



**KING COUNTY**

1200 King County Courthouse  
516 Third Avenue  
Seattle, WA 98104

**Signature Report**

**February 4, 2003**

**Ordinance 14571**

**Proposed No. 2002-0576.2**

**Sponsors Constantine and Gossett**

1 AN ORDINANCE adopting the January 1, 2003 to  
2 December 31, 2004 King County EEO- Affirmative Action  
3 Plan; and repealing Ordinance 14118, Section 2.  
4  
5

6 **STATEMENT OF FACTS:**

- 7 1. The Office of Federal Contract Compliance, pursuant to 41 C.F.R. Chapter 60,  
8 requires federal grant recipients to develop and implement an affirmative action  
9 plan.
- 10 2. King County receives federal grants directly from the federal government and  
11 indirectly through state and local agencies. The county has a current affirmative  
12 action plan that complies with this federal regulation.
- 13 3. The county's affirmative action plan expires on December 31, 2002. To  
14 maintain compliance with federal funding requirements, the proposed January 1,  
15 2003 to December 31, 2004 King County EEO- Affirmative Action Plan shall be  
16 effective from January 1, 2003, to December 31, 2004, is recommended for  
17 council adoption.



**Ordinance 14571**

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18 4. Initiative 200 allows for public employers to establish affirmative action plans  
19 to meet federal grant requirements.

20 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

21 SECTION 1. Ordinance 14118, Section 2, is hereby repealed.

22 SECTION 2. The January 1, 2003 to December 31, 2004 King County EEO-  
23 Affirmative Action Plan, Attachment A to this ordinance, is hereby adopted. It shall  
24 remain in effect through December 31, 2004.

25

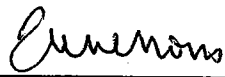
Ordinance 14571 was introduced on 12/2/2002 and passed by the Metropolitan King  
County Council on 2/3/2003, by the following vote:

Yes: 13 - Ms. Sullivan, Ms. Edmonds, Mr. von Reichbauer, Ms. Lambert, Mr.  
Phillips, Mr. Pelz, Mr. McKenna, Mr. Constantine, Mr. Pullen, Mr. Gossett,  
Ms. Hague, Mr. Irons and Ms. Patterson  
No: 0  
Excused: 0

KING COUNTY COUNCIL  
KING COUNTY, WASHINGTON

  
Cynthia Sullivan, Chair

ATTEST:

  
\_\_\_\_\_  
Anne Noris, Clerk of the Council

APPROVED this 14 day of February, 2003.

  
\_\_\_\_\_  
Ron Sims, County Executive

RECEIVED  
2003 FEB 14 PM 3:17  
KING COUNTY COUNCIL  
CLERK

**Attachments** A. January 1, 2003 to December 31, 2004 King County EEO- Affirmative Action Plan

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14571

ATTACHMENT A

2002 576



King County  
Human Resources Management Division  
Department of Executive Services  
Diversity Management Services  
400 Yesler Way, Fifth Floor M.S. YES-ES-0450  
Seattle, WA 98104  
Tel: (206) 263-7380 Fax: 684-1964

**January 1, 2003 to December 31, 2004**

**King County**

**EEO/Affirmative Action Plan**

**Ordinance**

**Adopted by King County Council on \_\_\_\_\_**  
**Signed by King County Executive on \_\_\_\_\_**

**To obtain in alternate format,  
Call (206) 684-1454 or TTY (206) 296-8535**

17541

## Acknowledgments

Our sincere appreciation for the leadership and coordination provided by the department directors and affirmative action liaisons respectively, the input provided by the citizen King County Civil Rights Commission, the citizen 504/ADA Advisory Committee, and the Employee-Based EEO/AA Advisory Committee, and the sheer hard work, creativity and entrepreneurial spirit demonstrated by staff.

### 2001 Department Directors and Affirmative Action Liaisons

DAJD	Steve Thompson, Anita Eakers, Pam Samek
DA	Scott Noble, Sean Bouffiu
DCHS	Barbara Gletne, Linda Nordness
DCFM	Cheryl Fambles, Leslie Addis, Carol Coghlan
DDES	Greg Kipp, Michael Frawley, Kathy Graves
EXEC	Paul Tanaka, Pam Cole
DF	Bob Cowan, John Amos
DIAS	Sheryl Whitney, Jim Buck
DJA	Barbara Miner, Sandy Nelson
DNR	Pam Bissonnette, Kathy Coronetz
OHRM	Bob Derrick, Steve Kikuchi
DPR	Craig Larsen, Ruben Nieto
DPH	Alonzo Plough, Jill Niven
DPS	Dave Reichert, Ralph Cady
DOT	Paul Toliver, Harold Taniguchi

King County Civil Rights Commission

King County 504/ADA Advisory Committee

### 2001 Employee-Based EEO/AA Advisory Committee

DAD	Luis Robles
DA	Alan Hashimoto
DCHS	Cliff Floberg
DCFM	Carl Knight, Vice-Chair
DDES	Susan Marlin
DF	Ade Williams
DIAS	Walter Chaffee (Secretary)
DJA	Ruth Peralta-Clark
DNR	Lynda Yost
DPR	Rita Jordan
DPH	June Beleford, Diane Agasid
DPS	Joe Lewis
DOT	Kenneth McCormick, Michael Moore (Officer-At-Large), Donna Moss George Williams (Chair), DeMarko Minnis

Diversity Management Services Division Staff  
Diversity Manager  
Affirmative Action Program Coordinator

Maria Batayola  
Keven Franklin

# **2003-2004 KING COUNTY EXECUTIVE BRANCH EEO/AFFIRMATIVE ACTION PLAN**

## **EXECUTIVE SUMMARY**

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

- 1) Identifying areas of program focus,
- 2) Stating the actions it has taken to move towards parity, and
- 3) Setting forth an action-oriented plan to do so.

Highlights of the EEO/Affirmative Action Plan include:

1. Carried over the current 2002 affirmative action workforce availability as basis for setting 2003-2004 affirmative action goals where needed. We are waiting for the release of the Census 2000 information, scheduled for the 4<sup>th</sup> quarter of 2003, to update the workforce availability.
2. Updated the EEO Policy, and the roles and responsibilities sections to reflect the County's 2001 reorganization.
3. Included the annual Council required year-end 2001 Affirmative Action Progress Report. The report is located in Section 6: Identification and Correction of Problem Areas. Note that statistical information at the department level is accessible electronically. In short:
  - During the entire AA Plan period from July 1, 1999 to December 31, 2001, the County made material progress in meeting 52% or 73 of the 140 EEO Job category areas where goals were set. This includes 33% or 46 EEO Job categories where the goals were fully met.
  - Excellent progress was made in meeting hiring goals for women and people of color. Additional attention is necessary to meet persons with disabilities goals.
  - In 2001, the County's hiring opportunities were affected by downsizing and lay-off placement. The diverse hiring of women (37%) and people of color (36%) occurred but progress in meeting specific affirmative action hiring goals was limited.

4. Included are the proposed 2003-2004 Affirmative Action hiring goals for women, people of color and persons with disabilities by department, based on the 2001 year end workforce analysis.

The rest of the EEO/AA Plan remains the same to maintain compliance with various federal granting requirements.

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## **1. VISION**

The mission of King County Executive Branch is to enhance King County's quality of life and support its economic vitality by providing high-quality, cost-effective, valued services to our customers. Viewing government as an instrument of change, we envision King County as a collaborative, responsive, innovative and progressive regional government. We continue to value the diversity of our workforce as the key to providing effective culturally competent services to our many communities. We also value the diversity of our many communities as a primary source of applicants for our workforce. We believe that diversity and equal employment opportunity are basic foundations of effective service provider teams, therefore, we:

- work to attract and retain committed, talented and diverse workforce capable of addressing complex challenges;
- create bias-free work environments that promote diversity, equity, and productivity and where our employees and citizens can feel respected, communicate freely, and contribute fully;
- provide leadership, role modeling, encouragement, support and resources to foster innovation in meeting our goals, and to ensure the implementation of this plan;
- hold ourselves accountable, make our results known, and celebrate our successes to further promote the values of diversity, equity and productivity; and
- lead the region in addressing the effects of discrimination.

To assist in the fulfillment of this mission, the King County Executive Branch has established a voluntary temporary EEO/Affirmative Action Plan with goals and timetables to correct underutilization and articulate a diversity friendly environment in pursuit of diversity, equity, and productivity values at the workplace.

## **2. AFFIRMATIVE ACTION PROGRAM REQUIREMENTS**

The King County Executive Branch has established a voluntary written affirmative action plan in pursuit of equal employment opportunity ("EEO"), fair employment and a diversity-friendly work environment. The EEO/AAP is a strategic plan, designed to provide guidance to management to implement the equal employment opportunity and affirmative action policy. The following departments are covered by the 2003-2004 EEO/AAP.

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

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

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



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

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

### **3. EEO POLICY STATEMENTS AND REAFFIRMATION**

It is the policy of the King County Executive Branch to express the values of diversity, equity and productivity by treating its employees with dignity and respect in accomplishing its public service mission. To accomplish these values, King County reaffirms its EEO and Affirmative Action commitments to:

#### **A. EEO Policy**

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

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

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

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

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

4. Develop and maintain a work environment that promotes diversity and equity.
5. Hold all employees accountable for complying with this policy. Any employee who commits or participates in any action, which is a violation of this policy, may be subject to disciplinary action as appropriate.
6. Encourage any employee with questions, issues or complaints about any type of discrimination in the workplace to bring such matters to the attention of their immediate supervisor or personnel officer or the Human Resources Division. When requested or as appropriate, notify the employee of his/her right to file a discrimination complaint with human rights or complaint resolution agencies such as the King County Office for Civil Rights Enforcement, Washington State Human Rights Commission, the Federal Civil Rights Commission, Department of Labor and Veterans Administration.
7. Ensure that employees can raise issues and complaints without fear of reprisal, retaliation, harassment, intimidation, threats, coercion or discrimination because they: (1) surfaced an EEO issue and/or concern and/or filed a formal complaint; (2) assisted or participated in any investigation, compliance review, hearing, or any other activity related to the administration of any non-discrimination and/or affirmative action program; (3) opposed any act or practice that is discriminatory; and/or (4) exercised any other employment right protected by county, state, or federal law or its implementing regulations.

<b>B. Affirmative Action Commitments</b>
--

1. Take affirmative efforts to address hiring inequities for minorities, women and persons with disabilities in career service and exempt positions by establishing a temporary action-oriented Affirmative Action Plan to identify and address under-representation in the workforce.
2. Continue efforts to conduct inclusive Recruitment and Outreach to include minority group members, women, persons with disabilities and covered veterans to expand their utilization in all job levels given their availability and qualifications. Previous efforts include, but were not limited to: participating in community events, career fairs and other events to create visibility for the County as an employer; contacting known applicant sources for minorities, women, persons with disabilities and covered veterans; and encouraging employees to participate in community events and professional associations.
3. Review and strengthen job-related criteria for employment processes to ensure that they are bias free, and provide technical assistance where appropriate to resolve such issues.

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

### **C. Program Accountability**

1. Monitor and evaluate program status and progress on a quarterly basis. Provide semi-annual and annual reports to the Executive, department directors, King County Council, Civil Rights Commission, 504-ADA Advisory Committee and the Executive's Employee-Based EEO/AA Committee.
2. Identify and analyze employment and personnel practices to ensure that they are appropriately job related and are nondiscriminatory.
3. Hold every level of management accountable for the successful implementation of the EEO/AA Plan.
4. Provide a complaint process to address allegations of non-compliance with the EEO Policy.

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

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

- Electronically in the King County public folders under Human Resources, Diversity Management, 2003-2004 EEO/AA Plan.
- Hard copies are also available for review in the offices of the Diversity Management Services.
- This report will also be available in alternative format for individuals with disabilities. To request this report in an alternative format, please call (206) 684-1198 or for TTY users, please call (206) 296-8535.

Employees and/or applicants for employment may also direct their questions related to EEO and Affirmative action to personnel officers or Diversity Management Services staff.

## 4. DISSEMINATION OF EEO POLICY STATEMENT

### A. Internal Dissemination

1. King County's EEO Policy and Affirmative Action Plan hereafter referred to as the EEO/AA Plan or the Plan, will be disseminated on a Countywide basis to department directors, managers and department personnel representatives.
2. The County's EEO Policy will be permanently posted at each work site. Employees will have access to the full text of the EEO/AA Plan upon request and shall be informed of this right.

Copies of the full text of the Plan are available for review as follows: electronically in the King County public folders, Human Resources, Diversity Management, 2003-2004 EEO/AA Plan, hard copies located at the Diversity Management Services and with departmental affirmative action liaisons. Upon request, the report will also be made available in alternative format for individuals with disabilities by contacting (206) 684-1871 or for TTY users (206) 296-8535.

3. Communication of King County's EEO Policy and the purpose and overall goals of the EEO/AA Plan will be a part of the new employee orientation process.
4. Directors, administrators, and management will periodically discuss/explain the intent of the County's Policy and Plan's goals and objectives at staff meetings to ensure employee understanding. These discussions will occur at least on an annual basis. Diversity Management Services will assist management by prompting an annual discussion and providing suggestions for discussion topics.

### B. External Dissemination

1. Copies of the Policy and Plan will be provided to appropriate federal agencies upon request for compliance purposes.
2. The Human Resources Division (HRD) will inform individuals and organizations representing minorities, females, persons with disabilities, covered veterans and educational institutions of King County's commitment to equal employment opportunity and affirmative action. HRD will actively encourage their assistance in recruiting and employing underutilized people of color, women and persons with disabilities.
3. Once approved, the EEO/AA Plan will be made accessible to the public by providing hard copies to the King County Library and the City of Seattle Library, and providing on-line access under the [www.metrokc.gov](http://www.metrokc.gov) address.

4. HRD will provide the unions with an electronic and/or hard copy of the approved EEO/AA Plan.
5. HRD will ensure that King County presents itself as an equal employment opportunity employer by including statements to that effect in all job announcements and advertisements.
6. Diversity dimensions of employees, such as age, color, race, gender, disabilities or veteran service will be depicted in County publications with said employees performing a variety of roles and functions.

## 5. ESTABLISHMENT OF RESPONSIBILITY FOR IMPLEMENTATION

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

### A. Identification and Responsibilities for EEO Administration

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

#### 1. King County Council

- a) Reviews and adopts the County's EEO /Affirmative Action Plan policies, procedures and workforce availability rates every two years.
- b) Reviews on an annual and semi-annual basis progress made toward compliance with the County's EEO Policy and Affirmative Action Plan.
- c) Allocates resources for Plan development and implementation by the Human Resources Division.

#### 2. King County Executive

- a) Provides EEO and affirmative action leadership, priority, and policy direction to department management and advocates for resources to effectively implement the EEO/AA Plan.
- b) Hold management accountable for complying with the EEO/AA Plan.
- c) Recommends to the King County Council policies, procedures and resources to effectively comply with federal grant requirements and implement the EEO/AA Plan.
- d) Submits annual and semi-annual reports reflecting compliance progress to the King County Council.

#### 3. Manager, Human Resources Division (HRD)

- a) Provides EEO and Affirmative Action leadership and guidance to King County management. Recommends to the Executive policies, procedures, corrective programs, accountability measures and resources to effectively implement and comply with the County's EEO/AA Plan.
- b) Ensures the development, dissemination and consistent implementation of EEO/AA Plan and other nondiscriminatory personnel policies, procedures, programs and practices related to all employment activity and terms/conditions of

employment. This includes, but is not limited to ensuring job-related selection criteria and participation of minorities, women and persons with disabilities in the selection processes.

- c) Ensures coordination and/or provision of data for monitoring and evaluation purposes, technical support and consultation, recruitment and outreach and training to support departments to successfully implement the EEO/AA Plan.
- d) Assists the County Executive in evaluating management's compliance with EEO/AA Plan objectives for accountability purposes.

4. Manager, Diversity Management Services (DMS)

- a) Conducts Countywide EEO/AA policy development, dissemination, departmental implementation coordination, technical assistance and consultation, and training to comply with federal, state or County laws and mandates. Acts as EEO Officer for the Executive Branch.
- b) Develops and updates workforce availability data and provides affirmative action reports to Executive Branch departments and the Human Resources Manager for monitoring and evaluation purposes. Provides grant required compliance reports to federal agencies and semi-annual and annual reports to the King County Council.
- c) Conducts compliance reviews, recommends corrective actions to the Human Resources Manager and monitors departmental EEO/AA Plan compliance in areas that include, but are not limited to, exit interviews, provisional appointments, reasonable job accommodations for persons with disabilities, discrimination complaints, identification/removal of employment barriers, applicant flow review, salary difference analysis and job classification segregation/concentration.



**B. The Responsibilities of King County's Management to Ensure Implementation of the AAP**

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

Responsibilities of King County management staff working with Diversity Management Services to implement the EEO/Affirmative Action Plan include but are not necessarily limited to the following:

1. Department Directors

- a) Provide leadership to department management and hold them accountable for accomplishing EEO/AA Plan objectives.
- b) Provide adequate resources to accomplish objectives.
- c) Appoint the departmental Affirmative Action Liaison to coordinate and ensure EEO/AA Plan implementation of the following:
  - dissemination of affirmative action information to members of management and employees;
  - development and implementation of action oriented programs to achieve goals;
  - communication of human resources policies and procedures to members of management and employees;
  - provision of training;
  - provision of accurate workforce data;
  - reporting of affirmative action efforts and results to Diversity Manager on a quarterly basis. Affirmative Action efforts include, but are not limited to, policy dissemination efforts, recruitment and outreach, documentation of selectively certified applicants who decline job offers, and development/implementation of strategies to correct underutilization;
  - Posting of federal and state legally required EEO notices at all worksites.
- d) Ensure the evaluation and resolution of policies, procedures and practices that do not comply with the EEO/AA Plan;
- e) Appoint the EEO Coordinator for the department to ensure timely and appropriate response to employee allegations of unlawful employment discrimination filed with human rights agencies such as King County Office of

Civil Rights, Washington State Human Rights Commission, and the federal Equal Employment Opportunity Commission.

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

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

The King County employee-based Equal Employment Opportunity/Affirmative Action Advisory Committee is an advisory body to the Executive, Human Resources Division, and Department Directors. Its purpose is to:

- a) Serve in an advisory capacity to the Executive in developing and reviewing strategies, systems, policies and guidelines to implement and further enhance equal employment opportunities and affirmative action objectives for the County;
- b) Review the EEO/Affirmative Action Plan and updates with HRD, and makes recommendations regarding its adoption to the King County Executive, and
- c) Review semi-annual and annual Affirmative Action progress reports and advises the County Executive accordingly.

3. King County Civil Rights Commission

- a) The King County Civil Rights Commission (Commission) is an independent citizen advisory body to the Executive and County Council on the County's equity programs, whose responsibilities include but are not limited to: County government employment, contracting, affirmative action for contractors, housing and public accommodation.
- b) The Commission reviews the EEO Policy and Affirmative Action Plan and makes recommendations regarding its adoption to the King County Executive and County Council.
- c) The Commission reviews and provides comments on amendments to ordinances, executive orders, etc.
- d) The Commission reviews and provides comments on the affirmative action progress reports prepared by HRD.

4. The 504/ADA Advisory Committee

- a) Pursuant to the terms of Ordinance #9383, the 504/ADA Committee is charged with reviewing and monitoring the affirmative action progress made in the employment of people with disabilities in the County's workforce.
- b) As requested, advises HRD in policy and program development for persons with disabilities.

5. Prosecuting Attorney's Office

- a) The Prosecuting Attorney's Office is the legal counsel for King County government.
- b) The Prosecuting Attorney's Office provides information on court rulings related to equal employment opportunity and affirmative action, interprets the potential impact of said rulings and makes recommendations to the HRD and County Executive Departments.
- c) The Prosecuting Attorney's Office provides legal support and advice to the HRD and County departments on discrimination issues.

6. King County Employees

- a) All County employees are responsible for maintaining a work environment that is supportive of equal employment opportunity and affirmative action. Employees will participate in the implementation of this EEO/Affirmative Action Plan, and comply with the County's anti-discrimination policies.
- b) Any employee who commits or participates in any action, which is a violation of the EEO Policy or the Affirmative Action Plan, may be subject to disciplinary action as appropriate.

## **6. IDENTIFICATION AND CORRECTION OF PROBLEM AREAS**

### **A. Analysis of Potential Problem Areas**

(41 C.F.R. 60-2,17(b))

#### **1. Affirmative Action Data Management**

For several years, reliable data management for monitoring purposes has been an ongoing challenge for the Affirmative Action Program. Factors such as the County's two payroll systems, limited programming resources, competing needs, and a changing data environment are constant challenges in this area. Diversity Management Services in partnership with the Technology group has accomplished the following to continue to automate the monitoring function of the program for the County's regular and exempt workforce:

- Implemented automated race/gender workforce reports to supplement the County's race/ethnicity workforce profile and female workforce profiles.
- Implemented automated division level workforce reports to assist departments coordinate their planning efforts and implementation of hiring goals.
- Implemented employee changes automated reports to track affirmative action efforts. Employee changes reports include new hires, promotions, transfers and demotions. Each section differentiates between employee changes that resulted from selection as opposed to placement. Placements occur as a result of recalling laid-off employees and accommodating disabled employees when he or she can no longer perform the essential functions of their job with or without an accommodation.
- Combined the persons with disability reports with race and gender workforce reports.

Note that the first three enhancements above addresses the continuing concerns of the Civil Rights Commission for the County to have reliable data for affirmative action monitoring purposes.

Temporary workforce data, termination data and Vietnam Era veteran and Disabled Veteran reports is planned for development and production in 2003.

#### **2. July 1, 1999 to December 31, 2001 Affirmative Action Progress**

Monitoring affirmative action progress is critical in ensuring program accountability. The Affirmative Action Plan covers a two and a half year period, from July 1, 1999 to December 31, 2001. One method of determining affirmative action progress is to review how well the County has met its hiring objectives during this entire period.

Hiring objectives are set for women, race/ethnic groups and persons with disabilities in nine EEO Job Categories: Officials and Administrators, Professionals, Technicians, Administrative Support, Skilled Crafts, Transit Operators, Service Maintenance, Protective Services Workers, and Paraprofessionals. See Appendix 1 for Definitions.

The Executive Branch's overall affirmative action progress is described below in narrative format and depicted in pie charts on pages 21 and 22. The concept of "goal setting area" is used as a benchmark. A "goal setting area" is an EEO job category that has hiring goals because women, people of color, and/or persons with disabilities are under-represented in the EEO Job Category. Comments are made if the goals within the EEO Job Category have been completely met, partially met or had no progress.

- Overall, King County made material progress in meeting 52% of the 140 EEO Job Category areas where goals were set. The 52% statistic included goals that were completely met (33% or 46 EEO goal setting areas), and areas where goals were partially met (19% or 27 EEO goal setting areas).
- For female goals, of the 41 EEO Job Category areas where goals were set, 27 or 66% of goals were completely met, 7 or 17% of goals were partially met, and 7 or 17% did not have any change. The areas that need focused recruitment and outreach included skilled craft and service maintenance .
- For African American goals, of the 7 EEO Job Category areas where goals were set, 1 or 14% of goals were completely met, 1 or 14% was partially met, and 5 or 71% did not have any change. The area that needs focused recruitment and outreach include professionals.
- For Asian American goals, of the 7 EEO Job Category areas where goals were set, 5 or 71% of goals were completely met ,and 2 or 29% did not have any change.
- For Native American goals, of the 12 EEO Job Category areas where goals were set, 4 or 33% of goals were completely met, 2 or 17% of goals were partially met and 6 or 50% did not have any change. The areas that need focused recruitment and outreach include all job categories with the exception of Officials/Administrators and Para-Professionals.
- For Hispanic/Latino American goals, of the 12 EEO Job Category areas where goals were set, 4 or 33% of goals were completely met, and 8 or 67% did not have any change.
- For Persons with Disabilities goals, of the 59 EEO Job Category areas where goals were set, 3 or 5% of goals were completely met, 17 or 29% of goals were partially met, and 39 or 66% did not have any change. All areas would need focused recruitment and outreach to ensure a diverse pool

- Where there is African American, Asian, Hispanic and Native American under-utilization percentage that does not equate to a hiring goal for any of the people of color groups, an aggregate Minority Goal is established. This occurred in two EEO goal setting areas. All hiring goals have been completely met.

*For detailed affirmative action progress by department, please refer to Appendix 2, July 1, 1999 to December 31, 2001 Affirmative Action Progress Status Report By Goal Setting Group.*

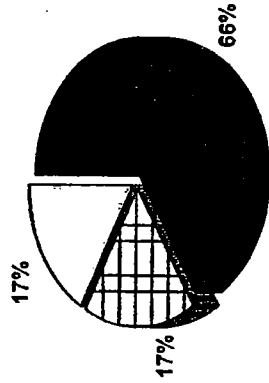
*Please see the same information depicted in pie charts on the next two pages.*

**King County Executive Branch  
July 1, 1999 to December 31, 2001 Affirmative Action Status Report**

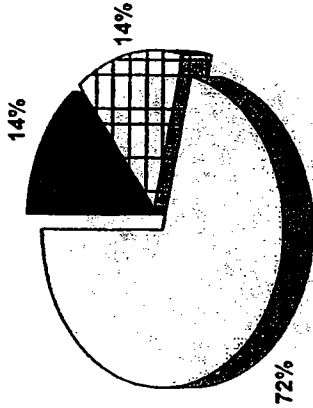
**LEGEND**

Met Goals     
  Made Progress     
  No Progress

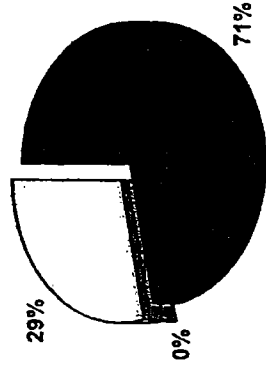
**Female  
Goal Areas (41)**



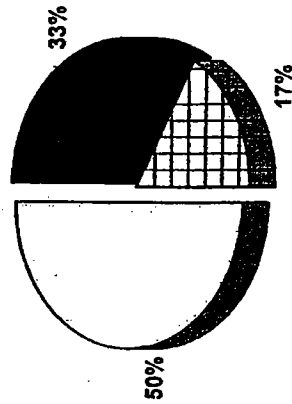
**African Americans  
Goal Areas (7)**



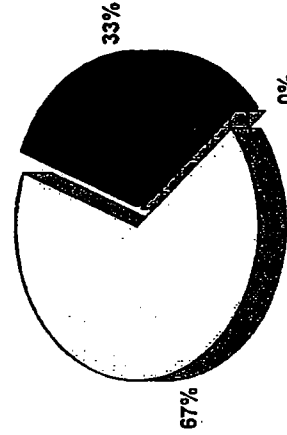
**Asian Americans  
Goal Areas (7)**



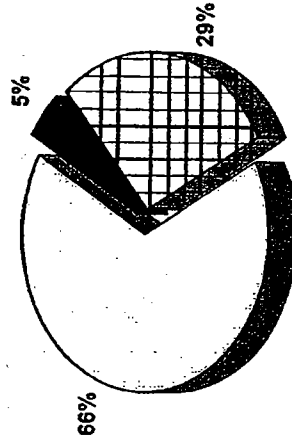
**Native Americans  
Goal Areas (12)**



**Latino Americans  
Goal Areas (12)**

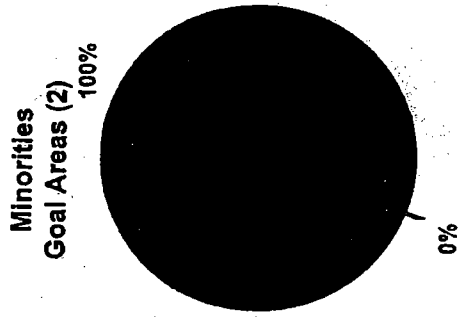


**Persons with Disabilities (PWD)  
Goal Areas (59)**



King County Executive Branch  
July 1, 1999 to December 31, 2001 Affirmative Action Status Report

<b>LEGEND</b>	<input type="checkbox"/> Met Goals	<input type="checkbox"/> Made Progress	<input type="checkbox"/> No Progress
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Most of the affirmative action progress was made in 1999 and 2000. Hiring opportunities were limited in 2001 given County's downsizing to meet its financial challenges. Hiring opportunities were preserved for the internal placement of laid-off employees. See chart below, which counts the number of EEO job categories within Executive Branch departments that had hiring objectives, the progress from July 1999 to December 2000 and the progress from January 2001 to December 2001.

GOAL SETTING AREAS	GOALS	7-1-99 to 12-31-2000	1-1-2001 to 12-31-2001	GOALS MET	REMAINING GOAL AREAS
Female Goal	41				14
	Met Adopted Goal	23	4	27	
	Made Partial Progress*	11	4		
	No Progress Made	7	7		
Aggregate Minority Goal	2				0
	Met Adopted Goal	2	0	2	
	Made Partial Progress	0	0		
	No Progress Made*	0	0		
African American Goal	7				6
	Met Adopted Goal	1	0	1	
	Made Partial Progress	1	1		
	No Progress Made	5	5		
Asian Goal	7				2
	Met Adopted Goal	5	0	5	
	Made Partial Progress	0	0		
	No Progress Made	2	2		
Native American Goal	12				8
	Met Adopted Goal	3	1	4	
	Made Partial Progress	3	1		
	No Progress Made	6	6		
Hispanic/Latino Goal	12				8
	Met Adopted Goal	4	0	4	
	Made Partial Progress	0	0		

	<b>No Progress Made</b>	8	8		
<b>Persons with Disabilities Goals</b>	<b>59</b>				<b>56</b>
	<b>Met Adopted Goal</b>	3	0	3	
	<b>Made Partial Progress*</b>	15	8		
	<b>No Progress Made*</b>	41	39		

\* Revised per 2002 audit.

The Executive Branch continued to hire in a diverse manner in 2001. Of the 899 new hires, 37% were women and 36% were people of color. Hiring of persons with disabilities was limited to less than one percent (0.89%) prompting continuing program attention. Please refer to the following Appendices for department and EEO Job Category detail level information:

*Appendix 3: 2001 Summary of Employee Changes by EEO Job Category, by Dept.*

*Appendix 4: 2001 Summary of Employee Changes By Dept & By Protected Group*

To view detailed employee changes report by Executive Branch and by Department, please see electronic data listed below in Public Folders Human Resources, Diversity Management, 2003-2004 EEO/Affirmative Action Plan.

*Appendix 5: King County Employee Changes For the Year 2001*

*Appendix 6: Summary Analysis By Department as of December 31, 2001*

*Appendix 7: Workforce Profile By Department as of December 31, 2001*

### **3. Determining Future Affirmative Action Goals**

The Office of Federal Contract Compliance requires grant recipients, such as King County government, to use updated workforce availability. The Census 2000 Special File report is not scheduled for release until the 4<sup>th</sup> quarter of 2003. The Criterion Affirmative Action Management System, now called PeopleClick, will not be releasing the updated affirmative action software until the first quarter of 2004.

Given these circumstances, the current 2002 workforce availabilities will be carried over to the 2003-2004 EEO/AA Plan with the intention that by May of 2004, new workforce availabilities based on the 2000 Census data will be developed prompting the submission of a new 2005-2006 EEO/AA Plan to Council.

*See Appendix 8 for the 2002 Affirmative Action Goals which includes the following department mergers and consolidations:*

- Department of Natural Resources and Parks. Merged the Parks & Recreation with Natural Resources and all GIS (Geographic Information Services) functions.
- Department of Executive Services. Consolidated the Departments of Construction and Facilities Management, Finance, Information and Administrative Services, and the Office of Human Resource Management.

#### **4. 2001 Lay-off Impact and Placement**

In 2001, the County's budget shortfall primarily affected the current expense agencies and departments of King County. The process of identifying which positions to cut entailed applying solid business criteria to ensure that core functions continued while departments increased efficiencies. This led to the consolidation of four internal services departments, namely Construction and Facilities Management, Finance, Human Resources Management, and Information & Administrative Services, as well as the merger of the Parks Department into the Department of Natural Resources. These reorganizations resulted in the elimination of a number of top-management, mid-management, and other positions.

A profile of affected employees by employment status shows that among the total 106 employees who received notices of layoff on June 15, 2001:

- 38 or 35.8% are exempt from career service (19 officials and administrators, 7 professionals and 12 administrative support employees). Career service exempt employees are appointed. They are at-will employees who serve at the pleasure of the hiring authority.
- 42 or 39.6% are career service non-represented employees (2 officials and administrators, 29 professionals, 2 technicians, 8 administrative support and 1 protective service employee). These are career service employees who competed for their positions, completed a probationary period, and are not represented by any union.
- 26 or 24.5% are career service represented (5 professionals, 15 administrative support, 2 service maintenance and 4 protective service employees). These are unionized, career service employees who competed for their respective positions, completed a probationary period, and are subject to bumping by seniority as prescribed by their respective collective bargaining agreements.

The race/ethnicity and gender make-up of the employees who received layoff notices on June 15, 2001 is as follows:

- 34 or 32% of the 106 employees notified of layoff are people of color. As of June 30, 2001, the Executive Branch workforce constituted 29.6% people of color.
- 67 or 63% of the 106 employees notified of layoff are women. As of June 30, 2001, the Executive Branch workforce constituted 37.9% women.

The County Executive implemented a hiring freeze to preserve job opportunities for lay-off placement. Since the notices of layoff were issued, the Human Resources layoff recall program and personnel staff have been actively seeking placements for laid off employees who wish to continue employment with the County. Placement occurs when the required skills set of the opportunity matches the education and experience of the lay-off notified candidate. In summary, of the total 106 employees who were notified that they would be laid-off in 2002:

- 5 or 5% had their notices rescinded (3) or chose to bump other employees (2) pursuant to labor contract rules
- 22 or 21% of the employees chose to not participate nor receive layoff recall placement services. They either resigned, retired, or found employment elsewhere.
- 79 or 74% chose to participate in the recall program. 77 were placed in regular, exempt or term limited temporary positions, 2 have not been placed. Those placed in temporary positions continue to be eligible for recall services.

As to the race, gender and disability profile of those who participated in the placement program, please see tables 1, 2, 3 and 4 on the next page to learn the workforce profile of all lay-off notified candidates, those who's lay-off were rescinded or those who bumped into another position using union seniority, and the placement results of those who participated in the recall program. -

**Table 1: Workforce Profile of Lay-Off Identified Candidates**

EEO Job Category	Total	Female	Minority	Black	Hispanic	Asian	Native American	White	PWD*
Officials/Admin	21	12	8	3		4	1	13	
Professional	41	24	10	4	2	4		31	2
Technicians	2	2						2	
Admin. Support	35	28	15	8	3	3	1	20	2
Service Maint.	2	1						2	
Protective Srvc	5		1				1	4	1
<b>Total</b>	<b>106</b>	<b>67</b>	<b>34</b>	<b>15</b>	<b>5</b>	<b>11</b>	<b>3</b>	<b>72</b>	<b>5</b>

**Table 2: Workforce Profile of Lay-Offs Prior to Entering Recall Program**

EEO Job Category	Total	Female	Minority	Black	Hispanic	Asian	Native American	White	PWD*
Bumped	2		1				1	1	
Rescinded	3	1	1	1				2	
<b>Total</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>1</b>			<b>1</b>	<b>3</b>	

**Table 3: Workforce Profile of Non Participants in the Recall Program**

EEO Job Category	Total	Female	Minority	Black	Hispanic	Asian	Native American	White	PWD*
Officials/Admin	5	3	2			1	1	3	1
Professional	11	7	4	1		3		7	
Technicians	1	1						1	
Admin. Support	4	4	3	1	1	1		1	1
Service Maint.									
Protective Srvc	1							1	1
<b>Total</b>	<b>22</b>	<b>15</b>	<b>9</b>	<b>2</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>13</b>	<b>3</b>

**Table 4: Status and Workforce Profile of Participants in the Recall Program**

Status	Total	Female	Minority	Black	Hispanic	Asian	Native American	White	PWD*
Transfer	47	32	14	7	3	4		33	2
Promotion	9	4	1	1				8	
Demotion	8	5	3	1	1		1	5	
Active	2	2						2	
Active/Provision*	2	1	2			2			
Active/in TLT	9	7		3				6	
<b>Total</b>	<b>77</b>	<b>51</b>	<b>23</b>	<b>12</b>	<b>4</b>	<b>6</b>	<b>1</b>	<b>54</b>	<b>2</b>

\*PWD means Persons with Disabilities.

\*Active/Provisional. The employee was placed as a provisional appointment with benefits while the position is established and posted.

## **5. Compliance with OFCCP Rules for Special Disabled Veterans and Vietnam Era Veterans**

The King County Council adopted 1999-2001 Affirmative Action Plan incorporated the affirmative action policy requirements for the veterans consistent with the Department of Labor, Office of Federal contract Compliance Programs 41 CFR 60 250, Affirmative Action and Nondiscrimination Obligations of Contractors and Subcontractors Regarding Special Disabled Veterans and Vietnam Era Veterans.

To accomplish the veteran program monitoring requirements, the County has modified its application forms to include veteran status for voluntary reporting purposes, completed identifying a system to track covered veterans, and completed a veteran survey. In 2002, Diversity Management Services will develop and implement automated reports that indicate employee changes for such veterans. Employee changes reports include hiring, promotion, transfer, demotion and termination data. Note that the veteran affirmative action plan does not have hiring goal requirements.

## **B. Special Corrective and Progressive Actions**

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

### **1. Standardized Human Resource Practices**

- Human Resources Division (HRD) regularly reviews each of the elements of its selection process, including position descriptions, job titles, application forms, interview procedures, referral procedures, and the final selection process. The purpose of this review is to ensure that such personnel practices are job related, nondiscriminatory and are being uniformly applied without regard to race, color, age, sex, marital status, sexual orientation, religion, ancestry, national origin, the presence of any sensory, mental or physical disability, or veteran status. HRD will develop guidelines for departments to follow in administering human resource processes, train departmental staff, and intervene as appropriate should problems arise. Departments shall be held accountable for ensuring said processes are job related and nondiscriminatory. HRD staff will provide policy guidance and technical assistance to the departments.
- HRD will annually review separation/retention data to identify departments/divisions or job categories where protected or under-represented groups may be disproportionately impacted. HRD will work collaboratively with departments to gather information on causes, such as through exit interviews or surveys, and will make recommendations to departments and the Executive, as appropriate, to identify the cause and resolve disproportionate adverse impact, if any.
- HRD will monitor affirmative action goal progress for all departments and make recommendations to departments and the Executive to improve the achievement of affirmative action objectives, as appropriate.
- HRD will report employees receiving employment accommodation for his or her disability as persons with disability for affirmative action purposes. Confidentiality will be maintained pursuant to Affirmative Action Program and Americans with Disabilities Act requirements.

### **2. Applicant Pool Diversity Enhancement Activities and Fair Employment**

HRD will continue to provide the following services to departments:

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

- b) Provide consulting assistance to departments on recruitment needs relative to Affirmative Action, and the development of short-term and long-term recruitment plans.
- c) Train human resources staff in recruitment strategies and serve as the lead for recruitment policy and procedure development and initiatives.
- d) Develop and maintain partnerships with community based organizations that serve diverse populations, as well as area and regional diversity task forces and professional organizations that serve minority or diverse memberships.
- e) Develop and maintain relationships with public and private agencies, which serve diverse populations, such as the State Employment Security Department, Private Industry Council, colleges, universities, community colleges, and vocational and training institutions.
- f) Identify, attend and/or coordinate departmental participation in job and career fairs and conferences, particularly those that attract a diverse clientele.
- g) Assist hiring authorities in developing strategies to meet their goals such as under-filling positions, developing bridge and/or para-professional positions, developing internships and apprenticeships. These opportunities will utilize open competitive hiring processes.
- h) Assist the Department of Community and Human Services administer the Supported Employment Program for the developmentally disabled individuals, and continue to co-establish administrative County-wide guidelines governing the recruitment, examination, qualification and selection of individuals into the program; develop and implement a centralized data tracking system for the Program.

**The Departments will:**

- a) Document their outreach and recruitment efforts. These will be reported on a semi-annual and annual basis to HRD as part of documenting the County's affirmative action efforts and progress for monitoring purposes.
- b) Use the affirmative action tools, allowable under Initiative 200, as adopted in the previous 1999-2001 Affirmative Action Plan. The affirmative action tools are as follows:
  1. Affirmative Action planning with hiring goals for women, people of color and persons with disabilities.
  2. Non-discrimination policy and program for all aspects of employment.



3. Equal employment opportunity indicator for job ads and postings i.e. "EEO/AA" or "EEO/AA Employer".
4. Targeted advertising, outreach and recruitment to diversify the applicant pool in conjunction with general recruitment.
5. Relationships with organizations, agencies, and institutions for the purposes of diversity recruitment in conjunction with general recruitment.
6. Participation in community and institutional events for the purposes of diversity recruitment in conjunction with general recruitment.
7. Posting, notification, training and implementation of EEO policies to ensure equity and diversity friendly work environment and resolution avenues for EEO issues.
8. Selection processes that are non-discriminatory.

### **3. Affirmative Action and EEO Response Capacity Building Program**

#### **A. Building Executive Branch Capacity**

HRD Diversity Management Services (DMS) is responsible for affirmative action/equal employment opportunity policy and program development, administration and coordination of implementation in the King County Executive Branch. DMS is responsible for leading the development and passage of the EEO/Affirmative Action Plan in conjunction with department management and its stakeholders, namely, the Employee-based EEO/AA Advisory Committee, the citizen King County Civil Rights Commission and the citizen 504-ADA Advisory Committee.

DMS' main focus continues to be building Affirmative Action and EEO response capacity in the Executive Branch through policy development, dissemination, provision of training or giving access to training consultants, coordinating responses to enforcement agency filed complaints, conducting pre-mediation assessments, Highlights of accomplishments and service enhancements for 2001 include:

- **Training:** Launched a new 3.5 hour mandatory class for managers and supervisors on Managing Diverse Employees. The class is well received with participant feedback ratings averaging 4.0 out of 5. Revised mandatory EEO/Anti-Sexual Harassment Class to include more information on recognizing forms of discrimination, appropriate response to complaints, and understanding enforcement agency investigative processes. Continued provision of pre-qualified pools of consultants for diversity and effective cross-cultural service provision training and facilitation. In addition, Risk Administration also launched mandatory online Workplace Harassment training for management.

- **Data Management:** Improved integration of human resources workforce and employee changes data from MSA and PeopleSoft human resources and payroll information. Developed division level reports to assist department management further plan and coordinate accomplishment of affirmative action hiring goals.
- **Technical Assistance and Consultation:** Continue to provide technical assistance and consultation to department management regarding discrimination issues, cross-cultural conflict and service delivery to diverse communities.

#### B. Disability Accommodation Program

The Executive Branch continues to provide disability accommodation services with specialists located in HRD, as well as in the Department of Adult and Juvenile Detention and the Department of Transportation. These professionals ensure that accommodations are handled properly and that the interactive process between the employee and the supervisor occur effectively. From August 2001 to December 2001, 217 employees were provided with disability accommodation services. Interestingly, as of December 31, 2001, only 282 employees self-identified as disabled under the County's Affirmative Action Program.

An employee receiving employment accommodation for his or her disability will also be reported as a person with disability for affirmative action purposes only. Confidentiality will be maintained pursuant to Affirmative Action Program and Americans with Disabilities Act requirements.

#### C. EEO Program

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

The five-year trend for formally filed complaints from 1997 to 2001 indicates a decrease in the complaints from 44 in 1997 to 24 in 2001. A 38% decrease in complaints occurred from 2000 to 2001 when complaints dropped from 39 to 24. The most frequently filed discrimination complaint basis continues to be race as well as retaliation. This information attests to the combined efforts of the department management, EEO coordinators, anti-harassment designees, personnel staff, labor, DMS and Prosecuting Attorney's Office to resolve issues, and create and maintain an equity and diversity conducive environment. Please see the tables on page 33 for specific information regarding formal complaint status and basis of complaint.

**Table 1: Executive Branch Discrimination Complaint by Status**

COMPLAINT STATUS	1997	1998	1999	2000	2001
Open Cases	5	3	8	23	14
Discrimination Found					
No Discrimination Found	19	17	9	10	4
Settled	4	9	6	1	1
Appealed		1	1		
Dismissed*	15	10	6	3	
Administrative Closure**	1	6	5	2	5
Total	44	46	35	39	24

\* Complainant notified of right to sue.

\*\* Includes no jurisdiction and untimely filing.

**Table 2: Executive Branch Discrimination Complaints By Basis**

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

\*Includes multiple basis for complaints

#### 4. Employee Involvement

Executive Policy PER 22-5 (AEP) established the Employee-Based EEO/AA Advisory Committee. In 2001, they accomplished the following consistent with their purpose to:

1. "To serve in an advisory capacity to the Executive in developing and reviewing strategies, systems, policies and guidelines to implement and enhance Equal Employment Opportunities and Affirmative Action objectives for the County."
  - In the spring and summer of 2001, the Committee reviewed and supported the proposed 2003-2004 Affirmative Action Plan, which included a proposed method to update the affirmative action workforce availability data using the new Census 2000 information. The Committee also supported an alternative plan proposed by the King County Civil Rights Commission to extend the current 1999-2001 Affirmative Action workforce availability data to 2002, and have the County submit to the Council by May of 2002, the proposed 2003-2004 Affirmative Action Plan. The Council adopted the latter.
  - In the winter of 2001, the Committee communicated to the Executive their concern over the reduced employment and development opportunities given the County's downsizing. The Committee recommended that regular employees have access to term limited temporary (TLT) jobs for development purposes, that TLT jobs be subject to affirmative action objectives as well as subject to posting and merit based hiring principles.
2. "To assist the County departments/divisions in maintaining an effective affirmative action plan of employment."
  - The Committee reviewed the 2000 year-end affirmative action progress report that indicated healthy affirmative action progress for people of color and women with increased attention necessary for persons with disabilities.
  - The Committee learned about the Executive Branch downsizing and reviewed the 2001 lay-off impact and placements on women, people of color and persons with disabilities. They were appreciative of Executive's strategy to implement a hiring freeze so as to conserve job opportunities for lay-off placement purposes. (For details see page 24 under Section 6 A 4: 2001 Layoff Impact and Placement.)
  - The Committee also actively participated in the 2001 Dr. Martin Luther King Celebration as sponsored by the Office of Civil Rights Enforcement.
3. "To provide a forum where County employees can discuss equal employment opportunity and affirmative action issues and concerns."

- The Committee completed its review of minority and female recruitment, hiring, training and retention of Police Officers, which was started in 2000. No further action was taken.
- The Committee continues to monitor the transit operator discipline issue, having concluded its review and recommendations in 2000. The Committee also gave input to the Executive and Department of Transportation Director on the hiring process and performance expectations for the new Transit Division Manager.

The Committee also continued to enhance its knowledge by conducting new member orientation and bringing speakers to the Committee on Undoing Institutional Racism and labor's role in addressing equity issue at the work place.

## **5. Management Accountability**

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

Management will be held accountable for:

- Implementation of the EEO/Affirmative Action Plan requirements.
- Recruitment and outreach efforts consistent with affirmative action hiring objectives.
- Use of merit based selection tools in the hiring and promotion processes consistent with federal EEOC Uniform Guidelines on Employee Selection Procedures and Washington State's Human Rights Commission guide to Pre-Employment Inquiries. (These guidelines are located respectively at [http://www.access.gpo.gov/nara/cfr/waisidx\\_00/29cfr1607\\_00.html](http://www.access.gpo.gov/nara/cfr/waisidx_00/29cfr1607_00.html) and <http://www.wa.gov/hrc/> under Policy and Quality Improvement, click Commission Rules, click WAC 162-12-140.
- Effective response to EEO complaints and maintenance of an equity and diversity conducive environment.

## **7. DEPARTMENTAL ACTION ORIENTED PLANS**

**(C.F.R. 60-2.17 (c))**

Executive Branch departments and agencies are held accountable for ensuring equal employment opportunity and the success of affirmative action in the workplace towards a diverse workforce. Within 45 days of the adoption of this Affirmative Action Plan, each Executive department shall developed an affirmative action implementation plan with the following elements:

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

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

## **8. INTERNAL AUDIT AND REPORTING REQUIREMENTS**

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

King County believes that one of the most important elements in effectively implementing a written Affirmative Action Compliance Plan is an adequate internal audit and reporting system. Through this system, progress can be monitored and management kept informed. For this purpose, King County through HRD, has established the following internal audit and report system:

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

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

- 3) Evaluate individual department's annual affirmative action performance for the County Executive to address department directors' accountability.
- 4) Monitor and advise departments of their EEO-AA performance in areas such as affirmative action progress, action oriented program effectiveness, provision of adequate resources, applicant flow, employee movement and discipline.
- 5) Develop an internal dispute resolution process, which allows employees and departments to resolve affirmative action and equal employment opportunity issues at the lowest level possible.

**9. COMPLIANCE WITH THE OFCCP'S GENDER DISCRIMINATION  
GUIDELINES**  
(41 C.F.R. 60-20)

King County complies with the gender discrimination guidelines as follows:

- King County's employment advertising does not express a gender preference and, if printed, does not appear in gender-segregated columns.
- King County's Personnel Guidelines and employment application forms expressly state that there will be no discrimination on the basis of gender.
- King County recruits employees of both genders for all positions.
- King County does not rely upon a state "protective" law to deny women employees the right to any job they are qualified to perform.
- King County offers employees of both genders an equal opportunity for any jobs they are qualified to perform, except when gender is a bona fide occupational qualification.
- King County does not make any distinction based upon gender with regard to employment opportunities, wages, hours or other terms and conditions of employment.
- King County does not make any distinction between married and unmarried persons of one gender that is not made between married and unmarried persons of the other gender.
- King County does not deny employment to women with young children.
- King County does not terminate employees of one gender in a particular job group when they reach a certain age, unless the same rule applies to members of the other gender.
- King County provides appropriate physical facilities to both genders.



- King County does not penalize, in conditions of employment, women who require time away from work for childbearing. When, under King County's leave policy, a woman employee would qualify for leave, then childbearing is considered a justification like any other for granting such leave, for a reasonable period of time. The conditions applicable to her leave and to her return to employment are in accordance with King County's leave policy with respect to all leaves of absence. Further, King County's maternity policy complies with the 1978 Pregnancy Amendment to Title VII of the Civil Rights Act of 1964.
- King County does not, on the basis of gender, specify any differences between men and women employees in retirement age.
- King County's wage schedules are not related to or based upon gender.
- King County does not discriminatorily restrict one gender to certain job groups.

In addition to the above, King County will continue to take affirmative action to encourage women to apply for all positions in King County for which they are qualified. King County management has been made aware of the requirements set forth above. Further, the principles contained in these guidelines have been incorporated into the EEO policy of King County.

## **10. SUPPORT OF COMMUNITY ACTION PROGRAMS**

King County seeks to have its EEO commitment fully understood by the community for the purpose of diversifying our applicant pools and achieving a better understanding of the communities we serve. In an effort to achieve such awareness on the part of the community, the following steps have been and will continue to be taken:

- King County encourages members of its management to serve in local civic organizations and community development activities to gain a better understanding of local community issues.
- King County encourages its employees to participate in community programs. For example, King County sponsors internships, summer youth for the economically disadvantaged and summer hire for youth at the workplace. It also participates in Career Shadow Day and Take Your Children to Work to encourage young people to start thinking about future career goals. It also provides for the use of paid leave for volunteer work at schools and educational institutions.
- King County participates in local activities that encourages the involvement and integrates minorities, women and people with disabilities.

## **11. RELIGION AND NATIONAL ORIGIN DISCRIMINATION GUIDELINES**

(41 C.F.R. Part 60-50)

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

- Internal communication of its policy with respect to nondiscrimination on the basis of religion or national origin.
- Notification to recruitment sources of King County's policy regarding nondiscrimination on the basis of religion or national origin.

King County accommodates the religious observances and practices of all employees and prospective employees except where such accommodation would result in an undue hardship in conducting its business.

THE UNIVERSITY OF CHICAGO  
DEPARTMENT OF CHEMISTRY  
5800 S. UNIVERSITY AVENUE  
CHICAGO, ILLINOIS 60637

PROFESSOR [Name]  
[Address]  
[City, State, Zip]

Dear Professor [Name]:

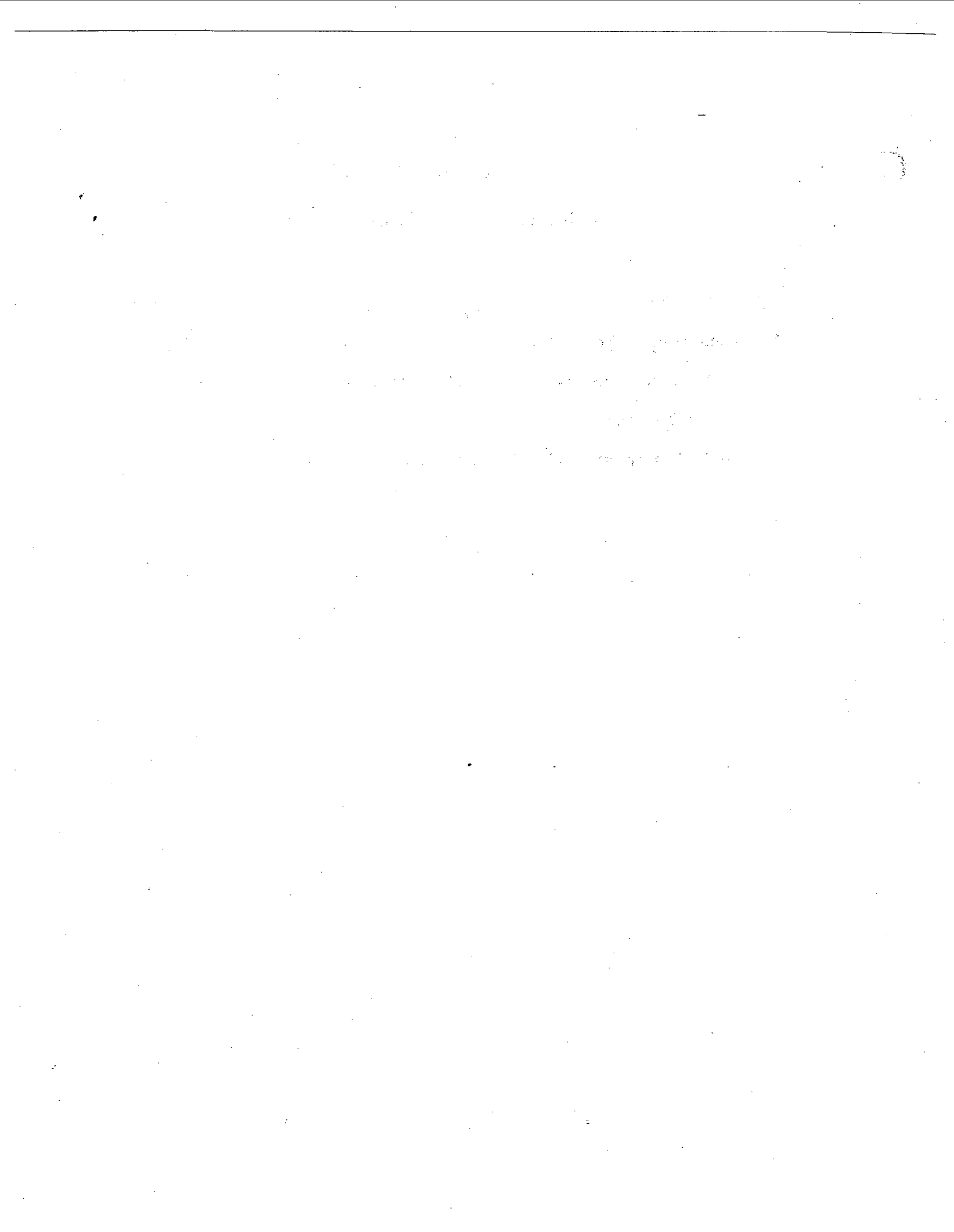
I am writing to you regarding [Topic].

[Detailed text of the letter, including references and details of the research or project being discussed.]

## **APPENDIX 1:**

### **AA PLAN PROGRAM DEFINITIONS**

<b>Workforce Profiles</b>	<b>Page Numbers</b>
1. Affirmative Action Program Definitions	1.1
2. Definition & Verification of Race/Ethnicity, Gender and Disability	1.1 - 1.3
3. EEO Job Categories	1.4 - 1.5
4. Eight Factors for Establishing Workforce Availability Goals	1-6 - 1.7



## 1. AFFIRMATIVE ACTION PROGRAM DEFINITIONS

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

## 2. DEFINITION & VERIFICATION OF RACE/ETHNICITY, GENDER, DISABILITY & VETERAN STATUS

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

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

Native American - all persons having origins in any of the original peoples of North America, including Alaska Natives, and who maintain cultural identification through tribal affiliation or community recognition.

Black - All persons having origins in any of the Black racial groups of Africa.

Asian - All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, India, Japan, Korea, the Philippine Islands, and Samoa.

Hispanic - All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

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

Individuals who have mixed ancestry will be asked to identify their primary cultural ethnic/race identification.

Persons With Disabilities - The definition below is for affirmative action purposes only.

A disability is a permanent physical, mental or sensory condition that is likely to limit an individual's ability to obtain, maintain, or advance in employment. The disability must be substantial rather than slight, and permanent in that it is seldom fully corrected by medical replacement, therapy or surgical means.

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

Veteran of Vietnam Era means "a person who (1) Served on active duty for a period of more than 180 days, and was discharged or released there from with other than a dishonorable discharge, if any such part of such active duty occurred: (I) In the Republic of Vietnam between February 28, 1961 and May 7, 1975; or (ii) Between August 5, 1964, and May 7, 1975, in all other cases; or (2) Was discharged or released from active duty for a service-connected disability if any part of such active duty was performed" in the above time period.

#### **B. Verification and Resolution of Race/Ethnicity and Disability**

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

##### **Blacks, Asians, and Hispanics**

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

1. Identifies as a member of a specified minority group.

Documentation: Birth certificate, visa, etc.

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

Documentation: Written documentation from the applicant's community

##### **Native American**

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

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

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

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



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

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

Documentation: Evaluative interview and a completed Family Ancestry Chart.

#### Persons With Disabilities

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

With regards to confidentiality, voluntary protected group designation will be utilized strictly for affirmative action purposes. This information will not be shared.

However, it is not unusual for employees to self disclose disability information to their supervisor or human resource staff to facilitate:

Job Accommodation - The County will reasonably accommodate the physical, mental, and/or sensory limitations of a qualified disabled employee.

First Aid and Safety - The supervisor and safety floor captain will be informed of the employee's disability to ensure employee safety in the event of an emergency i.e. for evacuation purposes.

### **3. EEO JOB CATEGORIES**

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

#### **OFFICIALS AND ADMINISTRATORS**

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

#### **PROFESSIONALS**

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

#### **TECHNICIANS**

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

## PROTECTIVE SERVICE WORKERS

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

## ADMINISTRATIVE SUPPORT

### (INCLUDING CLERICAL AND SALES)

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

## SKILLED CRAFT WORKERS

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

## SERVICE - MAINTENANCE

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

## TRANSIT OPERATORS

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

#### 4. DEFINITION OF EIGHT FACTOR AVAILABILITY ANALYSIS

The current plan utilizes local labor force and recruitment area statistics to determine the availability of minorities and women in the various EEO Job Categories. The Eight Factor Availability Analysis is the process used in determining the total weighted availability. External demographic factor data are derived from the most recent Census and Employment Security information available as well as graduation statistics for training institutions. Internal factor data is based on data specific to the organizational departments with relation to internal movement and in-house training.

Factor 1 - Population in Labor Area. This is the minority population of the labor area surrounding the facility. This includes all individuals in the labor area who are members of a minority group. The "immediate labor area" is the geographic area from which employees may reasonably commute.

Factor 2 - Size of Unemployment Force. This is the minority/female unemployment force in the local labor area. Data for this factor are derived from State Employment Security Office statistics.

Factor 3 - Work Force in Immediate Labor Area. - This is the percentage of minorities and women in the workforce compared to the total workforce in the local labor area.

Factor 4 - Requisite Skills in Immediate. This is the general availability of minorities and women having the requisite skills in the immediate labor area. The percentage of minorities/women having the requisite skills is calculated utilizing Occupational statistics from the 1990 Census for the immediate labor area.

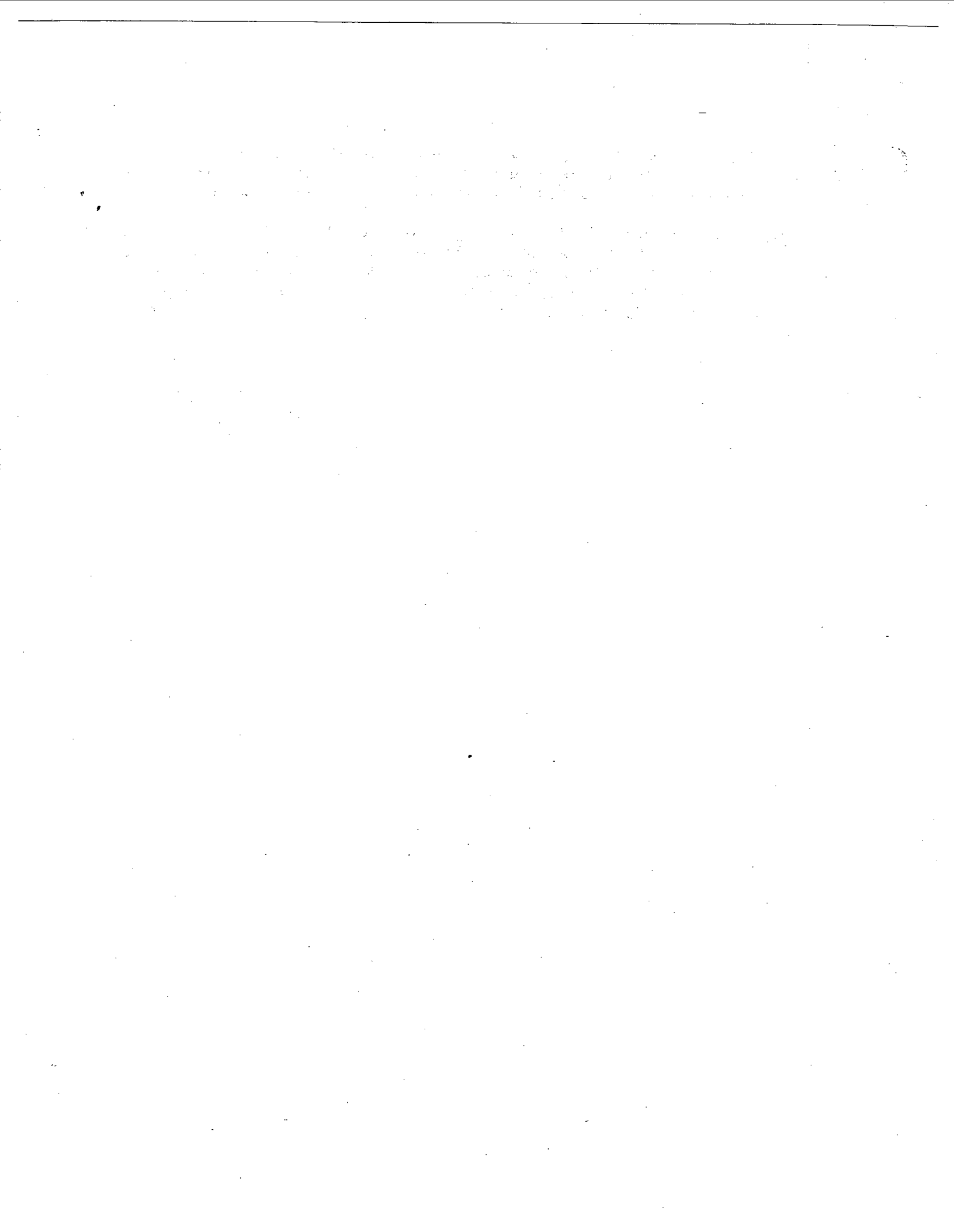
Factor 5 - Requisite Skills in Recruitment. This is the availability of minorities/women having the requisite skills that the employer can reasonably recruit. Data for this factor reflects the reasonable recruitment area from which each department could reasonably seek workers for a particular job category. Occupational statistics from the 1990 Census are used for the recruitment area.

Factor 6 - Available in Organization. This is the availability of promotable and transferable minorities/women within a particular department. This factor is based on internal historical data of promotions and transfers by job category for each department.

Factor 7 - Training Institutions. This is the percentage of minorities/women in training institutions that serve the recruitment area. These are colleges and universities where specific recruitment strategies are used to recruit minorities and women who have training in the requisite skills.

Factor 8 - In-House Training. This is the number of employees who, with the appropriate in-house training could become eligible for promotion or transfer. Data for this factor is based on historical data of minorities and females completing such training.

Factor 9 - Women Seeking Employment in Labor Area. This is actually a breakout of Factor 1. It includes the availability of all women seeking employment in the local labor or recruitment areas. (Note: This factor was originally identified to reflect women who chose to seek employment outside the home. Given the socio-economic changes in current society, other factors such 2, 3, 4 are more commonly used than this factor.)



**APPENDIX 2:**

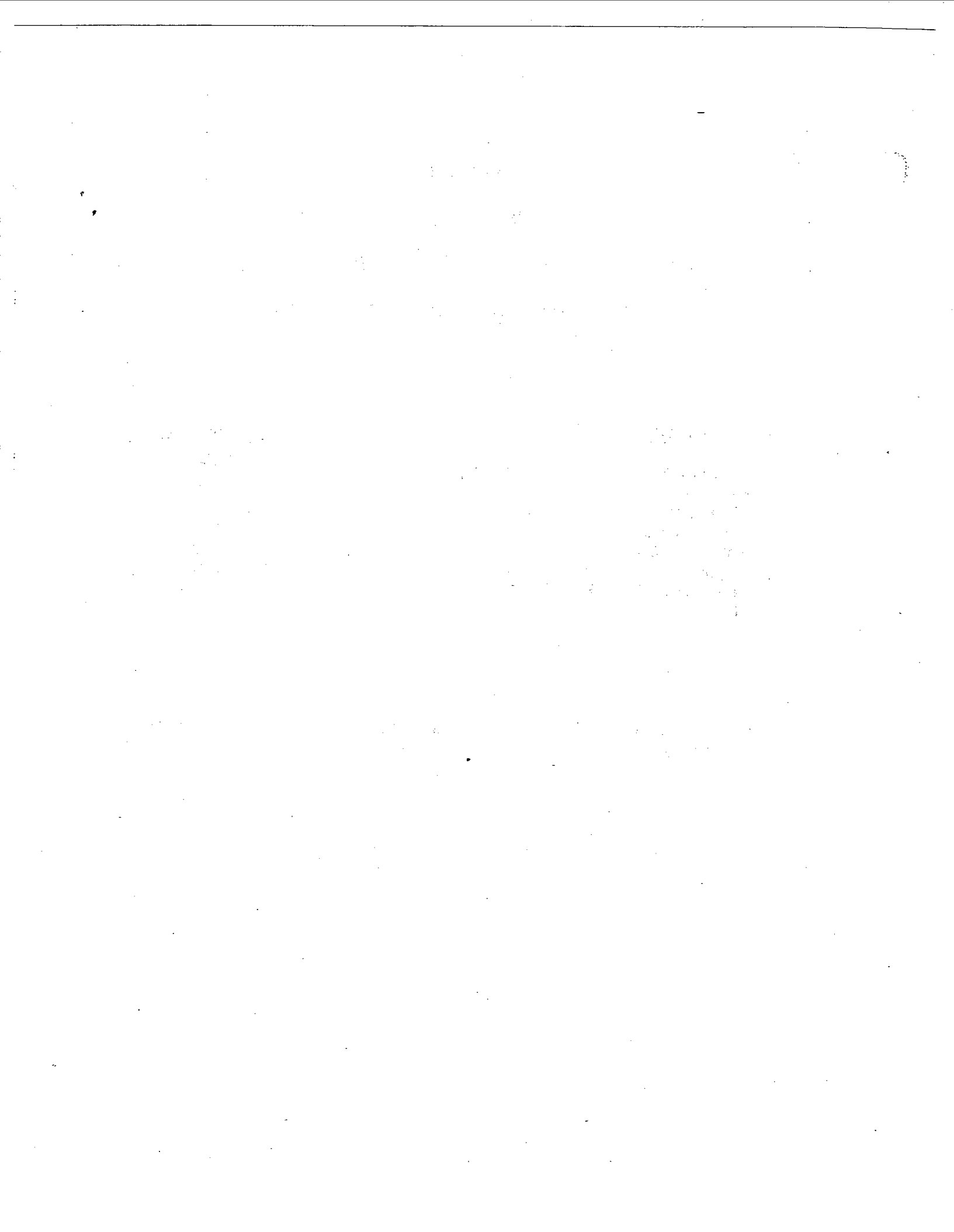
July 1, 1999 to December 31, 2001

**AFFIRMATIVE ACTION PROGRESS**

**STATUS REPORT BY GOAL SETTING GROUP**

<b>Workforce Profiles</b>	<b>Page Numbers</b>
1. Executive Branch Pie Charts by Group	1.1 - 1.2
2. Females	1.3 - 1.4
3. Black/African American	1.5 - 1.6
4. Asian American	1.6 - 1.8
5. Native American	1.9 - 1.10
6. Hispanic/Latino American	1.11 - 1.12
7. Persons with Disabilities (PWD)	1.13 - 1.14
8. Minority *	1.15 - 1.16

\* Minority goal(s) were set where Black, Asian, Native American, Hispanic underutilized % did not equate to a hiring goal, an aggregate Minority Goal was established



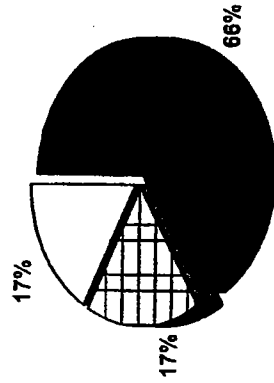


**King County Executive Branch  
July 1, 1999 to December 31, 2001 Affirmative Action Status Report**

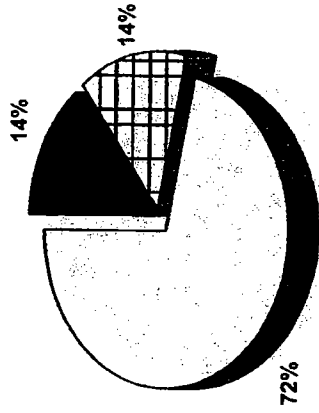
**LEGEND**

■ Met Goals      ■ Made Progress      □ No Progress

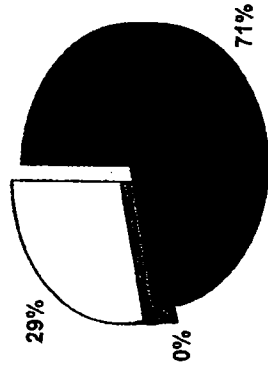
**Female  
Goal Areas (41)**



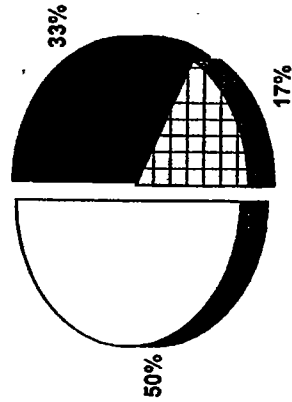
**African Americans  
Goal Areas (7)**



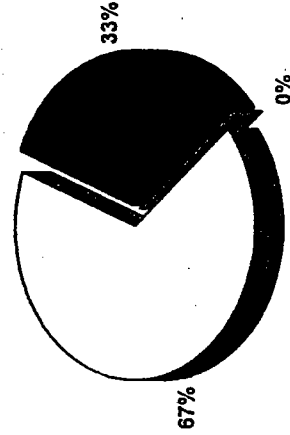
**Asian Americans  
Goal Areas (7)**



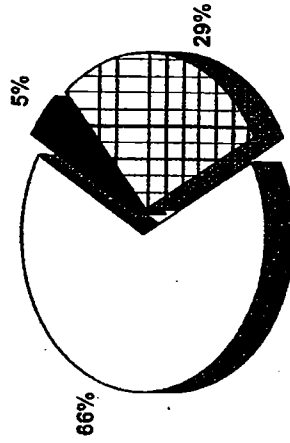
**Native Americans  
Goal Areas (12)**



**Latino Americans  
Goal Areas (12)**



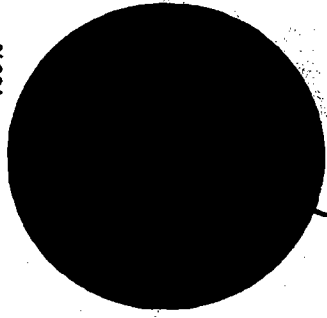
**Persons with Disabilities (PWD)  
Goal Areas (59)**



King County Executive Branch  
July 1, 1999 to December 31, 2001 Affirmative Action Status Report

LEGEND	Met Goals	Made Progress	No Progress
--------	-----------	---------------	-------------

Minorities  
Goal Areas (2)  
100%



0%

**King County Executive Branch  
7-1-1999 to 12-31-2001 Affirmative Action Hiring Efforts Report for Total Females**

DEPARTMENTS	E x c e c u t i v e	D A D A S J D	D A C H S	D C C F M S	D D E S	D O F S	O H R M S	D I A S	D J A	D N R	D P R	D P H	D P S	D P O T
10 Officials/Administrators	1							1	2					
Adopted AA Goal														
7-1-99 to 12-31-00 AA Efforts	1							4	3					
1-1-01 to 12-31-01 AA Efforts	1							5						
Total AA Efforts	2							9	3					
Remaining AA Goal	*			1				*	*					
Progress														
20 Professionals				1		5	1							
Adopted AA Goal				1		5	1							
7-1-99 to 12-31-00 AA Efforts			1		13	6								
1-1-01 to 12-31-01 AA Efforts			1		5	5								
Total AA Efforts			2		18	11								
Remaining AA Goal		2								2				
Progress														
30 Technicians		21				1					12			16
Adopted AA Goal		21				1					12			16
7-1-99 to 12-31-00 AA Efforts		17				2					26			9
1-1-01 to 12-31-01 AA Efforts		7									9			8
Total AA Efforts		24				2					35			17
Remaining AA Goal	1	*				*		3		1	*			*
Progress														
40 Administrative Support		3	4	3		5	3	11						1
Adopted AA Goal		3	4	3		5	3	11						1
7-1-99 to 12-31-00 AA Efforts		12	31	23		24	6	50						31
1-1-01 to 12-31-01 AA Efforts		4	1	3		3	2	8						11
Total AA Efforts		16	32	26		27	8	58						42
Remaining AA Goal		*	*	*		*	*	*						*
Progress														
50 Skilled Craft				1						9				20
Adopted AA Goal				1						9				20
7-1-99 to 12-31-00 AA Efforts			2							3				11
1-1-01 to 12-31-01 AA Efforts			2							6				17
Total AA Efforts			4							9				28
Remaining AA Goal			*					2		*				17
Progress														

**King County Executive Branch  
7-1-1999 to 12-31-2001 Affirmative Action Hiring Efforts Report for Total Females**

DEPARTMENTS	E X C										D A J D	D A S	D C H S	D C F M	D D E S	D O F	O H R M	D I A S	D J A	D N R	D P R	D P H	D P S	D O T		
	E	X	C	A J D	D A S	D C H S	D C F M	D D E S	D O F	O H R M															D I A S	D J A
60 Transit Operators	Adopted AA Goal																								162	
	7-1-99 to 12-31-00 AA Efforts				1	1													4						136	
	1-1-01 to 12-31-01 AA Efforts																								59	
	Total AA Efforts				1	1													4						195	
Remaining AA Goal																									*	
70 Service/Maintenance	Adopted AA Goal																								1	
	7-1-99 to 12-31-00 AA Efforts				1	5														6						26
	1-1-01 to 12-31-01 AA Efforts					2														16						10
	Total AA Efforts				1	5														22						36
Remaining AA Goal				8																5					*	
80 Protective Services	Adopted AA Goal																									
	7-1-99 to 12-31-00 AA Efforts																									
	1-1-01 to 12-31-01 AA Efforts																									
	Total AA Efforts																									
Remaining AA Goal																										
90 Para-Professional	Adopted AA Goal																								1	
	7-1-99 to 12-31-00 AA Efforts				1	15															1					
	1-1-01 to 12-31-01 AA Efforts				21	22															5					
	Total AA Efforts				21	26															5					
Remaining AA Goal				*																1						
Total	Met Adopted Goal(s)	1	2	1	3	4	4	4	1	3	2	3	2	3	2	3	2	3	2	1	1	1	1	1	4	
	Made Progress Towards Adopted Goal(s)	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	7	
	No Progress Made Towards Goal(s)																									7
	Total																									41

NOTE: AA efforts includes: New Hires, Promotions, Transfers, and Demotions.  
 ( ) = No Adopted AA Goal set by Council in the job group, the current workforce does indicate underutilization.  
 Where the Remaining AA Goal is greater than the Council Adopted AA Goal, departments are held accountable for meeting the Adopted AA Goal only.

**King County Executive Branch  
7-1-1999 to 12-31-2001 Affirmative Action Hiring Efforts Report for Aggregate Minority Goal**

DEPARTMENTS	Adopted AA Goal	7-1-99 to 12-31-00 AA Efforts	1-1-01 to 6-30-01 AA Efforts	Total AA Efforts	Remaining AA Goal	Progress	E x e c	D A J D	D A S	D C H S	D C F M	D D E S	D O F	O H R M	D I A S	D J A	D N R	D P R	D P H	D P S	D O T
10 Officials/Administrators	1	1		1		*															1
																					2
																					2
20 Professionals																					*
30 Technicians																					
40 Administrative Support																					
50 Skilled Craft																					

King County Executive Branch  
 7-1-1999 to 12-31-2001 Affirmative Action Hiring Efforts Report for Aggregate Minority Goal

DEPARTMENTS	E K C	D A J D	D A S	D C H S	D C C F M	D D E S	D O F	O H R M	D I A S	D J A	D N R	D P R	D P H	D P S	D O T
60 Transit Operators															
	Adopted AA Goal 7-1-99 to 12-31-00 AA Efforts														
	1-1-01 to 6-30-01 AA Efforts														
	Total AA Efforts														
	Remaining AA Goal														
	Progress														
70 Service/Maintenance															
	Adopted AA Goal 7-1-99 to 12-31-00 AA Efforts														
	1-1-01 to 6-30-01 AA Efforts														
	Total AA Efforts														
	Remaining AA Goal														
	Progress														
80 Protective Services															
	Adopted AA Goal 7-1-99 to 12-31-00 AA Efforts														
	1-1-01 to 6-30-01 AA Efforts														
	Total AA Efforts														
	Remaining AA Goal														
	Progress														
90 Para-Professional															
	Adopted AA Goal 7-1-99 to 12-31-00 AA Efforts														
	1-1-01 to 6-30-01 AA Efforts														
	Total AA Efforts														
	Remaining AA Goal														
	Progress														
* Met Adopted Goal(s)		1												1	2
+ Made Progress Towards Adopted Goal(s)															0
= No Progress Made Towards Goal(s)															0
Total															2

NOTE: AA efforts includes: New Hires, Promotions, Transfers, and Demotions.  
 {} = No Adopted AA Goal set by Council in the job group, the current workforce does indicate underutilization.  
 Where the Remaining AA Goal is greater than the Council Adopted AA Goal, departments are held accountable for meeting the Adopted AA Goal only.

**King County Executive Branch  
7-1-1999 to 12-31-2001 Affirmative Action Hiring Efforts Report for African Americans**

DEPARTMENTS	E x c e c	D A J D	D A S	D A H S	D C H S	D C F M	D D E S	D O P	O H R M	D I A S	D J A	D N R	D P R	D P H	D P S	D O C T
10 Officials/Administrators		2								2					1	1
Adopted AA Goal 7-1-99 to 12-31-00 AA Efforts																
1-1-01 to 12-31-01 AA Efforts	1									3						1
Total AA Efforts																
Remaining AA Goal																
Progress																
20 Professionals																
Adopted AA Goal 7-1-99 to 12-31-00 AA Efforts																
1-1-01 to 12-31-01 AA Efforts																
Total AA Efforts																
Remaining AA Goal							1						2			
Progress																
30 Technicians																
Adopted AA Goal 7-1-99 to 12-31-00 AA Efforts																
1-1-01 to 12-31-01 AA Efforts																
Total AA Efforts																
Remaining AA Goal																
Progress																
40 Administrative Support																
Adopted AA Goal 7-1-99 to 12-31-00 AA Efforts																
1-1-01 to 12-31-01 AA Efforts																
Total AA Efforts																
Remaining AA Goal																
Progress																
50 Skilled Craft																
Adopted AA Goal 7-1-99 to 12-31-00 AA Efforts																
1-1-01 to 12-31-01 AA Efforts																
Total AA Efforts																
Remaining AA Goal																
Progress																

**King County Executive Branch  
7-1-1999 to 12-31-2001 Affirmative Action Hiring Efforts Report for African Americans**

DEPARTMENTS	E X C E C U T I V E	D A J D	D A S	D C H S	D C C H M	D D E S	D O F M	O H R M	D I A S	D J A	D N R	D P R	D P H	D P S	D O T
60 Transit Operators	Adopted AA Goal														
	7-1-99 to 12-31-00 AA Efforts														
	1-1-01 to 12-31-01 AA Efforts														
	Total AA Efforts														
Remaining AA Goal															
Progress															
70 Service/Maintenance	Adopted AA Goal														
	7-1-99 to 12-31-00 AA Efforts								1						
	1-1-01 to 12-31-01 AA Efforts								1						
	Total AA Efforts								2						
Remaining AA Goal															
Progress															
80 Protective Services	Adopted AA Goal														
	7-1-99 to 12-31-00 AA Efforts														
	1-1-01 to 12-31-01 AA Efforts														
	Total AA Efforts														
Remaining AA Goal															
Progress															
90 Para-Professional	Adopted AA Goal														
	7-1-99 to 12-31-00 AA Efforts														
	1-1-01 to 12-31-01 AA Efforts														
	Total AA Efforts														
Remaining AA Goal															
Progress															
Net Adopted Goal(s)															
+ Made Progress Towards Adopted Goal(s)															
= No Progress Made Towards Goal(s)															
Total															

NOTE: AA efforts includes: New Hires, Promotions, Transfers, and Demotions.  
 {} = No Adopted AA Goal set by Council in the job group, the current workforce does indicate underutilization.  
 Where the Remaining AA Goal is greater than the Council Adopted AA Goal, departments are held accountable for meeting the Adopted AA Goal only.



**King County Executive Branch  
7-1-1999 to 12-31-2001 Affirmative Action Hiring Efforts Report for Asian-Americans**

DEPARTMENTS	E K C	A J D	D A S	D C H S	D C F M	D D E S	D O F	O H R M	D I A S	J A	N R	D P R	D P H	D P S	D O T
10 Officials/Administrators	Adopted AA Goal														
	7-1-99 to 12-31-00 AA Efforts	2	1								2			1	1
	1-1-01 to 12-31-01 AA Efforts										1				
	Total AA Efforts														
Remaining AA Goal	2														
Progress															
20 Professionals	Adopted AA Goal		1												
	7-1-99 to 12-31-00 AA Efforts		2												
	1-1-01 to 12-31-01 AA Efforts		2												
	Total AA Efforts		4												
Remaining AA Goal		*													
Progress															
30 Technicians	Adopted AA Goal														
	7-1-99 to 12-31-00 AA Efforts	0													
	1-1-01 to 12-31-01 AA Efforts														
	Total AA Efforts														
Remaining AA Goal															
Progress															
40 Administrative Support	Adopted AA Goal														
	7-1-99 to 12-31-00 AA Efforts														
	1-1-01 to 12-31-01 AA Efforts														
	Total AA Efforts														
Remaining AA Goal															
Progress															
50 Skilled Craft	Adopted AA Goal														
	7-1-99 to 12-31-00 AA Efforts														
	1-1-01 to 12-31-01 AA Efforts														
	Total AA Efforts														
Remaining AA Goal															
Progress															

**King County Executive Branch  
7-1-1999 to 12-31-2001 Affirmative Action Hiring Efforts Report for Asian Americans**

DEPARTMENTS	E x c e	D A J D	D A S	D A C H S	D C F M	D D E S	D O F	O H R M	D I A S	D J A	D N R	D P R	D P H	D P S	D O T
60 Transit Operators															
Adopted AA Goal															
7-1-99 to 12-31-00 AA Efforts															
1-1-01 to 12-31-01 AA Efforts															
Total AA Efforts															
Remaining AA Goal															
Progress															
70 Service/Maintenance															
Adopted AA Goal															
7-1-99 to 12-31-00 AA Efforts															
1-1-01 to 12-31-01 AA Efforts															
Total AA Efforts															
Remaining AA Goal															
Progress															
80 Protective Services															
Adopted AA Goal															
7-1-99 to 12-31-00 AA Efforts															
1-1-01 to 12-31-01 AA Efforts															
Total AA Efforts															
Remaining AA Goal															
Progress															
90 Para-Professional															
Adopted AA Goal															
7-1-99 to 12-31-00 AA Efforts															
1-1-01 to 12-31-01 AA Efforts															
Total AA Efforts															
Remaining AA Goal															
Progress															
* Met Adopted Goal(s)	1	1													5
+ Made Progress Towards Adopted Goal(s)															0
= No Progress Made Towards Goal(s)	1														2
<b>Total</b>															<b>7</b>

\* Met Adopted Goal(s)  
+ Made Progress Towards Adopted Goal(s)  
= No Progress Made Towards Goal(s)

NOTE: AA efforts includes: New Hires, Promotions, Transfers, and Demotions.  
( ) = No Adopted AA Goal set by Council in the job group, the current workforce does indicate underutilization.  
Where the Remaining AA Goal is greater than the Council Adopted AA Goal, departments are held accountable for meeting the Adopted AA Goal only.

**King County Executive Branch  
7-1-1999 to 12-31-2001 Affirmative Action Hiring Efforts Report for Latino Americans**

DEPARTMENTS	E x c e c	D A J D	D A S	D C H S	D C F M	D D E S	D O F	O H R M	D J A	D N R	D P R	D P H	D P S	D O T
10 Officials/Administrators														
Adopted AA Goal														
7-1-99 to 12-31-00 AA Efforts														
1-1-01 to 12-31-01 AA Efforts														
Total AA Efforts														
Remaining AA Goal														
Progress														
20 Professionals														
Adopted AA Goal														
7-1-99 to 12-31-00 AA Efforts		2								2				
1-1-01 to 12-31-01 AA Efforts		3								4				
Total AA Efforts		3								4				
Remaining AA Goal							1				1			
Progress		*								*				
30 Technicians														
Adopted AA Goal														
7-1-99 to 12-31-00 AA Efforts			1											2
1-1-01 to 12-31-01 AA Efforts			4											4
Total AA Efforts			4											1
Remaining AA Goal														5
Progress			*											*
40 Administrative Support														
Adopted AA Goal														
7-1-99 to 12-31-00 AA Efforts														
1-1-01 to 12-31-01 AA Efforts														
Total AA Efforts														
Remaining AA Goal			1							1				1
Progress														
Adopted AA Goal														

**King County Executive Branch  
7-1-1999 to 12-31-2001 Affirmative Action Hiring Efforts Report for Latino Americans**

DEPARTMENTS	7-1-99 to 12-31-00 AA Efforts	7-1-99 to 12-31-00 AA Efforts	Total AA Efforts	Remaining AA Goal	Progress	E K • C	D A J D	D A S	D A S	D C H S	D C F M	D D E S	D O F	O H R M	D I A S	D J A	D N R R	D P R R	D P H S	D P S	D O T	D O T	
																							1-1-01 to 12-31-01 AA Efforts
50 Skilled Craft																							
	7-1-99 to 12-31-00 AA Efforts																						
	1-1-01 to 12-31-01 AA Efforts																						
	Total AA Efforts																						
	Remaining AA Goal																						
	Progress																						
60 Transit Operators																							
	7-1-99 to 12-31-00 AA Efforts																						
	1-1-01 to 12-31-01 AA Efforts																						
	Total AA Efforts																						
	Remaining AA Goal																						
	Progress																						
70 Service/Maintenance																							
	7-1-99 to 12-31-00 AA Efforts																						
	1-1-01 to 12-31-01 AA Efforts																						
	Total AA Efforts																						
	Remaining AA Goal																						
	Progress																						
80 Protective Services																							
	7-1-99 to 12-31-00 AA Efforts																						
	1-1-01 to 12-31-01 AA Efforts																						
	Total AA Efforts																						
	Remaining AA Goal																						
	Progress																						
90 Para-Professional																							
	7-1-99 to 12-31-00 AA Efforts																						
	1-1-01 to 12-31-01 AA Efforts																						
	Total AA Efforts																						
	Remaining AA Goal																						
	Progress																						
	Met Adopted Goal(s)																						
	Made Progress Towards Adopted Goal(s)																						
	No Progress Made Towards Goal(s)																						
	Total																						

NOTE: AA efforts includes: New Hires, Promotions, Transfers, and Demotions.  
 ( ) = No Adopted AA Goal set by Council in the job group, the current workforce does indicate underutilization.  
 Where the Remaining AA Goal is greater than the Council Adopted AA Goal, departments are held accountable for meeting the Adopted AA Goal only.

**King County Executive Branch  
7-1-1999 to 12-31-2001 Affirmative Action Hiring Efforts Report for Native Americans**

DEPARTMENTS	E x c e c u t i v e	D A D A	D A S S	D C H S	D C F M	D D E S	D O F M	O H R M	D I A S	D J A	D N R	D P R	D P H	D P S	D D T
10 Officials/Administrators															
Adopted AA Goal															
7-1-99 to 12-31-00 AA Efforts															
1-1-01 to 12-31-01 AA Efforts											1				
Total AA Efforts															
Remaining AA Goal															
Progress															
20 Professionals															
Adopted AA Goal				1											
7-1-99 to 12-31-00 AA Efforts				1											
1-1-01 to 12-31-01 AA Efforts											2				
Total AA Efforts															
Remaining AA Goal											3				
Progress												1			
30 Technicians															
Adopted AA Goal															
7-1-99 to 12-31-00 AA Efforts															
1-1-01 to 12-31-01 AA Efforts															
Total AA Efforts										1					
Remaining AA Goal															
Progress															
40 Administrative Support															
Adopted AA Goal															
7-1-99 to 12-31-00 AA Efforts															
1-1-01 to 12-31-01 AA Efforts															
Total AA Efforts															
Remaining AA Goal															
Progress															
50 Skilled Craft															
Adopted AA Goal															
7-1-99 to 12-31-00 AA Efforts															
1-1-01 to 12-31-01 AA Efforts															
Total AA Efforts															
Remaining AA Goal															
Progress															

**King County Executive Branch  
7-1-1999 to 12-31-2001 Affirmative Action Hiring Efforts Report for Native Americans**

DEPARTMENTS	E x c	D A J D	D A S	D C H S	D C F M	D D E S	D O F	O H R M	D I J A	D N R	D P R	D P H	D P S	D O T
60 Transit Operators														
Adopted AA Goal														
7-1-99 to 12-31-00 AA Efforts														8
1-1-01 to 12-31-01 AA Efforts														5
Total AA Efforts														
Remaining AA Goal														
Progress														
70 Service/Maintenance														
Adopted AA Goal														2
7-1-99 to 12-31-00 AA Efforts														6
1-1-01 to 12-31-01 AA Efforts														1
Total AA Efforts														7
Remaining AA Goal														1
Progress														*
80 Protective Services														
Adopted AA Goal														
7-1-99 to 12-31-00 AA Efforts														1
1-1-01 to 12-31-01 AA Efforts														1
Total AA Efforts														2
Remaining AA Goal														1
Progress														
90 Para-Professional														
Adopted AA Goal														
7-1-99 to 12-31-00 AA Efforts														4
1-1-01 to 12-31-01 AA Efforts														1
Total AA Efforts														5
Remaining AA Goal														1
Progress														
* Met Adopted Goal(s)	1													1
+ Made Progress Towards Adopted Goal(s)														1
= No Progress Made Towards Goal(s)														6
<b>Total</b>														<b>12</b>

NOTE: AA efforts includes: New Hires, Promotions, Transfers, and Demotions.  
{ } = No Adopted AA Goal set by Council in the job group, the current workforce does indicate underutilization.  
Where the Remaining AA Goal is greater than the Council Adopted AA Goal, departments are held accountable for meeting the Adopted AA Goal only.

**King County Executive Branch  
7-1-1999 to 12-31-2001 Affirmative Action Hiring Efforts Report for Persons with Disabilities (PWD)**

DEPARTMENTS	E	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D
	x	A	A	A	C	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D
	c	J	S	S	H	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F
	c	D	A	A	C	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D
	c	J	S	S	H	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F
	c	D	A	A	C	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D
	c	J	S	S	H	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F
	c	D	A	A	C	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D
	c	J	S	S	H	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F
	c	D	A	A	C	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D
10 Officials/Administrators	1																										3
Adopted AA Goal																											
7-1-99 to 12-31-00 AA Efforts																											
1-1-01 to 12-31-01 AA Efforts																											
Total AA Efforts																											
Remaining AA Goal	1																										3
Progress																											
20 Professionals	5	11	1	5	3	7																					36
Adopted AA Goal																											
7-1-99 to 12-31-00 AA Efforts																											
1-1-01 to 12-31-01 AA Efforts																											
Total AA Efforts																											
Remaining AA Goal																											
Progress																											
30 Technicians																											
Adopted AA Goal																											
7-1-99 to 12-31-00 AA Efforts																											
1-1-01 to 12-31-01 AA Efforts																											
Total AA Efforts																											
Remaining AA Goal																											
Progress																											
40 Administrative Support																											
Adopted AA Goal																											
7-1-99 to 12-31-00 AA Efforts																											
1-1-01 to 12-31-01 AA Efforts																											
Total AA Efforts																											
Remaining AA Goal																											
Progress																											
50 Skilled Craft																											
Adopted AA Goal																											
7-1-99 to 12-31-00 AA Efforts																											
1-1-01 to 12-31-01 AA Efforts																											
Total AA Efforts																											
Remaining AA Goal																											
Progress																											

**King County Executive Branch  
7-1-1999 to 12-31-2001 Affirmative Action Hiring Efforts Report for Persons with Disabilities (PWD)**

DEPARTMENTS	E x c c	D A J D	D A S	D A S	D C H S	D C H S	D C F M S	D D E S	D D O F	D O H R M	D I A S	D J A	D N R	D P R	D P H	D P S	D P P S	D O T
60 Transit Operators	Adopted AA Goal																	
	7-1-99 to 12-31-00 AA Efforts																	
	1-1-01 to 12-31-01 AA Efforts																	
	Total AA Efforts																	
Remaining AA Goal																		
Progress																		
70 Service/Maintenance	Adopted AA Goal																	
	7-1-99 to 12-31-00 AA Efforts																	
	1-1-01 to 12-31-01 AA Efforts																	
	Total AA Efforts	4									4							46
Remaining AA Goal																		
Progress																		
80 Protective Services	Adopted AA Goal																	
	7-1-99 to 12-31-00 AA Efforts																	
	1-1-01 to 12-31-01 AA Efforts																	
	Total AA Efforts	53							1								1	1
Remaining AA Goal																		
Progress																		
90 Para-Professional	Adopted AA Goal																	
	7-1-99 to 12-31-00 AA Efforts																	
	1-1-01 to 12-31-01 AA Efforts																	
	Total AA Efforts	2								8							3	1
Remaining AA Goal																		
Progress																		
* Met Adopted Goal(s)																		3
+ Made Progress Towards Adopted Goal(s)	2	2	3	3	3	3	3	4	1	2	3	1	2	5	1	4	5	17
= No Progress Made Towards Goal(s)	2	3	3	3	3	3	3	4	1	2	3	3	2	5	1	4	3	39
Total																		59

NOTE: AA efforts includes: New Hires, Promotions, Transfers, and Demotions.  
 ( ) = No Adopted AA Goal set by Council in the job group, the current workforce does indicate underutilization.  
 Where the Remaining AA Goal is greater than the Council Adopted AA Goal, departments are held accountable for meeting the Adopted AA Goal only.



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**APPENDIX 3:**

January 1, 2001 to December 31, 2001

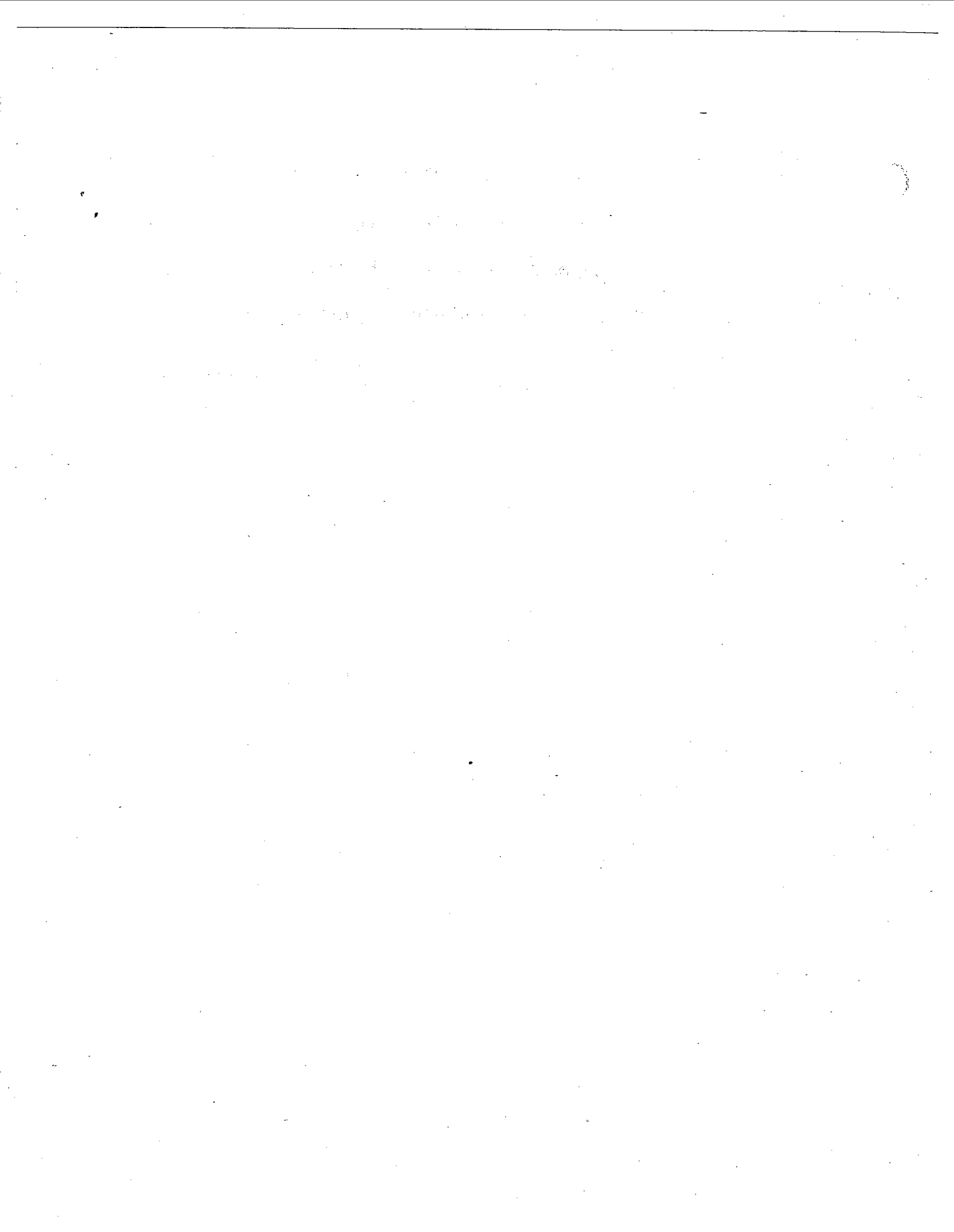
**SUMMARY OF EMPLOYEE CHANGES**

**BY EEO JOB GROUP AND BY DEPARTMENT**

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**Page Numbers**

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**King County Executive Branch  
 1-1-2001 to 12-31-2001 Summary of Employee Changes By EEO Job Category and By Department**

	E x c e c	D A J D	D A S	D C H S	D C F M	D D E S	D D E S	D O F	O H R M	D I A S	D J A	D N R	D P R	D P H	D P S	D O T	Total per EEO Job Category
<b>Officials &amp; Administrators</b>																	
New Hires:	2	1	1		1			1	2	7							11
Promotions:								1								1	9
Transfers:																	
Demotions:																	
<b>TOTAL:</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>9</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>20</b>	
<b>Professional</b>																	
New Hires:	10	12	2	10	6	17	4	7	18			30	1	50	1	30	198
Promotions:							2	1	6			18				20	47
Transfers:								2	1			2				8	13
Demotions:														2			3
<b>TOTAL:</b>	<b>10</b>	<b>12</b>	<b>2</b>	<b>10</b>	<b>6</b>	<b>17</b>	<b>7</b>	<b>10</b>	<b>25</b>	<b>50</b>	<b>1</b>	<b>52</b>	<b>1</b>	<b>52</b>	<b>1</b>	<b>58</b>	<b>261</b>
<b>Technicians</b>																	
New Hires:		1	19	6	1	10					1	3		22	15	10	88
Promotions:						1						7				22	30
Transfers:															1	1	2
Demotions:																	
<b>TOTAL:</b>	<b>1</b>	<b>19</b>	<b>6</b>	<b>1</b>	<b>11</b>	<b>1</b>	<b>11</b>	<b>1</b>	<b>25</b>	<b>1</b>	<b>10</b>	<b>10</b>	<b>22</b>	<b>16</b>	<b>34</b>	<b>121</b>	
<b>Administrative Support</b>																	
New Hires:	2	4	1	2	3	7	4	2	8	31	4	2	31	13	20	134	
Promotions:						1			1		1				2	5	
Transfers:					1				3	4	5			3		16	
Demotions:														1	1	4	
<b>TOTAL:</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>8</b>	<b>4</b>	<b>2</b>	<b>12</b>	<b>35</b>	<b>11</b>	<b>2</b>	<b>31</b>	<b>17</b>	<b>23</b>	<b>159</b>	
<b>Skilled Craft</b>																	
New Hires:																22	28
Promotions:																12	25
Transfers:																3	8
Demotions:																	3
<b>TOTAL:</b>																<b>22</b>	<b>64</b>

**King County Executive Branch  
1-1-2001 to 12-31-2001 Summary of Employee Changes By EEO Job Category and By Department**

	E X C E C U T I V E	D A D	D A J	D A S	D A S	D C H	D C S	D C M	D C F	D D E	D D S	D O F	O H R M	D I A S	D J A	D N R	D P R	D P H	D P S	D P O T	Total per EEO Job Category	
<b>Transit Operators</b>																					259	
New Hires:																						259
Promotions:																						16
Transfers:																						1
Demotions:																						1
<b>TOTAL:</b>																						<b>276</b>
<b>Services Maintenance</b>																						276
New Hires:																						38
Promotions:																						12
Transfers:																						2
Demotions:																						10
<b>TOTAL:</b>																						<b>62</b>
<b>Protective Service Workers</b>																						100
New Hires:																						100
Promotions:																						24
Transfers:																						21
Demotions:																						16
<b>TOTAL:</b>																						<b>161</b>
<b>Paraprofessionals</b>																						16
New Hires:																						16
Promotions:																						
Transfers:																						
Demotions:																						
<b>TOTAL:</b>																						<b>16</b>
<b>Total New Hires:</b>	14	75	25	26	17	35	9	9	28	32	44	41	114	68	380	917						
<b>Total Promotions:</b>		23				2	3	1	14	40	40		25	12	65							
<b>Total Transfers:</b>						2	4	4	16	1	18	1	15	42								
<b>Total Demotions:</b>						6	1	13	37	101	41	132	94	492								
<b>Department Total:</b>	<b>14</b>	<b>98</b>	<b>25</b>	<b>26</b>	<b>25</b>	<b>37</b>	<b>13</b>	<b>12</b>	<b>46</b>	<b>36</b>	<b>101</b>	<b>41</b>	<b>132</b>	<b>94</b>	<b>492</b>							

**APPENDIX 4:**

January 1, 2001 to December 31, 2001

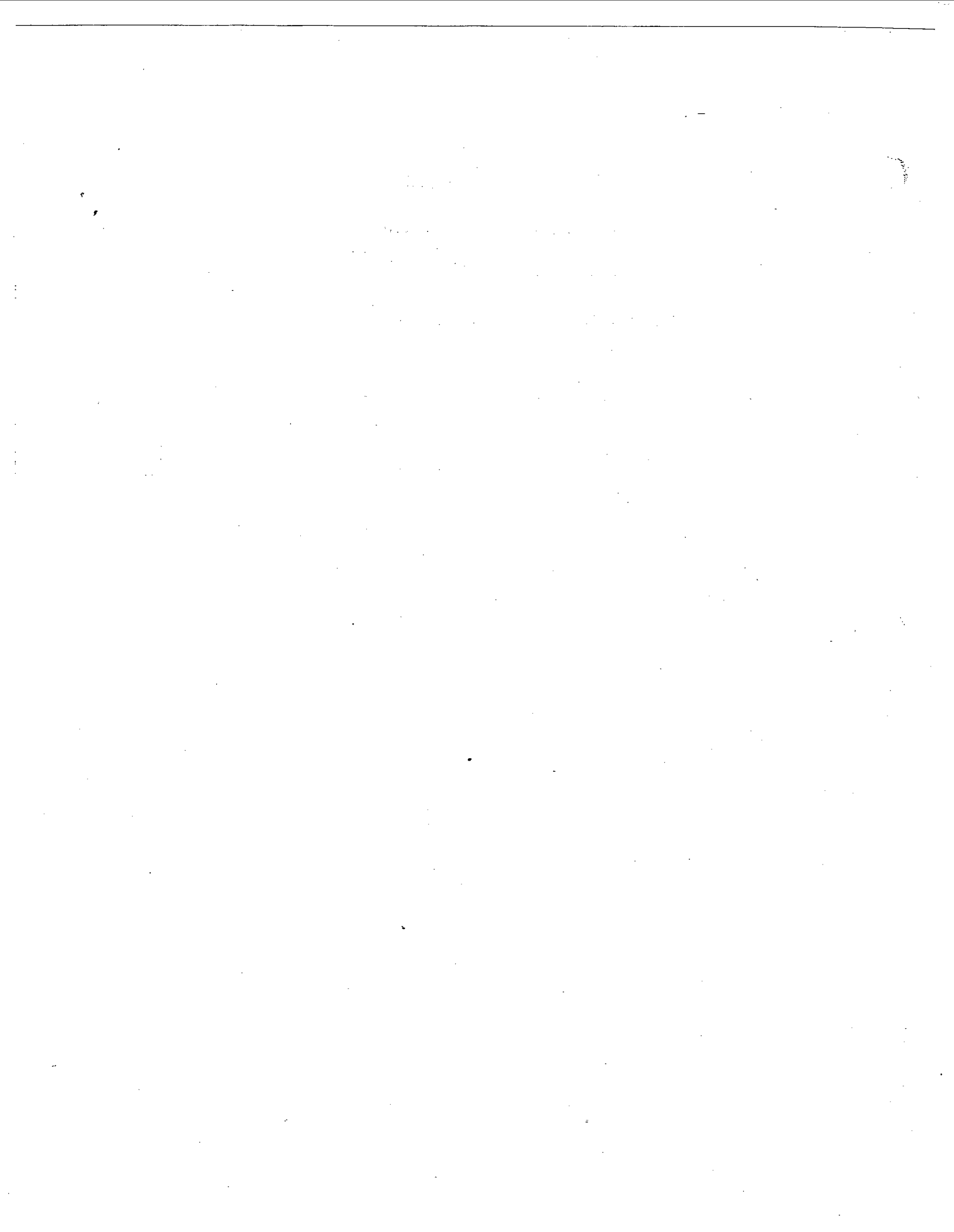
**SUMMARY OF EMPLOYEE CHANGES**

**BY DEPARTMENT AND BY PROTECTED GROUP**

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Page Numbers

1.1 - 1.2



**King County Executive Branch  
1-1-2001 to 12-31-2001 Summary of Employee Changes by Department and by Protected Group**

	Count of		Female		Total Minorities		Black		Asian		Native American		Hispanic		PWD*		
	All	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
<b>Exec</b>																	
New Hires:	14	8	57.14%	4	28.57%	1	7.14%	2	14.29%				1	7.14%			
Promotions:																	
Transfers:																	
Demotions:																	
<b>TOTAL:</b>	<b>14</b>	<b>8</b>	<b>57.14%</b>	<b>4</b>	<b>28.57%</b>	<b>1</b>	<b>7.14%</b>	<b>2</b>	<b>14.29%</b>				<b>1</b>	<b>7.14%</b>			
<b>DAJD</b>																	
New Hires:	75	26	34.67%	32	42.67%	15	20.00%	14	18.67%	1	1.33%		2	2.67%			
Promotions:	23	4	17.39%	8	34.78%	4	17.39%	3	13.04%				1	4.35%			
Transfers:																	
Demotions:																	
<b>TOTAL:</b>	<b>98</b>	<b>30</b>	<b>30.61%</b>	<b>40</b>	<b>40.82%</b>	<b>19</b>	<b>19.39%</b>	<b>17</b>	<b>17.35%</b>	<b>1</b>	<b>1.02%</b>		<b>3</b>	<b>3.06%</b>			
<b>DAS</b>																	
New Hires:	25	9	36.00%	4	16.00%	2	8.00%	1	4.00%				1	4.00%			
Promotions:																	
Transfers:																	
Demotions:																	
<b>TOTAL:</b>	<b>25</b>	<b>9</b>	<b>36.00%</b>	<b>4</b>	<b>16.00%</b>	<b>2</b>	<b>8.00%</b>	<b>1</b>	<b>4.00%</b>				<b>1</b>	<b>4.00%</b>			
<b>DCHS</b>																	
New Hires:	26	14	53.85%	9	34.62%	4	15.38%	3	11.54%				2	7.69%	1	3.85%	
Promotions:																	
Transfers:																	
Demotions:																	
<b>TOTAL:</b>	<b>26</b>	<b>14</b>	<b>53.85%</b>	<b>9</b>	<b>34.62%</b>	<b>4</b>	<b>15.38%</b>	<b>3</b>	<b>11.54%</b>				<b>2</b>	<b>7.69%</b>	<b>1</b>	<b>3.85%</b>	
<b>DCFM</b>																	
New Hires:	17	4	23.53%	4	23.53%	1	5.88%	3	17.65%								
Promotions:																	
Transfers:	2	2	100.00%	1	50.00%	1	50.00%										
Demotions:	6	2	33.33%	3	50.00%	1	16.67%										
<b>TOTAL:</b>	<b>25</b>	<b>8</b>	<b>32.00%</b>	<b>8</b>	<b>32.00%</b>	<b>3</b>	<b>12.00%</b>	<b>3</b>	<b>12.00%</b>				<b>2</b>	<b>33.33%</b>	<b>2</b>	<b>8.00%</b>	
<b>DDES</b>																	
New Hires:	35	10	28.57%	7	20.00%	3	8.57%	4	11.43%								
Promotions:	2	1	50.00%														
Transfers:																	
Demotions:																	
<b>TOTAL:</b>	<b>37</b>	<b>11</b>	<b>29.73%</b>	<b>7</b>	<b>18.92%</b>	<b>3</b>	<b>8.11%</b>	<b>4</b>	<b>10.81%</b>								
<b>FINANCE</b>																	
New Hires:	9	6	66.67%	3	33.33%	1	11.11%	2	22.22%								
Promotions:	3	2	66.67%														
Transfers:																	
Demotions:	1	1	100.00%	1	100.00%	1	100.00%	1	100.00%								
<b>TOTAL:</b>	<b>13</b>	<b>9</b>	<b>69.23%</b>	<b>4</b>	<b>30.77%</b>	<b>1</b>	<b>7.69%</b>	<b>3</b>	<b>23.08%</b>								
<b>ORRM</b>																	
New Hires:	9	5	55.56%	2	22.22%	1	100.00%	1	11.11%				1	11.11%			
Promotions:	1	1	100.00%	1	100.00%	1	100.00%	1	100.00%								
Transfers:	2	2	100.00%	1	50.00%			1	50.00%								
Demotions:																	
<b>TOTAL:</b>	<b>12</b>	<b>7</b>	<b>58.33%</b>	<b>4</b>	<b>33.33%</b>	<b>1</b>	<b>8.33%</b>	<b>2</b>	<b>16.67%</b>				<b>1</b>	<b>8.33%</b>			

**King County Executive Branch  
1-1-2001 to 12-31-2001 Summary of Employee Changes by Department and by Protected Group**

	Count of		Female		Total		Minorities		Black		Asian		Native American		Hispanic		PWD*	
	All	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>DIAS</b>	28		15	53.57%	10	35.71%	1	3.57%	8	28.57%	1	3.57%						
New Hires:	14		8	57.14%	5	35.71%	3	21.43%	1	7.14%	1	7.14%						
Promotions:	4		2	50.00%	3	75.00%			2	50.00%	1	25.00%						
Transfers:																		
Demotions:																		
<b>TOTAL:</b>	<b>48</b>		<b>25</b>	<b>54.35%</b>	<b>18</b>	<b>38.13%</b>	<b>4</b>	<b>8.70%</b>	<b>11</b>	<b>23.91%</b>	<b>3</b>	<b>6.52%</b>						
<b>DJA</b>	32		22	68.75%	14	43.75%	7	21.88%	6	18.75%			1	3.13%				
New Hires:	4		3	75.00%	1	25.00%												
Promotions:																		
Transfers:																		
Demotions:																		
<b>TOTAL:</b>	<b>38</b>		<b>25</b>	<b>68.44%</b>	<b>15</b>	<b>41.87%</b>	<b>8</b>	<b>22.22%</b>	<b>6</b>	<b>16.67%</b>			<b>1</b>	<b>2.78%</b>				
<b>DNR</b>	44		16	36.36%	12	27.27%	6	13.64%	3	6.82%	3	6.82%					2	4.55%
New Hires:	40		12	30.00%	7	17.50%	1	2.50%	4	10.00%	4	10.00%					1	6.25%
Promotions:	16		9	56.25%	7	43.75%	3	18.75%	4	25.00%							1	100.00%
Transfers:	1																4	3.98%
Demotions:																		
<b>TOTAL:</b>	<b>101</b>		<b>38</b>	<b>37.62%</b>	<b>28</b>	<b>25.74%</b>	<b>10</b>	<b>9.90%</b>	<b>11</b>	<b>10.89%</b>	<b>3</b>	<b>2.97%</b>			<b>2</b>	<b>1.98%</b>		
<b>DPR</b>	41		18	43.90%	9	21.95%	4	9.76%	5	12.20%								
New Hires:																		
Promotions:																		
Transfers:																		
Demotions:																		
<b>TOTAL:</b>	<b>41</b>		<b>18</b>	<b>43.90%</b>	<b>9</b>	<b>21.95%</b>	<b>4</b>	<b>9.76%</b>	<b>5</b>	<b>12.20%</b>								
<b>DPH</b>	114		76	66.67%	48	40.35%	13	11.40%	22	19.30%	1	0.88%			10	8.77%	2	1.75%
New Hires:																		
Promotions:																		
Transfers:																		
Demotions:																		
<b>TOTAL:</b>	<b>18</b>		<b>6</b>	<b>33.33%</b>	<b>5</b>	<b>27.78%</b>	<b>4</b>	<b>22.22%</b>	<b>1</b>	<b>5.56%</b>							<b>1</b>	<b>5.56%</b>
<b>Sheriff's Office</b>	132		82	62.12%	51	38.64%	17	12.88%	23	17.42%	1	0.76%			10	7.58%	3	2.27%
New Hires:	69		27	39.71%	14	20.59%	2	2.94%	5	7.35%	2	2.94%			5	7.35%		
Promotions:	25		7	28.00%	4	16.00%	1	4.00%			1	4.00%			2	8.00%		
Transfers:	1		1	100.00%														
Demotions:																		
<b>TOTAL:</b>	<b>94</b>		<b>35</b>	<b>37.23%</b>	<b>18</b>	<b>19.15%</b>	<b>3</b>	<b>3.19%</b>	<b>5</b>	<b>5.32%</b>	<b>3</b>	<b>3.19%</b>			<b>7</b>	<b>6.38%</b>		
<b>DOT</b>	380		82	21.58%	117	30.79%	64	16.84%	36	9.47%	6	1.58%			11	2.89%	5	1.32%
New Hires:	85		17	20.00%	27	31.76%	13	15.29%	11	12.94%					3	3.53%	1	1.18%
Promotions:	12		9	75.00%	2	16.67%	1	8.33%	1	8.33%								
Transfers:	15		4	26.67%	6	53.33%	6	40.00%	2	13.33%								
Demotions:																		
<b>TOTAL:</b>	<b>492</b>		<b>112</b>	<b>22.76%</b>	<b>154</b>	<b>31.30%</b>	<b>84</b>	<b>17.07%</b>	<b>50</b>	<b>10.16%</b>	<b>6</b>	<b>1.22%</b>			<b>14</b>	<b>2.85%</b>	<b>6</b>	<b>1.22%</b>
<b>Total Exec</b>	917		338	36.86%	287	31.30%	124	13.52%	115	12.54%	14	1.53%			34	3.71%	10	1.09%
New Hires:	168		44	26.19%	48	28.57%	22	13.10%	19	11.31%	1	0.60%			6	3.57%	1	0.60%
Promotions:	65		34	52.31%	19	29.23%	7	10.77%	8	12.31%	2	3.08%			2	3.08%	1	1.54%
Transfers:	42		15	35.71%	17	40.48%	11	26.19%	4	9.52%					2	4.76%	2	4.76%
Demotions:																		
<b>TOTAL:</b>	<b>1192</b>		<b>431</b>	<b>36.16%</b>	<b>371</b>	<b>31.12%</b>	<b>164</b>	<b>13.76%</b>	<b>146</b>	<b>12.25%</b>	<b>17</b>	<b>1.43%</b>			<b>44</b>	<b>3.69%</b>	<b>14</b>	<b>1.17%</b>



**APPENDIX 5:**

**January 1, 2001 to December 31, 2001**

**SUMMARY OF EMPLOYEE CHANGES**

**FOR EACH DEPARTMENT**

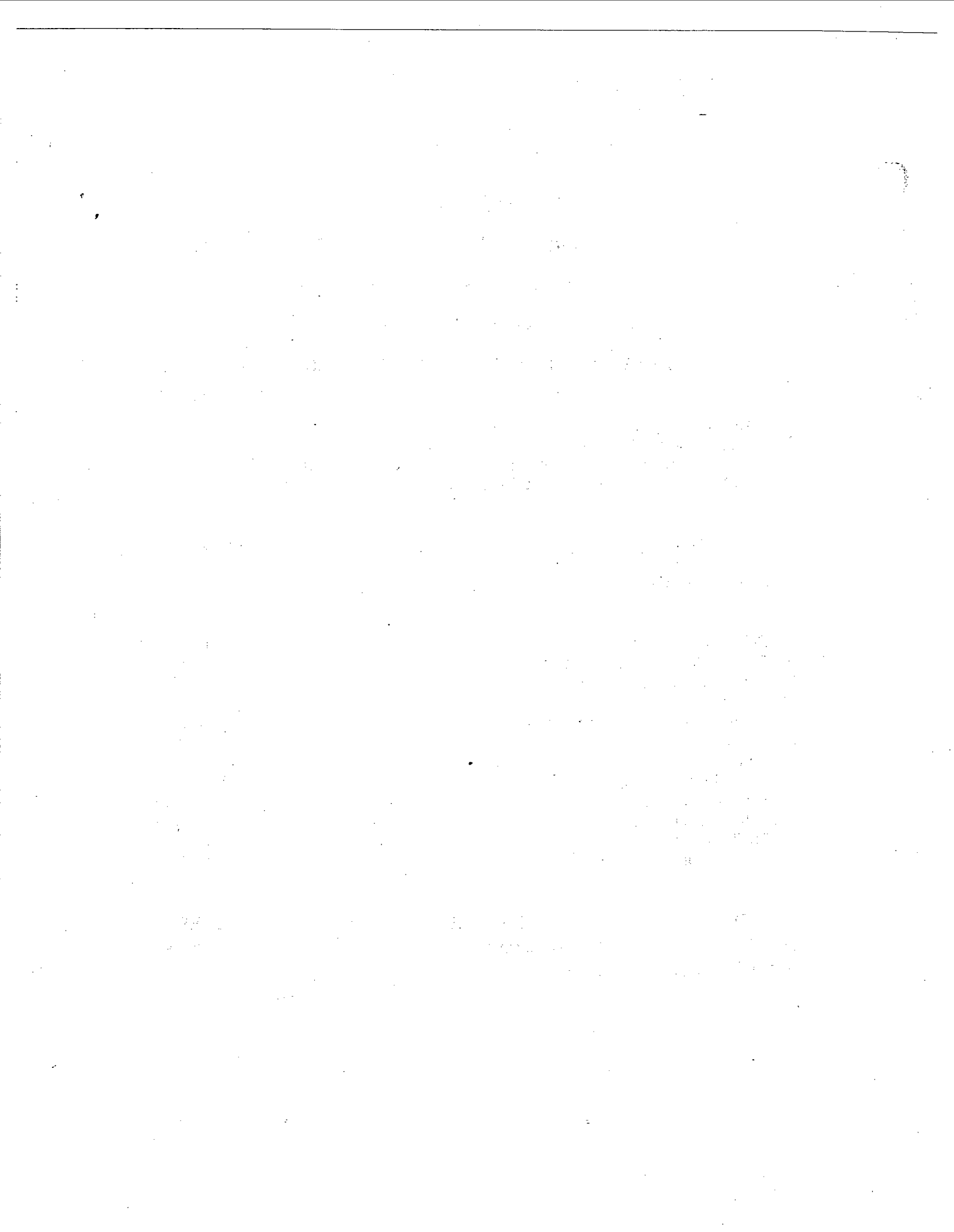
**BY EEO JOB CATEGORY AND PROTECTED GROUP**

Employee Changes Data Reports Include:

- (a) All Transactions (New Hires, Promotions, Demotions, Transfers)
- (b) Employee Changes Data Based on Selection Process
- (c) Employee Placement Data (Includes Lay-off Placements)

<u>Workforce Profiles</u>	<u>Page Numbers</u>
1. Executive's Office	1.1 - 1.6
2. Adult and Juvenile Detention	2.1 - 2.6
3. Assessments	3.1 - 3.6
4. Community & Human Services	4.1 - 4.6
5. Construction & Facilities Management	5.1 - 5.6
6. Development & Environmental Services	6.1 - 6.6
7. Finance	7.1 - 7.6
8. Office of Human Resources Management	8.1 - 8.6
9. Information & Administrative Services	9.1 - 9.6
10. Judicial Administration	10.1 - 10.6
11. Natural Resources	12.1 - 11.6
12. Parks & Recreation	12.1 - 12.6
13. Public Health	13.1 - 13.6
14. Public Safety	14.1 - 14.6
15. Transportation	15.1 - 16.6

**PLEASE VIEW ELECTRONIC VERSION AT PUBLIC FOLDERS  
OHRM, DIVERSITY MANAGEMENT (DMS), 2003-2004 EEO/AA PLAN,  
APPENDIX 5, 1-1-01 to 12-31-01**



# King County Employee Movement

Executive's Office

For the period of Jan 1 to Dec 31 2001

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Officials and Administrator</b>								
New Hires:	2	1 50.00%	1 50.00%	1 50.00%				
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>2</b>	<b>1 50.00%</b>	<b>1 50.00%</b>	<b>1 50.00%</b>				
<b>Professionals</b>								
New Hires:	10	6 60.00%	2 20.00%		1 10.00%	1 10.00%		
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>10</b>	<b>6 60.00%</b>	<b>2 20.00%</b>		<b>1 10.00%</b>	<b>1 10.00%</b>		
<b>Technicians</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Administrative Support</b>								
New Hires:	2	1 50.00%	1 50.00%			1 50.00%		
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>2</b>	<b>1 50.00%</b>	<b>1 50.00%</b>			<b>1 50.00%</b>		
<b>Skilled Crafts</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disabilities

# King County Employee Movement\*

For the period of Jan 1 to Dec 31, 2001

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Transit Operators</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Service Maintenance</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Protective Service Workers</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Paraprofessionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Grand Totals</b>	<b>14</b>	<b>8 57.14%</b>	<b>4 28.57%</b>	<b>1 7.14%</b>	<b>1 7.14%</b>	<b>2 14.29%</b>	<b>0</b>	<b>0</b>
New Hires:	0	0	0	0	0	0	0	0
Promotions:	0	0	0	0	0	0	0	0
Transfers:	0	0	0	0	0	0	0	0
Demotions:	0	0	0	0	0	0	0	0

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with diss

# King County Employee Movement\*

Executive's Office  
By Selection Process

For the period of Jan 1 to Dec 31, 2001

	Total		Total		Total		Total		Total		PWD**
	Total	Female	Minority	Black	Hispanic	Asian	Native American				
<b>Officials and Administrator</b>	2	1 50.00%	1 50.00%	1 50.00%							
New Hires:											
Promotions:											
Transfers:											
Demotions:											
<b>Total:</b>	<b>2</b>	<b>1 50.00%</b>	<b>1 50.00%</b>	<b>1 50.00%</b>							
<b>Professionals</b>	10	6 60.00%	2 20.00%		1 10.00%	1 10.00%					
New Hires:											
Promotions:											
Transfers:											
Demotions:											
<b>Total:</b>	<b>10</b>	<b>6 60.00%</b>	<b>2 20.00%</b>		<b>1 10.00%</b>	<b>1 10.00%</b>					
<b>Technicians</b>	0										
New Hires:											
Promotions:											
Transfers:											
Demotions:											
<b>Total:</b>	<b>0</b>										
<b>Administrative Support</b>	2	1 50.00%	1 50.00%			1 50.00%					
New Hires:											
Promotions:											
Transfers:											
Demotions:											
<b>Total:</b>	<b>2</b>	<b>1 50.00%</b>	<b>1 50.00%</b>			<b>1 50.00%</b>					
<b>Skilled Crafts</b>	0										
New Hires:											
Promotions:											
Transfers:											
Demotions:											
<b>Total:</b>	<b>0</b>										

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disabilities

# King County Employee Movement\*

Executive's Office

For the period of Jan 1 to Dec 31, 2001

By Selection Process

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Transit Operators</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Service Maintenance</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Protective Service Workers</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Paraprofessionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Grand Totals</b>	<b>14</b>	<b>8 57.14%</b>	<b>4 28.57%</b>	<b>1 7.14%</b>	<b>1 7.14%</b>	<b>2 14.29%</b>	<b>0</b>	<b>0</b>
New Hires:	0	0	0	0	0	0	0	0
Promotions:	0	0	0	0	0	0	0	0
Transfers:	0	0	0	0	0	0	0	0
Demotions:	0	0	0	0	0	0	0	0

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disa

# King County Employee Movement\*

Executive's Office

For the period of Jan 1 to Dec 31, 2001

Layoff/Placement Data

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Officials and Administrator</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Professionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Technicians</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Administrative Support</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Skilled Crafts</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disabilities

# King County Employee Movement\*

For the period of Jan 1, to Dec 31, 2001

Executive's Office  
Layoff Placement Data

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Transit Operators</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:	0							
<b>Total:</b>	0							
<b>Service Maintenance</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:	0							
<b>Total:</b>	0							
<b>Protective Service Workers</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:	0							
<b>Total:</b>	0							
<b>Paraprofessionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:	0							
<b>Total:</b>	0							
<b>Grand Totals</b>								
New Hires:	0	0	0	0	0	0	0	0
Promotions:	0	0	0	0	0	0	0	0
Transfers:	0	0	0	0	0	0	0	0
Demotions:	0	0	0	0	0	0	0	0

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with discr



# King County Employee Movement\*

Dept. of Adult & Juvenile Detention

For the period of Jan 1, to Dec 31, 2001

	Total		Total Female		Total Minority		Total			Native American			PWD**	
<b>Officials and Administrator</b>														
New Hires:	1	100.00%	1	100.00%	1	100.00%	1	100.00%						
Promotions:														
Transfers:														
Demotions:														
<b>Total:</b>	<b>1</b>	<b>100.00%</b>	<b>1</b>	<b>100.00%</b>	<b>1</b>	<b>100.00%</b>	<b>1</b>	<b>100.00%</b>						
<b>Professionals</b>														
New Hires:	12	25.00%	3	25.00%	3	25.00%	1	8.33%			2	16.67%		
Promotions:														
Transfers:														
Demotions:														
<b>Total:</b>	<b>12</b>	<b>25.00%</b>	<b>3</b>	<b>25.00%</b>	<b>3</b>	<b>25.00%</b>	<b>1</b>	<b>8.33%</b>			<b>2</b>	<b>16.67%</b>		
<b>Technicians</b>														
New Hires:	1													
Promotions:														
Transfers:														
Demotions:														
<b>Total:</b>	<b>1</b>													
<b>Administrative Support</b>														
New Hires:	4	100.00%	4	100.00%	3	75.00%	2	50.00%			1	25.00%		
Promotions:														
Transfers:														
Demotions:														
<b>Total:</b>	<b>4</b>	<b>100.00%</b>	<b>4</b>	<b>100.00%</b>	<b>3</b>	<b>75.00%</b>	<b>2</b>	<b>50.00%</b>			<b>1</b>	<b>25.00%</b>		
<b>Skilled Crafts</b>														
New Hires:														
Promotions:														
Transfers:														
Demotions:														
<b>Total:</b>	<b>0</b>													

\* Includes placement of laid off employees and disability job related reassignment

\*\* Persons with disabilities

**King County Employee Movement**  
 For the period of Jan 1, to Dec 31, 2001

Dept. of Adult & Juvenile Detention

	Total	Total			Black	Hispanic	Asian	Native American	PWD**
		Total	Female	Minority					
<b>Transit Operators</b>									
New Hires:									
Promotions:									
Transfers:									
Demotions:									
<b>Total:</b>	<b>0</b>								
<b>Service Maintenance</b>									
New Hires:	3	1	33.33%	1	33.33%	1	33.33%		
Promotions:									
Transfers:									
Demotions:									
<b>Total:</b>	<b>3</b>	<b>1</b>	<b>33.33%</b>	<b>1</b>	<b>33.33%</b>	<b>1</b>	<b>33.33%</b>		
<b>Protective Service Workers</b>									
New Hires:	54	17	31.48%	11	20.37%	10	18.52%	1	1.85%
Promotions:	23	4	17.39%	4	17.39%	3	13.04%		
Transfers:									
Demotions:									
<b>Total:</b>	<b>77</b>	<b>21</b>	<b>27.27%</b>	<b>32</b>	<b>41.56%</b>	<b>13</b>	<b>16.88%</b>	<b>1</b>	<b>1.30%</b>
<b>Paraprofessionals</b>									
New Hires:									
Promotions:									
Transfers:									
Demotions:									
<b>Total:</b>	<b>0</b>								
<b>Grand Totals</b>									
New Hires:	75	26	34.67%	32	42.67%	15	20.00%	2	2.67%
Promotions:	23	4	17.39%	8	34.78%	4	17.39%	1	4.35%
Transfers:	0	0		0		0		0	
Demotions:	0	0		0		0		0	
<b>Total:</b>	<b>98</b>	<b>30</b>	<b>30.61%</b>	<b>40</b>	<b>40.82%</b>	<b>19</b>	<b>18.37%</b>	<b>3</b>	<b>3.06%</b>

\* Includes placement of laid off employees and disability job related reassignment  
 \*\*Persons with dis

# King County Employee Movement\*

For the period of Jan. 1, to Dec. 31, 2001

Dept. of Adult & Juvenile Detention  
BY Selection Process

	Total		Total Minority				Native American		
	Total	Female	Black	Hispanic	Asian	American	PWD**		
<b>Officials and Administrator</b>									
New Hires:									
Promotions:									
Transfers:									
Demotions:									
<b>Total:</b>	<b>0</b>								
<b>Professionals</b>									
New Hires:	11	3 27.27%	1 9.09%		2 18.18%				
Promotions:									
Transfers:									
Demotions:									
<b>Total:</b>	<b>11</b>	<b>3 27.27%</b>	<b>1 9.09%</b>		<b>2 18.18%</b>				
<b>Technicians</b>									
New Hires:	1								
Promotions:									
Transfers:									
Demotions:									
<b>Total:</b>	<b>1</b>								
<b>Administrative Support</b>									
New Hires:	4	4 100.00%	2 50.00%		1 25.00%				
Promotions:									
Transfers:									
Demotions:									
<b>Total:</b>	<b>4</b>	<b>4 100.00%</b>	<b>2 50.00%</b>		<b>1 25.00%</b>				
<b>Skilled Crafts</b>									
New Hires:									
Promotions:									
Transfers:									
Demotions:									
<b>Total:</b>	<b>0</b>								

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disabilities

# King County Employee Movement\*

Dept. of Adult & Juvenile Detention  
By Selection Process

For the period of Jan 1, to Dec 31, 2001

	Total		Total Minority		Black	Hispanic	Asian	Native American	PWD**
	Total	Female	Minority	Female					
<b>Transit Operators</b>									
New Hires:									
Promotions:									
Transfers:									
Demotions:									
<b>Total:</b>	<b>0</b>								
<b>Service Maintenance</b>									
New Hires:	3	1	1	33.33%			1	33.33%	
Promotions:									
Transfers:									
Demotions:									
<b>Total:</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>33.33%</b>			<b>1</b>	<b>33.33%</b>	
<b>Protective Service Workers</b>									
New Hires:	54	17	17	31.48%	11	20.37%	10	18.52%	1
Promotions:	23	4	4	17.39%	4	17.39%	3	13.04%	
Transfers:									
Demotions:									
<b>Total:</b>	<b>77</b>	<b>21</b>	<b>21</b>	<b>27.27%</b>	<b>15</b>	<b>19.48%</b>	<b>13</b>	<b>16.88%</b>	<b>1</b>
<b>Paraprofessionals</b>									
New Hires:									
Promotions:									
Transfers:									
Demotions:									
<b>Total:</b>	<b>0</b>								
<b>Grand Totals</b>									
New Hires:	73	25	31	42.47%	14	19.18%	14	19.18%	1
Promotions:	23	4	8	34.78%	4	17.39%	3	13.04%	0
Transfers:	0	0	0	0%	0	0%	0	0%	0
Demotions:	0	0	0	0%	0	0%	0	0%	0

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disa

# King County Employee Movement

Dept. of Adult & Juvenile Detention  
Layoff Placement Data

For the period of Jan 1, to Dec 31, 2001

	Total				Native American				PWD**
	Total	Female	Minority	Black	Hispanic	Asian	American		
<b>Officials and Administrator</b>									
New Hires:	1	1 100.00%	1 100.00%	1 100.00%					
Promotions:									
Transfers:									
Demotions:									
<b>Total:</b>	<b>1</b>	<b>1 100.00%</b>	<b>1 100.00%</b>	<b>1 100.00%</b>					
<b>Professionals</b>									
New Hires:	1								
Promotions:									
Transfers:									
Demotions:									
<b>Total:</b>	<b>1</b>								
<b>Technicians</b>									
New Hires:									
Promotions:									
Transfers:									
Demotions:									
<b>Total:</b>	<b>0</b>								
<b>Administrative Support</b>									
New Hires:									
Promotions:									
Transfers:									
Demotions:									
<b>Total:</b>	<b>0</b>								
<b>Skilled Crafts</b>									
New Hires:									
Promotions:									
Transfers:									
Demotions:									
<b>Total:</b>	<b>0</b>								

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disabilities

# King County Employee Movement\*

Dept. of Adult & Juvenile Detention  
Layoff Placement Data

For the Period of Jan 1, to Dec 31, 2007

	Total				Native American			
	Total	Female	Minority	Black	Hispanic	Asian	American	PWD**
<b>Transit Operators</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Service Maintenance</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Protective Service Workers</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Paraprofessionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Grand Totals</b>								
New Hires:	2	1 50.00%	1 50.00%	1 50.00%	0	0	0	0
Promotions:	0	0	0	0	0	0	0	0
Transfers:	0	0	0	0	0	0	0	0
Demotions:	0	0	0	0	0	0	0	0

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disa

# King County Employee Movement\*

Assessor's Office

For the period of Jan 1 to Dec 31, 2001

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Officials and Administrator</b>								
New Hires:	1							
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>1</b>							
<b>Professionals</b>								
New Hires:	2		1 50.00%		1 50.00%			
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>2</b>		<b>1 50.00%</b>		<b>1 50.00%</b>			
<b>Technicians</b>								
New Hires:	19	7 36.84%						
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>19</b>	<b>7 36.84%</b>						
<b>Administrative Support</b>								
New Hires:	1		1 100.00%			1 100.00%		
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>1</b>		<b>1 100.00%</b>			<b>1 100.00%</b>		
<b>Skilled Crafts</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disabilities

# King County Employee Movement\*

For the period of January 1 to Dec 31, 2009

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Transit Operators</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Service Maintenance</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Protective Service Workers</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Paraprofessionals</b>								
New Hires:	2	2 100.00%	2 100.00%	2 100.00%				
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>2</b>	<b>2 100.00%</b>	<b>2 100.00%</b>	<b>2 100.00%</b>				
<b>Grand Totals</b>								
New Hires:	25	9 36.00%	4 16.00%	2 8.00%	1 4.00%	1 4.00%	0	0
Promotions:	0	0	0	0	0	0	0	0
Transfers:	0	0	0	0	0	0	0	0
Demotions:	0	0	0	0	0	0	0	0

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disr



# King County Employee Movement\*

Assessor's Office

For the period of Jan 1, to Dec 31, 2001

Layoff Placement Data

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Officials and Administrator</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Professionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Technicians</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Administrative Support</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Skilled Crafts</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disabilities

# King County Employee Movement\*

Assessor's Office

For the period of Jan 1 to Dec 31, 2001

Layoff/Placement Data

	Total	Total			Black	Hispanic	Asian	Native		PWD**
		Female	Minority	American						
<b>Transit Operators</b>										
New Hires:										
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>0</b>									
<b>Service Maintenance</b>										
New Hires:										
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>0</b>									
<b>Protective Service Workers</b>										
New Hires:										
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>0</b>									
<b>Paraprofessionals</b>										
New Hires:										
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>0</b>									
<b>Grand Totals</b>										
New Hires:	0	0	0	0	0	0	0	0	0	0
Promotions:	0	0	0	0	0	0	0	0	0	0
Transfers:	0	0	0	0	0	0	0	0	0	0
Demotions:	0	0	0	0	0	0	0	0	0	0

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with dis

# King County Employee Movement\*

Assessor's Office

For the period of Jan 1 to Dec 31, 2001

By Selection Process

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Officials and Administrator</b>								
New Hires:	1							
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>1</b>							
<b>Professionals</b>								
New Hires:	2		1 50.00%		1 50.00%			
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>2</b>		<b>1 50.00%</b>		<b>1 50.00%</b>			
<b>Technicians</b>								
New Hires:	19	7 36.84%						
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>19</b>	<b>7 36.84%</b>						
<b>Administrative Support</b>								
New Hires:	1		1 100.00%			1 100.00%		
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>1</b>		<b>1 100.00%</b>			<b>1 100.00%</b>		
<b>Skilled Crafts</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disabilities

# King County Employee Movement\*

For the period of Jan 1, to Dec 31, 2001

Assessor's Office  
By Selection Process

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Transit Operators</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Service Maintenance</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Protective Service Workers</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Paraprofessionals</b>								
New Hires:	2	2 100.00%	2 100.00%	2 100.00%				
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>2</b>	<b>2 100.00%</b>	<b>2 100.00%</b>	<b>2 100.00%</b>				
<b>Grand Totals</b>								
New Hires:	25	9 36.00%	4 16.00%	2 8.00%	1 4.00%	1 4.00%	0	0
Promotions:	0	0	0	0	0	0	0	0
Transfers:	0	0	0	0	0	0	0	0
Demotions:	0	0	0	0	0	0	0	0

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disa

# King County Employee Movement

Dept. of Community & Human Services

For the period of Jan. 1, to Dec. 31, 2001

	Total					PWD**	
	Total	Female	Minority	Black	Hispanic		Asian
<b>Officials and Administrator</b>							
New Hires:							
Promotions:							
Transfers:							
Demotions:							
<b>Total:</b>	<b>0</b>						
<b>Professionals</b>							
New Hires:	10	7 70.00%	1 10.00%		1 10.00%		1 10.00%
Promotions:							
Transfers:							
Demotions:							
<b>Total:</b>	<b>10</b>	<b>7 70.00%</b>	<b>1 10.00%</b>		<b>1 10.00%</b>		<b>1 10.00%</b>
<b>Technicians</b>							
New Hires:	6	2 33.33%	4 66.67%		1 16.67%	3 50.00%	
Promotions:							
Transfers:							
Demotions:							
<b>Total:</b>	<b>6</b>	<b>2 33.33%</b>	<b>4 66.67%</b>		<b>1 16.67%</b>	<b>3 50.00%</b>	
<b>Administrative Support</b>							
New Hires:	2	1 50.00%	1 50.00%	1 50.00%			
Promotions:							
Transfers:							
Demotions:							
<b>Total:</b>	<b>2</b>	<b>1 50.00%</b>	<b>1 50.00%</b>	<b>1 50.00%</b>			
<b>Skilled Crafts</b>							
New Hires:							
Promotions:							
Transfers:							
Demotions:							
<b>Total:</b>	<b>0</b>						

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disabilities

# King County Employee Movement\*

Dept. of Community & Human Services

For the period of Jan 1, to Dec 31, 2001

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Transit Operators</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Service Maintenance</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Protective Service Workers</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Paraprofessionals</b>								
New Hires:	8	4 50.00%	3 37.50%	3 37.50%				
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>8</b>	<b>4 50.00%</b>	<b>3 37.50%</b>	<b>3 37.50%</b>				
<b>Grand Totals</b>								
New Hires:	26	14 53.85%	9 34.62%	4 15.38%	2 7.69%	3 11.54%	0	1 3.85%
Promotions:	0	0	0	0	0	0	0	0
Transfers:	0	0	0	0	0	0	0	0
Demotions:	0	0	0	0	0	0	0	0

\* Includes placement of laid off employees and disability job related reassignment

\*\* Persons with disc

# King County Employee Movement\*

Dept. of Community & Human Services  
By Selection Process

For the period of Jan 1 to Dec 31, 2001

	Total					Total				Native American		PWD**
	Total	Female	Minority	Black	Hispanic	Asian	Native American	PWD**				
<b>Officials and Administrator</b>												
New Hires:												
Promotions:												
Transfers:												
Demotions:												
<b>Total:</b>	<b>0</b>											
<b>Professionals</b>												
New Hires:	8	5 62.50%	1 12.50%		1 12.50%			1 12.50%			1 12.50%	
Promotions:												
Transfers:												
Demotions:												
<b>Total:</b>	<b>8</b>	<b>5 62.50%</b>	<b>1 12.50%</b>		<b>1 12.50%</b>			<b>1 12.50%</b>			<b>1 12.50%</b>	
<b>Technicians</b>												
New Hires:	6	2 33.33%	4 66.67%		1 16.67%	3 50.00%						
Promotions:												
Transfers:												
Demotions:												
<b>Total:</b>	<b>6</b>	<b>2 33.33%</b>	<b>4 66.67%</b>		<b>1 16.67%</b>	<b>3 50.00%</b>						
<b>Administrative Support</b>												
New Hires:	1	1 100.00%	1 100.00%	1 100.00%								
Promotions:												
Transfers:												
Demotions:												
<b>Total:</b>	<b>1</b>	<b>1 100.00%</b>	<b>1 100.00%</b>	<b>1 100.00%</b>								
<b>Skilled Crafts</b>												
New Hires:												
Promotions:												
Transfers:												
Demotions:												
<b>Total:</b>	<b>0</b>											

\* Includes placement of laid off employees and disability job related reassignment.

\*\*Persons with disabilities

# King County Employee Movement\*

Dept. of Community & Human Services  
By Selection Process

For the period of Jan 1, to Dec 31, 2001

	Total		Total Minority		Black		Hispanic		Asian		Native American		PWD**	
	Total	Female	Total	Female	Total	Female	Total	Female	Total	Female	Total	Female	Total	Female
<b>Transit Operators</b>														
New Hires:														
Promotions:														
Transfers:														
Demotions:														
<b>Total:</b>	<b>0</b>													
<b>Service Maintenance</b>														
New Hires:														
Promotions:														
Transfers:														
Demotions:														
<b>Total:</b>	<b>0</b>													
<b>Protective Service Workers</b>														
New Hires:														
Promotions:														
Transfers:														
Demotions:														
<b>Total:</b>	<b>0</b>													
<b>Paraprofessionals</b>														
New Hires:	7	3	3	42.86%	3	42.86%	3	42.86%						
Promotions:														
Transfers:														
Demotions:														
<b>Total:</b>	<b>7</b>	<b>3</b>	<b>3</b>	<b>42.86%</b>	<b>3</b>	<b>42.86%</b>	<b>3</b>	<b>42.86%</b>						
<b>Grand Totals</b>														
New Hires:	22	11	9	40.91%	4	18.18%	2	9.09%	3	13.64%	0	0	1	4.55%
Promotions:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfers:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Demotions:	0	0	0	0	0	0	0	0	0	0	0	0	0	0

\* Includes placement of laid off employees and disability job related reassignment  
\*\* Persons with dis



# King County Employee Movement\*

Dept. of Community & Human Services

For the period of Jan 1 to Dec 31, 2001

Layoff/Placement Data

	Total		Total	Total				Native				
	Total	Female	Minority	Black	Hispanic	Asian	American	PWD**				
<b>Officials and Administrator</b>												
New Hires:												
Promotions:												
Transfers:												
Demotions:												
<b>Total:</b>	0											
<b>Professionals</b>												
New Hires:	2	2 100.00%										
Promotions:												
Transfers:												
Demotions:												
<b>Total:</b>	2	2 100.00%										
<b>Technicians</b>												
New Hires:												
Promotions:												
Transfers:												
Demotions:												
<b>Total:</b>	0											
<b>Administrative Support</b>												
New Hires:												
Promotions:												
Transfers:												
Demotions:												
<b>Total:</b>	0											
<b>Skilled Crafts</b>												
New Hires:												
Promotions:												
Transfers:												
Demotions:												
<b>Total:</b>	0											

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disabilities

# King County Employee Movement\*

Dept. of Community & Human Services  
Layoff/Placement Data

For the period of Jan 1 to Dec 31, 2001

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Transit Operators</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Service Maintenance</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Protective Service Workers</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Paraprofessionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Grand Totals</b>								
New Hires:	2	2 100.00%	0	0	0	0	0	0
Promotions:	0	0	0	0	0	0	0	0
Transfers:	0	0	0	0	0	0	0	0
Demotions:	0	0	0	0	0	0	0	0

\* Includes placement of laid off employees and disability job related reassignment  
\*\*Persons with disr

# King County Employee Movement\*

Dept. of Construction & Facilities Management

For the period of Jan 1 to Dec 31, 2001

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Officials and Administrator</b>								
New Hires:	1							
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>1</b>							
<b>Professionals</b>								
New Hires:	6	1 16.67%						
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>6</b>	<b>1 16.67%</b>						
<b>Technicians</b>								
New Hires:	1		1 100.00%			1 100.00%		
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>1</b>		<b>1 100.00%</b>			<b>1 100.00%</b>		
<b>Administrative Support</b>								
New Hires:	3	2 66.67%	1 33.33%	1 33.33%				
Promotions:								
Transfers:	1	1 100.00%						
Demotions:	1		1 100.00%	1 100.00%				
<b>Total:</b>	<b>5</b>	<b>3 60.00%</b>	<b>2 40.00%</b>	<b>2 40.00%</b>				
<b>Skilled Crafts</b>								
New Hires:	4	1 25.00%	1 25.00%			1 25.00%		
Promotions:								
Transfers:	1	1 100.00%	1 100.00%	1 100.00%				
Demotions:								
<b>Total:</b>	<b>5</b>	<b>2 40.00%</b>	<b>2 40.00%</b>	<b>1 20.00%</b>		<b>1 20.00%</b>		

\* Includes placement of laid off employees and disability job related reassignment

\*\* Persons with disabilities

# King County Employee Movement\*

Dept. of Construction & Facilities Management

For the period of Jan 1 to Dec 31, 2002

	Total		Total		Total		Total		Total		PWD**
	Total	Female	Minority	Black	Hispanic	Asian	Native American				
<b>Transit Operators</b>											
New Hires:											
Promotions:											
Transfers:											
Demotions:											
<b>Total:</b>	<b>0</b>										
<b>Service Maintenance</b>											
New Hires:	1		1 100.00%		1 100.00%						
Promotions:											
Transfers:											
Demotions:	5	2 40.00%	2 40.00%		2 40.00%						
<b>Total:</b>	<b>6</b>	<b>2 33.33%</b>	<b>3 50.00%</b>		<b>3 50.00%</b>						
<b>Protective Service Workers</b>											
New Hires:	1										
Promotions:											
Transfers:											
Demotions:											
<b>Total:</b>	<b>1</b>										
<b>Paraprofessionals</b>											
New Hires:											
Promotions:											
Transfers:											
Demotions:											
<b>Total:</b>	<b>0</b>										
<b>Grand Totals</b>											
New Hires:	17	4 23.53%	4 23.53%	1 5.88%	0	3 17.65%	0	0	0	0	
Promotions:	0	0	0	0	0	0	0	0	0	0	
Transfers:	2	2 100.00%	1 50.00%	1 50.00%	0	0	0	0	0	0	
Demotions:	6	2 33.33%	3 50.00%	1 16.67%	2 33.33%	0	0	0	0	0	

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disa

# King County Employee Movement

Dept. of Construction & Facilities Management

For the period of Jan 1 to Dec 31, 2001

Layoff Placement Data

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Officials and Administrator</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:	0							
<b>Total:</b>	0							
<b>Professionals</b>								
New Hires:	1	1 100.00%						
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	1	1 100.00%						
<b>Technicians</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	0							
<b>Administrative Support</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	0							
<b>Skilled Crafts</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	0							

# King County Employee Movement\*

Dept. of Construction & Facilities Management

For the period of Jan 1, to Dec 31, 2001

Layoff/Placement Data

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Transit Operators</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Service Maintenance</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Protective Service Workers</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Paraprofessionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Grand Totals</b>								
New Hires:	1	1 100.00%	0	0	0	0	0	0
Promotions:	0	0	0	0	0	0	0	0
Transfers:	0	0	0	0	0	0	0	0
Demotions:	0	0	0	0	0	0	0	0

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with dis

# King County Employee Movement\*\*

Dep't of Construction & Facilities Management

For the period of Jan 1, to Dec 31, 2001

Disability Related Reassignment Data

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Officials and Administrator</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Professionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Technicians</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Administrative Support</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Skilled Crafts</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							

# King County Employee Movement\*

Dept. of Construction & Facilities Management

For the period of Jan 1 to Dec 31, 2007

Disability Related Reassignment Data

	Total					PWD**		
	Total	Female	Minority	Black	Hispanic		Asian	Native American
<b>Transit Operators</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	0							
<b>Service Maintenance</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	0							
<b>Protective Service Workers</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	0							
<b>Paraprofessionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	0							
<b>Grand Totals</b>								
New Hires:	0	0	0	0	0	0	0	0
Promotions:	0	0	0	0	0	0	0	0
Transfers:	0	0	0	0	0	0	0	0
Demotions:	0	0	0	0	0	0	0	0

\* Includes placement of laid off employees and disability job related reassignment



# King County Employee Movement\*

Dept. of Development & Environmental Services

For the period of Jan 1, to Dec 31, 2001

	Total	Total Female	Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Officials and Administrator</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Professionals</b>								
New Hires:	17	3 17.65%	2 11.76%	1 5.88%		1 5.88%		
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>17</b>	<b>3 17.65%</b>	<b>2 11.76%</b>	<b>1 5.88%</b>		<b>1 5.88%</b>		
<b>Technicians</b>								
New Hires:	10	2 20.00%	2 20.00%	2 20.00%				
Promotions:	1							
Transfers:								
Demotions:								
<b>Total:</b>	<b>11</b>	<b>2 18.18%</b>	<b>2 18.18%</b>	<b>2 18.18%</b>				
<b>Administrative Support</b>								
New Hires:	7	5 71.43%	3 42.86%			3 42.86%		
Promotions:	1	1 100.00%						
Transfers:								
Demotions:								
<b>Total:</b>	<b>8</b>	<b>6 75.00%</b>	<b>3 37.50%</b>			<b>3 37.50%</b>		
<b>Skilled Crafts</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disabilities

# King County Employee Movement

Dept. of Development & Environmental Services

For the period of Jan 1 to Dec 31, 2001

	Total		Total Minority		Black	Hispanic	Asian	Native American		PWD**
	Total	Female	Minority	Female				American		
<b>Transit Operators</b>										
New Hires:										
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>0</b>									
<b>Service Maintenance</b>										
New Hires:										
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>0</b>									
<b>Protective Service Workers</b>										
New Hires:	1									
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>1</b>									
<b>Paraprofessionals</b>										
New Hires:										
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>0</b>									
<b>Grand Totals</b>	<b>35</b>	<b>10 28.57%</b>	<b>7 20.00%</b>	<b>3 8.57%</b>	<b>4 11.43%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
New Hires:	2	1 50.00%	0	0	0	0	0	0	0	0
Promotions:	0	0	0	0	0	0	0	0	0	0
Transfers:	0	0	0	0	0	0	0	0	0	0
Demotions:	0	0	0	0	0	0	0	0	0	0

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with dis

# King County Employee Movement\*

Dept. of Development & Environmental Services

For the period of Jan 1, to Dec 31, 2001

By Selection Process

	Total					Black	Hispanic	Asian	Native American	PWD**
	Total	Female	Minority	Total						
<b>Officials and Administrator</b>										
New Hires:										
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>0</b>									
<b>Professionals</b>										
New Hires:	17	3	2	11.76%	1	5.88%	1	5.88%		
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>17</b>	<b>3</b>	<b>2</b>	<b>11.76%</b>	<b>1</b>	<b>5.88%</b>	<b>1</b>	<b>5.88%</b>		
<b>Technicians</b>										
New Hires:	10	2	2	20.00%	2	20.00%				
Promotions:	1									
Transfers:										
Demotions:										
<b>Total:</b>	<b>11</b>	<b>2</b>	<b>2</b>	<b>18.18%</b>	<b>2</b>	<b>18.18%</b>				
<b>Administrative Support</b>										
New Hires:	7	5	3	42.86%			3	42.86%		
Promotions:	1	1	1	100.00%						
Transfers:										
Demotions:										
<b>Total:</b>	<b>8</b>	<b>6</b>	<b>3</b>	<b>37.50%</b>			<b>3</b>	<b>37.50%</b>		
<b>Skilled Crafts</b>										
New Hires:										
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>0</b>									

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disabilities

# King County Employee Movement\*

Dept. of Development & Environmental Services

For the period of Jan. 1, to Dec. 31, 2001

By Selection Process

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Transit Operators</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Service Maintenance</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Protective Service Workers</b>								
New Hires:	1							
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>1</b>							
<b>Paraprofessionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Grand Totals</b>	<b>35</b>	<b>10 28.57%</b>	<b>7 20.00%</b>	<b>3 8.57%</b>	<b>0</b>	<b>4 11.43%</b>	<b>0</b>	<b>0</b>
New Hires:	2	1 50.00%	0	0	0	0	0	0
Promotions:	0	0	0	0	0	0	0	0
Transfers:	0	0	0	0	0	0	0	0
Demotions:	0	0	0	0	0	0	0	0

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disc

# King County Employee Movement\*

Dept. of Development & Environmental Services

For the period of Jan 1, to Dec 31, 2001

Layoff Placement Data

	Total					Native American				PWD**	
	Total	Female	Minority	Black	Hispanic	Asian					
<b>Officials and Administrator</b>											
New Hires:											
Promotions:											
Transfers:											
Demotions:	0										
<b>Total:</b>											
<b>Professionals</b>											
New Hires:											
Promotions:											
Transfers:											
Demotions:	0										
<b>Total:</b>											
<b>Technicians</b>											
New Hires:											
Promotions:											
Transfers:											
Demotions:	0										
<b>Total:</b>											
<b>Administrative Support</b>											
New Hires:											
Promotions:											
Transfers:											
Demotions:	0										
<b>Total:</b>											
<b>Skilled Crafts</b>											
New Hires:											
Promotions:											
Transfers:											
Demotions:	0										
<b>Total:</b>											

\* Includes placement of laid off employees and disability job related reassignment  
 \*\*Persons with disabilities

# King County Employee Movement\*

Dept. of Development & Environmental Services

For the period of Jan 1 to Dec 31, 2001

Layoff Placement Data

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Transit Operators</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Service Maintenance</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Protective Service Workers</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Paraprofessionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Grand Totals</b>								
New Hires:	0	0	0	0	0	0	0	0
Promotions:	0	0	0	0	0	0	0	0
Transfers:	0	0	0	0	0	0	0	0
Demotions:	0	0	0	0	0	0	0	0

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disa

# King County Employee Movement\*

Dept. of Finance

For the period of Jan. 1 to Dec. 31, 2001

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Officials and Administrator</b>								
New Hires:	1	1 100.00%						
Promotions:	1							
Transfers:								
Demotions:								
<b>Total:</b>	<b>2</b>	<b>1 50.00%</b>						
<b>Professionals</b>								
New Hires:	4	2 50.00%	2 50.00%			2 50.00%		
Promotions:	2	2 100.00%						
Transfers:								
Demotions:	1	1 100.00%	1 100.00%			1 100.00%		
<b>Total:</b>	<b>7</b>	<b>5 71.43%</b>	<b>3 42.86%</b>			<b>3 42.86%</b>		
<b>Technicians</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Administrative Support</b>								
New Hires:	4	3 75.00%	1 25.00%	1 25.00%				
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>4</b>	<b>3 75.00%</b>	<b>1 25.00%</b>	<b>1 25.00%</b>				
<b>Skilled Crafts</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disabilities

# King County Employee Movement\*

Dept. of Finance

For the period of Jan 1 to Dec 31 2001

	Total		Total Minority		Black		Hispanic		Asian		Native American		PWD**	
	Total	Female	Minority	Total	Black	Hispanic	Asian	Native American	PWD**					
<b>Transit Operators</b>														
New Hires:														
Promotions:														
Transfers:														
Demotions:														
<b>Total:</b>	<b>0</b>													
<b>Service Maintenance</b>														
New Hires:														
Promotions:														
Transfers:														
Demotions:														
<b>Total:</b>	<b>0</b>													
<b>Protective Service Workers</b>														
New Hires:														
Promotions:														
Transfers:														
Demotions:														
<b>Total:</b>	<b>0</b>													
<b>Paraprofessionals</b>														
New Hires:														
Promotions:														
Transfers:														
Demotions:														
<b>Total:</b>	<b>0</b>													
<b>Grand Totals</b>														
New Hires:	9	6 66.67%	3 33.33%	1 11.11%	0	0	2 22.22%	0	0	0	0	0	0	0
Promotions:	3	2 66.67%	0	0	0	0	0	0	0	0	0	0	0	0
Transfers:	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Demotions:	1	1 100.00%	1 100.00%	0	0	0	1 100.00%	0	0	1 100.00%	0	0	0	0

\* Includes placement of laid off employees and disability job related reassignment  
 \*\*Persons with dise



# King County Employee Movement\*

Dept. of Finance  
By Selection Process

For the period of Jan 1, to Dec 31, 2001

	Total		Total		Total		Total		Native	
	Total	Female	Minority	Black	Hispanic	Asian	American	PWD**		
<b>Officials and Administrator</b>										
New Hires:	1	1 100.00%								
Promotions:	1									
Transfers:										
Demotions:										
<b>Total:</b>	<b>2</b>	<b>1 50.00%</b>								
<b>Professionals</b>										
New Hires:	4	2 50.00%	2 50.00%			2 50.00%				
Promotions:	2	2 100.00%								
Transfers:										
Demotions:	1	1 100.00%	1 100.00%			1 100.00%				
<b>Total:</b>	<b>7</b>	<b>5 71.43%</b>	<b>3 42.86%</b>			<b>3 42.86%</b>				
<b>Technicians</b>										
New Hires:										
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>0</b>									
<b>Administrative Support</b>										
New Hires:	4	3 75.00%	1 25.00%	1 25.00%						
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>4</b>	<b>3 75.00%</b>	<b>1 25.00%</b>	<b>1 25.00%</b>						
<b>Skilled Crafts</b>										
New Hires:										
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>0</b>									

\* Includes placement of laid off employees and disability job related reassignment  
\*\*persons with disabilities

# King County Employee Movement\*

Dept. of Finance

For the period of Jan 1, to Dec 31, 2001

By Selection Process

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Transit Operators</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Service Maintenance</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Protective Service Workers</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Paraprofessionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Grand Totals</b>								
New Hires:	9	6 66.67%	3 33.33%	1 11.11%	0	2 22.22%	0	0
Promotions:	3	2 66.67%	0	0	0	0	0	0
Transfers:	0	0	0	0	0	0	0	0
Demotions:	1	1 100.00%	1 100.00%	0	0	1 100.00%	0	0

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disc

# King County Employee Movement\*

For the period of Jan 1, to Dec 31, 2001

Dept. of Finance  
Layoff Placement Date

	Total					PWD**	
	Total	Female	Minority	Black	Hispanic		Asian
<b>Officials and Administrator</b>							
New Hires:							
Promotions:							
Transfers:							
Demotions:							
<b>Total:</b>	<b>0</b>						
<b>Professionals</b>							
New Hires:							
Promotions:							
Transfers:							
Demotions:							
<b>Total:</b>	<b>0</b>						
<b>Technicians</b>							
New Hires:							
Promotions:							
Transfers:							
Demotions:							
<b>Total:</b>	<b>0</b>						
<b>Administrative Support</b>							
New Hires:							
Promotions:							
Transfers:							
Demotions:							
<b>Total:</b>	<b>0</b>						
<b>Skilled Crafts</b>							
New Hires:							
Promotions:							
Transfers:							
Demotions:							
<b>Total:</b>	<b>0</b>						

\* Includes placement of laid off employees and disability job related reassignment  
\*\*Persons with disabilities

# King County Employee Movement

Dept. of Finance

For the period of Jan. 1, to Dec 31, 2001

Layoff Placement Data

	Total				Native American			
	Total	Female	Minority	Black	Hispanic	Asian	American	PWD**
<b>Transit Operators</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Service Maintenance</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Protective Service Workers</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Paraprofessionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Grand Totals</b>								
New Hires:	0	0	0	0	0	0	0	0
Promotions:	0	0	0	0	0	0	0	0
Transfers:	0	0	0	0	0	0	0	0
Demotions:	0	0	0	0	0	0	0	0

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disa

# King County Employee Movement\*

Office of Human Resources Management

For the period of Jan 1 to Dec 31, 2001

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Officials and Administrator</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Professionals</b>								
New Hires:	7	3 42.86%	2 28.57%		1 14.29%	1 14.29%		
Promotions:	1		1 100.00%	1 100.00%				
Transfers:	2	2 100.00%	1 50.00%			1 50.00%		
Demotions:								
<b>Total:</b>	<b>10</b>	<b>5 50.00%</b>	<b>4 40.00%</b>	<b>1 10.00%</b>	<b>1 10.00%</b>	<b>2 20.00%</b>		
<b>Technicians</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Administrative Support</b>								
New Hires:	2	2 100.00%						
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>2</b>	<b>2 100.00%</b>						
<b>Skilled Crafts</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disabilities

# King County Employee Movement\*

Office of Human Resources Management

For the period of Jan 1, to Dec 31, 2001

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Transit Operators</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Service Maintenance</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Protective Service Workers</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Paraprofessionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Grand Totals</b>								
New Hires:	9	5 55.56%	2 22.22%	0	1 11.11%	1 11.11%	0	0
Promotions:	1	0	1 100.00%	1 100.00%	0	0	0	0
Transfers:	2	2 100.00%	1 50.00%	0	0	1 50.00%	0	0
Demotions:	0	0	0	0	0	0	0	0

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disa

# King County Employee Movement

For the period of Jan 1 to Dec 31, 2001

Office of Human Resources Management  
By Selection Process

	Total	Female	Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Officials and Administrator</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Professionals</b>								
New Hires:	7	3 42.86%	2 28.57%		1 14.29%	1 14.29%		
Promotions:	1		1 100.00%					
Transfers:	2	2 100.00%	1 50.00%			1 50.00%		
Demotions:								
<b>Total:</b>	<b>10</b>	<b>5 50.00%</b>	<b>4 40.00%</b>	<b>1 10.00%</b>	<b>1 10.00%</b>	<b>2 20.00%</b>		
<b>Technicians</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Administrative Support</b>								
New Hires:	2	2 100.00%						
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>2</b>	<b>2 100.00%</b>						
<b>Skilled Crafts</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							

\* Includes placement of laid off employees and disability job related reassignment  
\*\*Persons with disabilities

# King County Employee Movement\*

Office of Human Resources Management

For the period of Jan 1 to Dec 31, 2001

By Selection Process

	Total		Total Minority		Black		Hispanic		Asian		Native American		PWD**	
	Total	Female	Total	Female	Total	Female	Total	Female	Total	Female	Total	Female	Total	Female
<b>Transit Operators</b>														
New Hires:														
Promotions:														
Transfers:														
Demotions:														
<b>Total:</b>	0													
<b>Service Maintenance</b>														
New Hires:														
Promotions:														
Transfers:														
Demotions:														
<b>Total:</b>	0													
<b>Protective Service Workers</b>														
New Hires:														
Promotions:														
Transfers:														
Demotions:														
<b>Total:</b>	0													
<b>Paraprofessionals</b>														
New Hires:														
Promotions:														
Transfers:														
Demotions:														
<b>Total:</b>	0													
<b>Grand Totals</b>	9	5 55.56%	2 22.22%		0		1 11.11%		1 11.11%		0		0	0
New Hires:	1	0	1 100.00%		1 100.00%		0		0		0		0	0
Promotions:	2	2 100.00%	1 50.00%		0		0		1 50.00%		0		0	0
Transfers:	0	0	0		0		0		0		0		0	0
Demotions:														

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disa



# King County Employee Movement\*

For the period of Jan 1 to Dec 31 2001

Office of Human Resources Management

Layoff Placement Data

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Officials and Administrator</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:	0							
<b>Total:</b>	0							
<b>Professionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:	0							
<b>Total:</b>	0							
<b>Technicians</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:	0							
<b>Total:</b>	0							
<b>Administrative Support</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:	0							
<b>Total:</b>	0							
<b>Skilled Crafts</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:	0							
<b>Total:</b>	0							

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disabilities

# King County Employee Movement\*

Office of Human Resources Management

For the period of Jan 1, to Dec 31, 2001

Layoff/Placement Data

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Transit Operators</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Service Maintenance</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Protective Service Workers</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Paraprofessionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Grand Totals</b>								
New Hires:	0	0	0	0	0	0	0	0
Promotions:	0	0	0	0	0	0	0	0
Transfers:	0	0	0	0	0	0	0	0
Demotions:	0	0	0	0	0	0	0	0

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with dis

# King County Employee Movement\*

For the period of Jan 1, 1999 to Dec 31, 2001

Dept. of Information & Administrative Services

	Total				Total				Native			
	Total	Female	Minority	Black	Hispanic	Asian	American	PWD**				
<b>Officials and Administrator</b>												
New Hires:	2	1 50.00%	1 50.00%	1 50.00%								
Promotions:	7	4 57.14%	2 28.57%	2 28.57%								
Transfers:												
Demotions:												
<b>Total:</b>	<b>9</b>	<b>5 55.56%</b>	<b>3 33.33%</b>	<b>3 33.33%</b>								
<b>Professionals</b>												
New Hires:	18	8 44.44%	4 22.22%	4 22.22%		4 22.22%						
Promotions:	6	3 50.00%	2 33.33%	1 16.67%		1 16.67%						
Transfers:	1	1 100.00%										
Demotions:												
<b>Total:</b>	<b>25</b>	<b>12 48.00%</b>	<b>6 24.00%</b>	<b>1 4.00%</b>		<b>5 20.00%</b>						
<b>Technicians</b>												
New Hires:												
Promotions:												
Transfers:												
Demotions:												
<b>Total:</b>	<b>0</b>											
<b>Administrative Support</b>												
New Hires:	8	6 75.00%	5 62.50%			4 50.00%			1 12.50%			
Promotions:	1	1 100.00%	1 100.00%						1 100.00%			
Transfers:	3	1 33.33%	3 100.00%			2 66.67%			1 33.33%			
Demotions:												
<b>Total:</b>	<b>12</b>	<b>8 66.67%</b>	<b>9 75.00%</b>			<b>6 50.00%</b>			<b>3 25.00%</b>			
<b>Skilled Crafts</b>												
New Hires:												
Promotions:												
Transfers:												
Demotions:												
<b>Total:</b>	<b>0</b>											

\* Includes placement of laid off employees and disability job related reassignment  
 \*\*Persons with disabilities

# King County Employee Movement\*

For the period of Jan 1, to Dec 31, 2001

Dept. of Information & Administrative Services

	Total				Total				Native American		PWD**
	Total	Female	Minority	Black	Hispanic	Asian	American				
<b>Transit Operators</b>											
New Hires:											
Promotions:											
Transfers:											
Demotions:											
<b>Total:</b>	<b>0</b>										
<b>Service Maintenance</b>											
New Hires:											
Promotions:											
Transfers:											
Demotions:											
<b>Total:</b>	<b>0</b>										
<b>Protective Service Workers</b>											
New Hires:											
Promotions:											
Transfers:											
Demotions:											
<b>Total:</b>	<b>0</b>										
<b>Paraprofessionals</b>											
New Hires:											
Promotions:											
Transfers:											
Demotions:											
<b>Total:</b>	<b>0</b>										
<b>Grand Totals</b>											
New Hires:	28	15 53.57%	10 35.71%	1 3.57%	0	8 28.57%	1 3.57%	0	1 3.57%	0	
Promotions:	14	8 57.14%	5 35.71%	3 21.43%	0	1 7.14%	1 7.14%	0	1 7.14%	0	
Transfers:	4	2 50.00%	3 75.00%	0	0	2 50.00%	1 25.00%	0	1 25.00%	0	
Demotions:	0	0	0	0	0	0	0	0	0	0	

\* Includes placement of laid off employees and disability job related reassignment  
 \*\*Persons with disa

# King County Employee Movement\*

For the period of Jan 1, to Dec 31, 2001

Dept. of Information & Administrative Services  
By Selection Process

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Officials and Administrator</b>								
New Hires:	2	1 50.00%	1 50.00%	1 50.00%				
Promotions:	7	4 57.14%	2 28.57%	2 28.57%				
Transfers:								
Demotions:								
<b>Total:</b>	<b>9</b>	<b>5 55.56%</b>	<b>3 33.33%</b>	<b>3 33.33%</b>				
<b>Professionals</b>								
New Hires:	18	8 44.44%	4 22.22%		4 22.22%			
Promotions:	5	2 40.00%	1 20.00%		1 20.00%			
Transfers:	1	1 100.00%						
Demotions:								
<b>Total:</b>	<b>24</b>	<b>11 45.83%</b>	<b>5 20.83%</b>		<b>5 20.83%</b>			
<b>Technicians</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Administrative Support</b>								
New Hires:	8	6 75.00%	5 62.50%			4 50.00%	1 12.50%	
Promotions:	1	1 100.00%	1 100.00%				1 100.00%	
Transfers:	3	1 33.33%	3 100.00%			2 66.67%	1 33.33%	
Demotions:								
<b>Total:</b>	<b>12</b>	<b>8 66.67%</b>	<b>9 75.00%</b>			<b>6 50.00%</b>	<b>3 25.00%</b>	
<b>Skilled Crafts</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disabilities

# King County Employee Movement\*

For the period of Jan 1, to Dec 31, 2001

Dept. of Information & Administrative Services  
By Selection Process

	Total		Total Minority		Native American				PWD**
	Total	Female	Minority	Black	Hispanic	Asian	American		
<b>Transit Operators</b>									
New Hires:									
Promotions:									
Transfers:									
Demotions:									
<b>Total:</b>	<b>0</b>								
<b>Service Maintenance</b>									
New Hires:									
Promotions:									
Transfers:									
Demotions:									
<b>Total:</b>	<b>0</b>								
<b>Protective Service Workers</b>									
New Hires:									
Promotions:									
Transfers:									
Demotions:									
<b>Total:</b>	<b>0</b>								
<b>Paraprofessionals</b>									
New Hires:									
Promotions:									
Transfers:									
Demotions:									
<b>Total:</b>	<b>0</b>								
<b>Grand Totals</b>									
New Hires:	28	15 53.57%	10 35.71%	1 3.57%	0	8 28.57%	1 3.57%	0	
Promotions:	13	7 53.85%	4 30.77%	2 15.38%	0	1 7.69%	1 7.69%	0	
Transfers:	4	2 50.00%	3 75.00%	0	0	2 50.00%	1 25.00%	0	
Demotions:	0	0	0	0	0	0	0	0	

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disa:

# King County Employee Movement

Dept. of Information & Administrative Services

For the period of Jan 1, to Dec 31, 2001

Layoff/Placement Data

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Officials and Administrator</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Professionals</b>								
New Hires:								
Promotions:	1	1 100.00%	1 100.00%	1 100.00%				
Transfers:								
Demotions:								
<b>Total:</b>	<b>1</b>	<b>1 100.00%</b>	<b>1 100.00%</b>	<b>1 100.00%</b>				
<b>Technicians</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Administrative Support</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Skilled Crafts</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disabilities

# King County Employee Movement\*

Dept. of Information & Administrative Services

For the period of Jan 1 to Dec 31, 2001

Layoff Placement Data

	Total					Native American				PWD**	
	Total	Female	Minority	Black	Hispanic	Asian	American				
<b>Transit Operators</b>											
New Hires:											
Promotions:											
Transfers:											
Demotions:											
<b>Total:</b>	<b>0</b>										
<b>Service Maintenance</b>											
New Hires:											
Promotions:											
Transfers:											
Demotions:											
<b>Total:</b>	<b>0</b>										
<b>Protective Service Workers</b>											
New Hires:											
Promotions:											
Transfers:											
Demotions:											
<b>Total:</b>	<b>0</b>										
<b>Paraprofessionals</b>											
New Hires:											
Promotions:											
Transfers:											
Demotions:											
<b>Total:</b>	<b>0</b>										
<b>Grand Totals</b>											
New Hires:	0	0	0	0	0	0	0	0	0	0	0
Promotions:	1	1 100.00%	1 100.00%	1 100.00%	0	0	0	0	0	0	0
Transfers:	0	0	0	0	0	0	0	0	0	0	0
Demotions:	0	0	0	0	0	0	0	0	0	0	0

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disc



# King County Employee Movement\*

Dept. of Judicial Administration

For the period from 1/1 to Dec 31, 2004

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Officials and Administrator</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Professionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Technicians</b>								
New Hires:	1	1 100.00%						
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>1</b>	<b>1 100.00%</b>						
<b>Administrative Support</b>								
New Hires:	31	21 67.74%	14 45.16%	7 22.58%	1 3.23%	6 19.35%		
Promotions:								
Transfers:	4	3 75.00%	1 25.00%	1 25.00%				
Demotions:								
<b>Total:</b>	<b>35</b>	<b>24 68.57%</b>	<b>15 42.86%</b>	<b>8 22.86%</b>	<b>1 2.86%</b>	<b>6 17.14%</b>		
<b>Skilled Crafts</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							

\* Includes placement of laid off employees and disability job related reassignment  
 \*\*Persons with disabilities

# King County Employee Movement\*

For the period of January to Dec 31, 2007

Dept. of Judicial Administration

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Transit Operators</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Service Maintenance</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Protective Service Workers</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Paraprofessionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Grand Totals</b>								
New Hires:	32	22 68.75%	14 43.75%	7 21.88%	1 3.13%	6 18.75%	0	0
Promotions:	0	0	0	0	0	0	0	0
Transfers:	4	3 75.00%	1 25.00%	1 25.00%	0	0	0	0
Demotions:	0	0	0	0	0	0	0	0

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with dis

# King County Employee Movement\*

Dept. of Judicial Administration  
By Selection Process

For the period of Jan 1 to Dec 31, 2004

	Total	Female	Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Officials and Administrator</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Professionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Technicians</b>								
New Hires:	1	1 100.00%						
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>1</b>	<b>1 100.00%</b>						
<b>Administrative Support</b>								
New Hires:	30	21 70.00%	13 43.33%	6 20.00%	1 3.33%	6 20.00%		
Promotions:								
Transfers:	3	3 100.00%						
Demotions:								
<b>Total:</b>	<b>33</b>	<b>24 72.73%</b>	<b>13 39.39%</b>	<b>6 18.18%</b>	<b>1 3.03%</b>	<b>6 18.18%</b>		
<b>Skilled Crafts</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							

Date Created: 3/25/2002

\* Includes placement of laid off employees and disability job related reassignment  
\*\*Persons with disabilities

# King County Employee Movement\*

Dept. of Judicial Administration  
By Selection Process

For the period of Jan 1 to Dec 31, 2001

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Transit Operators</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Service Maintenance</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Protective Service Workers</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Paraprofessionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Grand Totals</b>	<b>31</b>	<b>22 70.97%</b>	<b>13 41.94%</b>	<b>6 19.35%</b>	<b>1 3.23%</b>	<b>6 19.35%</b>	<b>0</b>	<b>0</b>
New Hires:	0	0	0	0	0	0	0	0
Promotions:	3	3 100.00%	0	0	0	0	0	0
Transfers:	0	0	0	0	0	0	0	0
Demotions:								

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disa

# King County Employee Movement\*

Dept. of Judicial Administration  
Layoff Placement Data

For the period of Jan 1 to Dec 31, 2007

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Officials and Administrator</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Professionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Technicians</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Administrative Support</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Skilled Crafts</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							

\* Includes placement of laid off employees and disability job related reassignment  
\*\* persons with disabilities

# King County Employee Movement\*

Dept. of Judicial Administration

For the period of Jan 1, to Dec 31, 2001

Layoff Placement Data

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Transit Operators</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Service Maintenance</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Protective Service Workers</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Paraprofessionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Grand Totals</b>								
New Hires:	0	0	0	0	0	0	0	0
Promotions:	0	0	0	0	0	0	0	0
Transfers:	0	0	0	0	0	0	0	0
Demotions:	0	0	0	0	0	0	0	0

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disa

# King County Employee Movement

Dept. of Natural Resources

For the period of Jan 1 to Dec 31, 2001

	Total		Total				Total		Native	
	Total	Female	Minority	Black	Hispanic	Asian	American	PWD**		
<b>Officials and Administrator</b>										
New Hires:	2		2 100.00%			1 50.00%	1 50.00%			
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>2</b>		<b>2 100.00%</b>			<b>1 50.00%</b>	<b>1 50.00%</b>			
<b>Professionals</b>										
New Hires:	30	11 36.67%	6 20.00%	3 10.00%		1 3.33%	2 6.67%	1 3.33%		
Promotions:	18	5 27.78%	3 16.67%			3 16.67%				
Transfers:	2	2 100.00%								
Demotions:										
<b>Total:</b>	<b>50</b>	<b>18 36.00%</b>	<b>9 18.00%</b>	<b>3 6.00%</b>		<b>4 8.00%</b>	<b>2 4.00%</b>	<b>1 2.00%</b>		
<b>Technicians</b>										
New Hires:	3	2 66.67%	2 66.67%	1 33.33%		1 33.33%				
Promotions:	7	3 42.86%	2 28.57%		1 14.29%	1 14.29%				
Transfers:										
Demotions:										
<b>Total:</b>	<b>10</b>	<b>5 50.00%</b>	<b>4 40.00%</b>	<b>1 10.00%</b>		<b>2 20.00%</b>				
<b>Administrative Support</b>										
New Hires:	4	2 50.00%	1 25.00%	1 25.00%					1 25.00%	
Promotions:	1	1 100.00%								
Transfers:	5	5 100.00%	5 100.00%	1 20.00%		4 80.00%			1 100.00%	
Demotions:	1	1 100.00%								
<b>Total:</b>	<b>11</b>	<b>9 81.82%</b>	<b>6 54.55%</b>	<b>2 18.18%</b>		<b>4 36.36%</b>			<b>2 18.18%</b>	
<b>Skilled Crafts</b>										
New Hires:	2	1 50.00%								
Promotions:	13	3 23.08%	2 15.38%	1 7.69%						
Transfers:	7	2 28.57%	1 14.29%	1 14.29%						
Demotions:										
<b>Total:</b>	<b>22</b>	<b>6 27.27%</b>	<b>3 13.64%</b>	<b>2 9.09%</b>		<b>1 4.55%</b>				

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disabilities

# King County Employee Movement\*

Dept. of Natural Resources

For the period of Jan 1, to Dec 31, 2001

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Transit Operators</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Service Maintenance</b>								
New Hires:	3		1 33.33%	1 33.33%				
Promotions:								
Transfers:	2		1 50.00%	1 50.00%				1 50.00%
Demotions:								
<b>Total:</b>	<b>5</b>		<b>2 40.00%</b>	<b>2 40.00%</b>				<b>1 20.00%</b>
<b>Protective Service Workers</b>								
New Hires:								
Promotions:	1							
Transfers:								
Demotions:								
<b>Total:</b>	<b>1</b>							
<b>Paraprofessionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Grand Totals</b>								
New Hires:	44	16 36.36%	12 27.27%	6 13.64%	0	3 6.82%	3 6.82%	2 4.55%
Promotions:	40	12 30.00%	7 17.50%	1 2.50%	2 5.00%	4 10.00%	0	0
Transfers:	16	9 56.25%	7 43.75%	3 18.75%	0	4 25.00%	0	1 6.25%
Demotions:	1	1 100.00%	0	0	0	0	0	1 100.00%

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disa



# King County Employee Movement\*

Dept. of Natural Resources

For the period of Jan. 1, to Dec. 31, 2001

By Selection Process

	Total			Total				Native				
	Total	Female	Minority	Black	Hispanic	Asian	American	PWD**				
<b>Officials and Administrator</b>												
New Hires:	2		2							1	50.00%	
Promotions:												
Transfers:												
Demotions:												
<b>Total:</b>	<b>2</b>		<b>2</b>							<b>1</b>	<b>50.00%</b>	
<b>Professionals</b>												
New Hires:	29	11	6	3						2	6.90%	1
Promotions:	18	5	3							1	3.45%	
Transfers:	2	2	3							3	16.67%	
Demotions:												
<b>Total:</b>	<b>49</b>	<b>18</b>	<b>9</b>	<b>3</b>						<b>4</b>	<b>8.16%</b>	<b>1</b>
<b>Technicians</b>												
New Hires:	3	2	2	1								
Promotions:	7	3	2		1					1	33.33%	
Transfers:												
Demotions:												
<b>Total:</b>	<b>10</b>	<b>5</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>20.00%</b>					
<b>Administrative Support</b>												
New Hires:	3	1										1
Promotions:	1	1										
Transfers:	5	5	5	1						4	80.00%	
Demotions:	1	1										
<b>Total:</b>	<b>10</b>	<b>8</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>40.00%</b>			<b>4</b>	<b>40.00%</b>	<b>2</b>
<b>Skilled Crafts</b>												
New Hires:	2	1										
Promotions:	13	3	2	1								
Transfers:	7	2	1									
Demotions:												
<b>Total:</b>	<b>22</b>	<b>6</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>13.64%</b>			<b>1</b>	<b>4.55%</b>	<b>1</b>

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disabilities

# King County Employee Movement\*

Dept. of Natural Resources  
By Selection Process

For the period of Jan 1 to Dec 31, 2001

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Transit Operators</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Service Maintenance</b>								
New Hires:	3		1 33.33%	1 33.33%				
Promotions:								
Transfers:	2		1 50.00%	1 50.00%				1 50.00%
Demotions:								
<b>Total:</b>	<b>5</b>		<b>2 40.00%</b>	<b>2 40.00%</b>				<b>1 20.00%</b>
<b>Protective Service Workers</b>								
New Hires:								
Promotions:	1							
Transfers:								
Demotions:								
<b>Total:</b>	<b>1</b>							
<b>Paraprofessionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Grand Totals</b>								
New Hires:	42	15 35.71%	11 26.19%	5 11.90%	0	3 7.14%	3 7.14%	2 4.76%
Promotions:	40	12 30.00%	7 17.50%	1 2.50%	2 5.00%	4 10.00%	0	0
Transfers:	16	9 56.25%	7 43.75%	3 18.75%	0	4 25.00%	0	1 6.25%
Demotions:	1	1 100.00%	0	0	0	0	0	1 100.00%

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with dis:

# King County Employee Movement\*

Dept. of Natural Resources

For the period of Jan 1 to Dec 31, 2002

Layoff/Placement Data

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Officials and Administrator</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Professionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>1</b>							
<b>Technicians</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Administrative Support</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Skilled Crafts</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disabilities

# King County Employee Movement\*

Dept. of Natural Resources

For the period of Jan 1, to Dec 31, 2001

Layoff/Placement Data

	Total				Native American				PWD**
	Total	Female	Minority	Black	Hispanic	Asian	American		
<b>Transit Operators</b>									
New Hires:									
Promotions:									
Transfers:									
Demotions:									
<b>Total:</b>	0								
<b>Service Maintenance</b>									
New Hires:									
Promotions:									
Transfers:									
Demotions:									
<b>Total:</b>	0								
<b>Protective Service Workers</b>									
New Hires:									
Promotions:									
Transfers:									
Demotions:									
<b>Total:</b>	0								
<b>Paraprofessionals</b>									
New Hires:									
Promotions:									
Transfers:									
Demotions:									
<b>Total:</b>	0								
<b>Grand Totals</b>									
New Hires:	1	0	0	0	0	0	0	0	0
Promotions:	0	0	0	0	0	0	0	0	0
Transfers:	0	0	0	0	0	0	0	0	0
Demotions:	0	0	0	0	0	0	0	0	0

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disa

# King County Employee Movement\*

Dept. of Parks & Recreation

For the period of Jan 1 to Dec 31, 2001

	Total					Black	Hispanic	Asian	Native American	PWD**
	Total	Female	Minority	Total						
<b>Officials and Administrator</b>										
New Hires:										
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>0</b>									
<b>Professionals</b>										
New Hires:										
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>1</b>									
<b>Technicians</b>										
New Hires:										
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>0</b>									
<b>Administrative Support</b>										
New Hires:	2	2 100.00%	1 50.00%		1 50.00%	1 50.00%				
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>2</b>	<b>2 100.00%</b>	<b>1 50.00%</b>		<b>1 50.00%</b>	<b>1 50.00%</b>				
<b>Skilled Crafts</b>										
New Hires:										
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>0</b>									

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disabilities

# King County Employee Movement\*

Dept. of Parks & Recreation

For the period of January 1 to Dec 31, 2001

	Total				Native American			
	Total	Female	Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Transit Operators</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Service Maintenance</b>								
New Hires:	38	16 42.11%	8 21.05%	3 7.89%		5 13.16%		
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>38</b>	<b>16 42.11%</b>	<b>8 21.05%</b>	<b>3 7.89%</b>		<b>5 13.16%</b>		
<b>Protective Service Workers</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Paraprofessionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Grand Totals</b>								
New Hires:	41	18 43.90%	9 21.95%	4 9.76%	0	5 12.20%	0	0
Promotions:	0	0	0	0	0	0	0	0
Transfers:	0	0	0	0	0	0	0	0
Demotions:	0	0	0	0	0	0	0	0

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disa

# King County Employee Movement

Dept. of Parks & Recreation  
By Selection Process

For the period of Jan 1 to Dec 31, 2001

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Officials and Administrator</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Professionals</b>								
New Hires:	1							
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>1</b>							
<b>Technicians</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Administrative Support</b>								
New Hires:	2	2 100.00%	1 50.00%	1 50.00%				
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>2</b>	<b>2 100.00%</b>	<b>1 50.00%</b>	<b>1 50.00%</b>				
<b>Skilled Crafts</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disabilities

# King County Employee Movement\*

For the period of Jan 1 to Dec 31 2006

Dept. of Parks & Recreation  
By Selection Process

	Total					Total				
	Total	Female	Minority	Black	Hispanic	Asian	Native American	PWD**		
<b>Transit Operators</b>										
New Hires:										
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>0</b>									
<b>Service Maintenance</b>										
New Hires:	38	16 42.11%	8 21.05%	3 7.89%		5 13.16%				
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>38</b>	<b>16 42.11%</b>	<b>8 21.05%</b>	<b>3 7.89%</b>		<b>5 13.16%</b>				
<b>Protective Service Workers</b>										
New Hires:										
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>0</b>									
<b>Paraprofessionals</b>										
New Hires:										
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>0</b>									
<b>Grand Totals</b>										
New Hires:	41	18 43.90%	9 21.95%	4 9.76%	0	5 12.20%	0	0	0	0
Promotions:	0	0	0	0	0	0	0	0	0	0
Transfers:	0	0	0	0	0	0	0	0	0	0
Demotions:	0	0	0	0	0	0	0	0	0	0

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disa



# King County Employee Movement\*

Dept. of Parks & Recreation

For the period of Jan 1 to Dec 31, 2001

Layoff Placement Data

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Officials and Administrator</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Professionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Technicians</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Administrative Support</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Skilled Crafts</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disabilities

# King County Employee Movement

Dept. of Parks & Recreation

For the period of Jan 1 to Dec 31, 2001

Layoff Placement Data

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Transit Operators</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Service Maintenance</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Protective Service Workers</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Paraprofessionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Grand Totals</b>								
New Hires:	0	0	0	0	0	0	0	0
Promotions:	0	0	0	0	0	0	0	0
Transfers:	0	0	0	0	0	0	0	0
Demotions:	0	0	0	0	0	0	0	0

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disa

# King County Employee Movement\*

Dept. of Public Health

For the period of Jan 1, to Dec 31, 2001

	Total					Total				PWD**	
	Total	Female	Minority	Black	Hispanic	Asian	American	Native			
<b>Officials and Administrator</b>											
New Hires:											
Promotions:											
Transfers:											
Demotions:											
<b>Total:</b>	<b>0</b>										
<b>Professionals</b>											
New Hires:	50	38 76.00%	18 36.00%	7 14.00%	3 6.00%	8 16.00%				1 2.00%	
Promotions:											
Transfers:	2	2 100.00%	1 50.00%			1 50.00%					
Demotions:	52	40 76.92%	19 36.54%	7 13.46%	3 5.77%	9 17.31%				1 1.92%	
<b>Total:</b>											
<b>Technicians</b>											
New Hires:	22	9 40.91%	10 45.45%	1 4.55%	3 13.64%	6 27.27%					
Promotions:											
Transfers:											
Demotions:	22	9 40.91%	10 45.45%	1 4.55%	3 13.64%	6 27.27%					
<b>Total:</b>											
<b>Administrative Support</b>											
New Hires:	31	23 74.19%	12 38.71%	3 9.68%	1 3.23%	7 22.58%				1 3.23%	
Promotions:											
Transfers:											
Demotions:	31	23 74.19%	12 38.71%	3 9.68%	1 3.23%	7 22.58%				1 3.23%	
<b>Total:</b>											
<b>Skilled Crafts</b>											
New Hires:											
Promotions:											
Transfers:											
Demotions:											
<b>Total:</b>	<b>0</b>										

\* Includes placement of laid off employees and disability job related reassignment  
 \*\*Persons with disabilities

# King County Employee Movement

For the period of Jan 1 to Dec 31, 2001

Dept. of Public Health

	Total					Total Minority				Native American			PWD**
	Total	Female	Total	Black	Hispanic	Asian	Native American						
<b>Transit Operators</b>													
New Hires:													
Promotions:													
Transfers:													
Demotions:													
<b>Total:</b>	<b>0</b>												
<b>Service Maintenance</b>													
New Hires:													
Promotions:													
Transfers:													
Demotions:													
<b>Total:</b>	<b>0</b>												
<b>Protective Service Workers</b>													
New Hires:	5	1 20.00%	3 60.00%	2 40.00%	1 20.00%								
Promotions:													
Transfers:	16	4 25.00%	4 25.00%	4 25.00%	1 4.76%							1 6.25%	
Demotions:	21	5 23.81%	7 33.33%	6 28.57%	1 4.76%							1 4.76%	
<b>Total:</b>	<b>6</b>	<b>5 83.33%</b>	<b>3 50.00%</b>	<b>2 33.33%</b>	<b>2 33.33%</b>	<b>1 16.67%</b>							
<b>Paraprofessionals</b>													
New Hires:	6	5 83.33%	3 50.00%		2 33.33%	1 16.67%							
Promotions:													
Transfers:													
Demotions:													
<b>Total:</b>	<b>6</b>	<b>5 83.33%</b>	<b>3 50.00%</b>		<b>2 33.33%</b>	<b>1 16.67%</b>							
<b>Grand Totals</b>	<b>114</b>	<b>76 66.67%</b>	<b>46 40.35%</b>	<b>13 11.40%</b>	<b>10 8.77%</b>	<b>22 19.30%</b>	<b>1 0.88%</b>					<b>2 1.75%</b>	
New Hires:	0	0	0	0	0	0	0	0	0	0	0	0	0
Promotions:	0	0	0	0	0	0	0	0	0	0	0	0	0
Transfers:	18	6 33.33%	5 27.78%	4 22.22%	0	1 5.56%	0	0	0	0	0	1 5.56%	

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disa

# King County Employee Movement

Dept. of Public Health

For the period of Jan 1 to Dec 31, 2001

By Selection Process

	Total		Total Minority		Total		Total		Total	
	Total	Female	Minority	Black	Hispanic	Asian	Native American	PWD**		
<b>Officials and Administrator</b>										
New Hires:										
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>0</b>									
<b>Professionals</b>										
New Hires:	44	37 84.09%	18 40.91%	7 15.91%	3 6.82%	8 18.18%		1 2.27%		
Promotions:										
Transfers:	2	2 100.00%	1 50.00%			1 50.00%				
Demotions:	46	39 84.78%	19 41.30%	7 15.22%	3 6.52%	9 19.57%		1 2.17%		
<b>Total:</b>	<b>20</b>	<b>7 35.00%</b>	<b>8 40.00%</b>		<b>3 15.00%</b>	<b>5 25.00%</b>				
<b>Technicians</b>										
New Hires:	29	22 75.86%	12 41.38%	3 10.34%	1 3.45%	7 24.14%	1 3.45%	1 3.45%		
Promotions:										
Transfers:										
Demotions:	29	22 75.86%	12 41.38%	3 10.34%	1 3.45%	7 24.14%	1 3.45%	1 3.45%		
<b>Total:</b>	<b>29</b>	<b>22 75.86%</b>	<b>12 41.38%</b>		<b>1 3.45%</b>	<b>7 24.14%</b>	<b>1 3.45%</b>	<b>1 3.45%</b>		
<b>Administrative Support</b>										
New Hires:										
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>0</b>									
<b>Skilled Crafts</b>										
New Hires:										
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>0</b>									

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disabilities

# King County Employee Movement\*

Dept. of Public Health

For the period of January to Dec 31, 2007

By Selection Process

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Transit Operators</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Service Maintenance</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Protective Service Workers</b>								
New Hires:	5	1 20.00%	3 60.00%	2 40.00%	1 20.00%			
Promotions:								
Transfers:	16	4 25.00%	4 25.00%	4 25.00%				1 6.25%
Demotions:	21	5 23.81%	7 33.33%	6 28.57%	1 4.76%			1 4.76%
<b>Paraprofessionals</b>								
New Hires:	6	5 83.33%	3 50.00%		2 33.33%	1 16.67%		
Promotions:								
Transfers:								
Demotions:	6	5 83.33%	3 50.00%		2 33.33%	1 16.67%		
<b>Grand Totals</b>	<b>104</b>	<b>72 69.23%</b>	<b>44 42.31%</b>	<b>12 11.54%</b>	<b>10 9.62%</b>	<b>21 20.19%</b>	<b>1 0.96%</b>	<b>2 1.92%</b>
New Hires:	0	0	0	0	0	0	0	0
Promotions:	0	0	0	0	0	0	0	0
Demotions:	18	6 33.33%	5 27.78%	4 22.22%	0	1 5.56%	0	1 5.56%

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disa

# King County Employee Movement\*

Dept. of Public Health

For the period of Jan 1 to Dec 31, 2001

Layoff Placement Data

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Officials and Administrator</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Professionals</b>								
New Hires:	6	1 16.67%						
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>6</b>	<b>1 16.67%</b>						
<b>Technicians</b>								
New Hires:	2	2 100.00%	2 100.00%	1 50.00%		1 50.00%		
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>2</b>	<b>2 100.00%</b>	<b>2 100.00%</b>	<b>1 50.00%</b>		<b>1 50.00%</b>		
<b>Administrative Support</b>								
New Hires:	2	1 50.00%						
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>2</b>	<b>1 50.00%</b>						
<b>Skilled Crafts</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disabilities

# King County Employee Movement\*

Dept. of Public Health

For the period: Jan 1 to Dec 31, 2001

Layoff/Placement Data

	Total		Total Minority		Black	Hispanic	Asian	Native American		PWD**
	Total	Female	Minority	Female				American		
<b>Transit Operators</b>										
New Hires:										
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>0</b>									
<b>Service Maintenance</b>										
New Hires:										
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>0</b>									
<b>Protective Service Workers</b>										
New Hires:										
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>0</b>									
<b>Paraprofessionals</b>										
New Hires:										
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>0</b>									
<b>Grand Totals</b>	<b>10</b>	<b>4 40.00%</b>	<b>2 20.00%</b>		<b>1 10.00%</b>	<b>0</b>	<b>1 10.00%</b>	<b>0</b>	<b>0</b>	<b>0</b>
New Hires:	<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Promotions:	<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Transfers:	<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Demotions:	<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disab



# King County Employee Movement\*

Sheriff's Office

For the period of Jan 1, to Dec 31, 2001

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Officials and Administrator</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Professionals</b>								
New Hires:	1	1 100.00%						
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>1</b>	<b>1 100.00%</b>						
<b>Technicians</b>								
New Hires:	15	12 80.00%	4 26.67%		1 6.67%	3 20.00%		
Promotions:								
Transfers:	1	1 100.00%						
Demotions:								
<b>Total:</b>	<b>16</b>	<b>13 81.25%</b>	<b>4 25.00%</b>		<b>1 6.25%</b>	<b>3 18.75%</b>		
<b>Administrative Support</b>								
New Hires:	13	10 76.92%	3 23.08%	1 7.69%		1 7.69%	1 7.69%	
Promotions:								
Transfers:	3	2 66.67%	2 66.67%	1 33.33%			1 33.33%	
Demotions:	1	1 100.00%						
<b>Total:</b>	<b>17</b>	<b>13 76.47%</b>	<b>5 29.41%</b>	<b>2 11.76%</b>		<b>1 5.88%</b>	<b>2 11.76%</b>	
<b>Skilled Crafts</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							

\* Includes placement of laid off employees and disability job related reassignment  
 \*\*Persons with disabilities

# King County Employee Movement

Sheriff's Office

For the period of Jan 1, 1999 to Dec 31, 2001

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Transit Operators</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Service Maintenance</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Protective Service Workers</b>								
New Hires:	39	4 10.26%	7 17.95%	1 2.56%	4 10.26%	1 2.56%	1 2.56%	
Promotions:								
Transfers:	21	4 19.05%	2 9.52%		2 9.52%			
Demotions:								
<b>Total:</b>	<b>60</b>	<b>8 13.33%</b>	<b>9 15.00%</b>	<b>1 1.67%</b>	<b>6 10.00%</b>	<b>1 1.67%</b>	<b>1 1.67%</b>	
<b>Paraprofessionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Grand Totals</b>								
New Hires:	68	27 39.71%	14 20.59%	2 2.94%	5 7.35%	5 7.35%	2 2.94%	0
Promotions:	0	0	0	0	0	0	0	0
Transfers:	25	7 28.00%	4 16.00%	1 4.00%	2 8.00%	0	1 4.00%	0
Demotions:	1	1 100.00%	0	0	0	0	0	0

\* Includes placement of laid off employees and disability job related reassignment  
 \*\*Persons with disc

# King County Employee Movement\*\*

Sheriff's Office

For the period of Jan 1, to Dec 31, 2001

By Selection Process

	Total					Total			Native			
	Total	Female	Minority	Black	Hispanic	Asian	American	PWD**				
<b>Officials and Administrator</b>												
New Hires:												
Promotions:												
Transfers:												
Demotions:												
<b>Total:</b>	<b>0</b>											
<b>Professionals</b>												
New Hires:	1	1	100.00%									
Promotions:												
Transfers:												
Demotions:												
<b>Total:</b>	<b>1</b>	<b>1</b>	<b>100.00%</b>									
<b>Technicians</b>												
New Hires:	15	12	80.00%		4	26.67%	1	6.67%	3	20.00%		
Promotions:												
Transfers:	1	1	100.00%						3	18.75%		
Demotions:												
<b>Total:</b>	<b>16</b>	<b>13</b>	<b>81.25%</b>		<b>4</b>	<b>25.00%</b>		<b>1</b>	<b>3</b>	<b>18.75%</b>		
<b>Administrative Support</b>												
New Hires:	13	10	76.92%	1	7.69%	1	7.69%		1	7.69%		
Promotions:												
Transfers:	3	2	66.67%	1	33.33%				1	33.33%		
Demotions:	1	1	100.00%									
<b>Total:</b>	<b>17</b>	<b>13</b>	<b>76.47%</b>	<b>2</b>	<b>11.76%</b>	<b>5</b>	<b>29.41%</b>		<b>1</b>	<b>5.88%</b>	<b>2</b>	<b>11.76%</b>
<b>Skilled Crafts</b>												
New Hires:												
Promotions:												
Transfers:												
Demotions:												
<b>Total:</b>	<b>0</b>											

\* Includes placement of laid off employees and disability job related reassignment  
 \*\*Persons with disabilities

# King County Employee Movement\*

For the period of Jan 1 to Dec 31, 2001

Sheriff's Office

By Selection Process

	Total		Total Minority		Black	Hispanic	Asian	Native American		PWD**
	Total	Female	Total	Minority				American	PWD**	
<b>Transit Operators</b>										
New Hires:										
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>0</b>									
<b>Service Maintenance</b>										
New Hires:										
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>0</b>									
<b>Protective Service Workers</b>										
New Hires:	39	4 10.26%	7 17.95%	1 2.56%	4 10.26%	1 2.56%	1 2.56%	1 2.56%		
Promotions:										
Transfers:	21	4 19.05%	2 9.52%	2 9.52%	2 9.52%	2 9.52%				
Demotions:										
<b>Total:</b>	<b>60</b>	<b>8 13.33%</b>	<b>9 15.00%</b>	<b>1 1.67%</b>	<b>6 10.00%</b>	<b>1 1.67%</b>	<b>1 1.67%</b>	<b>1 1.67%</b>		
<b>Paraprofessionals</b>										
New Hires:										
Promotions:										
Transfers:										
Demotions:										
<b>Total:</b>	<b>0</b>									
<b>Grand Totals</b>										
New Hires:	68	27 39.71%	14 20.59%	2 2.94%	5 7.35%	2 2.94%	5 7.35%	2 2.94%	0	
Promotions:	0	0	0	0	0	0	0	0	0	
Transfers:	25	7 28.00%	4 16.00%	1 4.00%	2 8.00%	1 4.00%	0	1 4.00%	0	
Demotions:	1	1 100.00%	0	0	0	0	0	0	0	

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disa.

# King County Employee Movement\*

For the period of Jan. 1, to Dec 31, 2001

Sheriff's Office

Layoff Placement Data

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Officials and Administrator</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Professionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Technicians</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Administrative Support</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Skilled Crafts</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disabilities

# King County Employee Movement\*

Sheriff's Office

For the period of Jan 1, to Dec 31, 2001

Layoff Placement Data

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Transit Operators</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Service Maintenance</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Protective Service Workers</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Paraprofessionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Grand Totals</b>								
New Hires:	0	0	0	0	0	0	0	0
Promotions:	0	0	0	0	0	0	0	0
Transfers:	0	0	0	0	0	0	0	0
Demotions:	0	0	0	0	0	0	0	0

Date: 3/25/2002

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disa

# King County Employee Movement\*

Dept. of Transportation

For the period of Jan 1 to Dec 31, 2001

	Total		Total Female		Total Minority		Black		Hispanic		Asian		Native American		PWD**	
<b>Officials and Administrator</b>																
New Hires:	1				1	100.00%	1	100.00%								
Promotions:	1															
Transfers:																
Demotions:																
<b>Total:</b>	<b>2</b>				<b>1</b>	<b>50.00%</b>	<b>1</b>	<b>50.00%</b>								
<b>Professionals</b>																
New Hires:	30		10	33.33%	9	30.00%					9	30.00%				
Promotions:	20		7	35.00%	3	15.00%			1	5.00%	2	10.00%				
Transfers:	8		7	87.50%	1	12.50%					1	12.50%				
Demotions:																
<b>Total:</b>	<b>58</b>		<b>24</b>	<b>41.38%</b>	<b>13</b>	<b>22.41%</b>	<b>1</b>	<b>2.94%</b>	<b>1</b>	<b>1.72%</b>	<b>12</b>	<b>20.69%</b>				
<b>Technicians</b>																
New Hires:	10		2	20.00%	1	10.00%	1	10.00%								
Promotions:	22		4	18.18%	9	40.91%	6	27.27%	1	4.55%	2	9.09%				
Transfers:	1		1	100.00%												
Demotions:	1		1	100.00%												
<b>Total:</b>	<b>34</b>		<b>8</b>	<b>23.53%</b>	<b>10</b>	<b>29.41%</b>	<b>7</b>	<b>20.59%</b>	<b>1</b>	<b>2.94%</b>	<b>2</b>	<b>5.88%</b>				
<b>Administrative Support</b>																
New Hires:	20		9	45.00%	6	30.00%	4	20.00%			2	10.00%				
Promotions:	2		1	50.00%	1	50.00%	1	50.00%								
Transfers:																
Demotions:	1		1	100.00%	1	100.00%	1	100.00%								
<b>Total:</b>	<b>23</b>		<b>11</b>	<b>47.83%</b>	<b>8</b>	<b>34.78%</b>	<b>6</b>	<b>26.09%</b>			<b>2</b>	<b>8.70%</b>				
<b>Skilled Crafts</b>																
New Hires:	22				3	13.64%	3	13.64%								
Promotions:	12				3	25.00%					3	25.00%				
Transfers:																
Demotions:	3				1	33.33%					1	33.33%				
<b>Total:</b>	<b>37</b>				<b>7</b>	<b>18.92%</b>	<b>3</b>	<b>8.11%</b>			<b>4</b>	<b>10.81%</b>				

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disabilities

# King County Employee Movement\*

For the period of Jan 1, to Dec 31, 2001

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Transit Operators</b>								
New Hires:	259	54 20.85%	85 32.82%	49 18.92%	11 4.25%	20 7.72%	5 1.93%	4 1.54%
Promotions:	16	4 25.00%	1 6.25%	1 6.25%				
Transfers:	1	1 100.00%						
Demotions:								
<b>Total:</b>	<b>276</b>	<b>59 21.38%</b>	<b>86 31.16%</b>	<b>50 18.12%</b>	<b>11 3.99%</b>	<b>20 7.25%</b>	<b>5 1.81%</b>	<b>4 1.45%</b>
<b>Service Maintenance</b>								
New Hires:	38	7 18.42%	13 34.21%	7 18.42%		5 13.16%	1 2.63%	1 2.63%
Promotions:	12	1 8.33%	9 75.00%	4 33.33%	1 8.33%	4 33.33%		1 8.33%
Transfers:	2		1 50.00%	1 50.00%				
Demotions:	10	2 20.00%	6 60.00%	5 50.00%		1 10.00%		
<b>Total:</b>	<b>62</b>	<b>10 16.13%</b>	<b>29 46.77%</b>	<b>17 27.42%</b>	<b>1 1.61%</b>	<b>10 16.13%</b>	<b>1 1.61%</b>	<b>2 3.23%</b>
<b>Protective Service Workers</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Paraprofessionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Grand Totals</b>								
New Hires:	380	82 21.58%	117 30.79%	64 16.84%	11 2.89%	36 9.47%	6 1.58%	5 1.32%
Promotions:	85	17 20.00%	27 31.76%	13 15.29%	3 3.53%	11 12.94%	0	1 1.18%
Transfers:	12	9 75.00%	2 16.67%	1 8.33%	0	1 8.33%	0	0
Demotions:	15	4 26.67%	8 53.33%	6 40.00%	0	2 13.33%	0	0

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disa



# King County Employee Movement\*

Dept. of Transportation  
By Selection Process

For the period of Jan 1 to Dec 31, 2001

	Total		Total		Total		Total		Total		Total					
	Total	Female	Minority	Black	Hispanic	Asian	Native American	PWD**	Total	Female	Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Officials and Administrator</b>	1															
New Hires:																
Promotions:	1		1	100.00%												
Transfers:																
Demotions:																
<b>Total:</b>	<b>2</b>		<b>1</b>	<b>50.00%</b>												
<b>Professionals</b>																
New Hires:	30	10	9	30.00%										9	30.00%	
Promotions:	20	7	3	15.00%				1	5.00%					2	10.00%	
Transfers:	7	6	1	14.29%										1	14.29%	
Demotions:																
<b>Total:</b>	<b>57</b>	<b>23</b>	<b>13</b>	<b>22.81%</b>				<b>1</b>	<b>1.75%</b>					<b>12</b>	<b>21.05%</b>	
<b>Technicians</b>																
New Hires:	10	2	1	10.00%												
Promotions:	22	4	9	40.91%				1	4.55%					2	9.09%	
Transfers:	1	1														
Demotions:	1	1														
<b>Total:</b>	<b>34</b>	<b>8</b>	<b>10</b>	<b>29.41%</b>				<b>7</b>	<b>20.59%</b>					<b>2</b>	<b>5.88%</b>	
<b>Administrative Support</b>																
New Hires:	20	9	6	30.00%										2	10.00%	
Promotions:	2	1	1	50.00%												
Transfers:																
Demotions:	1	1	1	100.00%												
<b>Total:</b>	<b>23</b>	<b>11</b>	<b>8</b>	<b>34.78%</b>				<b>6</b>	<b>26.09%</b>					<b>2</b>	<b>8.70%</b>	
<b>Skilled Crafts</b>																
New Hires:	21		3	14.29%												
Promotions:	12		3	25.00%										3	25.00%	
Transfers:																
Demotions:	3		1	33.33%										1	33.33%	
<b>Total:</b>	<b>36</b>		<b>7</b>	<b>19.44%</b>				<b>3</b>	<b>8.33%</b>					<b>4</b>	<b>11.11%</b>	

\* Includes placement of laid off employees and disability job related reassignment  
\*\*Persons with disabilities

# King County Employee Movement

For the period of Jan 1 to Dec 31, 2001

Dept. of Transportation  
By Selection Process

	Total				Total				Native American			PWD**	
	Total	Female	Minority	Black	Hispanic	Asian	American						
<b>Transit Operators</b>													
New Hires:	259	54 20.85%	85 32.82%	49 18.92%	11 4.25%	20 7.72%	5 1.93%	4 1.54%					
Promotions:	16	4 25.00%	1 6.25%	1 6.25%									
Transfers:	1	1 100.00%											
Demotions:													
<b>Total:</b>	<b>276</b>	<b>59 21.38%</b>	<b>86 31.16%</b>	<b>50 18.12%</b>	<b>11 3.99%</b>	<b>20 7.25%</b>	<b>5 1.81%</b>	<b>4 1.45%</b>					
<b>Service Maintenance</b>													
New Hires:	38	7 18.42%	13 34.21%	7 18.42%		5 13.16%	1 2.63%	1 2.63%					
Promotions:	12	1 8.33%	9 75.00%	4 33.33%	1 8.33%	4 33.33%		1 8.33%					
Transfers:	2		1 50.00%	1 50.00%									
Demotions:	10	2 20.00%	6 60.00%	5 50.00%		1 10.00%							
<b>Total:</b>	<b>62</b>	<b>10 16.13%</b>	<b>29 46.77%</b>	<b>17 27.42%</b>	<b>1 1.61%</b>	<b>10 16.13%</b>	<b>1 1.61%</b>	<b>2 3.23%</b>					
<b>Protective Service Workers</b>													
New Hires:													
Promotions:													
Transfers:													
Demotions:													
<b>Total:</b>	<b>0</b>												
<b>Paraprofessionals</b>													
New Hires:													
Promotions:													
Transfers:													
Demotions:													
<b>Total:</b>	<b>0</b>												
<b>Grand Totals</b>													
New Hires:	379	82 21.64%	117 30.87%	64 16.89%	11 2.90%	36 9.50%	6 1.58%	5 1.32%					
Promotions:	85	17 20.00%	27 31.76%	13 15.29%	3 3.53%	11 12.94%	0	1 1.18%					
Transfers:	11	8 72.73%	2 18.18%	1 9.09%	0	1 9.09%	0	0					
Demotions:	15	4 26.67%	8 53.33%	6 40.00%	0	2 13.33%	0	0					

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disr

# King County Employee Movement

For the period of Jan 1 to Dec 31, 2001

Dept. of Transportation  
Layoff Placement Data

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Officials and Administrator</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Professionals</b>								
New Hires:								
Promotions:								
Transfers:	1	1 100.00%						
Demotions:								
<b>Total:</b>	<b>1</b>	<b>1 100.00%</b>						
<b>Technicians</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Administrative Support</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Skilled Crafts</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disabilities

# King County Employee Movement\*

Dept. of Transportation  
Layoff/Placement Data

For the period of Jan. 1 to Dec. 31, 2001

	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD**
<b>Transit Operators</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Service Maintenance</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Protective Service Workers</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Paraprofessionals</b>								
New Hires:								
Promotions:								
Transfers:								
Demotions:								
<b>Total:</b>	<b>0</b>							
<b>Grand Totals</b>								
New Hires:	0	0	0	0	0	0	0	0
Promotions:	0	0	0	0	0	0	0	0
Transfers:	1	1 100.00%	0	0	0	0	0	0
Demotions:	0	0	0	0	0	0	0	0

\* Includes placement of laid off employees and disability job related reassignment

\*\*Persons with disa

## APPENDIX 6:

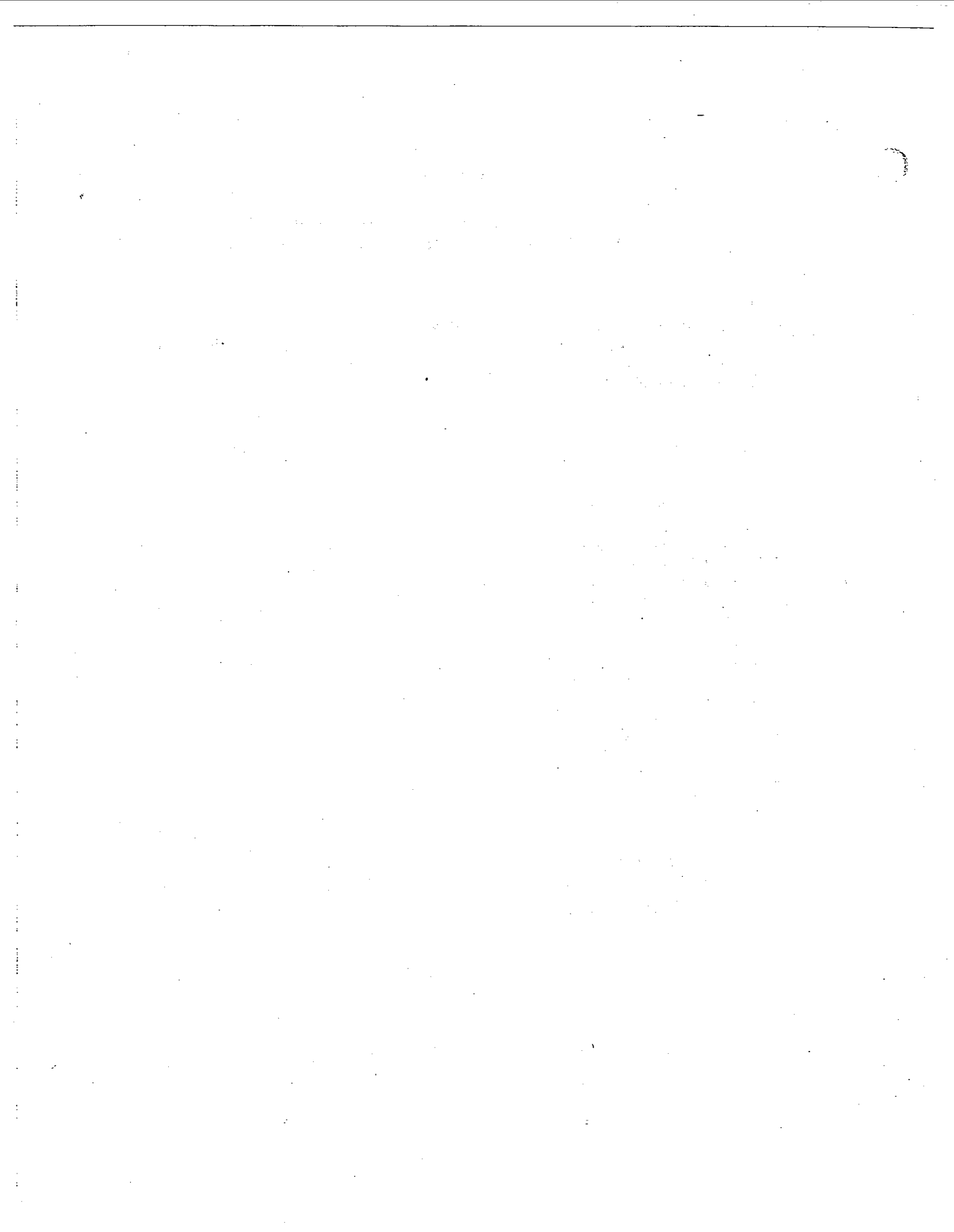
### 2001 YEAR-END AFFIRMATIVE ACTION GOALS SUMMARY ANALYSIS BY AGENCY AND DEPARTMENT

**Note:**

The reports in this section depict the December 31, 2001 workforce participation of minorities, women and persons with disabilities. The data is compared to the 1999-2001 Affirmative Action Workforce Availability Goals (entitled class goal), and where groups are underutilized, a numerical hiring goal is identified.

Workforce Profiles	Page Numbers
1. Executive Branch Profile	1
2. Executive's Office	2
3. Adult and Juvenile Detention	3
4. Assessor's Office	4
5. Community & Human Services	5
6. Construction & Facilities Management	6
7. Development & Environmental Services	7
8. Finance	8
9. Office of Human Resources Management	9
10. Information & Administrative Services	10
11. Judicial Administration	11
12. Natural Resources	12
13. Parks & Recreation	13
14. Public Health	14
15. Sheriff's Office	15
16. Transportation	16

**PLEASE VIEW ELECTRONIC VERSION AT PUBLIC FOLDERS  
OHRM, DIVERSITY MANAGEMENT (DMS), 2003-2004 EEO/AA PLAN,  
APPENDIX 6, 2001 YEAR-END SUMMARY ANALYSIS**



# King County Executive Branch Summary Analysis

December 31, 2001

All Departments  
Division: All Divisions

Job Category	Total	Total				Black	Hispanic	Asian	Native American	PWD*
		Female	Minority	Black	Hispanic					
Officials and Administrators	134 Employees Goals Availability Underutilized	53 39.55%	41 30.60%	21 15.67%		19 14.18%	1 0.75%	4 2.99%		
Professionals	2,700 Employees Goals Availability Underutilized	1,392 51.56%	624 23.11%	195 7.22%	72 2.67%	328 12.15%	29 1.07%	55 2.04%		
Technicians	973 Employees Goals Availability Underutilized	405 41.62%	227 23.33%	75 7.71%	42 4.32%	100 10.28%	10 1.03%	26 2.67%		
Administrative Support	1,451 Employees Goals Availability Underutilized	1,139 78.50%	569 39.21%	218 15.02%	63 4.34%	251 17.30%	37 2.55%	73 5.03%		
Skilled Crafts	826 Employees Goals Availability Underutilized	64 7.75%	170 20.58%	72 8.72%	23 2.78%	56 6.78%	19 2.30%	17 2.06%		
Transit Operators	2,645 Employees Goals Availability Underutilized	582 22.00%	912 34.48%	602 22.76%	79 2.99%	191 7.22%	40 1.51%	13 0.49%		
Service Maintenance	1,023 Employees Goals Availability Underutilized	225 21.99%	365 35.68%	152 14.86%	45 4.40%	144 14.08%	24 2.35%	53 5.18%		
Protective Service Workers	1,560 Employees Goals Availability Underutilized	327 20.96%	480 30.77%	243 15.58%	74 4.74%	139 8.91%	24 1.54%	27 1.73%		
Paraprofessionals	242 Employees Goals Availability Underutilized	165 68.18%	96 39.67%	32 13.22%	26 10.74%	31 12.81%	7 2.89%	14 5.79%		
<b>Grand Total</b>	<b>11,554 100.00%</b>	<b>4,352 37.67%</b>	<b>3,484 30.15%</b>	<b>1,610 13.93%</b>	<b>424 3.67%</b>	<b>1,259 10.90%</b>	<b>191 1.65%</b>	<b>282 2.44%</b>		

Date Created: 9/26/2002

\*Persons with disabilities

**King County Executive Branch Summary Analysis**

December 31, 2001

Executive's Office  
Division: All Divisions

Job Category	Total	Total		Total					Native American	PWD*
		Female	Minority	Black	Hispanic	Asian	American			
Officials and Administrators	20 Employees Goals Availability Underutilized	7 35.00% 8 41.77% 1 Yes	7 35.00% 3 14.10%	4 20.00% 1 4.89%	1 2.75% 1 Yes	3 15.00% 1 4.65%	1 7.3%	1 6.14% 1 Yes		
Professionals	76 Employees Goals Availability Underutilized	50 65.79% 39 51.48%	23 30.26% 7 9.39%	8 10.53% 3 3.82%	2 2.63% 1 1.96%	12 15.79% 2 2.79%	1 1.32% 1 0.81%	1 1.32% 5 6.83% 4 Yes		
Technicians	5 Employees Goals Availability Underutilized	4 80.00% 2 46.38%	3 60.00% 1 13.08%	1 20.00% 3 64%	2 33%	2 40.00% 5 81%	1 26%	6.18%		
Administrative Support	10 Employees Goals Availability Underutilized	9 90.00% 10 98.60% 1 Yes	1 10.00% 1 8.29%	2 40%	1 39%	1 10.00% 2 92%	1 57%	2 20.00% 1 9.86%		
Skilled Crafts	0 Employees Goals Availability Underutilized	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Transit Operators	0 Employees Goals Availability Underutilized	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Service Maintenance	1 Employees Goals Availability Underutilized	1 100.00% 0.00%	1 100.00% 0.00%	1 100.00% 0.00%	0.00%	0.00%	0.00%	0.00%		
Protective Service Workers	0 Employees Goals Availability Underutilized	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Paraprofessionals	0 Employees Goals Availability Underutilized	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
<b>Grand Total</b>	<b>112 100.00%</b>	<b>71 63.39%</b>	<b>35 31.25%</b>	<b>14 12.50%</b>	<b>2 1.79%</b>	<b>18 16.07%</b>	<b>1 0.89%</b>	<b>3 2.68%</b>		

Dated: 9/26/2002

\*Persons v abilities



# King County Executive Branch Summary Analysis

December 31, 2001

Dept. of Adult & Juvenile Detention

Division: All Divisions

Job Category	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD*
Officials and Administrators	7 Employees Goals Availability Underutilized	3 42.86% 2 25.77%	4 57.14% 1 18.65%	4 57.14% 3 3.21%	5.95%	1 7.90% 1 Yes	1.59%	6.09%
Professionals	104 Employees Goals Availability Underutilized	46 44.23% 37 35.74%	37 35.58% 16 15.00%	20 19.23% 7 7.20%	6 5.77% 3 2.68%	9 8.65% 4 3.45%	2 1.92% 1 1.21%	5 4.81% 8 7.81% 3 Yes
Technicians	5 Employees Goals Availability Underutilized	2 37.85% 2 Yes	1 20.00% 1 10.04%	3.17%	2.25%	1 20.00% 3.89%	0.71%	6.82%
Administrative Support	44 Employees Goals Availability Underutilized	37 84.09% 42 94.65%	20 45.45% 4 9.25%	6 13.64% 1 3.05%	2 4.55% 1 1.62%	10 22.73% 1 3.11%	2 4.55% 1 1.35%	1 2.27% 4 9.95% 3 Yes
Skilled Crafts	0 Employees Goals Availability Underutilized	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Transit Operators	0 Employees Goals Availability Underutilized	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service Maintenance	38 Employees Goals Availability Underutilized	7 18.42% 19 48.92%	21 55.26% 8 22.24%	5 13.16% 2 5.05%	2 5.26% 2 4.43%	14 36.84% 4 10.95%	1 1.71% 1 Yes	1 2.63% 5 14.12% 4 Yes
Protective Service Workers	736 Employees Goals Availability Underutilized	191 25.95% 162 21.99%	316 42.93% 125 16.94%	192 26.09% 69 9.34%	42 5.71% 21 2.81%	71 9.65% 23 3.13%	11 1.49% 6 0.83%	18 2.45% 73 9.97% 55 Yes
Paraprofessionals	22 Employees Goals Availability Underutilized	18 81.82% 5 22.31%	10 45.45% 1 4.91%	5 22.73% 1.38%	2 9.09% 0.48%	3 13.64% 1 2.65%	0.40%	1 4.18% 1 Yes
<b>Grand Total</b>	<b>956 100.00%</b>	<b>302 31.59%</b>	<b>409 42.78%</b>	<b>232 24.27%</b>	<b>54 5.65%</b>	<b>108 11.30%</b>	<b>15 1.57%</b>	<b>25 2.62%</b>

Date Created: 9/26/2002

\*Persons with disabilities

**King County Executive Branch Summary Analysis**

December 31, 2001

Assessor's Office  
Division: All Divisions

Job Category	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD*
Officials and Administrators	8 Employees Goals Availability Underutilized	3 37.50% 5 57.14% 2 Yes	1.26%	4.34%	2.12%	4.23%	1.80%	6.08%
Professionals	11 Employees Goals Availability Underutilized	4 36.36% 6 57.14% 2 Yes	4 36.36% 7 9.67%	2 18.18% 2.51%	1 9.09% 1.66%	1 9.09% 4.50%	0.99%	6.06% 1 Yes
Technicians	126 Employees Goals Availability Underutilized	51 40.48% 69 55.02% 18 Yes	19 15.08% 74 11.11%	2 1.59% 3 2.46% 1 Yes	1 0.79% 4 3.43% 3 Yes	16 12.70% 6 5.03%	0.18%	3 2.38% 20 16.16% 17 Yes
Administrative Support	47 Employees Goals Availability Underutilized	37 78.72% 37 77.90%	22 46.81% 6 11.77%	12 25.53% 2 3.41%	7 2.20% 1 Yes	8 17.02% 2 4.86%	2 4.26% 7 1.28%	4 8.51% 4 9.15%
Skilled Crafts	0 Employees Goals Availability Underutilized	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Transit Operators	0 Employees Goals Availability Underutilized	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service Maintenance	0 Employees Goals Availability Underutilized	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service Workers	0 Employees Goals Availability Underutilized	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Paraprofessionals	18 Employees Goals Availability Underutilized	13 72.22% 11 61.12%	11 61.11% 2 13.36%	4 22.22% 2.18%	1 5.56% 1.90%	6 33.33% 2 8.53%	0.69%	3 16.67% 7 5.56%
<b>Grand Total</b>	<b>210 100.00%</b>	<b>108 51.43%</b>	<b>56 26.67%</b>	<b>20 9.52%</b>	<b>3 1.43%</b>	<b>31 14.76%</b>	<b>2 0.95%</b>	<b>10 4.76%</b>

Dated: 9/26/2002

Appendix 6

\*Persons with Disabilities

# King County Executive Branch Summary Analysis

December 31, 2001

Dept. of Community & Human Services  
Division: All Divisions

Job Category	Total	Total Female		Total Minority	Black	Hispanic	Asian	Native American	PWD*
		Count	Percentage						
Officials and Administrators	4	2	50.00%	1	25.00%				
Goods Availability	2	2	50.12%		3.88%		3.10%	1.58%	6.40%
Underutilized									
Professionals	188	112	59.57%	55	29.26%	11	5.85%	1	0.53%
Goods Availability	103	55.02%	24	12.65%	15	7.98%	28	14.89%	9
Underutilized					10	5.39%	7	3.68%	14
Technicians	9	5	55.56%	4	44.44%	1	11.11%		
Goods Availability	4	40.20%	1	10.22%		1.89%	3	33.33%	1
Underutilized					2.68%		3.83%	1.75%	6.51%
Administrative Support	66	51	77.27%	33	50.00%	5	7.58%		
Goods Availability	57	86.26%	6	8.97%	13	19.70%	12	18.18%	5
Underutilized	6	6 Yes			2	2.60%	2	3.23%	6
Skilled Crafts	0		0.00%		0.00%				
Goods Availability									
Underutilized									
Transit Operators	0		0.00%		0.00%				
Goods Availability									
Underutilized									
Service Maintenance	7	2	28.57%	3	42.86%	2	28.57%		
Goods Availability					0.00%		0.00%		
Underutilized									
Protective Service Workers	0		0.00%		0.00%				
Goods Availability									
Underutilized									
Paraprofessionals	72	40	55.56%	32	44.44%	6	8.33%		
Goods Availability	55	76.12%	9	12.62%	12	16.67%	9	12.50%	4
Underutilized	15	15 Yes			3	4.80%	2	2.10%	13
Grand Total	346	212	61.27%	128	36.99%	25	7.23%	9	2.60%
					42	12.14%	52	15.03%	18
									5.20%

Date Created: 9/26/2002

\*Persons with disabilities

# King County Executive Branch Summary Analysis

December 31, 2001

Dept. of Construction & Facilities Management  
Division: All Divisions

Job Category	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD*
Officials and Administrators	7 Employees Goals Availability Underutilized	2 28.57% 3 39.96% 1 Yes	1 7.49% 1 Yes	2 2.49%	2 2.05%	2.15%	0.78%	1 14.29% 6.17%
Professionals	51 Employees Goals Availability Underutilized	19 37.25% 21 41.15% 2 Yes	9 17.65% 4 7.26%	2 3.92% 1 2.19%	2 3.92% 1 1.43%	5 9.80% 1 2.86%	0.75%	1 1.96% 3 6.49% 2 Yes
Technicians	16 Employees Goals Availability Underutilized	5 31.25% 7 42.81% 2 Yes	5 31.25% 2 11.51%	1 6.25% 2.86%	2 12.50% 2.51%	2 12.50% 1 4.81%	1.21%	1 6.25% 1 6.77%
Administrative Support	34 Employees Goals Availability Underutilized	23 67.65% 27 78.62% 4 Yes	16 47.06% 4 11.35%	8 23.53% 1 3.72%	1 2.94% 1 2.22%	7 20.59% 1 3.86%	1 1.51% 1 Yes	1 2.94% 3 8.75% 2 Yes
Skilled Crafts	78 Employees Goals Availability Underutilized	8 10.26% 8 10.49%	19 24.36% 8 9.62%	11 14.10% 2 2.42%	1 1.28% 2 2.46% 1 Yes	5 6.41% 3 3.49%	2 2.56% 1 1.21%	2 2.56% 7 8.56% 5 Yes
Transit Operators	0 Employees Goals Availability Underutilized	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service Maintenance	115 Employees Goals Availability Underutilized	30 26.09% 33 28.31% 3 Yes	64 55.65% 13 11.51%	24 20.87% 5 4.24%	8 6.96% 2 2.16%	28 24.35% 4 3.51%	4 3.48% 2 1.57%	9 7.83% 9 7.90%
Protective Service Workers	64 Employees Goals Availability Underutilized	9 14.06% 11 17.79% 2 Yes	25 39.06% 12 19.08%	3 4.69% 4 6.90% 1 Yes	2 3.13% 4 6.81% 2 Yes	20 31.25% 2 3.72%	1 1.57% 1 Yes	3 4.69% 10 15.70% 7 Yes
Paraprofessionals	0 Employees Goals Availability Underutilized	43.13%	5.11%	1.06%	1.40%	2.40%	0.20%	6.64%
<b>Grand Total</b>	<b>365 100.00%</b>	<b>96 26.30%</b>	<b>138 37.81%</b>	<b>49 13.42%</b>	<b>16 4.38%</b>	<b>67 18.36%</b>	<b>6 1.64%</b>	<b>18 4.93%</b>

D ated: 9/26/2002

\*Persons with Disabilities

**King County Executive Branch Summary Analysis**

Dept. of Development & Environmental Services

December 31, 2001

Division: All Divisions

Job Category	Total		Total					PWD*
	Total	Female	Minority	Black	Hispanic	Asian	Native American	
Officials and Administrators	1	46.14%	13.87%	5.67%	5.70%	1.93%	0.51%	6.17%
Employees	1							
Goals Availability								
Underutilized								
Professionals	123	31 25.20%	27 21.95%	3 2.44%	2 1.63%	20 16.26%	2 1.63%	3 2.44%
Employees	123	31 25.20%	27 21.95%	3 2.44%	2 1.63%	20 16.26%	2 1.63%	3 2.44%
Goals Availability		35 28.19%	10 7.81%	6 4.66%	1 0.72%	3 2.19%	0.23%	10 8.24%
Underutilized		4 Yes		3 Yes				7 Yes
Technicians	82	33 40.24%	20 24.39%	9 10.98%	3 3.66%	5 6.10%	3 3.66%	4 4.88%
Employees	82	33 40.24%	20 24.39%	9 10.98%	3 3.66%	5 6.10%	3 3.66%	4 4.88%
Goals Availability		27 32.53%	8 9.53%	3 3.49%	1 1.46%	3 3.13%	1 1.38%	7 8.06%
Underutilized								3 Yes
Administrative Support	48	37 77.08%	24 50.00%	10 20.83%	2 4.17%	9 18.75%	3 6.25%	4 8.33%
Employees	48	37 77.08%	24 50.00%	10 20.83%	2 4.17%	9 18.75%	3 6.25%	4 8.33%
Goals Availability		44 90.66%	5 9.48%	1 3.09%	1 1.72%	2 3.29%	1 1.37%	5 9.88%
Underutilized		7 Yes						1 Yes
Skilled Crafts	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Employees	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Goals Availability								
Underutilized								
Transit Operators	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Employees	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Goals Availability								
Underutilized								
Service Maintenance	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Employees	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Goals Availability								
Underutilized								
Protective Service Workers	14	3 21.43%	2 14.29%	2 14.29%	0.00%	0.00%	0.00%	0.00%
Employees	14	3 21.43%	2 14.29%	2 14.29%	0.00%	0.00%	0.00%	0.00%
Goals Availability		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Underutilized								
Paraprofessionals	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Employees	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Goals Availability								
Underutilized								
<b>Grand Total</b>	<b>268</b>	<b>104 38.81%</b>	<b>73 27.24%</b>	<b>24 8.96%</b>	<b>7 2.61%</b>	<b>34 12.69%</b>	<b>8 2.99%</b>	<b>11 4.10%</b>

Date Created: 9/26/2002

\*Persons with disabilities

**King County Executive Branch Summary Analysis**

December 31, 2001

Dept. of Finance  
Division: All Divisions

Job Category	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD*
Officials and Administrators	9 Employees Goals Availability Underutilized	5 55.56% 4 39.96%	4 44.44% 1 12.59%	2 22.22% 4.34%	2.12%	2 22.22% 4.23%	1.80%	1 6.17% 1 Yes
Professionals	56 Employees Goals Availability Underutilized	27 48.21% 31 54.74% 4 Yes	19 33.93% 5 9.67%	8 14.29% 1 2.51%	1 1.66% 1 Yes	11 19.64% 3 4.50%	1 0.99% 1 Yes	3 5.36% 3 6.02%
Technicians	2 Employees Goals Availability Underutilized	1 70.30% 1 Yes	1 50.00% 7.93%	2.11%	1.29%	1 50.00% 3.30%	1.23%	6.50%
Administrative Support	64 Employees Goals Availability Underutilized	56 87.50% 60 94.16% 4 Yes	26 40.63% 6 8.82%	10 15.63% 2 2.50%	3 4.69% 1 1.42%	13 20.31% 2 3.50%	1 1.39% 1 Yes	2 3.13% 6 9.94% 4 Yes
Skilled Crafts	0 Employees Goals Availability Underutilized	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Transit Operators	0 Employees Goals Availability Underutilized	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service Maintenance	0 Employees Goals Availability Underutilized	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service Workers	0 Employees Goals Availability Underutilized	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Paraprofessionals	6 Employees Goals Availability Underutilized	3 50.00% 6 91.95% 3 Yes	3 50.00% 6.91%	2 33.33% 1.35%	1 16.67% 1.09%	3.27%	1.20%	1 9.64% 1 Yes
<b>Grand Total</b>	<b>137 100.00%</b>	<b>91 66.42%</b>	<b>53 38.69%</b>	<b>22 16.06%</b>	<b>4 2.92%</b>	<b>27 19.71%</b>		<b>5 3.65%</b>

DF sted: 9/26/2002

\*Persons v abilities

**King County Executive Branch Summary Analysis**

December 31, 2001

Office of Human Resources Management  
Division All Divisions

Job Category	Total	Total Female		Total Minority	Black	Hispanic	Asian	Native American	PWD*		
		Employees	Goals Availability Underutilized								
Officials and Administrators	3	2	66.67%	2	66.67%	2.26%	2	66.67%	1	33.33%	
		1	42.54%	8.36%			2	2.69%		6.17%	
Professionals	62	37	59.68%	16	25.81%	6	9.68%	4	6.45%	2	3.23%
		35	56.30%	9	14.47%	2	3.64%	2	3.71%	4	5.83%
Technicians	4	2	50.00%	2	50.00%	1	25.00%	1	25.00%	1	25.00%
		2	37.85%	10.04%	3.17%	2.25%	3.89%	0.71%	0.71%	6.82%	
Administrative Support	22	16	72.73%	9	40.91%	7	31.82%	1	4.55%	4	18.18%
		20	89.15%	2	9.12%	1	4.55%	1	4.55%	2	9.09%
		4	Yes		2.74%	1.64%	3.25%	1.48%	1.48%	2	9.09%
Skilled Crafts	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Transit Operators	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Service Maintenance	1	1	100.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Protective Service Workers	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Paraprofessionals	13	11	84.62%	3	23.08%	2	15.38%	1	7.69%	2	15.38%
		10	74.02%	2	15.75%	1	5.76%	1	4.05%	1	4.05%
Grand Total	105	68	64.76%	32	30.48%	14	13.33%	7	6.67%	10	9.52%

Date Created: 9/26/2002

\*Persons with disabilities

# King County Executive Branch Summary Analysis

December 31, 2001

Dept. of Information & Administrative Services  
Division: All Divisions

Job Category	Total	Total		Total					PWD*
		Female	Minority	Black	Hispanic	Asian	Native American		
Officials and Administrators	17 Employees Goals Availability Underutilized	8 47.06% 7 40.95%	4 23.53% 2 10.92%	3 17.65% 1 3.49%	2 0.01%	1 5.88% 1 3.92%	1 4.3%	1 6.17% 1 Yes	
Professionals	130 Employees Goals Availability Underutilized	59 45.38% 39 30.26%	29 22.31% 14 10.43%	12 9.23% 2 1.27%	2 1.54% 2 1.80%	14 10.77% 8 6.18%	1 0.77% 1 1.13%	6 4.62% 8 6.16% 2 Yes	
Technicians	28 Employees Goals Availability Underutilized	12 42.86% 12 44.29%	4 14.29% 3 12.04%	1 3.57% 1 3.39%	1 3.57% 1 2.50%	2 7.14% 1 4.92%	1 2.1%	3 10.71% 2 8.03%	
Administrative Support	156 Employees Goals Availability Underutilized	106 67.95% 128 81.94% 22 Yes	59 37.82% 14 9.17%	22 14.10% 4 2.79%	5 3.21% 2 1.53%	29 18.59% 5 3.30%	3 1.92% 2 1.51%	6 3.85% 15 9.70% 9 Yes	
Skilled Crafts	8 Employees Goals Availability Underutilized	1 12.50% 2 18.89% 1 Yes	3 37.50% 1 12.81%	3 2.22%	2 0.0%	1 12.50% 1 6.84%	2 25.00% 0.76%	1 7.31% 1 Yes	
Transit Operators	0 Employees Goals Availability Underutilized	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Service Maintenance	25 Employees Goals Availability Underutilized	8 32.00% 11 45.29% 3 Yes	6 24.00% 3 10.36%	1 4.00% 1 2.66%	1 1.77%	3 12.00% 1 5.07%	2 8.00% 0.86%	1 4.00% 3 13.46% 2 Yes	
Protective Service Workers	0 Employees Goals Availability Underutilized	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Paraprofessionals	6 Employees Goals Availability Underutilized	2 33.33% 5 75.85% 3 Yes	1 16.67% 1 11.13%	4 85%	1 16.67% 1 8.89%	3 3.03%	1 3.6%	1 10.02% 1 Yes	
<b>Grand Total</b>	<b>370 100.00%</b>	<b>196 52.97%</b>	<b>106 28.65%</b>	<b>39 10.54%</b>	<b>9 2.43%</b>	<b>50 13.51%</b>	<b>8 2.16%</b>	<b>16 4.32%</b>	

Date: 9/26/2002

\*Persons with disabilities



**King County Executive Branch Summary Analysis**

December 31, 2001

Dept. of Judicial Administration  
Division: All Divisions

Job Category	Total		Total Female		Total Minority		Black		Hispanic		Asian		Native American		PWD*	
	Employees	Goals Availability Underutilized	Employees	Goals Availability Underutilized	Employees	Goals Availability Underutilized	Employees	Goals Availability Underutilized	Employees	Goals Availability Underutilized	Employees	Goals Availability Underutilized	Employees	Goals Availability Underutilized	Employees	Goals Availability Underutilized
Officials and Administrators	1	0.00%	1	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Professionals	10		3	30.00%	7	9.83%	1	10.00%	1	1.90%	1	10.00%	1	10.00%	1	10.00%
			6	62.24%			3	3.90%								
			3	Yes												
Technicians	3		1	33.33%				2.76%		1.62%		7.62%		0.64%		6.61%
			7	27.59%												
Administrative Support	174		127	72.99%	73	41.95%	23	13.22%	5	2.87%	44	25.29%	1	0.57%	7	4.02%
			125	71.85%	23	13.34%	8	4.55%	4	2.53%	8	4.74%	3	1.50%	14	8.16%
													2	Yes	7	Yes
Skilled Crafts	0			0.00%				0.00%		0.00%		0.00%		0.00%		0.00%
Transit Operators	0			0.00%				0.00%		0.00%		0.00%		0.00%		0.00%
Service Maintenance	0			0.00%				0.00%		0.00%		0.00%		0.00%		0.00%
Protective Service Workers	0			0.00%				0.00%		0.00%		0.00%		0.00%		0.00%
Paraprofessionals	0			0.00%				5.91%		2.53%		4.02%		1.72%		7.95%
<b>Grand Total</b>	<b>188</b>	<b>100.00%</b>	<b>132</b>	<b>70.21%</b>	<b>76</b>	<b>40.43%</b>	<b>24</b>	<b>12.77%</b>	<b>5</b>	<b>2.66%</b>	<b>45</b>	<b>23.94%</b>	<b>2</b>	<b>1.06%</b>	<b>7</b>	<b>3.72%</b>

Date Created: 9/26/2002

\*Persons with disabilities

# King County Executive Branch Summary Analysis

December 31, 2001

Dept. of Natural Resources  
Division: All Divisions

Job Category	Total	Total Female		Total Minority		Black	Hispanic	Asian	Native American	PWD*	
		Employees	Goals Availability	Employees	Goals Availability						
Officials and Administrators	25	6	24.00%	5	20.00%	1	4.00%	3	12.00%	1	4.00%
	Employees	9	34.36%	3	10.20%	1	3.07%	1	4.70%	2	6.12%
	Goals Availability	3	Yes				1.66%			1	Yes
Professionals	558	230	41.22%	104	18.64%	29	5.20%	63	11.29%	5	0.90%
	Employees	226	40.52%	84	15.12%	20	3.55%	52	9.40%	3	0.46%
	Goals Availability					2	Yes			19	3.34%
	Underutilized									13	Yes
Technicians	116	47	40.52%	23	19.83%	6	5.17%	14	12.07%	2	1.72%
	Employees	24	20.83%	10	8.56%	3	2.73%	4	3.85%	1	0.78%
	Goals Availability									8	7.13%
	Underutilized									4	Yes
Administrative Support	138	110	79.71%	40	28.99%	11	7.97%	21	15.22%	3	2.17%
	Employees	93	67.67%	28	20.62%	13	9.78%	5	3.90%	4	3.24%
	Goals Availability					2	Yes			1	Yes
	Underutilized									12	8.70%
Skilled Crafts	196	30	15.31%	45	22.96%	17	8.67%	9	4.59%	8	4.08%
	Employees	30	15.32%	31	15.72%	9	4.68%	9	4.47%	5	2.31%
	Goals Availability									18	9.08%
	Underutilized									14	Yes
Transit Operators	0										
	Employees										
	Goals Availability										
	Underutilized										
Service Maintenance	158	29	18.35%	45	28.48%	26	16.46%	10	6.33%	3	1.90%
	Employees	18	11.30%	37	23.34%	18	11.54%	4	2.81%	6	4.07%
	Goals Availability									3	Yes
	Underutilized										
Protective Service Workers	3	2	66.67%	2	66.67%			2	66.67%		
	Employees										
	Goals Availability										
	Underutilized										
Paraprofessionals	0										
	Employees										
	Goals Availability										
	Underutilized										
Grand Total	1,194	454	38.02%	264	22.11%	90	7.54%	122	10.22%	22	1.84%
	100.00%									40	3.35%

Dated: 9/26/2002

\*Persons with disabilities

**King County Executive Branch Summary Analysis**

December 31, 2001

Dept. of Parks & Recreation  
Division: All Divisions

Job Category	Total	Total Female		Total Minority		Black	Hispanic	Asian	Native American	PWD*
		Count	Percentage	Count	Percentage					
Officials and Administrators	3 Employees Goals Availability Underutilized	3 100.00%	1 45.22%	2 66.67%	1 17.04%	5 63%	4 18%	2 66.67%	2 38%	1 33.33%
Professionals	38 Employees Goals Availability Underutilized	19 50.00%	18 48.12%	2 5.26%	5 12.58%	2 4.53%	1 3.36%	2 5.26%	1 1.53%	2 5.26%
Technicians	3 Employees Goals Availability Underutilized	1 45.51%	1 Yes	3 100.00%	12 89%	2 66.67%	2 42%	1 33.33%	0 0.50%	1 7.11%
Administrative Support	26 Employees Goals Availability Underutilized	25 96.15%	23 87.96%	6 23.08%	3 11.28%	2 7.69%	2 7.69%	1 3.85%	1 3.85%	3 9.91%
Skilled Crafts	13 Employees Goals Availability Underutilized	2 15.38%	2 15.53%	3 23.08%	2 11.72%	2 15.38%	1 7.69%	3 7.8%	0 0.99%	1 10.70%
Transit Operators	0 Employees Goals Availability Underutilized	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Service Maintenance	160 Employees Goals Availability Underutilized	50 31.25%	36 22.43%	30 18.75%	24 15.14%	13 8.13%	4 2.50%	10 6.25%	3 1.88%	16 10.00%
Protective Service Workers	3 Employees Goals Availability Underutilized	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
Paraprofessionals	7 Employees Goals Availability Underutilized	5 71.43%	5 72.49%	1 14.29%	1 15.79%	1 11.52%	1 14.29%	0 0.47%	3 3.05%	1 7.95%
<b>Grand Total</b>	<b>253</b> <b>100.00%</b>	<b>107</b> <b>42.29%</b>	<b>107</b> <b>42.29%</b>	<b>47</b> <b>18.58%</b>	<b>47</b> <b>18.58%</b>	<b>19</b> <b>7.51%</b>	<b>8</b> <b>3.16%</b>	<b>16</b> <b>6.32%</b>	<b>4</b> <b>1.58%</b>	<b>19</b> <b>7.51%</b>

Date Created: 9/26/2002

\*Persons with disabilities

# King County Executive Branch Summary Analysis

December 31, 2001

Dept. of Public Health  
Division: All Divisions

Job Category	Total	Total		Total					Native American	PWD*
		Female	Minority	Black	Hispanic	Asian	American			
Officials and Administrators	8 Employees Goals Availability Underutilized	4 50.00% 3 39.71%	1 12.50% 1 13.49%	4 4.43%	2 3.88%	1 12.50% 4 4.61%	1 9.8%	5 1.6%		
Professionals	689 Employees Goals Availability Underutilized	528 76.63% 462 67.12%	162 23.31% 72 10.52%	48 6.97% 19 2.83%	26 3.77% 15 2.21%	78 11.32% 31 4.53%	10 1.45% 6 0.89%	7 1.02% 55 7.92% 48 Yes		
Technicians	198 Employees Goals Availability Underutilized	87 43.94% 95 48.06% 8 Yes	67 33.84% 28 14.04%	19 9.60% 8 4.27%	22 11.11% 4 2.22%	25 12.63% 13 6.45%	1 0.51% 2 1.09% 1 Yes	4 2.02% 20 10.30% 16 Yes		
Administrative Support	280 Employees Goals Availability Underutilized	251 89.64% 181 64.55%	118 42.14% 37 13.12%	34 12.14% 11 3.99%	24 8.57% 7 2.60%	51 18.21% 14 4.96%	9 3.21% 4 1.52%	12 4.29% 28 9.84% 16 Yes		
Skilled Crafts	0 Employees Goals Availability Underutilized	83.56%	15.28%	5.09%	2.83%	5.44%	1.88%			
Transit Operators	0 Employees Goals Availability Underutilized	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Service Maintenance	14 Employees Goals Availability Underutilized	2 14.29% 5 35.86% 3 Yes	4 28.57% 3 21.46%	4 28.57% 1 5.69%	1 4.24% 1 Yes	1 6.94% 1 Yes	1 4.51% 1 Yes	2 11.81% 2 Yes		
Protective Service Workers	44 Employees Goals Availability Underutilized	13 29.55% 10 22.69%	15 34.09% 8 17.50%	12 27.27% 4 9.85%	2 4.55% 1 2.87%	1 2.27% 1 3.10%	0.77%	2 4.55% 4 8.18% 2 Yes		
Paraprofessionals	88 Employees Goals Availability Underutilized	67 76.14% 61 69.28%	31 35.23% 14 16.03%	9 10.23% 6 6.94%	13 14.77% 3 2.97%	8 9.09% 4 4.16%	1 1.14% 2 1.93% 1 Yes	6 6.82% 9 9.71% 3 Yes		
<b>Grand Total</b>	<b>1,321 100.00%</b>	<b>952 72.07%</b>	<b>398 30.13%</b>	<b>126 9.54%</b>	<b>87 6.59%</b>	<b>164 12.41%</b>	<b>21 1.59%</b>	<b>31 2.35%</b>		

D: ated: 9/26/2002

\*Persons v abilities

# King County Executive Branch Summary Analysis

December 31, 2001

Sheriff's Office  
Division: All Divisions

Job Category	Total	Total		Total Minority	Black	Hispanic	Asian	Native American	PWD*
		Female	Male						
Officials and Administrators	4 Employees Goals Availability Underutilized	3 75.00% 1 31.43%	1 25.00% 3 93%	2 50.00% 1 17.98%	1 25.00% 3 93%	6.27%	1 25.00% 5 72%	2.06%	6.17%
Professionals	41 Employees Goals Availability Underutilized	15 36.59% 13 32.83%	1 2.44% 2 5.05%	4 9.76% 4 10.43%	1 2.44% 2 5.05%	1.20%	3 7.32% 2 3.67%	0.50%	1 2.44% 3 7.73% 2 Yes
Technicians	151 Employees Goals Availability Underutilized	99 65.56% 91 59.97%	7 4.64% 8 5.22%	29 19.21% 20 13.28%	7 4.64% 8 5.22%	3 3.31% 3 2.03%	17 11.26% 9 5.91%	0.11%	3 1.99% 5 3.54% 2 Yes
Administrative Support	112 Employees Goals Availability Underutilized	95 84.82% 91 80.89%	11 9.82% 10 8.92%	34 30.36% 26 23.07%	11 9.82% 10 8.92%	5 4.46% 4 3.20%	15 13.39% 10 8.87%	3 2.68% 2 2.07%	5 4.46% 8 7.03% 3 Yes
Skilled Crafts	0 Employees Goals Availability Underutilized	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Transit Operators	0 Employees Goals Availability Underutilized	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service Maintenance	0 Employees Goals Availability Underutilized	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service Workers	693 Employees Goals Availability Underutilized	106 15.30% 94 13.54%	34 4.91% 37 5.27%	119 17.17% 93 13.49%	34 4.91% 37 5.27%	28 4.04% 17 2.48%	44 6.35% 30 4.37%	13 1.88% 9 1.37%	4 0.58% 60 8.71% 56 Yes
Paraprofessionals	8 Employees Goals Availability Underutilized	4 50.00% 5 60.60%	1 7.44% 1 Yes	4 50.00% 1 17.43%	1 7.44% 1 Yes	3.24%	3 37.50% 4.84%	1.83%	1 12.50% 7 8.63%
Grand Total	1,009 100.00%	322 31.91%	54 5.35%	192 19.03%	54 5.35%	39 3.87%	83 8.23%	16 1.59%	14 1.39%

Date Created: 9/26/2002

\*Persons with disabilities

**King County Executive Branch Summary Analysis**

December 31, 2001

Dept. of Transportation  
Division: All Divisions

Job Category	Total	Total		Total		Total		Total		Total		PWD*		
		Female	Male	Minority	Black	Hispanic	Asian	Native American	American					
Officials and Administrators	17	4	23.53%	9	52.94%	5	29.41%	1	6.22%	1	Yes	1	6.22%	
Employees	6	33.80%	1	6.94%	2	Yes	2.08%	1.69%	2.45%	4	23.53%	0.66%	0.66%	
Goals Availability														
Underutilized		2	Yes										1	
Professionals	563	212	37.66%	130	23.09%	40	7.10%	7	1.24%	77	13.68%	6	1.07%	
Employees	165	29.24%	63	11.22%	22	3.88%	9	1.52%	27	4.80%	5	0.97%	43	
Goals Availability								2	Yes				34	
Underutilized													Yes	
Technicians	225	59	26.22%	46	20.44%	26	11.56%	6	2.67%	10	4.44%	4	1.78%	
Employees	73	32.54%	19	8.49%	7	3.17%	5	2.43%	6	2.48%	1	0.40%	23	
Goals Availability													10.16%	
Underutilized		14	Yes					2	Yes				19	
Administrative Support	230	159	69.13%	88	38.26%	49	21.30%	3	1.30%	29	12.61%	7	3.04%	
Employees	162	70.27%	24	10.62%	7	3.14%	5	2.24%	9	3.84%	3	1.35%	8	
Goals Availability													3.48%	
Underutilized		3	Yes					2	Yes				23	
Skilled Crafts	531	23	4.33%	100	18.83%	42	7.91%	10	1.88%	41	7.72%	7	1.32%	
Employees	45	8.46%	54	10.10%	13	2.50%	10	1.86%	18	3.43%	12	2.30%	50	
Goals Availability													9.35%	
Underutilized		22	Yes										39	
Transit Operators	2,645	582	22.00%	912	34.48%	602	22.76%	79	2.99%	191	7.22%	40	1.51%	
Employees	731	27.62%	314	11.86%	207	7.83%	26	0.99%	53	2.01%	25	0.93%	13	
Goals Availability													0.49%	
Underutilized		149	Yes										Yes	
Service Maintenance	504	96	19.05%	191	37.90%	77	15.28%	23	4.56%	79	15.67%	12	2.38%	
Employees	107	21.26%	64	12.70%	17	3.38%	16	3.16%	17	3.44%	14	2.69%	57	
Goals Availability													11.39%	
Underutilized		11	Yes										44	
Protective Service Workers	3	1	33.33%	1	33.33%					1	33.33%			
Employees	1	25.33%	13.58%	5.32%	2.72%	3.70%	1.84%	0.99%	4.45%				7.50%	
Goals Availability													5.87%	
Underutilized		1	Yes										Yes	
Paraprofessionals	2	2	100.00%	9.85%	2.47%	1.90%								
Employees	1	44.43%												
Goals Availability														
Underutilized														
Grand Total	4,720	100.00%	1,137	24.09%	1,477	31.29%	841	17.82%	128	2.71%	432	9.15%	76	1.61%
													58	1.23%

Date: 9/26/2002

\*Persons with disabilities

## **APPENDIX 7:**

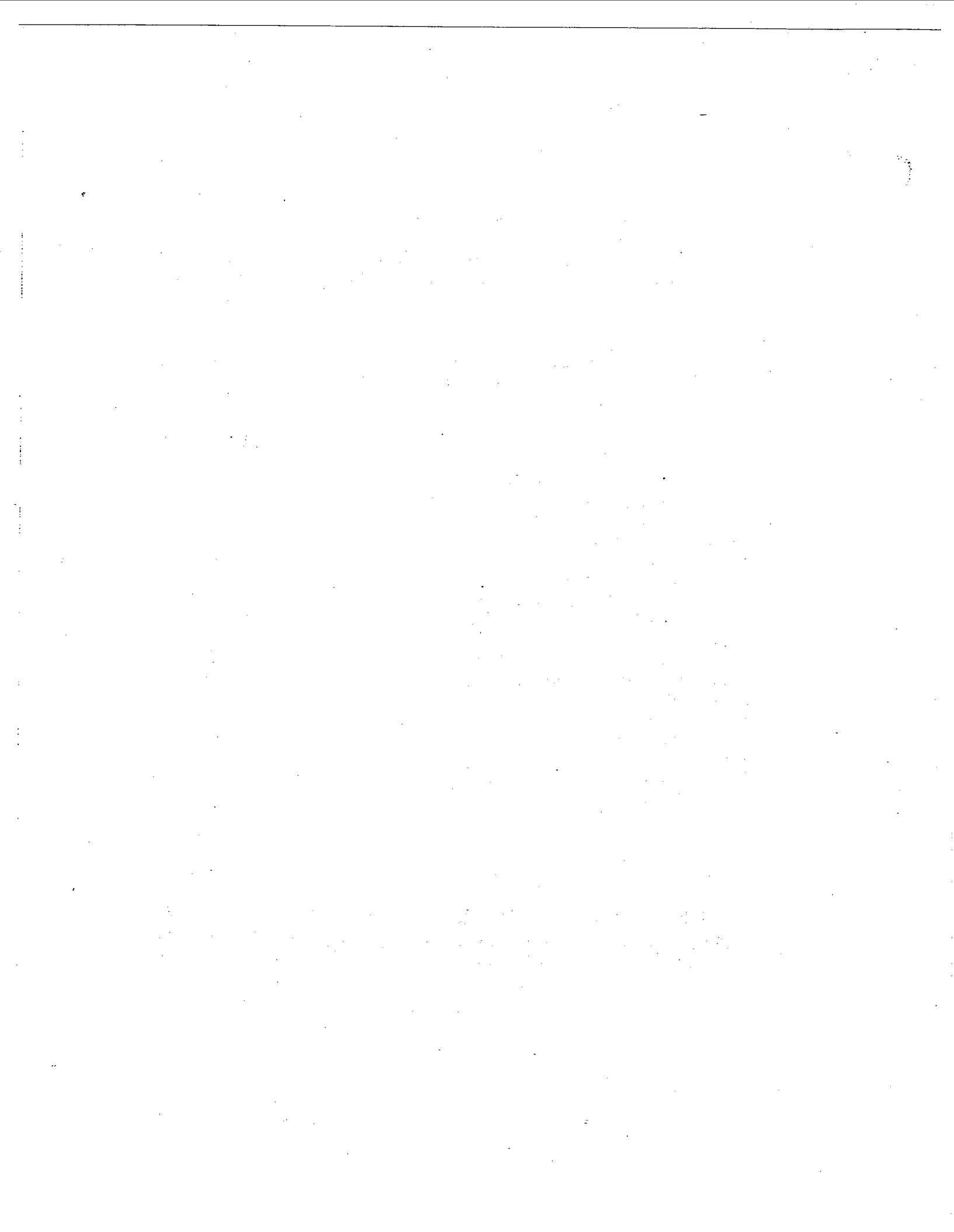
### **December 31, 2001 AFFIRMATIVE ACTION WORKFORCE PROFILE BY AGENCY AND DEPARTMENT**

**Note:**

The reports in this section depict workforce race/gender breakdown and disability by Executive Branch and by Department.

<b>Workforce Profiles</b>	<b>Page Numbers</b>
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**PLEASE VIEW ELECTRONIC VERSION AT PUBLIC FOLDERS  
OHRM, DIVERSITY MANAGEMENT (DMS), 2003-2004 EEO/AA PLAN,  
APPENDIX 7, 12-31-01 WORKFORCE PROFILES**





# King County Workforce Profile

December 31, 2001

All Departments

Division: All Divisions

Job Category	MALE						FEMALE						Total PWD		
	Total	White			Minority			Total	White			Minority			
		Count	%	%	Count	%	%		Count	%	%	Count		%	%
Officials and Administrators	134	60	9	11	1	21	81	33	12	8	20	53	41	4	
	1.16%	44.78%	6.72%	8.21%	0.75%	15.67%	60.45%	24.63%	8.96%	5.97%	14.93%	39.55%	30.60%	2.99%	
Professionals	2,700	999	89	29	177	309	1,308	1,077	106	43	315	1,392	624	55	
	23.37%	37.00%	3.30%	1.07%	6.56%	11.44%	48.44%	39.89%	3.93%	1.59%	11.67%	51.56%	23.11%	2.04%	
Technicians	973	444	48	17	53	124	568	302	27	25	103	405	227	26	
	8.42%	45.63%	4.93%	1.75%	5.45%	12.74%	58.38%	31.04%	2.77%	2.57%	10.59%	41.62%	23.33%	2.67%	
Administrative Support	1,451	183	47	11	65	129	312	699	171	52	186	1,139	569	73	
	12.56%	12.61%	3.24%	0.76%	4.48%	8.89%	21.50%	48.17%	11.78%	3.58%	12.82%	78.50%	39.21%	5.03%	
Skilled Crafts	826	607	60	21	55	155	762	49	12	2	15	64	170	17	
	7.15%	73.49%	7.26%	2.54%	6.66%	18.77%	92.25%	5.93%	1.45%	0.24%	1.82%	7.75%	20.58%	2.06%	
Transit Operators	2,645	1,357	438	64	174	706	2,063	376	164	15	206	582	912	13	
	22.89%	51.30%	16.56%	2.42%	6.58%	26.69%	78.00%	14.22%	6.20%	0.57%	7.79%	22.00%	34.48%	0.49%	
Service Maintenance	1,023	500	125	37	122	298	798	158	27	8	67	225	365	53	
	8.85%	48.88%	12.22%	3.62%	11.93%	29.13%	78.01%	15.44%	2.64%	0.78%	6.55%	21.99%	35.68%	5.18%	
Protective Service Workers	1,560	867	171	59	118	366	1,233	213	72	15	114	327	480	27	
	13.50%	55.58%	10.96%	3.78%	7.56%	23.46%	79.04%	13.65%	4.62%	0.96%	7.31%	20.96%	30.77%	1.73%	
Paraprofessionals	242	46	11	6	12	31	77	100	21	20	65	165	96	14	
	2.09%	19.01%	4.55%	2.48%	4.96%	12.81%	31.82%	41.32%	8.68%	8.26%	26.86%	68.18%	39.67%	5.79%	
Grand Total	11,554	5,063	998	244	787	2,139	7,202	3,007	612	180	472	4,352	3,484	282	
	100.00%	43.82%	8.64%	2.11%	6.81%	18.51%	62.33%	26.03%	5.30%	1.56%	4.09%	37.67%	30.15%	2.44%	

Date Created: 9/26/2002

\*Persons with disabilities

# King County Workforce Profile

December 31, 2001

Executive's Office

Division: All Divisions

Job Category	MALE						FEMALE						Total PWD	
	Total	White	Black	Hisp	Asian	Native American	Total	White	Black	Hisp	Asian	Native American		Total
Officials and Administrators	20 17.86%	8 40.00%	3 15.00%	2 10.00%	2 10.00%	2 10.00%	13 65.00%	5 25.00%	1 5.00%	1 5.00%	1 5.00%	2 10.00%	7 35.00%	7 35.00%
Professionals	76 67.86%	20 26.32%	2 2.63%	2 2.63%	2 2.63%	2 2.63%	26 34.21%	6 7.89%	6 7.89%	10 13.16%	1 1.32%	17 22.37%	50 65.79%	23 30.26%
Technicians	5 4.46%	1 20.00%	1 20.00%	1 20.00%	1 20.00%	1 20.00%	5 20.00%	2 40.00%	2 40.00%	2 40.00%	2 40.00%	4 80.00%	3 60.00%	3 60.00%
Administrative Support	10 8.93%	9 90.00%	1 10.00%	1 10.00%	1 10.00%	1 10.00%	10 100.00%	9 90.00%	1 10.00%	1 10.00%	1 10.00%	9 90.00%	1 10.00%	2 20.00%
Skilled Crafts														
Transit Operators														
Service Maintenance	1 0.89%						1 100.00%	1 100.00%	1 100.00%	1 100.00%	1 100.00%	1 100.00%	1 100.00%	1 100.00%
Protective Service Workers														
Paraprofessionals														
<b>Grand Total</b>	<b>112</b> <b>100.00%</b>	<b>28</b> <b>25.00%</b>	<b>6</b> <b>5.36%</b>	<b>2</b> <b>1.79%</b>	<b>5</b> <b>4.46%</b>	<b>13</b> <b>11.61%</b>	<b>41</b> <b>36.61%</b>	<b>49</b> <b>43.75%</b>	<b>8</b> <b>7.14%</b>	<b>13</b> <b>11.61%</b>	<b>1</b> <b>0.89%</b>	<b>22</b> <b>19.64%</b>	<b>71</b> <b>63.39%</b>	<b>35</b> <b>31.25%</b>
														<b>3</b> <b>2.68%</b>

Date Created: 9/26/2002

\*Persons with disabilities

# King County Workforce Profile

December 31, 2001

Dept. of Adult & Juvenile Detention

Division: All Divisions

Job Category	MALE					FEMALE					Total Minority	Total PWD	
	Total	White	Black	Hisp	Native American	Total	White	Black	Hisp	Native American			Total
Officials and Administrators	7 0.73%	3 42.86%	1 14.29%	1 14.29%	1 14.29%	4 57.14%	3 42.86%	3 42.86%	3 42.86%	3 42.86%	4 57.14%	4 57.14%	
Professionals	104 10.88%	34 32.69%	12 11.54%	3 2.88%	7 6.73%	58 55.77%	33 31.73%	8 7.69%	3 2.88%	2 1.92%	46 44.23%	37 35.58%	5 4.81%
Technicians	5 0.52%	4 80.00%	1 20.00%	1 20.00%	1 20.00%	5 100.00%						1 20.00%	
Administrative Support	44 4.60%	4 9.09%	3 6.82%	3 6.82%	7 15.91%	20 45.45%	6 13.64%	2 4.55%	7 15.91%	2 4.55%	37 84.09%	20 45.45%	1 2.27%
Skilled Crafts													
Transit Operators													
Service Maintenance	38 3.97%	12 31.58%	3 7.89%	2 5.26%	14 36.84%	31 81.58%	5 13.16%	2 5.26%	7 18.42%	2 5.26%	7 18.42%	21 55.26%	1 2.63%
Protective Service Workers	736 76.99%	314 42.66%	130 17.66%	33 4.48%	59 8.02%	545 74.05%	106 14.40%	62 8.42%	9 1.22%	12 1.63%	191 25.95%	316 42.93%	18 2.45%
Paraprofessionals	22 2.30%	2 9.09%	1 4.55%	1 4.55%	4 18.18%	18 81.82%	10 45.45%	4 18.18%	2 9.09%	2 9.09%	18 81.82%	10 45.45%	
Grand Total	956 100.00%	373 39.02%	147 15.38%	38 3.97%	85 8.89%	654 68.41%	174 18.20%	85 8.89%	16 1.67%	23 2.41%	302 31.59%	409 42.78%	25 2.62%

Date Created: 9/26/2002

\*Persons with disabilities

# King County Workforce Profile

December 31, 2001

Assessor's Office

Division: All Divisions

Job Category	MALE					FEMALE					Total Minority	Total PWD	
	Total	White	Black	Hisp	Native American	Total	White	Black	Hisp	Native American			Total
Officials and Administrators	8 3.81%	5 62.50%				5 62.50%	3 37.50%				3 37.50%		
Professionals	11 5.24%	6 54.55%	1 9.09%			7 63.64%	3 27.27%	2 18.18%	1 9.09%		4 36.36%		
Technicians	126 60.00%	66 52.38%	2 1.59%	7 5.56%		75 59.52%	41 32.54%	1 0.79%	9 7.14%		10 7.94%	19 15.08%	3 2.38%
Administrative Support	47 22.38%	8 17.02%	1 2.13%	1 2.13%	1 4.26%	10 21.28%	17 36.17%	12 25.53%	7 14.89%	1 2.13%	20 42.55%	22 46.81%	4 8.51%
Skilled Crafts													
Transit Operators													
Service Maintenance													
Protective Service Workers													
Paraprofessionals	18 8.57%	2 11.11%	2 11.11%	1 5.56%	3 16.67%	5 27.78%	5 27.78%	2 11.11%	1 5.56%	5 27.78%	8 44.44%	13 72.22%	3 16.67%
Grand Total	210 100.00%	87 41.43%	4 1.90%	1 0.48%	15 7.14%	102 48.57%	67 31.90%	16 7.62%	2 0.95%	22 10.48%	41 19.52%	108 51.43%	56 26.67%

Date Created: 9/26/2002

\*Persons with disabilities

# King County Workforce Profile

December 31, 2001

Dept. of Community & Human Services  
Division: All Divisions

Job Category	MALE						FEMALE						Total PWD			
	Total	White			Minority			Total	White			Minority			Total	
		Black	Hisp	Native American	Black	Hisp	Native American		Black	Hisp	Native American	Black		Hisp		Native American
Officials and Administrators	4 1.16%	2 50.00%					2 50.00%	1 25.00%	1 25.00%				2 50.00%	1 25.00%	1 25.00%	
Professionals	188 54.34%	56 29.79%	6 3.19%	4 2.13%	9 4.79%	1 0.53%	76 40.43%	77 40.96%	9 4.79%	7 3.72%	19 10.11%		112 59.57%	35 18.62%	55 29.26%	9 4.79%
Technicians	9 2.60%	1 11.11%	1 11.11%	1 11.11%	2 22.22%		4 44.44%	4 44.44%		1 11.11%			5 55.56%	1 11.11%	4 44.44%	
Administrative Support	66 19.08%	7 10.61%	3 4.55%	4 6.06%	1 1.52%		15 22.73%	26 39.39%	10 15.15%	5 7.58%	8 12.12%	2 3.03%	51 77.27%	25 37.88%	33 50.00%	5 7.58%
Skilled Crafts																
Transit Operators																
Service Maintenance	7 2.02%	3 42.86%	1 14.29%	1 14.29%			5 71.43%	1 14.29%	1 14.29%				2 28.57%	1 14.29%	3 42.86%	
Protective Service Workers																
Paraprofessionals	72 20.81%	19 26.39%	4 5.56%	1 1.39%	6 8.33%	2 2.78%	32 44.44%	21 29.17%	8 11.11%	5 6.94%	3 4.17%	3 4.17%	40 55.56%	19 26.39%	32 44.44%	4 5.56%
Grand Total	346 100.00%	88 25.43%	14 4.05%	7 2.02%	21 6.07%	4 1.16%	134 38.73%	130 37.57%	28 8.09%	18 5.20%	31 8.96%	5 1.45%	212 61.27%	82 23.70%	128 36.99%	18 5.20%

Date Created: 9/26/2002

\*Persons with disabilities

# King County Workforce Profile

December 31, 2001

Dept of Construction & Facilities Management

Division: All Divisions

Job Category	MALE					FEMALE					Total Minority	Total PWD	
	Total	White	Black	Hisp	Native American	Total	White	Black	Hisp	Native American			
Officials and Administrators	7 1.92%	5 71.43%				5 71.43%	2 28.57%				2 28.57%		1 14.29%
Professionals	51 13.97%	26 50.98%	2 3.92%	1 1.96%	3 5.88%	32 62.75%	16 31.37%		1 1.96%	2 3.92%	3 5.88%		9 17.65%
Technicians	16 4.38%	8 50.00%		1 6.25%	2 12.50%	11 68.75%	3 18.75%	1 6.25%	1 6.25%		2 12.50%		5 31.25%
Administrative Support	34 9.32%	4 11.76%	4 11.76%		3 8.82%	11 32.35%	14 41.18%	4 11.76%	1 2.94%	4 11.76%	9 26.47%		16 47.06%
Skilled Crafts	78 21.37%	53 67.95%	9 11.54%	1 1.28%	2 6.41%	70 89.74%	6 7.69%	2 2.56%			2 2.56%		8 10.26%
Transit Operators													
Service Maintenance	115 31.51%	40 34.78%	18 15.65%	4 3.48%	20 17.39%	85 73.91%	11 9.57%	6 5.22%	4 3.48%	8 6.96%	19 16.52%		30 26.09%
Protective Service Workers	64 17.53%	36 56.25%	2 3.13%	1 1.56%	16 25.00%	55 85.94%	3 4.69%	1 1.56%	1 1.56%	4 6.25%	6 9.38%		9 14.06%
Paraprofessionals													
<b>Grand Total</b>	<b>365</b> <b>100.00%</b>	<b>172</b> <b>47.12%</b>	<b>35</b> <b>9.59%</b>	<b>8</b> <b>2.19%</b>	<b>49</b> <b>13.42%</b>	<b>269</b> <b>73.70%</b>	<b>55</b> <b>15.07%</b>	<b>14</b> <b>3.84%</b>	<b>8</b> <b>2.19%</b>	<b>18</b> <b>4.93%</b>	<b>41</b> <b>11.23%</b>	<b>96</b> <b>26.30%</b>	<b>138</b> <b>37.81%</b>

Date Created: 9/26/2002

\*Persons with disabilities

# King County Workforce Profile

December 31, 2001

Dept. of Development & Environmental Services  
Division: All Divisions

Job Category	MALE					FEMALE					Total PWD		
	Total	White	Black	Hisp	Native American	Total	White	Black	Hisp	Native American		Total	Minority
Officials and Administrators	1 0.37%	1 100.00%				1 100.00%							
Professionals	123 45.90%	70 56.91%	3 2.44%	17 13.82%	2 1.63%	92 74.80%	26 21.14%	2 1.63%	3 2.44%	5 4.07%	31 25.20%	27 21.95%	3 2.44%
Technicians	82 30.60%	37 45.12%	7 8.54%	2 2.44%	1 1.22%	49 59.76%	25 30.49%	2 2.44%	1 1.22%	3 3.66%	8 9.76%	20 24.39%	4 4.88%
Administrative Support	48 17.91%	6 12.50%	1 2.08%	1 2.08%	3 6.25%	11 22.92%	18 37.50%	9 18.75%	1 2.08%	6 12.50%	3 6.25%	24 50.00%	4 8.33%
Skilled Crafts													
Transit Operators													
Service Maintenance													
Protective Service Workers	14 5.22%	9 64.29%	2 14.29%			11 78.57%	3 21.43%				3 21.43%	2 14.29%	
Paraprofessionals													
Grand Total	268 100.00%	123 45.90%	13 4.85%	3 1.12%	3 1.12%	164 61.19%	72 26.87%	11 4.10%	4 1.49%	12 4.48%	5 1.87%	32 11.94%	11 4.10%

Date Created: 9/26/2002

\*Persons with disabilities

# King County Workforce Profile

December 31, 2007

Dept. of Finance  
Division: All Divisions

Job Category	MALE						FEMALE						Total PWD	
	Total	White	Black	Hispanic	Asian	Native American	Total	White	Black	Hispanic	Asian	Native American		Total
Officials and Administrators	9 6.57%	3 33.33%	1 11.11%	1 11.11%	1 11.11%	1 11.11%	4 44.44%	2 22.22%	1 11.11%	2 22.22%	2 22.22%	3 33.33%	5 55.56%	4 44.44%
Professionals	56 40.88%	19 33.93%	4 7.14%	6 10.71%	6 10.71%	10 17.86%	29 51.79%	18 32.14%	4 7.14%	5 8.93%	5 8.93%	9 16.07%	27 48.21%	19 33.93%
Technicians	2 1.46%	1 50.00%	1 50.00%	1 50.00%	1 50.00%	1 50.00%	2 100.00%							1 50.00%
Administrative Support	64 46.72%	5 7.81%	1 1.56%	1 1.56%	1 1.56%	3 4.69%	8 12.50%	33 51.56%	9 14.06%	2 3.13%	12 18.75%	23 35.94%	56 87.50%	26 40.63%
Skilled Crafts														
Transit Operators														
Service Maintenance														
Protective Service Workers														
Paraprofessionals	6 4.38%	2 33.33%	1 16.67%	1 16.67%	1 16.67%	1 16.67%	3 50.00%	1 16.67%	2 33.33%	2 33.33%	2 33.33%	2 33.33%	3 50.00%	3 50.00%
Grand Total	137 100.00%	30 21.90%	6 4.38%	2 1.46%	8 5.84%	16 11.68%	46 33.58%	54 39.42%	16 11.68%	2 1.46%	19 13.87%	37 27.01%	91 66.42%	53 38.69%

Date Created: 9/26/2002

\*Persons with disabilities



# King County Workforce Profile

December 31, 2001

Office of Human Resources Management  
Division: All Divisions

Job Category	MALE					FEMALE					Total PWD		
	Total	White	Black	Hisp	Native American	Minority Total	White	Black	Hisp	Native American		Minority Total	Total Minority
Officials and Administrators	3 2.86%				1 33.33%	1 33.33%	1 33.33%			1 33.33%	2 66.67%	2 66.67%	1 33.33%
Professionals	62 59.05%	19 30.65%	3 4.84%	3 4.84%	6 9.68%	25 40.32%	27 43.55%	3 4.84%	3 4.84%	4 6.45%	10 16.13%	16 25.81%	2 3.23%
Technicians	4 3.81%	1 25.00%	1 25.00%		1 25.00%	2 50.00%	1 25.00%			1 25.00%	2 50.00%	2 50.00%	
Administrative Support	22 20.95%	4 18.18%	1 4.55%	1 4.55%	2 9.09%	6 27.27%	9 40.91%	6 27.27%	1 4.55%		7 31.82%	9 40.91%	4 18.18%
Skilled Crafts													
Transit Operators													
Service Maintenance	1 0.95%	1 100.00%				1 100.00%							
Protective Service Workers													
Paraprofessionals	13 12.38%	2 15.38%				2 15.38%	8 61.54%		2 15.38%	1 7.69%	3 23.08%	3 23.08%	
Grand Total	105 100.00%	27 25.71%	5 4.76%	3 2.86%	2 1.90%	37 35.24%	46 43.81%	9 8.57%	4 3.81%	8 7.62%	22 20.95%	32 30.48%	7 6.67%

Date Created: 9/26/2002

\*Persons with disabilities

# King County Workforce Profile

December 31, 2001

Dept. of Information & Administrative Services  
Division: All Divisions

Job Category	MALE						FEMALE						Total PWD	
	Total	White	Black	Hisp	Asian	Native American	Total	White	Black	Hisp	Asian	Native American		Total
Officials and Administrators	17 4.59%	8 47.06%		1 5.88%			9 52.94%	5 29.41%	3 17.65%				8 47.06%	4 23.53%
Professionals	130 35.14%	54 41.54%	5 3.85%	1 0.77%	10 7.69%	1 0.77%	71 54.62%	47 36.15%	7 5.38%	1 0.77%	4 3.08%		59 45.38%	29 22.31%
Technicians	28 7.57%	14 50.00%	1 3.57%	1 3.57%			16 57.14%	10 35.71%	1 3.57%	1 3.57%			12 42.86%	4 14.29%
Administrative Support	156 42.16%	32 20.51%	8 5.13%	1 0.64%	8 5.13%	1 0.64%	50 32.05%	65 41.67%	14 8.97%	4 2.56%	2 1.28%	2 1.28%	106 67.95%	59 37.82%
Skilled Crafts	8 2.16%	4 50.00%		1 12.50%	2 25.00%		7 87.50%	1 12.50%					1 12.50%	3 37.50%
Transit Operators														
Service Maintenance	25 6.76%	12 48.00%	1 4.00%	3 12.00%	1 4.00%	1 4.00%	17 68.00%	7 28.00%				1 4.00%	8 32.00%	6 24.00%
Protective Service Workers														
Paraprofessionals	6 1.62%	4 66.67%					4 66.67%	1 16.67%	1 16.67%				2 33.33%	1 16.67%
Grand Total	370 100.00%	128 34.59%	15 4.05%	2 0.54%	24 6.49%	5 1.35%	174 47.03%	136 36.76%	24 6.49%	7 1.89%	26 7.03%	3 0.81%	196 52.97%	106 28.65%

Date Created: 9/26/2002

\*Persons with disabilities

# King County Workforce Profile

December 31, 2001

Dept. of Judicial Administration  
 DIVISION: All Divisions

Job Category	MALE						FEMALE						Total PWD		
	Total	White	Black	Hisp	Asian	Native American	Total	White	Black	Hisp	Asian	Native American		Total	Total Minority
Officials and Administrators	1 0.53%						1 100.00%						1 100.00%		
Professionals	10 5.32%	6 60.00%		1 10.00%			7 70.00%	1 10.00%	1 10.00%			1 10.00%	3 30.00%	3 30.00%	
Technicians	3 1.60%	2 66.67%					2 66.67%	1 33.33%					1 33.33%		
Administrative Support	174 92.55%	26 14.94%	3 1.72%	1 0.57%	17 9.77%		47 27.01%	20 43.10%	4 8.51%	27 57.39%	1 2.13%		52 72.99%	73 41.95%	7 4.02%
Skilled Crafts															
Transit Operators															
Service Maintenance															
Protective Service Workers															
Paraprofessionals															
<b>Grand Total</b>	<b>188 100.00%</b>	<b>34 18.09%</b>	<b>3 1.60%</b>	<b>1 0.53%</b>	<b>18 9.57%</b>	<b>22 11.70%</b>	<b>56 29.79%</b>	<b>78 41.49%</b>	<b>4 2.13%</b>	<b>27 14.36%</b>	<b>2 1.06%</b>	<b>132 70.21%</b>	<b>76 40.43%</b>	<b>7 3.72%</b>	

Date Created: 9/26/2002

\*Persons with disabilities

# King County Workforce Profile

December 31, 2001

Dept. of Natural Resources  
Division: All Divisions

Job Category	MALE					FEMALE					Total PWD			
	Total	White	Black	Hisp	Native American	Total	White	Black	Hisp	Native American		Total	Minority	
Officials and Administrators	25 2.09%	16 64.00%		2 8.00%	1 4.00%	3 12.00%	19 76.00%	4 16.00%	1 4.00%	1 4.00%	6 24.00%	5 20.00%	1 4.00%	
Professionals	558 46.73%	265 47.49%	18 3.23%	2 0.36%	39 6.99%	4 0.72%	328 58.78%	189 33.87%	11 1.97%	5 0.90%	24 4.30%	41 7.35%	104 18.64%	6 1.08%
Technicians	116 9.72%	53 45.69%	5 4.31%	1 0.86%	8 6.90%	2 1.72%	69 59.48%	40 34.48%	1 0.86%	6 5.17%	7 6.03%	23 19.83%	4 3.45%	
Administrative Support	138 11.56%	18 13.04%	4 2.90%	2 1.45%	4 2.90%	10 7.25%	28 20.29%	80 57.97%	7 5.07%	3 2.17%	17 12.32%	30 21.74%	40 28.99%	12 8.70%
Skilled Crafts	196 16.42%	128 65.31%	11 5.61%	10 5.10%	9 4.59%	8 4.08%	166 84.69%	23 11.73%	6 3.06%	1 0.51%	7 3.57%	30 15.31%	45 22.96%	4 2.04%
Transit Operators														
Service Maintenance	158 13.23%	89 56.33%	22 13.92%	6 3.80%	10 6.33%	2 1.27%	129 81.65%	24 15.19%	4 2.53%	1 0.63%	5 3.16%	29 18.35%	45 28.48%	13 8.23%
Protective Service Workers	3 0.25%	1 33.33%					1 33.33%			2 66.67%		2 66.67%	2 66.67%	
Paraprofessionals														
Grand Total	1,194 100.00%	570 47.74%	60 5.03%	21 1.76%	72 6.03%	17 1.42%	740 61.98%	360 30.15%	30 2.51%	9 0.75%	50 4.19%	94 7.87%	264 22.11%	40 3.35%

# King County Workforce Profile

December 31, 2001

Dept. of Parks & Recreation  
Division: All Divisions

Job Category	MALE						FEMALE						Total PWD	
	Total	White	Black	Hispanic	Native American Minority		Total	White	Black	Hispanic	Native American Minority			Total
					Asian	Other					Asian	Other		
Officials and Administrators	3 1.19%							1 33.33%			2 66.67%	3 100.00%	2 66.67%	1 33.33%
Professionals	38 15.02%	18 47.37%		1 2.63%		1 2.63%	19 50.00%	18 47.37%		1 2.63%		19 50.00%	2 5.26%	2 5.26%
Technicians	3 1.19%		2 66.67%	1 33.33%		3 100.00%	3 100.00%						3 100.00%	
Administrative Support	26 10.28%	1 3.85%				1 3.85%	1 3.85%	19 73.08%	2 7.69%	1 3.85%	1 3.85%	25 96.15%	6 23.08%	
Skilled Crafts	13 5.14%	9 69.23%	1 7.69%	1 7.69%		2 15.38%	11 84.62%	1 7.69%	1 7.69%		1 7.69%	2 15.38%	3 23.08%	
Transit Operators														
Service Maintenance	160 63.24%	88 55.00%	11 6.88%	4 2.50%	5 3.13%	2 1.25%	110 68.75%	42 26.25%	2 1.25%		5 3.13%	50 31.25%	8 5.00%	16 10.00%
Protective Service Workers	3 1.19%							3 100.00%				3 100.00%		
Paraprofessionals	7 2.77%	2 28.57%					2 28.57%	4 57.14%		1 14.29%		5 71.43%	1 14.29%	
Grand Total	253 100.00%	118 46.64%	14 5.53%	5 1.98%	7 2.77%	2 0.79%	146 57.71%	88 34.78%	5 1.98%	3 1.19%	9 3.56%	107 42.29%	19 7.51%	19 7.51%

Date Created: 9/26/2002

\*Persons with disabilities

# King County Workforce Profile

December 31, 2007

Dept. of Public Health  
Division A1 Divisions

Job Category	MALE					FEMALE					Total PWD	
	Total	White	Black	Hispanic	Native American	Total	White	Black	Hispanic	Native American		Total
Officials and Administrators	8 0.61%	4 50.00%				4 50.00%	3 37.50%		1 12.50%	1 12.50%	4 50.00%	1 12.50%
Professionals	689 52.16%	111 16.11%	12 1.74%	6 0.87%	32 4.64%	161 23.37%	416 60.38%	36 5.22%	20 2.90%	10 1.45%	528 76.63%	162 23.51%
Technicians	198 14.99%	81 40.91%	7 3.54%	9 4.55%	14 7.07%	111 56.06%	50 25.25%	12 6.06%	13 6.57%	1 0.51%	87 43.94%	67 33.84%
Administrative Support	280 21.20%	14 5.00%	3 1.07%	3 1.07%	8 2.86%	29 10.36%	148 52.86%	31 11.07%	21 7.50%	43 15.36%	251 89.64%	118 42.14%
Skilled Crafts												
Transit Operators												
Service Maintenance	14 1.06%	8 57.14%	4 28.57%			12 85.71%	2 14.29%				2 14.29%	4 28.57%
Protective Service Workers	44 3.33%	20 45.45%	10 22.73%	1 2.27%		31 70.45%	9 20.45%	2 4.55%	1 2.27%	1 2.27%	13 29.55%	15 34.09%
Paraprofessionals	88 6.66%	12 13.64%	4 4.55%	3 3.41%	2 2.27%	21 23.86%	45 51.14%	5 5.68%	10 11.36%	6 6.82%	67 76.14%	31 35.23%
Grand Total	1,321 100.00%	250 18.93%	40 3.03%	22 1.67%	56 4.24%	369 27.93%	673 50.95%	86 6.51%	65 4.92%	108 8.18%	952 72.07%	398 30.13%

Date Created: 9/26/2002

\*Persons with disabilities

# King County Workforce Profile

December 31, 2001

Sheriff's Office

Division: All Divisions

Job Category	MALE					FEMALE					Total Minority	Total PWD	
	Total	White	Black	Hisp	Native American	Total	White	Black	Hisp	Native American			Total
Officials and Administrators	4 0.40%			1 25.00%	1 25.00%	1 25.00%	2 50.00%	1 25.00%			3 75.00%	2 50.00%	
Professionals	41 4.06%	25 60.98%		1 2.44%	1 2.44%	26 63.41%	12 29.27%	1 2.44%	2 4.88%	3 7.32%	15 36.59%	4 9.76%	1 2.44%
Technicians	151 14.97%	42 27.81%	3 1.99%	1 0.66%	6 3.97%	52 34.44%	80 52.98%	4 2.65%	4 7.28%	11 12.58%	99 65.56%	29 19.21%	3 1.99%
Administrative Support	112 11.10%	11 9.82%	2 1.79%	1 0.89%	3 2.68%	17 15.18%	67 59.82%	9 8.04%	4 3.57%	12 10.71%	95 84.82%	34 30.36%	5 4.46%
Skilled Crafts													
Transit Operators													
Service Maintenance													
Protective Service Workers	693 68.68%	485 69.99%	27 3.90%	24 3.46%	42 6.06%	587 84.70%	89 12.84%	7 1.01%	4 0.58%	2 0.29%	106 15.30%	119 17.17%	4 0.58%
Paraprofessionals	8 0.79%	1 12.50%	1 12.50%	1 12.50%	2 25.00%	4 50.00%	3 37.50%			1 12.50%	4 50.00%	4 50.00%	1 12.50%
Grand Total	1,009 100.00%	564 55.90%	32 3.17%	27 2.68%	55 5.45%	687 68.09%	253 25.07%	22 2.18%	12 1.19%	28 2.78%	322 31.91%	192 19.03%	14 1.39%

Date Created: 9/26/2002

\*Persons with disabilities

# King County Workforce Profile

December 31, 2001

Dept. of Transportation  
Division: All Divisions

Job Category	MALE						FEMALE						Total Minority	Total PWD		
	Total	Native					Total	Total	Native						Total	
		White	Black	Hisp	Asian	American			White	Black	Hisp	Asian				American
Officials and Administrators	17 0.36%	5 29.41%	4 23.53%	4 23.53%	4 23.53%	8 47.06%	13 76.47%	3 17.65%	1 5.88%	1 5.88%	4 23.53%	9 52.94%	9 52.94%			
Professionals	563 11.93%	270 47.96%	22 3.91%	6 1.07%	49 8.70%	4 0.71%	351 62.34%	163 28.95%	18 3.20%	1 0.18%	2 0.36%	212 37.66%	130 23.09%	9 1.60%		
Technicians	225 4.77%	134 59.56%	19 8.44%	2 0.89%	8 3.56%	3 1.33%	166 73.78%	45 20.00%	7 3.11%	4 1.78%	2 0.89%	59 26.22%	46 20.44%	4 1.78%		
Administrative Support	230 4.87%	43 18.70%	17 7.39%	1 0.43%	8 3.48%	2 0.87%	71 30.87%	99 43.04%	32 13.91%	2 0.87%	21 9.13%	5 2.17%	88 38.26%	8 3.48%		
Skilled Crafts	531 11.25%	413 77.78%	39 7.34%	9 1.69%	40 7.53%	7 1.32%	508 95.67%	18 3.59%	3 0.56%	1 0.19%	1 0.19%	5 0.94%	100 18.83%	11 2.07%		
Transit Operators	2,645 56.04%	1,357 51.30%	438 16.56%	64 2.42%	174 6.58%	30 1.13%	2,063 78.00%	376 14.22%	164 6.20%	15 0.57%	10 0.38%	206 7.79%	912 34.48%	13 0.49%		
Service Maintenance	504 10.68%	247 49.01%	65 12.90%	20 3.97%	70 13.89%	6 1.19%	408 80.95%	66 13.10%	12 2.38%	3 0.60%	9 1.79%	6 1.19%	191 37.90%	13 2.58%		
Protective Service Workers	3 0.06%	2 66.67%	1 33.33%	1 33.33%	1 33.33%	3 100.00%		2 100.00%					1 33.33%			
Paraprofessionals	2 0.04%							2 100.00%				2 100.00%				
Grand Total	4,720 100.00%	2,471 52.35%	604 12.80%	102 2.16%	354 7.50%	52 1.10%	3,583 75.91%	772 16.36%	237 5.02%	26 0.55%	78 1.65%	24 0.51%	1,477 31.29%	58 1.23%		

Date Created: 9/26/2002

\*Persons with disabilities



## **APPENDIX 8:**

### **2002 AFFIRMATIVE ACTION GOALS**

**Note:**

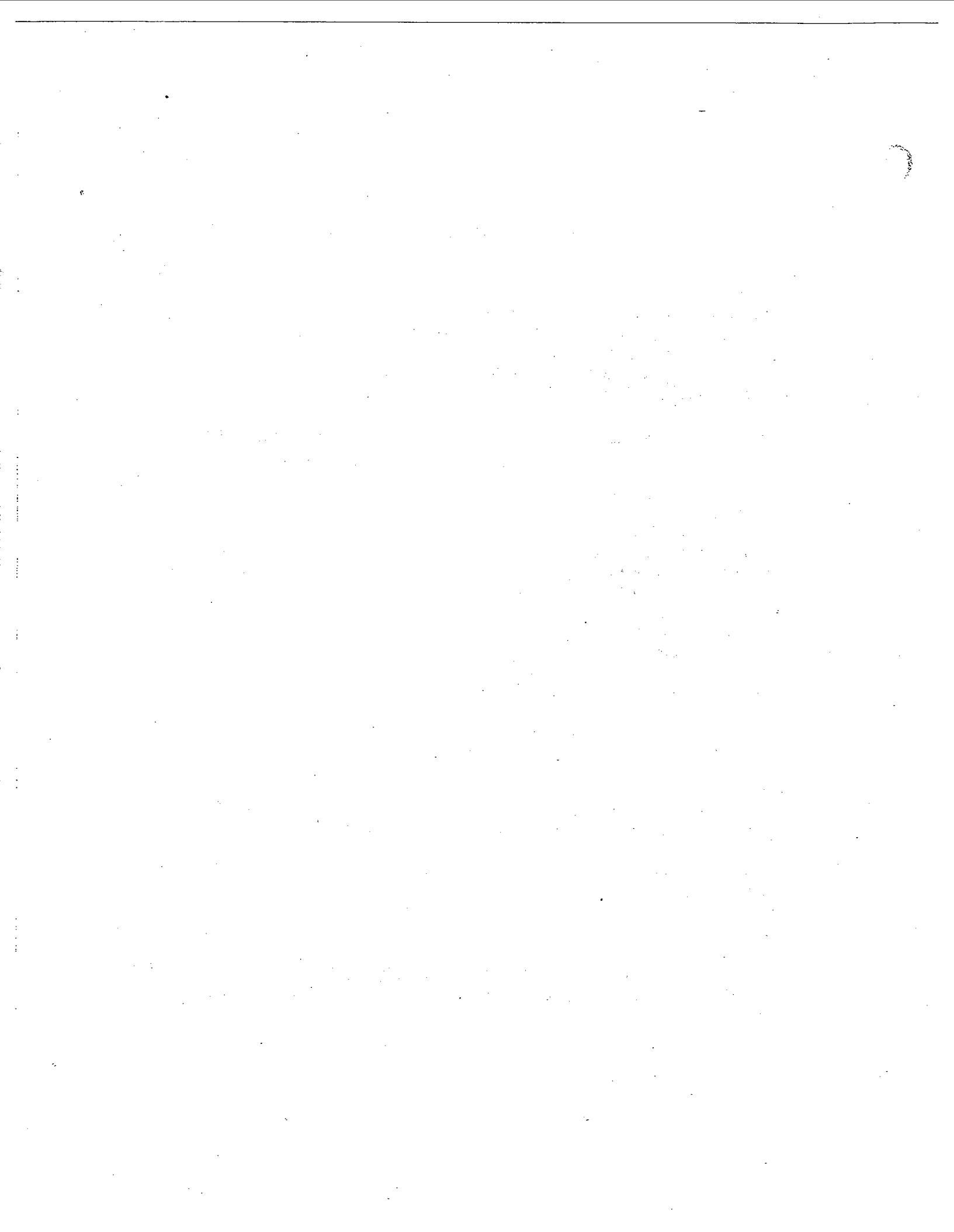
The reports in this section depict the December 31, 2001 workforce participation of minorities, women and persons with disabilities, in consolidated and merged departments effective January 1, 2002. The data is compared to the adopted affirmative action workforce availabilites effective for 2002, and where groups are underutilized, a numerical hiring goal is identified.

<b>Workforce Profiles</b>	<b>Page Numbers</b>
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4. Community & Human Services	4
5. Development & Environmental Services	5
6. Judicial Administration	6
7. Public Health	7
8. Sheriff's Office	8
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10. Executive Services*	10
11. Natural Resources & Parks**	11

\*Consolidated departments and office include Construction and Facilities Management, Finance, Human Resources and Information & Administration Services.

\*\* Reflects merger of the Department of Parks & Recreation with the Department of Natural Resources

**PLEASE VIEW ELECTRONIC VERSION AT PUBLIC FOLDERS  
OHRM, DIVERSITY MANAGEMENT (DMS), 2003-2004 EEO/AA PLAN,  
2002 AA GOALS**



# King County Executive Branch Summary Analysis

January 1, 2002

Executive's Office

Division: All Divisions

Job Category	Total		Total Female		Total Minority		Black	Hispanic	Asian	Native American	PWD*					
	Total	Underutilized	Female	Underutilized	Minority	Underutilized										
Officials and Administrators	21		8		8		5	1	3	1	1					
Employees			8		8		5	1	3	1	1					
Goals Availability			9		3		7	1	7	1	6					
Underutilized			1				1	1	1	1	1					
Professionals	83		54		27		12	2	12	1	1					
Employees			54		27		12	2	12	1	1					
Goals Availability			43		8		3	2	2	2	6					
Underutilized			1				3	2	2	1	5					
Technicians	4		4		2				2							
Employees			4		2				2							
Goals Availability			2		1		3	2	5	1	6					
Underutilized							3	2	5	1	5					
Administrative Support	13		12		2		1	1	1		2					
Employees			12		2		1	1	1		2					
Goals Availability			13		1		2	1	2		1					
Underutilized			1				2	1	2		1					
Skilled Crafts	1															
Employees																
Goals Availability																
Underutilized																
Transit Operators	0															
Employees																
Goals Availability																
Underutilized																
Service Maintenance	2															
Employees																
Goals Availability																
Underutilized																
Protective Service Workers	0															
Employees																
Goals Availability																
Underutilized																
Paraprofessionals	0															
Employees																
Goals Availability																
Underutilized																
Grand Total	124	100.00%	78	62.90%	40	32.26%	19	15.32%	2	1.61%	18	14.52%	1	0.81%	3	2.42%

Date Created: 9/26/2002

\*Persons with disabilities

# King County Executive Branch Summary Analysis

January 1, 2002

Dept. of Adult & Juvenile Detention  
Division: All Divisions

Job Category	Total	Total Female		Total Minority		Black	Hispanic	Asian	Native American	PWD*	
		Employees	Goals Availability	Employees	Goals Availability						
Officials and Administrators	7	3	42.86%	4	57.14%	4	57.14%	1	1.59%	6.05%	
		2	25.77%	1	18.65%	3	2.21%	1	1 Yes		
Professionals	103	46	44.66%	37	35.92%	20	19.42%	9	8.74%	5	4.85%
		37	35.74%	15	15.00%	7	7.20%	4	3.45%	8	7.81%
										3	Yes
Technicians	1										
Administrative Support	44	37	84.09%	20	45.45%	6	13.64%	10	22.73%	2	4.55%
		42	94.65%	4	9.25%	1	3.05%	1	3.11%	1	2.27%
		5	Yes							4	9.95%
										3	Yes
Skilled Crafts	0										
Transit Operators	0										
Service Maintenance	38	7	18.42%	21	55.26%	5	13.16%	14	36.84%	1	2.63%
		19	48.92%	8	22.24%	2	5.05%	4	10.95%	5	14.12%
		12	Yes							1	Yes
										4	Yes
Protective Service Workers	736	191	25.95%	316	42.93%	192	26.09%	71	9.65%	11	1.49%
		162	21.99%	125	16.94%	69	9.34%	23	3.13%	6	0.83%
Paraprofessionals	22	18	81.82%	10	45.45%	5	22.73%	3	13.64%		
		5	22.31%	1	4.91%			1	2.65%	1	4.18%
Grand Total	951	302	31.76%	408	42.90%	232	24.40%	107	11.25%	15	1.58%

D. ated: 9/26/2002

\*Persons with disabilities

**King County Executive Branch Summary Analysis**

January 1, 2002

Assessor's Office

Division: All Divisions

Job Category	Total	Total Female		Total Minority		Black	Hispanic	Asian	Native American	PWD*	
		Employees	Goals Availability	Employees	Goals Availability						
Officials and Administrators	9	3	33.33%	1	11.11%	4.34%	2.12%	1	11.11%	1	6.08%
		5	57.14%		1.26%				4.23%		1
		2	Yes								1
Professionals	11	4	36.36%	4	36.36%	2	18.18%	1	9.09%		1
		6	57.14%	1	9.67%	2.51%	1.66%		4.50%		1
		2	Yes								1
Technicians	126	51	40.48%	19	15.08%	2	1.59%	1	0.79%		3
		69	55.02%	14	11.11%	3	2.46%	6	5.03%		20
		18	Yes			1	Yes	3	Yes		17
Administrative Support	47	37	78.72%	22	46.81%	2	3.41%	8	17.02%		4
		37	77.90%	6	11.77%	2	5.33%	2	4.86%		4
											1
Skilled Crafts	0										
			0.00%		0.00%		0.00%		0.00%		0.00%
Transit Operators	0										
			0.00%		0.00%		0.00%		0.00%		0.00%
Service Maintenance	0										
			0.00%		0.00%		0.00%		0.00%		0.00%
Protective Service Workers	0										
			0.00%		0.00%		0.00%		0.00%		0.00%
Paraprofessionals	18	13	72.22%	11	61.11%	4	22.22%	1	5.56%		3
		11	61.12%	2	13.36%	2.18%	1.90%	6	33.33%		1
								2	8.53%		1
Grand Total	211	108	51.19%	57	27.01%	20	9.48%	3	1.42%	2	0.95%
	100.00%							32	15.17%	10	4.74%

Date Created: 9/26/2002

Appendix 8

\*Persons with disabilities

# King County Executive Branch Summary Analysis

January 1, 2002

Dept. of Community & Human Services  
Division: All Divisions

Job Category	Total	Total Female		Total Minority		Black	Hispanic	Asian	Native American	PWD*													
		Employees	Goals Availability Underutilized	Employees	Goals Availability Underutilized						Employees	Goals Availability Underutilized											
Officials and Administrators	4	2	50.00%	1	25.00%	1	25.00%	3.88%	2.03%	3.10%	1.58%	6.40%											
Professionals	189	112	59.26%	55	29.10%	15	7.94%	10	5.39%	28	14.81%	1	0.53%	3	1.33%	14	7.28%	5	Yes				
Technicians	9	5	55.56%	4	44.44%	1	11.11%	1	1.89%	3	33.33%	1	1.75%	3	3.83%	1	6.51%	1	Yes				
Administrative Support	67	52	77.61%	34	50.75%	13	19.40%	2	2.60%	5	7.46%	1	1.67%	13	19.40%	3	4.48%	5	7.46%	6	9.59%	1	Yes
Skilled Crafts	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Transit Operators	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Service Maintenance	7	2	28.57%	3	42.86%	1	14.29%	0	0.00%	2	28.57%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Protective Service Workers	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Paraprofessionals	72	40	55.56%	32	44.44%	12	16.67%	3	4.80%	6	8.33%	2	2.53%	9	12.50%	5	6.94%	2	2.10%	13	17.37%	4	5.56%
Grand Total	348	213	61.21%	129	37.07%	42	12.07%	25	7.18%	53	15.23%	9	2.59%	18	5.17%	18	5.17%	18	5.17%	18	5.17%	18	5.17%

Dr. dated: 9/26/2002

\*Persons' disabilities

**King County Executive Branch Summary Analysis**

January 1, 2002

Dept. of Development & Environmental Services  
Division: All Divisions

Job Category	Total	Total						PWD*
		Female	Minority	Black	Hispanic	Asian	Native American	
Officials and Administrators	1	46.14%	13.87%	5.67%	5.70%	1.93%	0.51%	6.17%
	Employees Available							
	Underutilized							
Professionals	123	31 25.20%	27 21.95%	3 2.44%	2 1.63%	20 16.26%	2 1.63%	3 2.44%
	Employees Available	35 28.19%	10 7.81%	6 4.66%	1 0.72%	3 2.19%	0.23%	10 8.24%
	Underutilized	4 Yes		3 Yes				7 Yes
Technicians	83	33 39.76%	20 24.10%	9 10.84%	3 3.61%	5 6.02%	3 3.61%	4 4.82%
	Employees Available	27 32.53%	8 9.53%	3 3.49%	1 1.46%	3 3.13%	1 1.38%	7 8.06%
	Underutilized							3 Yes
Administrative Support	48	37 77.08%	24 50.00%	10 20.83%	2 4.17%	9 18.75%	3 6.25%	4 8.33%
	Employees Available	44 90.66%	5 9.48%	1 3.09%	1 1.72%	2 3.29%	1 1.37%	5 9.88%
	Underutilized	7 Yes						1 Yes
Skilled Crafts	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Employees Available							
	Underutilized							
Transit Operators	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Employees Available							
	Underutilized							
Service Maintenance	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Employees Available							
	Underutilized							
Protective Service Workers	15	3 20.00%	2 13.33%	2 13.33%	0.00%	0.00%	0.00%	0.00%
	Employees Available	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Underutilized							
Paraprofessionals	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Employees Available							
	Underutilized							
<b>Grand Total</b>	<b>270 100.00%</b>	<b>104 38.52%</b>	<b>73 27.04%</b>	<b>24 8.89%</b>	<b>7 2.59%</b>	<b>34 12.59%</b>	<b>8 2.96%</b>	<b>11 4.07%</b>

Date Created: 9/26/2002

\*Persons with disabilities

**King County Executive Branch Summary Analysis**

January 1, 2002

Dept. of Judicial Administration  
Division: All Divisions

Job Category	Total		Total Minority	Black	Hispanic	Asian	Native American	PWD*
	Total	Female						
Officials and Administrators	1 Employees Goals Availability Underutilized	1 100.00% 0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	11 Employees Goals Availability Underutilized	4 36.36% 7 62.24% 3 Yes	3 27.27% 1 9.83%	1 9.09% 3 9.0%	1 9.09% 3 7.0%	1 9.09% 0 0.81%	1 9.09% 0 0.81%	1 5.49% 1 Yes
Technicians	3 Employees Goals Availability Underutilized	1 33.33% 1 27.59%	12.77%	2.76%	1.62%	7.62%	0.64%	6.61%
Administrative Support	175 Employees Goals Availability Underutilized	128 73.14% 126 71.85%	73 41.71% 23 13.34%	23 13.14% 8 4.55%	5 2.86% 4 2.53%	44 25.14% 8 4.74%	1 0.57% 3 1.50% 2 Yes	7 4.00% 14 8.16% 7 Yes
Skilled Crafts	0 Employees Goals Availability Underutilized	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Transit Operators	0 Employees Goals Availability Underutilized	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service Maintenance	0 Employees Goals Availability Underutilized	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service Workers	0 Employees Goals Availability Underutilized	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Paraprofessionals	0 Employees Goals Availability Underutilized	65.97%	14.21%	5.91%	2.53%	4.02%	1.72%	7.95%
<b>Grand Total</b>	<b>190</b> <b>100.00%</b>	<b>134</b> <b>70.53%</b>	<b>76</b> <b>40.00%</b>	<b>24</b> <b>12.63%</b>	<b>5</b> <b>2.63%</b>	<b>45</b> <b>23.68%</b>	<b>2</b> <b>1.05%</b>	<b>7</b> <b>3.68%</b>

Dr. wed: 9/26/2002

\*Persons with Disabilities



# King County Executive Branch Summary Analysis

January 1, 2002

Dept. of Public Health  
Division: All Divisions

Job Category	Total	Total		Black	Hispanic	Asian	Native American	PWD*
		Female	Minority					
Officials and Administrators	8 Employees Goals Availability Underutilized	4 50.00% 3 39.71%	1 12.50% 1 13.49%	4.43%	2.38%	1 12.50% 4.61%	1.98%	5.16%
Professionals	689 Employees Goals Availability Underutilized	528 76.63% 462 67.12%	162 23.51% 72 10.52%	48 6.97% 19 2.83%	26 3.77% 15 2.21%	78 11.32% 31 4.53%	10 1.45% 6 0.89%	7 1.02% 55 7.92% 48 Yes
Technicians	198 Employees Goals Availability Underutilized	87 43.94% 95 48.06% 8 Yes	67 33.84% 28 14.04%	19 9.60% 8 4.27%	22 11.11% 4 2.22%	25 12.63% 13 6.45%	1 0.51% 2 1.09% 1 Yes	4 2.02% 20 10.30% 16 Yes
Administrative Support	280 Employees Goals Availability Underutilized	251 89.64% 181 64.55%	118 42.14% 37 13.12%	34 12.14% 11 3.99%	24 8.57% 7 2.60%	51 18.21% 14 4.96%	9 3.21% 4 1.52%	12 4.29% 28 9.84% 16 Yes
Skilled Crafts	0 Employees Goals Availability Underutilized	83.56%	15.28%	5.09%	2.83%	5.44%	1.88%	
Transit Operators	0 Employees Goals Availability Underutilized	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service Maintenance	15 Employees Goals Availability Underutilized	2 13.33% 5 35.86% 3 Yes	4 26.67% 3 21.46%	4 26.67% 1 5.69%	1 4.24% 1 Yes	1 6.94% 1 Yes	1 4.51% 1 Yes	2 11.81% 2 Yes
Protective Service Workers	44 Employees Goals Availability Underutilized	13 29.55% 10 22.69%	15 34.09% 8 17.50%	12 27.27% 4 9.85%	2 4.55% 1 2.87%	1 2.27% 1 3.10%	0.77%	2 4.55% 4 8.18% 2 Yes
Paraprofessionals	88 Employees Goals Availability Underutilized	67 76.14% 61 69.28%	31 35.23% 14 16.03%	9 10.23% 6 6.94%	13 14.77% 3 2.97%	8 9.09% 4 4.16%	1 1.14% 2 1.93% 1 Yes	6 6.82% 9 9.71% 3 Yes
Grand Total	1,322 100.00%	952 72.01%	398 30.11%	126 9.53%	87 6.58%	164 12.41%	21 1.59%	31 2.34%

Date Created: 9/26/2002

\*Persons with disabilities

**King County Executive Branch Summary Analysis**

Sheriff's Office  
Division: All Divisions

January 1, 2002

Job Category	Total	Total		Black	Hispanic	Asian	Native American	PWD*
		Female	Minority					
Officials and Administrators	4	3 75.00%	2 50.00%	1 25.00%	6.27%	1 25.00%	2.06%	6.17%
Employees		1 31.45%	1 17.98%	3.93%		5.72%		
Goals Availability								
Underutilized								
Professionals	41	15 36.59%	4 9.76%	1 2.44%	1.20%	3 7.32%	0.50%	1 2.44%
Employees		13 32.83%	4 10.43%	2 5.05%		2 3.67%		3 7.73%
Goals Availability				1 Yes				2 Yes
Underutilized								
Technicians	152	99 65.13%	29 19.08%	7 4.61%	5 3.29%	17 11.18%		3 1.97%
Employees		91 59.97%	20 13.28%	8 5.22%	3 2.03%	9 5.91%	0.11%	5 3.54%
Goals Availability				1 Yes				2 Yes
Underutilized								
Administrative Support	112	95 84.82%	34 30.36%	11 9.82%	5 4.46%	15 13.39%	3 2.68%	5 4.46%
Employees		91 80.89%	26 23.07%	10 8.92%	4 3.20%	10 8.87%	2 2.07%	8 7.03%
Goals Availability								3 Yes
Underutilized								
Skilled Crafts	0							
Employees								
Goals Availability								
Underutilized								
Transit Operators	0							
Employees								
Goals Availability								
Underutilized								
Service Maintenance	0							
Employees								
Goals Availability								
Underutilized								
Protective Service Workers	693	106 15.30%	119 17.17%	34 4.91%	28 4.04%	44 6.35%	13 1.88%	4 0.58%
Employees		94 13.54%	93 13.49%	37 5.27%	17 2.48%	30 4.37%	9 1.37%	60 8.71%
Goals Availability				3 Yes				56 Yes
Underutilized								
Paraprofessionals	8	4 50.00%	4 50.00%	1 12.50%	1 12.50%	3 37.50%		1 12.50%
Employees		5 60.60%	1 17.43%	1 7.44%	3.24%	4.84%	1.83%	1 8.63%
Goals Availability				1 Yes				
Underutilized								
Grand Total	1,010 100.00%	322 31.88%	192 19.01%	54 5.35%	39 3.86%	83 8.22%	16 1.58%	14 1.39%

**King County Executive Branch Summary Analysis**  
**January 1, 2002**

**Dept. of Transportation**  
**Division: All Divisions**

Job Category	Total	Total		Total Minority	Black	Hispanic	Asian	Native American	PWD*
		Female	Male						
Officials and Administrators	19	5 26.32%	9 47.37%	5 26.32%	4 21.05%	0.66%	1 5.26%		
Goals Availability	6 33.80%	1 5.26%	1 6.94%	2.08%	2.45%		1 6.22%		
Underutilized	1 Yes								
Professionals	572	216 37.76%	133 23.25%	41 7.17%	79 13.81%	6 1.05%	9 1.57%		
Goals Availability	167 29.24%	167 29.24%	64 11.22%	22 3.88%	27 4.80%	6 0.97%	43 7.55%		
Underutilized						2 Yes	34 Yes		
Technicians	228	59 25.88%	48 21.05%	27 11.84%	11 4.82%	6 2.63%	4 1.75%		
Goals Availability	74 32.54%	74 32.54%	19 8.49%	7 3.17%	6 2.48%	6 2.43%	1 0.40%		
Underutilized	15 Yes						23 10.16%		
Administrative Support	238	165 69.33%	91 38.24%	51 21.43%	30 12.61%	7 2.94%	8 3.36%		
Goals Availability	167 70.27%	167 70.27%	25 10.62%	7 3.14%	9 3.84%	3 1.35%	24 9.96%		
Underutilized	2 Yes						16 Yes		
Skilled Crafts	545	23 4.22%	103 18.90%	42 7.71%	43 7.89%	7 1.28%	11 2.02%		
Goals Availability	46 8.46%	46 8.46%	55 10.10%	14 2.50%	19 3.43%	13 2.30%	51 9.35%		
Underutilized	23 Yes						40 Yes		
Transit Operators	2,645	582 22.00%	912 34.48%	602 22.76%	191 7.22%	40 1.51%	13 0.49%		
Goals Availability	731 27.62%	731 27.62%	314 11.86%	207 7.83%	53 2.01%	25 0.93%			
Underutilized	149 Yes								
Service Maintenance	513	98 19.10%	194 37.82%	78 15.20%	80 15.59%	13 2.53%	14 2.73%		
Goals Availability	109 21.26%	109 21.26%	65 12.70%	17 3.38%	18 3.44%	14 2.69%	58 11.39%		
Underutilized	11 Yes						44 Yes		
Protective Service Workers	3	1 25.33%	1 33.33%		1 33.33%	1.84%			
Goals Availability	1 25.33%	1 25.33%	13.58%	5.32%	3.70%		7.50%		
Underutilized	1 Yes								
Paraprofessionals	2	2 100.00%							
Goals Availability	1 44.43%	1 44.43%	9.85%	2.47%	4.45%	0.99%	5.87%		
Underutilized									
Grand Total	4,765 100.00%	1,150 24.13%	1,491 31.29%	846 17.75%	439 9.21%	129 2.71%	77 1.62%	60 1.26%	

Date Created: 9/26/2002

\*Persons with disabilities

**King County Executive Branch Summary Analysis**

Dept of Executive Services

January 1, 2002

Division: All Divisions

Job Category	Total	Total Female	Total Minority	Black	Hispanic	Asian	Native American	PWD*
<b>Officials and Administrators</b>	<b>33</b>							
Employees	15	45.45%	9	4	1.19%	5	1	1
Goals Availability	13	40.85%	3	1		1	2.21%	2
Underutilized							1 Yes	1 Yes
<b>Professionals</b>	<b>286</b>							
Employees	136	47.55%	67	24	10	32	1	12
Goals Availability	123	42.92%	30	692	3	14	6	18
Underutilized				241.86%	1.16%	4.75%	2.05%	6.12%
				668 Yes			5 Yes	6 Yes
<b>Technicians</b>	<b>48</b>							
Employees	19	39.58%	11	3	3	5	1	4
Goals Availability	21	43.52%	6	1	1	2	2.44%	4
Underutilized		2 Yes		3.11%	1.18%	4.75%	1 Yes	4
								7.37%
<b>Administrative Support</b>	<b>270</b>							
Employees	196	72.59%	108	44	10	51	3	13
Goals Availability	230	85.17%	25	8	4	9	4	26
Underutilized		34 Yes		2.83%	1.48%	3.41%	1.59%	9.65%
							1 Yes	13 Yes
<b>Skilled Crafts</b>	<b>72</b>							
Employees	9	12.50%	19	11	1	4	4	2
Goals Availability	8	11.69%	7	2	1	3	2.42%	6
Underutilized				2.55%	1.16%	3.96%		8.48%
					1 Yes			4 Yes
<b>Transit Operators</b>	<b>0</b>							
Employees								
Goals Availability		0.00%					0.00%	0.00%
Underutilized								
<b>Service Maintenance</b>	<b>131</b>							
Employees	36	27.48%	67	24	8	30	5	9
Goals Availability	41	31.12%	15	5	2	5	3	12
Underutilized		5 Yes		3.93%	1.44%	3.76%	2.11%	8.87%
								3 Yes
<b>Protective Service Workers</b>	<b>64</b>							
Employees	9	14.06%	25	3	2	20		3
Goals Availability	11	17.79%	12	4	1	2	4	10
Underutilized		2 Yes		1 Yes	1.57%	3.72%	4 Yes	15.70%
								7 Yes
<b>Paraprofessionals</b>	<b>25</b>							
Employees	16	64.00%	7	2	2	2	1	1
Goals Availability	20	78.96%	3	1	1.34%	1	1	3
Underutilized		4 Yes		4.43%			2.77%	10.86%
								3 Yes
<b>Grand Total</b>	<b>929</b>	<b>100.00%</b>	<b>313</b>	<b>115</b>	<b>35</b>	<b>149</b>	<b>14</b>	<b>44</b>

Dated: 9/26/2002

\*Persons with Disabilities

# King County Executive Branch Summary Analysis

January 1, 2002

Dept of Natural Resources and Parks

Division: All Divisions

Job Category	Total	Total					Native			PWD*
		Female	Minority	Black	Hispanic	Asian	American	Asian	American	
Officials and Administrators	28	9 32.14%	7 25.00%	1 3.57%	27 95.24%	5 17.86%	1 3.57%	2 7.14%	1 3.57%	2 7.14%
Goals Availability	10 35.88%	10 35.88%	3 11.16%	1 3.43%	27 95.24%	1 4.71%	1 2.01%	2 6.13%	1 2.01%	2 6.13%
Underutilized	1 Yes	1 Yes			27 Yes					
Professionals	601	251 41.76%	107 17.80%	29 4.83%	7 1.16%	66 10.98%	5 0.83%	8 1.33%	11 1.86%	22 3.73%
Goals Availability	248 41.28%	248 41.28%	89 14.87%	341 56.70%	53 8.77%	11 1.86%	6 Yes	14 Yes	6 Yes	14 Yes
Underutilized			334 Yes							
Technicians	119	47 39.50%	26 21.85%	8 6.72%	1 0.84%	15 12.61%	2 1.68%	4 3.36%	2 1.68%	9 7.91%
Goals Availability	31 25.87%	31 25.87%	12 9.94%	98 82.44%	5 4.62%	2 1.44%	5 Yes	5 Yes	2 1.44%	9 7.91%
Underutilized			97 Yes							
Administrative Support	164	135 82.32%	46 28.05%	13 7.93%	7 4.27%	22 13.41%	4 2.44%	12 7.32%	6 3.39%	16 9.77%
Goals Availability	117 71.53%	117 71.53%	31 18.85%	14 8.51%	5 2.87%	7 4.06%	2 Yes	4 Yes	2 Yes	4 Yes
Underutilized			1 Yes							
Skilled Crafts	209	32 15.31%	48 22.97%	19 9.09%	12 5.74%	9 4.31%	8 3.83%	4 1.91%	9 4.19%	19 9.24%
Goals Availability	32 15.34%	32 15.34%	32 15.32%	9 4.48%	5 2.18%	9 4.40%	1 Yes	15 Yes	1 Yes	15 Yes
Underutilized										
Transit Operators	0									
Goals Availability	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Underutilized										
Service Maintenance	319	79 24.76%	75 23.51%	39 12.23%	10 3.13%	20 6.27%	6 1.88%	29 9.09%	13 4.20%	4 1.16%
Goals Availability	48 15.08%	48 15.08%	66 20.55%	10 3.24%	12 3.88%	7 Yes	7 Yes	4 1.16%	7 Yes	4 1.16%
Underutilized										
Protective Service Workers	6	5 83.33%	2 33.33%	0.00%	0.00%	2 33.33%	0.00%	0.00%	0.00%	0.00%
Goals Availability	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Underutilized										
Paraprofessionals	7	5 71.43%	1 14.29%	1 10.01%	1 14.29%	6 87.95%	4 58.85%	1 7.79%	4 58.85%	1 7.79%
Goals Availability	5 71.96%	5 71.96%	1 14.18%	2.70%	6 87.95%	6 Yes	4 Yes	1 Yes	4 Yes	1 Yes
Underutilized										
Grand Total	1,453 100.00%	563 38.75%	312 21.47%	109 7.50%	38 2.62%	139 9.57%	26 1.79%	59 4.06%	26 1.79%	59 4.06%

\*Persons with disabilities

Date Created: 9/26/2002

**King County Executive Branch Summary Analysis**

December 31, 2001

All Departments  
All Divisions

Job Category	Total	Total		Black	Hispanic	Asian	Native American	PWD*
		Female	Minority					
Officials and Administrators	134 Employees Goals Availability Underutilized	53 39.55%	41 30.60%	21 15.67%		19 14.18%	1 0.75%	4 2.99%
Professionals	2,700 Employees Goals Availability Underutilized	1,392 51.56%	624 23.11%	195 7.22%	72 2.67%	328 12.15%	29 1.07%	55 2.04%
Technicians	973 Employees Goals Availability Underutilized	405 41.62%	227 23.33%	75 7.71%	42 4.32%	100 10.28%	10 1.03%	26 2.67%
Administrative Support	1,451 Employees Goals Availability Underutilized	1,139 78.50%	569 39.21%	218 15.02%	63 4.34%	251 17.30%	37 2.55%	73 5.03%
Skilled Crafts	826 Employees Goals Availability Underutilized	64 7.75%	170 20.58%	72 8.72%	23 2.78%	56 6.78%	19 2.30%	17 2.06%
Transit Operators	2,645 Employees Goals Availability Underutilized	582 22.00%	912 34.48%	602 22.76%	79 2.99%	191 7.22%	40 1.51%	13 0.49%
Service Maintenance	1,023 Employees Goals Availability Underutilized	225 21.99%	365 35.68%	152 14.86%	45 4.40%	144 14.08%	24 2.35%	53 5.18%
Protective Service Workers	1,560 Employees Goals Availability Underutilized	327 20.96%	480 30.77%	243 15.58%	74 4.74%	139 8.91%	24 1.54%	27 1.73%
Paraprofessionals	242 Employees Goals Availability Underutilized	165 68.18%	96 39.67%	32 13.22%	26 10.74%	31 12.81%	7 2.89%	14 5.79%
<b>Grand Total</b>	<b>11,554 100.00%</b>	<b>4,352 37.67%</b>	<b>3,484 30.15%</b>	<b>1,610 13.93%</b>	<b>424 3.67%</b>	<b>1,259 10.90%</b>	<b>191 1.65%</b>	<b>282 2.44%</b>

Dr. dated: 9/26/2002

\*Persons v abilities