

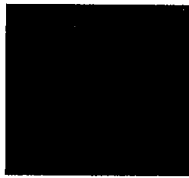
Proposed on 2/16/05
King County Executive Branch
EEO/Affirmative Action Plan
January 1, 2005 to December 31, 2005



Revised May 24, 2005



King County



Ordinance

Adopted by King County Council on _____

Signed by King County Executive on _____

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Executive Summary

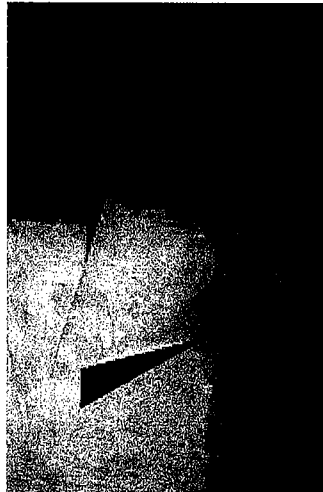
The EEO/Affirmative Action Plan is a statement of King County Executive Branch's commitment to diversity and productivity in the workplace.

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

1. Identifying areas of program focus,
2. Stating the actions previously taken to move towards parity, and
3. Setting forth an action-oriented plan to address under-representation prospectively within the law.

At the beginning of 2003, the Executive Branch departments successfully accomplished a majority of its affirmative action race/ethnicity and gender goals and partially accomplished its persons with disability goals. Specifically:

- For African Americans, 90% or 64 of the 71 goal setting areas are fully represented.



- For Asian Americans, 97% or 67 of the 71 goal setting areas are fully represented.
- For Latino Americans, 85% or 60 of the 71 goal setting areas are fully represented.
- For Native Americans, 85% or 60 of the 71 goal setting areas are fully represented.
- For women, 56% or 40 of the 71 goal setting areas are fully represented.
- For persons with disabilities, 33% or 24 of the 71 goal setting areas are fully represented.

Highlights of 2003-2004:

Affirmative Action Progress

1. From January 1, 2003 to June 30, 2004, the Executive Branch departments hired and promoted a diverse workforce. The new hires were 41% of color and 41% women, while promotions were 41% of color and 42% women. Minimal hiring of persons with disabilities occurred.

2. The race/ethnicity and gender diversity of the department hires and promotions contributed to the county's representation in the majority of its race/ethnicity and gender goal setting areas but not for persons with disabilities. The remaining affirmative action goals were accomplished as follows:

Goal setting group	Total # of goal setting areas* as of 1/1/03	# of areas where goals were fully met by 6/30/04	# of areas where goals were partially met by 6/30/04	# of areas where no progress by 6/30/04
African Americans	7	3	0	4
Asian Americans	4	0	0	4
Latino Americans	11	0	1	10
Native Americans	11	0	1	10
Persons with Disabilities	47	0	7	40
Women	31	8	9	14

While the Executive Branch continues to make progress in the goal setting areas, these affirmative action accomplishments were influenced by several factors:

- The remaining goals are more difficult to meet,
- In consultation with the 504-ADA Advisory Committee, established that the chronic under-self-reporting of persons with disabilities may be based on stigma and negative labeling, and

- Hiring opportunities were limited by budget challenges.
3. Targeted recruitment and outreach efforts in 2004 and will be increased in 2005. In 2005, the following actions will be taken:
- An internal Executive Branch recruitment committee was established to coordinate and lead recruitment and outreach efforts.
 - An extensive recruitment and outreach program was established to assist departmental recruitment and outreach efforts in their respective recruitment and outreach efforts.
 - Implementation plans were developed for each department to document and monitor how they are meeting their affirmative action hiring objectives.
 - Purposeful presence in various community events is being pursued, and
 - Ongoing consultation with the 504-ADA Advisory Committee is being facilitated to better serve the disability community.

4. New affirmative action race/ethnicity and gender goal setting areas for 2005-2006 are proposed, based on the recommendations of the Executive Branch.

In 2005, recruitment and outreach efforts for the County will continue in its efforts to increase the number of people of color, women and persons with disabilities. A proposed work plan will be submitted to the Executive Branch.

* Goal setting areas refer to the EEO job categories used by each department: Administrators, Professionals, Technicians, Administrative Support, Skilled Trades, Maintenance, Protective Services and Para-professionals.

the strategic approach for 1) identifying and addressing any identified employment barriers, and 2) fostering a safe, inclusive and diversity friendly workplace. HRD will engage the stakeholder committees to obtain their advice, insights, input and connections to their varied and diverse communities for partnership purposes. The report will also include an assessment of the Executive Branch's capacity to accomplish the proposed work plan and recommend resources, as appropriate.

EEO Program Status

5. King County provided disability services to 362 and 406 employees in 2003 and the first 10 months of 2004 respectively. Disabilities services include information and referral, consultation, accommodation and job reassignment.
6. The review of formally filed discrimination complaints with human rights agencies from 1997 to October 2004 found that during the past seven years, the Executive Branch reduced its formally filed complaints by 50% overall.

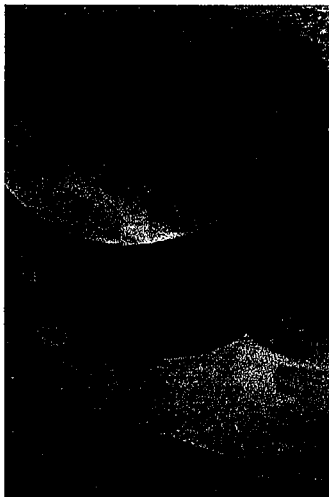
An analysis of the overall basis for filing discrimination complaints shows that:

- Race continues to be the most frequently filed basis for discrimination
- Retaliation is the second most frequently filed basis, and
- Sex and Disability non-accommodation complaints rank as the third most frequently filed basis.

Further study will be conducted in 2005 to determine underlying drivers for the complaint pattern and to identify appropriate interventions.

1. Vision

The mission of the King County Executive Branch is to enhance King County's quality of life and sup vitality by providing high-quality, cost-effective, valued services to our customers.



Viewing government as an instrument of change, we envision King County as a collaborative, responsive, innovative and progressive regional government. We continue to value the diversity of our workforce as the key to providing effective culturally competent services to our many communities.

We also value the diversity of our many communities as a primary source of applicants for our workforce.

We believe that diversity and equal employment opportunity are basic foundations of effective service provider teams, therefore, we:

- Work to attract and retain a committed, talented and diverse workforce capable of addressing complex challenges;

- Create bias-free work environments and productivity and where our employees are respected, communicate freely, and
- Provide leadership, role modeling, and resources to foster innovation in the implementation of this plan;
- Hold ourselves accountable, make our successes to further promote the productivity; and
- Lead the region in addressing the ef

To assist in the fulfillment of this mission, the Executive Branch has established a voluntary EEO/AA goals and timetables to correct underutilization. We strive toward diversity, equity, and productivity.

*Ron Sims,
King County Executive*

2. Affirmative Action Program Requirements

The King County Executive Branch has established a voluntary written affirmative action plan in pursuit of equal employment opportunity ("EEO"), fair employment and a diversity-friendly work environment.

The EEO/AAP is a strategic plan, designed to provide guidance to management to implement the equal employment opportunity and affirmative action policy. The following departments are covered by the 2005-2006 EEO/AAP:

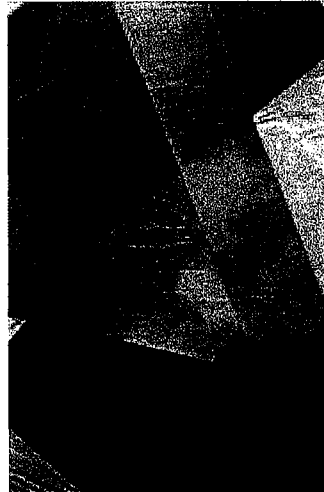
Executive's Office
Adult & Juvenile Detention
Assessor's Office
Community & Human Services
Development & Environmental Services
Executive Services
Judicial Administration
Natural Resources & Parks
Public Health
Sheriff's Office
Transportation

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

- Title 6 and Title 7 of the Civil Rights Act of 1964, the Equal Employment Act of 1972, Presidential Executive Order 11246 (as amended by Presidential Executive Order 11890) and 60 of Title 41 CFR, Part 60-2 (Revised 1995)
- Sections 503 and 504 of the Rehabilitation Act of 1973 and Americans with Disabilities Act of 1990
- The U.S. Department of Transportation, Office of the Assistant Secretary for Equal Employment Opportunity, "Guidelines for Grant Recipients concerning Title VI of the Civil Rights Act of 1964, 49 CFR 4704.1" and the implementing regulations, 49 CFR 4704.1, amended, 49 U.S.C. 1601, Section 19.
- The U.S. Department of Justice, Office of the Assistant Attorney General for the Office of Federal Contract Compliance Programs, 42.301 governing requirements for government contractors to develop and maintain an EEO Plan which includes a written analysis, hiring and implementation plan.
- The U.S. Department of Labor, Office of Federal Contract Compliance Programs. 41 CFR 60-25.101 Nondiscrimination Obligations of Contractors and Subcontractors Regarding Special Disabled Veterans.

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

- Washington Administrative Codes governing employment regulations (Chapter 162-12, 16, 18, 20, 22 and 30), Revised Code of Washington Chapter 49.60 - Washington State Law Against Discrimination, as amended by Initiative 200.
- King County Ordinance No. 7430 which prohibits unfair employment practices to discriminate against any person with respect to referral, hiring, tenure, promotion, terms, conditions, wages or other privileges of employment on the basis of race, color, age, sex, marital status, sexual orientation, religion, ancestry, national origin, or the presence of any sensory, mental or physical handicap.
- King County Council adopted 504 Work Plan, which ensures King County physical, programmatic and employment access for persons with disabilities.
- Case # ES-1657 Marilyn A. Onstot v King County Department of Assessments, December 13, 1973. Provision 2 of the conciliation agreement required the establishment of an affirmative action program.
- Case # SE 272-74 Judith M. Shepard v King County, June 18, 1974. Provision 1 required the adoption of a corrective employment program for women, ethnic minority groups, and persons with disabilities.



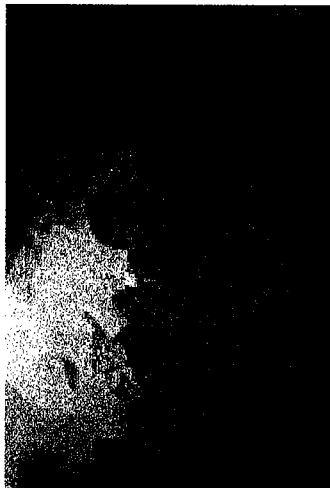
3. EEO Policy Statement and Reaffirmation

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

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

A. EEO Policy

1. Comply with the County's established policy of equal employment opportunity which prohibits discrimination on the basis of race, color, age, sex, marital status, sexual orientation, religion, ancestry, national origin, the presence of any sensory, mental or physical disability, or veteran status as Special Disabled veteran or Vietnam



Era veteran in its employment and personnel practices as required under federal, state and County regulations and guidelines.

Employment and personnel practices and actions include, but are not limited to recruitment, application, testing, selection, hiring, orientation, probationary review, compensation and

benefits, supervision, provisional/te training, tuition reimbursement, pro demotion, termination, lay-off, recal other terms and conditions of emplo but are not limited to health care co disability, life insurance, investment programs.

2. Prohibit harassment, which is a form is defined as unwelcome verbal or p individual on the basis of race, color, orientation, religion, ancestry, nation status. To constitute harassment, th severe or pervasive so as to alter the employment. Such conduct can tak slurs, comments, jokes, innuendoes, cartoons, or other similar conduct.

Sexual harassment is a type of harass verbal or physical conduct of a sexu

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, and the United States Veterans Administration.

7. Ensure that employees can raise issues without fear of reprisal, retaliation, harassment, or discrimination because they: (1) submitted a complaint or concern and/or filed a formal complaint; (2) participated in any investigation, compliance review, or activity related to the administration of the affirmative action and/or affirmative action program; (3) exercised a right that is discriminatory; and/or (4) exercised a right protected by county, state, or federal law or regulations.

B. Affirmative Action Committee

1. Within the law, take affirmative efforts to recruit, hire, promote, service, exempt, and term limited tenured employees for minorities, women and persons with disabilities by establishing a temporary action-oriented committee to identify and address under-representation.
2. Continue efforts to conduct inclusive recruitment and include minority group members, women, and covered veterans to expand the pool of applicants given their availability and qualifications.

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

3. Review and strengthen job-related criteria for employment processes to ensure that the criteria is bias free, and provide technical assistance where appropriate to resolve such issues.
4. Provide avenues for applicants and employees to inquire about the EEO/AA Plan and raise discrimination issues with department management or the Human Resources Division.
5. Make the EEO/AA Plan accessible to all employees and the public.

C. Program Accountability

1. Monitor and evaluate program status and progress on a regular basis. Provide regular reports to the Executive, department directors, King County Council, Civil Rights Commission, 504-ADA Advisory Committee and the Executive's Employee-Based EEO/AA Committee.
2. Identify and analyze employment and personnel practices to ensure that they are appropriately job-related and are nondiscriminatory.

3. Hold management accountable for the progress of the EEO/AA Plan.
4. Provide a complaint process to address non-compliance with the EEO Policy.

Equal employment opportunity and affirmative action efforts. These efforts are beneficial to all employees, treatment of all employees, a diversified workforce, and provide a s communities effectively, and provide a s

Employees are hereby informed of their rights under the text of the Policy and Plan upon request. The full text of the Plan are available as follows:

- Electronically on the Executive's website at <http://www.metrokc.gov/>
- Hard copies are also available for review at the Diversity Section office.
- This report will also be available in a large print format for individuals with disabilities. To request a large print format, please call (206) 684-1198 29 or call (206) 296-7596.

Employees and/or job applicants may also contact the staff related to EEO and Affirmative action to the Human Resources staff and Human Resources Management.

4. Dissemination of EEO Policy Statement

A. Internal Dissemination

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

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

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

3. The County's EEO policy, purpose and the EEO/AA Plan will be communicated to new employees during the employee orientation presentation.
4. Directors, administrators, and managers will highlight/discuss/explain the intent of the EEO/AA Plan's goals and objectives at staff meetings to ensure employee understanding. These discussions will occur at least on an annual basis. The Employment and Diversity Section will assist management by prompting an annual discussion and providing suggestions for discussion topics.

B. External Dissemination

1. Copies of the Policy and Plan will be provided to appropriate federal, state and local agencies upon request for compliance.
2. The Human Resources Management Section will provide copies to individuals and organizations representing the community.

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

3. Once approved, the EEO/AA Plan will be made accessible to the public by providing hard copies to the King County Library and the City of Seattle Library, and providing on-line access to the Executive's web page under Jobs EEO/AA at www.metrokc.gov.
4. HRD will provide the unions with an electronic and/or hard copy of the approved EEO/AA Plan.
5. HRD will ensure that King County presents itself as an equal employment opportunity employer by including statements to that effect in all job announcements and advertisements.
6. Diversity dimensions of employees such as age, color, race, gender, disabilities and veteran service will be depicted in County publications with said employees performing a variety of roles and functions.

5. Establishment of Responsibility for Implementation

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

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

1. King County Council

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

2. King County Executive

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

- b. Hold management accountable for implementation of the AA Plan.

- c. Recommends to the King County Executive the personnel and resources to effectively comply with the requirements and implement the AA Plan.

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

3. Director, Human Resources Management

- a. Provides EEO and Affirmative Action leadership, priority, and policy direction to King County management. Recommends personnel, policies, procedures, corrective

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

- b. Ensures the development, dissemination and consistent implementation of EEO/AA Plan and other nondiscriminatory personnel policies, procedures, programs and practices related to all employment activity and terms/conditions of employment. This includes, but is not limited to ensuring job-related selection criteria and participation of minorities, women and persons with disabilities in the selection processes.
- c. Ensures coordination and/or provision of data for monitoring and evaluation purposes, technical support and consultation, recruitment and outreach and training to support departments to successfully implement the EEO/AA Plan.
- d. Acts as EEO Officer for the Executive Branch.
- e. Assists the County Executive in evaluating management's compliance with EEO/AA Plan objectives for accountability purposes.

4. Manager, Employment and Diversity Section (EDS)

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

- b. Develops and updates workforce affirmative action reports to Executive Branch and the Human Resources Director for monitoring and evaluation purposes. Provides quarterly reports to federal agencies and annual reports to the King County Council.
- c. Conducts compliance reviews, reports to the Human Resources Director on EEO/AA Plan compliance in areas not limited to, exit interviews, pre-employment reasonable job accommodation, discrimination complaints, identification of employment barriers, applicant analysis and job classification se

B. Responsibilities of King County Executive to Ensure Implementation of the EEO/AA Plan

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

1. Department Directors

- a. Provide leadership to department directors who are accountable for accomplishing EEO/AA Plan objectives.
- b. Provide adequate resources to accomplish EEO/AA Plan objectives.

- c. Appoint the departmental Affirmative Action Liaison to coordinate and ensure EEO/AA Plan implementation of the following:
- Dissemination of affirmative action information to members of management and employees;
 - Development and implementation of action oriented programs to achieve goals;
 - Communication of human resources policies and procedures to members of management and employees;
 - Provision of training;
 - Provision of accurate workforce data;
 - Reporting of affirmative action efforts and results to the Employment & Diversity Manager on a quarterly basis. Affirmative Action efforts include, but are not limited to, policy dissemination efforts and development/implementation of strategies to correct underutilization;
 - Posting of federal and state legally required EEO notices at all worksites.
- d. Ensure the evaluation and resolution of policies, procedures and practices that do not comply with the EEO/AA Plan;
- e. Appoint the EEO Coordinator for the department to ensure timely and appropriate response to employee allegations of unlawful employment discrimination filed with human rights

agencies such as King County Office of Human Rights, State Human Rights Commission, and the U.S. Equal Employment Opportunity Commission.

- f. Appoint Anti-Harassment Designated Personnel to ensure wide dissemination of policy and procedures, provision of anti-harassment employee training, provision of technical assistance, and appropriate investigations of all allegations of harassment and retaliation.

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

The King County employee-based Equal Opportunity/Affirmative Action Advisory Committee reports to the Executive. Its purpose is to

- a. Serve in an advisory capacity to the Executive by reviewing and recommending strategies, and to implement and further enhance equal employment opportunities and affirmative action programs;
- b. Review the EEO/Affirmative Action Plan and make recommendations regarding the plan to the County Executive, and
- c. Review semi-annual and annual reports and advise the County Executive.

3. King County Civil Rights Commission

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

4. The 504/ADA Advisory Committee

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

5. Prosecuting Attorney's Office

- a. The Prosecuting Attorney's Office provides legal advice to the County government.
- b. The Prosecuting Attorney's Office reviews court rulings related to equal employment opportunity and affirmative action, interprets the County's policies, issues rulings and makes recommendations to the County Executive Departments.
- c. The Prosecuting Attorney's Office provides legal advice to the HRD and County on EEO/AA issues.

6. King County Employees

- a. All County employees are responsible for creating a work environment that is supportive of equal opportunity and affirmative action. Failure to comply with the implementation of this EEO/AA Plan, may be subject to disciplinary action.
- b. Any employee who commits or aids in the commission of an act which is a violation of the EEO/AA Plan, may be subject to disciplinary action.

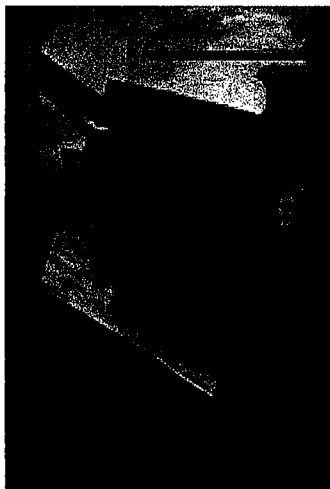
6. Identification of Areas for Improvement

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

1. Affirmative Action Data Management

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

In addition, during 2003 and 2004, the county automated the process of producing affirmative action reports by furthering the integration of employee data from two personnel/payroll streams (MSA and PeopleSoft) and by utilizing specialized software called Criterion Affirmative Action Management System (CAAMS). Programming was completed to implement Ordinance 14571 which allowed for the inclusion of accommodated employees with disabilities in the persons with disabilities affirmative action



reports. As CAAMS did not have the capability to generate persons with disabilities affirmative action reports, standards for persons with disabilities were developed.

2. 2003-2004 Affirmative Action Progress

Monitoring affirmative action accomplishments was prescribed in the EEO/AA Plan. At the end of 2004, the Executive Branch reviewed 71 goal setting areas for the representation of people of color, people with disabilities. Where under-representation existed, hiring goals were set. Executive Branch departments successfully met or exceeded 60% of its affirmative action race/ethnicity and disability goals. It accomplished its persons with disability

- For African Americans, 90% or 64 of the goal setting areas were fully represented.
- For Asian Americans, 97% or 67 of the goal setting areas were represented.
- For Latino Americans, 85% or 60 of the goal setting areas were fully represented.
- For Native Americans, 85% or 60 of the goal setting areas were fully represented.

¹Goal setting areas refer to the EEO job categories used by each department: Administrators, Professionals, Technicians, Administrative Support, Skilled Maintenance, Protective Services and Para-professionals.

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

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

From January 1, 2003 to June 30, 2004, the Executive Branch departments hired and promoted a highly diverse race/ethnicity and gender workforce. The new hires consisted of 29% people of color and 41% women, while promotions consisted of 28% people of color and 42% women. Minimal hiring and promotions of persons with disabilities (PWD) occurred.

	All	People of Color		Women		PWD	
		#	%	#	%	#	%
2003 New Hires	536	145	27%	222	42%	6	1.1%
January to June 2004 New Hires	292	90	31%	116	40%	4	1.4%
Total	822	235	29%	338	41%	10	1.2%
2003 Promotions	125	32	26%	40	32%	1	0.8%
January to June 2004 Promotions	170	50	29%	85	50%	2	1.2%
Total	295	82	28%	125	42%	3	1%

The race/ethnicity and gender diversity of the department hires and promotions contributed to the county's representation in the majority

of the race/ethnicity and gender goal setting areas with disabilities representation. The remaining goal setting areas were successfully accomplished as follows:

Goal setting group	Total # of goal setting areas as of 1-1-03	# of areas where goals were fully met by 6-30-04
African Americans	7	8
Asian Americans	4	0
Latino Americans	11	0
Native Americans	11	0
PWD	47	0
Women	31	8

While the Executive Branch continues to set goal setting areas, these affirmative actions have been influenced by several factors:

- The remaining goals are more difficult to achieve.
- In consultation with the 504-ADA Act, it was determined that the chronic under-self-reporting of disabilities may be based on stigma and negative attitudes.
- Hiring opportunities were somewhat limited due to financial challenges.

Focused department implementation plans, targeted recruitment and outreach efforts, and monitoring of progress or lack-off are key activities in the future.

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

- An internal Executive Branch recruitment co-op is being established to coordinate and leverage departmental recruitment and outreach efforts
- An extensive recruitment and outreach database has been established to assist departments in customizing their respective recruitment and outreach plans,
- Implementation plans were developed by the departments to document and monitor how they plan to meet their affirmative action hiring objectives
- Purposeful presence in various education and community events is being pursued, and
- Ongoing consultation with the citizen 504-ADA Advisory Committee is being facilitated to improve outreach to the disability community.

In 2005, recruitment and outreach efforts will be increased. King County will continue its efforts to successfully attract and retain people of color, women and persons with disabilities. By May 2005, a proposed work plan will be submitted to the Executive outlining the strategic approach for 1) identifying and addressing any identified employment barriers, and 2) fostering a safe, inclusive and diversity friendly workplace. HRD will engage the stakeholder committees to obtain their advice, insights, input and connections to their varied and diverse communities for partnership purposes. The report will also include an assessment of the Executive Branch's capacity to accomplish the proposed work plan and recommend resources, as appropriate.

For details on the county's affirmative action employment activity, please see attachments 2003 and 2004 affirmative action reports

- AA Progress by Goal Setting Group
- Summary of Employee Changes² By Department Group
- Summary of Employee Changes for Executive Branch
- Summary Analysis by Department comparing current workforce to the available workforce representation, goals are set.

3. Proposed 2005-2006 Affirmative Action Race/Ethnicity and Gender Goals

Workforce availabilities are used as benchmarks to identify areas of under-representation of women, people with disabilities within departments. The county has updated 2005-2006 race/ethnicity and gender data based on Census 2000 data consistent with Contract Compliance requirements.³ The

- Profiling its workforce for each job by race/ethnicity and Gender. (Job Group Analysis Report)
- Analyzing the recruitment areas for people of color and Recruitment Labor Area Distribution
- Profiling the two factor calculations to determine workforce availabilities for people of color and women (Job Group Analysis Report)

³See Attachment 1: D. Workforce Availability Development Methodology

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

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

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

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

Job Category	African Americans	Asian Americans
Protective Services	0.76%	1.9%
Para-Professionals	-0.49%	2.14%

Note: Transit operator workforce available

See Attachment 4 for the 2005-2006 affirmative action plan for the Executive Branch based on the net change for people of color and women and current workforce availability for persons with disabilities. For the updated workforce availability process document, see the CD.

B. Improvement Strategies

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

1. Standardized Human Resource

2. Applicant Pool Diversity Enhancement Employment

HRD will continue to provide the following:

- Coordinate the update of recruitment materials to create a diverse pool of applicants and target specific groups of applicants, and train department managers and supervisors on their use.

(continued on page 24)

African Americans

Job Category	Exec	DAJD	DA	DCHS	DDES	DES	DJA	DNRP
Officials/Administrators	3.7%	2.69%	2.66%	5.5%	2.21%	4.8%	10.7%	3.26%
Professionals	2.4%	4.38%	1.87%	5.2%	2.53%	5.33%	4.93%	4.38%
Technicians	4.05%	8.82%	3.13%	3.52%	3.38%	3.74%	4.02%	7.83%
Admin Support	4.14%	4.88%	5.52%	9.91%	6.14%	17.26%	5.74%	5.94%
Skilled Craft						3.36%		7.56%
Transit Operators								
Service/Maintenance		4.52%			4.69%	6.62%		7.30%
Protective Services		12.81%			3.13%	2.42%		20%
Para-Professionals				3.83%				5.75%

Asian Americans

Officials/Administrators	8.13%	4.86%	7.32%	7.64%	4.42%	2.53%	4.34%	6.40%
Professionals	6.82%	5.09%	6.39%	7.20%	7.62%	8.48%	8.26%	10.24%
Technicians	9.18%	10.54%	13.20%	8.78%	5.05%	7.51%	10.62%	7.82%
Admin Support	6.77%	7.20%	10.03%	11.59%	8.01%	18.10%	9.17%	11.65%
Skilled Craft						3.72%		4.59%
Transit Operators								
Service/Maintenance		15.51%			1.61%	9.11%		6.83%
Protective Services		6.05%			5.00%	8.06%		20%
Para-Professionals				5.02%				10.60%

Latino Americans

Officials/Administrators	1.03%	1.49%	2.18%	1.41%	1.82%	3.87%	1.14%	2.12%
Professionals	2.56%	1.84%	3.25%	2.98%	2.02%	2.81%	2.45%	2.14%
Technicians	4.62%	3.79%	4.71%	3.18%	3.96%	3.36%	2.67%	2.09%
Admin Support	2.33%	2.33%	3.44%	5.18%	2.60%	3.66%	2.98%	4.40%
Skilled Craft						3.47%		4.55%
Transit Operators								
Service/Maintenance		13.02%			1.72%	8.42%		9.67%
Protective Services		4.70%			2.27%	3.95%		0.00%
Para-Professionals				2.22%				3.07%

Native Americans

Job Category	Exec	DAJD	DA	DCHS	DDES	DES	DJA	DNRP
Officials/Administrators	0.84%	2.01%	0.87%	1.24%	1.62%	0.67%	0.83%	1.52%
Professionals	1.19%	2.21%	0.68%	3.02%	1.46%	1.56%	1.72%	1.59%
Technicians	1.68%	2.59%	1.70%	1.35%	1.92%	1.75%	1.62%	1.03%
Admin Support	1.54%	1.66%	1.46%	1.90%	1.49%	2.41%	1.41%	1.80%
Skilled Craft						2.24%		2.47%
Transit Operators								
Service/Maintenance		3.34%			1.77%	3.53%		2.38%
Protective Services		1.27%			2.00%	3.86%		0.00%
Para-Professionals				4.62%				1.39%

Persons with Disabilities

Officials/Administrators	6.14%	6.09%	6.08%	6.40%	6.17%	6.17%	0.00%	6.10%
Professionals	6.83%	7.81%	6.06%	7.28%	8.24%	6.12%	5.49%	3.70%
Technicians	6.18%	6.82%	16.16%	6.51%	8.06%	7.37%	6.61%	7.90%
Admin Support	9.86%	9.95%	9.15%	9.59%	9.88%	9.65%	8.16%	9.80%
Skilled Craft						8.48%		9.20%
Transit Operators								
Service/Maintenance		14.12%				8.87%		11.60%
Protective Services		9.97%				15.70%		0.00%
Para-Professionals		4.18%	5.56%	17.37%		10.86%	7.95%	7.80%

Women

Officials/Administrators	28.06%	35.71%	35.64%	36.67%	37.98%	42%	17.62%	43.91%
Professionals	41.45%	50.17%	47.63%	60.15%	29.29%	46.15%	53.45%	39.53%
Technicians	48.14%	58.19%	54.35%	38.48%	39.93%	32.65%	31.41%	51.60%
Admin Support	81.27%	77.45%	70.57%	77.11%	80.48%	73.75%	82.28%	72.19%
Skilled Craft						11.16%		10.54%
Transit Operators								
Service/Maintenance		43.00%			9.55%	27.64%		14.99%
Protective Services		29.45%			8.92%	53.72%		60.00%
Para-Professionals				71.33%				72.96%

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

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

administrative County-wide guidelines for recruitment, examination, qualification and selection process; develop and implement a recruitment and selection system for the Program.

The departments will:

- a. Document their outreach and recruitment efforts as reported on a semi-annual and annual report, including documenting the County's affirmative action program for monitoring purposes.
- b. Use the affirmative action tools, allow departments to use allowable affirmative action tools and strategies:
 1. Affirmative Action planning with outreach to people of color and persons with disabilities.
 2. Non-discrimination policy and procedure for employment.
 3. Equal employment opportunity posters and job postings (e.g., "EEO/AA" or "EEO/AA/DFWP").
 4. Targeted advertising, outreach and recruitment to applicant pool in conjunction with general recruitment.
 5. Relationships with organizations and community groups for the purposes of diversity recruitment and general recruitment.
 6. Participation in community and industry events for purposes of diversity recruitment and general recruitment.

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

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

A. Building Executive Branch Capacity

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

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

- **Training:** Launched a new one hour EEO and Anti-harassment online training for all employees. Continued to provide management training which includes the 90 minute EEO and Anti-Harassment online training, the 3.5 hour EEO classroom training and the 3.5 hour Managing Diverse Employees training.
- **Data Management:** Installed upgraded affirmative action software and produced new 2005-2006 workforce availabilities based on Census 2000 data and streamlined affirmative action report

production. Enhanced data management include modifying persons with disabilities reporting to include accommodated

- **Technical Assistance and Consultation:** provide technical assistance and conflict management regarding discrimination and service delivery to diverse
- **Pre-qualified Consultant Pools:** Created pools of consultants for EEO investigations and cross-cultural service provision training. Expanded the EEO consultant pool.
- **Employment Technical Assistance:** Provided employment training for management and developing hiring manual to assist in effective and consistent hiring process.
- **Hired an onstaff EEO investigator** to conduct investigations required to address harassment.

B. Disability Accommodation Program

Failure to provide reasonable accommodation for persons with disabilities is a form of discrimination. To prevent such violations, HRD specialists are available at HRD and at the Transportation to coordinate the disability accommodations from 2003 and from January 1, 2004 to October 2005. Staff:

- Updated the Executive Policy on Disability Accommodation and established the Executive Policy on Transitional Duty to assist employees with disabilities to benefit from temporary work. This is mutually beneficial to the employee and the employer. The employee's return to work is expedited and the employer gains from the employee's work contribution.
- Served 362 and 406 employees with disabilities in 2003 and the first 10 months of 2004 respectively. Services include consultation, information and referral, disability accommodation, and re-assignment placement.

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

C. EEO Program

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

Employees and management are encouraged to resolve issues internally at the lowest level possible and where needed through mediation assistance. The County Executive promulgated a Nondiscrimination and Anti-harassment policy which provided employees with multiple options to surface their EEO concerns. The

employee can approach their immediate supervisor, their direct management within the agency, their diversity manager, an anti-harassment designee or human resources representative. HRD Deputy Director, Diversity Manager, and the EEO Analyst.

Hence, HRD's EEO capacity building initiatives were given priority to effect a diversity and inclusion environment. Such initiatives include EEO training, diversity management training, training of investigators and diversity experts, for the inclusion of all protected groups under the county's anti-harassment policy, and the addition of HRD staff. The results are apparent in the complaint statistics during the past seven years, from 1997 to 2004. The county reduced its formally filed complaints from 1997 to 2004.

YEAR	1997	1998	1999	2000
TOTAL OF COMPLAINTS	71	76	85	39

*Includes January 2004 to October 2004 data.

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

COMPLAINT STATUS

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

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

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

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

RANKING BY FREQUENCY OF

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

NUMBER OF COM

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

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

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

4. Employee Involvement

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

5. Management Accountability

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

Management will be held accountable for:

- Implementation of the EEO/Affirmative Action Plan requirements.
- Recruitment and outreach efforts consistent with affirmative action hiring objectives.

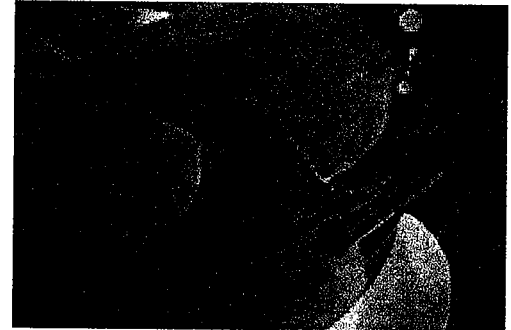
- Use of merit based selection tools in processes consistent with federal EEO Employee Selection Procedures and EEO Rights Commission guide to Pre-Employment Testing. Guidelines are located respectively at http://www.eeoc.gov/nara/cfr/waisidx_00/29cfr1607_00.htm and <http://www.eeoc.gov/hrc/> under Policy and Quality Improvement. For more information on EEO Rules, click WAC 162-12-140.
- Effective response to EEO complaints and creation of an equity and diversity friendly environment.

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

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

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

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



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

8. Internal Audit and Reporting Requirements

King County believes that one of the most important elements in effectively implementing a written 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 as indicated.

3. Evaluate individual department's affirmative action performance.
4. Monitor and advise departments of affirmative action areas such as affirmative action program effectiveness, provision of adequate employee movement and discipline.
5. Encourage the use of existing internal processes, to allow employees and management to address affirmative action and equal employment issues at the lowest level possible.



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

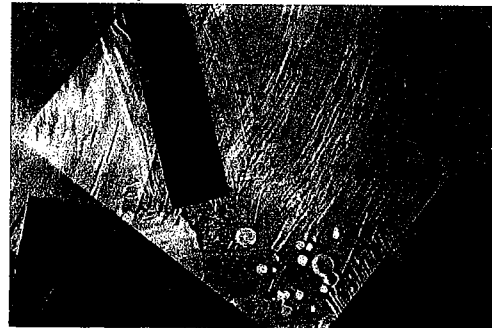
King County complies with the gender discrimination guidelines as follows:

- 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 one gender.

- King County does not deny employment opportunities to parents with dependent children.
- King County does not terminate employment of an employee in a particular job group when they reach a certain age. The same rule applies to members of that job group.
- King County provides appropriate accommodations for both genders.
- King County does not penalize, in any way, women who require time away from work for childbearing. Under King County's leave policy, a woman who qualifies for leave, then childbearing, is treated like any other for granting such leave. The conditions applicable to leave

employment are in accordance with King County's leave policy with respect to childbearing. Further, King County complies with the 1978 Pregnancy Discrimination Act and the Civil Rights Act of 1964. King County does not specify any different treatment for employees in retirement



10. Support of Community Action Programs

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

In an effort to achieve such awareness on the part of the community, the following steps have been and will continue to be taken:

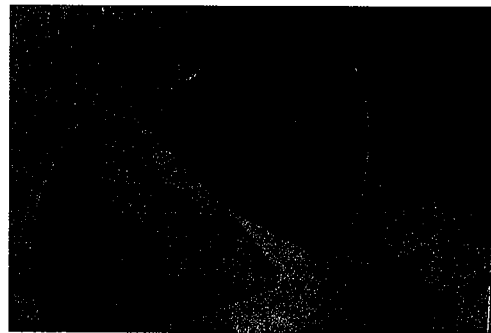
- King County encourages members of its management to serve in local civic organizations and community development activities to gain a better understanding of local community issues.
- King County encourages its employees to participate in community programs. For example, King County sponsors internships,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



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

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

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



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

Attachment 1: AA Plan Definitions

A. Affirmative Action Program Definitions

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

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

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

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

- **Native American:** All persons having origins in any of the original peoples of North America, including Alaska Natives, and who maintain cultural identification through tribal affiliation or community recognition.
- **Black:** All persons having origins in any of the Black racial groups of Africa.

- **Asian:** All persons having origins in any of the Far East, Southeast Asia, the Indian subcontinent or the Pacific Islands. This area includes, for example, the Philippine Islands, and Samoa.
- **Hispanic:** All persons of Mexican, Puerto Rican, Cuban, South American, or other Spanish culture or origin, regardless of race.

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

Individuals who have mixed ancestry should be classified according to their primary cultural ethnic/race identification.

- **Person With Disabilities:** The definition of a person with disabilities for affirmative action purposes only.

A disability is a permanent physical, mental, or sensory impairment that is more than slight, and permanent in that it cannot be corrected by medical replacement, therapy or surgery.

The disability must be more than slight, and permanent in that it cannot be corrected by medical replacement, therapy or surgery.

The disability must be more than slight, and permanent in that it cannot be corrected by medical replacement, therapy or surgery.

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

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

B. Verification and Resolution of Race/Ethnicity and Disability

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

Blacks, Asians, and Hispanics

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

1. Identifies as a member of a specified community
Documentation: Birth certificate, visa, etc.
2. Is recognized by minority groups in the community or other community as a member of that community
Documentation: Written documentation from the community

Native American

A person MUST meet one of the qualifications and provide documentation to be classified as an American Indian/Alaska Native:

1. Is an enrolled member of a state or federal tribe
Documentation: Tribal Certification of Enrollment
2. Is recognized by other American Indian/Alaska Native community or organization in the Seattle-King County community or other community
Documentation: Written documentation from the community
3. Has at least one-quarter (1/4) American Indian/Alaska Native blood and identifies as such.
Documentation: Evaluative interview and Ancestry Chart.

Persons With Disabilities

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

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

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

C. EEO Job Categories

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

Officials and Administrators

Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district, or area basis. Includes: department heads, bureau chiefs and inspectors, division chiefs, directors, deputy directors, controllers, wardens, superintendents, sheriffs, police and fire chiefs and inspectors, examiners (bank,

hearing, motor vehicle, warehouse), inspection, safety, rent-and-housing, fire, ABC Board, transportation), assessors, tax appraisers, farm managers, and kindred workers.

Professionals

Occupations that require specialized and usually acquired through college training and other training, which provides complex personnel and labor relations workers, social psychologists, registered nurses, economic system analysts, accountants, engineers, rehabilitation counselors, teachers or instructors, captains and lieutenants, librarians, managers, pilots and navigators, surveyors and map workers.

Technicians

Occupations which require a combination of technical knowledge and manual skills, with specialized post-secondary school education and on-the-job training. Includes: computer programmers and mapping technicians, licensed practical radio operators, technical illustrators, high school (medical, dental, electronic, physical science) sergeants, inspectors (production or process weighers), and kindred workers.

Paraprofessionals

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

Protective Service Workers

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

Administrative Support (Including Clerical and Sales)

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

Skilled Craft Workers

Occupations in which workers perform jobs that require a high degree of manual skill and thorough and comprehensive knowledge of the processes involved in the work, which is usually acquired through training and experience or through apprenticeship training programs. Includes: mechanics and repairers, heavy equipment operators, stationary engine operators, carpenters, compositors and press operators, water and sewage treatment plant operators, and kindred workers.

Service - Maintenance

Occupations in which workers perform duties that contribute to the comfort, convenience, and safety of the general public or that contribute to the operation of public facilities, or grounds of public property. Includes: chauffeurs, bus drivers, garbage collectors, truck drivers, bus drivers, gardeners and groundskeepers, construction laborers, park rangers (maintenance), craft apprentices/trainees, and kindred workers.

Transit Operators

Occupations in which workers operate buses, trolleys, and monorail.

D. Workforce Availability Development Methodology

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

A. External Factor

The county combined the workforce data of people of color and women with requisite skills in the immediate area and the recruitment area to establish the external factor. See definition below. The county used recruitment practices to assign weights to combine both components.

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

B. Internal Factor

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

The county used actual hiring and promotion data to determine the weights to combine the external and internal factors.

Attachment 2: 2003 Year End Affirmative Action Report

2003 AA Progress Report By Goal Setting Group

Workforce Profiles Page Numbers

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

Department Legend

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

King County Executive Branch

January 1 to December 31, 2003

Affirmative Action Progress Report for African Americans

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

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

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 t only.

King County Executive Branch

January 1 to December 31, 2003

Affirmative Action Progress Report for Asian Americans

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

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

King County Executive Branch

January 1 to December 31, 2003

Affirmative Action Progress Report for Latino Americans

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

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

King County Executive Branch

January 1 to December 31, 2003

Affirmative Action Progress Report for Native Americans

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

	DEPARTMENTS		EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRR
70	Service/Maintenance	Adopted AA Goal		1						3
		1-1-03 to 12-31-03 AA Efforts		0						0
		Remaining AA Goal		.1						3
		Progress		=						=
80	Protective Services	Adopted AA Goal						1		
		1-1-03 to 12-31-03 AA Efforts						0		
		Remaining AA Goal						1		
		Progress						=		
90	Para-Professional	Adopted AA Goal								
		1-1-03 to 12-31-03 AA Efforts								
		Remaining AA Goal								
		Progress								
	*Met Adopted Goal(s)									
	+Made Progress Towards Adopted Goal(s)									
	=No Progress Made Towards Goal(s)		1	1		1		2	1	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 only.										

King County Executive Branch

January 1 to December 31, 2003

Affirmative Action Progress Report for Persons with Disabilities

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

	DEPARTMENTS		EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNR
70	Service/Maintenance	Adopted AA Goal		4				3		
		1-1-03 to 12-31-03 AA Efforts		0				0		
		Remaining AA Goal		4				3		
		Progress		=				=		
80	Protective Services	Adopted AA Goal		55				7		
		1-1-03 to 12-31-03 AA Efforts		0				0		
		Remaining AA Goal		55				7		
		Progress		=				=		
90	Para-Professional	Adopted AA Goal		1		9		3		1
		1-1-03 to 12-31-03 AA Efforts		0		0				0
		Remaining AA Goal		1		9				1
		Progress		=		=		=		=
	*Met Adopted Goal(s)									
	+Made Progress Towards Adopted Goal(s)				1			1		1
	=No Progress Made Towards Goal(s)		3	5	2	4	3	6	2	4
NOTE: AA efforts includes: New Hires, Promotions, Transfers, and Demotions.										
{ } = No Adopted AA Goal set by Council in the job group, the current workforce does indicate underutilization.										
Where the Remaining AA Goal is greater than the Council Adopted AA Goal, departments are held accountable for meeting only.										

King County Executive Branch
January 1 to December 31, 2003
Affirmative Action Progress Report for Women

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

	DEPARTMENTS		EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNR
70	Service/Maintenance	Adopted AA Goal	12	12				8		
		1-1-03 to 12-31-03 AA Efforts	0	0				2		
		Remaining AA Goal	12	12				6		
		Progress	=	=				+		
80	Protective Services	Adopted AA Goal								
		1-1-03 to 12-31-03 AA Efforts								
		Remaining AA Goal								
		Progress								
90	Para-Professional	Adopted AA Goal				2		2		
		1-1-03 to 12-31-03 AA Efforts				0		0		
		Remaining AA Goal				2		2		
		Progress				=		=		
		*Met Adopted Goal(s)							1	2
		+Made Progress Towards Adopted Goal(s)		2	2		1	3		1
		=No Progress Made Towards Goal(s)	2	1	2	2		1		

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 only.

Attachment 2: 2003 Year End AA Reports - Continued

2003 Summary of Employee Changes by EEO Job Group and Department

Department Legend

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

King County Executive Branch
2003 Summary of Employee Changes by EEO Job Category and Department

	DEPARTMENTS		EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCS
10	Officials/Administrators	New Hires	1	1				2		1		
		Promotions										
		Transfers										
		Demotions										
		TOTAL:	1	1	0	0	0	2	0	1	0	0
20	Professionals	New Hires	2		1	8	1	26	6	23	42	3
		Promotions			1			10		18		
		Transfers								3		
		Demotions								2		
		TOTAL:	2	0	2	8	1	36	6	46	42	3
30	Technicians	New Hires			15			2	1	3	6	14
		Promotions								1		
		Transfers								2		
		Demotions								1		
		TOTAL:	0	0	15	0	0	2	1	7	6	14
40	Administrative Support	New Hires		1	1		1	13	4	9	22	4
		Promotions						2		5		
		Transfers				1		1		1		
		Demotions								1		
		TOTAL:	0	1	1	1	1	16	4	16	22	4
50	Skilled Craft	New Hires						1		7	2	
		Promotions								19		
		Transfers								22		
		Demotions								1		
		TOTAL:	0	0	0	0	0	1	0	49	2	0

	DEPARTMENTS		EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	K
60	Transit Operators	New Hires										
		Promotions										
		Transfers										
		Demotions										
		TOTAL:	0	0	0	0	0	0	0	0	0	
70	Service/Maintenance	New Hires						3				
		Promotions								2		
		Transfers								3		
		Demotions										
		TOTAL:	0	0	0	0	0	3	0	5	0	
80	Protective Services	New Hires					1	1				
		Promotions		3								
		Transfers										
		Demotions										
		TOTAL:	0	3	0	0	1	1	0	0	0	3
90	Para-Professional	New Hires									14	
		Promotions										
		Transfers										
		Demotions										
		TOTAL:	0	0	0	0	0	0	0	0	14	0
Total New Hires:			3	2	17	8	3	48	11	43	86	5
Total Promotions:				3	1			12		45		
Total Transfers:						1		1		31		
Total Demotions:										5		
TOTAL PER DEPARTMENT:			3	5	18	9	3	61	11	124	86	5

Attachment 2: 2003 Year End AA Reports - Continued

2003 Summary of Employee Changes by Department and Protected Group

Department Legend

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

**King County Executive Branch
2003 Summary of Employee Changes by Department and Protected Group**

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

PWD=Persons with Disabilities

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

PWD=Persons with Disabilities

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

PWD=Persons with Disabilities

Attachment 2: 2003 Year End AA Reports - Continued

2003 Summary of Employee Changes by Job Category and Protected Gr

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King County Executive Branch
January 1 to December 31, 2003 Summary of Employee Changes by Job Category and Protected
Executive Branch

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

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

King County Executive Branch
January 1 to December 31, 2003 Summary of Employee Changes by Job Category and Protected
Executive's Office

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

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

King County Executive Branch
January 1 to December 31, 2003 Summary of Employee Changes by Job Category and Protected
Department of Adult & Juvenile Detention

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

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

King County Executive Branch
January 1 to December 31, 2003 Summary of Employee Changes by Job Category and Protected
Assessor's Office

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

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

King County Executive Branch
January 1 to December 31, 2003 Summary of Employee Changes by Job Category and Protected
Department of Community & Health Services

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

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

King County Executive Branch
January 1 to December 31, 2003 Summary of Employee Changes by Job Category and Protected
Department of Development & Environmental Services

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

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

King County Executive Branch
January 1 to December 31, 2003 Summary of Employee Changes by Job Category and Protected
Department of Executive Services

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

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

King County Executive Branch
January 1 to December 31, 2003 Summary of Employee Changes by Job Category and Protected
Department of Judicial Administration

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

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

King County Executive Branch
January 1 to December 31, 2003 Summary of Employee Changes by Job Category and Protected
Department of Natural Resources & Parks

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

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

King County Executive Branch
January 1 to December 31, 2003 Summary of Employee Changes by Job Category and Protected
Department of Public Health

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

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

King County Executive Branch
January 1 to December 31, 2003 Summary of Employee Changes by Job Category and Protected
Sheriff's Office

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

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

King County Executive Branch
January 1 to December 31, 2003 Summary of Employee Changes by Job Category and Protected
Department of Transportation

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

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

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

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

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

2005-2006 EEO/AA Plan (2/16/05)

PWD=Persons with Disabilities

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

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

	DEPARTMENTS		DES			DJA			DNRP			DPH			KC		
			All #	PWD #	%	All #	PWD #	%	All #	PWD #	%	All #	PWD #	%	All #	PWD #	
60	Transit Operators	New Hires															
		Promotions															
		Transfers															
		Demotions															
		TOTAL:															
70	Service/Maintenance	New Hires	3														
		Promotions						2									
		Transfers						3									
		Demotions															
		TOTAL:		3					5								
80	Protective Services	New Hires	1												34		
		Promotions															
		Transfers															
		Demotions															
		TOTAL:		1												34	
90	Para-Professional	New Hires									14						
		Promotions															
		Transfers															
		Demotions															
		TOTAL:										14					
Total New Hires:			48	1	2.08%	11			43	2	4.65%	86	2	2.33%	55		
Total Promotions:			12					45									
Total Transfers:			1					31									
Total Demotions:								5									
TOTAL PER DEPARTMENT:			61	1	1.64%	11			124	2	1.61%	86	2	2.33%	55		

2005-2006 EEO/AA Plan (2/16/05)

PWD=Persons with Disabilities

Attachment 2: 2003 Year End AA Reports - Continued

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

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King County Executive Branch
January 1 to December 31, 2003 Summary Analysis by Race/Ethnicity and Gender
Executive Branch

		Total	Female		Total Minority		Black		Hispanic		#
			#	%	#	%	#	%	#	%	
10	Officials/Administrators	90									
	Employees		42	46.7%	25	27.8%	14	15.6%			10
	Availability										
	Goals	Underutilized									
20	Professionals	3,239									
	Employees		1,669	51.5%	794	24.5%	257	7.9%	104	3.2%	39
	Availability										
	Goals	Underutilized									
30	Technicians	837									
	Employees		354	42.3%	182	21.7%	66	7.9%	20	2.4%	91
	Availability										
	Goals	Underutilized									
40	Administrative Support	1,409									
	Employees		1,113	79%	566	40.2%	205	14.5%	68	4.8%	25
	Availability										
	Goals	Underutilized									
50	Skilled Craft	934									
	Employees		83	8.9%	196	21%	87	9.3%	23	2.5%	68
	Availability										
	Goals	Underutilized									
60	Transit Operators	2,745									
	Employees		605	22%	965	35.2%	632	23%	88	3.2%	21
	Availability										
	Goals	Underutilized									

		Total	Female		Total Minority		Black		Hispanic		#		
			#	%	#	%	#	%	#	%			
70	Service/Maintenance	936											
	Employees		171	18.3%	358	38.2%	151	16.1%	46	4.9%	1		
	Availability												
	Goals	Underutilized											
80	Protective Services	1,502											
	Employees		294	19.6%	452	30.1%	219	14.6%	71	4.7%	1		
	Availability												
	Goals	Underutilized											
90	Para-Professional	121											
	Employees		96	79.3%	60	49.6%	14	11.6%	28	23.1%	1		
	Availability												
	Goals	Underutilized											
Grand Total:			11,813	100%	4,427	37.5%	3,598	30.5%	1,645	13.9%	448	3.8%	1,

King County Executive Branch
January 1 to December 31, 2003 Summary Analysis by Race/Ethnicity and Gender
Executive's Office

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

		Total	Female		Total Minority		Black		Hispanic		#	
			#	%	#	%	#	%	#	%		
70	Service/Maintenance	0										
	Employees											
	Availability											
	Goals	Underutilized										
80	Protective Services	0										
	Employees											
	Availability											
	Goals	Underutilized										
90	Para-Professional	0										
	Employees											
	Availability											
	Goals	Underutilized										
Grand Total:		91	100%	57	62.6%	28	30.8%	12	13.2%	3	3.3%	1

King County Executive Branch
January 1 to December 31, 2003 Summary Analysis by Race/Ethnicity and Gender
Department of Adult & Juvenile Detention

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

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

King County Executive Branch
January 1 to December 31, 2003 Summary Analysis by Race/Ethnicity and Gender
Assessor's Office

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

		Total	Female		Total Minority		Black		Hispanic		#
			#	%	#	%	#	%	#	%	
70	Service/Maintenance	0									
	Employees										
	Availability										
	Goals	Underutilized									
80	Protective Services	0									
	Employees										
	Availability										
	Goals	Underutilized									
90	Para-Professional	0									
	Employees										
	Availability		0	61.1%	0	13.4%	0	2.2%	0	1.9%	
	Goals	Underutilized									
Grand Total:		224	118	52.7%	59	26.3%	14	6.3%	5	2.2%	3

King County Executive Branch
January 1 to December 31, 2003 Summary Analysis by Race/Ethnicity and Gender
Department of Community & Human Services

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

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

King County Executive Branch
January 1 to December 31, 2003 Summary Analysis by Race/Ethnicity and Gender
Department of Development & Environmental Services

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

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

King County Executive Branch
January 1 to December 31, 2003 Summary Analysis by Race/Ethnicity and Gender
Department of Executive Services

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

		Total	Female		Total Minority		Black		Hispanic		#
			#	%	#	%	#	%	#	%	
70	Service/Maintenance	94									
	Employees		23	24.5%	58	61.7%	22	23.4%	8	8.5%	2
	Availability		29	31.1%	11	11.3%	4	3.9%	2	2.1%	4
	Goals Underutilized		6	Yes							
80	Protective Services	93									
	Employees		19	20.4%	32	34.4%	3	3.2%	3	3.2%	2
	Availability		17	17.8%	18	19.1%	6	6.9%	6	6.8%	3
	Goals Underutilized						3	Yes	3	Yes	
90	Para-Professional	0									
	Employees										
	Availability		0	79%	0	12.4%	0	4.4%	0	2.8%	0
	Goals Underutilized										
Grand Total:		967	448	46.3%	334	34.5%	124	12.8%	39	4%	15

King County Executive Branch
January 1 to December 31, 2003 Summary Analysis by Race/Ethnicity and Gender
Department of Judicial Administration

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

		Total	Female		Total Minority		Black		Hispanic		#
			#	%	#	%	#	%	#	%	
70	Service/Maintenance	0									
	Employees										
	Availability										
	Goals	Underutilized									
80	Protective Services	0									
	Employees										
	Availability										
	Goals	Underutilized									
90	Para-Professional	0									
	Employees										
	Availability		0	66%	0	14.2%	0	5.9%	0	2.5%	
	Goals	Underutilized									
Grand Total:		211	100%	145	68.7%	81	38.4%	27	12.8%	7	3.3%

King County Executive Branch
January 1 to December 31, 2003 Summary Analysis by Race/Ethnicity and Gender
Department of Natural Resources & Parks

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

		Total	Female		Total Minority		Black		Hispanic		#	
			#	%	#	%	#	%	#	%		
70	Service/Maintenance	262										
	Employees		51	19.5%	72	27.5%	34	13%	11	4.2%		
	Availability		40	15.1%	54	20.6%	24	9.2%	11	4.2%		
	Goals	Underutilized										
80	Protective Services	5										
	Employees		3	60%	2	40%	1	20%				
	Availability											
	Goals	Underutilized										
90	Para-Professional	0										
	Employees											
	Availability		0	72%	0	14.2%	0	10%	0	0.6%		
	Goals	Underutilized										
Grand Total:			1,459	100%	531	36.4%	323	22.1%	118	8.1%	39	2.7%

King County Executive Branch
January 1 to December 31, 2003 Summary Analysis by Race/Ethnicity and Gender
Department of Public Health

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

		Total	Female		Total Minority		Black		Hispanic		#	
			#	%	#	%	#	%	#	%		
70	Service/Maintenance	5										
	Employees				2	40%	2	40%				
	Availability		2	35.9%	1	21.5%	0	5.7%	0	4.2%	0	
	Goals	Underutilized	2	Yes								
80	Protective Services	3										
	Employees											
	Availability		1	22.7%	1	17.5%	0	9.9%	0	2.9%	0	
	Goals	Underutilized	1	Yes	1	Yes						
90	Para-Professional	80										
	Employees		67	83.8%	38	47.5%	6	7.5%	24	30%	8	
	Availability		55	69.3%	13	16%	6	6.9%	2	3%	3	
	Goals	Underutilized										
Grand Total:		1,365	100%	1,019	74.7%	434	31.8%	129	9.5%	97	7.1%	18

King County Executive Branch
January 1 to December 31, 2003 Summary Analysis by Race/Ethnicity and Gender
Sheriff's Office

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

		Total	Female		Total Minority		Black		Hispanic		#
			#	%	#	%	#	%	#	%	
70	Service/Maintenance	0									
	Employees										
	Availability										
	Goals Underutilized										
80	Protective Services	701									
	Employees		105	15%	118	16.8%	35	5%	28	4%	4
	Availability		95	13.5%	95	13.5%	37	5.3%	17	2.5%	3
	Goals Underutilized						2	Yes			
90	Para-Professional	7									
	Employees		4	57.1%	4	57.1%			2	28.6%	
	Availability		4	60.6%	1	17.4%	1	7.4%	0	3.2%	
	Goals Underutilized						1	Yes			
Grand Total:		1,040	341	32.8%	194	18.7%	58	5.6%	42	4%	7

King County Executive Branch
January 1 to December 31, 2003 Summary Analysis by Race/Ethnicity and Gender
Department of Transportation

		Total	Female		Total Minority		Black		Hispanic		#
			#	%	#	%	#	%	#	%	
10	Officials/Administrators	11									
	Employees		3	27.3%	3	27.3%	2	18.2%			
	Availability		4	33.8%	1	6.9%	0	2.1%	0	1.7%	
	Goals	Underutilized	1	Yes							
20	Professionals	747									
	Employees		281	37.6%	189	25.3%	68	9.1%	10	1.3%	
	Availability		218	29.2%	84	11.2%	29	3.9%			
	Goals	Underutilized									
30	Technicians	164									
	Employees		33	20.1%	33	20.1%	19	11.6%	4	2.4%	
	Availability		53	32.5%	14	8.5%	5	3.2%	4	2.4%	
	Goals	Underutilized	20	Yes							
40	Administrative Support	235									
	Employees		165	70.2%	84	35.7%	42	7.9%	3	1.3%	
	Availability		165	70.3%	25	10.6%	7	3.1%	5	2.2%	
	Goals	Underutilized							2	Yes	
50	Skilled Craft	592									
	Employees		39	6.6%	117	19.8%	47	17.9%	12	2%	
	Availability		50	8.5%	60	10.1%	15	2.5%	11	1.9%	
	Goals	Underutilized	11	Yes							
60	Transit Operators	2,745									
	Employees		605	22%	965	32.5%	632	23%	88	3.2%	
	Availability		758	27.6%	326	11.9%	215	7.8%	27	1%	
	Goals	Underutilized	153	Yes							

		Total	Female		Total Minority		Black		Hispanic		#	
			#	%	#	%	#	%	#	%		
70	Service/Maintenance	534										
	Employees		86	16.1%	207	38.8%	85	15.9%	26	4.9%		
	Availability		114	21.3%	68	12.7%	18	3.4%	17	3.2%		
	Goals Underutilized	28	Yes									
80	Protective Services	3										
	Employees											
	Availability		1	25.3%	0	13.6%	0	5.3%	0	2.7%		
	Goals Underutilized	1	Yes									
90	Para-Professional	5										
	Employees		5	100%	4	80%	1	20%				
	Availability		2	44.4%	0	9.9%	0	2.5%	0	1.9%		
	Goals Underutilized											
Grand Total:		5,036	100%	1,217	24.2%	1,602	31.8%	896	17.8%	143	2.8%	4

King County Executive Branch
2003 Summary Analysis for Persons with Disabilities by Department

	Total	Exec		Exec Office		DAJD		DA	
		#	%	#	%	#	%	#	%
10 Officials/Administrators		90		11	All	6	All	6	All
	Employees	4	4.44%	0	0.00%	0	0.00%	0	0.00%
	Availability			1	6.14%	0	6.09%	0	6.08%
	Goals Underutilized			1	Yes				
20 Professionals		3239		62	All	82	All	17	All
	Employees	98	3.03%	2	3.23%	7	8.54%	0	0.00%
	Availability			4	6.83%	6	7.81%	1	6.06%
	Goals Underutilized			2	Yes			1	Yes
30 Technicians		837		0	All	4	All	145	All
	Employees	25	2.99%	0		0	0.00%	5	3.45%
	Availability			0	6.18%	0	6.82%	23	16.16%
	Goals Underutilized							18	Yes
40 Administrative Support		1409		18	All	39	All	56	All
	Employees	96	6.81%	2	11.11%	1	2.56%	4	7.14%
	Availability			2	9.86%	4	9.95%	5	9.15%
	Goals Underutilized					3	Yes	1	Yes
50 Skilled Craft		934		0	All	1	All	0	All
	Employees	25	2.68%	0		0	0.00%		
	Availability			0	0.00%	0	0.00%	0	0.00%
	Goals Underutilized								
60 Transit Operators		2745		0	All	0	All	0	All
	Employees	16	0.58%	0		0		0	
	Availability			0	0.00%	0	0.00%	0	0.00%
	Goals Underutilized								

	Total	Exec		Exec Office		DAJD		DA		#
		#	%	#	%	#	%	#	%	
70	Service/Maintenance									
	Employees	936			All	37	All	0	All	
	Availability	54	5.77%	0		1	2.70%	0		
	Goals					5	14.12%	0	0.00%	
	Underutilized					4	Yes			
80	Protective Services									
	Employees	1502		0	All	686	All	0	All	
	Availability	21	1.40%	0		14	2.04%	0		
	Goals					68	10.0%	0	0.0%	
	Underutilized					54	Yes			
90	Para-Professional									
	Employees	121		0	All	19	All	0	All	
	Availability	6	4.96%	0		0	0.00%	0		
	Goals					1	4.18%	0	5.56%	
	Underutilized					1	Yes			
Grand Total:	All employees	11813		91		874		224		3
	All PWD	345	2.92%	4	4.40%	23	2.63%	9	4.02%	

King County Executive Branch
2003 Summary Analysis for Persons with Disabilities by Department

Continued

	Total	DES		DJA		DNRP		DPH		#
		#	%	#	%	#	%	#	%	
10 Officials/Administrators		17	All	1	All	9	All	10	All	1
	Employees	3	17.65%	0	0.00%	1	11.11%	0	0.00%	
	Availability	1	6.17%	0	0.00%	1	6.10%	1	5.16%	
	Goals Underutilized							1	Yes	
20 Professionals		406	All	37	All	725	All	787	All	4
	Employees	13	3.20%	1	2.70%	12	1.66%	21	2.67%	
	Availability	25	6.12%	2	5.49%	27	3.70%	62	7.92%	
	Goals Underutilized	12	Yes	1	Yes	15	Yes	41	Yes	
30 Technicians		42	All	4	All	61	All	166	All	1
	Employees	1	2.38%	0	0.00%	2	3.28%	5	3.01%	
	Availability	3	7.37%	0	6.61%	5	7.90%	17	10.3%	
	Goals Underutilized	2	Yes			3	Yes	12	Yes	
40 Administrative Support		239	All	169	All	148	All	298	All	1
	Employees	17	7.11%	8	4.73%	12	8.11%	18	6.04%	
	Availability	23	9.65%	14	8.16%	15	9.80%	29	9.84%	
	Goals Underutilized	6	Yes	6	Yes	3	Yes	11	Yes	
50 Skilled Craft		76	All	0	All	249	All	16	All	
	Employees	2	2.63%			3	1.20%		0.00%	
	Availability	6	8.48%	0	0.00%	23	9.20%	0	0.00%	
	Goals Underutilized	4	Yes			20	Yes			
60 Transit Operators		0	All	0	All	0	All	0	All	
	Employees	0		0		0		0		
	Availability	0	0.00%	0	0.00%	0	0.00%	0	0.00%	
	Goals Underutilized									

	Total	DES		DJA		DNRP		DPH		#
		#	%	#	%	#	%	#	%	
70	Service/Maintenance									
	Employees	94	All	0	All	262	All	5	All	
	Availability	11	11.70%	0		27	10.31%	0	0.00%	
	Goals Underutilized	8	8.87%	0	0.00%	30	11.60%	1	11.81%	
						3	Yes	1	Yes	
80	Protective Services									
	Employees	93	All	0	All	5	All	3	All	7
	Availability	1	1.08%	0		0	0.00%	0	0.00%	
	Goals Underutilized	15	15.7%	0	0.0%	0	0.0%	0	8.2%	6
		14	Yes							5
90	Para-Professional									
	Employees	0	All	0	All	0	All	80	All	
	Availability	0		0		0		5	6.25%	
	Goals Underutilized	0	10.86%	0	7.95%	0	7.80%	8	9.71%	
								3	Yes	
Grand Total:		All employees		967		211		1459		1365
		All PWD		48	4.96%	9	4.27%	57	3.91%	49
										3.59%

Attachment 3: Mid-Year 2004 Affirmative Action Report

Mid-Year 2004 AA Progress Report By Goal Setting Group

Workforce Profiles Page Numbers

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

Department Legend

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

King County Executive Branch

January to June 30, 2004

Affirmative Action Progress Report for African Americans

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

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

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 only.

King County Executive Branch

January to June 30, 2004

Affirmative Action Progress Report for Asian Americans

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

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

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 only.

King County Executive Branch

January to June 30, 2004

Affirmative Action Progress Report for Latino Americans

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

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

King County Executive Branch

January to June 30, 2004

Affirmative Action Progress Report for Native Americans

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

			EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNR
70	Service/Maintenance	Adopted AA Goal		1						3
		1-1-03 to 12-31-03 AA Efforts		0						0
		Remaining AA Goal		1						3
		Progress		=						=
80	Protective Services	Adopted AA Goal						1		
		1-1-03 to 12-31-03 AA Efforts						0		
		Remaining AA Goal						1		
		Progress						=		
90	Para-Professional	Adopted AA Goal								
		1-1-03 to 12-31-03 AA Efforts								
		Remaining AA Goal								
		Progress								
		*Met Adopted Goal(s)								
		+Made Progress Towards Adopted Goal(s)								
		=No Progress Made Towards Goal(s)	1	1		1		2	1	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 only.										

King County Executive Branch

January to June 30, 2004

Affirmative Action Progress Report for Persons with Disabilities

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

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

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

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

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

King County Executive Branch

January to June 30, 2004

Affirmative Action Progress Report for Women

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

			EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNR
70	Service/Maintenance	Adopted AA Goal	12	12				6		
		1-1-03 to 12-31-03 AA Efforts	0	0				0		
		Remaining AA Goal	12	12				6		
		Progress	=	=				=		
80	Protective Services	Adopted AA Goal								
		1-1-03 to 12-31-03 AA Efforts								
		Remaining AA Goal								
		Progress								
90	Para-Professional	Adopted AA Goal				2		2		
		1-1-03 to 12-31-03 AA Efforts				0		0		
		Remaining AA Goal				2		2		
		Progress				=		=		
*Met Adopted Goal(s)					1	1				1
+Made Progress Towards Adopted Goal(s)				1			1	2		
=No Progress Made Towards Goal(s)			2	2	3	1	1	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 only.

Attachment 3: Mid-Year 2004 AA Reports - Continued

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

Department Legend

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

King County Executive Branch
Mid-Year 2004 Summary of Employee Changes by EEO Job Category and Department

			EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KC
10	Officials/Administrators	New Hires						1		2		
		Promotions						2				
		Transfers										
		Demotions										
		TOTAL:	0	0	0	0	0	3	0	2	0	0
20	Professionals	New Hires	2		3	4	3	22		14	19	
		Promotions	1			2		12	3	11	14	
		Transfers								2		
		Demotions										
		TOTAL:	3	0	3	6	3	34	3	27	33	1
30	Technicians	New Hires				3	2	3			2	3
		Promotions				1				2	8	3
		Transfers								1		
		Demotions										
		TOTAL:	0	0	0	4	2	3	0	3	10	6
40	Administrative Support	New Hires		1	3	3		6	8	2	11	5
		Promotions				3	1	4	3	1	17	
		Transfers						1				
		Demotions										
		TOTAL:	0	1	3	6	1	11	11	3	28	5
50	Skilled Craft	New Hires						4		3		
		Promotions						1		19		
		Transfers								19		
		Demotions										
		TOTAL:	0	0	0	0	0	5	0	41	0	0

			EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KC
60	Transit Operators	New Hires										
		Promotions										
		Transfers										
		Demotions										
		TOTAL:	0	0	0	0	0	0	0	0	0	0
70	Service/Maintenance	New Hires						1				
		Promotions										
		Transfers								1		
		Demotions										
		TOTAL:	0	0	0	0	0	1	0	1	0	0
80	Protective Services	New Hires		5			2	2				1
		Promotions						1				
		Transfers										
		Demotions										
		TOTAL:	0	5	0	0	2	3	0	0	0	1
90	Para-Professional	New Hires		1							6	
		Promotions									8	
		Transfers										
		Demotions										
		TOTAL:	0	1	0	0	0	0	0	0	14	0
Total New Hires:			2	7	6	10	7	39	8	21	38	2
Total Promotions:			1	0	0	6	1	20	6	33	47	4
Total Transfers:			0	0	0	0	0	1	0	23	0	0
Total Demotions:			0	0	0	0	0	0	0	0	0	0
TOTAL PER DEPARTMENT:			3	7	6	16	8	60	14	77	85	3

Attachment 2: Mid-Year 2004 AA Reports - Continued

Mid-Year 2004 Summary of Employee Changes by Department and Prot

Department Legend

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

King County Executive Branch
Mid-Year 2004 Summary of Employee Changes by Department and Protected Gro

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

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

PWD=Persons with Disabilities

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

PWD=Persons with Disabilities

Attachment 3: Mid-Year 2004 AA Reports - Continued

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

Summary of Changes Page Numbers

Profiles by race/ethnicity, gender, and disability status

Executive Branch 144

Profiles by race/ethnicity and gender

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Department of Adult & Juvenile Detention 148

Assessor's Office 150

Department of Community & Human Services 152

Department of Development & Environmental Services 154

Department of Executive Services 156

Department of Judicial Administration 158

Department of Natural Resources & Parks 160

Department of Public Health 162

Sheriff's Office 164

Department of Transportation 166

Persons with Disabilities Employee Changes by Department 168

King County Executive Branch
Mid-Year 2004 Summary of Employee Changes by Job Category and Protected Group
Executive Branch

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

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

King County Executive Branch
Mid-Year 2004 Summary of Employee Changes by Job Category and Protected Group
Executive's Office

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

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

King County Executive Branch
Mid-Year 2004 Summary of Employee Changes by Job Category and Protected Group
Department of Adult & Juvenile Detention

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

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

King County Executive Branch
Mid-Year 2004 Summary of Employee Changes by Job Category and Protected Group
Assessor's Office

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

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

King County Executive Branch
Mid-Year 2004 Summary of Employee Changes by Job Category and Protected Group
Department of Community & Human Services

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

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

King County Executive Branch
Mid-Year 2004 Summary of Employee Changes by Job Category and Protected Group
Department of Development & Environmental Services

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

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

King County Executive Branch
Mid-Year 2004 Summary of Employee Changes by Job Category and Protected Group
Department of Executive Services

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

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

King County Executive Branch
Mid-Year 2004 Summary of Employee Changes by Job Category and Protected Group
Department of Judicial Administration

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

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

King County Executive Branch
Mid-Year 2004 Summary of Employee Changes by Job Category and Protected Group
Department of Natural Resources & Parks

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

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

King County Executive Branch
Mid-Year 2004 Summary of Employee Changes by Job Category and Protected Group
Department of Public Health

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

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

King County Executive Branch
Mid-Year 2004 Summary of Employee Changes by Job Category and Protected Group
Sheriff's Office

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

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

King County Executive Branch
Mid-Year 2004 Summary of Employee Changes by Job Category and Protected Group
Department of Transportation

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

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

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

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

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

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

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

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

Attachment 3: Mid-Year 2004 AA Reports - Continued

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

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

		Total	Female		Total Minority		Black		Hispanic	
			#	%	#	%	#	%	#	%
10	Officials/Administrators	91								
	Employees		45	49.5%	23	25.3%	12	13.2%		
	Availability									
	Goals	Underutilized								
20	Professionals	3,240								
	Employees		1,652	51%	800	24.7%	253	7.8%	106	3.3%
	Availability									
	Goals	Underutilized								
30	Technicians	854								
	Employees		364	42.6%	186	21.8%	70	8.2%	21	2.5%
	Availability									
	Goals	Underutilized								
40	Administrative Support	1,401	1,104	78.8%	567	40.5%	207	14.8%	68	4.9%
	Employees									
	Availability									
	Goals	Underutilized								
50	Skilled Craft	911								
	Employees		82	9%	196	21.5%	85	9.3%	22	2.4%
	Availability									
	Goals	Underutilized								
60	Transit Operators	2,737								
	Employees		600	21.9%	969	35.4%	632	23.1%	90	3.3%
	Availability									
	Goals	Underutilized								

		Total	Female		Total Minority		Black		Hispanic		#	
			#	%	#	%	#	%	#	%		
70	Service/Maintenance	928										
	Employees		171	18.4%	357	38.5%	148	15.9%	48	5.2%	1	
	Availability											
	Goals	Underutilized										
80	Protective Services	1,499										
	Employees		295	19.7%	449	30%	220	14.7%	68	4.5%	1	
	Availability											
	Goals	Underutilized										
90	Para-Professional	134										
	Employees		104	77.6%	67	50%	15	11.2%	33	24.6%	1	
	Availability											
	Goals	Underutilized										
Grand Total:			11,795	100%	4,417	37.4%	3,614	30.6%	1,642	13.9%	456	3.9%

King County Executive Branch
Mid-Year 2004 Summary Analysis by Race/Ethnicity and Gender
Executive's Office

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

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

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

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

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

King County Executive Branch
Mid-Year 2004 Summary Analysis by Race/Ethnicity and Gender
Assessor's Office

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

		Total	Female		Total Minority		Black		Hispanic		
			#	%	#	%	#	%	#	%	
70	Service/Maintenance	0									
	Employees										
	Availability										
	Goals Underutilized										
80	Protective Services	0									
	Employees										
	Availability										
	Goals Underutilized										
90	Para-Professional	0									
	Employees										
	Availability		0	61.1%	0	13.4%	0	2.2%	0	1.9%	
	Goals Underutilized										
Grand Total:		228	100%	120	52.6%	64	28.1%	18	7.9%	5	2.2%

King County Executive Branch
Mid-Year 2004 Summary Analysis by Race/Ethnicity and Gender
Department of Community & Health Services

		Total	Female		Total Minority		Black		Hispanic		#
			#	%	#	%	#	%	#	%	
10	Officials/Administrators	5									
	Employees		4	80%	3	60%	1	20%			
	Availability		3	50.1%	1	10.6%	0	3.9%	0	2%	
	Goals	Underutilized									
20	Professionals	225									
	Employees		135	60%	76	33.8%	25	11.1%	10	4.4%	3
	Availability		124	55%	28	12.7%	12	5.4%	3	1.4%	
	Goals	Underutilized									
30	Technicians	38									
	Employees		15	39.5%	5	13.2%			1	2.6%	
	Availability		15	40.2%	4	10.2%	1	2.7%	1	1.9%	
	Goals	Underutilized					1	Yes			
40	Administrative Support	55									
	Employees		46	83.6%	32	58.2%	14	25.5%	6	10.9%	1
	Availability		47	86.3%	5	9%	1	2.6%	1	1.7%	
	Goals	Underutilized	1	Yes							
50	Skilled Craft	0									
	Employees										
	Availability										
	Goals	Underutilized									
60	Transit Operators	0									
	Employees										
	Availability										
	Goals	Underutilized									

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

King County Executive Branch
Mid-Year 2004 Summary Analysis by Race/Ethnicity and Gender
Department of Development & Environmental Services

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

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

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

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

		Total	Female		Total Minority		Black		Hispanic	
			#	%	#	%	#	%	#	%
70	Service/Maintenance	92								
	Employees		22	23.9%	56	60.9%	22	23.9%	9	9.8%
	Availability		29	31.1%	10	11.3%	4	3.9%	2	2.1%
	Goals Underutilized		7	Yes						
80	Protective Services	96								
	Employees		22	22.9%	32	33.3%	3	3.1%	3	3.1%
	Availability		17	17.8%	18	19.1%	7	6.9%	7	6.8%
	Goals Underutilized						4	Yes	4	Yes
90	Para-Professional	0								
	Employees									
	Availability									
	Goals Underutilized									
Grand Total:		981	449	45.8%	335	34.1%	123	12.5%	36	3.7%

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

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

		Total	Female		Total Minority		Black		Hispanic		
			#	%	#	%	#	%	#	%	
70	Service/Maintenance	0									
		Employees									
		Availability									
	Goals	Underutilized									
80	Protective Services	0									
		Employees									
		Availability									
	Goals	Underutilized									
90	Para-Professional	0									
		Employees									
		Availability									
	Goals	Underutilized									
Grand Total:		210	100%	142	67.6%	80	38.1%	27	12.9%	6	2.9%

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

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

		Total	Female		Total Minority		Black		Hispanic		
			#	%	#	%	#	%	#	%	
70	Service/Maintenance	262									
	Employees		52	19.8%	73	27.9%	34	13%	11	4.2%	
	Availability		40	15.1%	54	20.6%	24	9.2%	11	4.2%	
	Goals	Underutilized									
80	Protective Services	5									
	Employees		3	60%	2	40%	1	20%			
	Availability										
	Goals	Underutilized									
90	Para-Professional	1									
	Employees										
	Availability		1	72%	0	14.2%	0	10%	0	0.6%	
	Goals	Underutilized	1	Yes							
Grand Total:		1,462	100%	528	36.1%	328	22.4%	120	8.2%	39	2.7%

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

		Total	Female		Total Minority		Black		Hispanic		#
			#	%	#	%	#	%	#	%	
10	Officials/Administrators	10									
	Employees		6	60%		1	10%	1	10%		
	Availability		4	39.7%	1	13.5%	0	4.4%	0	2.4%	
	Goals	Underutilized									
20	Professionals	774									
	Employees		603	77.9%	197	25.5%	49	6.3%	46	5.9%	
	Availability		520	67.1%	81	10.5%	22	2.8%	32	4.2%	
	Goals	Underutilized									
30	Technicians	181									
	Employees		74	40.9%	48	26.5%	15	8.3%	7	3.9%	
	Availability		87	48.1%	25	14%	8	4.3%	4	2.2%	
	Goals	Underutilized	13	Yes							
40	Administrative Support	307									
	Employees		266	86.6%	144	46.9%	46	15%	26	8.5%	
	Availability		198	64.6%	40	13.1%	12	4%	8	2.6%	
	Goals	Underutilized									
50	Skilled Craft	1									
	Employees		1	100%							
	Availability		1	83.6%	0	15.3%	0	5.1%	0	2.8%	
	Goals	Underutilized									
60	Transit Operators	0									
	Employees										
	Availability										
	Goals	Underutilized									

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

King County Executive Branch
Mid-Year 2004 Summary Analysis by Race/Ethnicity and Gender
Sheriff's Office

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

		Total	Female		Total Minority		Black		Hispanic		
			#	%	#	%	#	%	#	%	
70	Service/Maintenance	0									
	Employees										
	Availability										
	Goals Underutilized										
80	Protective Services	698									
	Employees		103	14.8%	120	17.2%	36	5.2%	29	4.2%	
	Availability		95	13.5%	94	13.5%	37	5.3%	17	2.5%	
	Goals Underutilized						1	Yes			
90	Para-Professional	8									
	Employees		5	62.5%	4	50%			2	25%	
	Availability		5	60.6%	1	17.4%	1	7.4%	0	3.2%	
	Goals Underutilized						1	Yes			
Grand Total:		1,031	100%	336	32.6%	194	18.8%	58	5.6%	43	4.2%

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

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

		Total	Female		Total Minority		Black		Hispanic		
			#	%	#	%	#	%	#	%	
70	Service/Maintenance	532									
	Employees		89	16.7%	210	39.5%	87	16.4%	26	4.9%	
	Availability		113	21.3%	68	12.7%	18	3.4%	17	3.2%	
	Goals Underutilized	24	Yes								
80	Protective Services	3									
	Employees										
	Availability		1	25.3%	0	13.6%	0	5.3%	0	2.7%	
	Goals Underutilized	1	Yes								
90	Para-Professional	7									
	Employees		5	71.4%	5	71.4%	2	28.6%			
	Availability		3	44.4%	1	9.9%	0	2.5%	0	1.9%	
	Goals Underutilized										
Grand Total:		5,004	100%	1,206	24.1%	1,605	32.1%	898	17.9%	144	2.9%

King County Executive Branch
Mid-Year 2004 Summary Analysis for Persons with Disabilities by Dept

		Total	Exec		Exec Office		DAJD		DA		#
			#	%	#	%	#	%	#	%	
10	Officials/Administrators		91		11	All	6	All	6	All	
		Employees	4	4.40%	0	0.00%	0	0.00%	0	0.00%	
		Availability			1	6.14%	0	6.09%	0	6.08%	
	Goals	Underutilized			1	Yes					
20	Professionals		3240		61	All	79	All	18	All	2
		Employees	107	3.30%	1	1.64%	7	8.86%	0	0.00%	
		Availability			4	6.83%	6	7.81%	1	6.06%	
	Goals	Underutilized			3	Yes			1	Yes	
30	Technicians		854		0	All	4	All	144	All	
		Employees	24	2.81%	0		0	0.00%	5	3.47%	
		Availability			0	6.18%	0	6.82%	23	16.16%	
	Goals	Underutilized							18	Yes	
40	Administrative Support		1401		16	All	40	All	60	All	
		Employees	94	6.71%	1	6.25%	1	2.50%	4	6.67%	
		Availability			2	9.86%	4	9.95%	5	9.15%	
	Goals	Underutilized			1	Yes	3	Yes	1	Yes	
50	Skilled Craft		911		0	All	0	All	0	All	
		Employees	24	2.63%	0		0		0		
		Availability			0	0.00%	0	0.00%	0	0.00%	
	Goals	Underutilized									
60	Transit Operators		2737		0	All	0	All	0	All	
		Employees	14	0.51%	0		0		0		
		Availability			0	0.00%	0	0.00%	0	0.00%	
	Goals	Underutilized									

		Total	Exec		Exec Office		DAJD		DA	
			#	%	#	%	#	%	#	%
70	Service/Maintenance		928		0	All	34	All	0	All
		Employees	54	5.82%	0		1	2.94%	0	
		Availability			0	0.00%	5	14.12%	0	0.00%
	Goals	Underutilized					4	Yes		
80	Protective Services		1499		0	All	679	All	0	All
		Employees	22	1.47%	0		13	1.91%	0	
		Availability			0	0.00%	68	10.00%	0	0.0%
	Goals	Underutilized					55	Yes		
90	Para-Professional		134		0	All	24	All	0	All
		Employees	6	4.48%	0		0	0.00%	0	
		Availability			0	0.00%	1	4.18%	0	5.56%
	Goals	Underutilized					1	Yes		
Grand Total:		All employees	11795		88		866		228	
		All PWD	349	2.96%	2	2.27%	22	2.54%	9	3.95%

King County Executive Branch
Mid-Year Summary Analysis for Persons with Disabilities by Department

Continued

	Total	DES		DJA		DNRP		DPH		#
		#	%	#	%	#	%	#	%	
10 Officials/Administrators		17	All	1	All	10	All	10	All	1
	Employees	3	17.65%	0	0.00%	1	10.00%	0	0.00%	
	Availability	1	6.17%	0	0.00%	1	6.10%	1	5.16%	
	Goals Underutilized							1	Yes	
20 Professionals		405	All	36	All	740	All	774	All	4
	Employees	19	4.69%	0	0.00%	12	1.62%	20	2.58%	
	Availability	25	6.12%	2	5.49%	27	3.70%	61	7.92%	
	Goals Underutilized	6	Yes	2	Yes	15	Yes	41	Yes	
30 Technicians		46	All	3	All	59	All	181	All	1
	Employees	1	2.17%	0	0.00%	2	3.39%	5	2.76%	
	Availability	3	7.37%	0	6.61%	5	7.90%	19	10.30%	
	Goals Underutilized	2	Yes			3	Yes	14	Yes	
40 Administrative Support		234	All	170	All	144	All	307	All	1
	Employees	18	7.69%	7	4.12%	10	6.94%	18	5.86%	
	Availability	23	9.65%	14	8.16%	14	9.80%	30	9.84%	
	Goals Underutilized	5	Yes	7	Yes	4	Yes	12	Yes	
50 Skilled Craft		91	All	0	All	241	All	1	All	
	Employees	2	2.20%	0		4	1.66%	0	0.00%	
	Availability	8	8.48%	0	0.00%	22	9.20%	0	0.00%	
	Goals Underutilized	6	Yes			18	Yes	0		
60 Transit Operators		0	All	0	All	0	All	0	All	
	Employees	0		0		0		0		
	Availability	0	0.00%	0	0.00%	0	0.00%	0	0.00%	
	Goals Underutilized									

	Total	DES		DJA		DNRP		DPH	
		#	%	#	%	#	%	#	%
70	Service/Maintenance								
	Employees	92	All	0	All	262	All	5	All
	Availability	12	13.04%	0		27	10.31%	0	0.00%
	Goals Underutilized	8	8.87%	0	0.00%	30	11.60%	1	11.81%
						3	Yes	1	Yes
80	Protective Services								
	Employees	96	All	0	All	5	All	3	All
	Availability	2	2.08%	0	0.00%	0	0.00%	0	0.00%
	Goals Underutilized	15	15.7%	0	0.0%	0	0.0%	0	8.2%
		13	Yes	0					
90	Para-Professional								
	Employees	0	All	0	All	1	All	84	All
	Availability	0		0		0	0.00%	5	5.95%
	Goals Underutilized	0	10.86%	0	7.95%	0	7.80%	8	9.71%
								3	Yes
Grand Total:		All employees							
	All PWD	981		210		1462		1365	
		57	5.81%	7	3.33%	56	3.83%	48	3.52%

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

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King County Executive Branch
Proposed 2005-2006 Workforce Availabilities for People of Color and Women
Executive's Office

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

King County Executive Branch
Proposed 2005-2006 Workforce Availabilities for People of Color and Women
Department of Adult & Juvenile Detention

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

	Total	Female		Total Minority		Black		Asian		Native Amer.	
		#	%	#	%	#	%	#	%	#	%
80	Protective Services										
	Employees:	708									
	Current Utilization	178	25.14%	302	42.66%	184	25.99%	71	10.03%	9	1.27%
	Class Goal	208.52	29.45%	182.26	25.74%	90.67	12.81%	42.8	6.05%	8.98	1.27%
	Underutilized	30.52	Yes	0	No	0	No	0	No	0	No
Total:	889	273		374		209		106		12	

King County Executive Branch
Proposed 2005-2006 Workforce Availabilities for People of Color and Women
Assessor's Office

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

King County Executive Branch
Proposed 2005-2006 Workforce Availabilities for People of Color and Women
Department of Community & Human Services

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

2005-2006 EEO/AA Plan (2/16/05)

PWD=Persons with Disabilities

King County Executive Branch
Proposed 2005-2006 Workforce Availabilities for People of Color and Women
Department of Development & Environmental Services

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

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

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

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

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

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

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

King County Executive Branch
Proposed 2005-2006 Workforce Availabilities for People of Color and Women
Department of Natural Resources & Parks

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

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

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

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

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

King County Executive Branch
Proposed 2005-2006 Workforce Availabilities for People of Color and Women
Sheriff's Office

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

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

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

	Total	Female		Total Minority		Black		Asian		Native Amer.	
		#	%	#	%	#	%	#	%	#	%
10 Officials/Administrators											
Employees:	10										
Current Utilization		4	40%	2	20%	1	10%	1	10%	0	0
Class Goal		3.75	37.51%	1.55	15.49%	0.58	5.8%	0.63	6.34%	0.09	0.95%
Underutilized		0	No	0	No	0	No	0	No	0.09	No
20 Professionals											
Employees:	764										
Current Utilization		290	37.96%	186	24.35%	63	8.25%	105	13.74%	7	0.92%
Class Goal		271.48	35.53%	148.96	19.5%	44.24	5.79%	77.97	10.21%	8.63	1.13%
Underutilized		0	No	0	No	0	No	0	No	1.63	Yes
30 Technicians											
Employees:	198										
Current Utilization		44	22.22%	42	21.21%	23	11.62%	11	5.56%	3	1.52%
Class Goal		60.68	30.65%	41.59	21.01%	16.88	8.53%	14.96	7.55%	3.34	1.69%
Underutilized		16.68	Yes	0	No	0	No	3.96	Yes	0.34	No
40 Administrative Support											
Employees:	210										
Current Utilization		146	69.52%	80	38.1%	41	19.52%	29	13.81%	7	3.33%
Class Goal		157.35	74.93%	45.22	21.53%	15.22	7.25%	18.21	8.67%	3.51	1.67%
Underutilized		11.35	Yes	0	No	0	No	0	No	0	No
50 Skilled Craft											
Employees:	696										
Current Utilization		49	7.04%	165	23.71%	68	9.77%	70	10.06%	10	1.44%
Class Goal		60.43	8.68%	126.89	18.23%	37.94	5.45%	45.27	6.5%	15.34	2.2%
Underutilized		11.43	Yes	0	No	0	No	0	No	5.34	Yes

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

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

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

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