	1	1											29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
		100%																				
PROFESSIONAL	19	16	1	2									37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
		84.2	5.2	10.5																		
TECHNICIAN	2	2										1	30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
		100%										50.0										
PROTECTIVE SER.	469	379	50	9	2	20	1	7				4	22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
		80.5	10.6	1.9	.4	4.2	.2	1.4				8.5										
PARAPROFESSIONAL													52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
OFFICE/CLERICAL	36	5	26				4				1	1	53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
		13.8	72.2				11.1				2.7	2.8										
SKILLED CRAFT													18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
SERVICE MAINT.													26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
TOTALS	527	403	77	11	2	20	5	7		1	1	6										
		76.4	14.6	2.0	.3	3.7	.9	1.3		.1	.1	1.1										

12/31/86

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

Department: PUBLIC SAFETY/Sheriff's Office

CATEGORY:	TOTAL	WORK FORCE											AVAILABILITY (%)									
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	1	1											29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
PROFESSIONAL	3	3											37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
TECHNICIAN													30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
PROTECTIVE SER.	3	3											22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
PARAPROFESSIONAL													52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
OFFICE/CLERICAL	3		2										53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
SKILLED CRAFT													18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
SERVICE MAINT.													26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
TOTALS	10	7	2										70.0	20.0								10.0
																						0

12/31/86

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

Department: PUBLIC SAFETY/Technical Staff

CATEGORY:	TOTAL	WORKFORCE											AVAILABILITY (%)									
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	1	1											29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
		100%																				
PROFESSIONAL	7	7											37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
		100%																				
TECHNICIAN	75	22	40	2	6		3			1		1	30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
		29.3	53.3	2.6	8.0		4.0			1.3		1.3										
PROTECTIVE SER.	15	13	1						1				22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
		86.6	6.6						6.6													
PARAPROFESSIONAL													52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
OFFICE/CLERICAL	43	7	28		2	2	2	1	1				53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
		16.2	65.1		4.6	4.6	4.6	2.3	2.3													
SKILLED CRAFT													18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
SERVICE MAINT.													26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
TOTALS	141	50	69	2	8	2	5	2	2		1	0										
		35.4	48.9	1.4	5.6	1.4	3.5	1.4	1.4		.7											

12/31/86

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

DEPARTMENT: PUBLIC WORKS/All Divisions

CATEGORY:	TOTAL	WORKFORCE											AVAILABILITY (%)									
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	10	7		1		1				1		1	29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
		70.0		10.0		10.0				10.0		10.0										
PROFESSIONAL	170	118	21	4		22	4	1				4	37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
		69.4	12.3	2.3		12.9	2.3	.5				2.4										
TECHNICIAN	61	37	13	3	1	3	2	1		1		2	30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
		60.6	21.3	4.9	1.6	4.9	3.2	1.6		1.6		3.3										
PROTECTIVE SER.	12	9	1			1		1				1	22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
		75.5	8.3			8.3		8.3				8.3										
PARAPROFESSIONAL	3		3										52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
			100%																			
OFFICE/CLERICAL	95	24	46	1	7	3	10	2			2	3	53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
		25.2	48.4	1.0	7.3	3.1	10.5	2.1			2.1	3.2										
SKILLED CRAFT	153	121	6	11	1	5		3		5	1	8	18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
		79.0	3.9	7.1	.6	3.2		.9		3.2	.6	5.2										
SERVICE MAINT.	283	198	31	22	2	6	1	7	3	12	1	16	26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
		69.9	10.9	7.7	.7	2.1	.3	2.4	1.0	4.2	.3	5.7										
TOTALS	787	514	121	42	11	41	17	15	3	19	4	35										
		65.3	15.3	5.3	1.3	5.2	2.1	1.9	.3	2.4	.5	4.4										

12/31/86

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

DEPARTMENT: PUBLIC WORKS/Administration

CATEGORY:	TOTAL	WORK FORCE											AVAILABILITY (%)									
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	2	1		1									29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
		50.0		50.0																		
PROFESSIONAL	12	5	5	1		1							37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
		41.6	41.6	8.3		8.3																
TECHNICIAN	5	2	2	1									30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
		40.0	40.0	20.0																		
PROTECTIVE SER.													22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
PARAPROFESSIONAL	3		3										52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
			100%																			
OFFICE/CLERICAL	21	4	7	1	1	1	5	1			1	1	53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
		19.0	33.3	4.7	4.7	4.7	23.8	4.7			4.7	4.8										
SKILLED CRAFT	31	24		5		1				1			18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
		77.4		16.1		3.2				3.2												
SERVICE MAINT.	13	9		4									26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
		69.2		30.7																		
TOTALS	87	45	17	13	1	3	5	1		1	1	1										
		51.7	19.5	14.9	1.1	3.4	5.7	1.1		1.1	1.1	1.1										

12/31/86

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

Department: PUBLIC WORKS/Airport

CATEGORY:	TOTAL	WORKFORCE											AVAILABILITY (%)									
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	1	1											29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
PROFESSIONAL	3	2				1							37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
TECHNICIAN	1					1							30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
PROTECTIVE SER.	12	9	1			1		1				1	22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
PARAPROFESSIONAL													52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
OFFICE/CLERICAL	5	1	3							1			53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
SKILLED CRAFT	8	6		1		1							18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
SERVICE MAINT.	6	4		1							1	1	26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
TOTALS	36	23	4	2		4	1	1			1	2	63.8	11.1	5.5							
						11.1	2.7	2.7			2.7	5.6										

12/31/86

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

DEPARTMENT: PUBLIC WORKS/Roads

CATEGORY:	TOTAL	WORK FORCE											AVAILABILITY (%)									
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	5	3					1				1		29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
		60.0				20.0					20.0											
PROFESSIONAL	105	87	5	2		9	2					3	37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
		82.8	4.7	1.9		8.5	1.9					2.9										
TECHNICIAN	40	28	5	1	1	1	2	1			1	2	30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
		70.0	12.5	2.5	2.5	2.5	5.0	2.5			2.5	5.0										
PROTECTIVE SER.													22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
PARAPROFESSIONAL													52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
OFFICE/CLERICAL	25	3	21		1								53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
		11.0	84.0		4.0																	
SKILLED CRAFT	64	51	4	1	1	2		2		2	1	3	18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
		79.6	6.2	1.5	1.5	3.1		3.1		3.1	1.5	4.7										
SERVICE MAINT.	169	128	16	5	1	5		4	3	6	1	13	26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
		75.5	9.4	2.9	.5	2.9		2.3	1.7	3.5	.5	7.7										
TOTALS	408	300	51	9	4	18	4	7	3	10	2	21										
		73.5	12.5	2.2	.9	4.4	.9	1.7	.7	2.4	.4	5.0										

12/31/86

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

DEPARTMENT: PUBLIC WORKS/Solid Waste

CATEGORY:	TOTAL	WORKFORCE											AVAILABILITY (%)									
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	1	1											29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
		100%																				
PROFESSIONAL	17	3	7	1		5	1						37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
		17.6	41.1	5.8		29.4	5.8															
TECHNICIAN	3	1	1			1							30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
		33.3	33.3			33.3																
PROTECTIVE SER.													22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
PARAPROFESSIONAL													52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
OFFICE/CLERICAL	32	13	11		2	1	3	1			1	2	53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
		40.6	34.3		6.2	3.1	9.3	3.1			3.1	6.3										
SKILLED CRAFT	50	40	2	4		1		1		2		5	18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
		80.0	4.0	8.0		2.0		2.0		4.0		10.0										
SERVICE MAINT.	95	57	15	12	1	1	1	3		5		2	26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
		60.0	15.7	12.6	1.0	1.0	1.0	3.1		5.2		2.1										
TOTALS	198	115	36	17	3	9	5	5		7	1	9										
		58.0	18.1	8.5	1.5	4.5	2.5	2.5		3.5	.5	4.5										

12/31/86

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

DEPARTMENT: PUBLIC WORKS/Surface Water Management

CATEGORY:	TOTAL	WORKFORCE										AVAILABILITY (%)										
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	1	1										1	29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
		100%										100%										
PROFESSIONAL	33	21	4			6	1	1				1	37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
		63.6	12.1			18.1	3.0	3.0				3.0										
TECHNICIAN	12	6	5	1									30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
		50.0	4.6	8.3																		
PROTECTIVE SER.													22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
PARAPROFESSIONAL													52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
OFFICE/CLERICAL	12	3	4		3	1	1						53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
		25.0	33.3		25.0	8.3	8.3															
SKILLED CRAFT													18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
SERVICE MAINT.													26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
TOTALS	58	31	13	1	3	7	2	1				2										
		53.4	22.4	1.7	5.1	12.0	3.4	1.7				3.4										

12/31/86

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

Department: STADIUM ADMINISTRATION

CATEGORY:	TOTAL	WORKFORCE											AVAILABILITY (%)									
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	4	3					1						29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
		75.0					25.0															
PROFESSIONAL	11	9	2										37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
		81.8	18.1																			
TECHNICIAN	3	2		1									30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
		66.6		33.3																		
PROTECTIVE SER.	4	2		2									22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
		50.0		50.0																		
PARAPROFESSIONAL	2		2										52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
			100%																			
OFFICE/CLERICAL	9	4	3		1		1				1		53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
		44.4	33.3		11.1		11.1				11.1											
SKILLED CRAFT	16	11		2		2		1					18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
		68.7		12.5		12.5		6.2														
SERVICE MAINT.	10	4		4		2					1		26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
		40.0		40.0		20.0					10.0											
TOTALS	59	35	7	9	1	4	2	1			2											
		59.3	11.8	15.2	1.6	6.7	3.3	1.6			3.4											

12/31/86

WORK FORCE UTILIZATION VS. 1987 GOALS
AVAILABILITY PERCENTAGE

DEPARTMENT: YOUTH SERVICES

CATEGORY:	TOTAL	WORKFORCE											AVAILABILITY (%)									
		WHITE		BLACK		ASIAN		HISP.		N.AMER.		HANCP.	WHITE	BLACK		ASIAN		HISP.		N.AMER.		HANCP.
		M	F	M	F	M	F	M	F	M	F	TOTAL	FEMALE	M	F	M	F	M	F	M	F	TOTAL
ADMINISTRATIVE	7	3	1		1	2							29.1	2.2	1.6	2.4	1.4	1.1	.7	.5	.4	5.6
		42.8	14.2		14.2	28.5																
PROFESSIONAL	110	48	44	7	7	1	1	1			1	5	37.3	2.7	2.7	3.3	2.7	.8	.7	.4	.4	4.7
		43.6	40.0	6.3	6.3	.9	.9	.9			.9	4.5										
TECHNICIAN	2	1	1										30.9	2.8	2.6	3.5	3.0	1.2	1.0	.6	.6	4.6
		50.0	50.0																			
PROTECTIVE SER.	78	26	12	21	15	1	2	1					22.7	5.1	2.0	2.7	1.3	1.3	.8	1.0	.3	13.7
		33.3	15.3	26.9	19.2	1.2	2.5	1.2														
PARAPROFESSIONAL	2		1		1								52.4	3.3	6.8	2.2	3.9	.9	1.6	.5	1.0	5.6
			50.0		50.0																	
OFFICE/CLERICAL	39	3	28		4		3				1	1	53.0	2.3	4.7	2.4	5.2	1.0	1.2	.4	.9	5.9
		7.6	71.7		10.2		7.6				2.5	2.6										
SKILLED CRAFT	9	7		2									18.0	4.0	1.8	2.9	1.4	1.7	.7	.9	.3	8.5
		77.7		22.2																		
SERVICE MAINT.	15	4	1	1	2	3	2	1		1			26.9	5.6	2.7	3.8	2.4	1.5	1.0	1.3	.6	7.9
		26.6	6.6	6.6	13.3	20.0	13.3	6.6		6.6												
TOTALS	262	92	88	31	30	7	8	3		1	2	6										
		35.1	33.5	11.8	11.4	2.6	3.0	1.1		.3	.7	2.3										

12/31/86

ANNUAL EEO PROGRESS REPORT FOR 1986

A. Overall Assessment

1. King County-Wide

In 1986, employment goals (availability percentage rates) were recalculated for minorities and females by EEO job category. The employment goals (availability rates) for handicapped persons remained the same because the statistical data for handicapped persons was unavailable. These new goals were used to measure performance by King County departments as well as the County as a whole.

King County's total work force employment level on December 31, 1986 was 4,434. This included a work force profile of 21.3% (947) minorities and 41.1% (1838) females. Both are an increase over the December 31, 1985 profiles which were 20.9% (905) minorities and 40.8% (1766) females from a total employment level of 4320.

As the bar chart on page 67 indicates, King County has consistently increased minority and female representation in the overall work force since 1976. During a ten year period, King County minority representation more than doubled from 10.1% in 1976 to 21.3% at the end of 1986. The same progress also holds true for female representation. During the same period females increased from 17.9% in 1976 to 41.4% at the end of 1986.

The overall work force profile for the handicapped increased from 2.9% (125) on December 31, 1985 to 4.1% (184) on December 31, 1986. An increase of 1.2% (chart, page 89).

On a county-wide basis, minority representation within each job category exceeded the employment goal (availability percentages) for each EEO job category (chart, page 71). However, King County failed to meet its employment goals (availability percentages) with respect to female in six of the eight EEO job categories (chart, page 72).

B. Minority and Female Representation for Departments by Job Category (See charts, pages 71-88)

Looking at information by EEO job category on a departmental level presents an underutilization of both minorities and females in many EEO categories.

Charts on page 73 through 88 indicate the following:

1. Administrative EEO Job Category

All departments, except those listed below, have either met or exceeded the 10.3% goal for minorities in the Administrative job category. See chart, page 73.

Public Health	6.2%
Human Resources	0
Adult Detention	0
Assessment	0
Judicial Administration	0
Planning and Community Development	0
Public Safety	0

All departments, except those listed below, have either met or exceeded the 33.2% goal for the representation of females in the Administrative job category. See chart, page 74.

Youth Services	28.5%
Assessment	28.5%
Stadium Administration	25.0%
Executive Administration	14.2%
Adult Detention	0
Public Safety	0
Public Works	0

All departments, except those listed below, have **increased** their minority representation and are also below their employment goal in the Administrative job category.

Human Resources - 33.3% decrease with 0% representation

Public Health - 1.4% decrease with 6.2% representation

All departments, except those listed below, have **increased** their female representation and are below employment goal for female in the Administrative job category:

Executive Administration - 23.3% decrease with 14.2% representation

2. Professional

All departments, except those listed below, have either met or exceeded the 13.7% goal for minorities in the Professional job category. See chart, page 75.

Planning and Community Development	13.2%
Public Safety	6.8%
Assessment	0
Stadium Administration	0

All departments, except those listed below, have either met or exceeded the 43.8% goal for the representation of females in the Professional job category. See chart, page 76.

Executive Office	35.7%
Planning and Community Development	31.0%
Executive Administration	28.2%
Stadium Administration	18.1%
Public Works	14.7%
Assessment	12.5%
Public Safety	3.4%

All departments, except for those listed below, have **increased** their minority representation and fall below the employment goal for minority in the Professional job category:

Public Safety - .8% decrease with 6.8% representation

Planning and Community Development - .4% decrease with 13.2% representation

All departments, except for those listed below, have **increased** their female representation and are below the employment goal for female in the Professional job category:

Executive Office - 2.7% decrease with 35.7% representation

3. Technician

All departments, except those listed below, have either met or exceeded the 15.3% goal for minorities in the Technician job category. See chart, page 77.

Planning and Community Development	14.1%
Assessment	12.4%
Youth Services	0
Executive Office	0

All departments, except those listed below, have either met or exceeded the 38.1% goal for females in the Technician job category. See chart, page 78.

Planning and Community Development	35.1%
Assessment	32.0%
Executive Administration	27.5%
Public Works	26.2%
Public Health	22.3%
Stadium Administration	0

All departments, except those listed below, have **increased** their minority representation and are below the employment goal for minority in the Technician job category:

Stadium Administration - 33.3% decrease with 0% representation

Executive Office - 25.0% decrease with 0% representation

Youth Services - 25.0% decrease with 0% representation

All departments, except for those listed below, have **increased** their female representation and are below the employment goal for female in the Technician job category:

Public Works - 2.8% with 26.2% representation

Executive Administration - 1.0% with 27.5% representation

4. Protective Service

All departments with the exception of Public Safety (8.4%) and Public Health (0%) have either met or exceeded the 14.5% goal for minorities in the Protective Service job category. See chart, page 79.

All departments, except those listed below, have either met or exceeded the 27.1% goal for females in the Protective Service job category. See chart, page 80.

Adult Detention	24.7%
Public Safety	11.0%
Public Works	8.3%
Public Health	0

All departments, except those listed below, have **increased** their minority representation and are below the employment goal for minority in the Protective Service job category:

Public Safety - .1% decrease with 8.4% representation

All departments, have either **increased** their representation of women or are above the employment goal in the Protective Service job category:

5. Para-Professional

All departments, except those listed below, have either met or exceeded the 20.1% goal for minorities in the Para-Professional job category. See chart, page 81.

Adult Detention	19.9%
Assessment	16.6%
Planning and Community Development	15.7%
Executive Administration	0
Public Works	0
Stadium Administration	0

All departments, except those listed below, have either met or exceeded the 65.7% goal for females in the Para-professional job category. See chart, page 82.

Executive Administration	62.5%
Planning and Community Development	57.8%
Human Resources.	53.8%
Public Health	46.6%
Executive Office	28.5%

All departments, except those listed below, have **increased** their minority representation and are below the employment goal in the Para-Professional job category:

Adult Detention - 3.0% decrease with 19.9% representation

All departments, except those listed below, have **increased** their female representation and are below the employment goal for female in the Para-Professional job category:

Executive Administration - 8.9% decrease with 62.5% representation

Public Health - 6.2% decrease with 46.6% representation

Executive Office - 4.8% decrease with 28.5% representation

6. **Office Clerical**

All departments with the exception of Public Safety (17.0%) have either met or exceeded the 18.1% goal for minorities in the office/clerical job category. See chart, page 83.

All departments, with the exception of Stadium Administration have either met or exceeded the 65.0% goal for females in the Office/Clerical job category. See chart, page 84.

All departments, except those listed below, have **increased** their minority representation and are below the employment goal for minority in the Office/Clerical job category:

Public Safety - 4.1% decrease with 17.0% representation

All departments have **increased** their female representation or are above the employment goal for female in the Office/Clerical job category:

7. **Skilled Craft**

All departments either met or exceeded the 13.7% goal for minorities in the Skilled Craft job category. See chart, page 85.

All departments fell short of the 22.1% goal for women in the Skilled Craft job category. See chart, page 86.

All departments have increased their representation of minorities in the Skilled Craft job category.

8. **Service Maintenance**

All departments with the exception of Planning and Community Development (12.2%) have either met or exceeded the 18.9% goal for minorities in the Service Maintenance job category. See chart, page 87.

All departments fell short in meeting the 33.6% goal for females in the Service Maintenance job category. See chart, page 88.

All departments, have **increased** their minority representation or are above the employment goal for minority in the Service Maintenance job category:

All departments, except those listed below, have **increased** their female representation and are below the employment goal for female in the Service Maintenance job category:

Adult Detention - 8.3% decrease with 8.3% representation

Planning and Community Development - .6% decrease with 16.0% representation

C. **Handicap Representation By Departments (See chart, page 89)**

All departments with the exception of Public Health (7.9%) and Judicial Administration (7.5%) fell below the 7.0% goal for handicapped persons in their work force.

Departments, below have **increased** their representation of handicapped persons in their work force:

1. Adult Detention - 1.2% increase with 1.4% representation.
2. Assessments - 1.7% increase with 3.6% representation.
3. Executive Administration - 3.6% increase with 5.3% representation.
4. Executive Office - 2.3% increase with 3.0% representation.
5. Human Resources - 3.1% increase with 5.7% representation.
6. Planning and Community Development - 2.2% increase with 3.5% representation.
7. Public Safety - .4% increase with .9% representation.
8. Public Works - 2.4% increase with 4.5% representation.
9. Stadium Administration - 2.7% increase with 3.4% representation.
10. Youth Services - 1.6% increase with 2.3% representation.

D. **Other Analysis**

1. **Appointed/Exempt Positions**

King County has 113 appointed/exempt positions of which 53.9% (61) are occupied by women and 21.2% (24) are occupied by minorities.

When compared to December 31, 1985, total exempt positions decreased by 12 (1985 exempt positions totalled 123). However, minority representation increased by 1.7% (from 19.5% in 1985 to 21.2% at the end of 1986). Women representation increased by 1.9% (from 52.0% in 1985 to 53.9% at the end of 1986).

2. **New Hires**

A total of 1,421 full-time King County employees were hired in 1986 compared to 1,436 in 1985. The rate of new hires for minority males increased from 13.9% (200) in 1985 to 24.8% (353) in 1986, minority female new hire rate, however, decreased from 16.7% (240) in 1985 to 12.9% (184) in 1986 the white female new hire rate increased from 36.9% (531) in 1985 to 38.4% (545) in 1986.

3. **Terminations**

A total of 865 full-time King County employees terminated employment in 1986 compared to 871 in 1985.

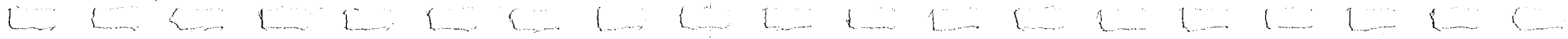
The rate for termination by minority males increased from 8.9% (78) in 1985 to 23.2% (201) in 1986, however, termination by minority females decreased from 12.4% (108) in 1985 to 9.9% (86) in 1986. The white female termination rate decreased from 42.8% (373) in 1985 to 23.2% (201) in 1986.

4. **Promotions**

A total of 528 full-time King County employees were promoted in 1986 compared to 497 in 1985.

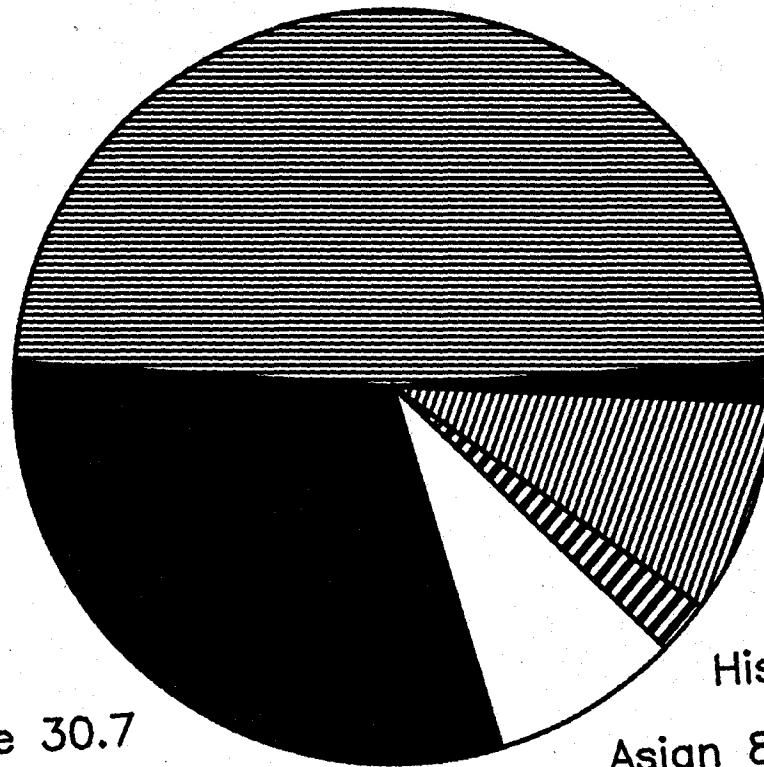
The rate of promotions for minority males increased from 6.2% (31) in 1985 to 13.3% (70) in 1986, minority female promotion rate decreased from 17.1% (85) in 1985 to 13.4% in 1986. The white female promotion rate increased from 38.0% (189) in 1985 to 41.5% (219) in 1986.

C H A R T S



Total Work Force King County

White Male 47.9



Nat. American 1.7

Black 9.2

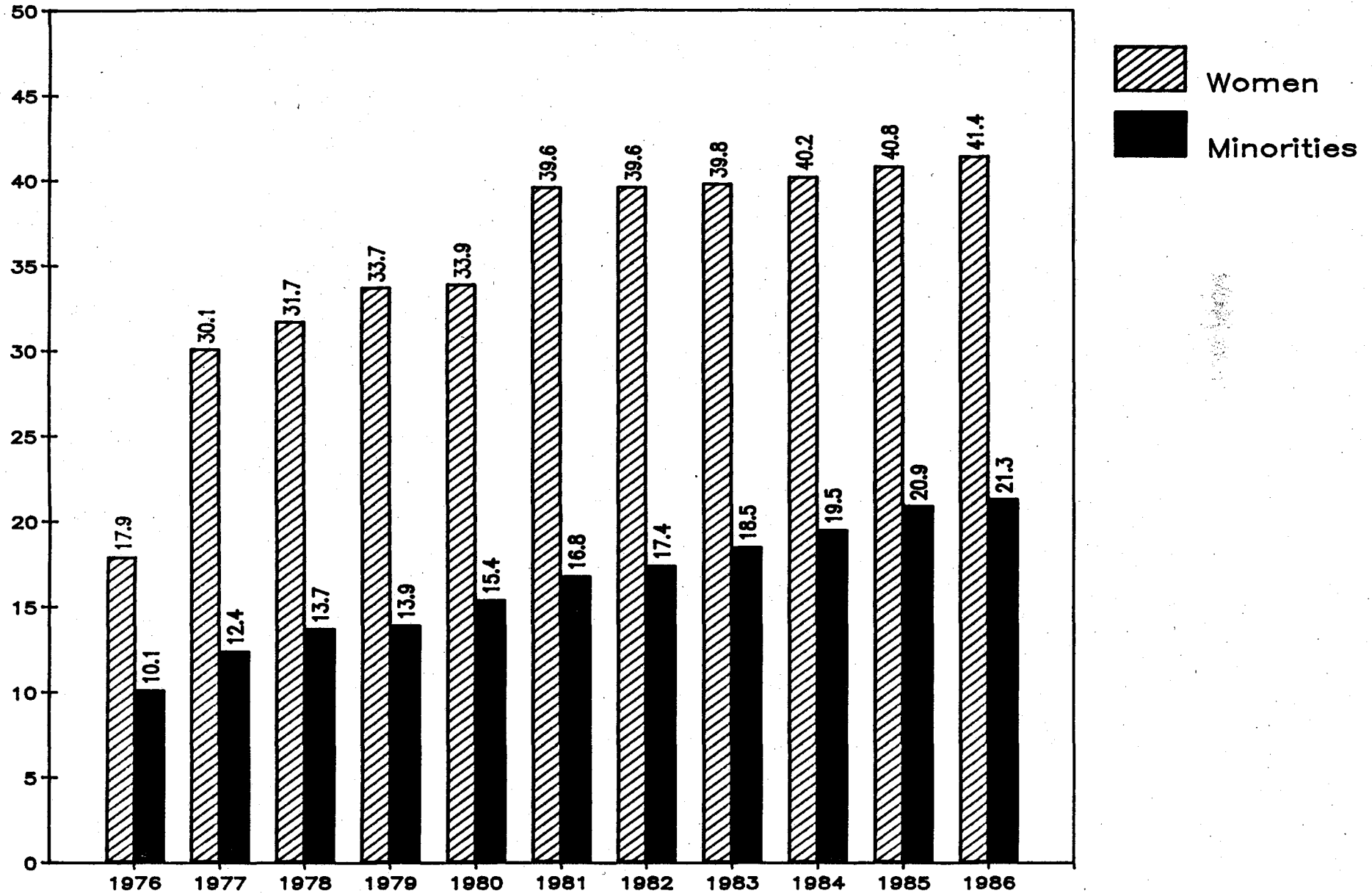
Hispanic 2.3

Asian 8.1

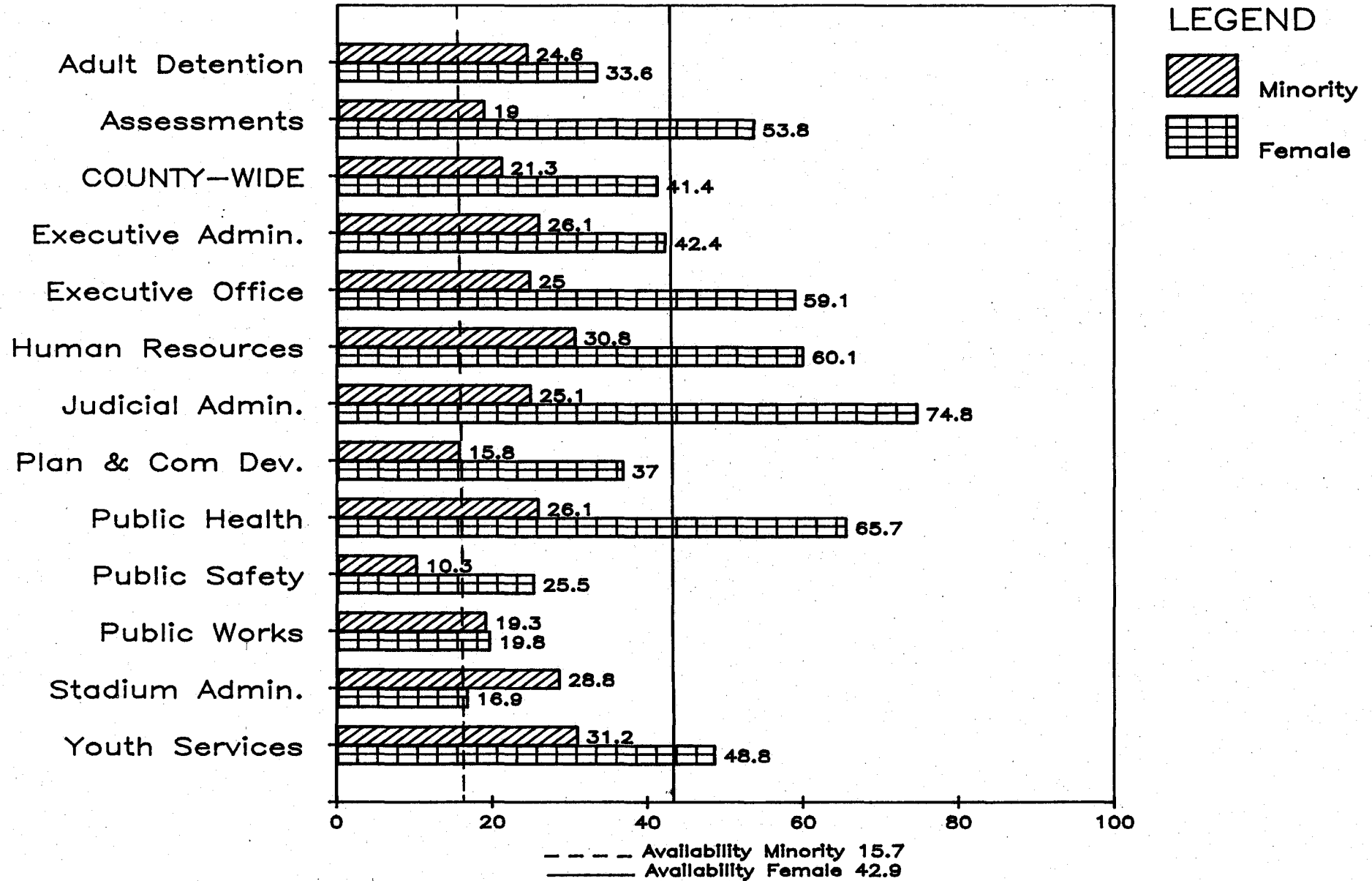
White Female 30.7

Trend Analysis for King County

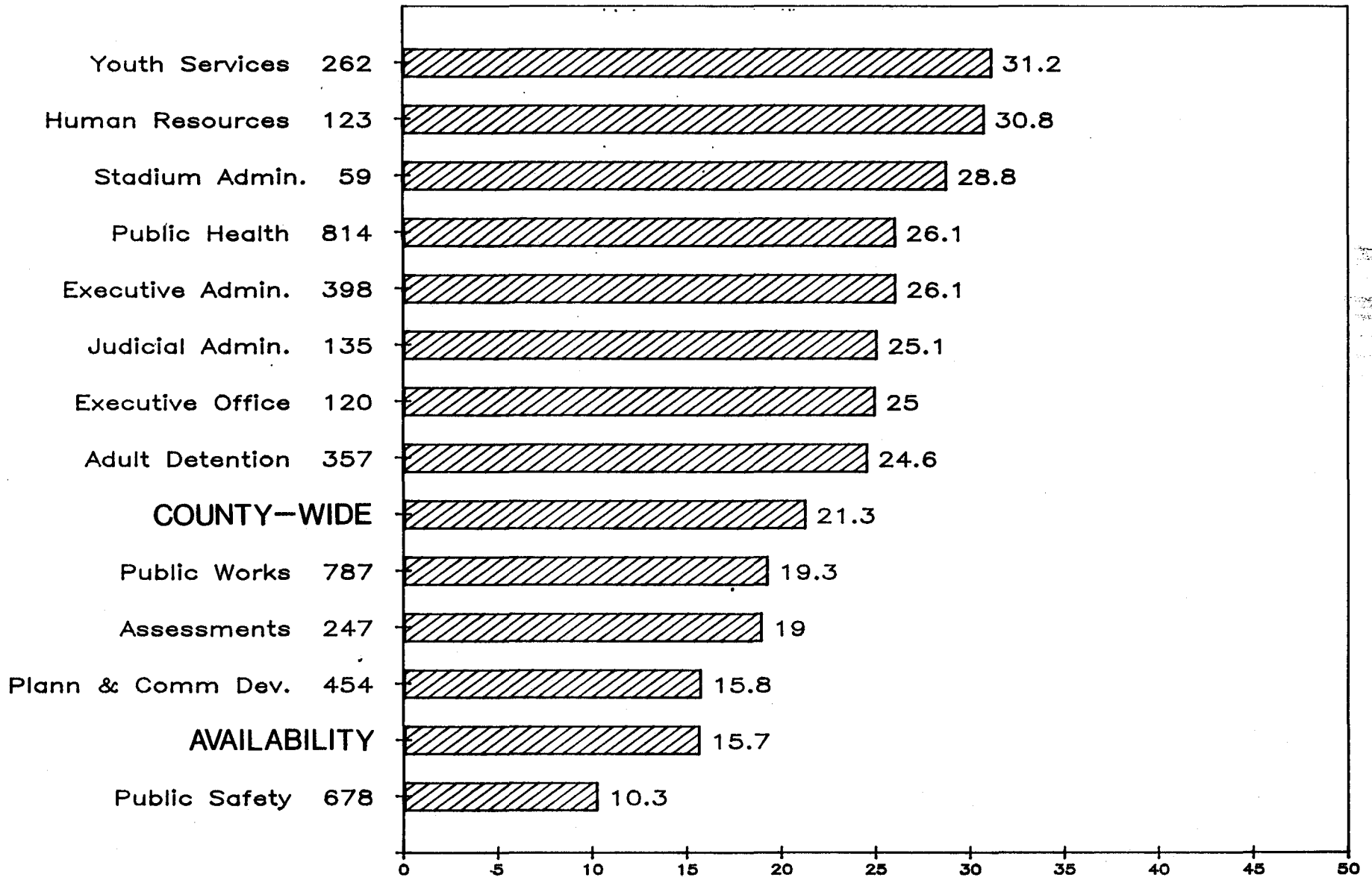
Work Force Profile For The Year 1976 thru 1986



Comparative Departmental Percentages For Minorities/Females By EEO Job Category OVERALL

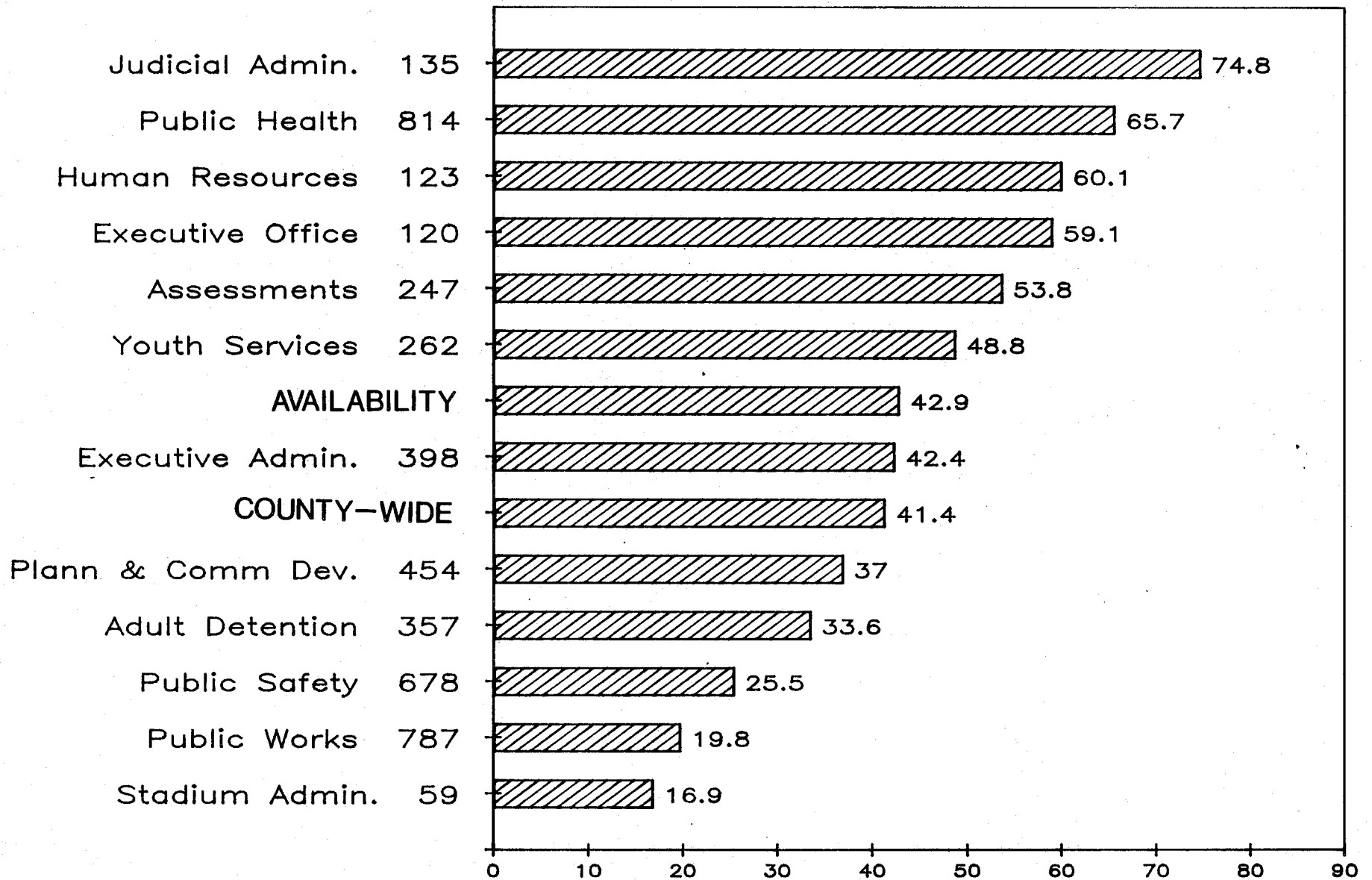


Comparative Departmental Percentages For Minorities In King County

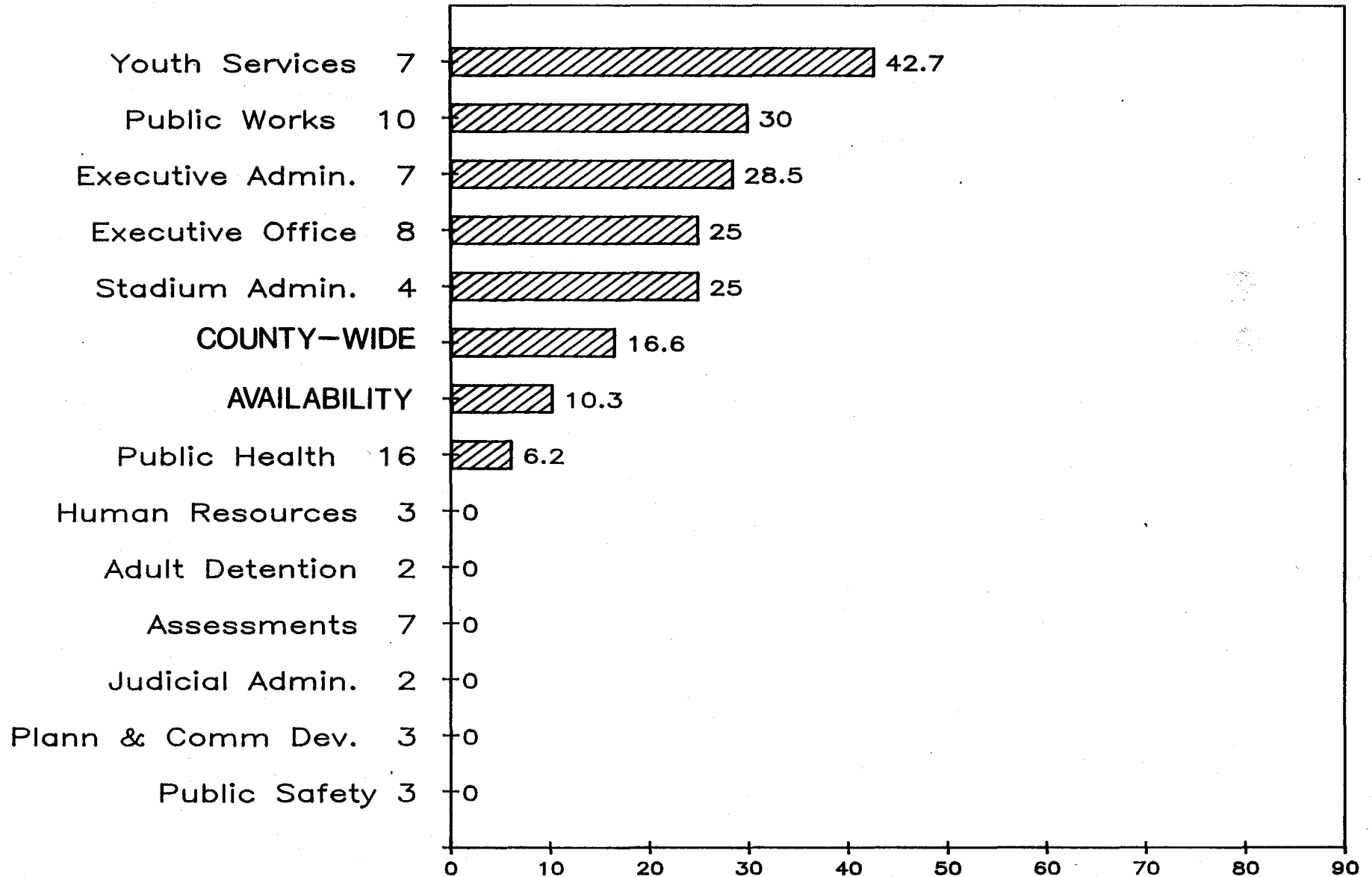


Comparative Departmental Percentages For Females In King County

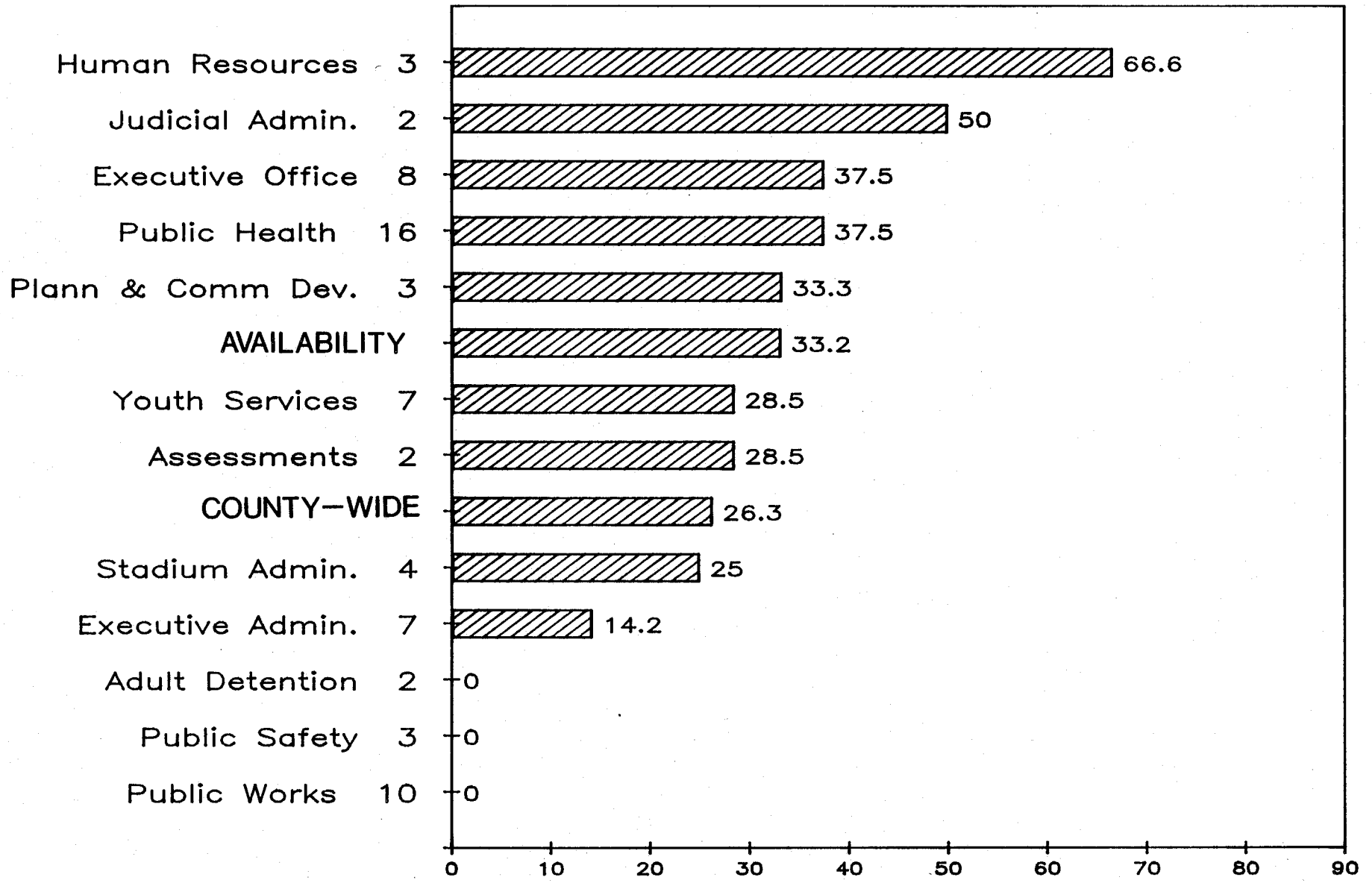
72



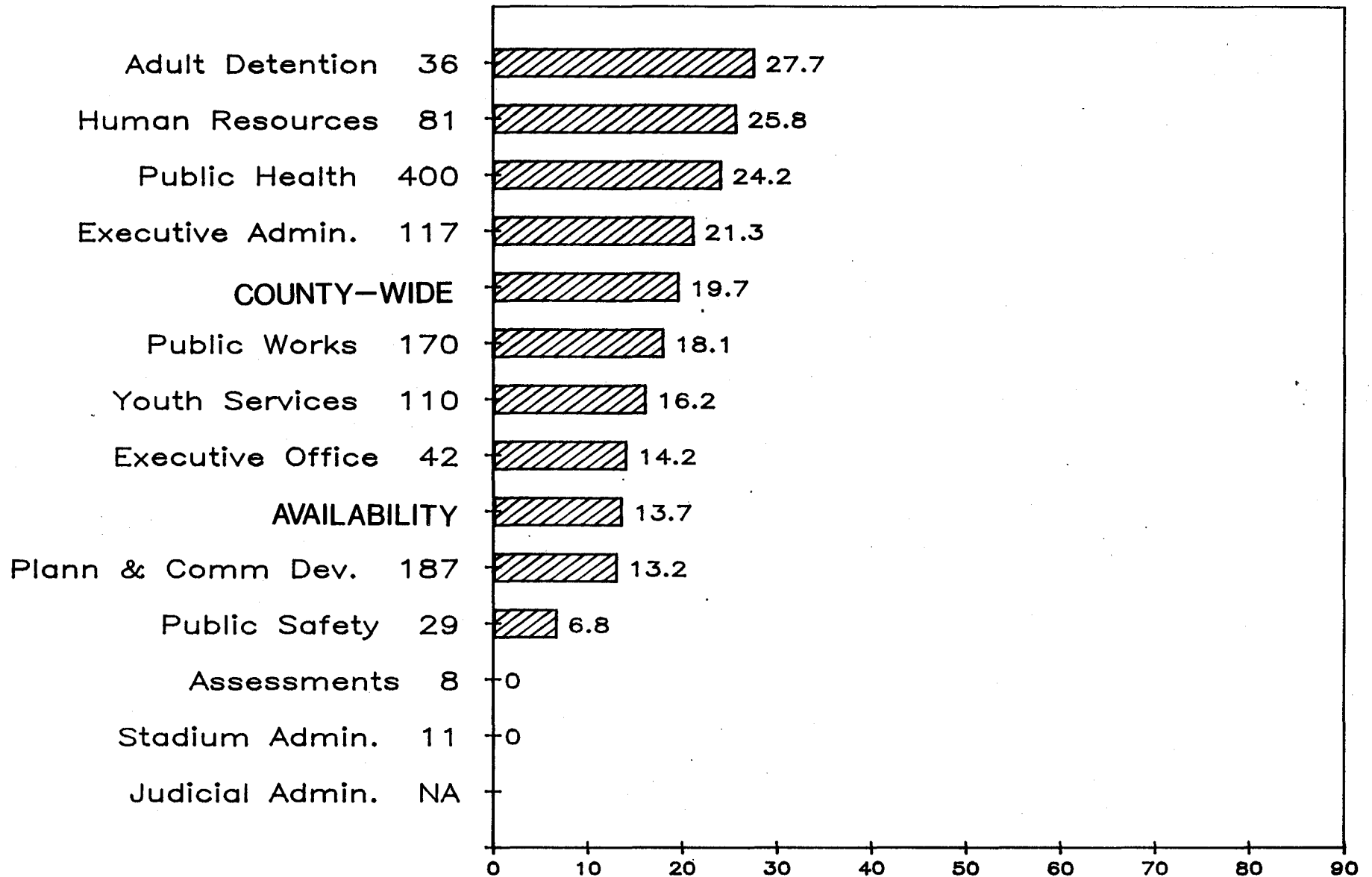
Comparative Departmental Percentages For Minorities Administrative EEO Job Category



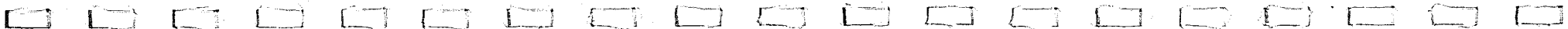
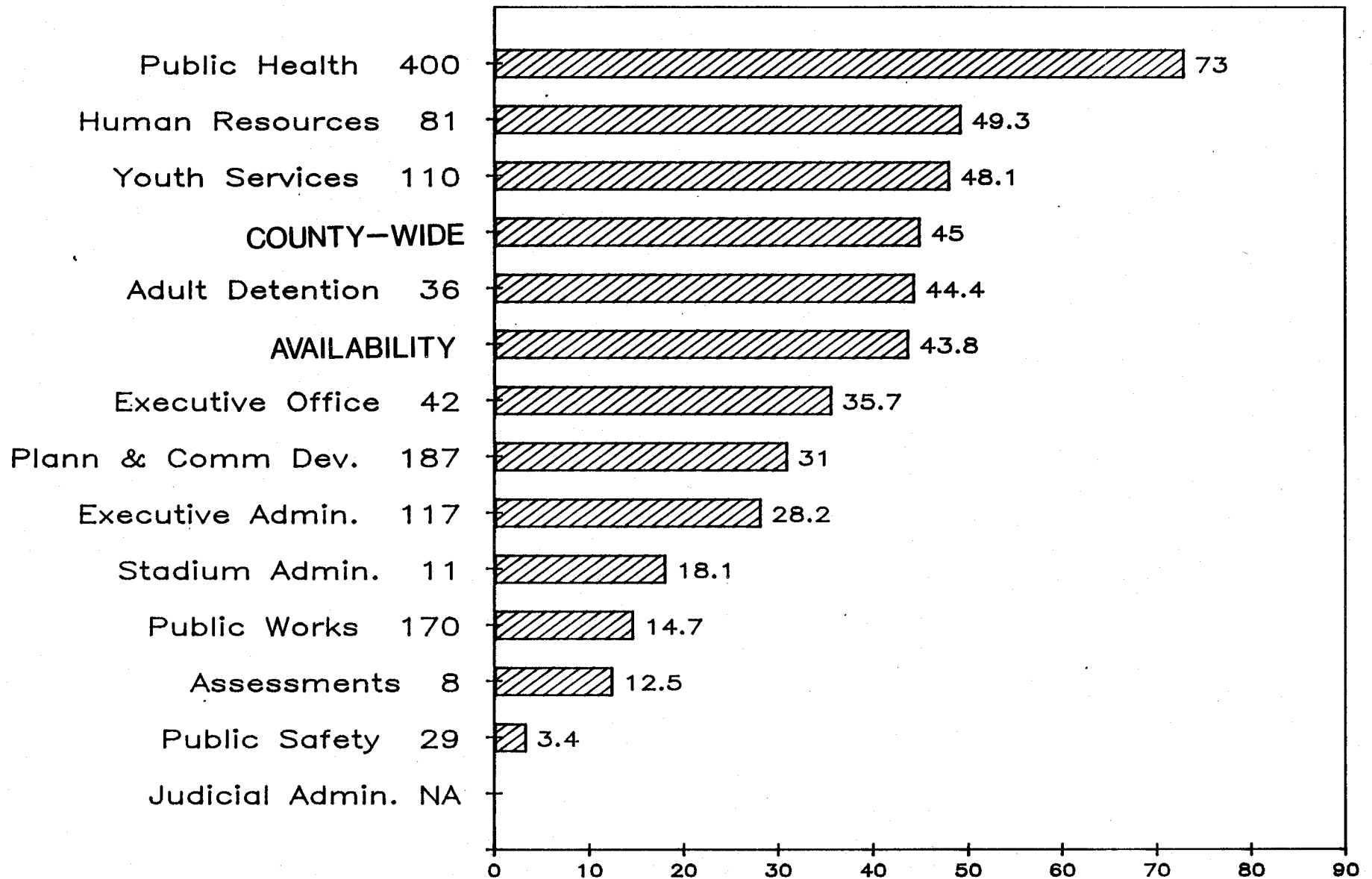
Comparative Departmental Percentages For Females Administrative EEO Job Category



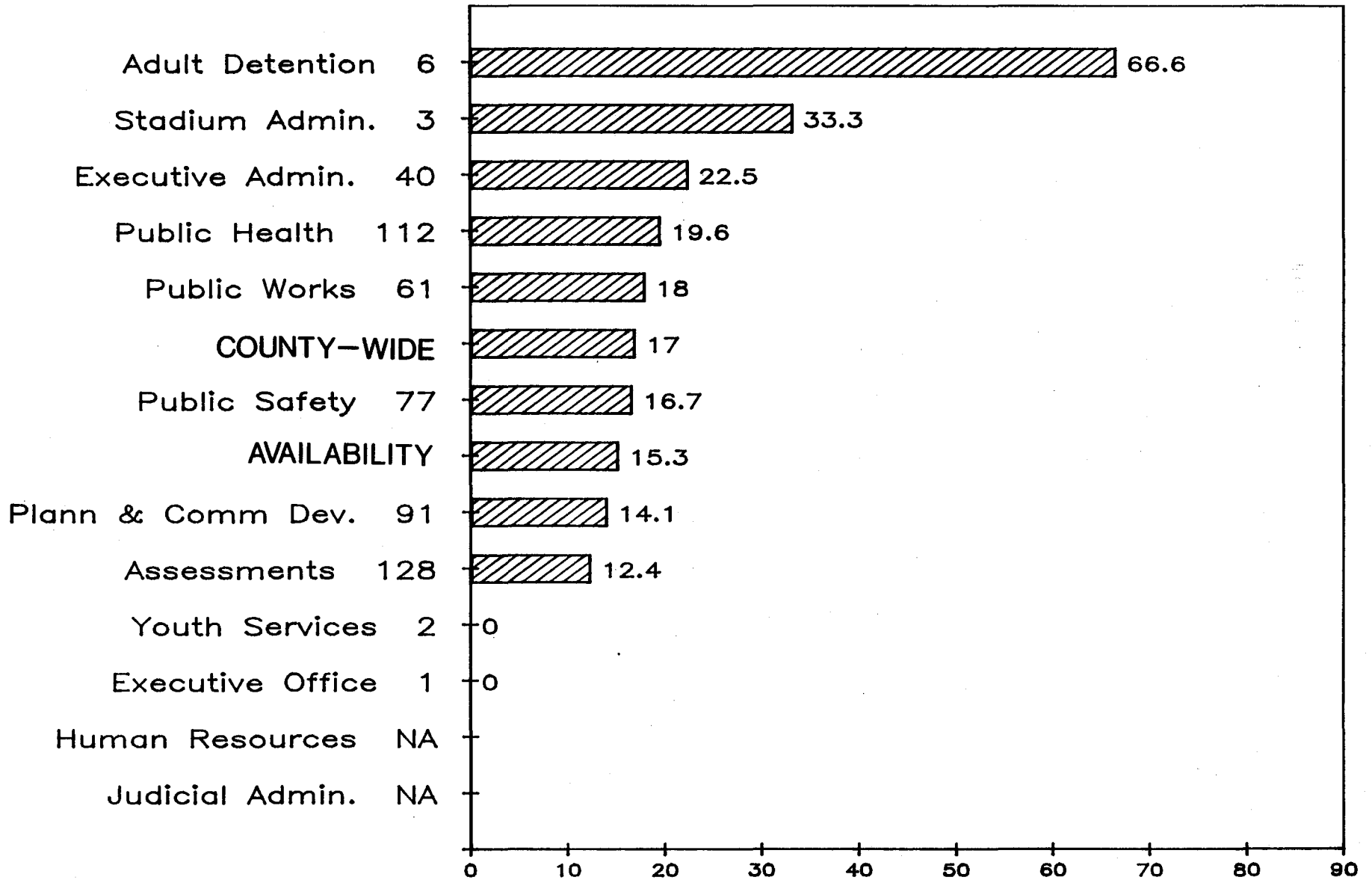
Comparative Departmental Percentages For Minorities Professional EEO Job Category



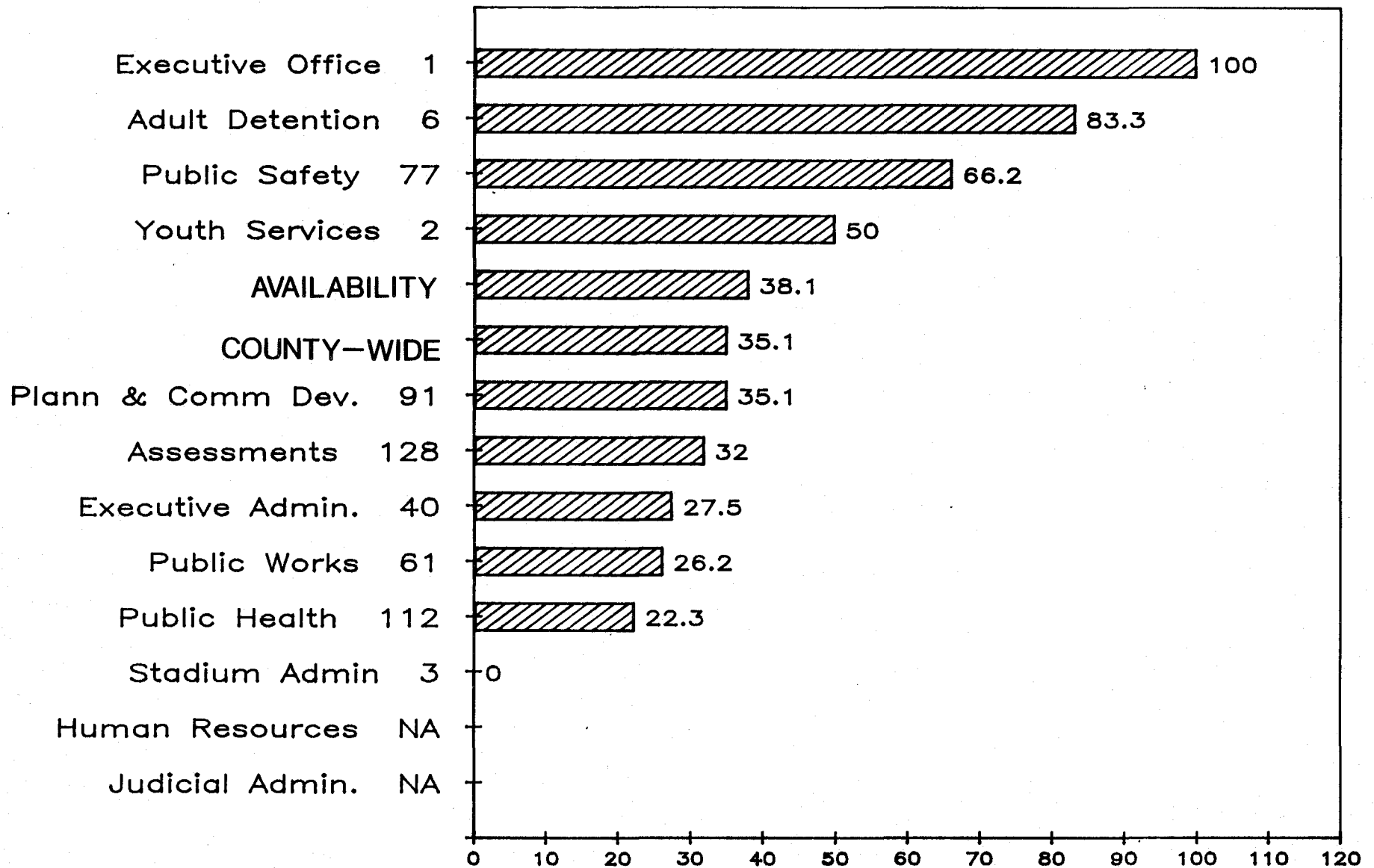
Comparative Departmental Percentages For Females Professional EEO Job Category



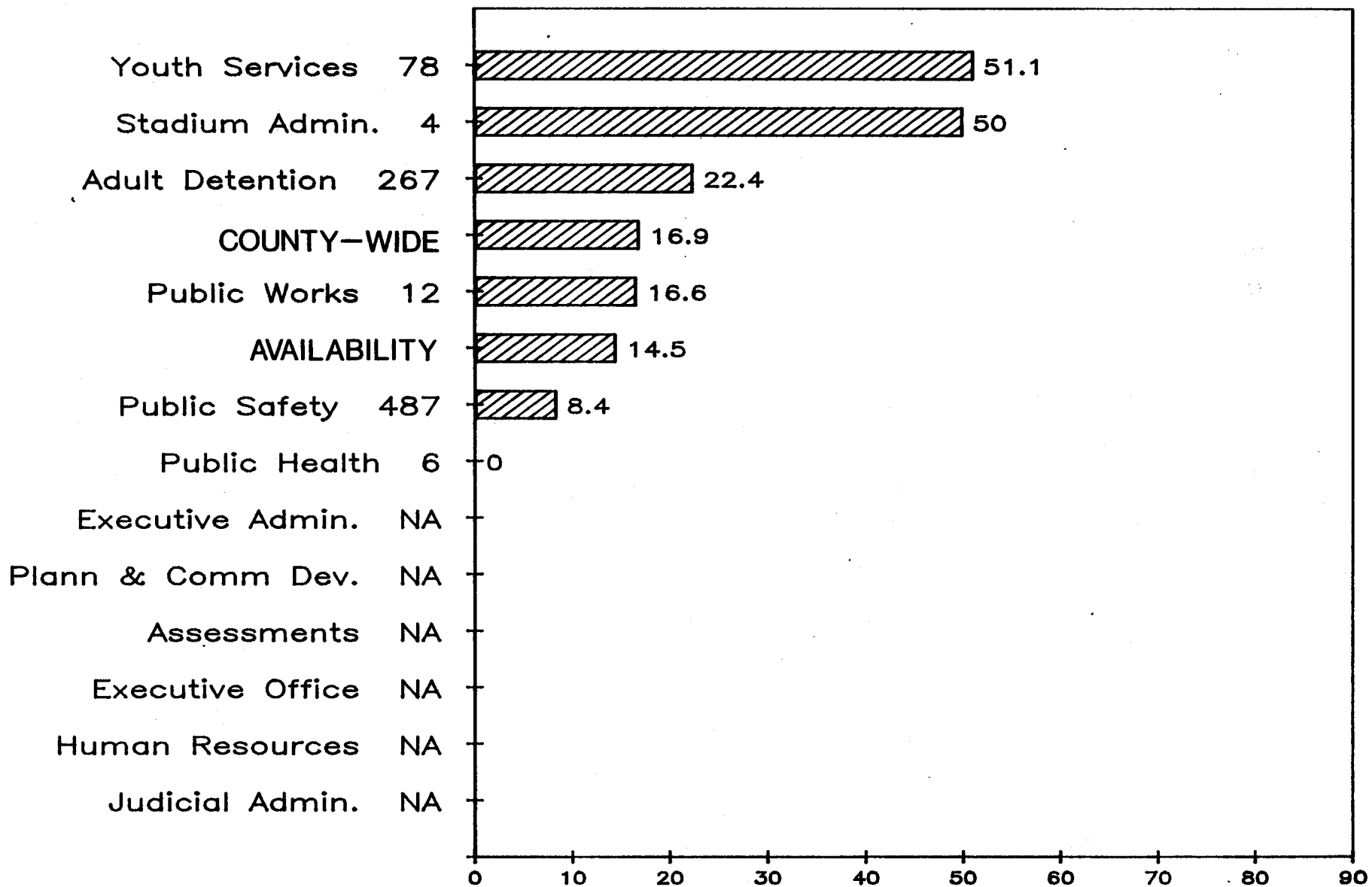
Comparative Departmental Percentages For Minorities Technicians EEO Job Category



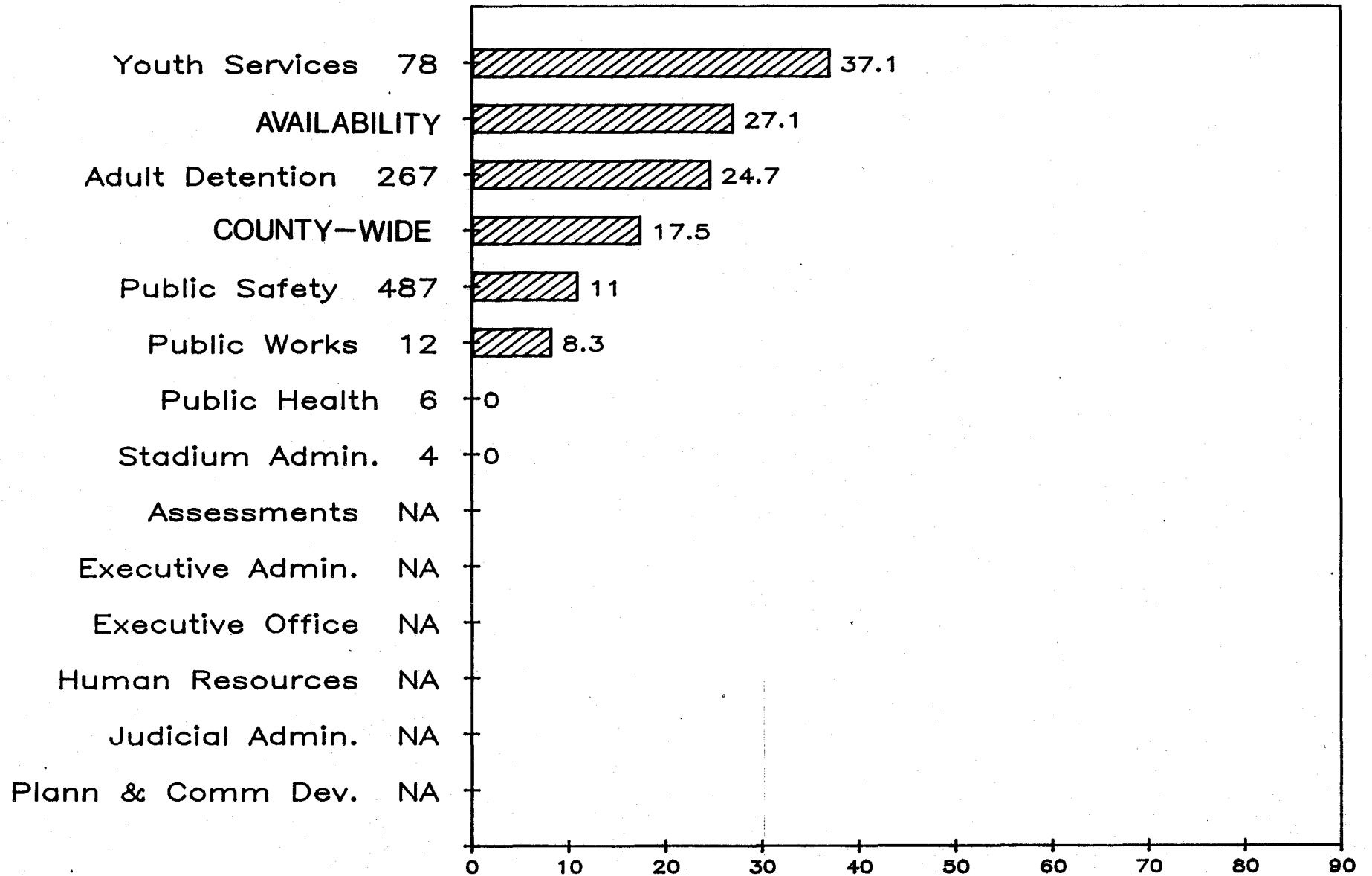
Comparative Departmental Percentages For Females Technicians' EEO Job Category



Comparative Departmental Percentages For Minorities Protective Service Category



Comparative Departmental Percentages For Females Protective Service Category

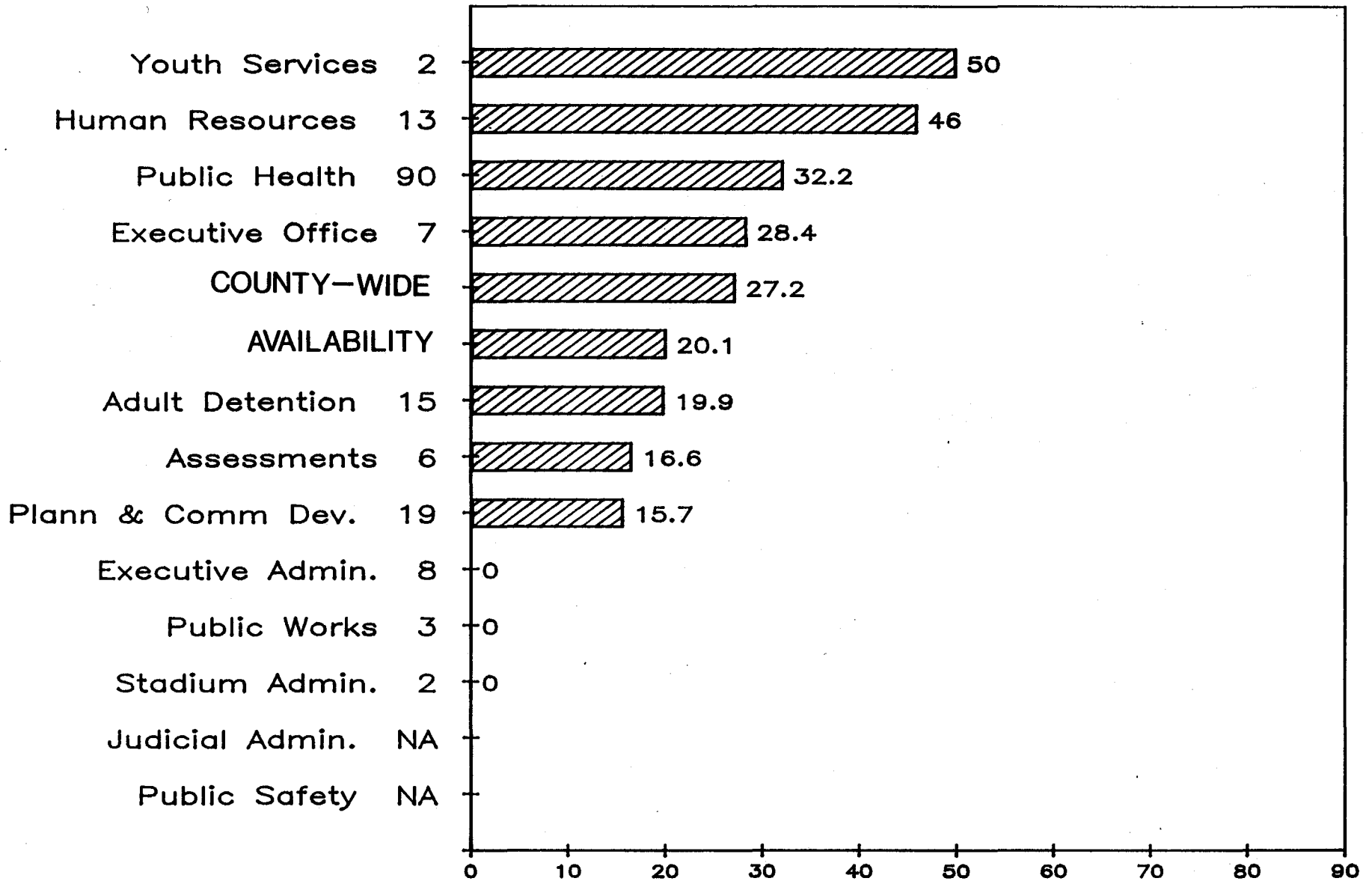


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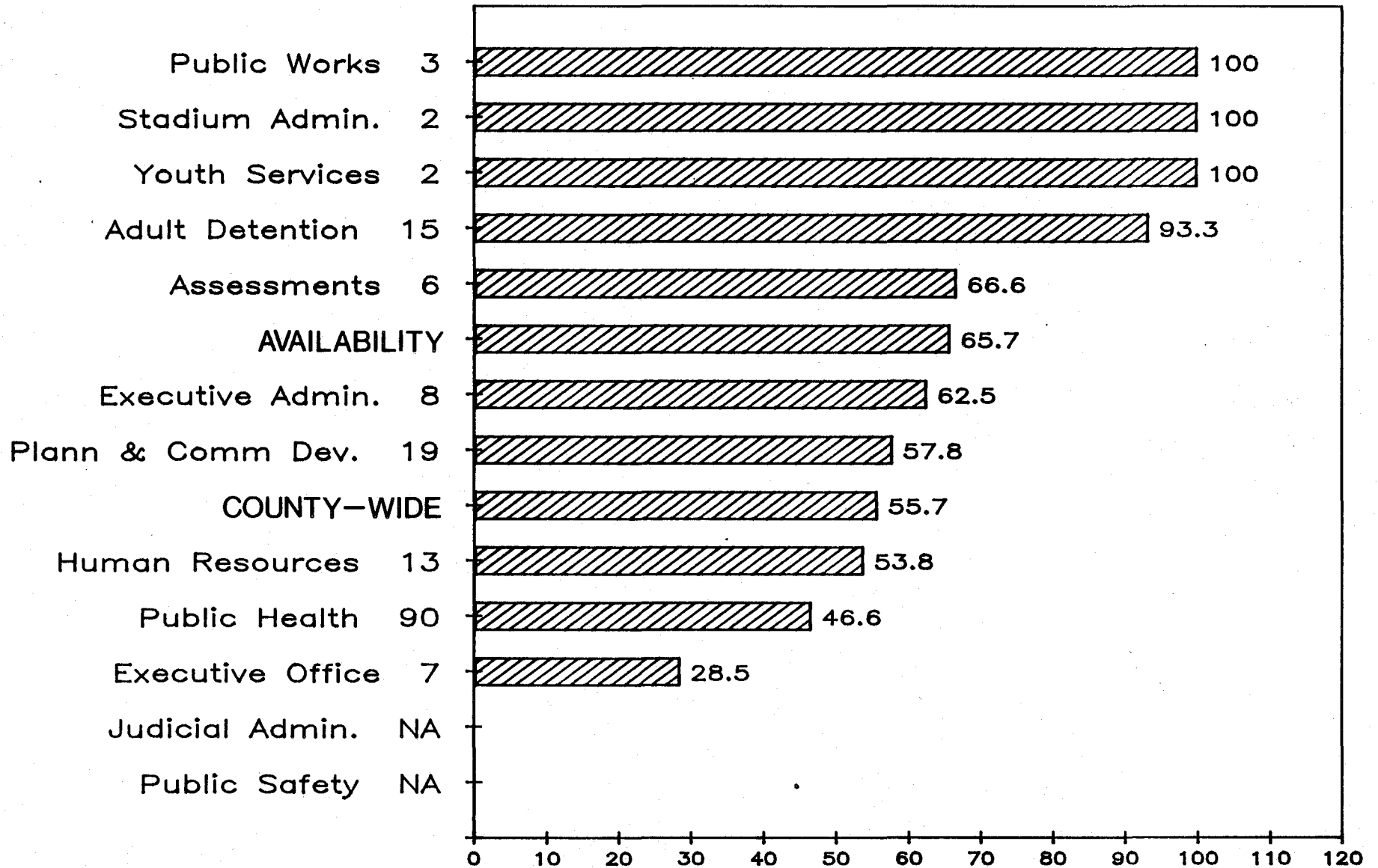


Comparative Departmental Percentages For Minorities Para-Professional EEO Job Category

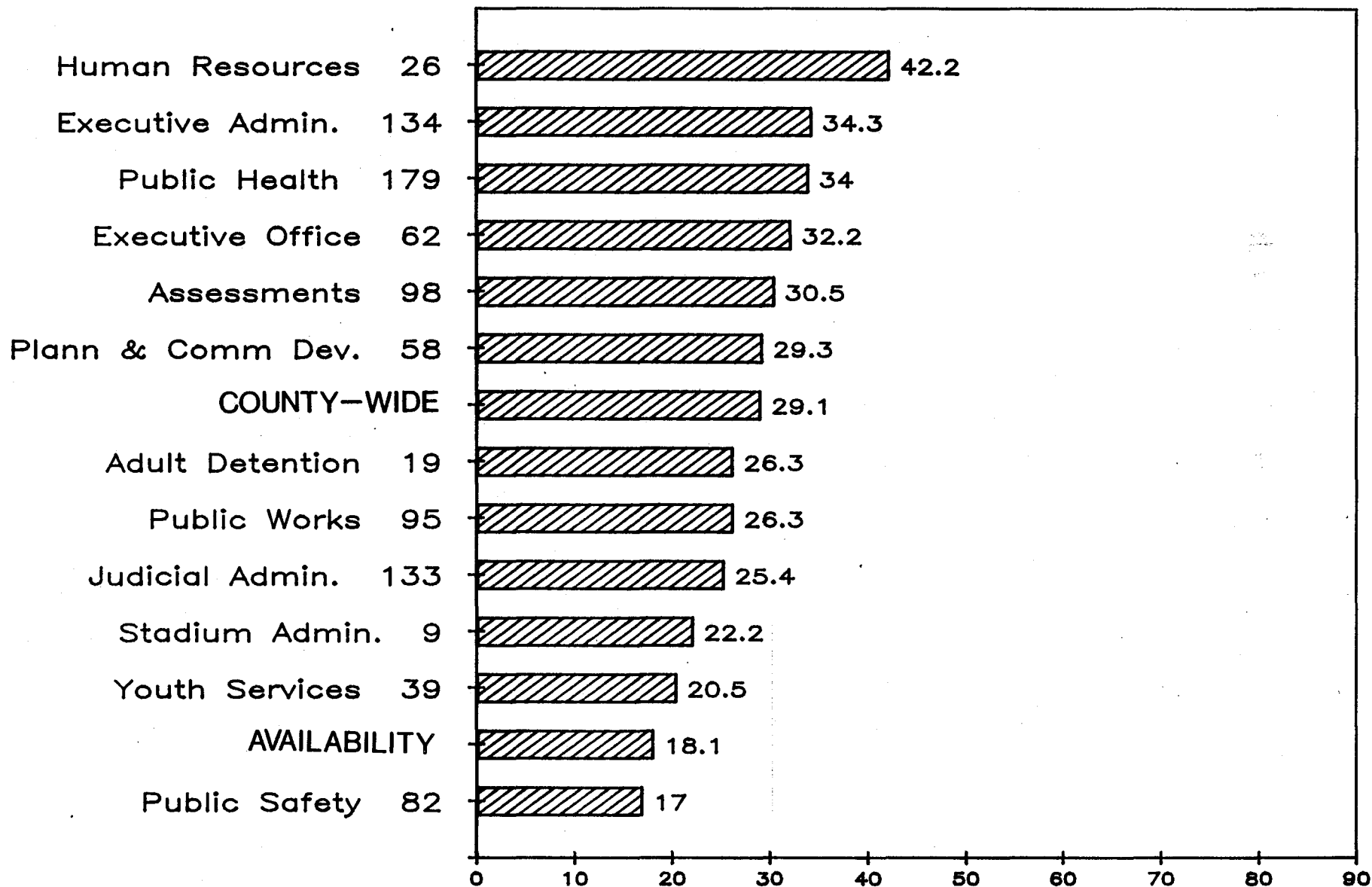
81



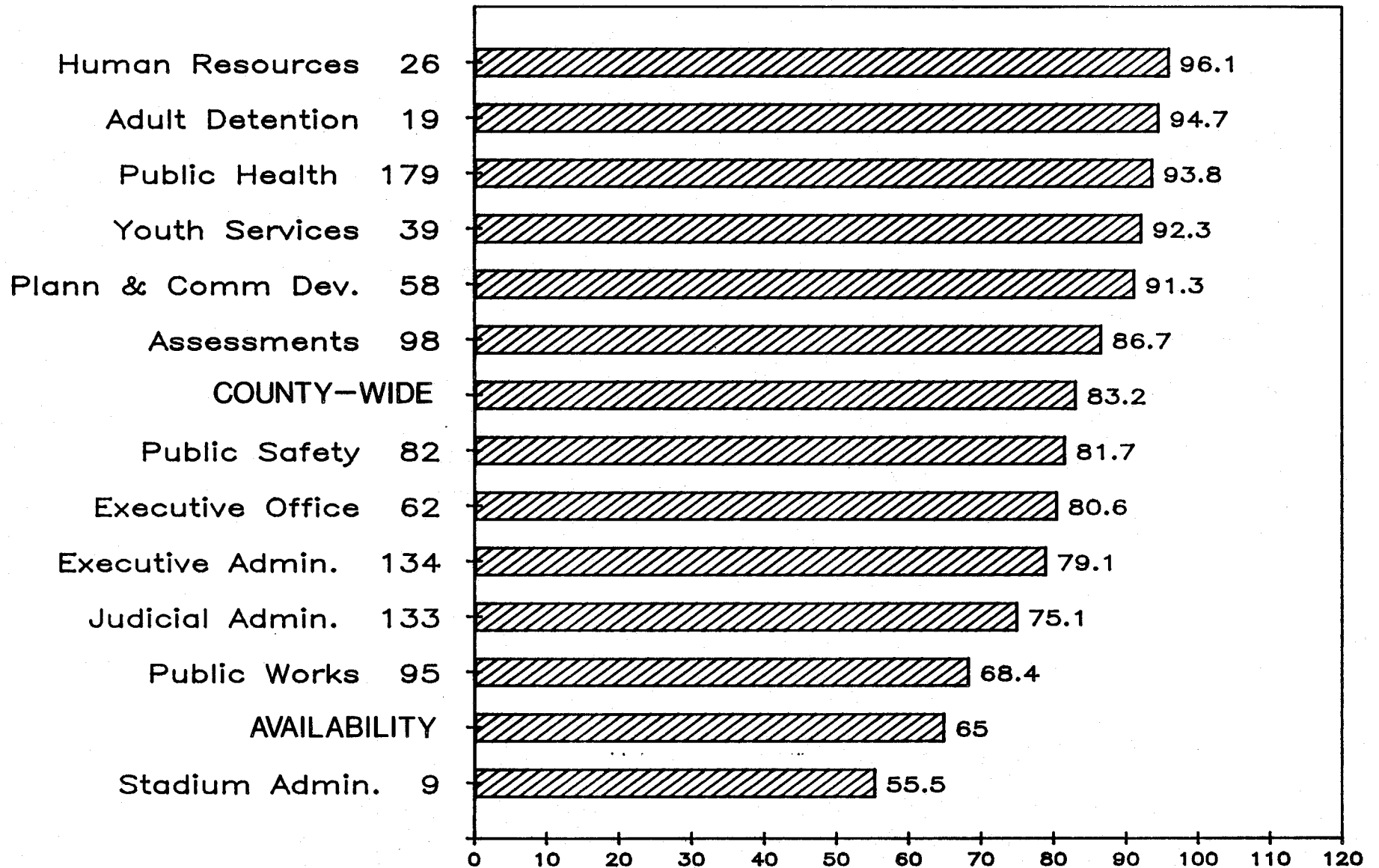
Comparative Departmental Percentages For Females Para-Professional EEO Job Category



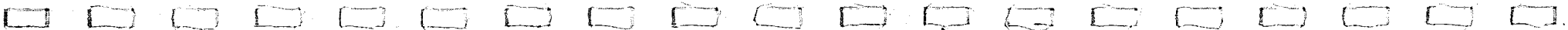
Comparative Departmental Percentages For Minorities Office/Clerical EEO Job Category



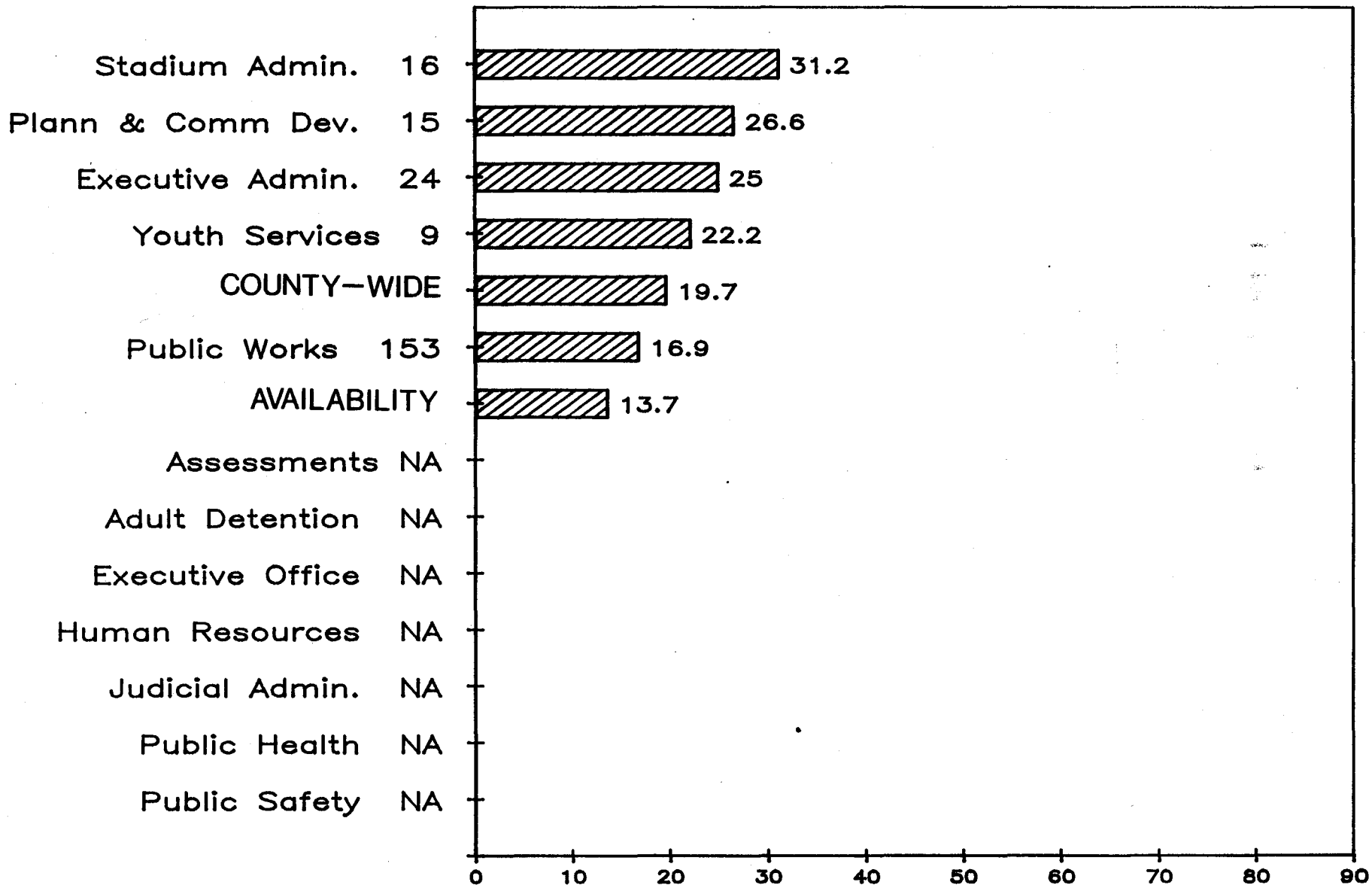
Comparative Departmental Percentages For Females Office/Clerical EEO Job Category



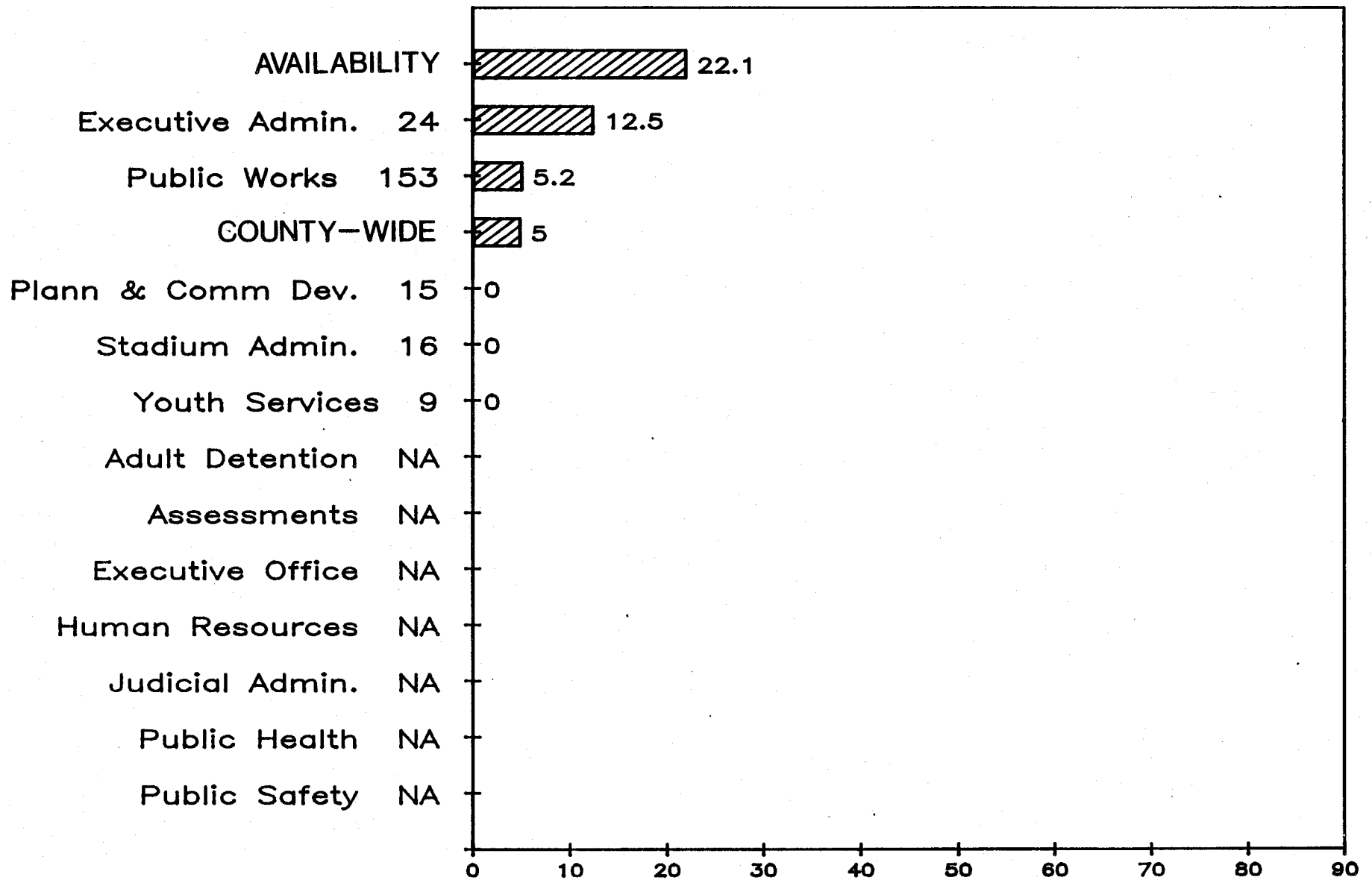
84.



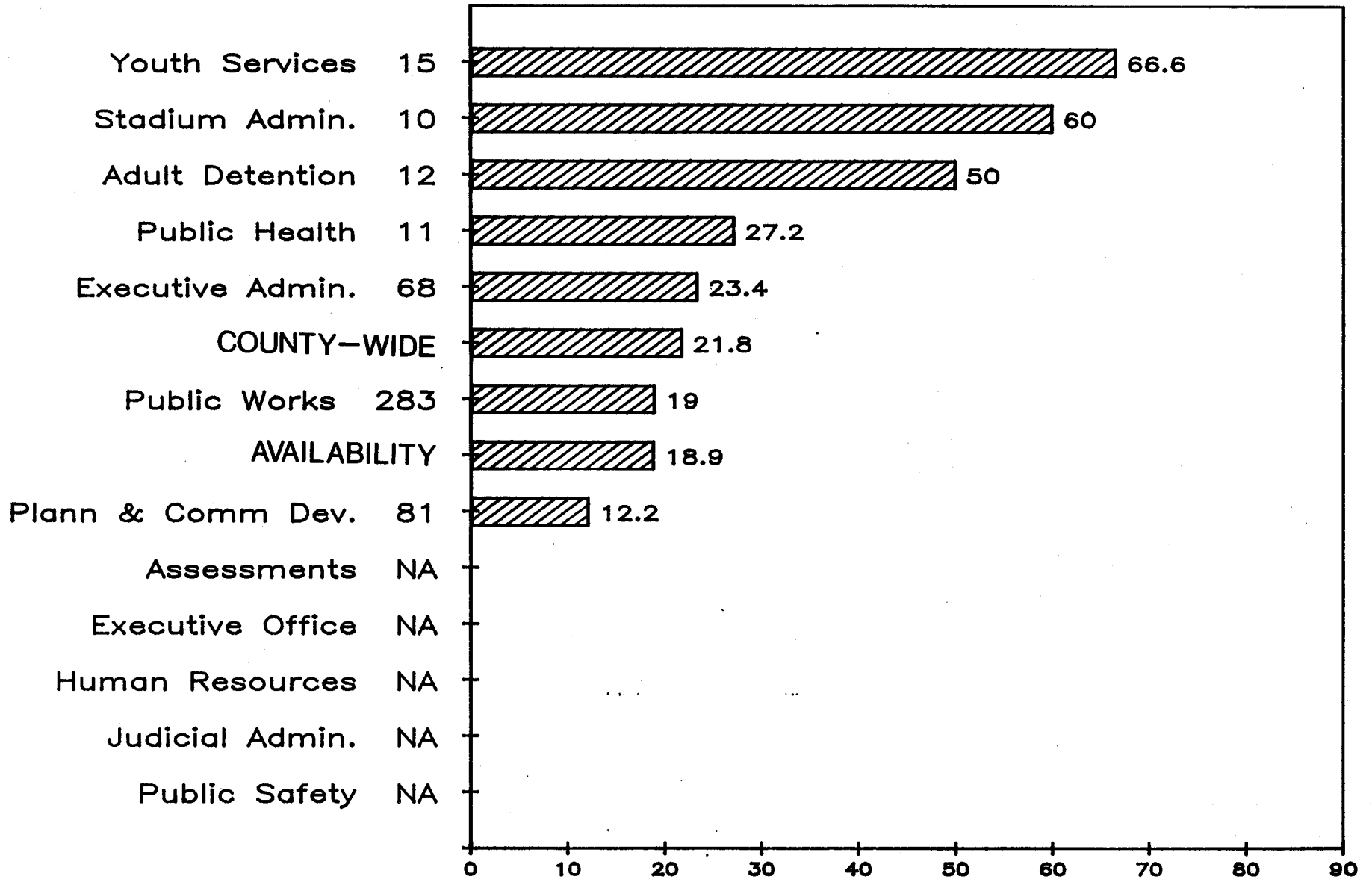
Comparative Departmental Percentages For Minorities Skilled Craft EEO Job Category



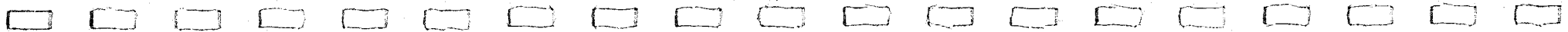
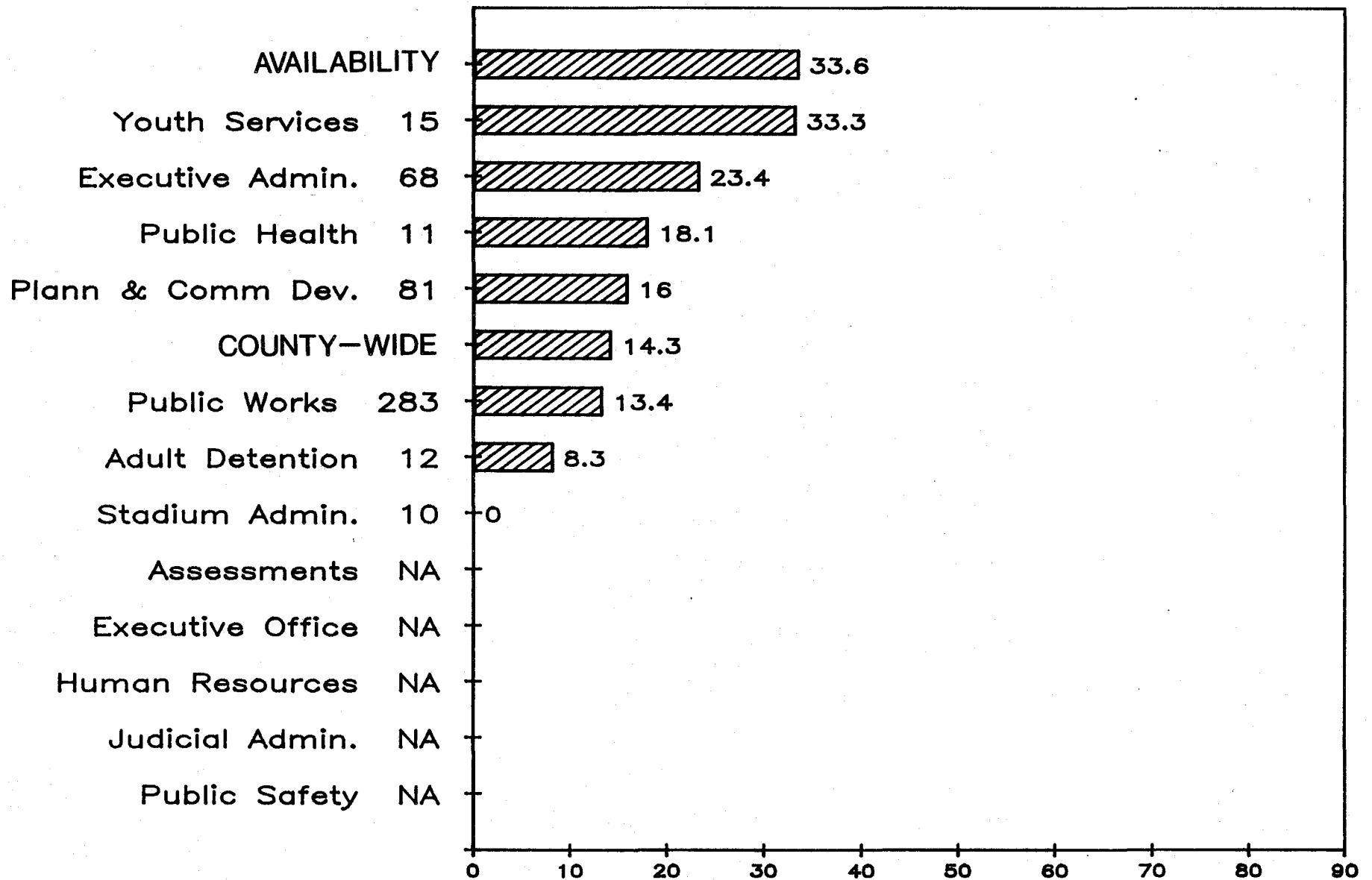
Comparative Departmental Percentages For Females Skilled Craft EEO Job Category



Comparative Departmental Percentages For Minorities Service/Maintenance EEO Job Category



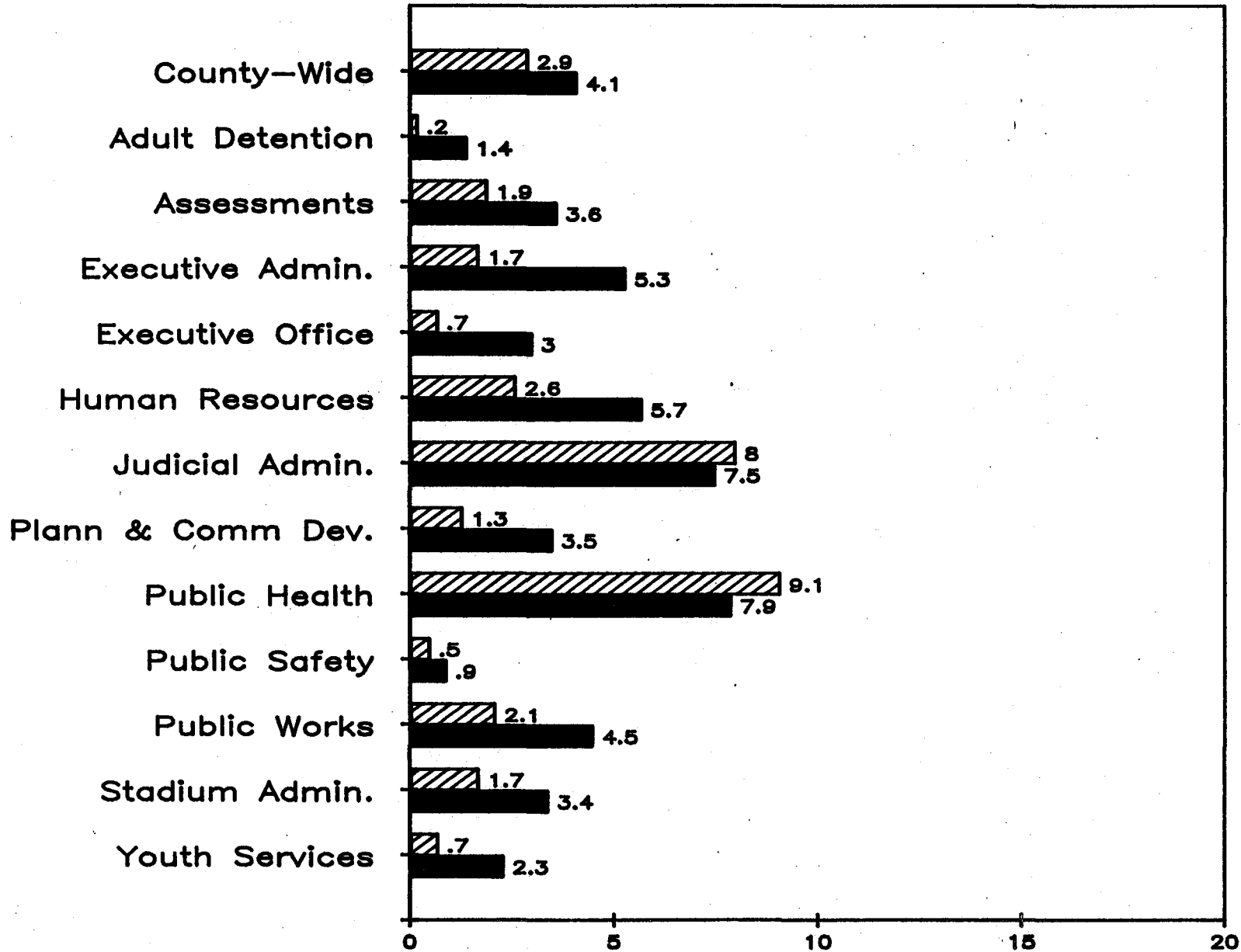
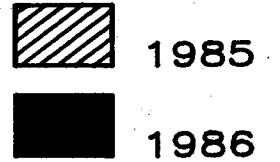
Comparative Departmental Percentages For Females Service/Maintenance EEO Job Category



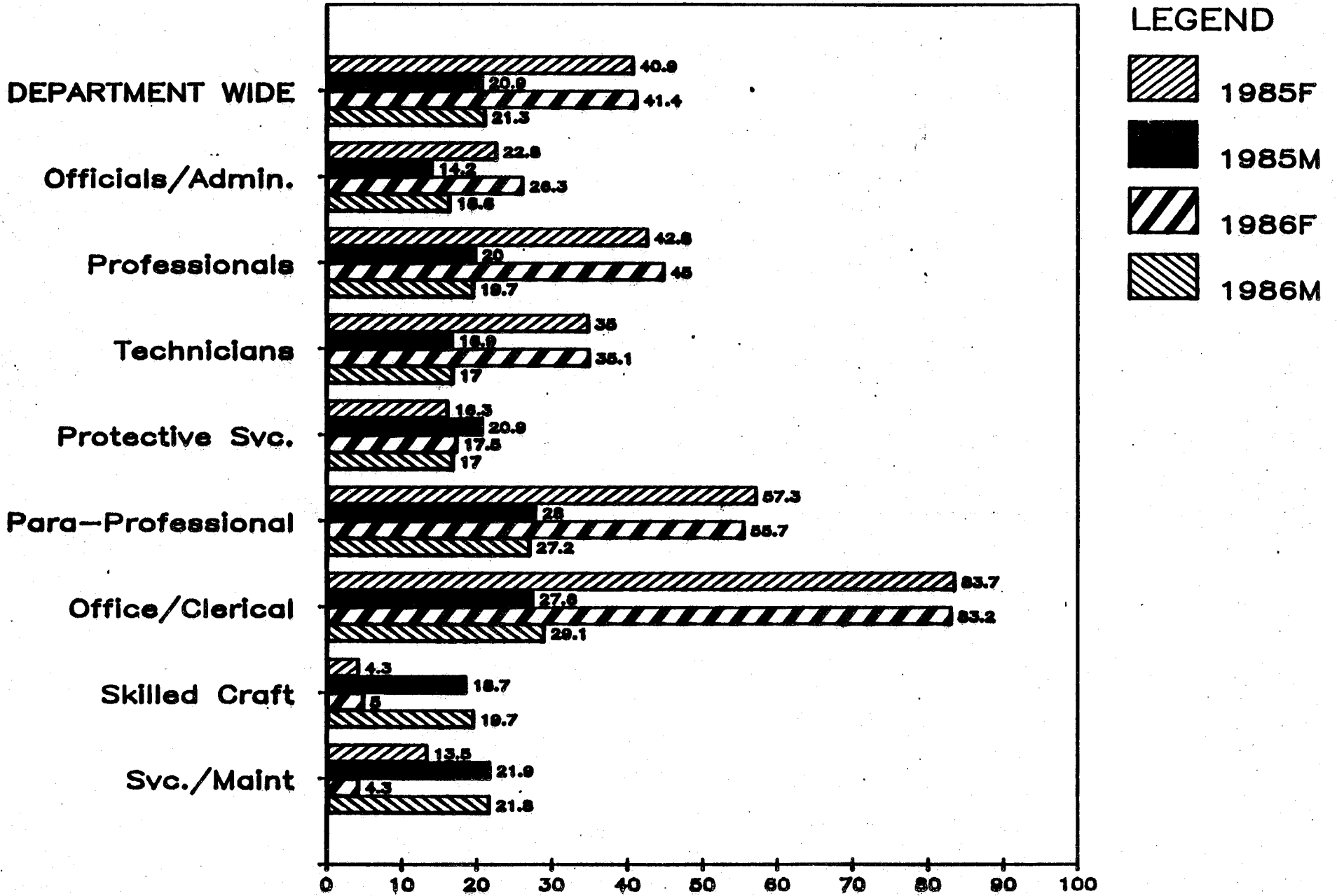
KING COUNTY

1986 vs 1985 FOR HANDICAPPED

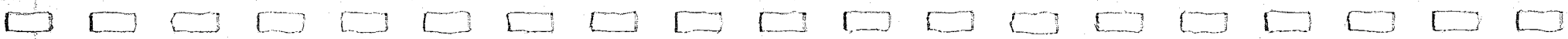
LEGEND



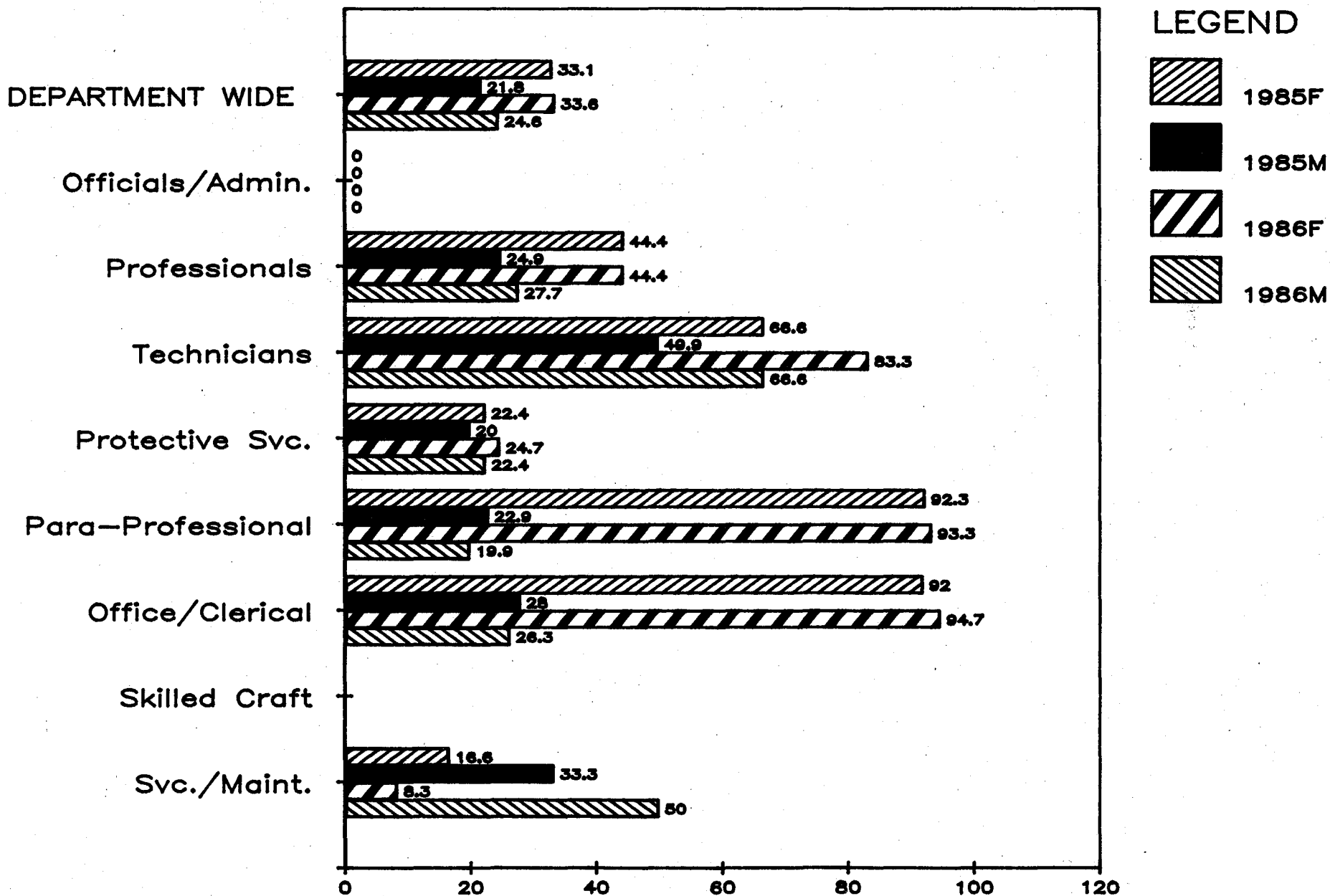
**MINORITY/FEMALE WORK FORCE PROFILE BY JOB CATEGORY
KING COUNTY (1985 vs 1986)**



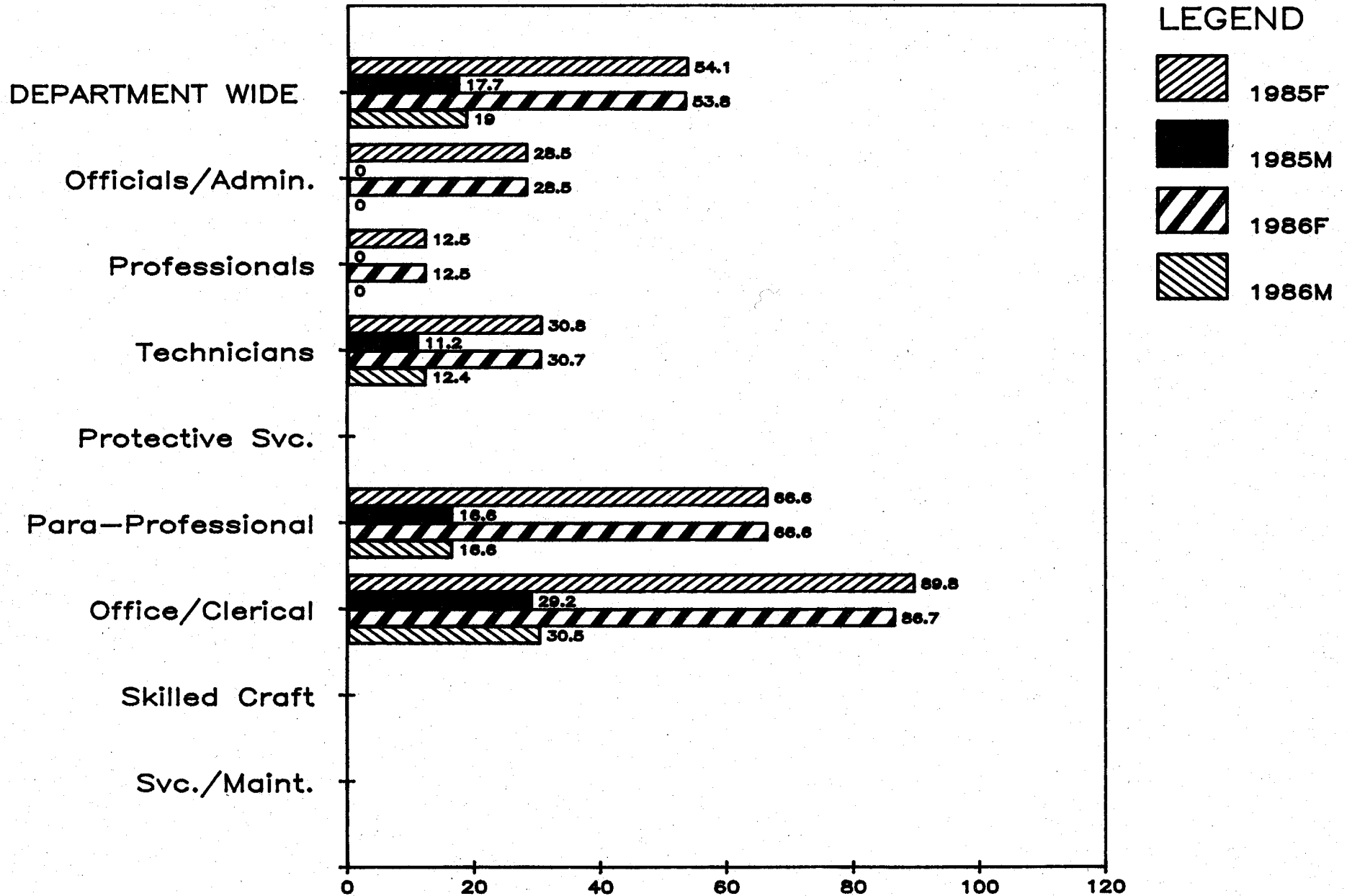
06



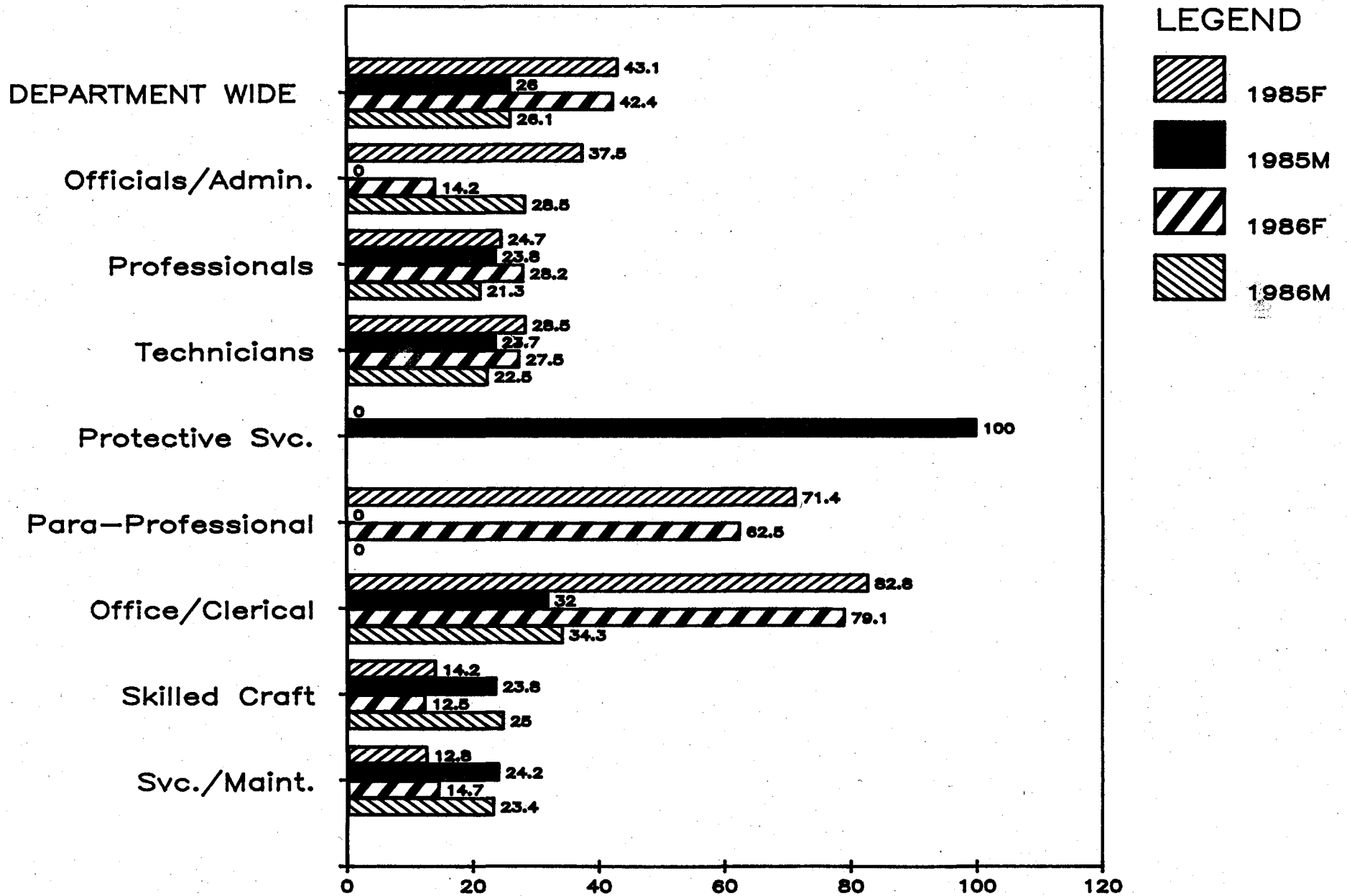
MINORITY/FEMALE WORK FORCE PROFILE BY JOB CATEGORY
ADULT DETENTION (1985 vs 1986)



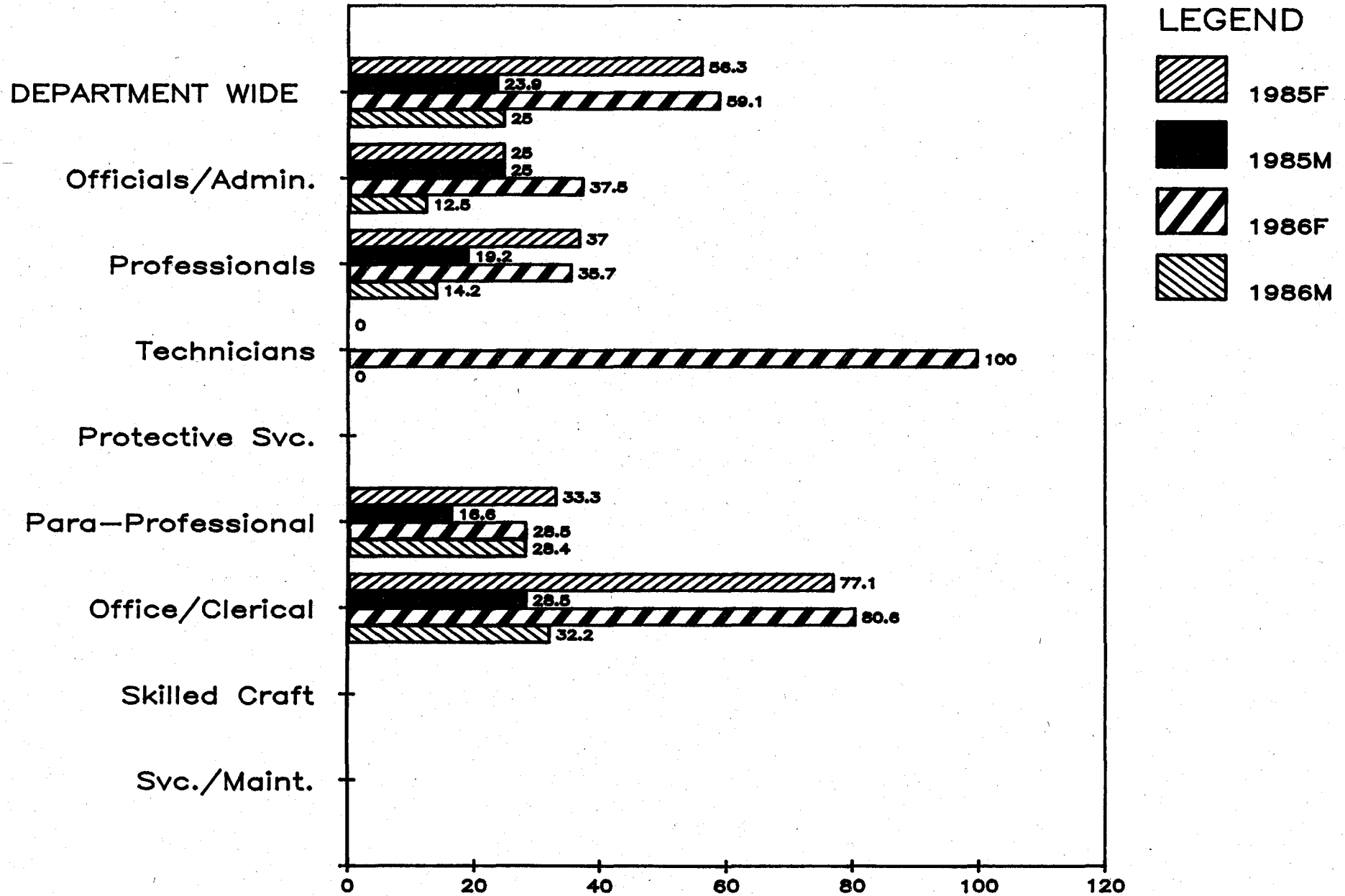
MINORITY/FEMALE WORK FORCE PROFILE BY JOB CATEGORY
ASSESSMENTS (1985 vs 1986)



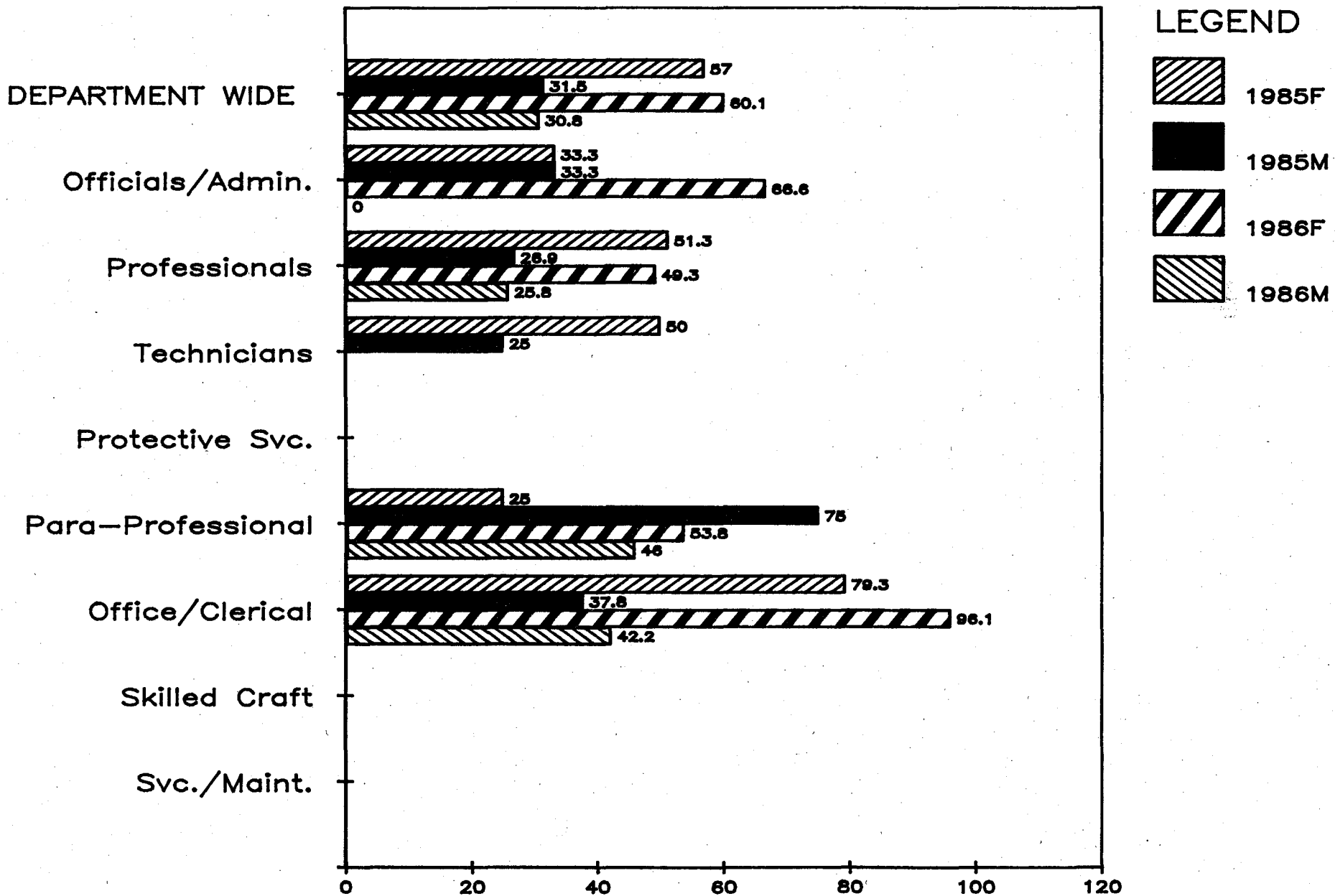
MINORITY/FEMALE WORK FORCE PROFILE BY JOB CATEGORY
EXECUTIVE ADMINISTRATION (1985 vs 1986)



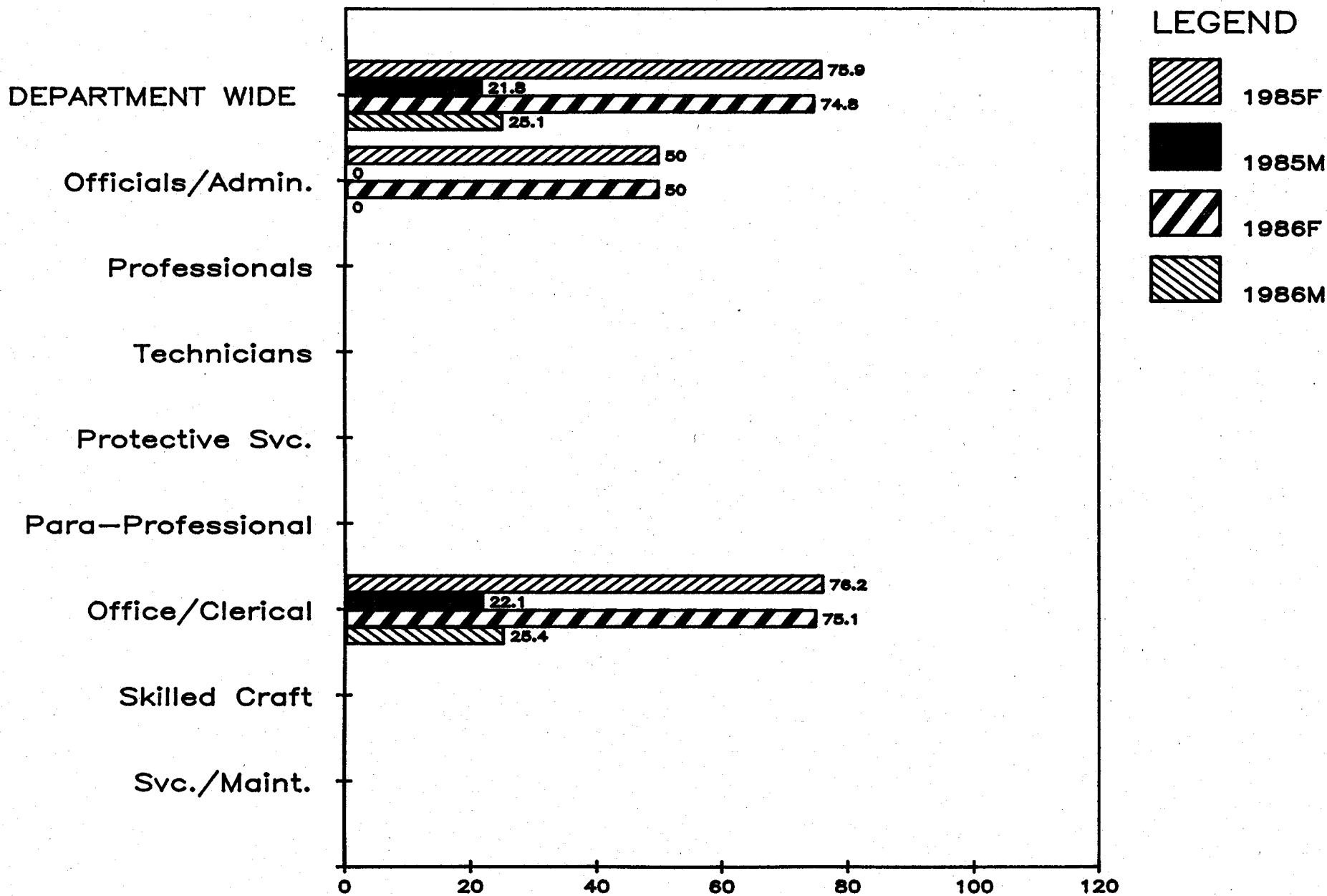
MINORITY/FEMALE WORK FORCE PROFILE BY JOB CATEGORY
EXECUTIVE OFFICE (1985 vs 1986)



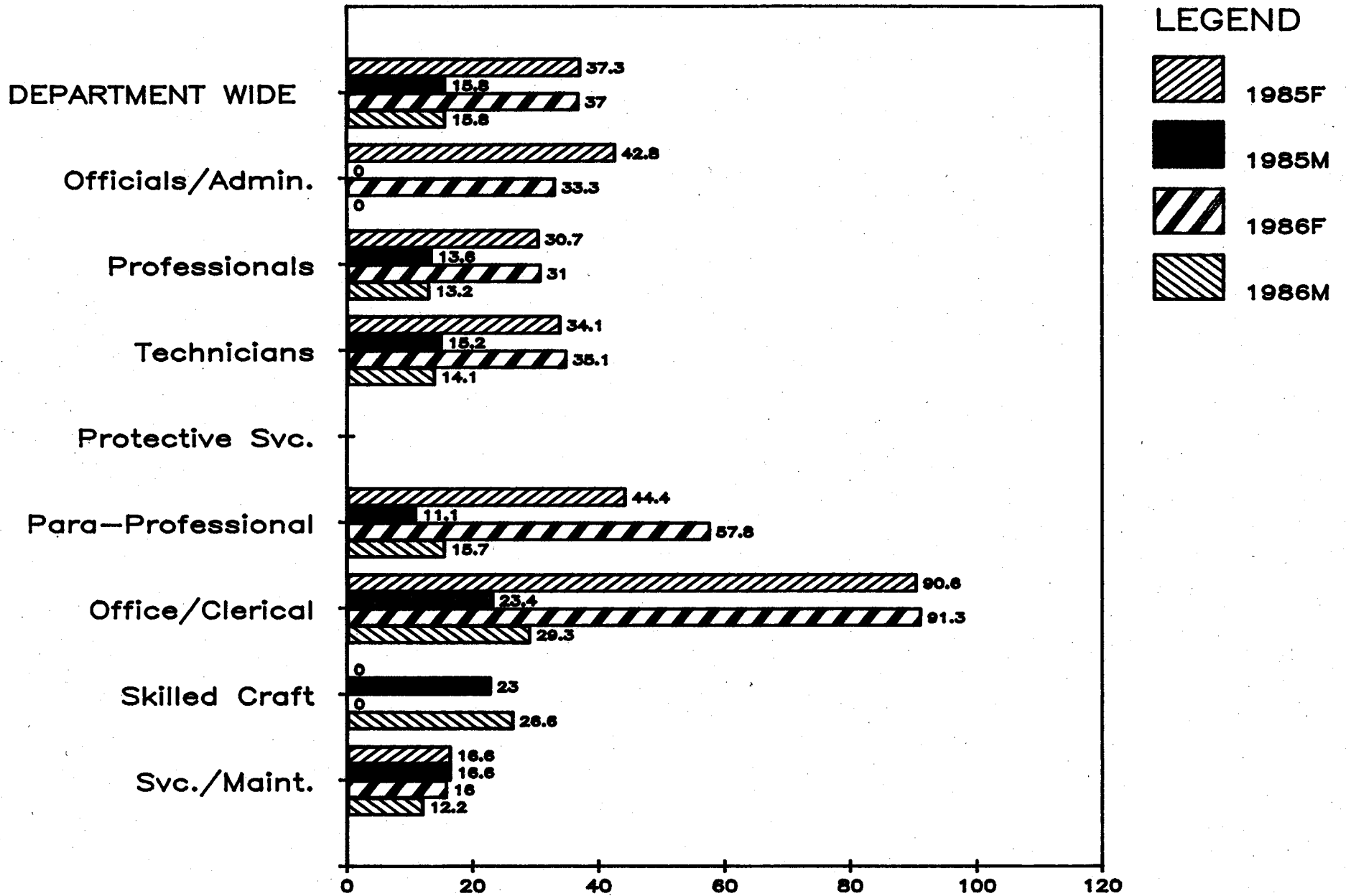
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HUMAN RESOURCES (1985 vs 1986)



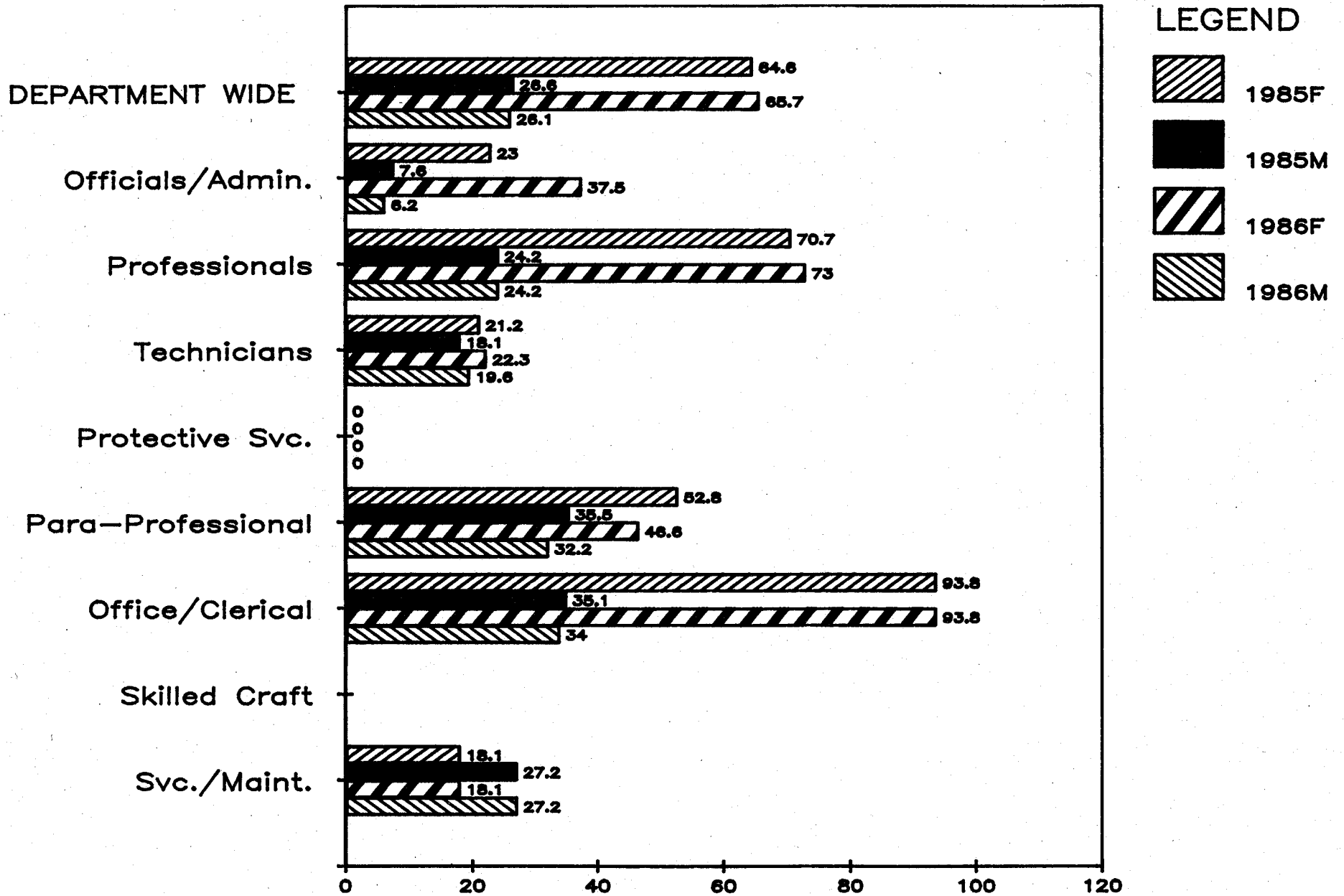
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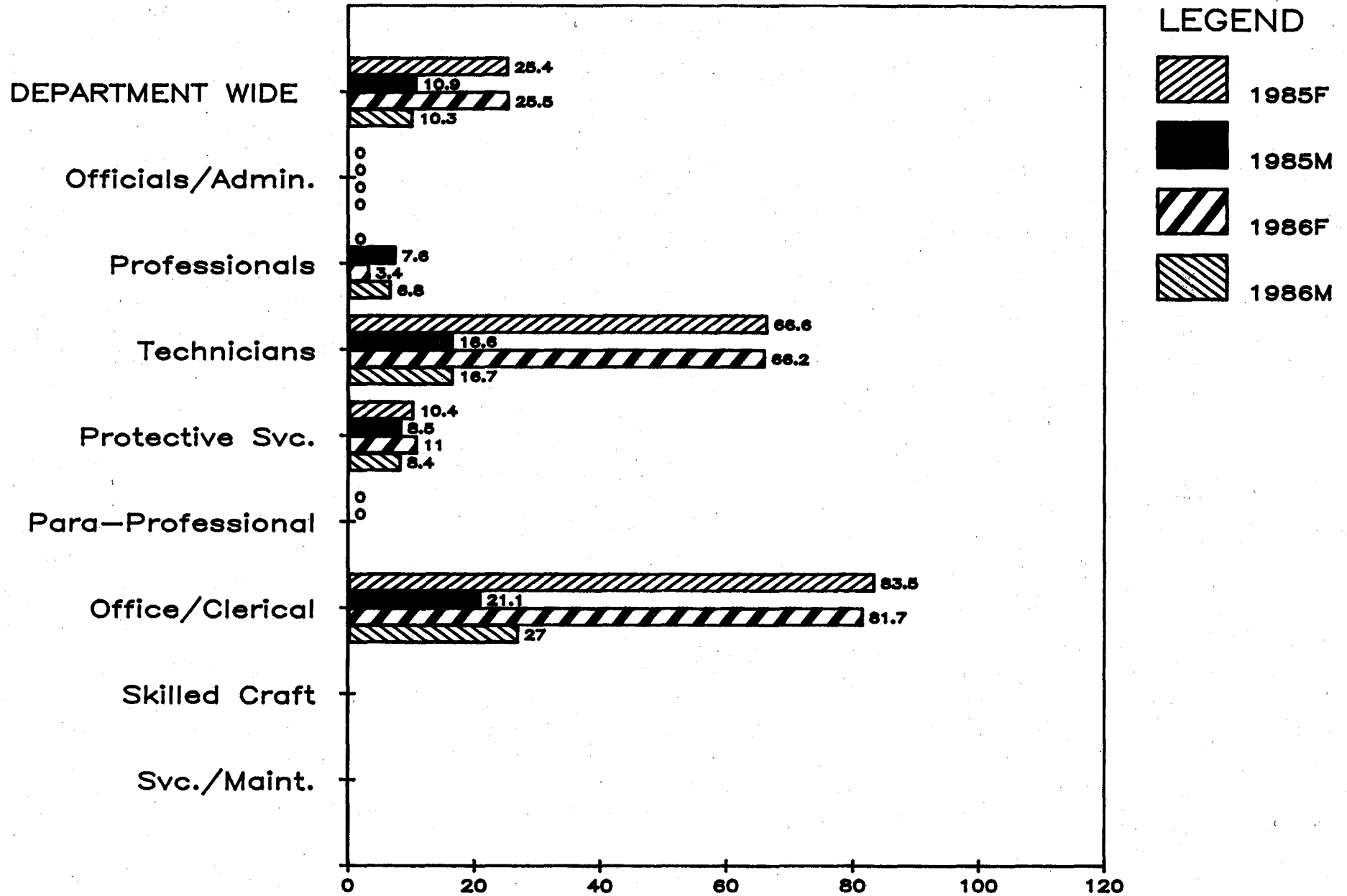
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 PLANNING & COMMUNITY DEVELOPMENT (1985 vs 1986)



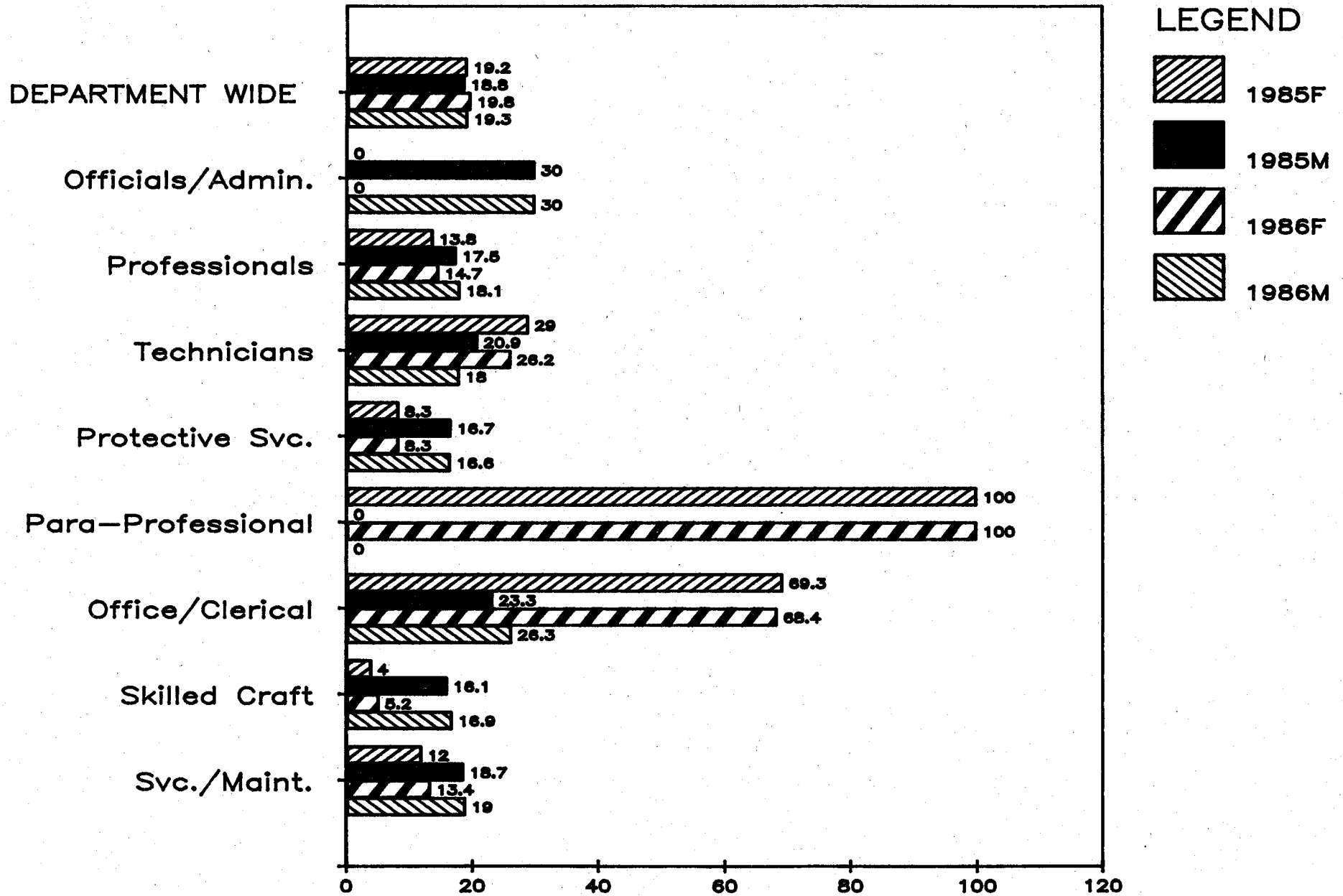
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PUBLIC HEALTH (1985 vs 1986)



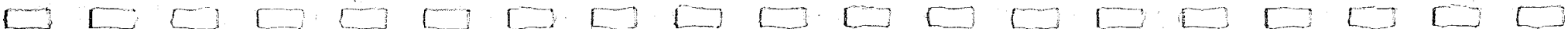
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PUBLIC SAFETY (1985 vs 1986)



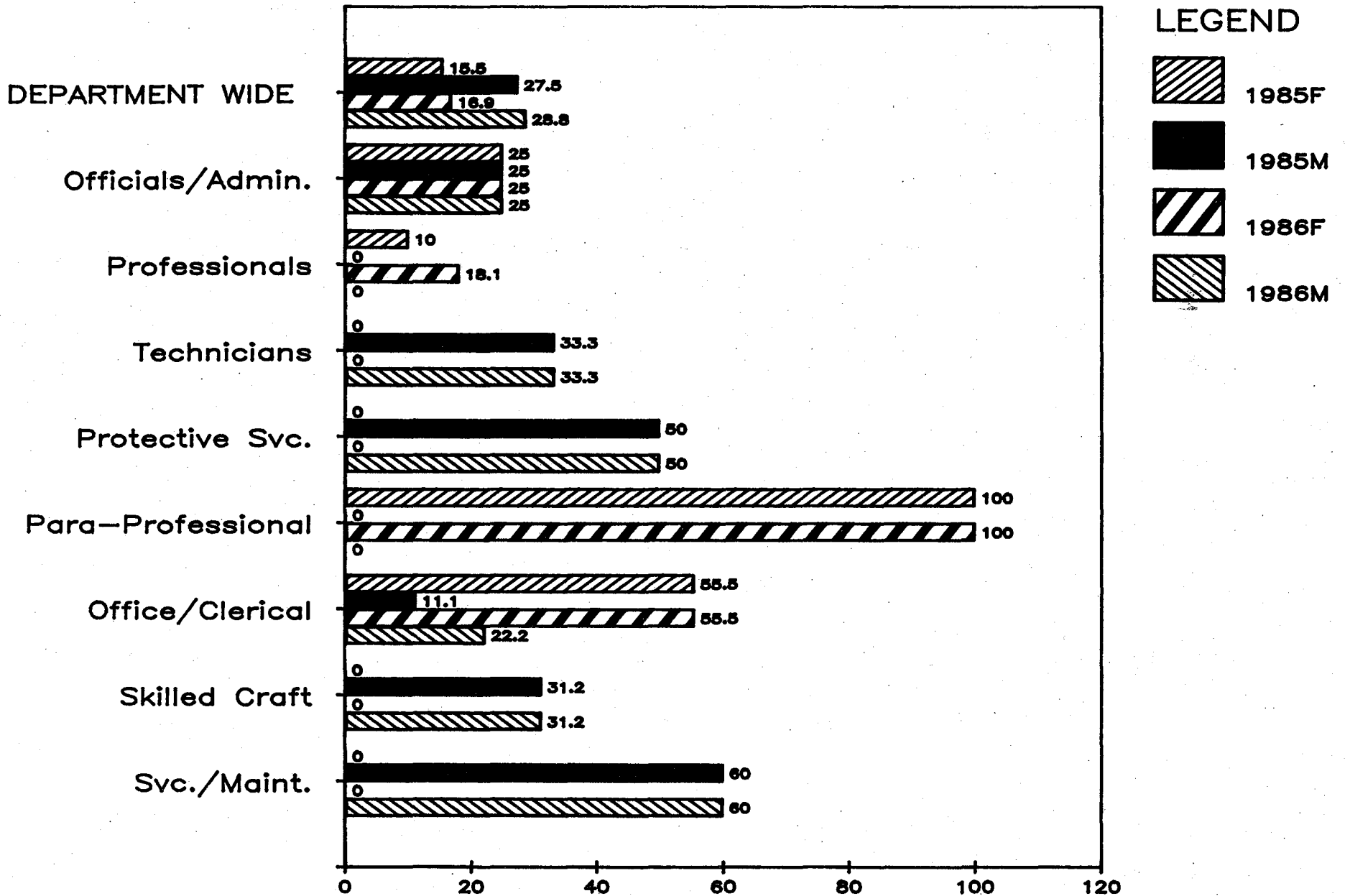
MINORITY/FEMALE WORK FORCE PROFILE BY JOB CATEGORY
PUBLIC WORKS (1985 vs 1986)



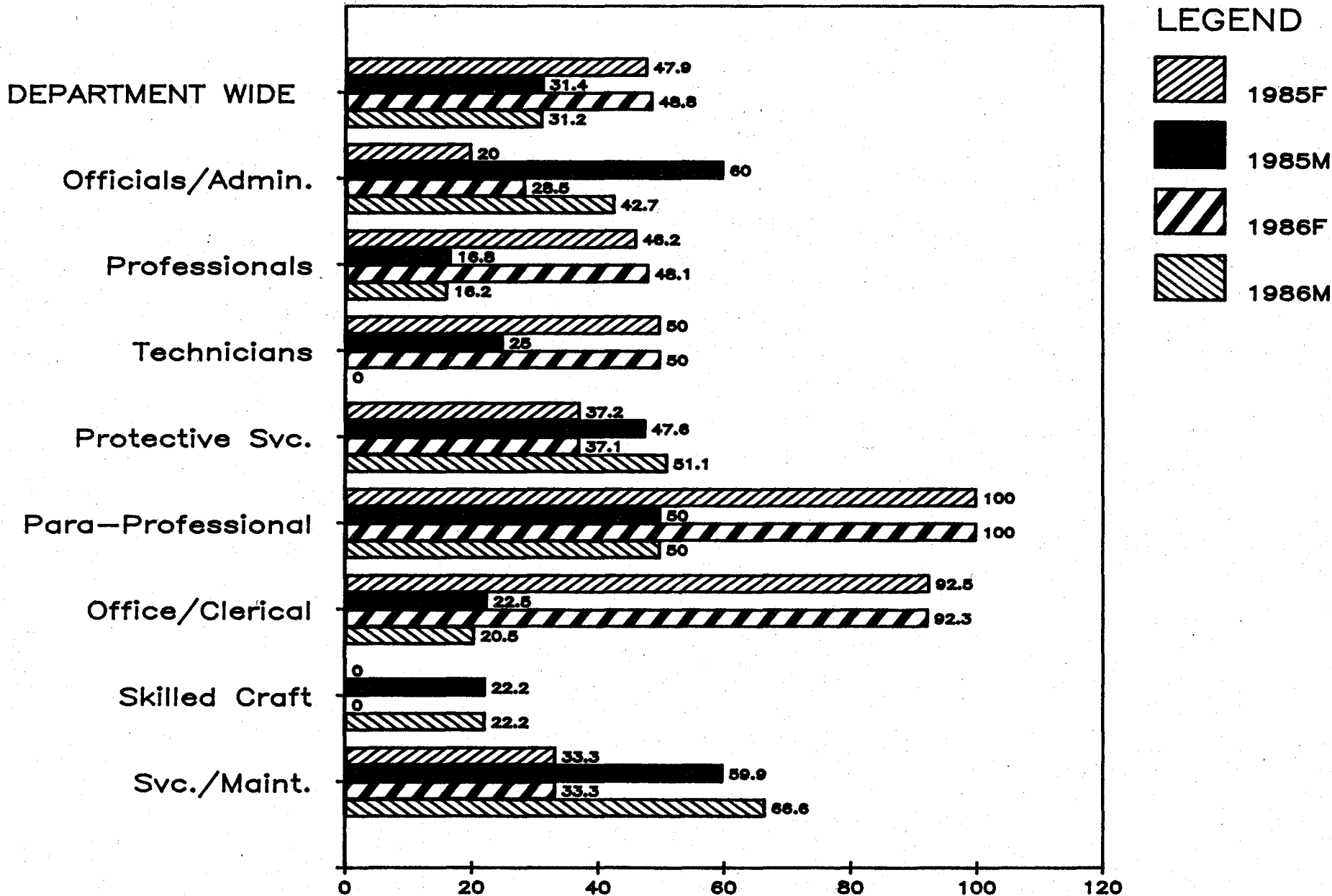
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MINORITY/FEMALE WORK FORCE PROFILE BY JOB CATEGORY
STADIUM ADMINISTRATION (1985 vs 1986)



MINORITY/FEMALE WORK FORCE PROFILE BY JOB CATEGORY
YOUTH SERVICES (1985 vs 1986)



STATUS OF 1986 OBJECTIVES

King County identified five (5) primary Affirmative Action objectives in 1986. These objectives are listed below with a statement regarding the County's progress toward meeting those objectives.

- 1. Continue to correct the underrepresentation of minorities and women by specific ethnic groups and sex, within job categories, classifications, departments, divisions.**

The County continues to progress in the hiring of minorities and women. As of December 31, 1986, County representation of minorities increased from 20.9 percent (905) at the end of 1985 to 21.3 percent (947). An increase in the representation of women also occurred during this period. At the end of 1986, women comprised 41.4 percent (1838) of the work force which compares favorably to 40.8 percent (1766) at the beginning of the year.

- 2. Increase the representation of handicapped persons in the King County work force.**

In the beginning of January 1987, the Affirmative Action Program in conjunction with the Personnel Division developed, designed and conducted a handicap self-identification survey. This survey was to encourage handicapped employees to self-identify in order to obtain a more accurate count of handicapped employees in County Government.

As a result of the self-evaluation survey, the representation of handicapped employees increased from 2.9% (125) during the end of 1985 to 4.1% (183) beginning of 1987.

- 3. Complete evaluation of county policies and procedures to determine if they meet the requirements of Section 504 of the Rehabilitation Act of 1973 and its implementing regulations.**

The County Executive issued a directive and a 504 Work Plan in order to meet the requirements of Section 504 of the Rehabilitation Act of 1973 and its implementing regulations. (See appendix for directive and 504 Work Plan.)

4. **Conduct workshops for King County managers designed to deal with the employment of the handicapped.**

The Affirmative Action Program did not conduct workshops dealing with the employment of the handicapped due to budget constraints. However, the Affirmative Action Program and the Division of Personnel designed and developed a program to employ more handicapped persons in King County. Also, as previously mentioned, as part of an effort to increase handicap representation, an Action Plan has been developed dealing with accessibility for the handicapped in employment and physical structures.

5. **Continue to evaluate the County's employment policies and procedures to identify possible discriminatory impact on minorities, women and/or handicapped persons in placement, hiring, transfer, promotion etc.**

The Affirmative Action Program inconjunction with the Personnel Division evaluated several County employment policies and procedures in 1986.

EEO DISCRIMINATION COMPLAINTS

The Affirmative Action Program is responsible for investigating all discrimination complaints filed by King County employees who allege discrimination in employment, based on race, color, national origin, sex, sexual orientation, age, religion, marital status, ancestry and/ or handicap.

Discrimination complaints are categorized into two groups: internal complaints and external complaints.

Internal complaints are those filed in-house with the King County Affirmative Action Program. These complaints are processed and investigated by the Affirmative Action Program (see pages 115 - 117 for complaint investigation process).

External complaints are those filed with outside governmental agencies, such as the Washington State Human Rights Commission and the Equal Employment Opportunity Commission. Although these complaints are not investigated these complaints are processed and coordinated by the Affirmative Action Program as follows:

- Notification to King County Prosecuting Attorney .
- Notification and Request for Response to King County Department (Respondent).
- King County Department Response and/or Questionnaire reviewed, analyzed, researched, and edited by Affirmative Action Program.
- Finalized response sent to external agency.
- Fact-finding conferences attended.
- Conciliation and other resolution methods discussed and negotiated.
- Miscellaneous coordination activities and notices handled.

1. Overview of EEO Cases

The Affirmative Action Program had a 1986 annual caseload total of 50 discrimination complaints compared to the 1985 annual caseload total of 36 discrimination complaints.

Of the 50 discrimination complaints for 1986, 26 were filed in 1986 and 24 were filed in 1985 and carried over into 1986. Of these twenty-four carryovers, 7 were internal and 17 external.

2. EEO Closed Cases

Activities on the 50 discrimination complaint caseload in 1986 include 28 cases closed and 22 cases in the pre-investigative, investigative, finding report and/or resolution phase.

The 28 cases closed in 1986 indicate the following: 15 cases resulted in No Reasonable Cause Findings, 1 case resulted in a Reasonable Cause Finding, 6 cases were administratively closed (i.e. complainant withdrew, no jurisdiction, issue resolved prior to investigation, investigation discontinued, etc.) and 6 pre-finding settlements were reached which precluded the issuance of a formal finding.

3. EEO Cases by King County Department

The 50 complaints were lodged against nine (9) King County Departments as shown in the chart below.

1986 ANNUAL EEO CASES BY KING COUNTY DEPARTMENT

DEPARTMENT	TOTAL CASES	INTERNAL	EXTERNAL
Adult Detention	4	3	1
Budget	1	1	-0-
Executive Administration	10*	5	5
Human Resources	2	1	1
Planning & Comm. Develop.	10	1	9
Public Health	4	1	3
Public Safety	5	-0-	5
Public Works	9	4	5
Youth Services	7*	4	3
TOTAL	52*	20	32

*Two complainants named two departments, Executive Administration and Youth Services, in their single complaints.

4. Overview of EEO Discrimination Issues

The 50 discrimination cases reported for 1986 alleged discrimination based on 6 issues: age, handicapped, national origin, race, retaliation and sex/sexual harassment. However, of these 50 cases, many cited two or more discrimination issues, i.e. race, age, and retaliation were cited for one case. Therefore, the 50 cases involved six (6) issues which were cited a combined total of 71 times as shown in the chart below.

1986 ANNUAL OVERVIEW OF EEO DISCRIMINATION ISSUES

CATEGORY	# TIMES CITED	INTERNAL	EXTERNAL
Age	6	-0-	6
Handicapped	6	4	2
National Origin	4	-0-	4
Race	23	8	15
Retaliation	14	10	4
Sex/Sexual Harassment	18	8	10
TOTAL	71	30	41

Race was the predominant discrimination issue during 1986, having been cited 23 times and representing 32% of all reported discrimination issues. Sex/sexual harassment and retaliation were the second and third most frequently cited issues.

Sex/sexual harassment was cited 18 times and represented 25% of all issues; and retaliation was cited 14 times and represented 20% of all issues.

All age and national origin cases as well as the majority of race (65%) discrimination cases were filed externally. The majority of retaliation (71%) and handicapped (67%) discrimination cases were filed internally.

5. EEO Discrimination Issues by King County Department

The Departments of Executive Administration and Planning & Community Development had the highest discrimination case totals during 1986, followed closely by Public Works and Youth Services. These four departments also had high citation frequencies (13, 12, 11 and 13 citations respectively or 69% collectively) on the six (6) discrimination issues.

1986 ANNUAL DISCRIMINATION ISSUES BY KING COUNTY DEPARTMENTS

DEPARTMENT	# TIMES CITED	A	H	N	R	RE	S
Adult Detention	6				2	3	1
Budget	1		1				
Executive Administration	13	2	2	1	4	2	2
Human Resources	3		1		1		1
Planning & Comm. Develop.	12	3	2		3	2	2
Public Health	7			2	2		3
Public Safety	5			1	2		2
Public Works	11	1			4	2	4
Youth Services	13				5	5	3
TOTAL	71	6	6	4	24	14	18

(Code: A - Age, H - Handicapped, N - National Origin, R - Race, RE - Retaliation, S - Sex/Sexual Harassment)

6. Other EEO Discrimination Complaint Activities

During 1986, the Affirmative Action Program engaged in the following activities.

- 460 Inquiries/counseling sessions with individuals
- 17 Fact-finding conferences with outside regulatory agencies
- 30 Pre-investigative conferences with King County departments
- 35 Informational mailings sent regarding filing discrimination complaints and other discrimination issues

DISCRIMINATION COMPLAINT PROCEDURES

A. Definition

A Discrimination Complaint will be defined as any written statement alleging unlawful discrimination in the terms and conditions of employment based on race, color, creed, religion, national origin, marital status, age, sex, sexual orientation, Vietnam Era Veteran Status, or the presence of any mental, sensory or physical handicap or disability.

Sexual harassment is defined by the Equal Employment Opportunity Commission guidelines as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when 1) submission to such conduct is made either explicitly or implicitly as a term or condition of an individual's employment; 2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individuals; or 3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

NOTE: Retaliation against a person for filing a complaint, or any person who testifies or assists in an investigation is prohibited.

B. Procedures

An internal complaint may be filed by any King County employee, an applicant for employment with King County, a recipient of King County services or a potential recipient of King County services, who alleges unfair treatment by a King County department, King County facility, or by King County funded agency on the basis of race, color, religion, national origin, age, sex, marital status, parental status, sexual orientation, the presence of any sensory, mental or physical handicap or the use of a trained dog guide by a blind person or deaf person. The procedures are:

1. Affirmative Action Program receives each complaint to determine jurisdiction.
2. Affirmative Action Program sends letter to department/agency and meets with appropriate departmental/agency personnel to obtain information and attempt early resolution.
 - (a) If early resolution is successful, the case will be closed.

- (b) If early resolution is not successful, Affirmative Action will investigate.
3. An Affirmative Action investigation will include the following:
- (a) An interview with the complainant and complainant's witnesses.
 - (b) An interview with the appropriate department/agency personnel.
 - (c) Review of relevant documentation.
 - (d) When appropriate, a review of the department's/agency's affirmative action reports.
 - (e) Review of documentation of prior complaints by the complainant.
 - (f) When appropriate, conduct an on-site investigation.
4. Affirmative Action Program determines finding.
- (a) Affirmative Action Program prepares and issues findings/ Complainant receives findings.
 - (b) If investigation reveals no violation, the case will be closed.
 - (c) If investigation reveals a violation with department/agency negotiations will take place.
 - (d) If complaint is resolved through negotiations (conciliation agreement) with department/agency, the case will be closed.
 - (e) If complaint is resolved through negotiations and/or department/agency does not want to conciliate, the complaint will be referred to the Deputy County Executive.
 - (f) Deputy County Executive reviews documentation/findings.
 - (g) Deputy County Executive disagrees with the finding/remedy, the case is closed.
 - (h) Deputy County Executive agrees with finding, the original remedy is enforced or Deputy County Executive recommends and/or modifies the remedy.

NOTE: It is recommended that an employee attempt to resolve the complaint at the lowest management level, i.e., intradepartmentally (supervisor, section manager, department director).

C. Timeframe

A complaint of discrimination shall be presented to the Affirmative Action Program within 180 days of the occurrence of such alleged discrimination.

D. Forms:

Forms to file grievances can be obtained from the Affirmative Action Program, Room 400 King County Courthouse (344-7652).

REPORT ON FAIR EMPLOYMENT

A. Introduction

During 1986, the Equal Opportunity/Contract Compliance Unit (EO/CC) of the Affirmative Action Program assumed responsibility (with no additional staff) for the implementation of the King County Fair Employment Ordinance, Ordinance 7340, which went into effect on May 16, 1986.

The King County Fair Employment Ordinance prohibits discrimination in employment on the basis of race, color, age, sex, marital status, sexual orientation, religion, ancestry, national origin, or the presence of any sensory, mental or physical handicap. The Ordinance applies to private employers employing eight or more persons in unincorporated King County, as well as to King County government.

The addition of the Fair Employment Ordinance has resulted in increased workload for the EO/CC Unit. However, since no additional staff has been budgeted for the unit, the EO/CC Unit has been designated to implement the Fair Employment Ordinance with existing staff for 1987.

B. 1986 Progress Report Fair Employment

1. Established forms and procedures to implement Fair Employment Ordinance.
2. Responded to a number of inquiries from the public regarding potential discrimination in violation of the Fair Employment Ordinance. The majority of inquiries did not involve discrimination or were outside of King County jurisdiction and were referred to other agencies.
3. Three complaint forms were sent to citizens in response to telephone inquiries. From these, one complaint was filed against a private employer in unincorporated King County, but was later withdrawn by the complaining party.

Eight internal complaints were filed by King County employees or by applicants for employment with King County subsequent to the effective date of the Fair Employment Ordinance. These cases were handled through the established internal complaint investigative process.

C. 1987 Action Plan

Inquiries recieved from the public during 1986 reveals a lack of public awareness about the Fair Employment Ordinance and its jurisdiction. The 1987 action plan proposes to do the following to address this problem:

1. Send copies of the Fair Employment Ordinance to community organizations and related governmental agencies.
2. Develop a brochure which will explain jurisdiction of the Fair Employment Ordinance as well as the Fair Housing Ordinance. This brochure will be distributed to King County employees and to the public.
3. Conduct outreach by making presentations on the Fair Employment Ordinance to community organizations.
4. Continue to respond to inquiries from the public.
5. Investigate complaints filed under the Fair Employment Ordinance against private employers and against King County.
6. Upgrade staff skill through conducting a workshop on investigative techniques.

REPORT ON FAIR HOUSING

A. Introduction

Fair Housing became law in King County on January 21, 1981 when Ordinance 5280 was signed by the King County Council. This ordinance prohibits discrimination in the sale, rental or in the financing of housing accommodations in unincorporated King County.

On September 19, 1986, Ordinance 5280 was revised by King County Ordinance 7816. Revisions included changing the length of the filing period from 60 days to 180 days, clarifying and expanding investigative procedures which included defining marital status and giving subpoena powers for investigative purposes, adding retaliation as a prohibited practice and adding a new section, Section 5 on severability which states as follows: "Should any section, subsection, paragraph, sentence, clause or phrase of this ordinance be declared unconstitutional or invalid for any reason, such decision shall not affect the validity of the remaining portions of the ordinance".

B. Enforcement

The Affirmative Action Program is charged with the administration and enforcement of the King County Fair Housing Ordinance 5280 and later of King County Ordinance 7816. Enforcement of this Ordinance includes but not necessarily limited to the following: intake and investigation of complaints, negotiating prefinding and conciliated agreements, educating the public about fair housing, public speaking and outreach to other agencies and community organizations, providing information and referral, and representing the County in organizations and efforts related to fair housing.

C. Overview of Fair Housing Complaints:

During a 12 month period from December 31, 1985 to December 31, 1986, a total of twenty-three Fair Housing Complaints were filed with the King County Affirmative Action Program. However, three cases were carryovers from 1985 increasing Fair Housing complaint caseload to twenty-six. Out of these twenty-six cases, seventeen cases were closed, leaving six cases still pending.

Out of twenty-three cases filed in 1986, nine of these cases were jointly filed with the U.S. Department of Housing and Urban Development. (King County Affirmative Action Program has a signed contractual agreement with the U.S. Department of Housing and Urban Development since May of 1983. This contract provides for a cooperative working arrangement between H.U.D. and King County and enables the mutual referral of Fair Housing cases. With this agreement, King County is eligible to participate in H.U.D.'s Fair Housing Assistance Program which provides that jointly filed cases receive \$600 per case that are investigated and closed.)

D. Overview of Types of Complaints filed in 1986.

Complaint Category	Total	Rental Condo/Apts.	House	Low Income Section 8
Race	7 (23.3)	6 (20.0)		6
Color				
Religion				
National Origin	2 (6.7)	2 (6.7)		
Age	2 (6.7)	2 (6.7)		
Sex	3 (10.0)			
Sexual Orientation	1 (3.3)		1	
Parental Status	8 (26.7)	9 (30.0)		
Marital Status	4 (13.3)	3 (10.0)	1	
Handicap Status	2 (6.7)			
Retaliation	1 (3.3)			
TOTAL	30	22 (73.3)	2 (6.7)	6

During 1986 King County's Fair Housing Section received its greatest number amount of complaints in the categories of Parental Status 8 (26.7%) and Race Discrimination 7 (23.3%). The category of persons seeking rentals of apartments/condos in unincorporated King County had the highest amount of housing discrimination complaints 22 (73.3%).

Note: A person can file against more than one complaint category in a single complaint, i.e., race, sex and parental status, etc.

E. **Other Fair Housing Activities**

During 1986, the Affirmative Action Program (Fair Housing) engaged in many activities to further enforce King County Ordinance 7816. These activities included the following:

1. Mailed Brochures and informational publications to 42 governmental and community service organizations. This is part of a continual outreach and educational program to inform residents of unincorporated King County as to their rights and remedies under King County Ordinance #7816.
2. Attended local and out of town Fair Housing workshops, seminars and training sessions.
3. Current member of the Seattle King County Housing Resource Board and the Intergrated Housing Committee. Both deal with Affirmative Marketing programs in Fair Housing.
4. Met with H.U.D. representative regarding jointly filed Fair Housing complaints on a weekly basis.
5. Developed a Procedure in which King County and City of Seattle can cooperatively work together in assisting one another in testing for possible discrimination in fair housing practices.
6. Met with community organizations regarding the County's Fair Housing Ordinance.
7. Continued to use the Multi-Lingual Interpreter Service Program to serve the limited and non-English speaking persons (LNE SD) in King county. Languages include the following: Spanish, Vietnamese, Loatian, Cambodian, Cantonese, Mandarin, Korean, and Tagalog.
8. Distributed 1,000 fair housing posters with multi-lingual content to community organizations.
9. Compiled a list of housing resources available to residents of King County.
10. Applied and received a \$150,000 H.U.D. Type II Grant in conjunction with the City of Seattle.

F. **1987 Fair Housing Action Plan**

1. Administer the \$150,000.00 Housing and Urban Development, Type II grant received with the City of Seattle.

2. Disseminate revised Fair Housing Ordinance 7816.
3. Review and monitor housing legislation in the state.
4. Continue to be involved with the newly passed Seattle Housing Levy by servicing in the Community Housing Resource Board and the Seattle Integrated Housing Committee.
5. Sponsor the National Fair Housing week.

REPORT ON CONTRACT COMPLIANCE

A. Introduction

The Contract Compliance Unit was established in 1976 to enforce the requirements of King County Ordinance 00198, 4528 and later of King County Ordinance 7788. Ordinance 00198 prohibited employment discrimination on the basis of race, color, creed, sex, age, or nationality by contractors, subcontractors, unions, and vendor/suppliers who do business with the County.

On October 23, 1979, Ordinance 00198 was repealed by Ordinance 4528. This new Ordinance established the requirement that County contractors, subcontractors, and vendor/suppliers not practice employment discrimination and that they adopt affirmative action measures to increase the representation of females and minorities on their workforce. Protected classes were expanded to include non-discrimination provisions on the basis of "marital status and the presence of any sensory, mental or physical handicap, provided that such handicap did not hinder the performance of the job." (Ordinance 4528, Section 2). As a measure of their compliance with the affirmative action requirements, goals for employing minorities and females were established for contractors to meet based upon contract type, construction contractors or vendor/service contractors. Established goals were to be measured in terms of hours of employment on King County contracts.

On September 22, 1986, Ordinance 4528 was amended by Ordinance 7788. This new Ordinance established the requirement to include non-discrimination measures regarding the employment of handicapped persons and established goals for employing handicapped persons for contractors to be met by both construction contracts and vendor/service contractors. This Ordinance increased the reporting requirement dollar amount of vendor/suppliers and construction contractors from \$1,000 to \$5,000 per annum. This change will mean that contractors with less than \$5,000 in a given calendar year shall be exempt from the Affirmative Action requirements of Ordinance 7788. Also, it proposed a new goal setting methodology using a multi-factor availability analysis for two industry categories, construction contractors and vendor/supplier contractors; for minority, females and handicapped.

Goal Setting Methodology for Minorities and Women

The multi-factor analysis, shall be based on four factors with each factor being assigned a specific weight as follows:

Factors

1. Representation of women and minorities among those employed in King County in each industry category (weight = 50%);

2. Representation of females and minorities in the King County labor market (weight = 25%);
3. Representation of females and minorities among the unemployed in King County (weight = 15%);
4. Representation of females and minorities in the general population of King County (weight = 10%).

Goal Setting Methodology for the Handicapped

Employment goals for the handicapped shall be established using the methodology deemed most relevant and the statistical data deemed the most current and representative of the availability of handicapped person by the Affirmative Action Program, and shall, to the extent possible, be consistent with the methodology used to establish employment goals for the handicapped for the County's internal work force.

B. Purpose

The purpose of the Contract Compliance Unit is to enforce the non-discrimination and affirmative action requirements of Ordinance 7788 (amending 4528) and other pertinent state and federal anti-discrimination laws on County contractors. The Unit's role is to ensure that the contractors who do business with the County are not practicing employment discrimination and are actively recruiting and hiring minorities, females and handicapped persons for their work forces.

In addition to enforcement of Ordinance 7788 and other pertinent legislation, the Unit monitors state and federal Davis-Bacon laws, which requires that government construction contractors pay prevailing wage rates to their employees.

C. Objective

The primary objective of the Contract Compliance Unit is to impact or change the hiring and recruiting procedures of County contractors so that minorities, females and handicapped persons will be fairly represented on their work forces.

Fair representation is determined by the establishment of employment goals against a contractor's work force. However, a contractor's failure to meet the employment goals does not mean that the contractor is out of-compliance with King County Ordinance 7788. Ordinance 7788 states that contractors who are taking reasonable affirmative action measures are in compliance even if they fail to meet the employment goals.

D. 1986 Goals

1. Goals for 1986 were:

	Minorities	Females
Construction Contractors	15%	6.9%
Vendor/Suppliers/Service Providers/Consultants	11%	35%

2. Contract Compliance Review

During 1986 Contract Compliance Reviews (CCRs) were conducted on construction, vendor/supplier and service provider contractors based on size and location of their work force and the total amount of the contract or aggregate dollars for the calendar year. Contractors submit an updated Personnel Inventory Report and a notarized Affidavit and Certificate of Compliance if the total value of the contracts exceed \$10,000. The Personnel Inventory Report is reviewed to determine whether the contractor has met the employment goals for minorities and females as established in Ordinance 4528.

For selected number of contractors who are not meeting County employment goals listed above, the Unit conducts CCRs to determine if contractors are taking the affirmative action measures required by Ordinance 4528.

If a contractor has not met the minority and females goals, a contract compliance investigator can request that the contractor submit the contractor's affirmative action plan and desk audit materials. The investigator will analyze documents submitted and whether any additional "reasonable" affirmative action efforts are appropriate.

These reviews are based on Section 3(c) and Section 5 of Ordinance 4528. Section 3(c) states as follows:

"Underrepresentation of minorities and women will not itself be deemed a violation of this Ordinance where reasonable affirmative action measures are adopted and are being implemented in good faith."

Section 5 states, in pertinent part, as follows:

"...underrepresentation of minorities and females and the failure or inability of any contractor to achieve employment goals will not be a violation where that contractor has adopted and pursued a reasonable affirmative action program in compliance with this ordinance."

If a CCR results in a finding that a contractor's affirmative action efforts do not meet the requirements of Ordinance 4528, the Contract Compliance Unit endeavors to remedy these deficiencies through negotiating conciliation agreements with the contractor. CCR of construction and vendor /supplier contractors are as follows:

a) CCRs of Construction Contractors

Contract Compliance Reviews are conducted on a selected number of construction contractors whose work force statistics show an underrepresentation of females and /or minority employment hours in relation to the County's goals, which for 1986 were 15% minority hours and 6.9% female hours.

b) CCRs of Vendors/Suppliers/Service Providers

Contract Compliance Reviews are conducted on a selected number of vendor, supplier and service provider contractors whose work force statistics show an underrepresentation of females and/or minorities in relation to the County's employment goals, which for 1986 was 11% minority and 35% female.

For the purpose of analyzing the percentage of County contractors not meeting employment goals for minority/female, the Affirmative Action Program prepared, in chart form, work force statistics of contractors during 1986. Statistical analysis for non-complying contractors is based on Ordinance 4528. This analysis will be broken down by: A. Vendor/ Supplier Contractors and B. Construction Contractors.

3. 1986 CCR Statistics

a. Vendor/Supplier Contractors

(1) Chart 1

<u>Size</u>	<u>Total</u>	<u>Meets Both Goals</u>	<u>Do Not Meet Goals</u>	<u>Meets M or F Goal</u>	<u>Meets Neither Goal</u>
Small	246 (33.3%)	39 (15.9%)	207 (84.1%)	110 (44.7%)	97 (39.4%)
Medium	269 (36.4%)	28 (10.4%)	241 (89.6%)	93 (34.6%)	148 (55.0%)
Large	135 (18.3%)	36 (26.7%)	99 (73.3%)	50 (37.0%)	49 (36.3%)
Self Employed	88 (11.9%)	N/A	N/A	N/A	N/A
TOTAL	738 (100%)	103 (13.9%)	547 (74.1%)	253 (34.3%)	294 (39.8%)

(2) Chart 2 - Not Meeting Goals

<u>Size</u>	<u>Do Not Meet Goals</u>	<u>Close To Meeting Goals</u>	<u>Company Out of State</u>
Small	207 (37.8%)	37 (17.9%)	43 (20.7%)
Medium	241 (44.1%)	29 (12.0%)	23 (9.5%)
Large	99 (18.1%)	31 (31.3%)	32 (32.3%)
TOTAL	547 (100%)	91 (17.7%)	98 (17.9%)

Small = Contractors with 1 to 14 employees.
 Medium = Contractors with 15 to 74 employees.
 Large = Contractors with 75 or more employees.

(3) Synopsis

As indicated in Chart 1, 738 vendor/supplier contractors were reviewed in 1986. Utilization goals used for this analysis is the 1986 goals of 11% for minorities and 35% for females. Chart 1 indicates that 13.9% of all vendor/supplier contractors meet employment goals for both minorities and females while 74.1% failed to meet one or both goals.

However, review of the 547 (74.1%) vendor/supplier contractors who fail to meet minority and/or female employment goals (indicated in Chart 2) almost half of the 547 are small contractors with less than 15 employees (207 or 37.8% of contractors), 98 or 17.9% of contractors are out-of-state with no local workforce, 97 or 17.7% are close to meeting both employment goals. This leaves 145 contractors, or 26.5% of all contractors, whose underrepresentation problems **can be addressed** by the Contract Compliance Unit. Therefore, vendor/supplier contractors, whose underrepresentation of minorities and females **can be addressed**, is **26.5%** rather than 74.1%.

In 1986, the Contract Compliance Unit conducted 105 contract compliance reviews (CCRs) on noncomplying vendor/supplier contractors. This means that out of the 145 noncomplying contractors 40 or 27.5% were not targeted for CCR's. The 40 contractors that were not reviewed were short term with less than ten working days, no longer contracting with King County, or went out of business.

b. Construction Contractors

(1) Chart

<u>Type</u>	<u>Total</u>	<u>Meets Both Goals</u>	<u>Do Not Meet Goals</u>	<u>Meets M or F Goal</u>	<u>Meets Neither Goal</u>
Primes with M & F Stats	103 (75.7%)	16 (15.5%)	87 (84.5%)	75 (86.2%)	12 (13.8%)
Primes with no M & F Stats	27 (19.9%)	N/A	N/A	N/A	N/A
Self Employed	6 (4.4%)	N/A	N/A	N/A	N/A
TOTAL	136 (100%)	16 (11.8%)	87 (64.0%)	75 (55.1%)	12 (8.8%)

(2) Synopsis

The above chart presents an analysis of the minority and females work hours utilized by prime contractors on King County construction projects in 1986. The analysis represents 136 projects that were closed by the Contract Compliance Unit in 1986. The 1986 utilization goals for construction contractors is 15% minority hours and 6.9% female hours.

Chart indicates that out of 136 prime construction contracts reviewed 16 (15.5%) met employment goals for both minority and female hours, 87 (84.5%) failed to meet one or both goals, 14 (19.9%) did not submit utilization reports because their contract was less than \$100,000 and they utilized subcontractors for their labor and 6 (4.4%) were self-employed (self-operated).

In 1986 the Contract Compliance Unit conducted 11 (11.0%) Contract Compliance Reviews of Construction Contractors not meeting County minority or female employment goals. This means that out of 87 (84.5%) who failed to meet employment goal hours for minority/female, 58 (67.0%) were not targeted for CCR's. Out of the 58 contractors that were not targeted for CCRs 31 had contracts with less than sixty days to complete their project, 27 had less than 10 working days to complete project, 12 no longer contracted with King County, and 9 went out of business.

Construction contracts are monitored on a daily basis for compliance with affirmative action measures and corrective action is taken when these measures are not met, i.e., letters are sent to contractors informing them of their low minority/female representation and indicating that this low representation might effect their eligibility to contract with King County if corrective action is not taken. Also, on all Federal contracts the Contract Compliance Unit conducts on-site investigations to insure that these contractors are in compliance with Ordinance 4528. On-site investigations involve interviewing employees on the job site to determine if they have been paid the prevailing wage rate, verifying the use of women and minority sub-contractors if the prime contractors has indicated he/she will utilize their services, insuring that the Statement of Intent to Pay Prevailing Wage is posted, verifying classification of workers, etc.

E. Recommended 1987 Contract Compliance Goals

For 1987, we are recommending that the Contract Compliance goals for the hiring of minorities, females and handicapped persons by King County contractors are:

	Minorities	Females	Handicapped Persons
Vendor/Suppliers	12.5	48.4	7.0
Construction Contractors	10.4	24.0	7.0

The goals for minorities and females were calculated using the four factors and weights for each factor identified in K.C. Ordinance 7788 as mandated by the King County Council. The source of data for each factor was Affirmative Action Information 1985: Seattle PMSA, Washington State Employment Security Department. This is the most recent information available from that Department.

The goals for handicapped persons were calculated using the best data available. The goal for vendor/suppliers is based on data for Sales and Service Occupational Codes while Construction goals for handicapped persons are based on Construction and Construction related Occupational Codes. The source of this data is Census of Population and Housing, 1980: Public-Use Microdata A. (5%) Sample, King County prepared by the Bureau of the Census, 1983 and tabulated by the University of Washington, Affirmative Action Program, 1987.

The specific calculations for each minority and female goal are as follows:

Vendor/Suppliers - Minorities

Factor	Representation		Weight		
Population	12.3%	x	.10	=	1.23
Unemployment Data	14.8%	x	.15	=	2.22
Labor Force	11.3%	x	.25	=	2.83
Industry Category	12.4%	x	.50	=	<u>6.20</u>
GOAL					12.48

Vendor/Suppliers - Women

Factor	Representation		Weight		
Population	50.7%	x	.10	=	5.07
Unemployment Data	42.7%	x	.15	=	6.59
Labor Force	43.9%	x	.25	=	10.68
Industry Category	3.3	x	.50	=	<u>26.05</u>
GOAL					48.39

Construction - Minorities

Factor	Representation		Weight		
Population	12.3%	x	.10	=	1.23
Unemployment Data	14.8%	x	.15	=	2.22
Labor Force	11.3%	x	.25	=	2.88
Industry Category	8.2%	x	.50	=	<u>4.10</u>
GOAL					10.38

The use of "multi-factor" analysis to develop contract compliance goals for the construction industry resulted in a goal of 10.4% for minorities. This is lower than the previous goal of 15.0%.

The multi-factor analysis is designed to compensate for past discrimination in the establishment of availability. The ultimate goal is a work force reflective of population in the area.

The 1980 Census indicates that 8.2 percent of the people employed in the construction trades are minority. The minority population of the County is significantly higher at 12.2 percent. As a result of the multi-factor analysis, the new goal is 10.4 percent. This is larger than participation but still lower than representation in population. As the minority representation in the construction industry increases, the availability rate calculated by the multi-factor analysis will also increase.

The previous goal of 15% was higher than minority representation in population and the labor force.

Construction - Women

Factor	Representation		Weight		
Population	50.7%	x	.10	=	5.07
Unemployment Data	43.9%	x	.15	=	6.59
Labor Force	42.7%	x	.25	=	10.68
Industry Category	3.3%	x	.50	=	<u>1.65</u>
GOAL					23.99

The goals for women are significantly higher than previous goals. The new Vendor/Supplier goals are 48.4 percent, up over 13 percent from 1986. These higher goals are justified based on data which indicates that 52.1 percent of those employed in Sales and Service Occupational Codes in King County are females.

Likewise, the 1987 goal for females in the Construction industry is 24.0 percent, a substantial increase over last year's goal of 6.9. This increase may appear excessive but there are several factors which support using this higher figure.

First, the most recent data from the State Employment Security Department indicates that only 3.3 percent of those in the "carpenters," "precision production, craft and repair - other construction trades," and "construction laborers" occupational codes in King County are females. These estimates are based on construction contracts, we believe that there has been an increase in female participation in the construction industry in the years since the 1980 census.

Second, women are demonstrating the ability to perform all phases of construction and there is no reason, other than past discrimination, why representation of women should not approximate their representation in the general population.

Third, the 24 percent goal is consistent with those established by King County for EEO job categories most comparable to those in the Construction industry. The female goal in the "Skilled Crafts" is 22.1 percent and in the "Service Maintenance" category, the goal for females is 33.6 percent.

In addition, the County's Contract Compliance Program is designed not only to provide equal employment opportunity but also to eliminate the effects of past discrimination. To utilize employment goals that maintain the status quo defeats this very important purpose of the law. Females are not adequately represented in this industry as a result of past and present discrimination. This lack of opportunities to obtain licenses, certification and union membership need to be overcome by taking affirmative action measures.

Finally, the figure is only a goal. Employers failing to meet the goals need only develop and implement affirmative action plans to address the underrepresentation (section 4E of K. C. Ordinance 7788). Such plans will go a long way toward overcoming past discrimination and the achievement of equal employment opportunity.

Based on these factors, we believe that the female Construction goal is valid.

F. OTHER 1986 ACTIVITIES

1. Modified and published an internal Standard Operating Procedure for the Contract Compliance Unit incorporating the provisions of King County Ordinance 7788.

2. Implemented full utilization of Skill Bank by County Contractors.
3. Conducted training sessions with Contract Compliance monitoring procedures.
4. Established a complaint review procedures to investigate prevailing wage claims against Federal County projects.
5. Initiated a procedure whereby Contract Compliance Unit conducts on-site investigations of all federally funded County projects.
6. Developed & implemented a tracking system to monitor construction contractor's compliance status.
7. Conducted on-sites on federal projects.
8. Developed and updated contract monitor for County, State and Federal construction projects.
9. Updated pre-award meetings with construction contractors to include Federal & State public works law and penalties.
10. Conducted Contract Compliance reviews (CCRs) of contractors who fall below the County's goals for Construction and Vendor/Suppliers.

G. **ACTION PLAN FOR 1987**

The Contract Compliance Unit believes that under the present system of conducting CCRs, the staff can adequately deal with the number of contractors whose employment statistics show an underrepresentation of minorities, females and handicap.

However, strategies the Affirmative Action Program will undertake to further County contractors adoption of Ordinance 7788 are as follows:

1. Provide technical assistance to contractors whose employment statistics show an underrepresentation of minorities, females and handicapped persons by sending them written information on affirmative action requirements. This would enable the Contract Compliance Unit to potentially inform all contractors whose workforce statistics show an underrepresentation of minorities and/or females about their underrepresentation problem, and to inform them of the minimum affirmative action requirements of Ordinance 7788.

2. Conduct workshops for contractors whose workforce statistics show underrepresentation of minorities, females and handicapped persons to explain how to implement the minimum affirmative action program required by Ordinance 7788.

Workshops would establish rapport with contractors. The information presented in these workshops would enable contractors to adopt voluntary measures in compliance with Ordinance 7788 requirements. Also, the workshops could be tailored for a particular type of contractor or for specific industries, such as construction contractors, for maximum impact. However, due to current staffing, workshops will be limited to two (2) per year.

3. Initiate voluntary compliance agreements with contractors during the pre-award and post-award phases to ensure compliance with Ordinance 7788. This will allow a larger percentage of contractors to be in compliance with Ordinance 7788 requirements and would emphasize voluntary compliance measures during earlier stages of the contract, rather than relying on findings of violation.
4. Require contractors and vendors/suppliers to notify the Contract Compliance Unit of any positions that become available with their company. This notification will enable the Contract Compliance Unit to assist contractors in their recruitment efforts by referring qualified minorities, females and handicapped individuals for position vacancies.

REPORT ON MINORITY/WOMEN'S BUSINESS

A. Introduction

The Minority/Women's Business (M/WB) Unit was established in 1982 to enforce the requirements of King County Ordinance 5983. Ordinance 5983 related to the procurement of goods and services by King County from minority business enterprises and women's business enterprises, and established requirements for ensuring full and equitable opportunities for such businesses to provide goods and services to King County.

Ordinance 5983 required that King County contract awarding authorities meet utilization goals for minority business enterprises and women business enterprises in five (5) contract categories. The Ordinance required that any minority business or women business being counted toward utilization on a King County contract be certified as bona fide by the King County M/WB Unit. It established the percentage factor and set-aside methods of contracting in order to encourage the use of bona fide minority business enterprises and women business enterprises. The Ordinance established monitoring, reporting, and enforcement requirements in order to insure the use of minority business enterprises and women business enterprises on King County contracts.

On September 22, 1986, Ordinance 5983 was amended by Ordinance 7789. The new Ordinance clarified the ownership, control, and commercially useful function requirements of minority business enterprises and women business enterprises, as well as those sanctions to be applied when a violation of the Ordinance was found to have occurred. Ordinance 7789 became effective on December 31, 1986.

B. Purpose

The purpose of the Minority/Women's Business (M/WB) Unit is to enforce compliance with the minority/women's business utilization requirements of Ordinance 7789 (amending 5983) and pertinent state and federal minority/ women's business and disadvantaged business enterprise laws by King County contract awarding authorities, non-minority/women contractors and minority/ women business contractors doing business with King County.

For the purpose of this M/WB Report, Section 8, parts A, B, C, D, and E (Monitoring, Reporting, and Enforcement) of King County Ordinance 5983 states:

- A. The County Executive, through the County Administrative Officer, shall have the responsibility for monitoring implementation of the requirements of this ordinance and shall have the power to request from departments, responding parties and/or contractors any relevant records, information and documents.

- B. Contract awarding authorities, with the assistance of the County Administrative Officer, shall keep complete and detailed records regarding compliance with this ordinance. The records shall include the dollar value and the subject matter of each contract along with the name of the contractor, the participation levels; (in dollars, number of contracts awarded, and types of work), of minority/women's businesses where the contract award provides for participation, and other information as the County Administrative Officer deems necessary.
- C. The County Administrative Officer shall be responsible for gathering all information concerning compliance with this ordinance and shall have access to all pertinent King County records.
- D. With the assistance of the County Administrative Officer, each department shall submit to the King County Executive an annual report on its performance in meeting the utilization goals required by this ordinance. This report shall include the number and dollar amounts of contracts awarded; the number and dollar amount of contracts with minority/women's businesses used in such roles; the number, type, and dollar amount of contracts awarded pursuant to the percentage factor and set-aside provisions of this ordinance; and the basis on which the department determined that a method other than the one in Section 6 of the ordinance should be used. The report shall also identify problems in meeting the requirements of this ordinance, if any, and suggestions for improvements.
- E. Certification Process
 - 1. The County Administrative Officer shall certify those businesses which are bona fide minority/women's businesses as defined in this ordinance. For purposes of certification, lists and documents compiled by other governmental agencies, sworn statements, employment profiles, and other information deemed reliable may be used upon approval of the County Administrative Officer.
 - 2. No contract requiring or proposing minority/women's business may be entered into unless all minority/women's businesses identified to meet the utilization goals by a responding party have been certified. Lists of certified minority/women's businesses shall be provided to all departments and made available to the public.
 - 3. The County Administrative Officer shall use his/her best efforts to coordinate King County's certification process with the appropriate officers of other governmental entities in order to reduce duplication of effort and shall make available to the public a designation of certification lists which will be acceptable to King County.

C. Objective

The primary objective of the Minority/Women's Business (M/WB) Unit is to impact the procedures of King County contract awarding authorities to insure that King County provides full and equitable contracting opportunities for bona fide minority-owned and women-owned businesses desiring to do business with the County as required by King County Ordinance 5983 (amended as Ordinance 7789.)

This objective is being met through two functions performed by the M/WB Unit: (1) Certification of minority-owned and women-owned businesses as bona fide according to the guidelines of Ordinance 7789 and, (2) monitoring of King County contract awarding authorities and contractors doing business with the County in order to insure that the utilization goals established by Ordinance 7789 are being met.

1. Certification

King County Ordinance 5983, Section 8.E.1 states that the County Administrative Officer shall certify those businesses which are bona fide minority/women's businesses as defined in this ordinance. This mandate supposes that, for each certification application submitted to the King County M/WB Unit, an investigation will be conducted in order to determine that the ownership, control and commercially useful function of the applicant businesses meet the requirements of the ordinance.

a. Certification Statistics

CATEGORY	TOTAL
Certification applications received-----	301
Certification applications approved-----	166
Certification applications denied/ administratively closed-----	30
Certification applications decertified-----	1
Certification applications pending-----	172
Certification applications processed (total)-----	197
Third-party complaints filed-----	5
Formal decertification hearings-----	1
Formal denial hearings-----	1

b. Explanation of Certification Statistics

A total of 301 new applications was received by the King County M/WB Unit during 1986. (There was a carry-over of 67 pending applications from 1985.) A total of 197 applications was investigated, resulting in the approval of 166 firms as either MBEs (Minority Business Enterprises), WBEs (Women Business Enterprises), M/WBs (Minority-women Business Enterprises), or M/WB Combos (Combination Minority/Women Business Enterprises). An additional 30 applicant firms were either denied certification for failure to meet the requirements of Ordinance 5983, or administratively closed for failure to respond to requests for additional information within a specified period of time.

A number of the approved applications were approved due to the on-going working relationship between the King County M/WB Unit, the Seattle Human Rights Department, and the Metro Contract Compliance/Project Administration office. (This working relationship, established in 1985, allows the King County M/WB Unit to accept as valid a certification investigation conducted by representatives of either the Seattle Human Rights Department or the Metro Contract Compliance/Project Administration office. The King County M/WB Unit reserves the right to conduct separate investigations as it deems necessary.) One (1) denial was appealed, and a formal hearing was held. The hearing examiner found in favor of the applicant firm, and the firm was granted certification.

During the course of 1986, five (5) third-party complaints questioning the bona fides of previously certified firms were filed with the King County M/WB Unit. Two (2) complaint investigations have been carried over into 1987. One (1) complaint investigation resulted in the administrative closure of a previously certified firm. One (1) complaint investigation resulted in a formal decertification hearing. (The hearing examiner found in favor of the County, and the firm was decertified.) One (1) complaint investigation resulted in a "no probable cause" finding.

c. Problem Areas

Several of the problem areas in certification were addressed in 1986. King County Ordinance 5983 was amended to include more specific ownership, control, and commercially useful function language. The amended version, King County Ordinance 7789, was approved by the County Council and King County Executive Tim Hill, and became effective December 31,

1986. The King County M/WB Unit has been operating without promulgated Standard Operating Procedures. The M/WB certification specialist drafted appropriate procedures, which have been forwarded to the King County Prosecutor's Office for review. The issue of "one-stop" certification was addressed by an inter-agency council including representatives from the Seattle Human Rights Department, the Port of Seattle, Metro Contract Compliance/Project Administration, the State of Washington Office of Women and Minority Business Enterprises, and the King County M/WB Unit, with no consensus to date. (Senate Bill No. 5529, mandating that the State OWMBE be the "one-stop" certification agency, will be proposed by Senator George Fleming during the 1987 legislative session.) The King County Affirmative Action Administrator requested additional staff in order to address the serious certification backlog. His budget request was denied.

d. Projections/Recommendations for 1987

A projected 300-350 new certification applications will be received by the King County M/WB Unit in 1987. Approximately five (5) third-party complaints will be filed in addition to the two (2) carried over from 1986.

One person will continue to be responsible for all certification-related investigations. The backlog of certification applications will increase to a number in excess of 300. (Even if Senate Bill No. 5529 passes, "one-stop" certification at the State agency will not go into effect until January of 1988. Since there is currently some opposition to the bill, there is no guarantee that it will pass, and it is possible that King County will continue to process its own certification applications beyond 1987.) It is imperative that the M/WB Unit acquire additional staff. In addition, if the proposed "one-stop" bill should fail, it would be in the County's best interest to consider the feasibility of contracting with either the Seattle Human Rights Department or the Metro Contract Compliance/Project Administration office for the purpose of the certification of those minority/women-owned businesses who desire to contract with King County.

2. Monitoring

This report covers the period from January 1, 1986 to December 31, 1986. The report highlights statistics pertaining to number and dollar amount of contracts awarded by contract category and dollar amount of contracts with minority/women's business participation. Also included in this report are statistics on waived contract dollars and the project name and status of participating prime and subcontractors.

All figures reported are based on the contracts as awarded and do not reflect any subsequent change orders. Presently, change orders are recorded but are not monitored due to lack of resources.

a. 1986 Minority/Women's Business Goals by Contract Category:

	Minority	Women
Architectural & Engineering	15%	7%
Concession	10%	5%
Construction	18%	10%
Consultant	15%	12%
Purchase/Service	10%	3%

b. 1986 Minority/Women's Business Utilization Report by Contract Category:

1. Architectural & Engineering Contracts

a. Goals For King County

1. Minority Businesses	15%
2. Women's Businesses	7%

Forty-five (45) Architectural and Engineering Contracts were awarded during 1986. Minority Businesses achieved 28.1% **exceeding the established goal of 15% by 13.1%**. Women-owned businesses achieved **9.6% exceeding the established goal of 7% by 2.6%**. No contracts under \$10,000 were awarded during 4th quarter.

Twenty (20) Architectural & Engineering contracts under \$10,000 were awarded totaling \$125,501. Minority businesses achieved 19.1% and women-owned businesses achieved 0%.

Twenty-five (25) Architectural & Engineering contracts over \$10,000 were awarded totaling \$1,937,347.83. **Minority businesses achieved 29.6% exceeding the established goal of 15% by 14.6%**. **Women-owned businesses achieved 9.4% exceeding the established goal of 7% by 2.4%**.

Four (4) Architectural & Engineering contracts were waived from the utilization requirements of Ordinance 5983 totaling \$332,656.00. Minority/Women's businesses achieved 0%. For detailed statistical information on Architectural and Engineering, including percentage of contract dollars awarded by sex and ethnic group, see pages 140 to 157.

2. Concession Contracts

a. 1986 Goals for King County

- | | |
|------------------------|-----|
| 1. Minority Businesses | 10% |
| 2. Women's Businesses | 5% |

Concession contracts have historically been exempt from the M/WB monitoring process for two reasons: (1) the concession contracting process does not lend itself to current monitoring procedures, and (2) staffing constraints within the M/WB Office. Concession contracts are awarded differently from all other contracts in that the concessionaire is paying the County for leased space rather than the County paying for a service. Since the County is not expending any money, but rather receiving money from the concessionaire for lease space, current M/WB monitoring procedures are not applicable therefore, no figures are available for 1986. Since the Kingdome Concession Contract was let with mandatory set-aside provisions, draft monitoring procedures have been developed by the M/WB Office for implementation in 1987. However, implementation of these new procedures will require additional staff.

3. Construction Contracts

a. 1986 Goals for King County

- | | |
|------------------------|-----|
| 1. Minority Businesses | 18% |
| 2. Women's Businesses | 10% |

One hundred and four (104) construction contracts for a sum of \$33,275,414.01 were awarded during 1986. Minority businesses achieved 17.6% which is below the established goal of 18% by .4%. Women businesses achieved **13.5% exceeding the established goal of 10% by 3.5%.**

Sixty-nine (69) percentage contracts were awarded totaling \$3,262,188.28. Minority businesses achieved 4.5% and women-owned businesses achieved 12.5%.

Thirty-five (35) set-aside contracts were awarded for a sum of \$30,013,225.73. Minority businesses achieved **17.6 exceeding the established goal of 18% by .4%.** Women-owned businesses achieved **13.5% exceeding the established goal of 10% by 3.5%.**

Seven (7) construction contracts were waived from the utilization provisions of Ordinance 5983 totaling \$1,073,874.64. Minority businesses achieved 12.7% and Women-owned businesses achieved 28.4%.

For detailed statistical information on construction contracts, including percentage of contract dollars awarded by sex and ethnic group, see pages 158 to 177.

4. Consultant Contracts

a. 1986 Goals for King County

- | | |
|---------------------------|-----|
| 1. Minority Businesses | 15% |
| 2. Women-owned Businesses | 12% |

One hundred and twenty Consultant Contracts for a sum of \$2,089,156.73 were awarded during 1986. Minority businesses achieved 8.6% which is under the established goal of 15% by 6.4%. Women-owned businesses achieved 3.6% which is under the established goal of 12% by 9.4%.

Eighty-eight Consultant Contracts under \$10,000 were awarded. Minority businesses achieved .7% and Women-owned businesses achieved 6.9%.

Thirty-two Consultant Contracts over \$10,000 were awarded. Minority businesses achieved 10.1% which is under the established goal of 15% by 5.1%. Women-owned businesses achieved 3% which is under the established goal of 12% by 9%.

It has been determined that underutilization of minority/women's businesses in the Consultant category is due to:

1. Unavailability of qualified minority/women's business in specialized and technical areas and,
2. Emergency and Sole Source Waivers

Eighteen (18) Consultant contracts were waived from the utilization requirements of Ordinance 5983 totaling \$584,178.70. Minority/Women's businesses achieved 0%. For detailed statistical information on consultant contracts, including percentage of contract dollars, see pages 178 to 195.

5. Contractors Report showing all prime and subcontractors performing on Architectural and Engineering Contracts, Construction contracts, and consultant contracts is included on pages 239 to 252. (For those firms awarded Purchasing and Service contracts, see Purchasing and Services report, pages 194 to 238.)

6. Problem Areas

The main problem areas in monitoring are due to insufficient staff. Implementation of concessions monitoring has been delayed for this reason. In addition, identification of qualified minority businesses and women businesses in specialized and technical areas has been infeasible due to staffing constraints.

7. Projections/Recommendations for 1987

The Kingdome Concessions contract was let with mandatory set-aside requirements. The monitoring of this one contract will require one full-time person. In addition, the identification of qualified minority businesses and women businesses in specialized and technical areas is necessary, if the underutilization in the Consultant contracting area is to be remedied. Additional staff is essential if the mandate of Ordinance 7789 is to be met.

D. Recommended 1987 Minority/Women's Business Utilization Goals

We are recommending a continuation of the 1986 goals in 1987. The goals are:

1. Architectural and Engineering

- | | |
|------------------------|-----|
| a. Minority Businesses | 15% |
| b. Women Businesses | 7% |

2. Concession Contracts

- | | |
|------------------------|-----|
| a. Minority Businesses | 10% |
| b. Women Businesses | 5% |

3. Construction Contracts

- | | |
|------------------------|-----|
| a. Minority Businesses | 18% |
| b. Women Businesses | 10% |

4. Consultant Contracts

- | | |
|------------------------|-----|
| a. Minority Businesses | 15% |
| b. Women Businesses | 12% |

5. Purchase/Service Contracts

- | | |
|------------------------|-----|
| a. Minority Businesses | 10% |
| b. Women Businesses | 3% |

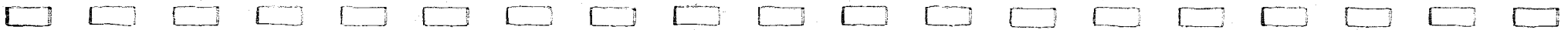
ARCHITECTURAL AND ENGINEERING

Over & Under \$10,000

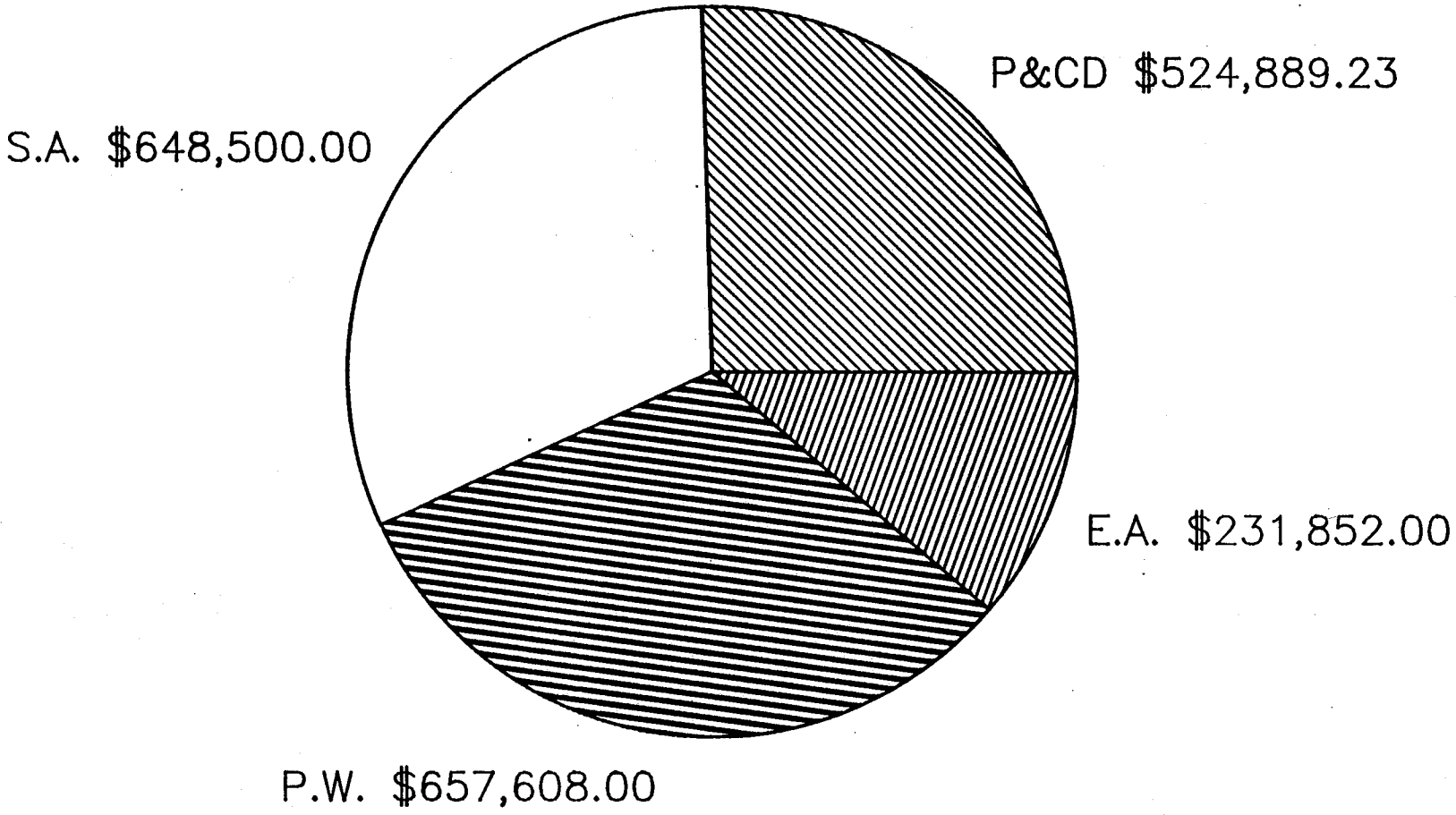
All Departments

January 1, 1986 - December 31, 1986

Awarding Agency	# Contracts	# Waived	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Planning and Community Devel.	22	0	\$524,899.23	\$234,503.75	43.7%	\$89,457.00	16.6%
Stadium	2	0	\$648,500.00	\$97,900.00	15%	\$17,866.00	2.7%
Public Works	5	0	\$657,608.00	\$198,224.55	30.1%	\$82,208.31	12.5%
Executive Admin.	16	0	\$231,852.00	\$49,615.10	29.8%	\$9,871.95	4.2%
TOTAL	45	0	\$2,062,849.23	\$580,243.40	28.1%	\$199,403.20	9.6%



Total Dollar by Department
Architecture & Engineering 1986
January 1, 1986 – December 31, 1986
Set-Aside & Percentage Contracts



TOTAL DOLLAR 1986 A&E CONTRACTS = \$2,062,849.23

ARCH/ENG. CONTRACTS 1986 BY DEPARTMENT




Public Works

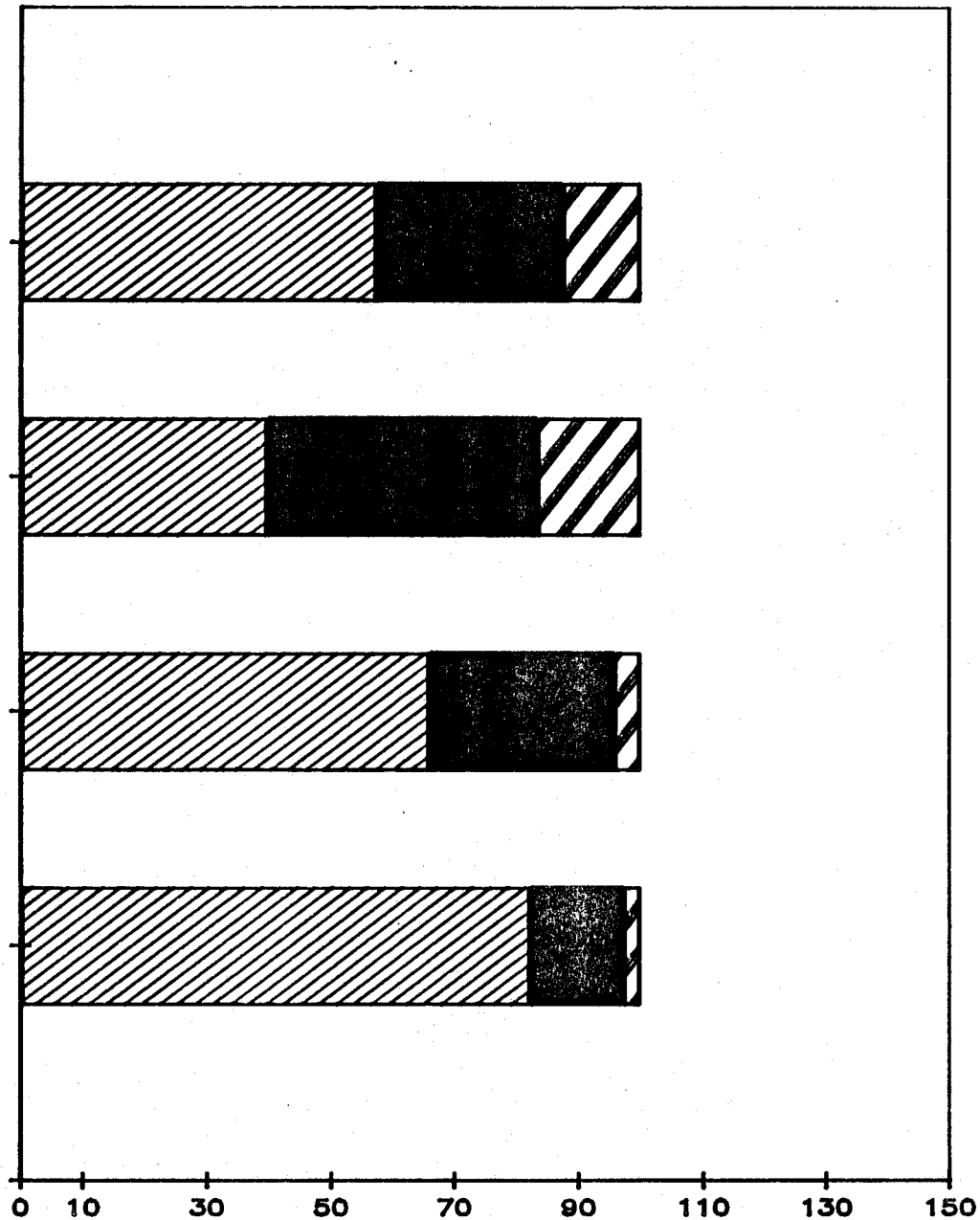
Plann & Comm Dev.

Executive Admin.

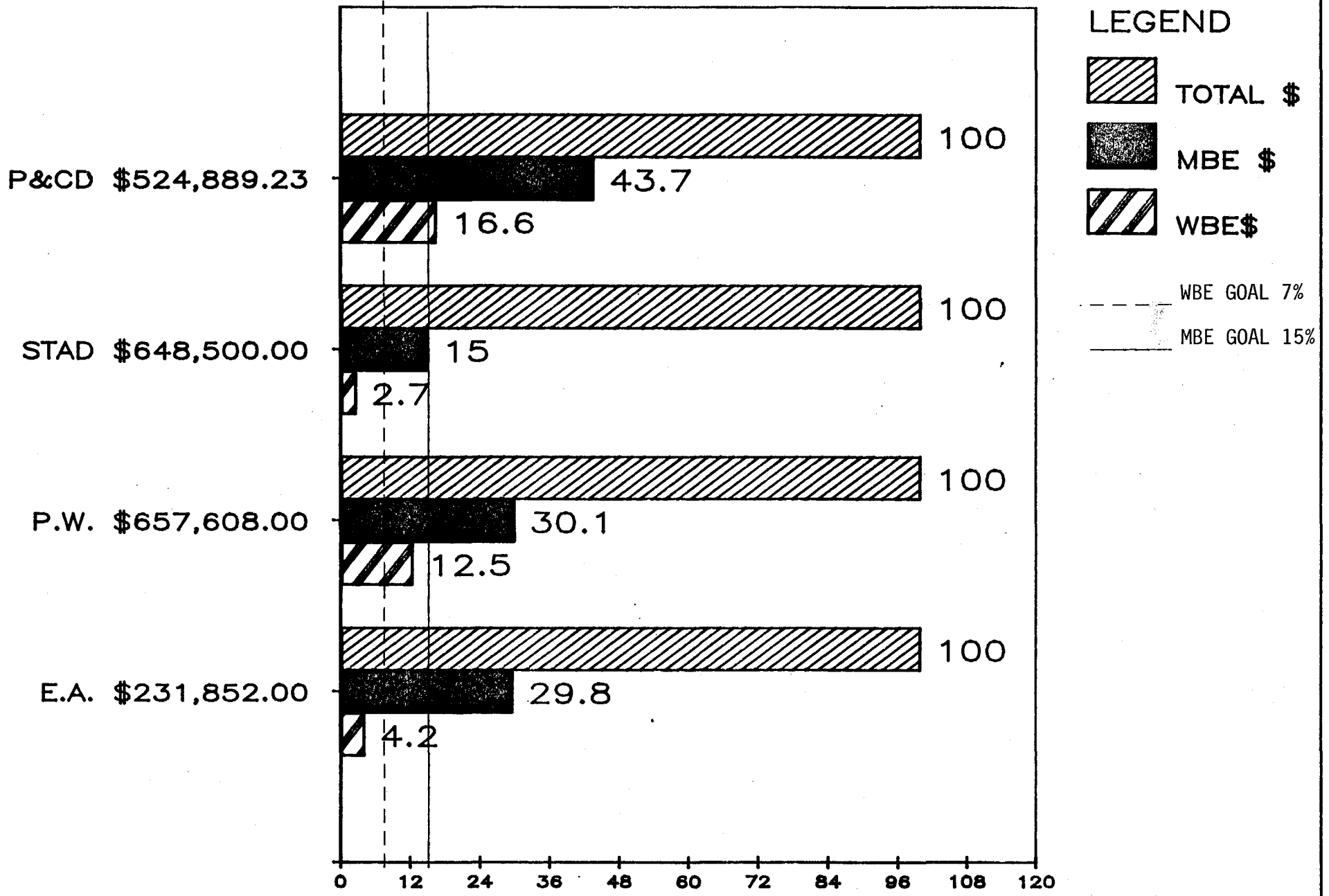
Stadium Admin.

LEGEND

-  TOTAL \$
-  MBE \$
-  WBE\$



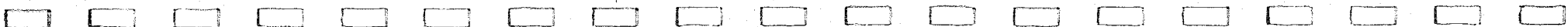
Architectural & Engineering Contracts 1986



ARCHITECTURAL AND ENGINEERING

All Departments
Over 10,000 Dollars
January 1, 1986 - December 31, 1986

Awarding Agency	# Contracts	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Planning & Community Development	13	\$ 472,736.83	\$234,503.75	49.6%	\$ 73,957	15.6%
Stadium	2	658,500	97,900.00	15 %	17,866	18.2%
Public Works	5	657,608	198,224.55	30.1%	82,208.31	12.5%
Executive Admin.	5	158,503	44,337.10	27.9%	9,871.95	6.2%
TOTAL	25	\$1,937,347.83	\$574,965.40	29.6%	\$183,903.26	9.4%



ARCHITECTURAL AND ENGINEERING

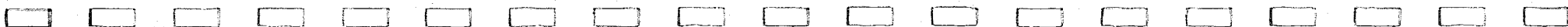
**All Departments
Over 10,000 Dollars
1st Quarter
January 1, 1986 - March 31, 1986**

Awarding Agency	# Contracts	# Waived	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Planning and Community Devel.	3	0	\$55,045.00	\$33,510.00	43.5%	\$7,000.00	16.3%
Stadium	0	0	0	0	0	0	0
Public Works	2	0	\$291,515.00	\$70,498.74	24.1%	\$55,638.12	19%
Executive Admin.	1	0	\$16,400.00	0	0	0	0
TOTAL	6	0	\$362,960.00	\$104,008.74	28.6%	\$62,638.12	17.2%

ARCHITECTURAL AND ENGINEERING

**All Departments
Over 10,000 Dollars
2nd Quarter
April 1, 1986 - June 30, 1986**

Awarding Agency	# Contracts	# Waived	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Planning and Community Devel.	5	0	\$179,112.00	\$98,993.75	55.2%	\$19,710.00	11%
Stadium	1	0	\$53,000.00	\$6,400.00	12%	0	0
Public Works	0	0	0	0	0	0	0
Executive Admin.	2	0	\$50,203.00	\$33,241.10	66.2%	\$2,021.95	4%
TOTAL	8	0	\$282,315.00	\$138,634.85	49.1%	\$21,731.95	7.6%



ARCHITECTURAL AND ENGINEERING

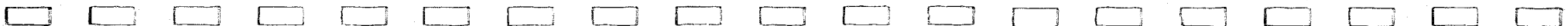
**All Departments
Over 10,000 Dollars
3rd Quarter
July 1, 1986 - September 30, 1986**

Awarding Agency	# Contracts	# Waived	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Planning and Community Devel.	4	0	\$191,962.83	\$95,000.00	49.4%	\$7,630.00	3.9%
Stadium	1	0	\$595,500.00	\$91,500.00	15.3%	\$17,866.00	3%
Public Works	1	0	\$126,949.00	\$28,388.00	22.3%	0	0
Executive Admin.	0	0	0	0	0	0	0
TOTAL	6	0	\$914,411.83	\$123,388.00	38.6%	\$7,630.00	2.3%

ARCHITECTURAL AND ENGINEERING

**All Departments
Over 10,000 Dollars
4th Quarter
October 1, 1986 - December 31, 1986**

Awarding Agency	# Contracts	# Waived	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Planning and Community Devel.	1	0	\$46,617.00	\$7,000.00	15%	\$39,617.00	84.9%
Stadium	0	0	0	0	0	0	0
Public Works	2	0	\$239,144.00	\$99,337.81	41.5%	\$26,570.19	11.1%
Executive Admin.	2	0	\$91,900.00	\$11,096.00	12%	\$7,850.00	8.5%
TOTAL	5	0	\$377,661.00	\$117,433.81	31%	\$74,037.19	19.6%



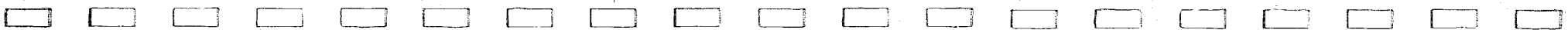
ARCHITECTURAL AND ENGINEERING

**All Departments
Under 10,000 Dollars
January 1, 1986 - December 31, 1986**

Awarding Agency	# Contracts	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Planning & Community Development	9	\$52,152	.0	0	0	0
Stadium	0	0	0	0	0	0
Public Works	0	0	0	0	0	0
Executive Admin.	11	73,349	\$24,774	33.7%	0	0
TOTAL	20	\$125,501	\$24,774	19.7%	0	0

ARCHITECTURAL AND ENGINEERING
All Departments
Under 10,000 Dollars
1st Quarter
January 1, 1986 - March 31, 1986

Awarding Agency	# Contracts	# Waived	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Planning and Community Devel.	3	0	\$21,861.40	0	0	5,600	25.6%
Stadium	0	0	0	0	0	0	0
Public Works	0	0	0	0	0	0	0
Executive Admin.	6	0	\$40,314.00	\$16,374.00	40.6%	0	0
TOTAL	9	0	\$62,175.40	\$16,374.00	26.3%	5,600	8%



ARCHITECTURAL AND ENGINEERING

All Departments
Under 10,000 Dollars
2nd Quarter
April 1, 1986 - June 30, 1986

Awarding Agency	# Contracts	# Waived	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Planning and Community Devel.	4	0	\$26,291.00	0	0	\$9,900.00	37.6%
Stadium	0	0	0	0	0	0	0
Public Works	0	0	0	0	0	0	0
Executive Admin.	4	0	\$25,035.00	\$8,400.00	33.5%	0	0
TOTAL	8	0	\$51,326.00	\$8,400.00	16.3%	\$9,900.00	19.2%

ARCHITECTURAL AND ENGINEERING

**All Departments
Under 10,000 Dollars
3rd Quarter**

July 1, 1986 - September 30, 1986

Awarding Agency	# Contracts	# Waived	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Planning and Community Devel.	2	0	\$4,000.00	0	0	0	0
Stadium	0	0	0	0	0	0	0
Public Works	0	0	0	0	0	0	0
Executive Admin.	1	0	\$8,000.00	0	0	0	0
TOTAL	3	0	\$12,000.00	0	0	0	0



ARCHITECTURAL AND ENGINEERING

Waived Contracts
All Departments
January 1, 1986 - December 31, 1986

Awarding Agency	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Planning & Community Development	\$ 11,655	0	0	0	0
Public Works	\$321,001	0	0	0	0
<hr/>					
TOTAL	\$332,656.00	0	0	0	0

ARCHITECTURAL AND ENGINEERING

By Ethnic Group

All Departments

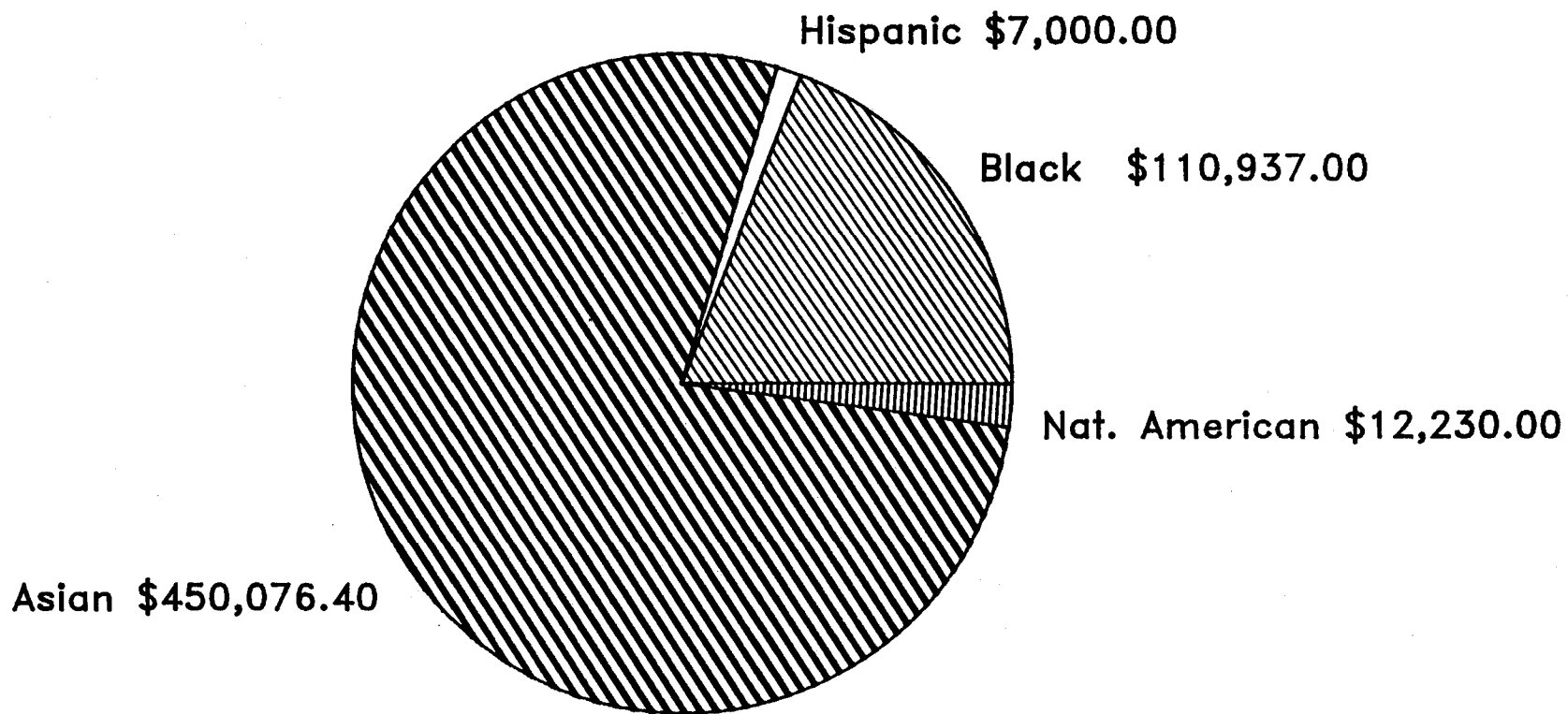
January 1, 1986 - December 31, 1986

Awarding Agency	# Contracts Awarded	Contract Amount	Set Aside Percentage										Prime Contractor Status					Participating MBE Race					Percent	Dollars	
			MBE	WBE	B	A	H	N	W	B	A	H	N	MBE	WBE	MBE	WBE	MBE	WBE						
Planning and Community Development	22	\$524,889.23	10	12	6	4	2	5	1	1	9	0	0	0	0	43.7	16.6	\$234,503.75	\$ 89,457.00						
Stadium	2	\$648,500.00	2	0	0	0	1	1	0	0	1	0	1	0	0	15	2.7	\$ 97,900.00	\$ 17,866.00						
Public Works	5	\$657,608.00	5	0	2	0	2	3	1	0	8	0	0	0	0	30.1	12.5	\$198,224.55	\$ 82,208.31						
Executive Administration	16	\$231,852.00	2	14	3	0	0	3	0	0	2	0	0	0	0	29.8	4.2	\$ 49,615.10	\$ 9,871.95						
TOTAL	45	\$2,062,849.23	20	25	11	4	5	12	2	1	20	0	1	0	0	28.1	9.6	\$580,243.40	\$199,403.20						

Architecture & Engineering Contracts 1986

January 1, 1986 – December 31, 1986

MBE Participation by Race

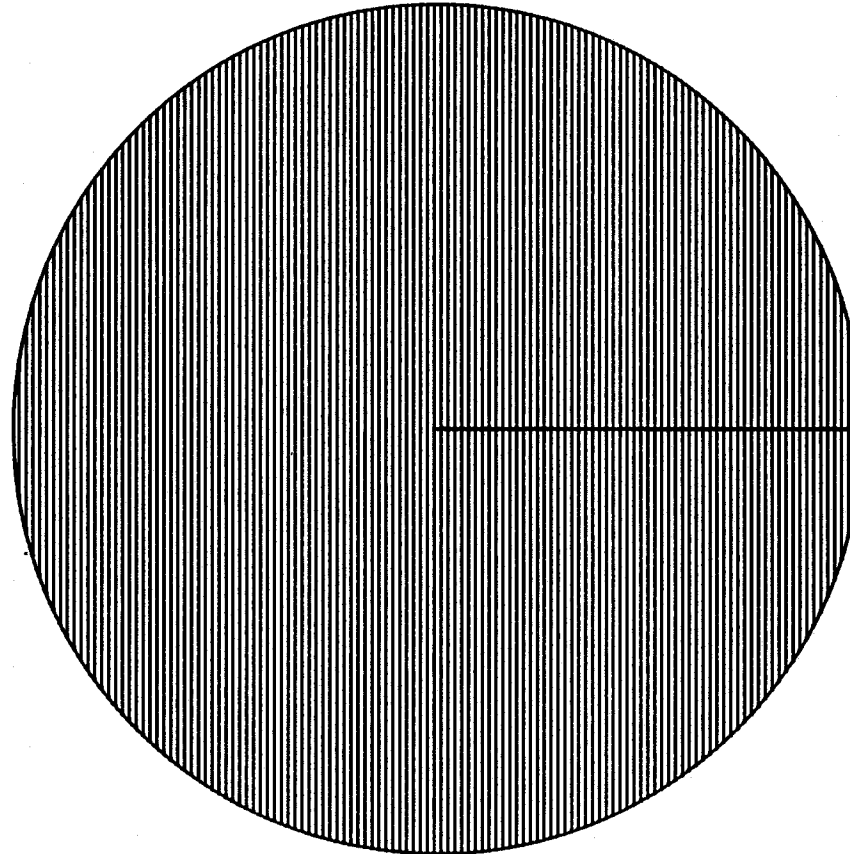


Total Dollar = 2,062,849.23 Total MBE Dollar = 580,243.40

Architecture & Engineering Contracts 1986

January 1, 1986 - December 31, 1986

WBE Participation by Race



White \$199,403.26

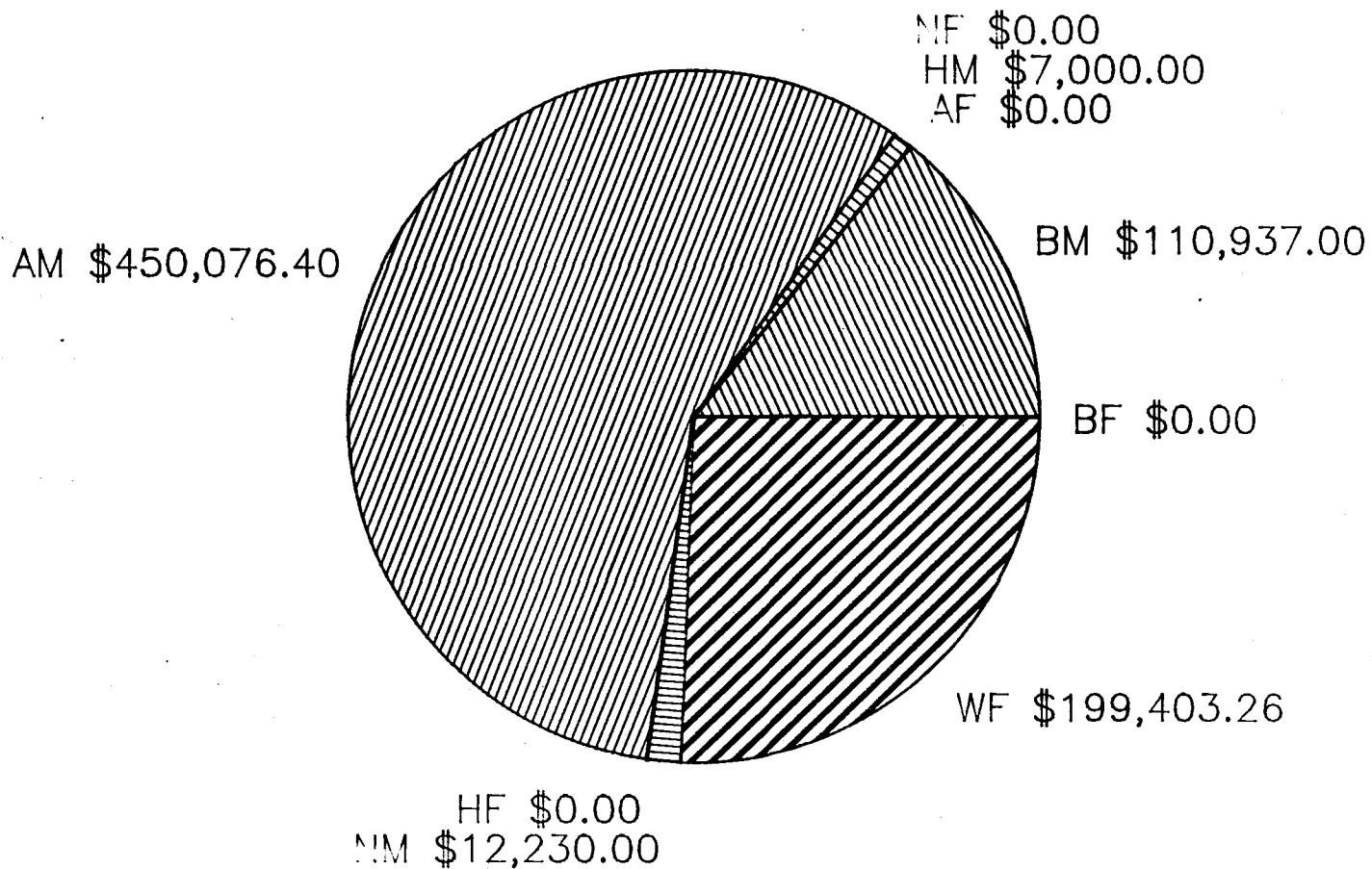
Total Dollar = 2,062,849.23 Total WBE Dollar = 199,403.20



Architecture & Engineering Contracts 1986

January 1, 1986 – December 31, 1986

MBE & WBE Participation by Race



Total MBE\$ = 580,243.40 Total WBE\$ = 199,403.20 Total Dollar = 2,062,849.23

CONSTRUCTION

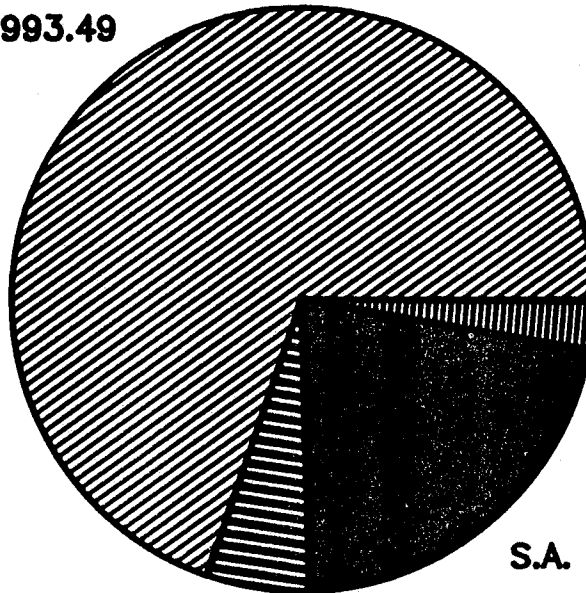
All Departments
Set-Aside and Percentage Contracts
January 1, 1986 - December 31, 1986

Awarding Agency	# Contractsed	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Public Works	48	\$23,195,993.49	\$4,350,722.57	18.7%	\$3,177,128.91	13.6%
Planning & Community Development	24	1,911,121.00	200,329.19	10.4%	420,589	22 %
Building & Land Development	1	12,539.00	0	0	0	0
Council	3	28,430.11	0	0	3,794.00	13.3%
Public Safety	1	3,414.00	0	0	3,414.00	100 %
Executive Admin.	20	871,724.50	139,277.50	15.9%	196,295	22.5%
Youth Services	1	8,466.91	0	0	0	0
Stadium	5	7,243,725.00	1,173,870	16.2%	693,000	9.5%
TOTAL	110	\$33,275,414.01	\$5,664,670.69	16.4%	\$4,627,978.93	13.4%

Total Dollar by Department Construction 1986

January 1, 1986 – December 31, 1986
Set-Aside & Percentage Contracts

P.W. \$23,195,993.49



C.C. \$28,430.11

B&LD \$12,539.00

E.A. \$871,724.50

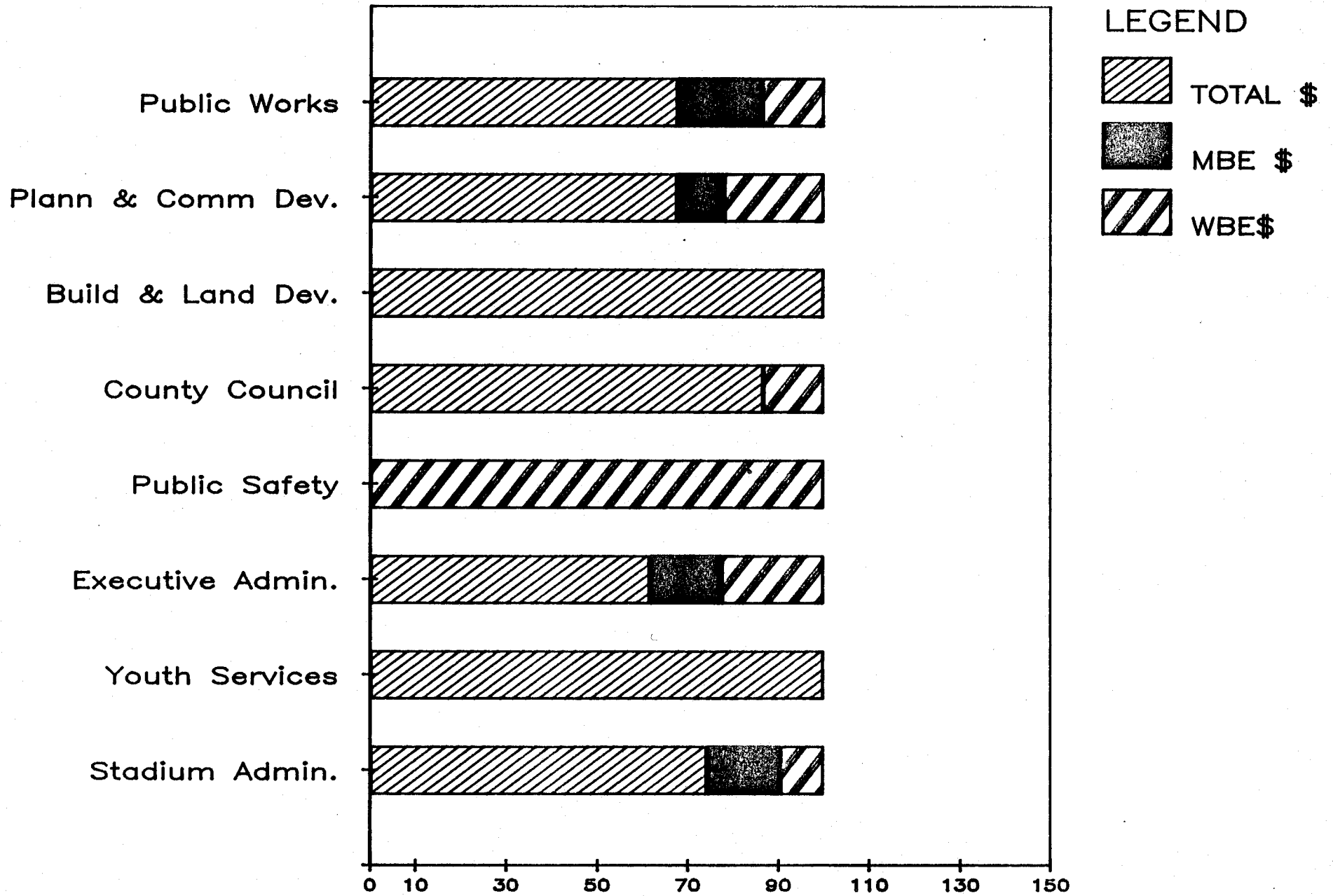
S.A. \$7,243,725.00

P.S. \$3,414.00

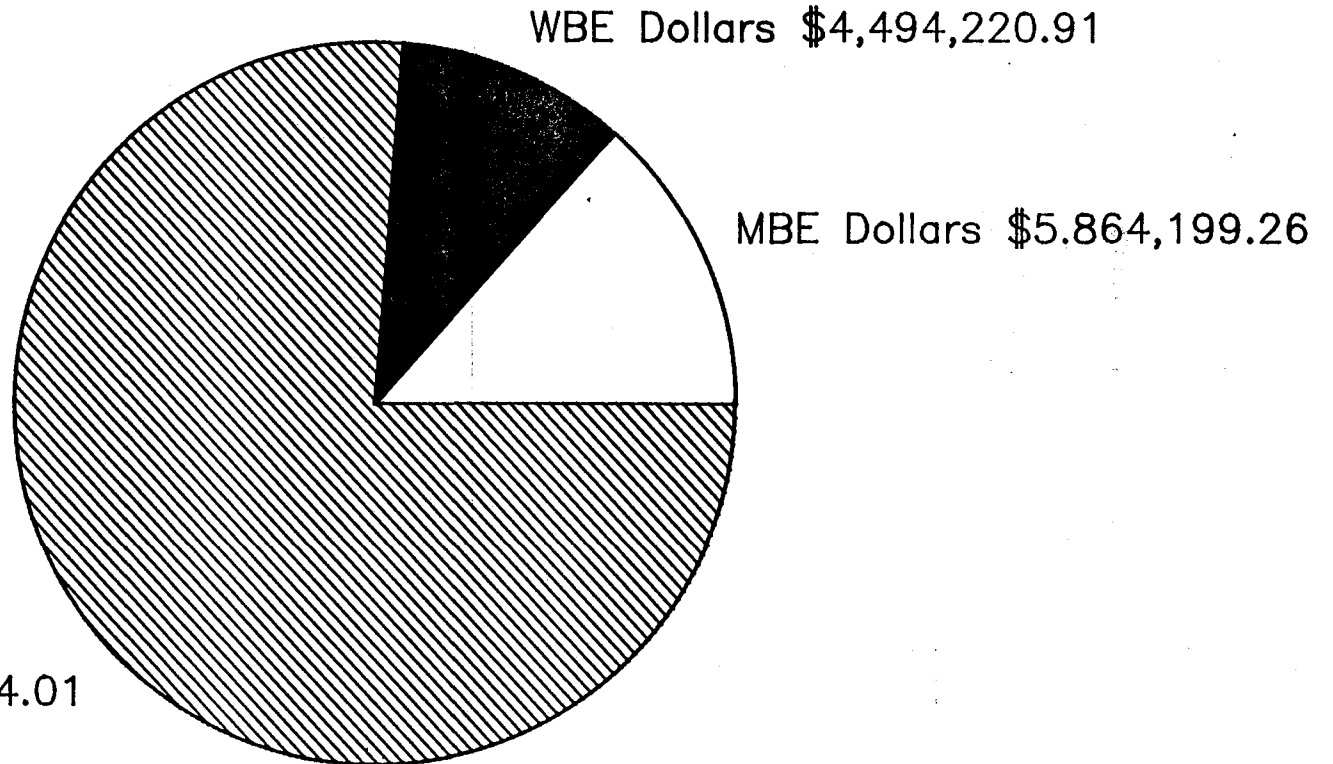
P&CD \$1,911,121.00

Y.S. \$8,466.91

CONSTRUCTION CONTRACTS 1986 BY DEPARTMENT



Construction Contracts
January 1, 1986 - December 31, 1986
All Departments
Set-Aside and Percentage Contracts



CONSTRUCTION

**All Departments
Set-Aside Contracts
January 1, 1986 - December 31, 1986**

Awarding Agency	# Contracts	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Public Works	21	\$22,152,249.73	\$4,245,131.57	19.1%	\$3,093,913.91	13.9%
Planning & Community Development	7	955,020.00	193,569.19	20.2%	188,589.00	19.7%
Building & Land Development	0	0	0	0	0	0
Council	0	0	0	0	0	0
Public Safety	0	0	0	0	0	0
Executive Admin.	5	447,156	102,596	22.9%	108,009	24.1%
Youth Services	0	0	0	0	0	0
Stadium	2	6,458,800.00	1,173,870	18.1%	693,000	10.7%
TOTAL	35	\$30,013,225.73	\$5,715,166.19	19 %	\$4,083,511.91	13.6%

CONSTRUCTION

All Departments
Set-Aside Contracts - 1st Quarter
January 1, 1986 - March 31, 1986

Awarding Agency	# Contracts	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Public Works	2	\$7,565,839.86	\$815,112.40	10.4%	\$1,391,942.21	17.7%
Planning & Community Development	1	132,666.00	27,950.00	21.0%	24,661.00	18.5%
Building & Land Development	0	0	0	0	0	0
Council	0	0	0	0	0	0
Executive Admin.	1	162,000.00	29,368.00	18.1%	36,000.00	22.2%
Youth Services	0	0	0	0	0	0
Public Safety	0	0	0	0	0	0
Stadium	0	0	0	0	0	0
TOTAL	4	\$7,860,505.86	\$872,430.40	11.0%	\$1,452,603.21	18.4%

CONSTRUCTION

**All Departments
Set-Aside Contracts - 2nd Quarter
April 1, 1986 - June 30, 1986**

Awarding Agency	# Contracts	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Public Works	9	\$6,477,929.55	\$1,239,687	19.1%	\$ 684,006	10.5%
Planning & Community Development	2	622,733	115,617	18.5%	111,233	17.8%
Building & Land Development	0	0	0	0	0	0
Council	0	0	0	0	0	0
Public Safety	0	0	0	0	0	0
Executive Admin.	0	0	0	0	0	0
Youth Services	0	0	0	0	0	0
Stadium	1	134,800	25,830	19.1%	57,000	42.2%
TOTAL	12	\$7,235,462.55	\$1,381,134	19 %	\$ 852,239	11.7%

CONSTRUCTION

**All Departments
Set-Aside Contracts - 3rd Quarter
July 1, 1986 - September 30, 1986**

Awarding Agency	# Contracts	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Public Works	7	\$7,376,000.32	\$2,033,527.17	27.5%	\$ 931,415.70	12.6%
Planning & Community Development	3	124,716	35,802.19	28.7%	31,695	25.4%
Building & Land Development	0	0	0	0	0	0
Council	0	0	0	0	0	0
Public Safety	0	0	0	0	0	0
Executive Admin.	1	24,816	4,500	18.1%	2,500	10 %
Youth Services	0	0	0	0	0	0
Stadium	0	0	0	0	0	0
TOTAL	11	\$7,525,532.32	\$2,073,829.36	27.5%	\$1,931,221.40	25.6%

CONSTRUCTION

All Departments
Set-Aside Contracts - 4th Quarter
October 1, 1986 - December 31, 1986

Awarding Agency	# Contracts	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Public Works	3	\$ 732,480	\$ 156,805	21.4%	\$ 86,550	11.8%
Planning & Community Development	1	74,905	14,200	18.9%	21,000	28 %
Building & Land Development	0	0	0	0	0	0
Council	0	0	0	0	0	0
Public Safety	0	0	0	0	0	0
Executive Admin.	3	260,340	68,728	26.3%	69,509	26.6%
Youth Services	0	0	0	0	0	0
Stadium	1	6,324,00.00	1,148,040	18.1%	636,000	10 %
TOTAL	8	\$7,391,725	\$1,387,773	18.7%	\$ 813,059	10.9%

CONSTRUCTION

All Departments
Percentage Contracts
January 1, 1986 - December 31, 1986

Awarding Agency	# Contracts	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Public Works	28	\$1,043,743.76	\$ 105,591	10.1%	\$ 83,215	7.9%
Planning & Community Development	17	956,101.00	6,760	0.7%	232,000	24.2%
Building & Land Development	1	12,539.00	0	0	0	0
Council	3	28,430.11	0	0	3,794	13.3%
Public Safety	1	3,414.00	0	0	3,414	100 %
Executive Admin.	15	424,568.50	36,681.50	8.6%	88,286	20.7%
Youth Services	1	8,466.91	0	0	0	0
Stadium	3	784,925	0	0	0	0
TOTAL	69	\$3,262,188.28	\$ 149,032.50	4.5%	\$ 410,709	12.5%

CONSTRUCTION

**All Departments
Percentage Contracts - 1st Quarter
January 1, 1986 - March 31, 1986**

Awarding Agency	# Contracts	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Public Works	6	\$ 255,717.65	\$ 49,118.00	19.2%	0	0
Planning & Community Development	6	480,119.00	0	0	221,000	46.3%
Building & Land Development	1	12,539.00	0	0	0	0
Council	0	0	0	0	0	0
Executive Admin.	1	23,248.00	0	0	0	0
Youth Services	1	8,466.91	0	0	0	0
Public Safety	0	0	0	0	0	0
Stadium	0	0	0	0	0	0
TOTAL	15	\$ 780,090.56	\$ 49,118.00	6.2%	\$ 221,000	28 %

CONSTRUCTION

All Departments
 Percentage Contracts - 2nd Quarter
 April 1, 1986 - June 30, 1986

Awarding Agency	# Contracts	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Public works	3	\$ 89,946.25	0	0	0	0
Planning & Community Development	3	133,187	0	0	0	0
Building & Land Development	0	0	0	0	0	0
Council	3	28,430.11	0	0	3,794	7.4%
Public Safety	1	3,414.00	0	0	3,414	100 %
Executive Admin.	4	46,018.45	0	0	12,722.00	27.6%
Youth Services	0	0	0	0	0	0
Stadium	1	49,660	0	0	0	0
TOTAL	15	\$ 350,655.81	0	0	\$ 19,930	5.6%

CONSTRUCTION

All Departments
 Percentage Contracts - 3rd Quarter
 July 1, 1986 - September 30, 1986

Awarding Agency	# Contracts	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Public Works	9	\$ 353,671.20	\$ 15,907.00	4.4%	\$ 83,215.00	23.5%
Planning & Community Development	6	188,144	0	0	11,000.00	5.8%
Building & Land Development	0	0	0	0	0	0
Council	0	0	0	0	0	0
Public safety	0	0	0	0	0	0
Executive Admin.	6	240,246.50	28,656.50	11.9%	0	0
Youth Services	0	0	0	0	0	0
Stadium	0	0	0	0	0	0
TOTAL	21	\$ 782,061.70	\$ 44,563.50	5.6%	\$ 94,215	12 %

CONSTRUCTION

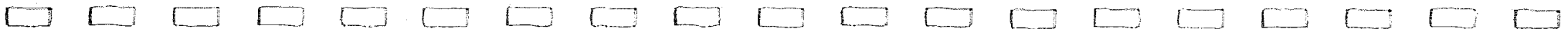
All Departments
 Percentage Contracts - 4th Quarter
 October 1, 1986 - December 31, 1986

Awarding Agency	# Contracts	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Public Works	9	\$ 344,408.66	\$ 40,566	11.7%	0	0
Planning & Community Development	2	154,651	6,760	4.3%	0	0
Building & Land Development	0	0	0	0	0	0
Council	0	0	0	0	0	0
Public Safety	0	0	0	0	0	0
Executive Admin.	5	115,055.55	8,025	6.9%	75,564	65.6%
Youth Services	0	0	0	0	0	0
Stadium	2	735,265	0	0	0	0
TOTAL	18	\$1,349,380.21	\$ 55,351	4.1%	\$ 75,564	5.5%

CONSTRUCTION

Waived Contracts
January 1, 1986 - December 31, 1986

Awarding Agency	# Contracts	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Public Works	6	1,066,172.74	\$130,000.00	12.7%	\$290,628.74	28.4%
Executive Admin.	1	7,701.90	0	0	0	0
TOTAL		\$1,073,874.64	\$130,000.00	12.7%	\$290,628.74	28.4%



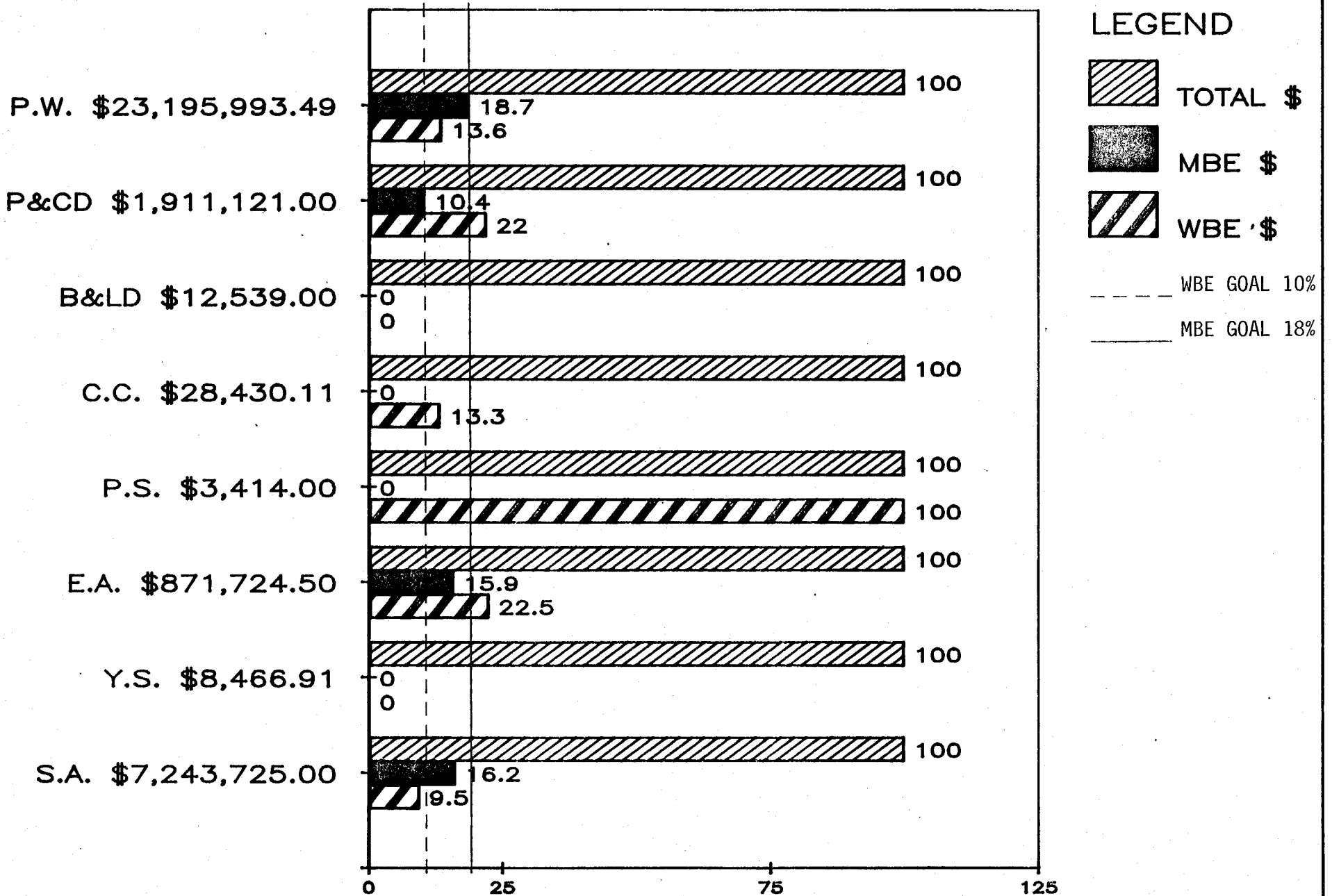
CONSTRUCTION

By Ethnic Group

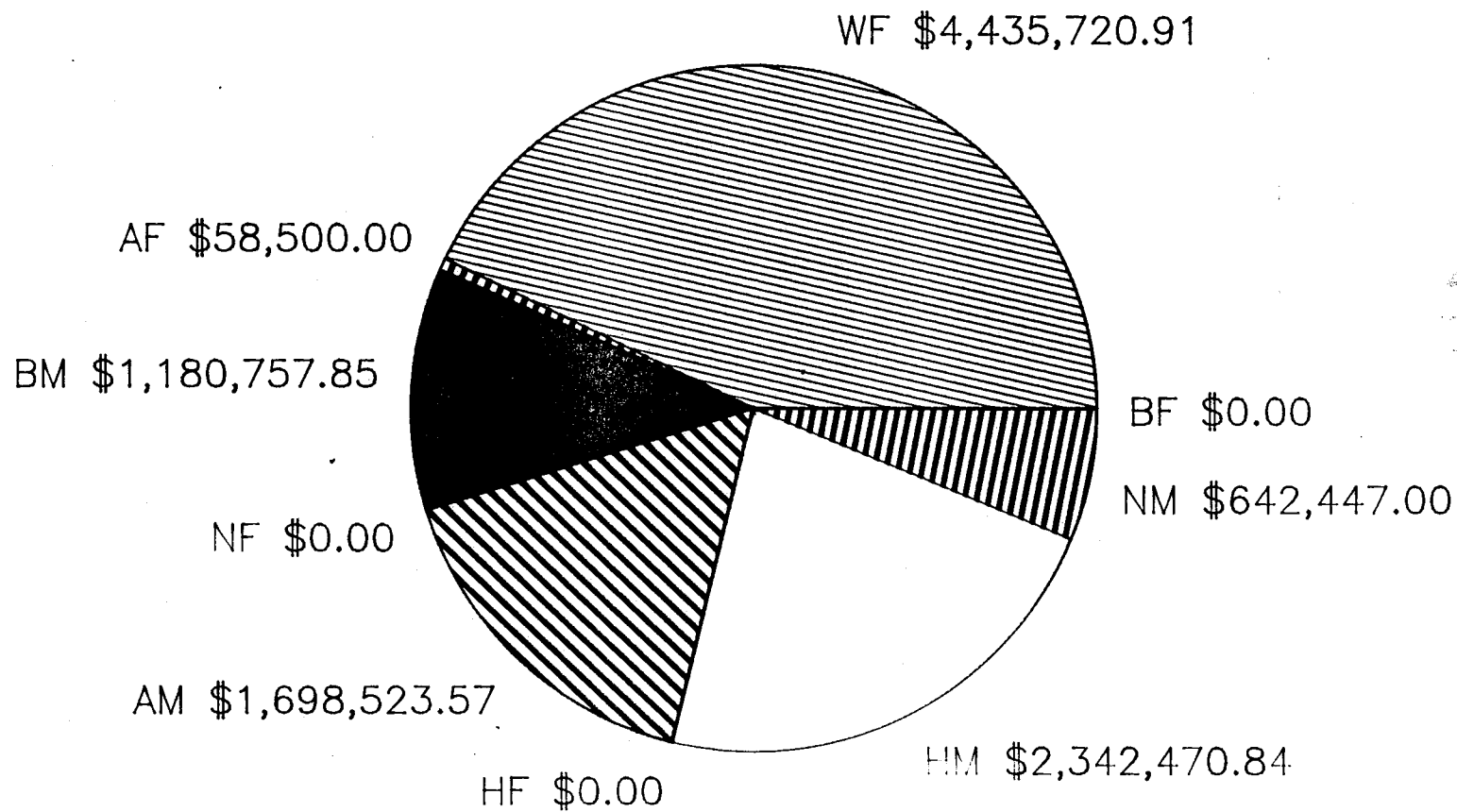
January 1, 1986 - December 31, 1986

Awarding Agency	# Contracts Awarded	Contract Amount	Set Aside Percentage													Participating MBE Race		Participating WBE Race		Percent	Dollars	
			MBE	WBE	B	A	H	N	W	B	A	H	N	MBE	WBE	MBE	WBE					
Public Works	48	\$23,195,993.49	21	27	3	1	12	13	16	11	37	0	0	0	0	18.7	13.6	\$4,350,722.57	\$3,177,128.91			
Planning & Community Development	24	1,911,121.00	7	7	0	3	3	3	2	5	3	0	1	0	0	10.4	22	200,329.19	420,589			
Building & Land Development	1	12,539.00	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Council	3	28,430.11	0	3	0	1	2	0	0	0	1	0	0	0	0	0	13.3	0	3,794.00			
Public Safety	1	3,414.00	0	1	0	1	0	0	0	0	1	0	0	0	0	0	100	0	3,414			
Executive Administration	21	871,724.50	5	16	1	5	4	3	4	2	10	0	0	0	0	15.9	22.5	139,277.50	196,295			
Youth Services	1	8,466.91	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Stadium	5	7,243,725.00	2	3	0	0	4	1	1	0	3	0	0	0	0	16.2	9.5	1,173,870	693,000			
TOTAL	104	\$33,275,414.01	35	69	4	11	25	19	23	18	65	0	1	0	0	17.6	13.5	\$5,864,199.26	\$4,494,220.91			

Construction Contracts 1986

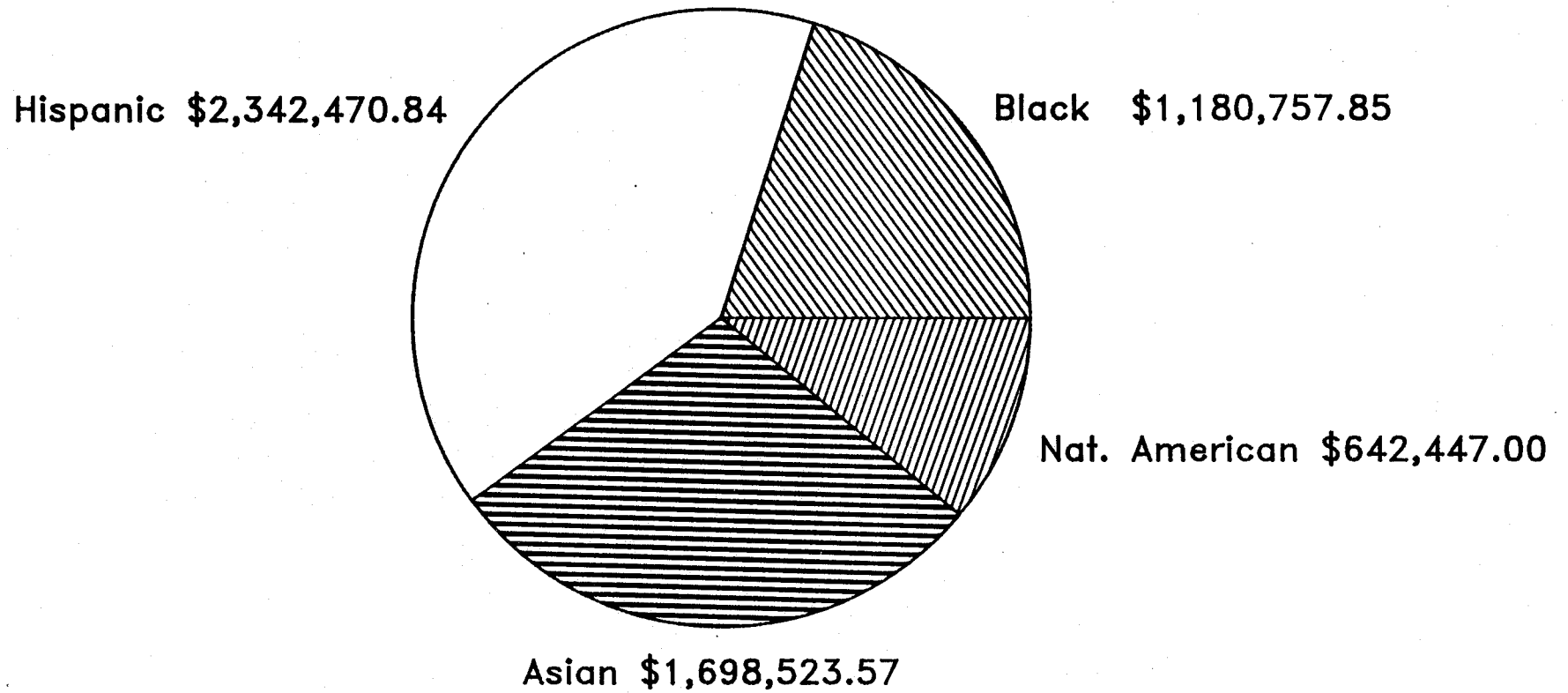


Construction Contracts 1986
January 1, 1986 – December 31, 1986
MBE & WBE Participation by Race



Total MBE\$=5,864,199.26 Total WBE\$=4,494,220.91 Total Dollar=34,349,288.15

Construction Contracts 1986
January 1, 1986 – December 31, 1986
MBE Participation by Race

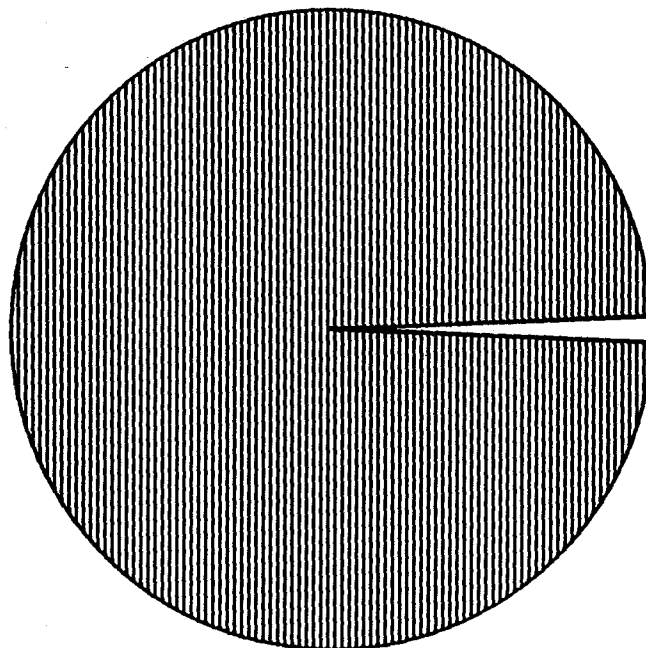


Total Dollar = 34,349,288.15 Total MBE Dollar = 5,864,199.26



Construction Contracts 1986
January 1, 1986 - December 31, 1986
WBE Participation by Race

White \$4,435,720.91



Nat. American \$0.00
Hispanic \$0.00
Black \$0.00 Asian \$58,500.00

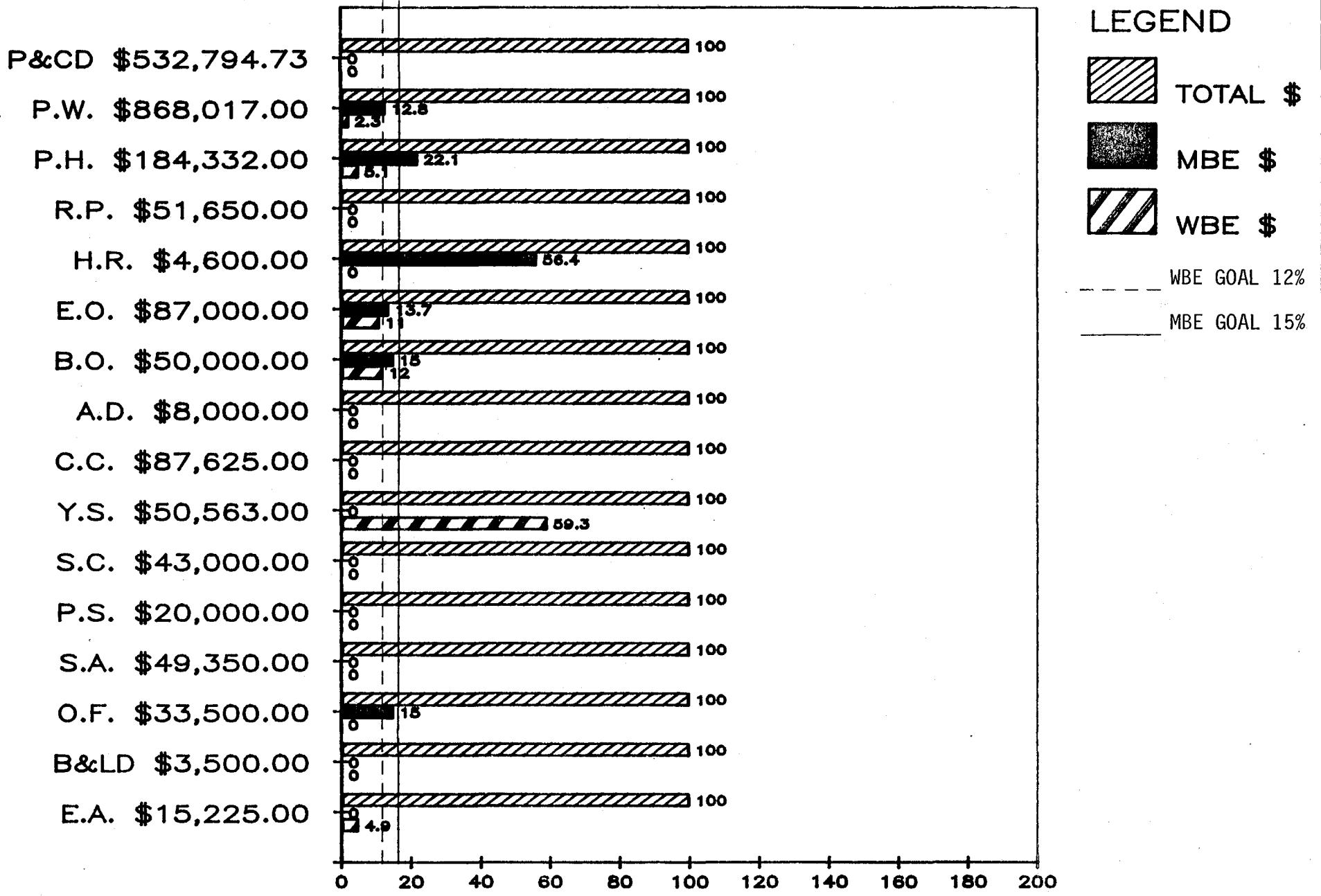
Total Dollar = 34,349,288.15 Total WBE Dollar = 4,494,220.91

CONSULTANT

All Departments
Over & Under \$10,000
January 1, 1986 - December 31, 1986

Awarding Agency	# Contracts	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Plann. & Comm. Devl.	34	\$ 532,794.73	0	0	0	0
Public Works	21	868,017.00	\$111,925.00	12.8%	\$20,545.00	2.3%
Public Health	16	184,332.00	40,900.00	22.1%	9,500.00	5.1%
Real Property	11	51,650.00	0	0	0	0
Human Resources	2	4,600.00	2,600.00	56.4%	0	0
Executive Office	3	87,000.00	12,000.00	13.7%	9,600.00	11.0%
Budget Office	1	50,000.00	7,500.00	15.0%	6,000.00	12.0%
Adult Detention	2	8,000.00	0	0	0	0
County Council	8	87,625.00	0	0	0	0
Youth Services	8	50,563.00	0	0	29,988.00	59.3%
Superior Court	2	43,000.00	0	0	0	0
Public Safety	1	20,000.00	0	0	0	0
Stadium	4	49,350.00	0	0	0	0
Finance Office	1	33,500.00	5,025.00	15.0%	0	0
Bldg. & Land Devl.	1	3,500.00	0	0	0	0
Executive Admin.	5	15,225.00	0	0	750.00	4.9%
TOTALS	120	\$2,089,156.73	\$179,950.00	8.6%	\$76,383.00	3.6%

Consultant Contracts 1986



LEGEND

TOTAL \$

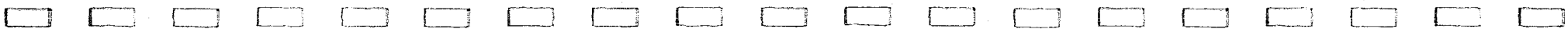
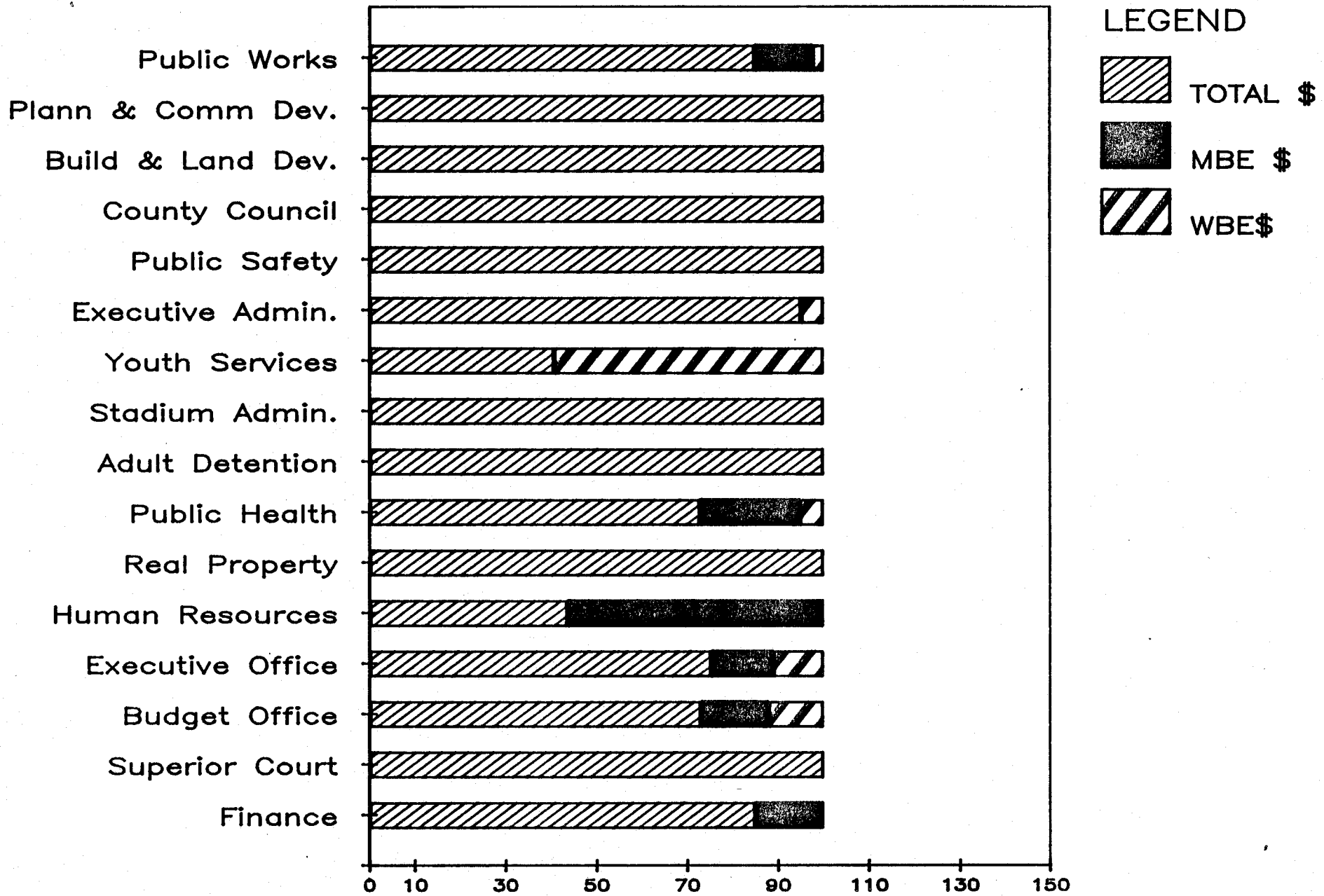
MBE \$

WBE \$

----- WBE GOAL 12%

----- MBE GOAL 15%

CONSULTANT CONTRACTS 1986 BY DEPARTMENT



CONSULTANT

All Departments
 Percentage Contracts Over \$10,000
 January 1, 1986 - December 31, 1986

Awarding Agency	# Contracts	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Plann. & Comm. Devel.	11	\$ 484,388.00	0	0	0	0
Public Works	9	804,523.00	\$111,925.00	14.2%	\$7,200.00	.9%
Public Health	2	127,645.00	40,900.00	32.0%	0	0
Real Property	0	0	0	0	0	0
Human Resources	0	0	0	0	0	0
Executive Office	1	80,000.00	12,000.00	15.0%	9,600.00	12.0%
Budget Office	1	50,000.00	7,500.00	15.0%	6,000.00	12.0%
Adult Detention	0	0	0	0	0	0
County Council	1	38,000.00	0	0	0	0
Youth Services	1	29,988.00	0	0	29,988.00	100%
Superior Court	2	43,000.00	0	0	0	0
Public Safety	1	20,000.00	0	0	0	0
Stadium	2	36,850.00	0	0	0	0
Finance Office	1	33,500.00	5,025.00	15.0%	0	0
Bldg. & Land Devel.	0	0	0	0	0	0
Executive Admin.	0	0	0	0	0	0
TOTALS	32	\$1,747,894.00	\$177,350.00	10.1%	\$52,788.00	3.0%

CONSULTANT

All Departments
Over \$10,000

January 1, 1986 - March 31, 1986 - 1st Quarter

Awarding Agency	# Contracts	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Plann. & Comm. Devel.	3	\$ 50,000.00	0	0	0	0
Public Works	2	280,500.00	\$111,925.00	39.9%	\$ 7,200.00	2.5%
Public Health	1	40,900.00	40,900.00	100%	0	0
Real Property	0	0	0	0	0	0
Human Resources	0	0	0	0	0	0
Executive Office	0	0	0	0	0	0
Budget Office	0	0	0	0	0	0
Adult Detention	0	0	0	0	0	0
County Council	1	38,000.00	0	0	0	0
Youth Services	0	0	0	0	0	0
Superior Court	2	43,000.00	0	0	0	0
Public Safety	0	0	0	0	0	0
Stadium	2	36,850.00	0	0	0	0
Finance Office	0	0	0	0	0	0
Bldg. & Land Devel.	0	0	0	0	0	0
Executive Admin.	0	0	0	0	0	0
TOTALS	11	\$489,250.00	\$152,825.00	32.6%	\$7,200.00	1.5%

CONSULTANT

All Departments
Over \$10,000

March 1, 1986 - June 30, 1986 - 2nd Quarter

Awarding Agency	# Contracts	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Plann. & Comm. Devel.	4	\$275,486.00	0	0	\$22,500.00	8.1%
Public Works	4	172,300.00	0	0	0	0
Public Health	1	86,745.00	0	0	0	0
Real Property	0	0	0	0	0	0
Human Resources	0	0	0	0	0	0
Executive Office	1	80,000.00	\$12,000.00	15.0%	9,600.00	12.0%
Budget Office	1	50,000.00	7,500.00	15.0%	6,000.00	12.0%
Adult Detention	0	0	0	0	0	0
County Council	0	0	0	0	0	0
Youth Services	0	0	0	0	0	0
Superior Court	0	0	0	0	0	0
Public Safety	1	20,000.00	0	0	0	0
Stadium	0	0	0	0	0	0
Finance Office	1	33,500.00	5,025.00	15.0%	0	0
Bldg. & Land Devel.	0	0	0	0	0	0
Executive Admin.	0	0	0	0	0	0
TOTALS	13	\$718,031.00	\$24,525.00	3.4%	\$32,700.00	4.5%

CONSULTANT

All Departments
Over \$10,000

July 1, 1986 - September 30, 1986 - 3rd Quarter

Awarding Agency	# Contracts	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Plann. & Comm. Devel.	2	\$102,913.00	0	0	0	0
Public Works	3	351,723.00	0	0	0	0
Public Health	0	0	0	0	0	0
Real Property	0	0	0	0	0	0
Human Resources	0	0	0	0	0	0
Executive Office	0	0	0	0	0	0
Budget Office	0	0	0	0	0	0
Adult Detention	0	0	0	0	0	0
County Council	0	0	0	0	0	0
Youth Services	1	29,988.00	0	0	29,988.00	100%
Superior Court	0	0	0	0	0	0
Public Safety	0	0	0	0	0	0
Stadium	0	0	0	0	0	0
Finance Office	0	0	0	0	0	0
Bldg. & Land Devel.	0	0	0	0	0	0
Executive Admin.	0	0	0	0	0	0
TOTALS	6	\$484,824.00	0	0	\$29,988.00	6.1%



CONSULTANT

All Departments
Over \$10,000

October 1, 1986 - December 31, 1986 - 4th Quarter

Awarding Agency	# Contracts	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Plann. & Comm. Devel.	2	\$55,989.00	0	0	0	0
Public Works	0	0	0	0	0	0
Public Health	0	0	0	0	0	0
Real Property	0	0	0	0	0	0
Human Resources	0	0	0	0	0	0
Executive Office	0	0	0	0	0	0
Budget Office	0	0	0	0	0	0
Adult Detention	0	0	0	0	0	0
County Council	0	0	0	0	0	0
Youth Services	0	0	0	0	0	0
Superior Court	0	0	0	0	0	0
Public Safety	0	0	0	0	0	0
Stadium	0	0	0	0	0	0
Finance Office	0	0	0	0	0	0
Bldg. & Land Devel.	0	0	0	0	0	0
Executive Admin.	0	0	0	0	0	0
<hr/>						
TOTALS	2	\$55,989.00	0	0	0	0

CONSULTANT

All Departments
Under \$10,000

January 1, 1986 - December 31, 1986

Awarding Agency	# Contracts	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Plann. & Comm. Devel.	23	\$ 48,406.73	0	0	0	0
Public Works	12	63,494.00	0	0	\$13,345.00	21.0%
Public Health	14	56,687.00	0	0	9,500.00	17.0%
Real Property	11	51,650.00	0	0	0	0
Human Resources	2	4,600.00	\$2,600.00	56.4%	0	0
Executive Office	2	7,000.00	0	0	0	0
Budget Office	0	0	0	0	0	0
Adult Detention	2	8,000.00	0	0	0	0
County Council	7	49,625.00	0	0	0	0
Youth Services	7	20,575.00	0	0	0	0
Superior Court	0	0	0	0	0	0
Public Safety	0	0	0	0	0	0
Stadium	2	12,500.00	0	0	0	0
Finance Office	0	0	0	0	0	0
Bldg. & Land Devel.	1	3,500.00	0	0	0	0
Executive Admin.	5	15,225.00	0	0	750.00	4.9%
TOTALS	88	\$341,262.73	\$2,600.00	.7%	\$23,595.00	6.9%

CONSULTANT

All Departments
Under \$10,000

January 1, 1986 - March 31, 1986 - 1st Quarter

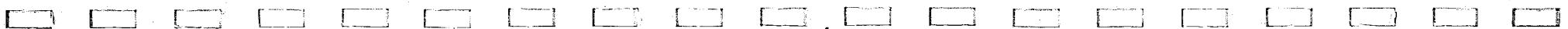
Awarding Agency	# Contracts	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Plann. & Comm. Devel.	2	\$ 4,060.00	0	0	0	0
Public Works	7	27,245.00	0	0	\$ 9,995.00	36.6%
Public Health	5	25,200.00	0	0	0	0
Real Property	4	18,250.00	0	0	0	0
Human Resources	1	2,000.00	0	0	0	0
Executive Office	0	0	0	0	0	0
Budget Office	0	0	0	0	0	0
Adult Detention	1	6,800.00	0	0	0	0
County Council	3	23,625.00	0	0	0	0
Youth Services	4	11,650.00	0	0	0	0
Superior Court	0	0	0	0	0	0
Public Safety	0	0	0	0	0	0
Stadium	0	0	0	0	0	0
Finance Office	0	0	0	0	0	0
Bldg. & Land Devel.	0	0	0	0	0	0
Executive Admin.	2	4,250.00	0	0	750.00	17.6%
TOTALS	29	\$123,080.00	0	0	\$10,745.00	8.7%

CONSULTANT

**All Departments
Under \$10,000**

March 1, 1986 - June 30, 1986 - 2nd Quarter

Awarding Agency	# Contracts	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Plann. & Comm. Devl.	10	\$14,275.28	0	0	0	0
Public Works	1	3,350.00	0	0	\$ 3,350.00	100%
Public Health	2	13,500.00	0	0	9,500.00	70.3%
Real Property	2	6,900.00	0	0	0	0
Human Resources	1	2,600.00	2,600.00	100%	0	0
Executive Office	1	2,500.00	0	0	0	0
Budget Office	0	0	0	0	0	0
Adult Detention	0	0	0	0	0	0
County Council	3	16,500.00	0	0	0	0
Youth Services	2	6,900.00	0	0	0	0
Superior Court	0	0	0	0	0	0
Public Safety	0	0	0	0	0	0
Stadium	0	0	0	0	0	0
Finance Office	0	0	0	0	0	0
Bldg. & Land Devl.	0	0	0	0	0	0
Executive Admin.	0	0	0	0	0	0
TOTALS	22	\$66,525.28	2,600.00	3.9%	\$12,850.00	19.3%



CONSULTANT

**All Departments
Under \$10,000**

July 1, 1986 - September 30, 1986 - 3rd Quarter

Awarding Agency	# Contracts	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Plann. & Comm. Devel.	7	\$ 15,971.45	0	0	0	0
Public Works	3	22,999.00	0	0	0	0
Public Health	5	15,067.00	0	0	0	0
Real Property	4	19,000.00	0	0	0	0
Human Resources	0	0	0	0	0	0
Executive Office	1	4,500.00	0	0	0	0
Budget Office	0	0	0	0	0	0
Adult Detention	1	1,200.00	0	0	0	0
County Council	1	9,500.00	0	0	0	0
Youth Services	0	0	0	0	0	0
Superior Court	0	0	0	0	0	0
Public Safety	0	0	0	0	0	0
Stadium	1	5,000.00	0	0	0	0
Finance Office	0	0	0	0	0	0
Bldg. & Land Devel.	1	3,500.00	0	0	0	0
Executive Admin.	2	8,475.00	0	0	0	0
TOTALS	26	\$105,212.45	0	0	0	0

CONSULTANT

All Departments
Under \$10,000

October 1, 1986 - December 31, 1986 - 4th Quarter

Awarding Agency	# Contracts	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Plann. & Comm. Devel.	4	\$14,100.00	0	0	0	0
Public Works	1	9,900.00	0	0	0	0
Public Health	2	2,920.00	0	0	0	0
Real Property	1	7,500.00	0	0	0	0
Human Resources	0	0	0	0	0	0
Executive Office	0	0	0	0	0	0
Budget Office	0	0	0	0	0	0
Adult Detention	0	0	0	0	0	0
County Council	0	0	0	0	0	0
Youth Services	1	2,025.00	0	0	0	0
Superior Court	0	0	0	0	0	0
Public Safety	0	0	0	0	0	0
Stadium	1	7,500.00	0	0	0	0
Finance Office	0	0	0	0	0	0
Bldg. & Land Devel.	0	0	0	0	0	0
Executive Admin.	1	2,500.00	0	0	0	0
TOTALS	11	\$46,445.00	0	0	0	0

CONSULTANT CONTRACTS WAIVED

All Departments
January 1, 1986 - December 31, 1986

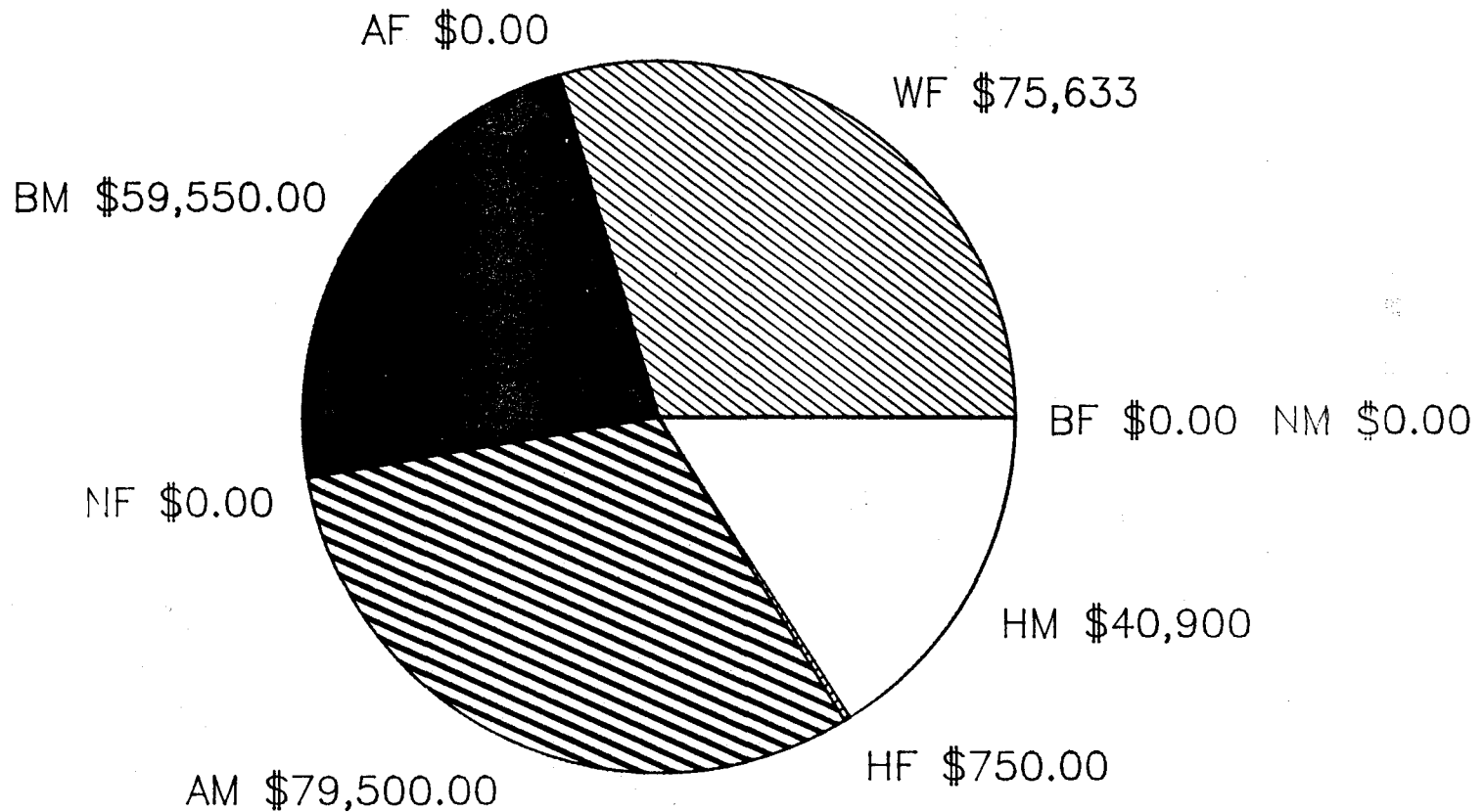
Awarding Agency	# Contracts	Dollar Amount	MBE Dollars	MBE %	WBE Dollars	WBE %
Plann. & Comm. Devel.	1	\$ 20,000.00	0	0	0	0
Public Works	7	463,824.00	0	0	0	0
Public Health	4	24,360.00	0	0	0	0
Human Resources	1	6,773.00	0	0	0	0
Youth Services	3	4,900.00	0	0	0	0
Finance Office	2	64,321.70	0	0	0	0
<hr/>						
TOTALS	18	\$584,178.70	0	0	0	0

CONSULTANT
By Ethnic Group
Over and Under \$10,000
January 1, 1986 - December 31, 1986

Awarding Agency	# Contracts Awarded	Contract Amount	Over \$10,000					Under \$10,000					Participating MBE Race		Percent	Dollars		
			Prime Contractor Status	Participating MBE Race	Participating MBE Race	Percent	Dollars	Dollars	MBE	WBE	MBE	WBE	MBE	WBE				
Planning & Community Development	34	\$ 532,794.73	11	23	0	1	0	0	0	0	1	0	0	0	0	0	0	0
Public Works	21	868,017.00	9	12	1	0	1	1	0	1	1	0	0	1	12.8	2.3	\$111,925	\$23,545
Public Health	16	184,332	2	14	1	2	0	0	1	0	2	0	0	0	22.1	5.1	40,900	9,500
Real Property	11	51,650	0	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Human Resources	2	4,600	0	2	0	0	0	0	0	0	0	0	0	0	56.4	0	2,600	0
Executive Office	3	87,000	1	2	0	0	0	1	0	0	1	0	0	0	13.7	11	12,000	9,600
Budget Office	1	50,000	1	0	0	0	0	2	0	0	1	0	0	0	15	12	7,500	6,000
Adult Detention	2	8,000	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
County Council	3	87,625	1	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Youth Services	8	50,563	1	7	0	1	0	0	0	0	1	0	0	0	0	59.3	0	29,988
Superior Court	2	43,000	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Public Safety	1	20,000	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stadium	4	49,350	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Office of Finance	1	33,500	1	0	0	0	1	0	0	0	0	0	0	0	15	0	5,025	0
Building & Land Develop.	1	3,500	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Executive Administration	5	15,225	0	5	0	1	0	0	0	0	0	0	0	1	0	4.9	0	750.00
TOTAL	120	\$2,089,156.73	33	87	2	5	2	4	1	1	7	0	0	2	8.6	3.6	179,950	76,383

Consultant Contracts 1986

January 1, 1986 – December 31, 1986
MBE & WBE Participation by Race



Total MBE\$ = 179,950.00 Total WBE\$ = 76,383.00 Total Dollar = 2,089,156.73

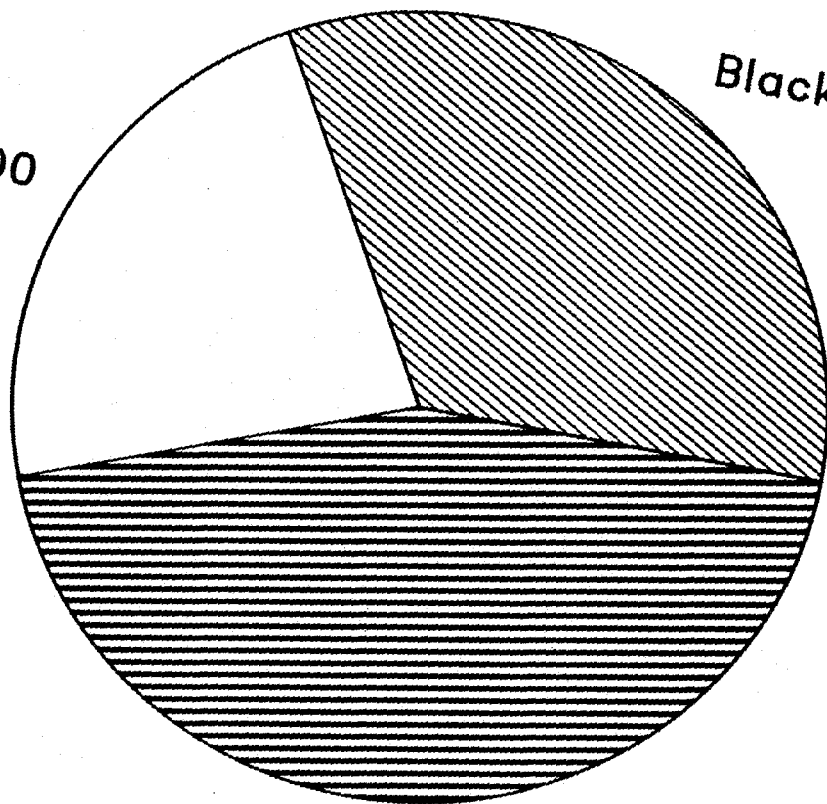
Consultant Contracts 1986
January 1, 1986 - December 31, 1986
MBE Participation by Race

Hispanic \$40,900.00

Black \$59,550.00

Nat. American \$0.00

Asian \$79,500.00



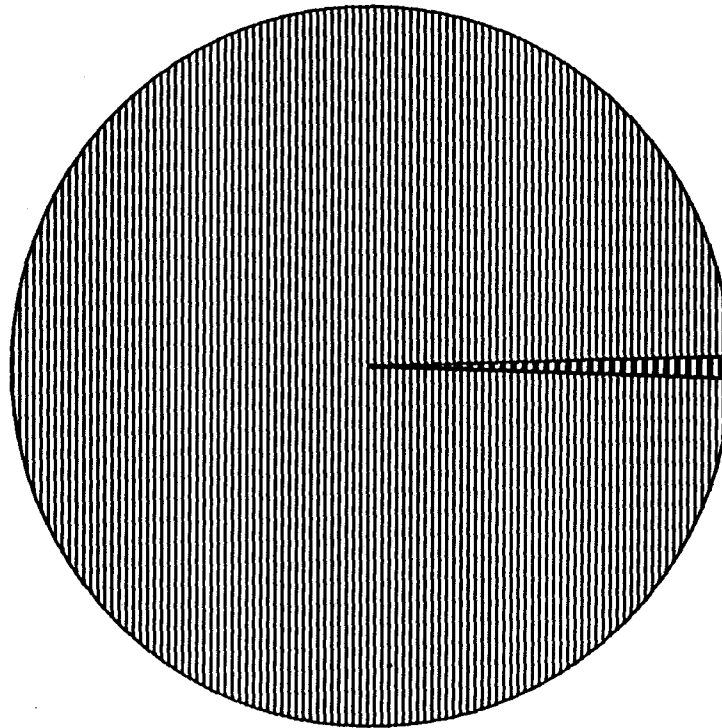
Total Dollar = 2,089,156.73 Total MBE Dollar = 179,950.00

Consultant Contracts 1986

January 1, 1986 - December 31, 1986

WBE Participation by Race

White \$75,633



Nat. American \$0.00
Hispanic \$750.00
Black \$0.00 Asian \$0.00

Total Dollar = 2,089,156.73 Total WBE Dollar = 76,383.00

KING COUNTY

MINORITY AND WOMEN'S BUSINESS ENTERPRISE (MWBE) PARTICIPATION SUMMARY

PURCHASING AND SERVICES CONTRACTS

1986 CONTRACT YEAR

* * * * *

King County's minority and woman owned business utilization goals for purchasing and services requirements paid or encumbered in 1986 were as follows:

Minority owned businesses	-	10%
Woman owned businesses	-	3%

During 1986, approximately 7,000 contracts (purchase orders) were extended or awarded to vendors and suppliers for King County's purchasing and services requirements. 4,126 of the 7,000 contracts represented new awards. These contracts accounted for \$35,715,722.68 paid or encumbered to all categories of King County suppliers and service providers.

493 contracts were awarded to minority and woman owned firms, accounting for a total of \$4,330,479.66 paid or encumbered, or 13.5% of purchasing and services contract dollars subject to application of MWBE utilization goals. A majority (61%) of the 241 contracts awarded to minority owned firms was awarded based on formal bid evaluations conducted in accordance with K.C.C. 4.16 and Ordinance 5983. A majority (68%) of the 252 contracts awarded to woman owned firms was awarded based on informal bidding and MWBE bid evaluation procedures, also outlined in K.C.C. 4.16 and Ordinance 5983.

7.6% of all encumbrances/vendor claims paid or \$2,7714,004.03 was awarded on a proprietary, emergency, or other special condition basis. Orders to governmental agencies, sheltered workspots or private non-profit concerns represented a combined total of \$1,11,452.67 or 3.1% of all dollars paid or encumbered for supplies and services during the reporting period.

In accordance with Section 1.AA. of Ordinance 5983, \$27,559,836.01 or 86.4% of the dollar value of purchasing and services contracts subject to application of MWBE utilization goals was awarded to non-MWBE firms.

Minority business participation in the purchasing and services contract category reached 11.7% in 1986, exceeding the goal by 1.7% and bettering 1985 MBE utilization goal attainment by 2.2% or \$1,211,509.19. 1986 participation by woman owned businesses totaled 1.8% of all dollars paid or encumbered and subject to application of MWBE goals. Woman owned business participation for 1986 0.1% decreases in goal attainment from 1985 to 1986. WBE participation for 1986 fell short of the County's utilization goal by 1.2% or approximately \$380,000.00.

- RECOMMENDATIONS -

In accordance with Section 8.D. of Ordinance 5983, the following observations and suggestions are offered to improve and enhance implementation of King County's MWBE program in the purchasing and services contract category:

- (1) Recode and resort the MWBE Directory to reflect the appropriate commodity codes(s) and contracting category(ies) for certified minority and women vendors. Recoding will enable King County Buyers, Departments and interested prime contractors and vendors to more accurately locate MWBE suppliers and service providers.
- (2) Conduct training workshops for King County contract awarding authorities on the separate but interdependent roles of the MWBE Office, the Purchasing Agency, and the various King County Departments in matters relating to MWBE utilization, monitoring and compliance enforcement. Such training for departmental "purchasing agents" would likely increase awareness of program requirements and indirectly increase the number and dollar value of awards to MWBE firms resulting from informally solicited quotations for goods and services.
- (3) Increase technical assistance and outreach to potentially competitive woman and minority business owners.

* * * * *
* * * * *

KING COUNTY PURCHASING AGENCY
1986
PURCHASING & SERVICES CONTRACTS
= CONTRACT/RESPONSE/AWARD =
SUMMARY

<u>CONTRACTS</u>	<u>INFORMAL BID</u>		<u>FORMAL BID</u>		<u>TOTAL</u>	
		% of Total Informal Contracts		% of Total Formal Contracts		
Minority (MBE)	463	12.5%	532	7.2%	995	8.9%
Women's (WBE)	457	12.3%	415	5.6%	872	7.8%
Non M/WBE	<u>2,782</u>	75.2%	<u>6,492</u>	87.2%	<u>9,274</u>	83.3%
All Vendors	<u>3,702</u>		<u>7,439</u>		<u>11,141</u>	

<u>RESPONSES</u>	% of M/W/N Contracts		% of M/WN Contracts		ALL Responses	
Minority	263	56.8%	235	44.2%	498	6.8%
Women's	313	68.5%	176	42.4%	489	6.6%
Non M/WBE	<u>2,166</u>	77.9%	<u>4,202</u>	64.7%	<u>6,368</u>	86.6%
All Vendors	<u>2,742</u>	74.1%	<u>4,613</u>	62.0%*	<u>7,355</u>	66.0%*

<u>AWARDS</u>	<u>M/W/N Response</u>		<u>M/W/N/ Response</u>		**% of Total M/W/N Responses	
Minority	94	35.7%	147	62.5%	241	48.3%
Women's	172	54.9%	80	45.4%	252	51.5%
Non-M/WBE	<u>1,983</u>	91.5%	<u>1,650</u>	39.2%	<u>3,633</u>	57.0%
All Vendors	<u>2,249</u>		<u>1,877</u>		<u>4,126</u>	

* = Rate of response/all vendor groups

** = These % figures serve as rough indicators of M/WBE bidders' frequency of award when compared to the number of responses received to an Invitation to Bid or requests for quotation. E.g., In 49.9% of those instances when M/WBE's responded to an Invitation to Bid or informal request for quotation, a supply or service contract was awarded to the responding M/WBE firm.

KING COUNTY

MINORITY/WOMEN'S BUSINESS UTILIZATION GOALS ATTAINMENT RECAP

1986 CONTRACT YEAR
PURCHASING/SERVICES CONTRACTS

PERIOD	NON-MWBE	%	MINORITY OWNED	%M	WOMEN OWNED	%W	*TOTAL DOLLARS	M%	-	W%
1st QTR	2,320,095.53	73.5	676,031.84	21.4	158,978.79	5.1	3,155,106.57	+11.4	-	+2.1
2nd QTR	7,523,420.38	88.1	941,821.70	11.0	70,945.71	.9	8,536,187.79	+1.0	-	-2.1
3rd QTR	6,458,004.65	87.0	773,312.98	10.4	191,884.97	2.6	7,423,202.60	+0.4	-	-0.4
4th QTR	11,258,315.45	88.2	1,347,472.88	10.5	170,030.79	1.3	12,775,819.12	+0.5	-	-1.7
TOTAL	27,559,836.01	86.4	3,738,639.40	11.7	591,840.26	1.8	31,890,315.67	+1.7	-	-1.2

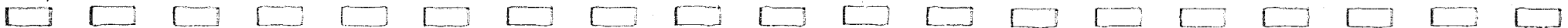
NOTES: 1986 Participation Goals: Minority owned businesses 10%
Women owned businesses 3%

*The above data represents King County's attainment of 1986 MWBE utilization goals for supplies and services contracts in accordance with Section 1.AA. of County Ordinance 5983.

KING COUNTY PURCHASING
PURCHASING/SERVICES CONTRACT ACTIVITY
PERIOD: 1986 CONTRACT YEAR

QTR	NON-MWBE	%	MINORITY OWNED	%M	WOMEN OWNED	%W	OTHER VENDORS	%	WAIVERS	%	TOTALS
1st	2,320,095.53	45.4	676,031.84	13.2	158,978.79	3.1	779,939.66	15.4	1,173,968.41	22.9	5,109,014.64
2nd	7,523,420.38	83.5	941,821.70	10.5	70,945.71	.8	102,183.07	1.1	369,042.92	4.1	9,007,413.78
3rd	6,458,004.65	81.3	773,312.98	9.7	191,884.97	2.4	66,734.06	.9	449,197.42	5.7	7,939,134.08
4th	11,258,315.45	82.5	1,347,472.88	9.9	170,030.79	1.2	162,595.88	1.2	721,795.28	5.2	13,660,210.18
	27,559,836.01	77.1	3,738,639.40	10.5	591,840.26	1.7	1,111,452.67	3.1	2,714,004.03	7.6	35,715,772.68

NOTES: The above report represents all King County purchasing and services contract activity for contract year 1986. Dollar figures reflect dollars encumbered for all annual, regular, and lease type purchase orders, including those renewed or extended from 1985, and dollars paid during 1986 on blanket purchase orders.



**King County
Minority and Women's Business Enterprise (MWBE) Participation**

Period: 1st Quarter - 1986

Contract Category: Purchasing

King County's minority and woman owned business utilization goals for purchasing and services requirements paid or encumbered in 1986 are as follows:

During the first quarter of 1986 a total of \$5,109,010.63 was encumbered or paid to vendors and suppliers for orders placed against King County purchasing and services requirements. Of that total, 16.3% or \$835,010.63 was encumbered or paid to minority and women owned firms.

22.9% of all encumbrances/vendor claims paid or \$1,173,968.41 was awarded on a single source, emergency, or other special condition basis. Orders to government, sheltered workshops and private non-profit concerns represented a combined total of \$779,939.66 or 15.4% of all dollars paid or encumbered for supplies and services for the period.

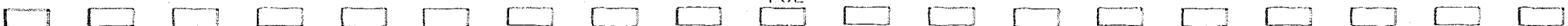
In accordance with Section 1.AA. of Ordinance 5983, \$2,320,095.53 or 73.5% of the dollar value of all purchasing and services contracts subject to application of MWBE utilization goals was awarded to Non-MWBE firms.

In terms of MWBE utilization goals attainment, minority owned business participation totaled \$676,031.84 or 21.4% of applicable contract dollars paid or encumbered, exceeding the minority owned business utilization goal by 11.4%. Woman owned business participation totaled \$158,978.79 or 5.1% of such contract dollars paid or encumbered. Woman owned business participation exceeded the goal for purchasing and services requirements by 2.1% during the period.

APPROVED MWBE WAIVERS - FIRST QUARTER 1986
 Total Dollars Paid or Encumbered: \$1,173,968.41

The requirements of Ordinance 5983 were waived on contracts (purchase orders) for supplies and services awarded to the following vendors and suppliers:

Waiver #	Vendor/Supplier	Waiver Type	Total Encumbrance	or	Total Paid This Quarter
02	Seattle City Light	Special Facilities	4,226.00		
03	Kroll Map Company	Single Source	1,370.33		
04	Lanier Business Products	Single Source	3,135.53		
05	McDonald Klein Business Machines	Single Source	5,435.25		
06	Walker and Associates	Single Source	4,000.00		
07	Water District #3	Special Facilities	3,711.30		
08	Innovative Data Processing	Proprietary	971.10		
09	Puget Sound Council of Governments	Single Source	59,630.00		
10	The Brower Company	Special Market	13,200.00		
11	Syncsort, Incorporated	Proprietary	15,675.00		
12	Book Publishing Company	Single Source			10,746.85
13	Sea-Tac Ford Truck Sales	Emergency			1,080.80
14	Nelson Construction Company	Emergency	5,000.00		
15	State of Washington	Single Source	3,900.00		
16	Washington Association of Counties	Single Source	102,934.00		
	National Association of Counties	Single Source	18,390.00		
	WA State Assoc. of County Officials	Single Source	161,239.40		
17	Lloyd Electric Apparatus Company	Emergency	2,000.00		
18	Boyd Industrial Rubber	Emergency	7,000.00		
19	Phototronics Yag Laser	Single Source	37,875.60		
20	FDR Field Service Company	Single Source	6,775.00		
21	Highline Community Hospital/ Harborview Medical Center	Special Market	9,000.00		
		Special Market	20,000.00		
22	IBM	Proprietary	18,981.76		
23	NW Garbage Company Incorporated	Special Market			18,316.82
24	A.B. Dick Company	Proprietary	4,784.39		
25	Island Automotive Center	Special Market			1,718.32
26	IBM	Proprietary	99,880.87		
27	R & R Speed and Cycle Shop	Single Source	39,410.64		
28	U.S. Bearings and Drive	Emergency	4,273.52		
29	Fire District #39	Special Market	8,000.00		
30	Int'l Conference Bldg. Officials	Single Source	3,650.00		
31	Owl Roofing Company	Emergency	5,825.00		
32	Xerox	Proprietary			636.46
33	Ratelco	Single Source			653.66



KING COUNTY PURCHASING AGENCY

APPROVED MWBE WAIVERS - FIRST QUARTER 1986
 Total Dollars Paid or Encumbered: \$1,173,968.41

<u>Waiver #</u>	<u>Vendor/Supplier</u>	<u>Waiver Type</u>	<u>Total Encumbrance</u>	<u>or</u>	<u>Total Paid This Quarter</u>
35	Daily Journal of Commerce	Special Facilities			3,835.28
36	Ross Plumbing	Emergency	3,758.46		
37	3-M Business Products	Single Source			714.22
38	Computrition	Proprietary	3,600.00		
39	George Wyrsh Arco Service	Special Market			6,567.60
40	Union Oil Company	Single Source	6,000.00		
41	Wang Laboratories	Proprietary	14,229.86		
42	Eastman Kodak Company	Proprietary			0
43	Adams News Company	Special Market	3,854.40		
44	Burroughs Corporation	Single Source	15,511.71		
45	IBM	Proprietary	183,356.62		
46	METRO	Single Source	10,000.00		
47	Keith Walking Manufacturing	Single Source			4,374.85
48	Peerless/Lear Sigler	Single Source			0
49	The Perkins & Will Group	Special Market	9,000.00		
50	Pitney-Bowes	Single Source			938.91
51	Pacific Northwest Bell	Single Source	5,500.00		
52	Artech	Special Market			0
54	Uccel Corporation	Proprietary	3,992.30		
55	Xerox	Proprietary			0
56	Savin Corporation	Proprietary			1,643.84
57	Washington State Commission on Law Reports	Single Source	3,880.80		
58	Xerox	Proprietary			2,381.90
59	State of Washington	Special Market	13,157.00		
60	Roberge Sheet Metal	MWB/Advertising	7,701.90		
61	Beckwith & Kuffel	Emergency	1,260.99		
62	DEC	Proprietary	126,535.87		
63	Craig Taylor Equipment Company	Proprietary			3,708.14
64	Honeywell Systems Corporation	Proprietary	11,036.16		
65	Seattle-King County Private Industry Council	Special Market	4,500.00		
66	USSSP/USSSA	Special Market	19,500.00		

Total Encumbered This Quarter \$1,116,650.76

Total Paid This Quarter (Blanket Purchase Orders)

\$57,317.65

KING COUNTY PURCHASING AGENCY
 MINORITY AND WOMEN'S BUSINESS PARTICIPATION STATISTICS
 PERIOD COVERED: 1ST QUARTER 1986

		INFORMAL BID		% Of Total		FORMAL BID		% Of Total		\$\$ TOTAL \$\$		%
Minority Owned (MBE)		27,316.38		.5		648,715.46		12.7		\$676,031.84		13.2%
encumbered blanket this quarter	27,316.38 -0-			.5		40,683.51 608,031.95		.8 11.9				
Woman Owned (WBE)		4,395.94		.1		154,582.85		3.0		\$158,978.79		3.1%
encumbered blanket this quarter	4,395.94 -0-			.1		64,266.59 90,316.26		1.2 1.8				
Non M/WBE*		256,545.92		5.0		3,237,518.02		63.3		** \$2,320,095.53		45.4%
encumbered blanket this quarter	256,545.92 -0-			5.0		2,106,386.37 1,131,131.65		41.2 22.1				

* = Total Non-M/WBE formal/informal - \$3,494,063.94 -- 68.3%												
** - Total \$\$\$ to Non-M/WBE firms less \$\$\$ waived per King County Ordinance 5983												

Waivers						(1,173,968.41)		(22.9)		\$1,173,968.41		22.9%
Sole Source						(1,000,525.26)		(19.6)				
Unavailability/Other						(7,701.90)		(.1)				
Emergency						(27,154.53)		(.5)				
Special Market						(138,586.72)		(2.7)				
ALL OTHERS						779,939.66		15.4		779,939.66		15.4%
Government						607,056.33		11.9				
Private Non-Profit						7,141.39		.1				
Sheltered Workshops						165,741.94		3.4				

1ST QUARTER 1986 SUPPLIES/SERVICES
 TOTAL DOLLAR AMOUNT

\$5,109,014.23

KING COUNTY

MINORITY/WOMEN'S BUSINESS UTILIZATION GOALS ATTAINMENT RECAP

PERIOD: 1986 CONTRACT YEAR
PURCHASING/SERVICES CONTRACTS

PERIOD	NON-MINORITY/WOMAN OWNED	%	MINORITY OWNED	%(M)	WOMAN OWNED	%(W)	TOTAL DOLLARS SUBJECT TO APPLICATION OF MWBE UTILIZATION GOALS*	% % % % % %	
								GOALS ATTAINED M	W
1st Quarter	\$2,320,095.53	73.5	676,031.84	21.4	158,978.79	5.1	\$3,155,106.57	+11.4%	+2.1%
2nd Quarter									
3rd Quarter									
4th Quarter									
Total									

NOTES: 1986 Participation Goals: Minority owned businesses 10%
Woman owned businesses 3%

*The above data represents King County's attainment of 1986 MWNE utilization goals for supplies and services contracts in accordance with Section 1.AA. of County Ordinance 5983.

KING COUNTY PURCHASING
 MWBE Participation Report - Purchasing/Services Contract Activity

1st Quarter 1986

Dollars Paid or Encumbered to GOVERNMENTAL AGENCIES: \$607,056.33

<u>Vendor</u>	<u>Purchase Order #</u>	<u>Encumbrance</u>	<u>or</u>	<u>Paid This Quarter</u>
Washington State Ferries	A14866A	3,892.90		
	A17397R	8,300.00		
	A18258A	7,000.00		
	B18259B			14,216.80
	A18260A	2,434.00		
	A18275A	4,100.00		
Washington State Patrol	R18272R	3,754.92		
Northshore School District #417	R18276R	3,500.00		
Shoreline School District #412	R18277R	1,500.00		
Renton School District	R18278R	1,000.00		
State of Washington/ General Administration	B19349B			5,808.90
WA State Materiel Management	B01672B			10,006.33
Water District #108	R19610R	3,711.30		
WA State Donable Food	B19511B			3,982.80
State of Washington	R19081R	4,885.76		
Washington Association of Prosecuting Attorneys	R18914R	2,805.00		
Bureau of Nat'l Affairs	R18997R	912.00		
Puget Sound Council of Governments	R18249R	49,970.00		
National Association of Counties	R18265R	44,385.00		
Washington Association of Counties	R18266/67R	264,203.00		
Nat'l Urban Council	R18284R	550.00		
Washington State DOT	B18295/96B			3,472.85
Washington State Patrol	A20314A	8,096.31		
METRO	B18297/98B			36,479.61
City of Seattle/Treasurer	R19648R	474.00		
Seattle Police Department	A20303A	2,500.00		
K.C. Fire District 39	A75187A5	8,000.00		
City of Auburn	A78671A5	8,000.00		
K.C. Fire District 39	B84502B3			8,147.77
University of Washington	B18489B1			10,971.44
Harborview Medical Center	A75195A13	20,000.00		
State of Washington	R19482R	493.68		
Archeological & Historic Pres. Agency	B17218B1			1,100.40
Washington State Patrol	A19748A	3,900.00		
METRO	R20340R	1,700.00		
	A20326A	10,000.00		
Washington State Patrol	R20339R	355.00		
University of Washington	R20476R	525.75		
Firecrest School	A82913A	2,550.00		
State of Washington	R20073A	13,157.00		
State of Washington	R20233R	502.35		
Comm. State Law Reports	R20254R	517.92		
	R20265R	3,880.80		
	R20273R	2,587.20		
Wash. Assn. of Buildings	R20270R	2,000.00		
Bureau of Nat'l Affairs	R20274R	356.00		
	R20285R	554.00		

Total Encumbered 1st Quarter \$497,054.29

Total Paid 1st Quarter (Blanket Purchase Orders)

\$110,002.04

KING COUNTY PURCHASING
 MWBE Participation Report - Purchasing/Services Contract Activity

1st Quarter 1986

Dollars Paid or Encumbered to WOMAN OWNED BUSINESSES: \$158,978.79

Vendor	Purchase Order #	Encumbrance	or	Paid This Quarter
Western Engineering Ltd.	B14718B1			379.46
Innovative Design Concepts	R18895R	344.42		
A.E. Raketty Co.	B18454B1			978.87
	B19283B			18,584.80
	B19514B			20,767.70
Cher-Mel Corp.	B18195B1			1,958.75
Coast Wide Supply	R19909R	464.06		
Paralegal of Seattle	B17874B1			6,652.46
Atlas Packing and Rubber	B13220B4			736.98
South Park Industries	B17508B1			0
Vanco Recreation, Inc.	R19448R	367.81		
	R19949R	352.41		
Coast Wide Supply	R19458R	932.26		
Andover Printing & Graphics	B12574B3			13,686.34
Software Services	B01036B			0
Innovative Design Concepts	R19811R	224.22		
	R10645R	1,519.80		
	R18895R	283.24		
	R10644R	1,480.20		
	R10679R	161.01		
D.W. Close	A16891A1	12,000.00		
Ribbons Unlimited	F81674F	533.46		
Innovative Data Processing	R15800R1	165.81		
Coast Wide Supply	B20110B			0
	B87967B			4,319.54
Puget Sound Instrument	R16278R			11,261.30
Geo Line Instrument	R18292R	1,488.67		
	R20322R	372.12		
Cher Mel Corp.	R19560R	1,469.59		
Quality Discount Services	R19594R	5,594.82		
Micro Options	R20003R	2,570.56		
Coast Wide Supply	R19458R	6,423.33		
	R20309R	4,913.77		
The Brower Company	R19637R	13,727.03		
Software Services	R19373R	651.84		
	R19376R	976.14		
	R19378R	182.69		
	R19379R	303.76		
Barrett Business Services	B01027B			10,990.06
Software Services	R19380R	312.41		
	R19386R	3,459.20		
	R19396R	175.12		
	R19398R	831.29		
Image Masters	B10563B			0
Ribbons Unlimited	R10677R	264.27		
Innovative Design Concepts	R19828R	817.99		
	R19850R	507.74		
D.W. Close	R19659R	1,213.88		
A.E. Raketty Co.	B19514B			0
	A19595A	600.00		
Cher-Mel Corp.	R20404R	536.17		
	R20405R	268.08		
	R20408R	199.61		
	R20162R	784.75		
Coast Wide Supply	R20120R	457.11		
Vanco Recreation	R20175R	354.24		
Andover Printing & Graphics	R20289R	377.65		

Total Encumbered 1st Quarter \$ 68,662.53

Total Paid 1st Quarter (Blanket Purchase Orders) \$ 90,316.26

KING COUNTY PURCHASING
 MWBE Participation Report - Purchasing/Services Contract Activity

1st Quarter 1986

Dollars Paid or Encumbered to MINORITY OWNED BUSINESSES: \$676,031.84

<u>Vendor</u>	<u>Purchase Order #</u>	<u>Encumbrance</u>	<u>or</u>	<u>Paid This Quarter</u>
Supercomputers	R19357R	1,074.68		
Via Geo Resources	B01018B22			258,709.59
Star Laundry	B19290B			2,030.81
Kennedy Sales	B19530B			1,953.34
	B19534B			1,665.86
	B19538B			1,230.71
Evergreen Data Supplies	A18861A	6,670.21		
Sam's Tire Service	R19411R	160.02		
	R19611R	970.97		
Tsubota Steel	R19431R	372.90		
Tiloben Publishing	B18513B			372.15
Mutual Envelope Co.	R19728R	1,134.57		
The Seattle Medium	R19736R	500.00		
Apex Wholesale	B17474B			9,903.80
	B18456B			910.08
Tiloben Publishing Co.	B18513B			1,096.85
Kennedy Sales & Service	B19246B			0
	B19263B			1,106.33
	B19251B			2,358.98
	B19241B			3,977.25
	B19255B			3,692.45
	B19259B			5,680.98
Business General Marketing	B19267B			7,919.96
	B19275B			9,847.60
	B19271B			2,171.37
National Concrete Cutting	B84298B			0
ABC Nursing Services	B17334B			432.00
Via Geo Resources	B01019B			292,047.58
Walkers Moving & Cartage	R20338R	1,717.21		
Sports in Action	R20371R	243.85		
KASPAC Corporation	B87969B			0
Supercomputers	R19384R	318.31		
General Microsystems	B16470B1			924.26
	R19381R	178.37		
Officemporium	R10621R	9,477.56		
	R19848R	1,350.91		
	R19863R	832.99		
	R19876R	169.40		
Kennedy Sales & Services	B20416B			0
	B20422B			0
	B20441B			0
	B20444B			0
	B20449B			0
Tom Jastro Construction	R19065R	3,007.17		
North Seattle Chrysler Plymouth	R20070R	11,658.92		
	R20072R	14,244.05		
Sam's Tire Service	R20179R	174.17		
	R20504R	1,101.83		
	R20509R	7,633.93		
	R20516R	1,508.51		
Connors Appliance	R20543R	668.98		
Mutual Envelope	R20238R	2,330.64		
Sports In Action	R20258R	499.68		
Total Encumbered 1st Quarter		\$ 67,999.89		
Total Paid 1st Quarter (Blanket Purchase Orders)				\$608,031.95

KING COUNTY PURCHASING
 MWBE Participation Report - Purchasing/Services Contract Activity
 1st Quarter 1986

Dollars Paid or Encumbered to SHELTERED WORKSHOPS: \$165,741.94

<u>Vendor</u>	<u>Purchase Order #</u>	<u>Encumbrance</u>	<u>or</u>	<u>Paid This Quarter</u>
Institutional Industries	R16984R	3,242.62		
Marvel Industries	B13169B			5,338.24
NW Center Industries	A83158A	15,000.00		
Institutional Industries	R18892R	1,961.96		
K.C. Activity Center	A19911A	13,200.00		
Custodial Services	A19479A	2,903.40		
	A20159A	26,653.32		
	A20529A	4,331.80		
SKCAC Industries	A20122A	5,188.80		
	A20123A	2,910.60		
NW Center Industries	A84147A	90,000.00		
Total Encumbered 1st Quarter		\$160,403.70		
Total Paid 1st Quarter (Blanket Purchase Orders)				\$ 5,338.24

Dollars Paid or Encumbered to PRIVATE NON-PROFIT CONCERNS: \$7,141.39

<u>Vendor</u>	<u>Purchase Order #</u>	<u>Encumbrance</u>	<u>or</u>	<u>Paid This Quarter</u>
United Cerebral Palsy	R20131R	2,641.39		
Sea-King Private Industry Council	R20296R	4,500.00		
Total Encumbered 1st Quarter		\$ 7,141.39		
Total Paid 1st Quarter (Blanket Purchase Orders)				\$ 0

KING COUNTY
Minority and Women's Business Enterprise (MWBE) Participation

Period: 2nd Quarter 1986

Contract Category: Purchasing/Services

King County's minority and woman owned business utilization goals for purchasing and services requirements paid or encumbered in 1986 are as follows:

Minority owned businesses	-	10%
Woman owned businesses	-	3%

During the second quarter of 1986 a total of \$9,007,413.78 was encumbered or paid to vendors and suppliers for orders placed against King County purchasing and services requirements. Of that total, 11.3% or \$1,012,767.41 was encumbered or paid to minority and woman owned firms.

4.1% of all encumbrances/vendor claims paid or \$369,042.92 was awarded on a single source, emergency, or other special condition basis. Orders to government, sheltered workshops and private non-profit concerns represented a combined total of \$102,183.07 or 1.1% of all dollars paid or encumbered for supplies and services for the period.

In accordance with Section 1.AA. of Ordinance 5983, \$7,523,420.38 or 88.1% of the dollar value of all purchasing and services contracts subject to application of MWBE utilization goals was awarded to Non-MWBE firms.

In terms of MWBE utilization goals attainment, minority owned business participation totaled \$941,821.70 or 11.0% of applicable contract dollars paid or encumbered. Woman owned business participation totaled \$70,945.71 or .9% of such contract dollars paid or encumbered for purchasing and services requirements during the period.

KING COUNTY PURCHASING AGENCY

APPROVED MWBE WAIVERS - SECOND QUARTER 1986
 Total Dollars Paid or Encumbered: \$369,042.92

<u>Waiver #</u>	<u>Vendor/Supplier</u>	<u>Waiver Type</u>	<u>Total Encumbrance</u>	<u>or</u>	<u>Total Paid This Quarter</u>
89	Spectra Northwest	Proprietary	3,595.00		
90	Ecology & Environment, Inc.	Emergency	11,000.00		
91	Preston, Thorgrimson, Ellis, and Holman	Special Market	25,000.00		
92	Spider Staging	Proprietary	24,558.04		
93	Beall Transliner	Proprietary	6,120.00		
94	City of Seattle - DCLU	Special Market	11,250.00		
95	The McKinstry Company	Special Market	13,350.83		
96	Northwest Tank Service	Special Market	4,316.00		
97	On-Line Software Company	Proprietary	6,000.00		
98	Applications Software Incorporated	Proprietary	6,000.00		
99	McDonald Miller Company	Special Market	4,800.00		
100	Rainier Disposal Company	Single Source	6,000.00		
101	Howard Cooper Corporation	Emergency	4,897.43		
102	American Association Airport Executives	Single Source	3,962.43		
103	Wackenhut Corporation	Special Market (Temporary)			0
105	Cascade Commercial Company	Single Source	8,388.15		
106	Frank Coluccio Construction	Emergency/Special Market	<u>3,000.00</u>		

Total Encumbered This Quarter \$ 282,607.74

Total Paid This Quarter (Blanket Purchase Orders)

\$ 86,435.18

KING COUNTY PURCHASING AGENCY
 MINORITY AND WOMEN'S BUSINESS PARTICIPATION STATISTICS
 PERIOD COVERED: 2ND QUARTER 1986

	INFORMAL BID		% Of Total		FORMAL BID		% Of Total		\$\$ TOTAL \$\$	%
Minority Owned (MBE)		8,377.60		.1		933,444.10		10.4	941,821.70	10.5
encumbered blanket this quarter	8,377.60 0		.1 0		744,407.00 189,037.10		8.3 2.1			
Woman Owned (WBE)		24,986.37		.3		45,959.34		.5	70,945.71	.8
encumbered blanket this quarter	24,986.37 0		.3		20,137.83 25,821.51		.2 .3			
Non M/WBE*		2,018,734.19		22.4		5,873,729.11		65.2	** 7,523,420.38	83.5
encumbered blanket this quarter	2,018,734.19 0		22.4		2,858,899.74 3,014,822.37		31.7 33.5			

* = Total Non-M/WBE formal/informal = \$7,892,456.30 -- 87.6%										
** = Total \$\$\$\$ to Non-M/WBE firms less \$\$\$ waived per King County Ordinance 5983										

Waivers						(369,042.92)		(4.1)	369,042.92	4.1
Sole Source					(70,476.53)		(.8)			
Unavailability/Other					(0)					
Emergency					(57,412.04)		(.6)			
Special Market					(241,154.35)		(2.7)			
ALL OTHERS						102,183.07		1.1	102,183.07	1.1
Government					85,695.86		1.0			
Private Non-Profit					2,134.78					
Sheltered Workshops					14,352.43		.1			

2nd QUARTER 1986 SUPPLIES/SERVICES
 TOTAL DOLLAR AMOUNT \$ 9,007,413.78

KING COUNTY PURCHASING
 MWBE Participation Report - Purchasing/Services Contract Activity

2nd Quarter 1986

Dollars Paid or Encumbered to GOVERNMENTAL AGENCIES: \$85,695.86

<u>Vendor</u>	<u>Purchase Order #</u>	<u>Encumbrance</u>	<u>or</u>	<u>Paid This Quarter</u>
Seattle City Light	R20376R	489.00		
	R20377R	452.00		
	R20378R	520.00		
Seattle Police Athletic Assn.	A20386A	18,540.00		
	R20394A	3,480.00		
WA State DOT	A21202A	3,000.00		
Institutional Industries	R20497A	2,640.85		
WA State Donable Food	R21009R	1,069.00		
K.C. Fire District #40	A75186A5	5,000.00		
Washington Transit Adv.	R20250R	500.00		
Court Administration	R20801R	2,647.35		
Federal Way School District	A20869A	5,000.00		
Northshore School District	A20870A	3,500.00		
Bureau of Nat'l Affairs	R20876R	653.00		
City of Seattle	R20894R	433.66		
Institutional Industries	R21237R	117.50		
City of Seattle	R20894R	433.66		
METRO	A21251A	10,000.00		
University of Washington	R21274R	389.96		
WA State Employment Security	R20933R	750.00		
	R20934R	500.00		
WA State Dept. of Admin. Services	B21502B			3,869.22
METRO Transit	R21433R	1,000.00		
WA State Patrol/Crime Rec. Division	R21460R	2,016.88		
Puget Sound Council of Governments	R18249R	12,786.00		
Bellevue Community College	R22004R	3,412.50		
Seattle City Light	R21384R	2,000.00		
WA State Council on Alcoholism	R21473R	495.28		
		-----		-----
Total Encumbered 2nd Quarter		\$ 81,826.64		
Total Paid 2nd Quarter (Blanket Purchase Orders)				\$ 3,869.22

KING COUNTY

MINORITY/WOMEN'S BUSINESS UTILIZATION GOALS ATTAINMENT RECAP

PERIOD: 1986 CONTRACT YEAR
PURCHASING/SERVICES CONTRACTS

PERIOD	NON-MINORITY/WOMAN OWNED	%	MINORITY OWNED	% (M)	WOMAN OWNED	% (W)	TOTAL DOLLARS SUBJECT TO APPLICATION OF MWBE UTILIZATION GOALS*	% % % % % % GOALS ATTAINED M / W
1st Quarter	2,320,095.53	73.5	676,031.84	21.4	158,978.79	5.1	3,155,106.57	+11.4% / +2.1%
2nd Quarter	7,523,420.38	88.1	941,821.70	11.0	70,945.71	.9	8,536,187.79	+1% / -2.1%
3rd Quarter								
4th Quarter								
Total								

NOTES: 1986 Participation Goals: Minority owned businesses 10%
Woman owned businesses 3%

*The above data represents King County's attainment of 1986 MWNE utilization goals for supplies and services contracts in accordance with Section 1.AA. of County Ordinance 5983.

KING COUNTY PURCHASING
 MWBE Participation Report - Purchasing/Services Contract Activity

2nd Quarter 1986

Dollars Paid or Encumbered to MINORITY OWNED BUSINESSES: \$941,821.70

<u>Vendor</u>	<u>Purchase Order #</u>	<u>Encumbrance</u>	<u>or</u>	<u>Paid This Quarter</u>
Via Geo Resources	B01018B25			64,830.09
	B01019B19			100,002.02
Evergreen Data Supplies	A21204A	7,073.92		
Micro Options, Inc.	R19400R	3,532.71		
	R20903R	5,862.16		
	R20906R	5,862.16		
Supercomputers	R20902R	2,771.95		
	R20908R	6,534.42		
	R20911R	10,337.90		
	R20913R	4,295.50		
	R20914R	7,515.24		
General Microsystems	R20915R	2,996.76		
Sam's Tire Service	R19658R	1,257.51		
North Seattle Chrysler				
Plymouth	R20100R1	368.28		
	R20100R	143,966.54		
	R20601R	200,474.42		
	R20602R	8,840.51		
	R20603R	18,236.72		
Smokey Point Sales/Service	R20605R	88,277.42		
North Seattle Chrysler				
Plymouth	R20624R	45,483.89		
	R20635R	7,998.14		
	R20661R	13,158.40		
Sam's Tire Service	R19419R	838.06		
	R20555R	5,205.66		
	R20581R	2,161.82		
	R21101R	1,364.46		
	R21130R	5,667.99		
Nat'l Concrete Cutting	B21140B			2,684.13
Sam's Tire Service	R21272R	206.74		
Supercomputers	R17832R	786.59		
Officemporium	R19848R	123.89		
	R20741R	231.99		
	R20766R	999.15		
Kennedy Sales & Services	B21016B			1,681.63
	B21019B			1,938.78
	B21022B			3,644.81
	B21074B			235.44
	B21078B			4,762.21
North Seattle Chrysler				
Plymouth	R20001R3	43,606.87		
Sam's Tire Service	R21116R	207.89		
Able Gardening & Landscape	R21147R	7,199.46		
G.R. Brooks Construction	A21153A	4,400.00		
Tsubota Industrial Supply	R21154R	944.69		
Red Carpet Janitorial	A88529A	6,562.50		
Carlos Fence Company	R21287R	756.00		
Tresi Leon Construction	R21393R	602.98		
Kennedy Sales	B20445B1			1,621.30
	B20449B1			0
	B21911B			1,386.88
	B21913B			4,123.49
	B21916B			2,126.32
North Seattle Chrysler				
Plymouth	R20601R	63,985.13		
Sam's Tire Service	R21567R	62.84		
	R21587R	91.76		
	R21588R	4,120.70		
	R21590R	6,401.10		
	R22205R	5,279.22		
Sports in Action	R21577R	380.83		
Total Encumbered 1st Quarter		\$752,784.60		
				\$189,037.10
Total Paid 1st Quarter (Blanket Purchase Orders)				

KING COUNTY PURCHASING
 MWBE Participation Report - Purchasing/Services Contract Activity

2nd Quarter 1986

Dollars Paid or Encumbered to WOMAN OWNED BUSINESSES: \$70,945.71

<u>Vendor</u>	<u>Purchase Order #</u>	<u>Encumbrance</u>	<u>or</u>	<u>Paid This Quarter</u>
Software Services	R19399R	3,139.22		
	R20904R	366.46		
	R20905R	388.08		
	R20907R	503.75		
	R20910R	1,190.11		
	R20912R	313.49		
Innovative Design Concepts	R19850R1	591.82		
	R19898R	743.82		
Coast Wide Supply	R20562R	681.38		
	B13270B1			3,144.28
	R20585R1	264.46		
	R21205R	891.97		
Alpine Chemical Products	R20573R	5,497.80		
Joyce Hagen	R20830R	1,955.49		
Coast Wide Supply	R20818R	647.21		
	R20819R	926.61		
	A20850A	900.00		
	R20864R	813.77		
	R20889R	950.00		
Snohomish Ribbon	R20299R	1,955.49		
Coast Wide Supply	R21232R	690.56		
Geo-Line Instrument	R12141R	456.18		
Coast Wide Supply	R21269R	688.83		
Software Services	R20925R	388.08		
	R20926R	463.75		
	R20929R	536.18		
Ribbons Unlimited	R10718R	839.02		
Innovative Design Concepts	R18894R1	96.31		
	R19828R1	107.90		
	R20744R	455.34		
	R20744R	433.34		
	R20754R	905.60		
	R20757R	161.31		
Innovative Design Concepts	R20764R	364.70		
	R20768R	340.71		
Coast Wide Supply	R21037R	1,410.25		
	R21043R	1,417.37		
	R22150R	533.08		
	B21525B			1,989.46
	R21526R	878.62		
	A20850A	900.00		
Barrett Business Services	B01046B			10,367.10
Software Services	R10941R	4,355.44		
	R20943R	290.79		
	R20944R	753.08		
	R20948R	639.95		
	R20952R	312.41		
	B20953B			0
Innovative Design Concepts	R20758R	117.84		
	R20775R	96.03		
	R20785R	203.93		
	R20786R	105.74		
	R20800R	453.18		
Coast Wide Supply	R20774R	614.06		
Krazy Kays Office Supply	R20777R	133.40		
Ti Fa Typewriter Co.	A20791A	1,165.32		
Finishing Touch	R21805R	717.53		
Cher Mel Corp.	B01045B			0
	R21928R	422.71		
Aleda Morgan Trucking	B22207B			1,678.32
Barrett Business Services	B01027B			8,642.35

Total Encumbered 2nd Quarter \$ 45,124.20

Total Paid 2nd Quarter (Blanket Purchase Order) \$ 25,821.51

KING COUNTY PURCHASING
 MWBE Participation Report - Purchasing/Services Contract Activity

2nd Quarter 1986

Dollars Paid or Encumbered to SHELTERED WORKSHOPS: \$14,352.43

<u>Vendor</u>	<u>Purchase Order #</u>	<u>Encumbrance</u>	<u>or</u>	<u>Paid This Quarter</u>
SKCAC	A19433A2	1,841.22		
Institutional Industries	B10731B			8,762.41
Custodial Services	A21561A	3,748.80		
		-----		-----
Total Encumbered 2nd Quarter		\$ 5,590.02		
Total Paid 2nd Quarter (Blanket Purchase Orders)				\$ 8,762.41

Dollars Paid or Encumbered to PRIVATE NON-PROFIT CONCERNS: \$2,134.78

<u>Vendor</u>	<u>Purchase Order #</u>	<u>Encumbrance</u>	<u>or</u>	<u>Paid This Quarter</u>
United Cerebral Palsy	A15040A2	246.63		
Crisis Clinic	R20950R	800.00		
Children's Orthopedic Hospital	R21601R	539.50		
Nat'l Fire Protection Agency	R21723R	312.35		
America Conference of Governments	R21725R	236.30		
		-----		-----
Total Encumbered 2nd Quarter		\$ 2,134.78		
Total Paid 2nd Quarter (Blanket Purchase Orders)				\$ 0

KING COUNTY PURCHASING AGENCY

APPROVED MWBE WAIVERS - SECOND QUARTER 1986
 Total Dollars Paid or Encumbered: \$369,042.92

The requirements of Ordinance 5983 were waived on contracts (purchase orders) for supplies and services awarded to the following vendors and suppliers:

<u>Waiver #</u>	<u>Vendor/Supplier</u>	<u>Waiver Type</u>	<u>Total Encumbrance</u>	<u>or</u>	<u>Total Paid This Quarter</u>
12	Book Publishing Company	Single Source			3,798.08
23	NW Garbage Company, Inc.	Special Market			13,177.12
25	Island Automotive and Equipment Center	Special Market			1,718.32
32	Xerox	Proprietary			3,481.20
33	Ratelco	Proprietary			17,419.34
35	Daily Journal of Commerce	Special Facilities			3,835.28
37	3-M Business Products	Single Source			1,329.03
39	Geo Wrysch Arco Service	Special Market			6,567.60
47	Keith Walking Manufacturing	Single Source			5,559.91
48	Peerless/Lear Siegler	Single Source			4,255.81
50	Pitney Bowes	Single Source			18,643.12
52	Artech	Special Market			786.72
55	Xerox	Proprietary			321.20
56	Savin Corporation	Proprietary			2,429.82
63	Craig Taylor Equipment Company	Proprietary			3,111.73
67	Seattle Police Athletic Association	Single Source	18,540.00		
68	Total Security Systems	Emergency/Advertising	12,775.36		
70	Stoelting Polygraph Company	Proprietary	4,866.29		
71	Sea Aire, Incorporated	Emergency	13,137.91		
72	L.N. Curtis & Sons	Emergency	9,840.40		
73	Red & White Construction Company	Emergency	7,186.10		
74	Term Boat Salvage Company	Emergency	3,850.20		
75	Fittings, Incorporated	Single Source			0
76	Efficiency, Incorporated	Proprietary	3,259.00		
79	McDonald Industries	Emergency	6,000.00		
80	Federal Way School District	Special Facilities	5,000.00		
81	Northshore School District	Special Faciltites	3,500.00		
82	Software AG	Proprietary	4,531.80		
83	The Cambridge Systems Group	Proprietary	3,375.00		
84	Carrier	Proprietary	11,700.00		
87	CEC Equipment Company, Inc.	Proprietary	2,807.80		
88	Multigraphics	Proprietary	20,000.00		

KING COUNTY
Minority and Women's Business Enterprise (MWBE) Participation

Period: 3rd Quarter 1986

Contract Category: Purchasing/Services

King County's minority and women owned business utilization goals for purchasing and services requirements paid or uncumbered in 1986 are as follows:

Minority owned businesses: - 10%

Women owned businesses - 3%

During the third quarter of 1986 a total of \$7,939,134.08 was encumbered or paid to vendors and suppliers for orders placed against King County purchasing and service requirements. Of that total, 12.1% or \$965,197.95 was encumbered or paid to minority and women owned firms.

5.7% of all encumbrances/vendor claims paid or \$449,197.42 was awarded on a single source, emergency, or other special condition basis. Orders to government, sheltered workshops and private non-profit concerns represented a combined total of \$66,734.06 or .9% of all dollar paid or encumbered for supplies and services for the period.

In accordance with Section 1.AA. of Ordinance 5983, \$6,458,004.65 or 87% of the dollar value of all purchasing and services contracts subject to application of MWBE utilization goals was awarded to non-MWBE firms.

In terms of MWBE utilization goals attainment, minority owned business participation totaled \$773,312.98 or 10.4% of applicable contract dollars paid or encumbered. Women owned business participation totaled \$191,884.97 or 2.6% of such contract dollars paid or encumbered for purchasing and services requirements during the period.

KING COUNTY PURCHASING AGENCY

APPROVED MWBE WAIVERS - THIRD QUARTER 1986
 Total Dollars Paid or Encumbered: \$449,197.42

The requirements of Ordinance 5983 were waived on contracts (purchase orders) for supplies and services awarded to the following vendors and suppliers:

<u>Waiver #</u>	<u>Vendor/Supplier</u>	<u>Waiver Type</u>	<u>Total Encumbrance</u>	<u>or</u>	<u>Total Paid This Quarter</u>
12	Book Publishing Company	Single Source			2,826.17
23	NW Garbage Company, Inc.	Special Market			10,424.65
25	Island Automotive and Equipment Center	Special Market			1,718.32
32	Xerox	Proprietary			1,301.33
33	Ratelco	Proprietary			2,368.03
35	Daily Journal of Commerce	Special Facilities			3,835.23
37	3-M Business Products	Single Source			813.63
39	Geo Wrysch Arco Service	Special Market			6,567.60
42	Eastman Kodak	Proprietary			3,271.87
47	Keith Walking Manufacturing	Single Source			7,084.79
48	Peerless/Lear Siegler	Single Source			4,278.41
50	Pitney Bowes	Single Source			23,387.05
52	Artech	Special Market			938.90
55	Xerox	Proprietary			1,111.40
56	Savin Corporation	Proprietary			1,643.81
58	Xerox	Proprietary			3,429.06
63	Craig Taylor Equipment Company	Proprietary			3,716.09
108	John Schneider, et al (King County Fair Entertainers)	Single Source	39,750.00		
110	City of Seattle (Parks)	Single Source	7,000.00		
110-A	Genetic Systems	Proprietary			5,922.29
	Electro Nucleonics Company	Proprietary			685.72
	Dupont Corporation	Proprietary			0
111	NW Equipment and Parts	Special Market	4,730.00		
112	Efficiency Inc.	Proprietary	4,035.46		
114	Cascade Controls, Incorporated	Single Source	3,590.80		
115	Puget Sound Council of Gov'ts	Single Source	4,000.00		
116	Howard Cooper Corporation/ Sound Oil Company	Proprietary	5,022.50		
118	Tab Products Company	Single Source	4,380.84		
119	Cascade Sound Systems	Single Source	9,300.00		
120	Total Security Systems	Emergency	16,667.02		
121	Laucks Testing Lab	Emergency	20,000.00		

KING COUNTY

MINORITY/WOMEN'S BUSINESS UTILIZATION GOALS ATTAINMENT RECAP

PERIOD: 1986 CONTRACT YEAR
PURCHASING/SERVICES CONTRACTS

PERIOD	NON-MINORITY/WOMAN OWNED	%	MINORITY OWNED	% (M)	WOMAN OWNED	% (W)	TOTAL DOLLARS SUBJECT TO APPLICATION OF MWBE UTILIZATION GOALS*	% % % % % GOALS ATTAINED M / W
1st Quarter	2,320,095.53	73.5	676,031.84	21.4	158,978.79	5.1	3,155,106.57	+11.4% / +2.1%
2nd Quarter	7,523,420.38	88.1	941,821.70	11.0	70,945.71	.9	8,536,187.79	+1% / -2.1%
3rd Quarter	6,458,004.65	87.0	773,312.98	10.4	191,884.97	2.6	7,423,202.60	+0.4% / -0.4%
4th Quarter								
Total								

NOTES: 1986 Participation Goals: Minority owned businesses 10%
Woman owned businesses 3%

*The above data represents King County's attainment of 1986 MWBE utilization goals for supplies and services contracts in accordance with Section 1.AA. of County Ordinance 5983.

KING COUNTY PURCHASING AGENCY
 MINORITY AND WOMEN'S BUSINESS PARTICIPATION STATISTICS
 PERIOD COVERED: 3RD QUARTER 1986

	INFORMAL BID		% Of Total		FORMAL BID		% Of Total		\$\$ TOTAL \$\$	%
Minority Owned (MBE)		21,737.81		.2		751,575.17		9.5	773,312.98	9.7
encumbered blanket this quarter	21,737.81 0		.2		362,796.91 388,778.26		4.5 5.0			
Woman Owned (WBE)		11,601.72		.1		180,283.25		2.3	191,884.97	2.4
encumbered blanket this quarter	11,601.72 0		.1		129,258.45 51,024.80		1.7 .6			
Non M/WBE*		754,568.49		9.5		6,152,633.58		77.5	** 6,458,004.65	81.3
encumbered blanket this quarter	754,568.49 0		9.5		1,940,318.98 4,212,314.60		24.4 53.1			

* = Total Non-M/WBE formal/informal = \$ 6,907,202.07 = 87%										
** = Total \$\$\$ to Non-M/WBE firms less \$\$\$ waived per King County Ordinance 5983										

Waivers						(449,197.42)		(5.7)	449,197.42	5.7
Sole Source					(356,357.84)		(4.5)			
Unavailability/Other					0					
Emergency					(53,004.04)		(.7)			
Special Market					(39,835.54)		(.5)			
ALL OTHERS						66,734.06		.9	66,734.06	.9
Government					54,029.74		.8			
Private Non-Profit					7,704.32		.1			
Sheltered Workshops					5,000.00					

3rd QUARTER 1986 SUPPLIES/SERVICES
 TOTAL DOLLAR AMOUNT \$ 7,939,134.08

KING COUNTY PURCHASING
 MWBE Participation Report - Purchasing/Services Contract Activity

3rd Quarter 1986

Dollars Paid or Encumbered to MINORITY OWNED BUSINESSES: \$773,312.98

<u>Vendor</u>	<u>Purchase Order #</u>	<u>Encumbrance</u>	<u>or</u>	<u>Paid This Quarter</u>
ABC Nursing Services	B13836B2			0
Tsubota Industrial Supply	R22013R	2,935.96		
Carlos Fence Co.	R22035R	1,025.05		
Supercomputers, Inc.	R20967R	4,764.86		
	R20978R	5,439.24		
Micro Options	R20975R	9,258.85		
Tsubota Industrial Supply	R22126R	2,805.40		
	R21807R	1,247.87		
Via Geo Resources	B01018B23/24			147,889.74
Kennedy Sales & Service	B21953B			7,124.38
	B21957B			967.41
	B21961B			11,414.83
	B21987B			4,783.69
Sam's Tire Service	R21536R	117.18		
	R21600R	67.42		
	R22257R	60.45		
North Seattle Chrysler Plymouth	R20601R1	256,328.96		
Sam's Tire Service	R22258R	15,901.76		
Via Geo Resources	B01019B28/29/30			168,325.15
The Seattle Medium	R21763R	500.00		
Supercomputers	R20997R	4,276.08		
Officemporium	R20999R	9,798.79		
D. Leonard & Sons	R21876R	6,990.84		
VCS Floor Covering	R21891R	909.59		
Kennedy Sales & Services	B18178B			4,214.68
	B22723B			1,839.40
	B22726B			14,676.33
	B22729B			3,921.46
Gemco Supply	B18178B			4,661.15
Supercomputers	R22414R	1,609.87		
Sam's Tire Service	R21623R	293.92		
	R21272R	206.74		
	R22297R	5,784.13		
	R22505R	593.71		
Nat'l Concrete Cutting	R22513R	539.50		
Tsubota Steel	R22517R	441.57		
Sam's Tire Service	R22518R	44.65		
	R22557R	3,410.63		
Supercomputers	R22451R	3,588.75		
Micro Options	R22183R	402.13		
Kennedy Sales & Services	B22771B			2,396.74
	B22774B			3,121.21
	B22777B			6,314.87
	B23105B			1,962.33
Supercomputers	R20967R	129.48		
Micro Options	R22441R	1,816.08		
Sam's Tire Service	R21581R	205.36		
	R22561R	226.72		
	R22578R	369.43		
	R22580R	4,494.86		
	R22582R	3,099.54		
	R23002R	156.67		
	R22595R	362.60		
	R23016R	16,651.13		
	B23022R			5,134.89
KASPAC	R23003R	652.82		
The Facts Newspaper	R22806R	375.00		

Total Encumbered 3rd Quarter \$384,534.72

Total Paid 3rd Quarter (Blanket Purchase Orders) \$388,778.26

KING COUNTY PURCHASING
MWBE Participation Report - Purchasing/Services Contract Activity

3rd Quarter 1986

Dollars Paid or Encumbered to WOMAN OWNED BUSINESSES: \$191,884.97

<u>Vendor</u>	<u>Purchase Order #</u>	<u>Encumbrance</u>	<u>or</u>	<u>Paid This Quarter</u>
Coast Wide Supply	R22030R	378.33		
Software Services	R20970R	706.97		
	R20977R	755.08		
	R20982R	497.26		
Attorney and Notary Supply	B10564B			642.50
Innovative Design Concepts	R22110R	258.96		
	R22112R	310.75		
Andover Printing & Graphics	R22311R	109.90		
Cher Mel Corp.	R21939R	727.16		
Coast Wide Supply	R22284R	1,622.82		
	R22502R	462.62		
Andover Printing & Graphics	R22311R	809.25		
Software Services	R20995R	417.27		
	R20999R	3,945.65		
Innovative Design Concepts	R22145R	431.60		
	R22149R	297.80		
Terra Dynamics	R21896R	26,948.02		
Cher Mel Corp.	R21992R	1,636.30		
	R21993R	593.45		
Software Services	R19380R1	701.57		
	R21000R	2,201.99		
	R22405R	257.28		
	R22411R	1,669.06		
Jean Schwab Design	R22416R	382.50		
Tron-Cher Chemicals	R22519R	2,049.81		
Coast Wide Supply	R22572R	942.18		
	R22573R	988.90		
Puget Sound Instrument	R20988R	1,942.20		
Innovative Design Concepts	R22165R	196.38		
	R22166R	373.33		
Puget Sound Instrument	B16278B			3,513.62
	R22908R	70,623.03		
	R22936R	1,100.58		
	R22937R	1,100.58		
Barrett Business Services	B01046B			17,108.50
Cher Mel Corp.	B22753B			4,729.38
Coast Wide Supply	R22754R	996.73		
Cher Mel Corp.	R22764R	398.15		
	R22767R	312.69		
	R23139R	244.72		
Coast Wide Supply	B23137B			4,120.41
Software Services	R22440R	417.27		
	R22453R	171.88		
	R22460R	164.31		
	R22461R	2,280.33		
	R22462R	989.12		
	R22466R	4,352.11		
	R22469R	719.95		
	R22477R	1,690.68		
Barret Business Services	B01027B			20,910.39
Coast Wide Supply	R22592R	898.27		
	R23036R	646.10		
Vanco Recreation	R23013R	486.34		
Law Enforcement Equipment Company	R22823R	115.47		

Total Encumbered 3rd Quarter \$140,860.17

Total Paid 3rd Quarter (Blanket Purchase Orders) \$ 51,024.80

KING COUNTY PURCHASING
 MWBE Participation Report - Purchasing/Services Contract Activity

3rd Quarter 1986

Dollars Paid or Encumbered to GOVERNMENTAL AGENCIES: \$54,029.74

<u>Vendor</u>	<u>Purchase Order #</u>	<u>Encumbrance</u>	<u>or</u>	<u>Paid This Quarter</u>
Treasurer, City of Seattle	B22024B			0
Administrator for Courts	B22028B	1,295.00		
City of Des Moines	R22029R	621.58		
Dept. of Corrections	B21974B			0
	B21975B			0
	B21976B			0
WA. State Donable Food	R21979R	1,716.20		
WA. State Patrol	A20314A1	1,295.00		
WA. State Auditors Office	R21730R	30.00		
Puget Sound Council of Gov't	R22327R	4,150.00		
Firecrest School	A22334A	1,800.00		
City of Seattle	A20990A	11,250.00		
Harborview Medical Center	R21864R	861.58		
UW Consolidated Laundry	B18489B2		17,461.39	
City of Seattle Water Dept.	R22419R	2,147.21		
WA. State Dept. Transportation	R22434R	2,318.40		
WA. State Criminal Justice Training Center	R22352R	1,304.38		
Seattle City Light	R22952R	391.00		
UW Academic Computer Center	R18219R2	4,300.00		
Renton School District		99.00		
City of Seattle/Treasurer	R22479R	1,710.00		
City of Seattle	R22641R	391.00		
		-----		-----
Total Encumbered 3rd Quarter		\$ 36,568.35		
Total Paid 3rd Quarter (Blanket Purchase Orders)				\$ 17,461.39

KING COUNTY PURCHASING
 MWBE Participation Report - Purchasing/Services Contract Activity
 3rd Quarter 1986

Dollars Paid or Encumbered to SHELTERED WORKSHOPS: \$5,000.00

<u>Vendor</u>	<u>Purchase Order #</u>	<u>Encumbrance</u>	<u>or</u>	<u>Paid This Quarter</u>
Northwest Center Industries	A22812A	5,000.00		
		_____		_____
Total Encumbered 3rd Quarter		\$ 5,000.00		
Total Paid 3rd Quarter (Blanket Purchase Orders)				\$ 0

Dollars Paid or Encumbered to PRIVATE NON-PROFIT CONCERNS: \$7,704.32

<u>Vendor</u>	<u>Purchase Order #</u>	<u>Encumbrance</u>	<u>or</u>	<u>Paid This Quarter</u>
Rainbow Lodge	R22012R	711.00		
Senior Services Center	R22025R	500.00		
United Cerebral Palsy	R21773R	1,322.70		
Public Health Foundation	R15243R1	2,234.11		
Battelle/Seattle	R22409R	625.00		
Rainbow Lodge	R22413R	869.00		
American Bar Association	E22423R	375.00		
Rainbow Lodge	R22456R	1,067.51		
		_____		_____
Total Encumbered 3rd Quarter		\$ 7,704.32		
Total Paid 3rd Quarter (Blanket Purchase Orders)				\$ 0

KING COUNTY PURCHASING AGENCY

APPROVED MWBE WAIVERS - THIRD QUARTER 1986
 Total Dollars Paid or Encumbered: \$449,197.42

<u>Waiver #</u>	<u>Vendor/Supplier</u>	<u>Waiver Type</u>	<u>Total Encumbrance</u>	<u>or</u>	<u>Total Paid This Quarter</u>
122	Efficiency, Incorporated	Proprietary	3,949.14		
123	Oce' Industries	Proprietary	5,735.00		
124	Election Supplies Ltd.	Single Source	195,000.00		
125	Six Robbles', Incorporated	Single Source			728.42
126	Software A G	Single Source	7,358.78		
128	Superior Court Judges Association	Single Source	14,625.00		
130	Renton Vocational Technical Institute		<u>18,000.00</u>		
Total Encumbered This Quarter			\$ 363,144.60		
					Total Paid This Quarter (Blanket Purchase Orders) \$ 86,052.82

KING COUNTY

Minority and Women's Business Enterprise (MWBE) Participation

Period: 4th Quarter 1986

Contract Category: Purchasing/Service

King County's minority and women owned business utilization goals for purchasing and services requirements paid or encumbered in 1986 are as follows:

Minority owned businesses: - 10%

Women owned businesses: - 3%

During the 4th quarter of 1986 a total of \$13,660,218.18 was encumbered or paid to vendors and suppliers for orders placed against King County purchasing and services requirements. Of that total, 11.1% or \$1,517,503.67 was encumbered or paid to minority and women owned firms.

5.2% of all encumbrances/vendor claims paid or \$721,795.28 was awarded on a single source, emergency, or other special condition basis. Orders to government, sheltered workshops and private non-profit concerns represented a combined total of \$162,595.88 or 1.2% of all dollar paid or encumbered for supplies and services for the period.

In accordance with Section 1.AA. of Ordinance 5983, \$11,258,315.45 or 88.2% of the dollar value of all purchasing and services contracts subject to application of MWBE utilization goals was awarded to non-MWBE firms.

In terms of MWBE utilization goals attainment, minority owned business participation totaled \$1,347,472.88 or 10.5% of applicable contract dollars paid or encumbered. Women owned business participation totaled \$170,030.79 or 1.3% of such contract dollars paid or encumbered for purchasing and services requirements during the period.

KING COUNTY PURCHASING AGENCY

APPROVED MWBE WAIVERS - FOURTH QUARTER 1986
 Total Dollars Paid or Encumbered: \$721,795.28

<u>Waiver #</u>	<u>Vendor/Supplier</u>	<u>Waiver Type</u>	<u>Total Encumbrance</u>	<u>or</u>	<u>Total Paid This Quarter</u>
142	Internat'l Personnel Management Assn.	Single Source	5,030.00		
143	Unitech	Emergency	49,000.00		
144	International Clinical Laboratories	Advertising/Spec. Facilities	6,000.00		
145	Efficiency, Inc.	Single Source	7,200.00		
146	Efficiency, Inc.	Single Source	7,145.40		
147	Efficiency, Inc.	Single Source	13,887.00		
148	Tab Products Co.	Single Source	8,322.50		
149	SAS Institute Co.	Proprietary	10,250.00		
150	Translogic	Proprietary	4,000.00		
152	American Carrier	Proprietary	5,469.00		
153	Software AG	Proprietary	7,358.78		
154	Vertecs Co.	Emergency	9,800.00		
156	Sperry Univac	Proprietary	10,302.29		
157	Wang Laboratories	Proprietary	3,506.75		
161	Bank & Office Interiors	Single Source	2,100.94		
162	Harborview Medical Center	Single Source	20,000.00		
163	Adams News Service	Single Source			2,930.41
164	Harborview Medical Center	Single Source			3,169.50
166	Computer Associates International	Proprietary	6,240.00		
167	Brim Tractor	Proprietary			3,826.49
168	Craftsman Press	Single Source	353,212.32		

Total Encumbered 4th Quarter \$ 597,850.51

Total Paid 4th Quarter (Blanket Purchase Orders)

\$ 123,944.77

** NOTE: Waiver #130 to Renton Vocational Technical Institute counted during 3rd quarter in error; \$18,000 deleted from 4th Quarter waiver claims paid for purchasing and services contracts.

KING COUNTY PURCHASING AGENCY

APPROVED MWBE WAIVERS - FOURTH QUARTER 1986
 Total Dollars Paid or Encumbered: \$721,795.28

The requirements of Ordinance 5983 were waived on contracts (purchase orders) for supplies and services awarded to the following vendors and suppliers:

<u>Waiver #</u>	<u>Vendor/Supplier</u>	<u>Waiver Type</u>	<u>Total Encumbrance</u>	<u>or</u>	<u>Total Paid This Quarter</u>
12	Book Publishing Company	Single Source			7,744.51
23	NW Garbage Company, Inc.	Special Market			15,142.91
25	Island Automotive and Equipment Center	Special Market			1,718.32
32	Xerox	Proprietary			1,301.33
35	Daily Journal of Commerce	Special Facilities			3,835.28
37	3-M Business Products	Single Source			714.22
39	Geo Wrysch Arco Service	Special Market			6,567.60
42	Eastman Kodak	Proprietary			15,180.88
47	Keith Walking Manufacturing	Single Source			3,871.28
48	Peerless/Lear Siegler	Single Source			6,044.22
52	Artech	Special Market			152.20
55	Xerox	Proprietary			213.40
56	Savin Corporation	Proprietary			12,126.84
58	Xerox	Proprietary			15,139.77
63	Craig Taylor Equipment Company	Proprietary			588.47
75	Fittings, Inc.	Single Source			4,221.95
103	Wackenhut Corporation	Special Market (temporary)			0
110-A	Genetic Systems	Proprietary			15,922.29
	Electro Nucleonics Company	Proprietary			9,111.74
	Dupont Corporation	Proprietary			0
125	Six Robbles	Single Source			1,553.46
130	Renton Vocational Technical Institute	See Note **			(18,000.00)
131	Efficiency, Inc.	Proprietary	4,439.92		
131-A	Seattle City Light	Special Facilities	4,688.00		
132	Alaskan-Outdoorsman	Advertising/Special Market	3,776.50		
133	Cuz Concrete Products	Proprietary	15,000.00		
135	Feenaughty Machinery Co.	Proprietary	28,000.00		
136	Efficiency, Inc.	Single Source	8,939.86		
137	Allied Systems Products, Inc.	Emergency			2,971.40
138	Tab Products Co.	Single Source			2,793.14
139	Pre Tek	Single Source	4,185.25		
140	Ratelco	Single Source			5,103.05



KING COUNTY PURCHASING AGENCY
 MINORITY AND WOMEN'S BUSINESS PARTICIPATION STATISTICS
 PERIOD COVERED: 4TH QUARTER 1986

	INFORMAL BID		% Of Total		FORMAL BID		% Of Total		\$\$ TOTAL \$\$	%
Minority Owned (MBE)		58,585.77		.4		1,288,887.11		9.5	1,347,472.88	9.9
encumbered blanket this quarter	58,585.77 -0-		.4 ---		714,181.13 574,705.98		5.3 4.2			
Woman Owned (WBE)		18,226.53		.1		151,804.26		1.1	170,030.79	1.2
encumbered blanket this quarter	18,226.53 -0-		.1 ---		69,779.16 82,025.10		.5 .6			
Non M/WBE*		900,665.22		6.6		11,079,445.51		81.1	**11,258,315.45	82.5
encumbered blanket this quarter	900,665.22 -0-		6.6 ---		5,572,973.06 5,506,472.45					

* = Total Non-M/WBE formal/informal = \$ 11,980,110.73 = 87.7										
** = Total \$\$\$\$ to Non-M/WBE firms less \$\$\$ waived per King County Ordinance 5983										

Waivers						(721,795.28)		(5.2)	721,795.28	5.2
Sole Source Unavailability/Other Emergency Special Market					(612,939.59) (9,776.50) (61,771.40) (37,307.79)					
ALL OTHERS						162,595.88		1.2	162,595.88	1.2
Government					108,519.84					
Private Non-Profit					10,068.69					
Sheltered Workshops					44,007.35					

4th QUARTER 1986 SUPPLIES/SERVICES
 TOTAL DOLLAR AMOUNT \$13,660,210.18

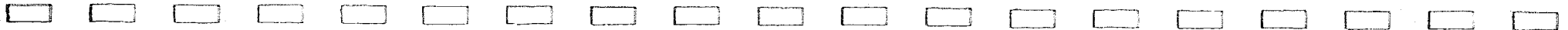
KING COUNTY
 MINORITY/WOMEN'S BUSINESS UTILIZATION GOALS ATTAINMENT RECAP

PERIOD: 1986 CONTRACT YEAR
 PURCHASING/SERVICES CONTRACTS

PERIOD	NON-MINORITY/WOMAN OWNED	%	MINORITY OWNED	% (M)	WOMAN OWNED	% (W)	TOTAL DOLLARS SUBJECT TO APPLICATION OF MWBE UTILIZATION GOALS*	% % % % % % GOALS ATTAINED M / W
1st Quarter	2,320,095.53	73.5	676,031.84	21.4	158,978.79	5.1	3,155,106.57	+11.4% / +2.1%
2nd Quarter	7,523,420.38	88.1	941,821.70	11.0	70,945.71	.9	8,536,187.79	+1% / -2.1%
3rd Quarter	6,458,004.65	87.0	773,312.98	10.4	191,884.97	2.6	7,423,202.60	+0.4% / -0.4%
4th Quarter	11,258,315.45	88.2	1,347,472.88	10.5	170,030.79	1.3	12,775,819.12	+0.5% / -1.7%
Total	27,559,836.01	86.4	3,738,639.40	11.7	591,840.26	1.8	31,890,315.67	+1.7% / -1.2%

NOTES: 1986 Participation Goals: Minority owned businesses 10%
 Woman owned businesses 3%

*The above data represents King County's attainment of 1986 MWBE utilization goals for supplies and services contracts in accordance with Section 1.AA. of County Ordinance 5983.



KING COUNTY PURCHASING
 MWBE Participation Report - Purchasing/Services Contract Activity

4th Quarter 1986

Dollars Paid or Encumbered to SHELTERED WORKSHOPS: \$44,007.35

<u>Vendor</u>	<u>Purchase Order #</u>	<u>Encumbrance</u>	<u>or</u>	<u>Paid This Quarter</u>
Custodial Services	A19428A1	1,600.00		
Institutional Industries	R23445R	7,039.34		
Marvel Industries	B13169B			4,745.81
Institutional Industries	R23520R	7,922.56		
NW Center Industries	A84147A10	10,000.00		
Institutional Industries	R23445R1	12,280.24		
	R23744R	419.40		
		_____		_____
Total Encumbered 4th Quarter		\$ 39,261.54		
Total Paid 4th Quarter (Blanket Purchase Orders)				\$ 4,745.81

Dollars Paid or Encumbered to PRIVATE NON-PROFIT CONCERNS: \$10,068.69

<u>Vendor</u>	<u>Purchase Order #</u>	<u>Encumbrance</u>	<u>or</u>	<u>Paid This Quarter</u>
National Commission on Corrections	R22082R	804.00		
Fraternal Order of Eagles	R22085R	824.86		
League of Women Voters	R22055R	585.00		
College of American Pathologists	R23141R	349.60		
Battelle/Seattle	R22091R	2,798.48		
International Personnel Mngt. Assn.	R22874R	3,038.00		
U.S. Slo Pitch Softball Assn.	A20366A	1,668.75		
		_____		_____
Total Encumbered 4th Quarter		\$ 10,068.69		
Total Paid 4th Quarter (Blanket Purchase Orders)				\$ 0

KING COUNTY PURCHASING
 MWBE Participation Report - Purchasing/Services Contract Activity

4th Quarter 1986

Dollars Paid or Encumbered to WOMAN OWNED BUSINESSES: \$170,030.79

<u>Vendor</u>	<u>Purchase Order #</u>	<u>Encumbrance</u>	<u>or</u>	<u>Paid This Quarter</u>
A.E. Raketty Co.	B19514B			4,874.97
Southpark Industries	B17508B2			0
Andover Printing & Graphics	R23841R	1,769.56		
Colorprint Press	R23878R	2,540.35		
Innovative Design Concepts	R24007R	690.56		
Coast Wide Supply	B20110B1			8,643.71
Software Services	B01036B			3,697.82
	B20953B			1,132.24
Innovative Design Concepts	R23238R	561.71		
Cher-Mel Corp.	B01045B			1,250.80
Innovative Design Concepts	R24011R	372.26		
Software Services	R22090R	719.95		
	R22094R	420.51		
	R23902R	84.32		
Image Masters	B10563B			13,393.39
South Park Industries	B17508B2			4,724.76
Software Services	R23904R	501.58		
	R23911R	312.41		
	R23916R	744.81		
	R23945R	417.27		
Terra Dynamics	R21896R1	1,861.27		
Molnar Contracting	R23640R	3,054.64		
Innovative Design Concepts	R23293R	208.25		
	R23294R	779.04		
	R23701R	290.25		
	R23708R	492.02		
Innovative Design Concepts	R22193R	437.00		
	R23281R	1,064.97		
	R22194R	296.73		
	R22195R	1,193.14		
	R23213R	648.69		
	R23214R	1,211.48		
	R23237R	582.66		
Geo Line Insutrment	R23265R	1,891.83		
Coast Wide Supply	B23143B			1,136.34
Cher-Mel Corp.	R23152R	211.13		
University Meats	B23173B			6,054.73
	B23181B			5,861.10
	B23177B			10,248.37
Cher-Mel Corp.	R23195R	622.03		
	R23196R	588.06		
Coast Wide Supply	R23198R	996.73		
Software Services	R22043R	285.38		
	R22049R	350.76		
	R22052R	976.14		
	R22053R	839.94		
	R22054R	394.57		
	R22061R	719.95		
	R22064R	808.59		
	R22066R	808.59		
	R22068R	501.58		
	R22070R	501.58		
	R22073R	654.01		
	R22081R	700.49		
	R22468R	2,405.22		
Andover Printing & Graphics	B12574B3			0
Dr. Judy Eckhoff	R22086R	647.40		
Coast Wide Supply	R23080R	509.83		
	R23089R	898.27		
	B23069B			4,188.74
Rainier Auto Parts	B24162B			1,914.31
Software Services	R23767R	1,307.00		
Geo Line Instrument	R23773R	925.34		
Cher-Mel Corp.	R23597R	1,391.03		

KING COUNTY PURCHASING
 MWBE Participation Report - Purchasing/Services Contract Activity

4th Quarter 1986

Dollars Paid or Encumbered to MINORITY OWNED BUSINESSES: \$1,347,472.88

<u>Vendor</u>	<u>Purchase Order #</u>	<u>Encumbrance</u>	<u>or</u>	<u>Paid This Quarter</u>
Officemporium	B10755B			14,623.36
S.A.E.	R23608R	3,825.05		
Kennedy Sales	B23174B			1,472.84
	B23178B			3,639.39
	B23182B			2,136.14
Sam's Tire Service	R22260R	80.84		
	R22552R	234.64		
	R22654R	575.06		
	R22656R	127.13		
	R22927R	9,031.86		
Tsubota Industrial Supply	R23034R	599.82		
ABC Nursing Services	B17334B			5,443.16
Sam's Tire Service	R23044R	2,405.52		
	R23094R	16,072.88		
	R23098R	137.66		
	R23335R	251.36		
North Seattle Chrysler Plymouth	R20070R	11,658.92		
Connors Appliance		674.38		
KASPAC Corporation	B87969B			21,489.44
Kennedy Sales & Services	B20416B			2,897.31
	B20422B			14,164.29
	B20441B			8,342.38
	B20444B			9,212.24
	B20449B			12,334.67
	B18513B			3,421.44
Tiloben Publishing Co. North Seattle Chrysler Plymouth	R20028R	107,558.55		
	R20601R	33,445.28		
ABC Nursing Services	B13836B2			7296.39
National Concrete Cutting	B84298B			20,429.42
Ebony Office Interiors	R23298R	909.06		
Sam's Tire Service	R22683R	197.97		
Kennedy Sales & Services	B23541B			1,699.13
	B23544B			0
	B23547B			1,462.82
Micro Options	R20975R1	216.20		
	R23925R	4,641.81		
Supercomputers	R22093R	1,122.08		
	R2495R1	996.14		
	R23918R	2,204.47		
	R23936R	170.80		
	R23942R	782.64		
	R23944R	3,230.03		
Do-Well Services	A24019A	2,790.00		
	A20572A	530.00		
Carlos Fence Co.	R23048R	2,015.57		
Sam's Tire Service	R23352R	1,026.23		
	R23367R	719.07		
	R23371R	515.61		
	R23381R	1,489.28		
	R24111R	679.94		
Connors Appliance	R24146R	674.38		
Reynaldo Sabado Design	R23866R	350.00		
Officemporium	R23892R	1,823.51		
Via Geo Resources	B01018B32/33/34			304,579.10
	B01019B27/28			148,325.97
VCS, Inc.	R22956R	7,700.27		
Kennedy Sales & Service	B23572B			1,724.93
Micro Options	R23925R1	4,641.81		
Supercomputers	R23942R1	162.15		
Micro Options	R23969R	1,665.74		
Diversified Funding Resources	R24333R	2,743.90		
	R24341R	3,809.41		
	R24349R	2,897.35		
	R24350R	11,496.38		

KING COUNTY PURCHASING
 MWBE Participation Report - Purchasing/Services Contract Activity

4th Quarter 1986

Dollars Paid or Encumbered to GOVERNMENTAL AGENCIES: \$108,519.84

<u>Vendor</u>	<u>Purchase Order #</u>	<u>Encumbrance</u>	<u>or</u>	<u>Paid This Quarter</u>
Bureau of Nat'l Affairs	R23201R	952.00		
Sea-King Private Industry Council	R23233R	476.50		
WA State Dept. General Admin	R23162R	1,810.00		
City of Seattle	R22953R	2,142.58		
City of Seattle	R22971R	2,501.88		
UW Consolidated Laundry	B18489B			7,193.26
UW Academic Computer Center	R18219R	2,374.28		
University of Tulsa	R22498R	495.00		
Highline Public Schools	R22499R	1,669.20		
Seattle City Light	R22687R	4,688.00		
Federal Way School	A20869A1	12,000.00		
WA State Council Justice Center	R22838R	3,169.32		
City of Des Moines	R22883R	1,459.01		
Treasurer, City of Seattle	B22024B			1,485.29
Dept. of Corrections	B21974B			0
	B21975B			0
	B21976B			0
Firecrest School	A82913A7	29,000.00		
WA State Computer Center	R22099R	500.00		
WA State Assn of Prosecuting Attorneys	R23909R	3,085.50		
UW Dept. of Civil Engineering	R23920R	1,500.00		
Renton School District	R18278R2	40.00		
K.C. Fire District #40	A75186A6	1,500.00		
Seattle City Light	R23370R	767.91		
Bureau of Nat'l Affairs	R23862R	368.00		
WA State Dept. of Natural Resources	R23648R	6,094.59		
Seattle City Treasurer	R23664R	1,342.89		
WA State Donable Food	R23556R	2,160.59		
WA State Ferries	A18258A1	10,000.00		
Nat'l Assn of Counties	R23989A	1,500.00		
US Office/Personnel Mngt	R24329R	3,490.00		
Harvard University	R24342R	1,790.00		
WA State Treasurer/DOT	R24055R	1,329.08		
Bureau of Nat'l Affairs	R23842R	1,380.00		
Bellevue Comm. College	R24216R	255.15		

Total Encumbered 4th Quarter \$ 99,841.29

Total Paid 4th Quarter (Blanket Purchase Orders) \$ 8,678.55

KING COUNTY PURCHASING
 MWBE Participation Report - Purchasing/Services Contract Activity

4th Quarter 1986

Dollars Paid or Encumbered to WOMAN OWNED BUSINESSES: \$170,030.79

<u>Vendor</u>	<u>Purchase Order #</u>	<u>Encumbrance</u>	<u>or</u>	<u>Paid This Quarter</u>
Software Services	R23963R	2,417.77		
	R24339R	501.58		
Rainier Auto Parts	B24162B			7,124.32
Vanco Recreation	R24403R	356.08		
	R24401R	356.08		
South Park Industries	B87088B6			14,691.75
Geo Line Instrument	R23265R1	466.80		
Innovative Design Concepts	R23755R	2,039.31		
Law Enforcement Equipment Corp.	R24036R	11,335.10		
Coast Wide Supply	R23598R	373.50		
McCutcheon Demolition Co.	R23972R	400.00		
Geo Line Instrument	R23994R	11,755.37		
Computer Associates Internat'l	R24321R	6,240.00		
Molnar Contracting	R23640R1	513.60		
Geo Line Instrument	R24049R	1,152.59		
Capital Financial	L22449L	9,652.00		
		-----		-----
	Total Encumbered 4th Quarter	\$ 88,005.69		
	Total Paid 4th Quarter (Blanket Purchase Orders)			\$ 82,025.10

KING COUNTY PURCHASING
 MWBE Participation Report - Purchasing/Services Contract Activity

4th Quarter 1986

Dollars Paid or Encumbered to MINORITY OWNED BUSINESSES: \$1,347,472.88

<u>Vendor</u>	<u>Purchase Order #</u>	<u>Encumbrance</u>	<u>or</u>	<u>Paid This Quarter</u>
Tsubota Industrial Supply	R23461R	1,693.59		
	R23480R	1,523.15		
North Seattle Chrysler Plymouth	R20001R	513,482.66		
Connors	R23360R	1,197.69		
Carlos Fence Co.	R23396R	1,809.25		
Sam's Tire Service	R24122R	1,529.74		
	R24157R	1,089.70		
	R24189R	2,405.52		
	R24153R	455.47		
	R24192R	2,751.34		
Total Encumbered 4th Quarter		\$772,766.90		
Total Paid 4th Quarter (Blanket Purchase Orders)				\$574,705.98

PRIME CONTRACTORS REPORT

Architectural/Engineering
Set-Aside and Percentage
1 9 8 6

All Departments

January 1, 1986 - December 31, 1986

Contract #	\$ Amount	Project	Prime Contractor	WBE	MBE	RACE
E00130	\$ 76,807.83	Soos Creek Park	Richard Carothers			NO
E00141	6,610.00	Precinct No. 4 Emergency Generator	Walnut Hills Engineering			NO
E00211	16,400.00	Design Shooting Range	N.W. Architectural			NO
E00212	6,299.00	McDonald Park	Jongjan/Gerard			NO
E00213	5,600.00	Juanita Heights Park	Cary Caldwell	1		WF
E00214	7,000.00	Review Electric System	Hansen Gerber			NO
E00215	28,280.00	County Fairgrounds	Arai/Jackson Architects		1	BM
E00216	12,230.00	Shoreview Tennis Court	Jones & Jones		1	NM
E00217	14,435.00	Lake Meridian	Jongjan/Gerard			NO
E00218	267,915.00	So. & S.W. 356th Street	Henningson/Durham Richard			NO
E00219	262,330.00	Disposal Area	Henningson Durham Richard			NO
E00220	2,630.00	Task Force Computer Installation	Walnut Hills Engineering			NO
E00221	9,444.00	Community Center Ventilation	Lee & Atkinson Engineers		1	AM
E00222	6,930.00	Juvenile Court Remodel	Church Suzuki		1	AM
E00223	23,600.00	Master Plan P.W. Facility	Arai/Jackson Architects		1	BM
E00224	7,700.00	Design Plan	Ivory Associates			NO
E00226	4,555.00	Floor Plan N.W. Multi-Service Center	Miller Hull			NO
E00227	28,885.00	Auburn Health Center Remodel	Tonkin/Nishiaka/Koch		1	AM
E00228	4,080	Renton Health Center	David Norfords			NO
E00229	59,712.00	Seahurst Park	Alpha Engineers		1	AM

E00230	38,350.00	Beaver Lake Park	Portico		NO
E00231	8,000.00	Police Precinct No. 3	David Norfords		NO
E00232	14,400.00	Grandview Park	Cary Caldwell	1	WF
E00233	41,562.00	Lake Youngs Trail	Richard Carothers		NO
E00234	595,500.00	Kingdome Loge Project	Howard Needles & Tammen		NO
E00235	53,000.00	Seating Alterations	Laskey & Marquet	1	AM
E00236	25,088.00	Valley Ridge Park	Sugio/Kobyshi	1	AM
E00237	8,400.00	Surrey Downs	Kumata & Associates	1	AM
E00238	11,655.00	Enumclaw Golf Course	D.A. Hogan		NO
E00239	21,318.00	7300 Building Renovation	Harthorn Hogan		NO
E00240	6,960.00	Luther Burbank Park	Jongjan/Gerard		NO
E00241	9,900.00	Jenkins Creek	Peggy Gaynor	1	WF
E00242	60,900.00	Indoor Shooting Range	John Morse Arch. & Plann.		NO
E00243	5,216.00	Five-Mile Lake	Wilsey & Ham		NO
E00244	4,215.00	Pine Lake	Portico Croup		NO
E00245	1,600.00	Skyway Park	Roper Company		NO
E00246	126,949.00	Elliott Bridge	Anderson Bjornstad		NO
E00247	8,000.00	Renton District Court	David Norfords		NO
E00248	90,000.00	Valley Ridge Park	Sugio Kobayashi	1	AM
E00249	2,400.00	Highline Community Center	V.M.S.		NO
E00250	11,971.00	N.E. 10th Street Study	Entranco		NO
E00251	12,600.00	Skyway Park	Roper Company		NO
E00252	31,000.00	Boren St. Garage Parking Lot	ABM Engineers		NO
E00253	46,700.00	16th Avenue South Bridge Study	Sverdrup		NO
E00254	12,555.00	Angle Lake Pier	Milligan/Jaddi	1	AM
E00256	46,617.00	Si View Pool Renovation	Carolyn Geise	1	WF
E00257	88,556.00	Avondale Road Widening	Alpha Engineers, Inc.	1	AM
E00258	150,588.00	.55 Mile at 16th Avenue S.	H.W. Lochner, Inc.		NO
E00259	9,962.40	Juanita Creek Storm Damage	Gibson & Frundt Co., Inc.		NO

PRIME CONTRACTORS REPORT

Percentage and Set-Aside
Construction

All Departments

January 1, 1986 - December 31, 1986

Contract #	Prime Contractor	Race	\$ Amount	Project Name
C09636C	Security Hardware	NO	8,372.00	Fire Sprinkler Monitoring System
C09637C	Neill Plumbing & Heating	NO	23,200.00	Draining Pump Installation - Airport
C09642C	M. A. Segale	NO	372,870.00	Taxiway A-7 Improvement
C09645C	Deeny Construction	NO	28,538.00	Water Main Extension - Boeing
C09647C	Toro Construction	AM	15,907.00	Terminal Window Replacement
C09648C	Roofing Systems	NO	17,007.20	Airport Roofing Hanger #3
C09650C	Mono Construction	NO	36,168.00	Airport Roofing Hanger #4
C09728C	Canem Systems, Inc.	NO	35,489.00	King County Fair Grounds Rehab.
C09731C	K. W. M., Inc.	NO	132,666.00	Clise Residence At Marymour Park
C09734C	Concrete Pump Rentals	NO	48,193.00	Snoqualmie Trestle Demolition
C09735C	Tri-S Painting	NO	74,000.00	Snoqualmie Valley Trail
C09736C	Golf Landscaping	NO	570,000.00	Soos Creek Trail
C09737C	Lakevue Construction	NO	52,733.00	Maplewood Park
C09738C	Design Landscaping	NO	38,475.00	Mariners Field
C09739C	Design Enterprises	NO	34,600.00	Des Moines Park
C09740C	D. R. Craig Construction	WF	22,550.00	N. E. Sammamish Park Phase II
C09741C	Design Landscaping	NO	67,566.00	MacDonald Park
C09742C	Center Dozing	WF	17,823.00	Ravensdale School Demolition
C09743C	Frontier Landscape	NO	86,500.00	Enumclaw Golf Course
C09744C	Roofing Systems	NO	13,450.00	Highline Comm. Center
C09768C	Bob Forgie Construction	NO	162,000.00	Harborview Medical Center
C09772C	Queen City Industries	NO	24,816.00	Youth Services Gym Floor
C09775C	Warburton Electrical	NO	19,320.00	K. C. Police Emergency Generator
C09784C	Rodarte Construction	HM	49,118.00	100th Ave. S. E.
C09793C	West Coast Construction	NO	734,131.95	73rd Ave. N. E. Phase II
C09795C	Moss Construction	WF	291,555.50	North 175th
C09797C	Coral Construction	NO	118,241.65	Guardrail Approach Program
C09798C	Watson Asphalt	NO	532,730.00	So. 154th
C09807C	Doolittle Construction	NO	194,271.00	Bituminous Seal Coat #1 & 2
C09808C	City Transfer of Kent	NO	207,865.00	So. K. C. Bituminous Seal Coat
C09809C	Watson Asphalt	NO	1,491,085.60	86 Asphalt Overlay Maint. #1 & 2
C09810C	Watson Asphalt	NO	1,698,804.00	So. 115th St. Overlay

PRIME CONTRACTORS REPORT

Percentage and Set-Aside
Construction

All Departments

January 1, 1986 - December 31, 1986

Contract #	Prime Contractor	Race	\$ Amount	Project Name
C09811C	Scoccolo Construction	NO	970,578.00	S. E. 208th Phase II
C09812C	Santana Trucking	NO	573,310.20	E. Whitney Hill Slide
C09813C	Lakeside Industries	NO	275,594.50	Kenmore E. D. A. (68th Ave. N. E.)
C09814C	Sheldrup Construction	NO	2,335,646.00	Petrovitsky Road Phase II
C09829C	The Brower Co.	WF	12,722.00	Computer Room Flooring
C09831C	V. C. S.	WF	3,794.00	Carpet Installation
C09832C	Contract Distributors	NO	4,189.00	Carpet Install. Highline Comm. Cntr.
C09834C	Bob Forgie Construction	NO	134,800.00	Kingdome Restroom Modifications
C09836C	Cascade Asphalt	NO	49,660.00	Kingdome Parking Lot
C09837C	The Finishing Touch	WF	15,650.00	Drapes, Blinds - Council Offices
C09838C	Contract Distributors	NO	8,986.11	Carpet - Council Chambers & Offices
C09844C	V. C. S.	WF	3,414.00	Carpet Installation - Public Safety
C09845C	McDonald Miller	NO	3,752.00	Compressor Replacement
C09846C	Sandland Construction	NO	6,000.00	Small Bridge Repair Storm Damage
C09848C	Parks Construction Co.	NO	25,896.00	Juanita Park Retaining Wall
C09850C	Protection Technology	WF	83,215.00	Parking Control System
C09851C	E. J. Rody & Sons	NO	87,460.00	Vashon Island Landfill
C09853C	Lake Walker Homes	NO	5,995.00	Demolition Surrey Downs School
C09854C	Long Painting	NO	1,770.00	Painting Tanks Pump Station
C09875C	Haight Roofing Co.	NO	89,646.00	Bellevue District Court Roofing
C09877C	Total Builders & Develop.	HM	28,656.50	Renton Health Center Remodel
C09878C	Myer's Roofing, Inc.	WF	52,199.00	Roof Replacement Police Precinct #2
C09769C	V. C. S.	WF	13,388.00	Carpet Installation - Personnel
C09900C	Myer's Roofing, Inc.	WF	30,901.00	AOC Building Roofing (Airport)
C09314C	Cleo's Roofing	BM	44,430.00	K.C. Warehouse Roof Replacement
C09639C	Nelson Erection	NO	43,000.00	Hanger #5 Doors
C09640C	Contract Distributors	NO	13,786.00	Carpet Install - Airport Bldg.
C09643C	Olsen Bros. Painting	NO	31,062.25	K.C. Airport Painting AOC Bldg.
C09689C	C & M Interiors	NO	12,539.00	Carpet Installation
C09729C	Frontier Landscape	NO	63,897.00	Enumclaw Golf Course
C09830C	Puget Sound Refrigeration	NO	23,248.00	Ten Ton Air Conditioner
C09840C	Seattle Service	NO	10,994.00	Asphalt Paving at Marymour Park
C09839C	Puget Sound Masonry	NO	5,502.90	Roxbury District Court Stairs
C09644C	Atterton Painting	NO	55,132.00	Painting Airport Buildings

PRIME CONTRACTORS REPORT

Percentage and Set-Aside
Construction
All Departments
January 1, 1986 - December 31, 1986

Contract #	Prime Contractor	Race	\$ Amount	Project Name
C09843C	Evergreen Mobile Co.	NO	40,040.00	Site Attendant Modular Buidling
C09849C	Atterton Painting	NO	11,000.00	Painting Transfer Station
C09732C	D. W. Close	WF	215,000.00	Moshier Valley Ridge
C09730C	Frontier Landscape	NO	156,550.00	Big Finn Hill Phase II
C09746C	Roofing Systems	NO	148,751.00	Mt. Rainier Renovation Phase I
C09586C	Hilltop Construction	NO	1,639,167.36	S. W. Campus Drive
C09591C	Watson Asphalt	NO	711,155.45	Juanita Drive Bikeway
C09700C	Emerald Paving	NO	8,466.91	Asphalt Paving
C09773C	McKinstry Company	NO	14,405.55	Surrey Downs/Bellevue Dist. Court
C09821C	Gary Merlino	NM	38,957.00	South Park Et Al
C09800C	Totem Electric	NO	68,077.50	Burien Signal Control
C09859C	Sandland Construction	NO	5,900.00	Fencing
C09881C	C. R. Davidson	WF	59,590.00	K.C. Superior Court Ex-Parte Alter.
C09860C	Protection Technologies	WF	24,250.00	Automated Parking System Install.
C09696C	Sandland Construction	NO	8,732.16	New Roof P. W. Headquarters Fall City
C09861C	Irwin Seating Company	NO	452,185.00	Kingdome Seating Modification
C09865C	Olympic Western	NO	283,080.00	Kingdome Seating Modification
C09885C	Molnar Contracting	WF	25,282.00	K.C. Precinct IV Locker Room Expan.
C09822C	Klockstad Construction	NO	94,840.00	N. & N.E. 145th St. Sidewalk
C09823C	V & V Construction	NO	41,750.00	124th Ave. N.E. & N.E. 132nd St. Signal
C09824C	Totem Electric	NO	57,730.00	24th Ave. So., & So. 154th St. Signal
C09864C	Quentin Control Systems	NO	26,579.00	Automatic Gate Openers
C09884C	Lambert Enterprises	NO	31,776.55	N. District Multi Service Floor Repair
C09883C	Forgie Construction	NO	158,000.00	7300 Bldg. Renovation Phase II
C09862C	V. C. S.	WF	20,926.00	Carpet Assessories - Office of Finance
C09858C	J. J. Welcome Construction	NO	521,950.00	North Siltation Pond Borrow Area
C09882C	D.M.I. Enterprises	NO	42,750.00	Juvenile Court Alterations
C09886C	Molnar Contracting	WF	12,821.00	Y.C.S. Spruce Bldg.
C09857C	M.A. Mortenson	NO	6,324,000.00	Kingdome Loges
C09747C	Sun Up Construction	NO	74,905.00	Grandview Park Phase I
C09842C	Humphrey Construction	NO	1,129,845.00	Cedar Hills Landfill
C09852C	Lambert Enterprises	NO	5,973.00	Painting of Skykomish Transfer Station

PRIME CONTRACTORS REPORT

Percentage and Set-Aside
Construction

All Departments

January 1, 1986 - December 31, 1986

Contract #	Prime Contractor	Race	\$ Amount	Project Name
C09649C	M. A. Segale	NO	123,070.00	Airport Road Repair
C09815C	Scoccolo Construction	NO	1,614,586.00	100th N. E. Phase 1 Stage 2
C09819C	Fujii Industries	AM	719,902.17	So. 348th St. Stage #1
C09820C	Dijad Construction	NO	90,895.00	Hermes Depression
C09827C	M. A. Segale	NO	5,926,672.50	Cedar Hills Landfill
C09828C	Greater Seattle Floor Co.	NO	4,994.00	Carpet Installation - Luther Burbank

SUBCONTRACTORS REPORT

Percentage and Set-Aside
 All Departments
 January 1, 1986 - December 31, 1986

Contract #	Subcontractor Name	Race	MBE \$	WBE \$	Project Name
C09586C	Valley Landscape Trevino Inc.	WF HM		159,242.21	S.W. Campus Drive
	Fuji Industries	AM	268,785.00		S.W. Campus Drive
C09591C	D.R. Craig	WF	102,730.40	50,000.00	S.W. Campus Drive
	Sound Refining	HM	38,000.00		Juanita Drive Bikeway
	Daley's Dump Truck	BM	70,000.00		Juanita Drive Bikeway
C09642C	Kohl Excavating	WF		59,975.00	Taxiway A-7
	Rodarte Construction	HM	13,400.00		Taxiway A-7
	Sound Refining	HM	58,500.00		Taxiway A-7
C09649C	Rodarte Construction	HM	15,840.00		Airport Road Repair
	Sound Refining	HM	9,165.00		Airport Road Repair
	Kohl Excavating	WF		12,850.00	Airport Road Repair
C09730C	Circle Electric	WF		6,000.00	Big Finn Hill Phase II
C09731C	S & A Mechanical	WF		5,464.00	Clise Residence
	D.R. Craig	WF		15,197.00	Clise Residence
	D.R. Leonard	BM	25,000.00		Clise Residence
	C.W. Painting	HM	2,950.00		Clise Residence
	Circle Electric	WF		4,000.00	Clise Residence
C09732C	Bellco Electric	WF		7,000.00	Moshier Valley Ridge
C09736C	Eagle Fence	HM	105,000.00		Soos Creek Trail
	Fuji Industries	AF		58,500.00	Soos Creek Trail
C09737C	Fuji Industries	AM	8,000.000		Maplewood Park
	Hot-Mix Pavers	NM	2,617.000		Maplewood Park
	Terra Dynamics	WF		52,733.00	Maplewood Park
C09738C	Willow Construction	WF		11,000.00	Mariners Field
C09739C	Madison Builders	BM	2,026.86		Des Moines Park
	Center Dozing	WF		3,300.00	Des Moines Park
	Gemco Supply	BM	240.00		Des Moines Park
	Daniels Greenfinger	HM	13,671.34		Des Moines Park
C09740C	Kodo Construction	AM	5,500.00		N.E. Sammamish Park
C09741C	Hot Mix Pavers	NM	14,364.00		MacDonald Park
C09741C	Unity Electric	WF		11,345.00	MacDonald Park
C09746C	Cree Construction	NM	6,760.00		Mt. Rainier Pool Phase I
C09747C	K & M Asphalt	WF		21,000.00	Grandview Park Phase I
C09747C	T & S Construction	BM	14,200.00		Grandview Park Phase I

C09768C	Interior Construction	HM	8,965.00		Harborview Medical Center
	Whitfield & Sons	BM	4,923.00		Harborview Medical Center
	Interior Construction	HM	8,965.00		Harborview Medical Center
	National Concrete	NM	1,500.00		Harborview Medical Center
C09768C	M.A. Griffin	WF		36,000.00	Harborview Medical Center
	Toro Construction	AM	13,980.00		Harborview Medical Center
C09772C	Sea Pac	AM	4,500.00		Youth Services Gym Floor
	Clean Systems	WF		2,500.00	Youth Services Gym Floor
C09793C	Structures Inc.	WF		75,740.00	73rd Avenue N.E. Phase II
	Kodo Construction	AM	89,497.00		73rd Avenue N.E. Phase II
	Yorozu Gardending	AM	28,763.00		73rd Avenue N.E. Phase II
	Azteca Enterprises	HF	15,000.00		73rd Avenue N.E. Phase II
C09798C	Apply-A-Line	WF		9,618.00	South 154th
	Sound Refining	HM	33,664.00		South 154th
	Eagle Crest Construction	NM	16,665.00		South 154th
	D.R. Craig	WF		44,557.00	South 154th
	Rivera & Green	HM	47,000.00		South 154th
C09803C	Hot Mix Pavers	NM	8,776.00		131st Ave. S.E. et.al.
	Apply-A-Line	WF		2,372.23	131st Ave. S.E. et.al.
C09807C	G.& B. Trucking	WF		8,000.00	Bituminous Seal Coat 1&2
	Eagle Crest	NM	12,000.00		Bituminous Seal Coat 1&2
	Imperial Petroleum	AM	24,000.00		Bituminous Seal Coat 1&2
	Kenmore Pre-Mix	WF		12,000.00	Bituminous Seal Coat 1&2
C09808C	Debra Trucking	WF		20,787.00	So. K.C. Bituminous Seal Ct.
	Imperial Petroleum	AM	37,500.00		So. K.C. Bituminous Seal Ct.
C09809C	D.R. Craig	WF		150,000.00	86 Asphalt Overlay 1&2
	Sound Refining	HM	300,000.00		86 Asphalt Overlay 1&2
C09810C	Apply-A-Line	WF		5,400.00	So. 115th St. Overlay
	Daley's Dump	BM	20,000.00		So. 115th St. Overlay
	Sound Refining	HM	306,000.00		So. 115th St. Overlay
	D.R. Craig	WF		170,000.00	So. 115th St. Overlay
C09811C	Leaf Corporation	BM	102,000.00		S.E. 208th Phase II
	G & B Trucking	WF		15,000.00	S.E. 208th Phase II
	Fuji Industries	AM	84,100.00		S.E. 208th Phase II
	Terra Dynamics	WF		84,539.00	S.E. 208th Phase II
C09812C	Elcon Electric	HM	1,500.00		E. Whitney Hill Slide
	Debra Trucking	WF		40,385.00	E. Whitney Hill Slide
	Rivera & Green	HM	68,000.00		E. Whitney Hill Slide
	D.R. Craig	WF		20,000.00	E. Whitney Hill Slide
	Landmark Construction	BM	100,000.00		E. Whitney Hill Slide
	Terra Dynamics	WF		8,211.25	E. Whitney Hill Slide
	Borth Corporation	WF		101,875.00	E. Whitney Hill Slide
	Peterson Brothers	WF		8,835.00	E. Whitney Hill Slide

C09813C	National Concrete	NM	2,000.00		Kenmore E.D.A.
	D.R. Craig	WF		3,030.00	Kenmore E.D.A.
	Apply-A-Line	WF		2,860.00	Kenmore E.D.A.
	Salinas Construction	HM	22,336.00		Kenmore E.D.A.
C09814C	Kapa Inc.	WF		22,500.00	Kenmore E.D.A.
	D.P.K. Inc.	AM	27,622.00		Kenmore E.D.A.
	Ramberg, Inc.	WF		12,200.00	Petrovisky Rd. Phase II
	Leaf Corporation	BM	90,000.00		Petrovisky Rd. Phase II
	National Concrete	NM	4,000.00		Petrovisky Rd. Phase II
	G. & B. Trucking	WF		5,000.00	Petrovisky Rd. Phase II
	Urban Construction	BM	32,700.00		Petrovisky Rd. Phase II
	Salinas Construction	HM	173,100.00		Petrovisky Rd. Phase II
	Terra Dynamics	WF		68,700.00	Petrovisky Rd. Phase II
	Apply-A-Line	WF		3,500.00	Petrovisky Rd. Phase II
	Peterson Brothers	WF		13,800.00	Petrovisky Rd. Phase II
	Rivera & Green	HM	122,000.00		Petrovisky Rd. Phase II
	Twins Construction	BF		130,800.00	Petrovisky Rd. Phase II
	C09815C	Kaspac Corp	AM	2,490.00	
Structures Inc.		WF		107,689.00	100th N.E. Phase I Stg 2
Leaf Corporation		BM	221,680.00		100th N.E. Phase I Stg 2
Azteca Enterprises		HF		16,000.00	100th N.E. Phase I Stg 2
Ramberg		WF		8,208.25	100th N.E. Phase I Stg 2
Fuji Industries		AM	40,480.00		100th N.E. Phase I Stg 2
Daily Dump		BM	10,000.00		100th N.E. Phase I Stg 2
Terra Dynamics		WF		46,140.70	100th N.E. Phase I Stg 2
Hot Mix Pavers		NM	9,000.00		South Park Et A1
Hot Mix Pavers		NM	31,566.00		N & N.E 145th St. Sidewalk
C09827C	Pape & Sons	AM	448,437.00		Cedar Hills Landfill
	R & L Trucking	WF			Cedar Hills Landfill
	Pat Wilson Trucking	WF			Cedar Hills Landfill
	B & L Construction	BM	15,650.00		Kingdome Restroom Modif.
C09834C	Whitfield & Sons	BM	10,180.00		Kingdome Restroom Modif.
	M.A. Griffin	WF		57,000.00	Kingdome Restroom Modif.
	R & B Supply	WF		116,400.00	Cedar Hills Landfill
C09842C	Serrot Construction	HM	221,800.00		Cedar Hills Landfill
	G & B Trucking	WF		21,500.00	Vashon Island Landfill
C09851C	Robinson Construction	HM	33,000.00		Vashon Island Landfill
	Fuji Industries	AM	5,700.00		Vashon Island Landfill
C09857C	Whitfield & Sons	BM	38,840.00		Kingdome Loges
	Pearson Company	WF		126,000.00	Kingdome Loges
	Magnolia Plumbing	AM	273,000.00		Kingdome Loges
	Elcon Electric	HM	359,000.00		Kingdome Loges
	Toro Construction	AM	479,200.00		Kingdome Loges

	Artistic Drywall	WF		510,000.00	Kingdome Loges
C09858C	Fuji Industries	AM	2,800.00		North Siltation Pond
	Pat Wilson Trucking	WF		91,300.00	North Siltation Pond
	M.J. Fay Trucking	WF		52,200.00	North Siltation Pond
C09881C	Tabor Electric	BM	7,943.00		K.C. Superior Court Alt.
	UP & D	WF		5,438.00	K.C. Superior Court Alt.
C09882C	Interior Construction	HM	11,347.00		Juvenile Court Alt.
	Bee Enterprises	WF		4,300.00	Juvenile Court Alt.
C09883C	Martin Enterprises	BM	40,000.00		7300 Bldg. Renov. Phase II
	Whitfield & Sons	BM	2,500.00		7300 Bldg. Renov. Phase II
	M.A. Griffin	WF		11,000.00	7300 Bldg. Renov. Phase II
	National Concrete	NM	1,500.00		7300 Bldg. Renov. Phase II
	Cicle Electric	WF		8,000.00	7300 Bldg. Renov. Phase II
C09885C	Ed Rosendin Electric	HM	2,173.00		K.C. Precinct IV Locker Room
C09886C	Alpha Insulation	AM	5,852.00		Y.S.C. Spruce Bldg.

PRIME CONTRACTORS REPORT

Percentage and Set-Aside
 Consultant
 All Departments
 January 1, 1986 - December 31, 1986

Contract #	Prime Contractor	Race	\$ Amount	Project Name
P00933P	R. W. Beck	NO	98,300.00	Cedar Hills Landfill
P01005P	R. W. Beck	NO	270,250.00	Hobart Landfill
P01023P	Laurie Hall	NO	560.00	Necklace Purchase
P01045P	Judy Mitchell	NO	5,500.00	Monitor
P01057P	CH2M Hill	NO	10,000.00	Cedar Hills Landfill
P01060P	Madrona Publisher	NO	3,500.00	Manuscript Support
P01062P	Daniel Caine	NO	18,000.00	Arts Festival
P01063P	Daniel Caine	NO	22,000.00	Phase II Reform
P01064P	Alice Derry	NO	1,000.00	Manuscript
P01065P	Brighten Books	NO	3,500.00	Paint Manuscript
P01066P	Joyce Motty	NO	2,000.00	Art Design
P01067P	Gaylen Hansen	NO	25,000.00	Art Design
P01068P	Maria Frank	NO	1,942.20	Painting
P01069P	Dick Busher	NO	733.20	Art Purchase
P01070P	Layne Goldsmith	NO	900.00	Wall Hanging
P01071P	Ron Ho	NO	1,888.25	Purchase 1986 N. W. Collection
P01072P	Howard Kohler	NO	1,296.00	Ceramic Plates
P01073P	Silver Image	NO	960.00	Art Photos
P01085P	Cofano Corp.	NO	6,800.00	Develop Management Reports
P01086P	Thomas Burke, Inc.	NO	16,500.00	Legal Services
P01092P	Oscar Romero, M.D.	HM	40,900.00	Provide Psychiatric Services
P01107P	Richard Butler	NO	27,989.00	Snoqualmie Comm. Plan SEPA req.
P01111P	Wellstart, dba-San Diego	NO	5,808.00	Breastfeeding Workshop
P01112P	Richard Weiman	NO	28,000.00	Bear Creek Community Plan SEPA Req.
P01116P	ARM Tech	NO	38,000.00	Review of County's Risk Management
P01117P	Lori Larcom Irwin	NO	26,500.00	Legal Services
P01119P	TPT Consultants	NO	2,000.00	Evaluate Soil & Groundwater
P01120P	Pacific Health Assoc.	NO	86,745.00	Medical Dir. of Aids Project
P01121P	Thomas Morton M.D.	NO	1,200.00	Forensic Dentistry
P01122P	Bruce Rothwell, DMD, MSD	NO	1,200.00	Forensic Dentistry
P01123P	R. G. Hoefer	NO	8,000.00	Appraisals
P01124P	Rick Malstrom	NO	3,000.00	Monitor
P01125P	Joan Fiore	NO	1,200.00	Sex Offender Program
P01126P	I. Dreblatt	NO	1,950.00	Sex Consultant
P01127P	P. Thorgrimson	NO	257,500.00	Bond Council

PRIME CONTRACTORS REPORT

Percentage and Set-Aside
Consultant

All Departments

January 1, 1986 - December 31, 1986

Contract #	Prime Contractor	Race	\$ Amount	Project Name
P01128P	Nat'l Dev. Council	NO	50,000.00	Technical Training
P01129P	Peoples Bank	NO	20,000.00	Financial Services
P01130P	Perkins Coe	NO	10,000.00	Bond Council
P01131P	Richard Town	NO	3,000.00	Noise Effectiveness Program
P01132P	Transportation Planning	NO	34,804.00	Engineering Services
P01133P	Jensen-Oldani & Associates	NO	18,850.00	Executive Search for Stadium
P01134P	Harry Prior	NO	2,500.00	Salary Review
P01135P	Donna M. White	NO	2,000.00	Child Development Consultant
P01136P	Francis & Company CPA	NO	2,600.00	85 Fund Balance
P01140P	Shapiro & Associates	NO	3,350.00	Ramp Station #5
P01141P	Korn/Ferry	NO	20,000.00	Recruitment
P01142P	Raj Joshi	NO	9,625.00	Redistricting Plan
P01145P	URS Corporation	NO	80,000.00	Permit Process Review
P01146P	Arai/Jackson Architects	BM	23,000.00	Master Plan
P01148P	R.W. Beck	NO	257,500.00	Enumclaw Landfill
P01149P	R. Skaglund	NO	6,000.00	Medical Services
P01150P	P. Cavin	NO	6,000.00	Medical Services
P01151P	P. Reagan M.D.	NO	6,000.00	Medical Services
P01152P	G. Lorch M.D.	NO	6,000.00	Medical Services
P01153P	The Eastman Company	NO	3,500.00	Appraisal
P01154P	H. Steiner	NO	3,000.00	South 348th
P01155P	Paul D. Iverson	NO	6,000.00	Appraisal
P01156P	Craig Benton	NO	30,000.00	Recycling Consultant
P01157P	P. Iverson	NO	6,000.00	Interurban Bridge
P01158P	H. Goldsmith	NO	3,500.00	King County Parking Lot
P01159P	Eastman Company	NO	3,250.00	Appraisal
P01160P	Mary O'Leary	NO	5,000.00	Nutrition Education
P01161P	Shapiro & Associates	WF	9,995.00	Pumping Feasibility Design
P01162P	Kathleen Carr	WF	9,500.00	Paramedic Funding
P01163P	Sanders Promotions	WF	22,500.00	Public Rel./Promotions/Advertisement
P01164P	Robert Garmae	NO	3,400.00	Appraisal
P01165P	Karl Murphy	NO	6,000.00	Taxi License & Enforcement
P01166P	The Campanella Group	NO	79,686.00	County Pool Facilities Assessment
P01167P	University of Washington	NO	13,152.00	Question Development

PRIME CONTRACTORS REPORT

Percentage and Set-Aside
Consultant

All Departments

January 1, 1986 - December 31, 1986

Contract #	Prime Contractor	Race	\$ Amount	Project Name
PO1168P	University of Washington	WF	1,848.00	Administrative Survey
PO1169P	Urban Policy Research	NO	3,900.00	Probation Analysis
PO1170P	Alan Momohara	NO	5,500.00	Affirmative Action Study
PO1171P	Shearson/Lehman	NO	39,321.00	Zoo Bonds
PO1172P	Preston Thorgrimson Ellis	NO	25,000.00	Zoo Bonds
PO1173P	Perkins Coe	NO	33,500.00	Bond Sale
PO1177P	Chinese Service Center	NO	400.00	Medical Transcription
PO1178P	Arthur Young	NO	50,000.00	Management Alternatives
PO1180P	Dr. Harry H. Kim	NO	5,000.00	Economic Development Consultant
PO1181P	William Bilmaski	NO	4,000.00	Medical Supervision
PO1182P	Heather Ramsey	NO	728.33	Art Work
PO1183P	Woodside Gallery	NO	1,348.00	Painting
PO1184P	Dona Anderson	NO	600.00	Federal Way District Court Art
PO1185P	Martha Schwartz	NO	77,413.00	Art Treatment Entry Plaza K.C. Jail
PO1186P	Michael McCafferty	NO	2,500.00	Develop Art Plan
PO1187P	Ethnic Heritage Council	NO	3,000.00	Needs Assessments
PO1202P	Cofano Corp.	NO	1,200.00	Develop Reports
PO1203P	N.W. Hydrolic	NO	75,000.00	Green River Leve System
PO1205P	URS Corporation	NO	24,000.00	Review of Drainage Plans
PO1206P	Management Design Assoc.	NO	20,000.00	Computer Needs Analysis
PO1207P	Roger Sifvast	NO	3,000.00	Restitution Program
PO1208P	Janet Peterson	NO	20,000.00	Management Analysis
PO1210P	K.J.S. & Associates	NO	57,473.00	Neighborhood Traffic Control
PO1211P	John Boucher Associates	NO	4,000.00	Appraisal
PO1213P	James Bowman	NO	700.00	Fee Training
PO1215P	Michael R. Yantis Assoc.	NO	8,000.00	Traffic Noise Impact Report
PO1216P	RHP & Associates	NO	1,350.00	Critique Eval. Monitoring Program
PO1217P	Pro-Tel	NO	9,500.00	Telephone Survey of K.C. Risk Mgmt.
PO1218P	Howard Johnson	NO	4,500.00	Design Workshop
PO1219P	URS Corporation	NO	9,999.00	Hidden Valley Vista Drainage
PO1220P	Jensen-Oldani & Associates	NO	5,000.00	Management Review
PO1221P	Paul D. Iverson	NO	5,000.00	Real Estate Appraisals
PO1222P	Eastman Company	NO	3,000.00	Airport Appraisal
PO1223P	Sally Strickland	WF	2,500.00	Airport Appraisal

PRIME CONTRACTORS REPORT

Percentage and Set-Aside
Consultant

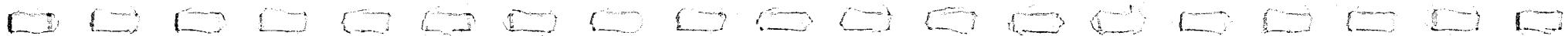
All Departments

January 1, 1986 - December 31, 1986

Contract #	Prime Contractor	Race	\$ Amount	Project Name
P01224P	On-Line Communications	HF	750.00	Phone Training
P01225P	The Ski Rack	NO	2,900.00	Wind Surf Class
P01230P	Urban Policy Research	WF	29,988.00	Capacity & Program Development
P01231P	Roland Hoefer	NO	9,500.00	Appraisal
P01232P	Davis Snedeker	NO	6,773.00	Analyze Veteran Program Employ Serv.
P01233P	Computer Training Service	NO	3,375.00	Computer Training
P01234P	URS Corporation	NO	9,900.00	Review of CMS
P01235P	Ruth Dight	NO	3,600.00	Ground Water Handbook
P01236P	Northwest Cartography	NO	16,520.00	Surface Analysis
P01237P	Softwright	WF	3,500.00	Rate Determination
P01238P	Cofano Group	NO	7,644.00	Computer Programming
P01239P	Maurice Montae	NO	1,500.00	Medical Supervision
P01240P	Robert Gray	NO	4,975.00	Planning Grant
P01241P	The Eastman Company	NO	2,500.00	Real Estate Appraisal Tax Lot 34
P01242P	Computer Training Service	NO	900.00	Computer Training
P01243P	Carla Swander Consultant	WF	2,020.00	Interviewing Training
P01244P	Kenmore Land Services	NO	7,500.00	Lease & Rental Agreements
P01245P	Sally Strickland	WF	1,800.00	Appraisal 1,2,3/132nd Ave. S.E.
P01246P	Kerry Brooks	NO	3,100.00	Wildlife Habitat Assessment
P01247P	W. James Erckmann	NO	2,500.00	Wildlife Habitat Assessment
P01248P	James Leigh MSW	NO	1,800.00	Training 86 Juvenile Probation Coun.
P01250P	URS Company	NO	24,000.00	Drainage Plans
P01252P	Jamie Johnson	NO	2,025.00	Employment & Training Services
P01253P	Sanders Promotions	WF	25,500.00	Provide Public Relations/Promotions
P01254P	Pei Consultants, Inc.	NO	7,500.00	Field Surveys to Locate Control
P01255P	Zoe Jenkins	NO	1,100.00	Social Skills Training, Phase I
P01256P	Nat. Ctr. for Juv. Justice	NO	2,000.00	Assessing Aspects (DYS) Facilities
P01258P	Stephanie Donach		1,200.00	Tech. Writing Planning Division
P01261P	Virginia Hand Graphics	NO	7,300.00	K.C. Landmark Comm 5-yr Annver. Rep.
P01265P	Management Consultant Assoc.	NO	3,500.00	Market Analysis Veasey Quarry

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A P P E N D I X

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KING COUNTY NONDISCRIMINATION POLICY

King County Government is an Equal Opportunity employer and does not discriminate on the basis of race, color, national origin, sex, sexual orientation, handicap, age, religion, marital status, or ancestry. This policy of nondiscrimination applies to all employment practices and personnel related actions.

As part of its commitment to equal employment opportunity, King County has adopted and implemented an Affirmative Action Plan. This plan is designed to assist King County in correcting the effects of past discrimination by reducing the underrepresentation of minority, woman and handicapped person throughout its workforce. This plan is temporary and limited in nature; its purpose is to attain the goals that are necessary to eliminate the effects of past discrimination.

King County's commitment to equal employment opportunity extends to businesses it contracts with as a result of King County Ordinance 7788. Firms contracting with the County must consent to equal employment opportunities for minorities, women, and handicapped persons. In addition, they are required to meet employment goals for minorities, women, and handicapped persons or take all "reasonable affirmative action measures" necessary to eliminate underrepresentation in their workforce.

King County Government also provides equal access to all of its programs and does not discriminate in the provision of services on the basis of race, color, national origin, sex, handicap, age, religion, marital status, or ancestry. Contractors providing services on behalf of King County Government are also required to ensure equal access to its programs and are prohibited from denying service on the above-mentioned factors.

If you would like more information about the King County Nondiscrimination policy, services and facilities that are accessible and useable by disabled person, or wish to file a complaint because you believe you have been denied services or an employment opportunity in violation of the nondiscrimination policy, please contact:

Affirmative Action Program
400 King County Courthouse
516 Third Avenue
Seattle, Washington 98104
(206) 344-7652

This nondiscrimination policy is to be posted in departmental bulletin boards, for more copies contact the Affirmative Action Program.

KING COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER AND PROVIDER.

**KING COUNTY RULES AND POLICIES GOVERNING
AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT**

A. King County Charter, Article 5, Section 510

The County shall establish and maintain an effective personnel system for the County which will assure: Recruitment, selection, and retention of County employees on the basis of merit; the development of a County career service; promotion on the basis of demonstrated ability; and the compensation and personnel practices which will keep the County system competitive.

B. Career Service Rules, Section 3.10 - Equal Employment

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 race, color, creed, religion, national origin, age, sex, marital status, or the presence of a sensory or physical handicap (not constituting a bona fide occupational qualification). Further, it is the intent of the County to ensure that employment is based on the principle of equal opportunity and that such 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. Career Service Rules, Section 3.20 - Affirmative Action Plan Of Employment

It is the policy of the County that, until the effects of inequality in employment opportunity are eliminated, all County departments shall establish and maintain an effective affirmative action plan of employment, as adopted by the Council by Ordinance. Such affirmative action plan shall promote the objectives of public policy set forth in applicable federal and state law, including constitutions, statutes, regulations, and executive orders, relating to nondiscrimination, equal employment opportunity, affirmative action, and civil rights. Specifically, the plan shall promote the objectives of the State Law Against Discrimination, RCW title 49 (applicable parts), and provisions of the Washington Administrative Code adopted thereunder. As part of the County's affirmative action plan, the Executive shall submit by March 15 of each year, corrective employment programs pertaining to the appropriate County departments and agencies to be approved by the Council by ordinance; provided that, where applicable, corrective employment programs shall include performance results of the prior year's corrective employment program.

D. Career Service Rules, Section 15.10 - Method Of Recruitment

The Personnel Manager is responsible for establishing recruiting procedures and techniques that will, in his/her judgement, result in the

most successful recruitment possible within practical limitations of budget, time, etc. The Manager shall consult with operating departments for their opinions and advice. To facilitate King County's Affirmative Action Program, the Manager may, when warranted, as determined through consultation with the Affirmative Action Administrator conduct supplemental recruiting efforts solely with selected community human resource organizations. Recruiting efforts will be conducted whenever the Personnel Manager determines that a need for them exists.

E. Career Service Rules, Section 20.10 - Promotional Examinations

As the needs of the Career Service may require, promotional examinations shall be conducted. All applicants for promotion must be County employees, must possess the qualifications as set forth in the recruiting announcement for the class to which promotion is sought, and must not be in a probationary status at the time of the recruiting effort. Competition may be open to all qualified employees or limited to employees from one or several departments or divisions. If promotional eligibles separate from County employment, their names shall be removed from promotional employment lists. Promotional examinations shall not be used where they will negatively impact the County's Affirmative Action efforts.

F. Career Service Rules, Section 25.10 - Veteran's Preference

Persons qualifying under provisions of R.C.W. Chapter 41.04 shall have an appropriate preference percentage added to their final passing exam score. Duly qualified individuals may continue to receive a preference until they accept a valid offer of a position from any public agency of this state subject to the provisions of that statute.

G. Career Service Rule, Section 25.20 - Supplemental Existing Employment Lists

When, for affirmative action considerations, or for other reasons it is deemed appropriate by the Personnel Manager, an existing employment list may be supplemented with the names of persons who have been recruited and examined at a time subsequent to the establishment of the original employment list. The same qualifications, tests, and standards shall apply as when the list was initially established.

H. Career Service Rules, Section 25.45 - Alternate Employment List

When no employment list is in existence for a classification or an existing list cannot be used for affirmative action purposes, certification may be made from a list created for another classification of the same or higher rank in the same or in a related series, if the duties of the classification for which the examination was given are,

in the Personnel Manager's judgement, sufficiently similar to the duties of the position to be filled; provided that the Personnel Manager finds the use of the list is in the best interest of the Career Service and the necessary skills and knowledge were adequately tested in the examination. A person certified and accepted to a position in a lower classification may elect to have his/her name remain on the list for the classification for which he/she examined.

I. Career Service Rules, Section 30.10 - Certification

The Personnel Division shall certify four more names from an employment list(s) than the number of openings unless the employment list or pool is broadened for affirmative action purposes, or an appointing authority requests fewer names, or because of past experience the rate of failure to appear for interviews has been consistently high. Tied scores will be certified. Recruitment for positions will normally be conducted when the employment list has expired or been abolished, or when there are fewer than five (5) available eligibles remaining. An eligible may not be certified to the same person more than twice unless specifically requested by an appointing authority. The Personnel Manager may select the names to be certified from an employment list(s) based upon affirmative action criteria. Unless an exception is authorized in writing by the Personnel Manager, eligibles shall be certified in alphabetical order without exam scores being provided.



King County
Executive Policies and Procedures

TITLE	EFFECTIVE	APPROVAL
504 Implementation	2/24/87	<i>J. Hill</i>

- 1.0 SUBJECT TITLE: 504 Implementation
 - 1.1 EFFECTIVE DATE: Five days after Executive Signature
 - 1.2 TYPE OF ACTION: New
- 2.0 PURPOSE
 - 2.1 To reaffirm King County's policy that its programs, services and employment opportunities in County government be made accessible to all qualified persons regardless of handicap or disability.
- 3.0 ORGANIZATIONS AFFECTED
 - 3.1 All County Executive Departments, Offices, and Agencies.
- 4.0 REFERENCES
 - 4.1 Section 504 of the Rehabilitation Act of 1973.
 - 4.2 RCW Chapter 49.60, Washington State Law Against Discrimination, particularly RCW 49.60.180, "unfair practices of employer," and RCW 49.60.215, "unfair practices of places of public resort, accommodation, assemblage, amusement."
 - 4.3 King County Code Chapter 12.18, Fair Employment.
- 5.0 POLICY
 - 5.1 All County Executive Departments, Offices and Agencies shall make their programs, services, and employment opportunities accessible to all qualified persons regardless of handicap or disability: Provided, that such handicap or disability does not prevent the person from performing the essential functions of the job with reasonable accommodation.
 - 5.1.1 All County departments shall lease buildings that are physically accessible to disabled persons.



King County

Executive Policies and Procedures

TITLE	EFFECTIVE	APPROVAL
504 Implementation	2/24/87	

- 5.1.2 If a County department is planning to lease a building that is not accessible to disabled persons, the department is directed to provide a written justification to the Affirmative Action Program prior to entering into the lease.
- 5.1.3 All King County offices and programs shall be accessible to users of TTY/TDD's (teletypewriters for the deaf).
- 5.1.4 All King County offices and programs shall include their TTY/TDD telephone numbers in all program publications.
- 5.1.5 All King County offices and programs shall post signs that are accessible by touch to visually-impaired persons, which identify room numbers and names of departments, programs, services, restrooms and other such facilities. These signs shall be placed in accordance with guidelines developed by the Facilities Management Division.
- 5.1.6 The Affirmative Action Program shall contact department directors before any positions are selectively certified for disabled applicants, and shall work with the departments to ensure that reasonable accommodations are provided when necessary.
- 5.1.7 Programs and services that are provided by contractors with King County shall be made accessible to all qualified or eligible persons regardless of handicap or disability.
- 5.1.8 County departments and the Affirmative Action Program shall jointly develop corrective action plans for those service providers who did not meet the Section 504 requirements during the self-evaluation process.



King County
Executive Policies and Procedures

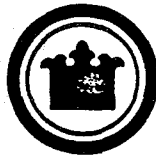
TITLE	EFFECTIVE	APPROVAL
504 Implementation	2/24/87	

6.0 DEFINITIONS

- 6.1 Program includes any service, benefit activity or offering to the public by a County agency or agent.
- 6.2 Handicap or disability is defined as any physical or mental impairment that substantially limits a major life activity.
- 6.3 A handicapped or disabled person is defined as (a) a person who has a handicap or disability as defined above; (b) a person who has a record of having a handicap or disability as defined above; or (c) a person who is regarded as having a handicap or disability.
- 6.4 For employment purposes, a qualified handicapped or qualified disabled person is a handicapped or disabled person who is able to perform the essential functions of the job with reasonable accommodation.

7.0 RESPONSIBILITIES

- 7.1 All department directors, division managers and administrators of County agencies shall be responsible for their agency's compliance with this policy.
- 7.2 The Department of Executive Administration, The Affirmative Action Program, shall be responsible for:
- 7.2.1 Reviewing justification per 5.1.2.
 - 7.2.2 Reviewing department submittals of TTY/TDD per 5.1.4.
 - 7.2.3 Implementing selective certification for disabled persons per 5.1.6.
 - 7.2.4 Assisting departments in monitoring contractors' compliance with 5.1.8.



King County
Executive Policies and Procedures

TITLE	EFFECTIVE	APPROVAL
504 Implementation	2/24/87	

- 7.2.5 Investigating complaints filed by any program recipient, employee or applicant for employment who alleges any violation of this policy.
- 7.2.6 Issue policies for the use of sign language interpreters to make all King County programs accessible to deaf and hearing impaired persons.
- 7.2.7 Issue policies for sign language interpreters to make employment with the County accessible to deaf and hearing-impaired persons.
- 7.2.8 Hold an informational meeting for County departments on TTY/TDD procedures, sign language interpreters, amplified telephones and related information.
- 7.2.9 Continue to assist disabled persons in the appropriate job opportunities.
- 7.3 The Department of Executive Administration, the Facilities Management Division, shall be responsible for:
 - 7.3.1 Issuing guidelines to standardize the placement of tactile signs throughout County facilities.
 - 7.3.2 Work with the 504 Advisory Committee to improve accessibility of County facilities. The Advisory Committee shall include representatives from the disabled/handicapped communities.
- 7.4 The Natural Resources and Parks Division of the Department of Parks, Planning and Resources shall develop a master plan, with proposed time-tables and steps needed to make all King County parks and recreation facilities accessible to disabled persons. Such a plan shall be submitted to the County Executive and reviewed by the Affirmative Action Program.



King County
Executive Policies and Procedures

TITLE	EFFECTIVE	APPROVAL
504 Implementation	2/24/87	

8.0 PROCEDURES

8.1 Grievance Procedure

8.1.1 Complaint may be filed with the Affirmative Action Program by any King County employee, applicant for employment with King County, recipient of King County services, or potential recipient of King County services, who alleges unfair treatment by a King County department, King County facility, or King County-funded agency due to the presence of any sensory, mental or physical handicap or the use of a trained dog guide by a blind person or deaf person.

8.1.2 The Affirmative Action Program shall review each complaint to determine jurisdiction.

8.1.3 The Affirmative Action Program shall send a notification letter to the appropriate department/agency and meet with the appropriate departmental/agency personnel to obtain information and attempt an early resolution.

- a) If an early resolution is successful, the case will be closed.
- b) If an early resolution is not successful, the Affirmative Action Program shall conduct an investigation.

8.1.4 The Affirmative Action Program shall conduct an investigation as follows:

- a) Interview complainant and complainant's witnesses.



King County

Executive Policies and Procedures

TITLE	EFFECTIVE	APPROVAL
504 Implementation	2/24/87	

- b) Interview the appropriate departmental/agency personnel and witnesses.
- c) A review of relevant documentation which may include affirmative action reports of the department/agency.
- d) An on-site review, when appropriate.

8.1.5 The Affirmative Action Program shall determine a finding.

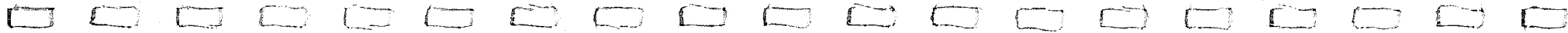
- a) The Affirmative Action Program shall prepare and issue a finding to the complainant and department/agency.
- b) If the investigation reveals no violation, the case will be closed.
- c) If the investigation reveals a violation with the department/agency, negotiations shall take place.
- d) If the complaint is resolved through negotiations (conciliation agreement) with department/agency, the case will be closed.
- e) If the complaint is not resolved through negotiations, the complaint shall be referred to the County Executive or his/her designee.
- f) The County Executive or his/her designee shall review the Affirmative Action Program's finding and recommended remedy.
- g) If The County Executive or his/her designee disagrees with the finding/remedy, the case shall be closed.



King County
Executive Policies and Procedures

TITLE	EFFECTIVE	APPROVAL
504 Implementation	2/24/87	

- h) If the County Executive or his/her designee agrees with the finding, the original remedy shall be enforced or the County Executive or his/her designee shall modify the remedy or issue a new recommendation.



RESPONSIBILITY FOR IMPLEMENTATION

A. King County Council

The King County Council shall:

1. Review the County's Affirmative Action Plan for its effectiveness and status of implementation;
2. Allocate adequate resources for implementing the Affirmative Action Plan;
3. Review and adopt the County's Affirmative Action goals and objectives on an annual basis.

B. King County Executive

The King County Executive shall:

1. Provide leadership and policy direction to all King County departments to ensure equal employment opportunity throughout County government;
2. Administer the Affirmative Action Program to ensure equal employment opportunities within all job classifications of County departments and divisions;
3. Require County department directors and division managers to submit a complete analysis of their workforce profile to determine areas which fall below desired levels;
4. Recommend to the King County Council resources necessary to effectively administer the County's Affirmative Action Program;
5. Submit annual affirmative action goals to the King County Council;
6. Use achievement of affirmative action goals as a factor in the performance evaluation of department directors.

C. Director, Department Of Executive Administration

The Director for the Department of Executive Administration shall:

1. Oversee and assign responsibility pertaining to Affirmative Action;

3. Appoint an Affirmative Action Administrator to assist in administering the Affirmative Action Program;
4. Evaluate the Affirmative Action Plan and recommend alternatives to the King County Executive.

D. **Affirmative Action Administrator**

Under the direction of the Director, Department of Executive Administration, the Affirmative Action Administrator shall provide leadership and guidance to King County departments in implementing the Affirmative Action Program.

Responsibilities include, but are not limited to, administering and coordinating the following Affirmative Action Program areas:

1. **Equal Employment Opportunities (E.E.O.)**

- a. Manage the informational system to ensure that employee recruitment sources, minority group organizations, women's organizations, and the general public are aware of the County's E.E.O. efforts;
- b. Assist in developing and implementing County policy on Equal Employment Opportunity;
- c. Implement legislation which prohibits discrimination and exclusion or denial of benefits to handicapped individuals;
- d. Coordinate efforts to make King County and contract agency programs accessible to the handicapped, and where necessary require structural changes;
- e. Establish and maintain a system for complaint review and recordkeeping.

2. **Contract Compliance**

- a. Prescribe guidelines for County departments in establishing and implementing equal opportunity in contractual agreements;
- b. Evaluate and monitor contractors who contract with King County to ensure compliance with the Affirmative Action Policy;
- c. Recommend employment goals for minorities, women and handicapped persons for County contractors.
- d. Establish reporting system to measure success of the contract Contract Compliance program.

3. **Minority/Women's Business (M/WB)**

- a. Develop rules and regulations to implement the M/WB Ordinance;
- b. Recommend minority/women contractors to promote equal opportunity in contracts;
- c. Establish a reporting system to measure success of the M/WB Program on an annual basis;
- d. Recommend annual goals for the utilization of minority and women's businesses;
- e. Report the County's progress in contracting with minority and women's businesses;
- f. Advise minority and women's businesses of the County's bid procedures for procurement of goods and services.

4. **Fair Housing**

- a. Develop rules and regulations for implementing and enforcing the Fair Housing Ordinance;
- b. Establish and maintain a system for complaints review and recordkeeping.
- c. Establish a reporting system to measure success of the Fair Housing program on an annual basis.
- d. Advise the community of the County's Fair Housing Ordinance.

5. **Fair Employment**

- a. Develop rules and regulations for implementing and enforcing the Fair Employment Ordinance;
- b. Establish and maintain a system for complaints review and recordkeeping.
- c. Establish a reporting system to measure success of the Fair Employment program on an annual basis.
- d. Advise the community of the County's Fair Employment Ordinance.

E. Affirmative Action Advisory Committee

The Affirmative Action Advisory Committee shall serve in an advisory capacity to the County Executive on matters concerning equal employment opportunity, contract compliance, fair housing, and minority/woman business to ensure the consistent application of all County ordinances, rules and regulations concerning the Affirmative Action Program. The functions of the Committee shall include, but not be limited to, the following:

1. Review the Affirmative Action Plan and make recommendations concerning its adoption and subsequent amendment to the King County Executive;
2. Review and provide comments on the Affirmative Action Program policies, standard operating procedures and amendments to Ordinances, Executive Orders, etc.;
3. Review and provide feedback on reports prepared by the Affirmative Action Program;
4. Receive and review all written equal employment opportunity grievances filed with the Committee.

F. Department Directors

Department Directors shall:

1. Develop a departmental Affirmative Action Program and appoint a department coordinator to work with the Equal Opportunity/Contract Compliance Officer in implementing the department's program;
2. Ensure that established grievance procedures for resolving employee complaints are communicated to all employees;
3. Ensure affirmative action and equal opportunity in all forms of employment;
4. Make every reasonable effort to achieve workforce profile goals.

G. Personnel Division

The Personnel Division shall:

1. Recommend policy changes to the King County Executive, Director, Department of Executive Administration and the Affirmative Action Advisory Committee on personnel/employment related matters;

2. Review the testing, recruitment, and certification process to ensure that artificial barriers are eliminated (especially where it concerns the hiring or promotion of minorities, women and the handicapped);
3. Ensure that minorities, women and the handicapped are included in the employee selection process, (e.g., interview panels);
4. Ensure that employment registers contain adequate representation of minorities, women and the handicapped;
5. Conduct exit interviews and/or provide questionnaires to identify reasons for termination of employment.

H. **Public Safety/Civil Service Commission**

The Public Safety/Civil Service Commission shall:

1. Provide selective certification of minorities, women and the handicapped, to fill certain positions that are underrepresented;
2. Review and correct personnel practices and policies which restrict equal employment opportunities;
3. Identify areas where special programs are needed to meet the Department of Public Safety's affirmative action goals.

I. **All King County Employees**

Every County employee is responsible for observing the intent and philosophy of the King County Affirmative Action Program.

DISTRIBUTION OF THE AFFIRMATIVE ACTION PLAN AND POLICY

A. Internal Dissemination

1. King County's Affirmative Action Plan will be disseminated on a department.
2. The County's non-discrimination Policy will be posted on each department's bulletin board (appendix section). The full text of the Affirmative Action Plan will be made available to each employee when requested.
3. King County's affirmative action philosophy, goals and objectives will be an integral part of the new employee orientation.

B. External Dissemination

1. Copies of the Affirmative Action Plan will be provided to all federal agencies with whom King County has contractual arrangements. In addition, copies will be sent to the Washington State Human Rights Commission.
2. The Affirmative Action Program will inform minority, women and handicapped organizations, community leaders, and educational institutions of King County's Affirmative Action Policy and encourage their assistance in actively recruiting and referring minorities, women and the handicapped for all job openings.
3. The Affirmative Action Plan will be provided to the King County library system.
4. The Personnel Division will provide union representatives with a copy of the Annual Affirmative Action Plan.

C. Labor Contracts

King County will endeavor to include, in its 1987 collective bargaining agreements, provisions that ensure compliance with applicable federal, state and local laws governing affirmative action and equal employment opportunities.

EEO MONITORING AND REPORTING

The King County Executive will hold Department Directors accountable for accomplishing the County's annual affirmative action goals.

The Affirmative Action Administrator, under the direction of the Director of Executive Administration is responsible for the overall coordination, implementation, and monitoring of the King County Affirmative Action Program.

The Equal Opportunity/Contract Compliance Officer, under the direction of the Affirmative Action Administrator, will work with each department to ensure implementation, compliance, and completion of affirmative action goals, as it specifically states in the County's Affirmative Action Plan.

In the area of employment, the Division of Systems Services shall provide a monthly report to the Affirmative Action Program which includes the following information:

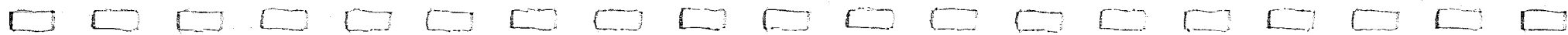
- (1) Work force analysis by Department and King County-wide;
- (2) New hires by job classification, race, gender and handicap;
- (3) Promotions by job classification, race, gender and handicap;
- (4) Terminations by job classification, race, gender and handicap with reasons for termination;
- (5) Disciplinary action by race, gender and handicap;
- (6) Work force analysis for appointed/exempt positions;

A Quarterly Report will be compiled by the Affirmative Action Program for review by the Affirmative Action Advisory Committee concerning King County affirmative action efforts.

Distribution of the Quarterly Report will be as follows:

- (1) King County Council
- (2) King County Executive
- (3) King County Department Directors
- (4) Affirmative Action Advisory Committee members

A quarterly meeting will be held by the Affirmative Action Advisory Committee, chaired by the Deputy County Executive.



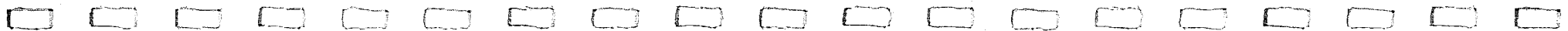
DEPARTMENT: EXECUTIVE ADMINISTRATION, AFFIRMATIVE ACTION PROGRAM

Goals, Objectives and Projects	Agencies Involved	Due Date	Executive Action	Due Date
I. Develop a master plan to make King County programs, services, employment opportunities, and facilities accessible to all persons regardless of handicap or disability.	All King County Departments	January 1988	Execute a directive to all King County Departments.	March 1987
A. Program/Physical Accessibility				
1. Lease buildings that are physically accessible to disabled persons.	All King County Departments	March 1987	Execute a directive to all King County Departments.	March 1987
a. If a County department is planning to lease a building that is not accessible to disabled persons, the department is directed to provide a written justification to the AAP prior to entering into lease.	All King County Departments	March 1987	Execute a directive to all King County Departments.	March 1987
b. Identify programs and/or activities provided in leased facilities that are not accessible due to physical barriers;	All King County Departments	June 1987	Execute a directive to all King County Departments.	March 1987
c. Develop corrective plans to make programs and activities accessible to disabled persons in leased buildings.	All King County Departments	December 1987	Execute a directive to all King County Departments.	March 1987
2. Ensure that all County programs are accessible to users of TTY/TDD's (teletypewriters for the deaf.)	All King County Departments	March 1987	Execute a directive to all King County Departments.	March 1987
a. Include TTY/TDD telephone numbers in all program publications.	All King County Departments	March 1987	Execute a directive to all King County Departments.	March 1987

DEPARTMENT: EXECUTIVE ADMINISTRATION, AFFIRMATIVE ACTION PROGRAM

Goals, Objectives and Projects	Agencies Involved	Due Date	Executive Action	Due Date
<p>b. Hold an informational meeting for County departments on TTY/TDD procedures, proposed policy on sign language interpreters, amplified telephones and related Section 504 information.</p>	Affirmative Action Program	February 1987	Execute a directive to all King County Departments.	March 1987
<p>3. Develop a County-wide policy for sign language interpreter usage for the hearing impaired.</p>	Affirmative Action Program	July 1987	Review and approve policy.	July 1987
<p>4. Develop guidelines for prioritizing the placement of tactile signs as required by the American National Standard Institute (ANSI) throughout County owned facilities.</p>	Facilities Management	As funds are available after Consultant study.	Execute a directive to all King County Departments.	March 1987
<p>a. Post signs in County owned facilities that are accessible by touch to visually impaired persons, which identify room numbers and name of departments, programs, services, restrooms, and other such facilities.</p>	All King County Departments	As funds are available.	Execute a directive to all King County Departments.	March 1987
<p>5. Complete consultant study of County-owned buildings (non Parks and non Public Works buildings) managed by the Facilities division in outlining areas.</p>	Facilities Management	May 1987	N/A	N/A
<p>6. Analyze results of consultant study to determine budgetary impact of correcting accessibility problems. Submit request for 1988 CIP funds if appropriate.</p>	Facilities Management	June 1987	Approve budget request.	August 1987

2/9/87

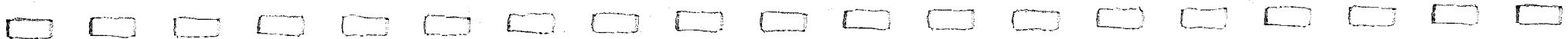


DEPARTMENT: EXECUTIVE ADMINISTRATION, AFFIRMATIVE ACTION PROGRAM

Goals, Objectives and Projects	Agencies Involved	Due Date	Executive Action	Due Date
7. Develop a master plan, with proposed time-tables and steps needed, to make all King County parks and recreational facilities accessible to disabled persons.	Department of Planning & Community Development, Parks Division	November 1987	Review and approve master plan.	December 1987
8. Complete a feasibility and cost estimate study for modifying the Fifth Avenue entrance to the Administration Building.	Facilities Management	May 1987	Review estimate study.	August 1987
9. Modify the steepness of the existing ramp at the Fourth Avenue entrance to the Courthouse. This is Phase I and funded in the 1986 CIP.	Facilities Management	February 1987	Support additional budget request if needed.	February 1987
10. Install new hardware for handicapped access on doors in the Courthouse, the Administration Building, and the garage tunnel.	Facilities Management	June 1987	Phase I funded in the 1986 CIP.	N/A
11. Ensure that door closure pressure for doors to public spaces in Courthouse and Administration Building does not exceed eight pounds.	Facilities Management	June 1987	Phase I funded in the 1986 CIP.	N/A
12. Modify door openings and frames for doors to public spaces in the Courthouse and Administration Building so that they are accessible to wheelchairs.	Facilities Management	June 1987	Phase I funded in the 1986 CIP.	N/A

DEPARTMENT: EXECUTIVE ADMINISTRATION, AFFIRMATIVE ACTION PROGRAM

Goals, Objectives and Projects	Agencies Involved	Due Date	Executive Action	Due Date
13. Renovate restrooms on the 1st, 2nd, 4th and 6th floors in the Courthouse and 1st, 2nd, 4th and 7th floors in the Administration Building.	Facilities Management	June 1987	Phase I funded in the 1986 CIP.	N/A
a. Lower the lavatories and change faucets in the restrooms indicated on #12.	Facilities Management	June 1987	Phase I funded in the 1986 CIP.	N/A
b. Modify existing or install new towel cabinets and mirrors in the restrooms.	Facilities Management	June 1987	Phase I funded in the 1986 CIP.	N/A
14. Modify existing or install new water fountains in Courthouse and Administration Building as Phase I funds permit.	Facilities Management	June 1987	Support additional budget request if needed.	September 1987
15. Install grabrails in entry areas in the Courthouse and Administration Building.	Facilities Management	June 1987	Phase I funded in the 1986 CIP.	N/A
16. Install handrails in the garage tunnel.	Facilities Management	June 1987	Phase I funded in the 1986 CIP.	N/A



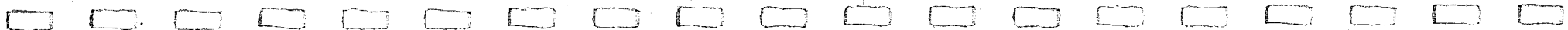
DEPARTMENT: EXECUTIVE ADMINISTRATION, AFFIRMATIVE ACTION PROGRAM

Goals, Objectives and Projects	Agencies Involved	Due Date	Executive Action	Due Date
B. King County Service Providers				
1. Programs and services that are provided by contractors with King County shall be made accessible to all qualified or eligible persons regardless of handicap or disability.	All applicable Departments/Service Providers	December 1988	Execute a directive to all King County Departments.	March 1987
a. Begin Monitoring King County contracts to ensure that their programs and services are accessible to handicapped/disabled persons.	All applicable Departments/Service Providers	March 1987	Execute a directive to all King County Departments.	March 1987
b. Develop corrective action plan for those service providers who were found to be in noncompliance with Section 504 requirements during the Self-evaluation process.	All applicable Departments/Service Providers	December 1988	Execute a directive to all King County Departments.	March 1987
c. Assist departments in monitoring contractor's compliance to corrective action plans.	Affirmative Action Program	ongoing	N/A	
d. Negotiate a conciliation agreement with noncomplying contractors which will remedy the areas of their noncompliance.	All applicable Departments/Service Providers.	ongoing	N/A	

DEPARTMENT: EXECUTIVE ADMINISTRATION, AFFIRMATIVE ACTION PROGRAM

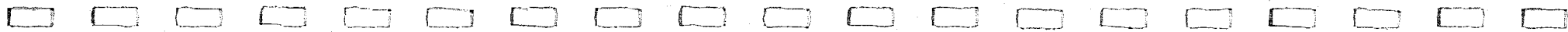
Goals, Objectives and Projects	Agencies Involved	Due Date	Executive Action	Due Date
C. Employment of Handicapped Persons				
1. Incorporate in the 1987 Affirmative Action Plan the possible use of straight Selective Certification for the employment of disabled persons.	Affirmative Action Program	January 1987	Forward Affirmative Action Program approval for Council.	March 1987
2. Develop policies for sign language interpreters to make employment with the County accessible to deaf and hearing impaired persons.	Affirmative Action Program	July 1987	Review and approve policy.	July 1987
3. Develop a brochure directed to assist handicapped persons in the application and interview process and to inform applicants of his/her rights.	Division of Personnel Affirmative Action Program	July 1987	Approve Budget Request.	Sept. 1986
4. Develop a booklet for Supervisors regarding the provision of reasonable accommodation to disabled/handicapped employees and applicants.	Affirmative Action Program	March 1987	N/A	March 1987
5. Request in the budget a Handicap Coordinator position to identify appropriate jobs, locate resources, recruit people of disability, work with departments to facilitate successful job placement, coordinate other programs including alternative placement of injured county workers.	Division of Personnel Affirmative Action Program	June 1987	Approve budget request.	

2/9/87



DEPARTMENT: EXECUTIVE ADMINISTRATION, AFFIRMATIVE ACTION PROGRAM

Goals, Objectives and Projects	Agencies Involved	Due Date	Executive Action	Due Date
6. Revise handicap self-evaluation questionnaire and send out to all Executive branch employees.	Affirmative Action Program/Personnel Division	March 1987	N/A	N/A
7. Review the existing Personnel Ordinance and the Guidelines for the Career Service to allow increased flexibility in hiring disabled persons without undermining basic Career Service principles.	Division of Personnel	July 1987	Review and approve changes to the Personnel Ordinances and the Guidelines for Career Service if necessary	July 1987
8. Evaluate the need for handicap training sessions addressing handicap accommodation, hiring practices and procedures.	Affirmative Action Program/Personnel Division	July 1987	Approve Budget Request.	Sept. 1987
II. No qualified handicapped person shall, on the basis of handicap, be subject to discrimination in King County government.	All King County Departments			
A. Grievance Procedure				
1. Develop a grievance procedure for handicapped/disabled persons.	Affirmative Action Program	January 1987	N/A	N/A
2. Investigate all claim of unfair treatment by a King County Department, King County facility, or King County funded agency based on a person's handicap/disability filed pursuant to the County's internal discrimination complaint process within ninety (90) days.	Affirmative Action Program	ongoing	N/A	N/A



FORMULA TO COMPUTE OVERALL AVAILABILITY PERCENTAGE GOAL FOR MINORITY, FEMALE AND THE HANDICAPPED IS AS FOLLOWS:

$$\frac{\text{The Sum Of Employees In Job Category}}{\text{Total Employees}} \times \text{Availability Statistic} = \text{Overall Availability}$$

FEMALES

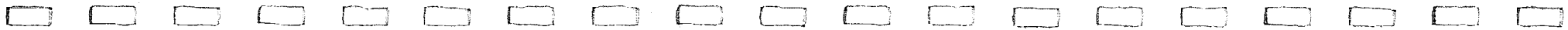
Administrative	.0162	X	33.2% =	.53
Professional	.2686	X	43.8% =	11.76
Technician	.1175	X	38.1% =	4.47
Prot. Ser.	.1926	X	27.1% =	5.21
Para-Professional	.0372	X	65.7% =	2.44
Office/Clerical	.2106	X	65.0% =	13.68
Skilled Craft	.0489	X	22.1% =	1.08
Service Maint.	.1082	X	33.6% =	3.63
				42.8%

MINORITIES

Administrative	.0162	X	10.3% =	.16
Professional	.2686	X	13.7% =	3.67
Technician	.1175	X	15.3% =	1.79
Protective Service	.1926	X	14.5% =	2.79
Para-Professional	.0372	X	20.1% =	.74
Office/Clerical	.2106	X	18.1% =	3.81
Skilled Craft	.0489	X	13.7% =	.66
Service Maint.	.1082	X	18.9% =	2.04
				15.66 or
				15.7%

HANDICAP

Administrative	.0162	X	5.6% =	.09
Professional	.2686	X	4.7% =	1.26
Technician	.1175	X	4.6% =	.54
Protective Service	.1926	X	13.7% =	2.63
Para-Professional	.0372	X	5.6% =	.20
Office/Clerical	.2106	X	5.9% =	1.24
Skilled Craft	.0489	X	8.5% =	.41
Service Maint.	.1082	X	7.9% =	.85
				7.2%



COMMUNITY INPUT

ATLANTIC STREET CENTER

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Celebrating 75 Years of Service 1910-1985

February 19, 1987

Tim Hill
King County Executive
King County Courthouse
Seattle, WA 98104

Dear Mr. Hill:

We are pleased to have been given the privilege of reviewing the County's 1987 Affirmative Action Plan prior to its submittal to the King County Council for approval.

Careful review of the Plan dictates commendation to you and your Affirmative Action Program staff for an excellent job in increasing the representation of minorities, women and handicapped persons in County Government. I am impressed with the amount of work outlined by the Affirmative Action Plan Progress Report for 1986. Most of all, I am pleased to read such a comprehensive and well written plan which gives me a good feeling that Affirmative Action is at work and alive in King County. Frankly, as you know, I had reservations when you were elected County Executive that Affirmative Action would not be a high priority of your administration. You have proved me wrong as evidenced by the results referenced in the aforementioned report and my reservations have been laid to rest. Furthermore, I hope that any reorganization plan for this office and its work will be given your personal review to protect the gains made for the protected classes and that we see the outstanding achievement gained be maintained.

Again, congratulations on your commitment to fair employment practices and I believe your staff should be personally commended by you for their results in public service for their duties and responsibilities.

Sincerely,


Joseph E. Garcia
Executive Director

cc: Honorable Gary Grant, Chairman, King County Council
Ron Sims, Chairman, Administration & Justice Committee,
King County Council
Ron Fatland, Deputy King County Executive
Jerry Saulter, Director, Executive Administration
Richard C. James, Affirmative Action Administrator
Leita Ovena, Equal Opportunity/Contract Compliance Officer



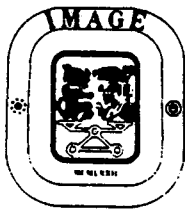


Image de Seattle

P.O. BOX 21247
Seattle, Washington 98101

FEB 23 1987

February 20, 1987

The Honorable Tim Hill
King County Executive
400 Courthouse
Seattle, WA 98104

Dear Mr. Hill:

I want to extend to you, continued success on your Affirmative Action Program Plan. After careful review of your plan, I have found your efforts to promote equal employment opportunity as mandated by Federal law to be noteworthy. As a Hispanic Organization concerned with the employment opportunities of Hispanic's, we are hopeful you will continue to support the Hispanic community as you have in the past.

I would like to also commend your Affirmative Action staff for putting together such an ambitious plan which I'm sure will benefit all the protected classes in King County. The time and effort which went into this plan shows me a hardworking and dedicated staff of professionals, which your office can be proud of in continuing your Affirmative Action Programs.

Image de Seattle appreciates the opportunity to review this plan before its submittal to the King County Council. If we can ever be of assistance on Hispanic issues and concerns, please don't hesitate to give me a call at 442-4971. Image de Seattle is supportive of your efforts to continue a positive Affirmative Action Program Plan.

Sincerely,

Albert J. Olvera
Affirmative Action Liaison
Image de Seattle

cc:

Jerry Sulter
Dir. Exec. Adm.
Richard James
Aff. Action Adm.
Leita Ovena
EEO/Contract Compliance Officer

SOUTH EAST ASIAN REFUGEE FEDERATION

2200 RAINIER AVENUE SOUTH SEATTLE, WASHINGTON 98144

(206) 323-9365; 323-9366; 323-9367; 323-9376
February 23, 1987

Mr. Tim Hill
King County Executive
King County Courthouse, Room 400
Seattle, WA 98104

Dear Mr. Hill:

Thank you for allowing the Asian community to review your proposed 1987 Affirmative Action Plan prior to its submittal to the King County Council. We are honored to have this privilege.

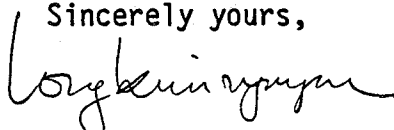
I am impressed with the outstanding performance of the Affirmative Action Program as outline in the Plan. Commendation is in order for such dedication in carrying out the spirit and intent of the law governing Affirmative Action. The accomplishment in increasing the representation of minorities, women, and handicapped persons in King County government is very impressive. I am pleased that your administration is moving in the right direction.

The civil rights movement needs your support. Your office in particular has shown support in hiring Southeast Asians and aiding them in their search for employment. Your staff continues to show dedication and sensitivity in aiding all people.

Also, it is my understanding that there is proposed legislation to move EEO out of the Affirmative Action Program into the Personnel Division. We oppose such a move. As you will undoubtedly agree, EEO plays a very important and crucial role in the advancement of people of color. To reduce its level of visibility and authority is to lose its effectiveness. Our recommendation is to keep EEO inside the Affirmative Action Program and that the Program be placed under the jurisdiction of the County Executive. The Affirmative Action Program should be in a more highly visible place and EEO should not be separated and hidden away in some obscure corner of government.

Again, we applaud your Affirmative Action Plan and congratulate you on selecting leadership in a program that is moving the County forward.

Sincerely yours,



Kim Long Nguyen

KLN:dm

cc: Rollin Fatland, Deputy County Executive
Gary Grant, Chairman, King County Council
Ron Sims, King County Councilman
Richard C. James, Affirmative Action Administrator



Filipino-American Political Action Group of Washington, Inc. (FAPAGOW)

3722 Northeast 151st Street
Seattle, WA 98155-7714

February 24, 1987

Mr. Tim Hill
King County Executive
King County Courthouse, Room 400
Seattle, WA 98104

Dear Mr. Hill:

As a leader in King County's Filipino-American Community, I have been asked to review King County's proposed 1987 Affirmative Action Plan. I am pleased to see that the gains made by minorities and women have not been eroded by your administration.

The proposed plan is well organized and demonstrates a high level of competence on the part of the staff in the Affirmative Action Program. It is evident that their commitment to the principles of affirmative action and equal employment opportunity have withstood the always difficult first year in a new administration.

While the proposed plan shows promise, the Filipino-American Community looks for strong leadership from you in this very important area. This leadership can be demonstrated by your opposition to a proposal that the Equal Employment Opportunity/Affirmative Action functions of the Affirmative Action Program be transferred to the Personnel Division. Such a proposal imposes another layer of management between that program and you. Moreover, it places the functions of monitoring the personnel responsibilities of the County for compliance with Equal Employment Opportunity/Affirmative Action laws under the supervision of the manager of the division being monitored. Please do not leave the fox to guard the chicken coop.

We know most of the staff of the Affirmative Action Program are committed to the concepts of Equal Employment Opportunity/Affirmative Action. We would like some assurance from you that you share this commitment. We will consider your position on this proposal to be an indicator of that commitment.

I appreciate the opportunity to comment on the Affirmative Action Plan and look forward to providing input in the future.

Sincerely yours,

Tony R. Espejo
President



February 24, 1987

The Honorable Tim Hill
King County Executive
400 King County Courthouse
Seattle, Washington 98104

Dear Mr. Hill:

I have just read the 1987 Affirmative Action Plan and want to tell you what an outstanding tribute it is to your administration's commitment to equal employment opportunity and affirmative action for minorities, women, and handicapped persons. The Plan reports very real employment and business gains made by these protected groups, thanks to the dedicated effort of King County Government.

The high accomplishment levels and ambitious goals reported in the Plan assure me that King County's Affirmative Action Program is a very vital agency in County government and in the many communities served by the Program. I am really impressed with the amount of work and dedication that went into this Plan by your Affirmative Action staff.

During this unsettling period of setbacks in the civil rights movement, I am heartened by the continued progress shown by King County's Affirmative Action Program in the areas of equal opportunity and affirmative action for minorities, women, and handicapped persons.

However, I am gravely concerned with the proposed reorganization of the Affirmative Action Program. It is my understanding that the EEO Section may be moved into the Personnel Division. I am adamantly against such a move because this would inhibit the ability of the Program to operate independently in its "watchdog" function.

Sincerely,

Anthony Ogilvie

cc: Honorable Gary Grant, Chairman, King County Council
Ron Sims, King County Councilman
Rollin Fatland, Deputy King County Executive
Jerry Saulter, Director, Department of Executive Administration
Richard C. James, Affirmative Action Administrator

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**&
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February 24, 1987

The Honorable Tim Hill
King County Executive
400 King County Courthouse
Seattle, WA 98104

Dear Mr. Hill:

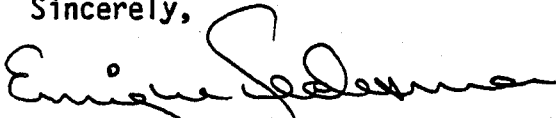
Thank you for giving me the opportunity to review and comment on your 1987 Affirmative Action Plan. I can tell that a lot of work went into this plan, and I am impressed by the thoroughness of your Affirmative Action Program staff in preparing this plan.

I was also happy to see real gains made by King County in the hiring of minorities, especially Hispanics and Native Americans, as well as women and handicapped persons. These successes point out the importance of having an independent and strong Affirmative Action Program.

I understand that there is a proposal to move part of the Affirmative Action Program into the Personnel Division. In my opinion, such a move would be a grave mistake. The successes experienced by King County in increasing the representation of minorities and other persons show that it is important to have an Affirmative Action Program that is separate from, and able to monitor, the Personnel Division and other departments.

Let me also take this opportunity to thank King County for giving contracts to small, independent, minority businesses such as my own.

Sincerely,



Enrique Ledesma
Ledesma & Associates

cc: Gary Grant, Chairman, King County Council
Ron Sims, King County Councilman
Rollin Fatland, Deputy King County Executive
Jerry Sautler, Director, Department of Executive Administration
Richard C. James, Affirmative Action Administrator



"Beyond the storm are rays of sunlight. It is a thing of beauty, an act of nature, a sign of God pointing toward the goal of peace and justice in our time."
Rev. Jesse Jackson

Washington State Rainbow Coalition

February 25, 1987

The Honorable Tim Hill
King County Executive
King County Courthouse
Seattle, Washington 98104

Dear Executive Hill:

The Rainbow Coalition has reviewed your proposed 1987 Affirmative Action Plan. We are moved by the accomplishments described in the plan. The progress outlined in all of the Affirmative Action Program areas shows the Coalition that King County is committed to Affirmative Action.

I am also impressed with the approach in how the Plan outlines its existence, substance and its implementators. This enables an outside person to fully understand the mechanics of the County's Affirmative Action Program. We have reviewed alot of Affirmative Action Plans and we must admit that the Plan is very comprehensive, thorough and well put together.

I have been informed that there is a proposal to remove EEO from the Affirmative Action Program. The Rainbow Coalition is in opposition of this proposal. This action, in our opinion, will set EEO back several years and will be viewed as your Administration's way of dismantling Affirmative Action. The gains outlined in the Plan indicates that the Affirmative Action Program is successful in implementing the spirit and the law govering Affirmative Action in County Government. Let us not loose the Affirmative Action Program's effectiveness by tearing it apart.

Thank you for the opportunity to review and make comments on the County's Affirmative Action Program. Congratulations to your administration's progress toward Affirmative Action and commendation to your Affirmative Action staff for their role in this progress.

Sincerely,

Charles Rolland,
Rainbow Coalition

Washington State Rainbow Coalition
P.O. Box 22856
Seattle, WA 98122

Phone: (206) 328-7158

February 25, 1987

The Honorable Tim Hill
King County Executive
King County Courthouse
Seattle, WA 98104

Dear Executive Hill:


Your proposed 1987 affirmative action plan for King County is comprehensive, compelling and compassionate. Yes, compassionate. As in, trying to help you and the County Council attain the goal of having a county workforce which reflects the population you serve.

A strength of your plan is information on authority. It sets a framework for understanding 1986 and proposed 1987 affirmative action efforts. Given the length of the document, it would be strengthened with an executive summary that clearly presented the key points of your proposal, and highlighted potential policy and budget impacts.

Your plan will become a model for other governments to replicate. It deserves the same praise and critical acclaim your Financial Condition of Seattle: A Financial Indicators Report received.

Your commitment to affirmative action and equal employment opportunity shine through the document. Thanks for a job well done.

Best Wishes,


Alan Kurimura
5342 South Wallace Street
Seattle, WA 98178

February 26, 1987

Tim Hill
King County Executive
400 Courthouse
516 Third Avenue
Seattle, WA 98104

RE: 1987 Proposed Affirmative Action Program

Dear Mr. Hill:

Thank you for the opportunity to review the 1987 proposed Affirmative Action Plan in my capacity as chairperson of the handicapped Accessibility Advisory Committee. I am pleased to see the emphasis this plan places upon handicapped issues with the inclusion of your directive and work plan.

I applaud the 7.2% hiring goal for 1987. Although perhaps a bit ambitious, it is an admirable goal and one that leaves no doubt about the County's commitment to increase its handicapped work force.

I would like to commend you and your Affirmative Action staff for your excellent job in demonstrating that handicapped accessibility is an integral part of the County's affirmative action efforts.


Sincerely,



Kelly Toomey
Chairperson
Handicapped Access Committee
Phone: 823-2404

KT:LA:cmc

cc: Jerry Saulter, Director, Department of Executive Administration
ATTN: Richard James, Administrator, Affirmative Action Program





February 28, 1987

Tim Hill
King County Executive
King County Courthouse
Seattle, WA 98104

Dear Mr. Hill,

I appreciate the opportunity of reviewing your 1987 Affirmative Action plan.

I am pleased that so much attention is given this important issue. The King County involvement of minorities is very impressive, however it is important that a continued focus be maintained or we fall back into old patterns.

I would like to express my recommendation that the Affirmative Action Program stand as an independent division. This gives flexibility and the independence necessary to maintain the quality of service.

The ability to speak from a neutral position eliminates much of the resistance that might otherwise develop.

Again, I appreciate the opportunity for input and I congratulate King County and the Affirmative Action staff for a quality job.

Warm personal regards,

Gordon Graham
The Pacific Institute

cc: Honorable Gary Grant, Chairman, King County Council
Ron Sims, Chairman, Administration & Justice Committee
Ron Fatland, Deputy King County Executive
Jerry Saulter, Director, Executive Administration
Richard C. James, Affirmative Action Administrator
Leita Ovena, Equal Opportunity/Contract Compliance Officer

