



King County

Equal 15871 Employment Opportunity/ Affirmative Action Plan

2008 – 2012

**Executive
Departments**

**Department of Executive Services
Human Resources Division
Diversity Management Services**

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Ordinance

Adopted by King County Council on _____

Signed by King County Executive on _____

1. Executive Statement

The King County 2008 – 2012 Equal Employment Opportunity/Affirmative Action Plan (herein after referred to as the “EEO/AA Plan”) is part of a commitment by the King County Executive and Executive Departments to ensure equal employment opportunity and affirmative action in the workplace. Central to this commitment is the belief that the workforce best serves the King County citizens and residents if it reflects the profile of the community it serves. The EEO/AA Plan presented in this document will be effect from January 1, 2008 through December 31, 2012.

The EEO/AA Plan is a management tool and as such implements King County’s equal employment opportunity commitment by:

- Providing the Executive’s written EEO/AA Policy statement
- Identifying areas for improvement, including those with underrepresentation
- Identifying and addressing barriers to employment
- Designating responsibilities for implementation of the EEO/AA Plan
- Presenting specific action-oriented programs to address identified areas for improvement;
- Establishing time tables to implement identified areas for improvement.
- Establishing regular internal monitoring and reporting requirements to measure program efforts.

To review past plan activity, please see pages 10 – 13.

To review the 2008 – 2012 EEO/AA Plan Areas of Improvement, please see page 16.

EEO/Affirmative Action Plan Vision

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

Government is a reflection of the people it serves. The vision for King County is that it is a collaborative, responsive, innovative, and progressive regional government. We recognize the diversity of our workforce as key to providing effective culturally competent services to our many communities.

We value the diversity of our communities as a primary source of recruitment for our workforce.

The leadership of King County Executive Departments believes that diversity and equal employment opportunity are foundations of effective service. Therefore the departments,

- Works to attract, hire, promote, and retain a committed, talented, and diverse workforce capable of addressing complex challenges.
- Endeavors to create a bias-free work environment that promotes diversity, equality, and productivity where our employees and citizens can feel respected, communicate freely, and contribute fully; and
- Provides leadership, encouragement, accountability and resources to foster innovation in meeting our commitments, and to ensure the implementation of this plan;

To assist in the fulfillment of this mission, the King County Executive Departments have established a voluntary EEO/Affirmative Action Plan with goals and timetables to address underutilization and continuously strive toward diversity, equality, and productivity in the workplace.

2. Affirmative Action Program Required Elements

The Executive Departments has established a voluntary written affirmative action plan to achieve equal employment opportunity ("EEO"), fair employment, and a diverse workforce.

The EEO/AA Plan describes a program designed to provide guidance to individual department management teams to implement the equal employment opportunity and affirmative action policy of King County.

The King County departments and agencies covered by the plan are:

King County Executive Office – (Executive's Office including the Office of Information Resource Management (OIRM))
Department of Adult and Juvenile Detention – (DAJD)
Department of Assessments - (DOA)
Department of Community and Human Services – (DCHS)
Department of Development and Environmental Services –(DDES)
Department of Executive Services –(DES)
Department of Judicial Administration – (DJA)
Department of Natural Resources and Parks – (DNRP)
Department of Public Health – (DPH)
Department of Transportation – (DOT)
King County Sheriff's Office – (KCSO)

King County's EEO/AA Plan is established in accordance with and subject to the requirements of:

- The Civil Rights Acts of 1964 and 1993 as amended, Titles VI and VII;
- Executive Order 11246 of 1965 as amended, Part II;
- The US Department of Labor Code of Federal Regulations Title 41, Parts 60 -1 and 60-2, "Revised Order No. 4";
- The Rehabilitation Act of 1973, as amended, Sections 503 and 504;
- Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended;
- Vietnam Employment Opportunity Act of 1998;
- Title I and V of The Americans with Disabilities Act (ADA) of 1990;
- The U.S. Department of Transportation Federal Transit Administration Guidelines for Grant Recipients, Urban Mass Transit Act (UMTA) of 1964 C 4704.1 as amended; and Section 19 of the Federal Mass Transit Act, 49 U.S.C. 1601; and
- The U.S. Department of Justice Equal Employment Opportunity Guidelines for Grant Recipients, CFR Title 28 Part 42.301.

EEO/AA Policy Statement and Reaffirmation

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

The King County Executive Departments further reaffirms its EEO policy and Affirmative Action commitment by:

- Complying with all commitments to equal employment opportunity and prohibiting discrimination or harassment or retaliation 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 such as Special Disabled veteran or Vietnam Era veteran, in all employment and personnel practices as required under federal, state and local law and policies, or bargaining agreements.

The compliance with equal employment opportunity and discrimination prohibition extends to all employment terms and conditions and personnel practices including, but are not limited to recruitment, application, selection and hiring, orientation, promotion, compensation and benefits, supervision, assignments, training, tuition assistance, transfer, discipline, termination, lay-off, or recall.

- Prohibiting harassment including sexual harassment and harassment of persons with disabilities or veterans, which is a form of discrimination. Employees are encouraged to report such incidents promptly to management. Management is instructed to respond to any reports promptly and effectively.
- Ensuring that all employees with questions or concerns about discrimination or harassment can raise issues and complaints without fear of discrimination, harassment, intimidation, or retaliation, and can bring such questions or concerns to the attention of their immediate supervisor, department human resources service delivery managers (HR SDM), the Human Resources Division (HRD), or other appropriate parties.
- Informing employees when requested or as appropriate, of their right to file a discrimination complaint with complaint resolution agencies such as the King County Office of Civil Rights, Washington State Human Rights Commission, Equal Employment Opportunity Commission, or Veterans Administration.
- Make every reasonable effort to provide accommodations for any physical and mental limitations of applicants and employees with disabilities or who are disabled veterans.
- Review physical and mental requirements to ensure that no qualified disabled veteran or person with a disability is discriminated against based on disability.
- 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 up to and including termination.

To ensure EEO policy and EEO/AA Plan accountability, the King County Executive Departments will:

- Monitor and evaluate program status and progress on a regular basis. Provide reports to the Executive, department directors, King County Council, Civil Rights Commission, 504-ADA Advisory Committee and/or the Executive's Employee-Based EEO/AA Committee.

- Review employment and personnel practices to ensure that they are appropriately job-related and are nondiscriminatory.
- Hold management accountable for the successful implementation of the EEO Policy and EEO/AA Plan.
- Provide a complaint process to address allegations of discrimination and/or non-compliance with the EEO Policy.
- Ensure that employees are provided non-discrimination and anti-harassment information, and that they are informed of their right to have access to the full text of the EEO/AA Plan. When adopted, copies of the full text of the EEO/AA Plan will be available:
 - Electronically on the Executive's web page under Jobs EEO/AA <http://www.metrokc.gov/>
 - As hard copy from the King County Human Resources Management Division
 - In an alternative format upon request.

To request the EEO/AA Plan in an alternative format, please contact the Diversity Services Manager, at (206) 296-8592. For Teletypewriter (TTY) users, please call (206) 296-7596.

Dissemination of EEO Policy Statement

Internal Dissemination

A successful Equal Employment Opportunity Plan requires effective communication. King County's Equal Employment Opportunity (EEO) Policy and Affirmative Action Plan (the Plan) will be disseminated to department directors, division directors, HR service delivery managers, and department human resources staff. Employees will have access to the full text of the EEO/AA Plan upon request and shall be informed of this right.

The Executive Departments policy, purpose, and overall goals of the EEO/AA Plan will be communicated to new employees as part of new employee orientation. Directors, HR service delivery managers, and management will periodically highlight, discuss, and explain the intent of the Executive Departments policy and its goals and objectives to employees in order to ensure employee understanding. These discussions will typically occur on an annual basis. The Human Resource Division Diversity Services Management Section will assist the HR service delivery managers by providing suggested topics, and technical support.

External Dissemination

The EEO/AA Plan will be available to external organizations.

Copies of the EEO/AA Plan will be provided to appropriate federal agencies upon request for regulatory compliance purposes.

The EEO/AA Plan will also be available to individuals and organizations that represent persons of color, women, veterans and persons with disabilities. 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.

The EEO/AA Plan will be made accessible to the public by making either hard and/or electronic copies available to the King County Library and the City of Seattle Library.

The EEO/AA Plan will also be provided to the Executive Departments labor unions.

Plan Responsibilities

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

King County Council

- Reviews and adopts the EEO/AA Plan every five years.
- Reviews progress made toward compliance with the EEO/AA Plan.
- Allocates resources for Plan development and implementation by the Executive Departments.

King County Executive

- Develops and proposes the affirmative action plan every five years
- Provides equal employment opportunity and affirmative action leadership, priorities, and policy direction to department management and advocates for resources to implement the EEO/AA Plan effectively.
- Holds department management accountable for the successful implementation of the EEO/AA Plan.
- Recommends to the King County Council policies, procedures, and resources to effectively comply with federal grant requirements and implement the EEO/AA Plan.
- Submits regular reports reflecting compliance progress to the King County Council.

Director, Human Resources Management Division (HRD)

- Advises the County Executive on the contents of the King County Affirmative Action Plan.
- Provides updates to the County Executive in evaluating the performance and compliance of department management with the commitments and objectives of the EEO/AA Plan.
- Directs the planning, development, and implementation of equal opportunity human resources management policies, procedures, practices and services related to employment at King County.
- Provides educational resources to King County management employees in support of implementing EEO/AA Plan commitments.

Diversity Services Management Section (DSM)

- Advises the Human Resources Director on strategy and policy and department outcomes related to implementing the commitments of the EEO/AA Plan.
- Manages services necessary to implement equal employment opportunity, affirmative action, and diversity including education, training, and technical assistance.
- Develops and prepares reports and data for monitoring and evaluating Executive Departments performance in implementing the EEO/AA Plan.
- Facilitates the countywide policy development, dissemination, education program, and implementation of the EEO/AA Plan.

Department Directors

- Provide leadership and accountability to department management for accomplishing EEO/AA Plan objectives.
- Disseminate affirmative action plans and objectives to management staff.
- Provide resources to accomplish objectives.
- Appoint the departmental management Affirmative Action Liaison to coordinate and ensure implementation of the following:
 - Dissemination of affirmative action objectives to employees;
 - Development and implementation of programs to achieve EEO/AA Plan efforts;
 - Communication of equal employment and affirmative action policies and procedures to management and employees, including the posting of required notices;
 - Provide subject matter training;
 - Provide accurate workforce data;
 - Reporting of affirmative action efforts and results to the Diversity Services Manager on a regular basis;
 - Work with the department HR service delivery managers to support the department EEO Coordinator, Anti-Harassment Designee, and the Employee-based Equal Employment Opportunity/Affirmative Action Advisory Committee representative;
- Ensure the evaluation and revision of policies, procedures and practices in order to comply with the EEO/AA Plan;
- Work with the department HR service delivery managers to appoint the EEO Coordinator for the department to ensure timely and appropriate response to allegations of employment discrimination filed with human rights agencies.
- Work with the department HR service delivery manager to appoint Anti-Harassment Designee to ensure department wide dissemination of policy, arrange, and coordinate contact with HRD to ensure technical advice and support.
- Review and concur with the selection of the department Employee-Based EEO/ AA Advisory Committee representative.
- Periodically highlight, discuss, and explain the intent of the Executive Departments policy and its goals and objectives to employees.

King County Civil Rights Commission

- The King County Civil Rights Commission (Commission) is an independent citizen body that serves to advise the County Executive and County Council on matters concerning affirmative action, disability access, and equal employment opportunity.
- The Commission reviews the EEO Policy and Affirmative Action Plan and makes recommendations regarding its adoption to the King County Executive and the County Council.
- The Commission reviews and provides comments on the affirmative action progress reports.

King County Employee-Based EEO/ AA Advisory Committee

- The Employee-based Equal Employment Opportunity/Affirmative Action Advisory Committee serves to advise the Executive by reviewing and making recommendations regarding EEO and AA strategies, systems, policies and guidelines;
- Reviewing the EEO/Affirmative Action Plan and updates with HRD, and making recommendations for adoption to the Executive.
- Reviewing EEO and Affirmative Action progress reports and advising the County Executive accordingly.

The King County Section 504/ADA Advisory Committee

- The 504/ADA Committee serves to advise the Executive in developing strategies systems and guidelines in implementing the 504/ADA Compliance Work plan;
- Review and monitor progress of the 504/ADA compliance work plan and
- Review and monitor the affirmative action progress made in the employment of persons with disabilities in the County's workforce.

Prosecuting Attorney's Office

- The Office of the Prosecuting Attorney (PAO) provides legal counsel. The PAO interprets legal rulings and makes recommendations to the HRD and County Executive Departments.
- The PAO provides legal support and advice to the Human Resources Division and Executive Departments related to employment.

King County Employees

- All County employees are responsible for contributing to a work environment that is supportive of equal employment opportunity and affirmative action. Employees participate in the implementation of this EEO/Affirmative Action Plan, and comply with the County's anti-discrimination policies.

King County Workforce Profile Comparisons 1979 and 2006

	Executive Department Workforce – 1979	Executive Department Workforce - 2006	Change
Female	32%	38%	18.75%
Male	68%	62%	-8.8%
White	86.3%	69%	-19%
Minority	13.7%	31%	+121%
Black	7.0%	14%	+100%
Asian	4.0%	12%	+200%
Native American	1.0%	1.0%	0%
Hispanic	1.0%	4%	+300%
PWD	2.1%	4.2%	+100%

Women employment by job group

Women as a percentage of each job group	1979	2006
Officials and Administrators	19.75%	40.21%
Professionals	32.30%	50.81%
Technicians	22.07%	58.19%
Protective Service Workers	8.54%	19.14%
Para-Professionals	53.57%	Job group discontinued
Administrative Support	82.94%	76.09%
Skilled Crafts	0.00%	10.90%
Service Maintenance	6.40%	29.11%
Transit Operators	Not Known	22.83%

Minority employment by job group

Minorities as a percentage of each job group	1979	2006
Officials and Administrators	12.35%	17.01%
Professionals	12.89%	25.12%
Technicians	10.36%	22.74%
Protective Service Workers	11.73%	30.13%
Para-Professionals	32.14%	Job group discontinued
Administrative Support	16.02%	40.09%
Skilled Crafts	9.00%	25.97%
Service Maintenance	17.54%	42.28%
Transit Operators	Not Known	36.86%

3. Past Plan Activity

2005 – 2006 EEO/AA Plan Highlights

To measure the overall results of the 2005 – 2006 plan and understand the description of employment progress for persons of color and women, and for persons with disabilities, an explanation of the term goal setting areas is required. Goal setting areas are a method of organizing jobs with similar work duties, responsibilities, wages or salaries, and advancement opportunities into broad categories for analysis purposes. The job groups for this plan were:

- Official and Administrators
- Professional
- Technicians
- Para-Professional
- Administrative Support
- Skilled Craft and
- Service Maintenance and
- Transit Operations

For a detailed description of these job categories, please refer to the glossary of the Plan.

The Plan looked at the race and gender, of employees in each job category of each department. It also looked at persons with disabilities where that status information was volunteered by employees. Depending upon the business, a department may have a different set of job categories. For the 2005 – 2006 EEO/AA Plan all department goal-setting areas combined equaled 402.

A desired result of affirmative action is to make efforts to ensure equal or full employment representation in the county workforce of qualified people of color and women, and for qualified persons who identified themselves as with disabled. For a goal setting area to be considered fully represented it must have a percentage of people of color and women, equal to the percentage of qualified people of color, women, and persons with disabilities who could be employed in the job group.

For persons with disabilities, full representation may be measured in an increase in the number of persons who choose to volunteer that information.

For the plan ending 2006, King County executive departments maintained consistent representation of persons of color and women in the core goal setting areas. At least 50% representation was maintained in all goal-setting areas for every established group.

3. Past Plan Activity

The 2005 – 2006 Plan was adopted on June 15, of 2005. The date of adoption required that Executive departments develop and execute implementation plan activities for a compressed plan term. Executive departments responded through an abbreviated planning process and developed the following implementation objectives:

1. Department management review and adopted the proposed plan hiring goals by protected group, job category, and available hiring opportunities.
2. Department management and HR staff identified which hiring opportunities would assist each department in meeting its individual affirmative action goals.
3. Each Department developed its specific recruitment and outreach strategies for each identified hiring opportunity. Where potential barriers existed, each was to develop activities to respond and address the barrier
4. Each department indicated a time frame during which its department specific strategy was to be completed.

The 2005 – 2006 Plan Highlights section of the Plan displays the results of planning activities and progress achieved.

The appendices of the Plan list separately by Executive department, the accomplishments and goal attainment of the 2005 – 2006 Plan. While 80% of full representation has been achieved to date, there remain, however, placement goal areas with minimal change over time. A review of the data and in consultation with Executive department management finds several observations which may contribute to goals not being met. Those observations include;

- **Placement Goals in Job Categories with Limited Hiring Opportunities During the Monitoring Period** - The job group Officials and Administrators with director and deputy director positions was an area where the number of hiring opportunities was limited due to the nature of the position and small number of employees in the group. Placement opportunities in job groups placement goals were not meet because place
- **Hiring Goals for Persons with Disabilities** - Many department efforts in measuring results for hiring persons with disabilities were compromised given that disability status information is only voluntarily provided. In practice, an applicant or employee may legally choose not to disclose that information upon a hire or promotion department decision. In addition, a department can not assume or perceive an individual to be disabled for affirmative action reporting purposes.
- **External Job Rules and Requirements** - Executive departments, including the Sherriff's Office, are finding constraints imposed by external regulations that place specific skill and background requirements on applicants narrow the applicant pools substantially and provide a difficult challenge to recruitment and outreach efforts of protected groups such as women.
- **Workplace/Family Balance Concerns** – Jobs in transit operations, protective services, and other shift dependent positions may present employment challenges for applicants and employees with family care giving responsibilities.

The following placement goal areas were not met at the monitoring period ending December 31, 2006:

Department of Adult and Juvenile Detention

Job Group	Female	Black	Asian	Native American	Hispanic
Technicians	Goal not met				
Placement opportunities did not occur in this job group during the monitoring period.					
Service/Maintenance	Goal not met			Goal not met	
Placement opportunities did result in Female hires in this job group but at a rate less than necessary to achieve full representation during the monitoring period. In addition, outreach and recruitment efforts for Native American applicants did not result in hires during the monitoring period.					
Protective Services	Goal not met				
Placement opportunities were limited in this job group during the monitoring period.					

Department of Community and Human Services

Job Group	Female	Black	Asian	Native American	Hispanic
Professionals				Goal not met	
Placement opportunities did occur however outreach and recruitment efforts for Native Americans applicants did not result in hires.					
Technicians	Goal not met				
Placement opportunities did not occur in this job group during the monitoring period.					

Department of Development & Environmental Services

Job Group	Female	Black	Asian	Native American	Hispanic
Officials & Administrators	Goal not met				
Placement opportunities did not occur in this job group during the monitoring period.					
Technicians	Goal not met				
Placement opportunities did not occur in this job group during the monitoring period.					

Department of Executive Services

Job Group	Female	Black	Asian	Native American	Hispanic
Service/Maintenance	Goal not met				
Placement opportunities did result in Female applicant hires but at a rate less than necessary to achieve full representation during the monitoring period.					
Protective Services	Goal not met			Goal not met	
Placement opportunities did occur resulting in Female applicant hires but at rate less than necessary to achieve full representation during the monitoring period. In addition, outreach and recruitment efforts for Native American applicants did not result in hires during the monitoring period.					

Department of Judicial Administration

Job Group	Female	Black	Asian	Native American	Hispanic	DOT
Professionals	Goal not met			Goal not met		
Placement opportunities did occur in this job group resulting in few hires.						

Department of Natural Resources and Parks

Job Group	Female	Black	Asian	Native American	Hispanic	DOT
Professionals					Goal not met	
Placement opportunities did occur however outreach and recruitment efforts for Hispanic applicants did not result in hires during the monitoring period.						
Technicians					Goal not met	
Placement opportunities were limited in this job group resulting in few hires.						
Service/Maintenance			Goal not met		Goal not met	
Placement opportunities did occur however outreach and recruitment efforts for Asian and Hispanic applicants did not result in hires during the monitoring period.						

King County Assessor's Office

Job Group	Female	Black	Asian	Native American	Hispanic	DOT
Professionals	Goal not met				Goal not met	
	Placement opportunities did result in Female hires in this job group but at a rate less than necessary to achieve full representation during the monitoring period. In addition, outreach and recruitment efforts for Hispanic applicants did not result in hires during the monitoring period.					
Technicians	Goal not met				Goal not met	
	Placement opportunities did not occur in this job group during the monitoring period.					

Department of Transportation

Job Group	Female	Black	Asian	Native American	Hispanic	DOT
Technicians	Goal not met		Goal not met			
	Placement opportunities did result in Female hires in this job group but at a rate less than necessary to achieve full representation during the monitoring period. In addition, outreach and recruitment efforts for Asian applicants did not result in hires during the monitoring period.					
Skilled Craft	Goal not met			Goal not met	Goal not met	
	Placement opportunities did result in Female and Hispanic hires in this job group but at a rate less than necessary to achieve full representation during the monitoring period. In addition, outreach and recruitment efforts for Native American applicants did not result in hires during the monitoring period.					
Transit Operators	Goal not met			Goal not met		
	Placement opportunities did result in Female and Native American hires in this job group but at a rate less than necessary to achieve full representation during the monitoring period.					
Service/ Maintenance				Goal not met	Goal not met	
	Placement opportunities did occur however outreach and recruitment efforts for Native American or Hispanic applicants did not result in hires during the monitoring period.					
Protective Services	Goal not met					
	Placement opportunities did not occur in this job group during the monitoring period.					

Department of Public Health

Job Group	Female	Black	Asian	Native American	Hispanic	DOT
Professionals				Goal not met		
Placement opportunities did occur however outreach and recruitment efforts for Native American applicants did not result in hires during the monitoring period.						
Technicians				Goal not met		
Placement opportunities did occur however outreach and recruitment efforts for Native American applicants did not result in hires during the monitoring period.						
Para-Professionals	Goal not met		Goal not met	Goal not met		
Placement opportunities did not occur in this job group during the monitoring period.						

King County Executive Office

Job Group	Female	Black	Asian	Native American	Hispanic	DOT
Professionals				Goal not met		
Placement opportunities did occur however outreach and recruitment efforts for Native American applicants did not result in hires during the monitoring period.						

King County Sherriff's Office

Job Group	Female	Black	Asian	Native American	Hispanic	DOT
Protective Services	Goal not met	Goal not met		Goal not met		
Placement opportunities did result in Black and Native American hires in this job group but at a rate less than necessary to achieve full representation during the monitoring period.						

Executive departments have responded to all of these concerns and have incorporated them into actions to be implemented during in the 2008 – 2012 Plan. Those activities are detailed in the 2008 – 2012 Plan Areas of Improvement section.

Goal Setting Attainment

The 2005 - 2006 Plan had 402 goal setting areas. Goal setting areas can be described as areas of employment for persons within the affirmative action plan. For this plan, five race and gender groups (Black, Asian, Native American, Hispanic, and Women) and persons with disabilities each had 67 areas of employment opportunity by department job groups where identified. The table below shows the nine job categories and the groups

Job Group	Women	Black	Asian	Native American	Hispanic	PWD*	Goal Setting Areas
Officials & Administrators	11	11	11	11	11	11	
Professionals	11	11	11	11	11	11	
Technicians	11	11	11	11	11	11	
Admin Support	11	11	11	11	11	11	
Skilled Craft	5	5	5	5	5	5	
Transit Operators	1	1	1	1	1	1	
Service Maintenance	6	6	6	6	6	6	
Protective Services	7	7	7	7	7	7	
Para-Professional	4	4	4	4	4	4	
Total	67	67	67	67	67	67	402

At the plan end, 78% or 312 of 402 goal-setting areas had full representation of people of color, women, and persons with disabilities. For each group at the end of the plan period the overall results were:

- For Black, 94% or 63 of the 67 goal setting areas were fully represented.
- For Asian, 94% or 63 of the 67 goal setting areas are fully represented.
- For Hispanic, 83% or 56 of the 67 goal setting areas are fully represented.
- For Native Americans, 75% or 50 of the 67 goal setting areas are fully represented.
- For Women, 66% or 44 of the 67 goal setting areas are fully represented.
- For Persons with Disabilities, 53% or 36 of the 67 goal setting areas are fully represented.

This table shows 2003 – 2004 and 2005 – 2006 plan results as percentages of 100% goal attainment.

Affirmative Action Group	6-30-04 Plan Progress Report	12-31-05 Plan End Report	6-30-06 Plan Progress Report	12-31-06 Plan End Report
Black	90%	95%	95%	94%
Asian	97%	94%	95%	94%
Hispanic	85%	77%	81%	83%
Native Americans	85%	71%	79%	75%
Women	56%	67%	68%	66%
Persons with Disabilities	33%	62%	63%	53%

Hires and Promotions

A comparison of the year-end 2003 – 2004 and 2005 – 2006 plan periods indicates that the hiring and promotion of full time and term-limited people of color remains consistent at 28% per year. The hiring and promotion of persons self-identifying as having a disability has been between 1% to 2%. Finally the hiring and promotion of women trended upward from 41% to 50%.

AA Group	Employee Changes	2003-04 Count	2005 Year End	2006 Mid Year	2006 Year End	2003-04 %	2005 %	2006 %	2006 %
All	New Hires	822	846	619	938				
Employees	Promotions	295	301	111	189				
	All	1117	1147	730	1127				
People of Color	New Hires	235	235	174	253				
	Promotions	82	82	30	50				
	Total	317	317	204	303	28%	28%	28%	28%
Persons with Disabilities	New Hires	10	31	8	11				
	Promotions	3	7	1	7				
	Total	13	38	9	18	1%	3%	1.2%	2%
Women	New Hires	338	421	231	493				
	Promotions	125	108	39	74				
	Total	463	529	270	568	41%	46%	37%	50%

Promotions by Race and Gender

By race and gender, the following results were found:

Group	Number of Promotions	Percentage of Promotions
White	358	73%
Black	68	14%
Asian	42	9%
Hispanic	11	2%
Native American	11	2%
Total Promotions	490	-
Women	182	37%
Men	308	63%

Voluntarily Self-Identified Persons with Disabilities

The table below shows the job group number and percentage of employees in the workforce who have voluntarily self-identified themselves as disabled for affirmative action reporting statistics.

Job Group	Year end 2005	% of Job Group	Year End 2006	% of Job Group
Officials & Administrators	3	3.4%	4	4.8%
Professionals	187	5.0%	156	4.2%
Technicians	38	5.3%	37	5.5%
Admin Support	141	9.9%	122	8.4%
Skilled Craft	58	5.3%	48	4.2%
Transit Operators	17	0.6%	15	0.6%
Service/ Maintenance	88	11.7%	69	8.6%
Protective Services	87	5.7%	58	3.6%
Executive Department Totals	619	5.2%	509	4.2%

Disability Accommodations

The Executive Departments have a commitment to assist qualified employees who become disabled perform the essential functions of their jobs through reasonable accommodations. Through the Disability Services programs, employee assistance included consultations, referrals, and work re-assignment including transitional or light duty work. These and other services assist employees to return to work earlier while the department regains the work contribution of the returned employee. In 2005 Disability Services programs assisted 546 employees. In 2006, 512 employees were provided with services.

Voluntarily Self-Identified Persons with Disabilities by Department

The table below shows the number self-identified with a disability employees by department as of year end 2005 and 2006.

Year end 2005

Job Group	Exec	DAJD	DOA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
Officials & Administrators				1		2					
Professionals	4	8	6	14	8	32		30	34	14	37
Technicians		1	1		6	6		2	13	1	8
Admin Support	1	4	7	7	4	31	10	23	26	8	20
Skilled Craft						7		22			29
Transit Operators											17
Service/Maintenance		2				22		42			22
Protective Services		52			2	9		0	1	23	0

Year end 2006

Job Group	Exec	DAJD	DOA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT	Total
Officials & Administrator	1			1		2						4
Professionals	5	6	7	15	6	22	1	29	29	4	32	156
Technicians	3	1	1		5	2		3	11	5	6	37
Admin Support	1	4	6	7	5	24	9	12	25	9	20	122
Skilled Craft	1					5		17	1		24	48
Transit Operators											15	15
Service/Maintenance		2				18		32			17	69
Protective Services		35			2	7				14		58

Comparison of Executive Department Workforce and King County Labor Market Population

For comparison, this table shows the Executive department workforce and King County region labor market by, gender, and race and ethnicity.

	King County Region Labor Market	Executive Department Workforce	Difference
Female	46%	38%	-8%
Male	54%	62%	+8%
White	76%	69%	-7%
Black	5%	14%	+9%
Asian	11%	12%	+1%
Native American	1%	1%	-
Hispanic	2%	4%	+2
More than 2 races	2%	-	-

For racial and ethnic groups within the affirmative action plan, the Executive Departments' workforce in aggregate is above the percentages of employable workers by race and ethnicity found in the King County labor population. However underrepresentation may exist within jobs or job groups by departments as described in the next section on placement goals. For women in the Executive Department workforce, there is negative difference when compared to women in the labor market population.

4. 2008 – 2012 Plan Areas of Improvement

The plan proposes two areas of affirmative action effort. The first area includes for people of color and women, and the second area includes veterans and persons with disabilities. They are presented as proposed race and gender placement goals and, proposed veterans and persons with disability outreach and recruitment goals.

1. Proposed 2008-2012 Race and Gender Placement Goals

Affirmative action planning for people of color and women requires the Executive Departments to periodically audit and assess the present percentage of persons of color and women employed in its workforce.

Following that assessment, a determination is made as to whether the workforce reflects or is representative of the number of qualified persons of color and women available in the labor market. Available or "workforce availability", represents a good faith estimate derived from the most recent U.S. Census Bureau and other factors. It states, for all of the persons qualified with the requisite skills required by the Executive Departments for potential employment, what percentages are persons of color and women. Availability is assessed within categories of jobs within each department. A description of a job category is provided in the report glossary.

Where the work force representation of persons of color and women in a job group is determined to be comparable to what may be available in the labor market, equal employment opportunity efforts are deemed to have been successful. Where the work force representation of persons of color and women in a job group is determined to be less than what may be available within specific job categories, there may be an underrepresentation of persons of color or women, and a placement goal may be established.

Underrepresentation in specific job categories will be addressed with the establishment of an employment placement goal. Departments will pursue and report on good faith efforts to have persons of color and women fully represented within the department workforce.

The 2008 – 2012 Plan will have 300 department wide placement areas. The five race and gender groups (Black, Asian, Native American, Hispanic, and Women) will each have 60 areas employment opportunities.

The change in goal setting areas from the previous plan (67 to 60) accounts for adjustments by the OFCCP in job group definitions. Specifically the job group Para-professional was eliminated and the jobs within the group moved to either the professional or the technician job groups.

As the Plan begins, 80% or 241 of the placement goals were fully represented.

As of the beginning of the Plan, representation is found to be:

- For Black, 92% or 55 of the 60 goal setting areas were fully represented.
- For Asian, 88% or 53 of the 60 goal setting areas are fully represented.
- For Hispanic, 78% or 47 of the 60 goal setting areas are fully represented.
- For Native Americans, 72% or 43 of the 60 goal setting areas are fully represented.
- For Women, 72% or 43 of the 60 goal setting areas are fully represented.

Workforce Availability Methodology

Workforce availabilities are used as benchmarks to determine if there is under-representation of people of color and women within the workforce, by department. Workforce availabilities are good faith estimates of the percentage of qualified persons of color and women available for employment by EEO job category from the total number of all qualified persons available for employment by EEO job category. The difference between the percentage available and who is employed in King County by race and by gender establishes a placement goal.

The Office of Federal Contract Compliance provides guidance in establishing race and availabilities based upon external and internal factors in updating workforce availabilities. The Executive Departments used the following information to update each department's workforce availabilities.

A. External Factor

The combined workforce data of by race and gender of qualified persons with the requisite skills in the immediate area and the recruitment area using 2000 Census tables is used 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 and Recruitment Area.** This is the availability of people of color and women in the workforce having the requisite skills that the Executive departments could reasonably recruit. Data for this factor reflects the reasonable recruitment area from which each department could reasonably seek workers for all levels of job duties, for each particular job category.

B. Internal Factor

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

Proposed Placement Goals

The following pages contain proposed 2008 – 2012 percentages of workforce availabilities by department and job categories for persons of color and women. The availabilities represent percentages of persons of color and women at full representation. Where underrepresentation is found, departments will make good faith efforts to address these areas during the five-year term of this EEO/AA Plan.

Department table reference key:

- King County Executive Office – (Exec, including the Office of Information Resource Management (OIRM))
- Department of Adult and Juvenile Detention – (DAJD)
- Department of Assessments - (DOA)
- Department of Community and Human Services – (DCHS)
- Department of Development and Environmental Services –(DDES)
- Department of Executive Services –(DES)
- Department of Judicial Administration – (DJA)
- Department of Natural Resources and Parks – (DNRP)

- Department of Public Health – (DPH)
- Department of Transportation – (DOT)
- King County Sheriff's Office – (KCSO)

Black

Job Group	Exec	DAJD	DOA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
Officials & Administrators	3.70%	2.69%	2.66%	5.5%	2.21%	5.15%	0.7%	3.26%	2.46%	3.06%	5.8%
Professionals	2.40%	4.38%	1.87%	5.2%	2.53%	5.33%	10.34%	4.38%	3.56%	6.30%	5.79%
Technicians				3.52%		3.74%	4.02%	7.83%	4.7%	4.92%	8.53%
Admin Support	4.14%	4.88%	5.52%	9.91%	6.14%	17.26%	5.77%	9.29%	5.57%	6.13%	7.25%
Skilled Craft	11.38%	2.44%	7.30%	6.18%		3.36%		7.56%	3.27%		5.45%
Transit Operators											7.42%
Service/Maintenance		4.52%				6.62%		11.17%	9.46%		9.30%
Protective Services		12.81%			3.13%	2.42%		20%		6.89%	2.43%

Asian

Job Group	Exec	DAJD	DOA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
Officials & Administrators	8.13%	4.86%	7.32%	7.64%	4.42%	2.74%	4.34%	6.40%	4.74%	7.81%	6.34%
Professionals	6.82%	5.09%	6.39%	7.20%	7.62%	8.48%	10.34%	10.24%	7.60%	5.62%	10.21%
Technicians				8.78%		7.51%	10.62%	7.82%	3.19%	10.16%	7.55%
Admin Support	6.77%	7.20%	10.03%	11.59%	8.01%	18.10%	9.17%	16.43%	7.34%	9.29%	8.67%
Skilled Craft	9.32	2.41%		20.86%		3.72%		4.59%	3.10%		6.50%
Transit Operators											3.43%
Service/Maintenance		15.51%				9.11%		6.83	5.18%		9.01%
Protective Services		6.05%			5.00%	8.06%		20%		4.68%	3.96%

Hispanic

Job Group	Exec	DAJD	DOA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
Officials & Administrators	1.03%	1.49%	2.18%	1.41%	1.82%	4.13%	1.14%	2.12%	2.23%	0.59%	1.82%
Professionals	2.56%	1.84%	3.25%	2.98%	2.02%	2.81%	3.45%	2.14%	2.34%	2.72%	1.93%
Technicians				3.18%		3.36%	2.67%	2.09%	4.07%	3.93%	2.65%
Admin Support	2.33%	2.33%	3.44%	5.18%	2.60%	3.66%	2.98%	5%	2.47%	3.26%	2.69%
Skilled Craft	4.17%	2.30	3.70%	3.79%		3.47%		4.55%	6.96%		3.01%
Transit Operators											3.06%
Service/Maintenance		13.02%				8.42%		9.67	4.47%		6.44%
Protective Services		4.70%			2.27%	3.95%		0.00%		3.39%	2.75%

Native Americans

Job Group	Exec	DAJD	DOA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
Officials & Administrators	0.84%	2.01%	0.87%	1.24%	1.62%	0.70%	0.83%	1.52%	2.16%	1.07%	0.95%
Professionals	1.19%	2.21%	0.68%	3.02%	1.46%	1.56%	1.72%	1.59%	2.21%	1.68%	1.13%
Technicians				1.35%		1.75%	1.62%	1.03%	0.71%	1.43%	1.69%
Admin Support	1.54%	1.66%	1.46%	1.90%	1.49%	2.41%	1.41%	2.14%	1.61%	1.41%	1.67%
Skilled Craft	3.66%	1.21%		0.0%		2.24%		2.47%	2.09%		2.20%
Transit Operators											2.18%
Service/Maintenance		3.34%				3.53%		2.38	2.46%		2.68%
Protective Services		1.27%			2.00%	3.86%		0.00%	0.45%	2.04%	1.94%

Women

Job Group	Exec	DAJD	DOA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
Officials & Administrators	28.06%	35.71%	35.64%	36.67%	37.98%	44.98%	17.62%	43.91%	49.69%	25.10%	37.51%
Professionals	41.45%	50.17%	47.63%	60.15%	29.29%	46.15%	41.38%	39.53%	69.74%	24.89%	35.53%
Technicians				38.48%		32.65%	31.41%	51.60%	42.20%	54.72%	30.65%
Admin Support	81.27%	77.45%	70.57%	77.11%	80.48%	73.75%	82.28%	82.14%	77.03%	72.78%	74.93%
Skilled Craft	15.05%	3.92%		23.48%		11.16%		10.54%	8.03%		8.68%
Transit Operators											49.77%
Service/Maintenance		43.00%				27.64%		17.96%	25.61%		18.11%
Protective Services		29.45%			8.92%	53.72%		60.00%		17.51%	

The following table is a summary of persons of color and women in the workforce under represented by department and by job group. Where underrepresentation is found, departments will make good faith efforts to address these areas during the term of this Plan.

Department	Job Group	Workforce Underrepresentation
Executive's Office (including OIRM)	Officials & Admin	None
	Professionals	1 Native American
	Technicians	None
	Administrative Support	6 Female
	Skilled Craft	2 Black; 1 Asian; 1 Hispanic
Department of Adult & Juvenile Detention	Officials & Admin	None
	Professionals	2 Native American
	Protective Service	47 Female
	Administrative Support	1 Female
	Service Maintenance	7 Female; 1 Native American; 4 Hispanic
Department of Community & Human Services	Officials & Admin	None
	Professionals	4 Native American
	Technicians	None
	Protective Service	None
	Administrative Support	None
Department of Development & Environmental Services	Officials & Admin	1 Female
	Professionals	None
	Technicians	None
	Protective Service	None
	Administrative Support	None

Department	Job Group	Workforce Underrepresentation
Department of Executive Services	Officials & Admin	1 Hispanic
	Professionals	3 Native American
	Technicians	None
	Protective Service	24 Female; 3 Native American; 1 Hispanic
	Administrative Support	2 Black; 1 Native American
	Skilled Craft	None
	Service Maintenance	3 Female
Department of Judicial Administration	Officials & Admin	None
	Professionals	3 Female
	Technicians	None
	Administrative Support	17 Female; 1 Native American
Department of Natural Resources & Parks	Officials & Admin	1 Female; 1 Hispanic
	Professionals	4 Native American
	Technicians	None
	Protective Service	None
	Administrative Support	None
	Skilled Craft	None
	Service Maintenance	2 Asian; 1 Native American; 13 Hispanic
Department of Assessments	Officials & Admin	None
	Professionals	12 Female; 2 Hispanic
	Administrative Support	1 Hispanic
	Skilled Craft	None
Department of Transportation	Officials & Admin	3 Female; 1 Asian
	Professionals	1 Hispanic
	Technicians	17 Female; 1 Asian; 1 Hispanic
	Protective Service	1 Female
	Administrative Support	50 Female; 1 Native American; 2 Hispanic
	Skilled Craft	10 Hispanic
	Service Maintenance	3 Native American; 1 Hispanic
	Transit Operators	714 Female; 30 Native American
Department of Public Health	Officials & Admin	1 Asian
	Professionals	1 Female; 11 Native American
	Technicians	3 Black
	Administrative Support	None
	Skilled Craft	None
	Service Maintenance	2 Native American
King County Sheriff's Office	Officials & Admin	1 Asian
	Professionals	1 Black
	Technicians	None
	Protective Service	25 Female; 15 Black; 3 Native American
	Administrative Support	1 Asian

Summary of the Results of the Prior Affirmative Action Plan

Areas Where Placement Goals Have Been Met

Department	Job Group	Protected Group	Labor Force Availability as a Percentage (%)	Placement Rate (%)
Executive	Administrative Support	Black	4.1%	20.0%
DAJD	Administrative Support	Female	82.3%	83.3%
	Administrative Support	Hispanic	3.0%	4.8%
DDES	Professionals	Female	29.3%	43.8%
DES	Professionals	Native American	1.6%	1.8%
	Technicians	Hispanic	3.4%	20.0%
DJA	Admin Support	Hispanic	3.0%	4.8%
	Admin Support	Women	82.2%	83.3%
DNRP	Professionals	Native American	1.6%	1.6%
	Technicians	Female	51.6%	100.0%
DPH	Technicians	Female	42.2%	58.0%
	Service Maintenance	Female	25.6%	80.0%
KCSO	Professionals	Black	6.3%	12.5%
	Professionals	Native American	1.7%	12.5%
	Technicians	Female	54.7%	72.7%
DOT	Professionals	Native Americans	1.1%	3.1%
	Professionals	Hispanic	1.9%	3.1%
	Administrative Support	Female	75.0%	94.1%

Summary of the Results of the Prior Affirmative Action Plan

Areas Where Placement Goals Have Not Been Met

Department	Job Group	Protected Group	Labor Force Availability (%)	Placement Rate (%)
DOA	Professionals	Women	47.6%	44.4%
DCHS	Professionals	Native American	3.0%	0.0%
DES	Protective Service Workers	Female	53.7%	47.8%
	Administrative Support	Black	17.3%	11.6%
	Administrative Support	Hispanic	3.7%	2.3%
	Service Maintenance	Female	27.6%	12.5%
DNRP	Professionals	Hispanic	2.1%	0.0%
	Service Maintenance	Asian	6.9%	0.0%
	Service Maintenance	Hispanic	9.7%	0.0%
DPH	Professionals	Native Americans	2.2%	0.5%
KCSO	Protective Service Workers	Black	6.9%	5.0%
	Protective Service Workers	Native American	2.0%	1.0%
DOT	Technicians	Female	30.7%	16.7%
	Skilled Craft	Female	8.7%	3.9%
	Skilled Craft	Native American	2.2%	0.0%
	Skilled Craft	Hispanic	3.0%	2.0%
	Service Maintenance	Hispanic	6.4%	0.0%
	Transit Operators	Female	49.8%	34.0%
	Transit Operator	Native American	2.2%	Unknown

Summary of the Results of the Prior Affirmative Action Plan

Areas Where Placements Goals Were Not Met Due to Insufficient Number of Hiring Opportunities

Department	Job Group	Protected Group
Executive	Professionals	Native Americans
DAJD	Professionals	Native American
	Administrative Support	Native American
DOA	Professionals	Hispanic
	Technicians	Female
	Technicians	Hispanic
DCHS	Technicians	Female
DDES	Officials and Administrators	Female
	Technicians	Female
DES	Protective Service Workers	Native Americans
	Protective Service Workers	Hispanics
DJA	Professionals	Native American
	Administrative Support	Native American
DNRP	Officials and Administrators	Female
	Technicians	Hispanic
DPH	Technicians	Native American
	Protective Service Workers	Female
	Para-Professional	Female
	Para-Professional	Asian
	Para-Professional	Native American
DOT	Technicians	Native Americans
	Technicians	Hispanics
	Protective Workers	Female
	Service Maintenance	Native Americans

2. Proposed 2008-2012 Veterans and Persons with Disability Outreach and Recruitment

Where race and gender data can be requested of employees or, observed and recorded by human resource or management personnel for affirmative action and goal monitoring purposes, employee disability status data cannot be obtained in a similar manner. The Americans with Disabilities Act and OFCCP guidelines for affirmative action programs specifically protect employees with disabilities from being asked if they have a disability, and from being perceived as disabled or having a disability.

Unless disability status data is voluntarily provided by an applicant or employee with the assurance that it will be protected as confidential, departments cannot legally obtain the information, regardless of intention or affirmative action commitment.

It is acknowledged and may be evident that persons with disabilities are currently represented in the workforce in higher numbers than that which is reported but by choice and legal right; such employees may choose not to disclose that information. Data collected and reported in past affirmative action plans for persons with disabilities was provided by employees to the County only for the purposes of gathering statistical data for affirmative action reporting use. Given this situation, previous hiring goals based upon disability status cannot be accurately tracked and measured.

Notwithstanding the above limitations, King County remains committed to the employment of persons with disabilities and will continue to take focused steps to enhance previous affirmative efforts. The County will also take strong defensible steps to the extent allowable by law to initiate new approaches for this workforce resource.

King County as an initiative of this Plan will undertake stronger outreach, and recruitment activities to recruit qualified veterans and persons with disabilities. Executive departments propose to implement the following actions in their plans as goals to improve representation and reporting of veterans and persons with disabilities within the workforce:

- Strongly encourage applicants and employees to self-identify voluntarily in order that persons with disabilities and veterans obtain the benefits of affirmative action.
- As required by the Americans with Disabilities Act of 1990, all medical records related to a disability are kept separate and confidential from the personnel record of the individual and not disclosed, unless volunteered for affirmative action reporting purposes.
- Identify and address any challenges to recruitment and hiring, retention and promotion within the workplace.
- Develop targeted training for managers and employees to recognize and respond to workplace challenges.
- Review employment practices and policies to ensure that barriers to employment when found are resolved with appropriate corrective measures.
- Where possible, put into action employment strategies such as internships, and temporary or short-term employment specifically for persons with disabilities to provide knowledge, skills, and experience.
- Develop direct business relationships with employment related organizations that assist veterans and persons with disabilities who are ready to work.
- Continue to make every effort to provide reasonable accommodations to any physical and mental limitations of an applicant and employee with disabilities or who are disabled veterans.
- Continue to enforce equal employment and non-discrimination protections in the workplace.

3. 2008 – 2012 Department Implementation Plans

Executive departments and agencies must take action-oriented efforts to ensure equal employment opportunity, effective affirmative actions, and diversity in the workplace.

To plan and perform these efforts, each department has developed an affirmative action implementation plan. The plans feature the following elements:

- The identification underrepresentation for persons of color and women by job group category and by King County job title.
- An analysis of staffing plans which incorporate anticipated position vacancies and employee turnover. The analysis identifies opportunities for affirmative efforts where underrepresentation has been found.
- A work plan for increasing outreach and recruitment to enhance the number of applications and employment opportunities for veterans and persons with disabilities. The work plan describes how the department intends to review current business and operational practices and identify areas of improvement to employment opportunities for persons with disabilities.
- The work plan identifies specific strategies, tools, and resources required to improve opportunities.
- The work plan establishes a timetable with milestones in which the improvements will be executed.

Department of Adult and Juvenile Detention Implementation Plan

Designation of Responsibilities

Role	Name	Responsibilities
Director	Reed Holtgeerts	Provide leadership and accountability to department management and employees for accomplishing EEO/AA Plan objectives.
HR Service Delivery Manager	Mary Beth Short	Reviews semi-annual assessment reports on the recruitment and employment processes to ensure strategies and goals are being met. Ensure that all personnel involved in the employment process shall be trained to ensure that the commitments in the departments' affirmative action efforts and implementation Plan can be executed.
Supervisors	Nate Caldwell Gordon Karsson Herb Myers Hikari Tamure	Are responsible for promoting equal opportunity and making good faith efforts to achieve affirmative action goals.
HR Manager	Lauri Nelson	Shall take affirmative action to ensure that qualified protected class individuals, are encouraged to aspire for promotion, and are considered as promotional opportunities arise. Prepare and analyze strategies on outreach efforts, recruiting and selection efforts, hiring, promotions, and disciplinary issues that pertain to implementing the plan.
HR Personnel	Pam Samek Ramona Flores Lauri Nelson	Shall ensure job descriptions and other employment practices and policies will be periodically reviewed to ensure that qualification requirements and essential job functions do not discriminate against qualified protected class individuals for reasons that are not job-related.
Finance	Pat Presson	Provide financial support for events that will assist department efforts to implement affirmative action.

Action Statement

It is the policy of the Department of Adult and Juvenile Detention to provide equal opportunity in employment to all qualified employees and applicants provided in the affirmative action program. To develop the strategies necessary to address barriers to equal employment and to respond to known under-representation of women, people of color, covered veterans and persons with disabilities in the county workforce.

The affirmative action policy covers all aspects of the employment process, including, however not limited to recruitment, selection, probation, promotion, transfer, compensation, training, and layoff or termination, to attract qualified women, people of color, persons with disabilities (PWD), and qualified covered veterans to meet agency staffing needs. DAJD does not discriminate against any applicant or employee

on the basis of race, gender, mental or physical disability, or veteran status. DAJD will make every effort to provide reasonable accommodations throughout the employment process

Training –All personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes shall be trained to ensure that the commitments in the departments' affirmative action program are implemented.

Placement Goals

Based on the analysis data provided, DAJD is appropriately represented in 80% of placement areas. Underutilization does appear in six remaining areas. The chart below reflects the specific categories where DAJD has underutilization and will make targeted efforts to address those categories with qualified candidates over the five-year term of this plan.

DAJD Placement Goals										
EEO Category	Female		Black		Asian		Native American		Hispanic	
Opps = Opportunities	Goals	Opps	Goals	Opps	Goals	Opps	Goals	Opps	Goals	Opps
Officials & Administrators										
Professionals							2	1		
Technicians										
Protective Service	47	20								
Admin Support	1									
Skilled Craft Workers										
Service Maintenance	7	1					1	1	4	1

Affirmative Action for Veterans and Persons with Disabilities

The purpose of an affirmative action plan for veterans and persons with disabilities and is to reaffirm the County's commitment to affirmative action and equal employment opportunity under the Rehabilitation Act of 1973 and the Vietnam Era Veterans Readjustment Assistance Act of 1974. In addition, the affirmative action plan for veterans and persons with disabilities serves as a working document regarding efforts pertaining to the employment process actions, and the dissemination and monitoring of the plan and its policies.

DAJD encourages all applicants and employees with a disability and covered veterans to self-identify voluntarily so that they may receive additional consideration and the benefits of affirmative action.

Internal and External Dissemination of Policy for Persons with Disabilities and Covered Veterans

DAJD will develop internal communications designed to foster understanding, acceptance, and support among the Division executive, management, supervisory and other personnel. The Department shall inform its employees and applicants for employment of its commitment to engage in affirmative action to increase the employment opportunities for qualified individuals with a disability and covered veterans. DAJD shall also undertake appropriate outreach and positive recruitment activities that are reasonably designed to effectively recruit qualified individuals with disabilities and covered veterans.

Outreach and Positive Recruitment

Many of the initiatives listed will commence in advance of the Plan start date of January 2008.

DAJD Outreach and Recruitment plans				
Action	Outreach Resource	Short Term (ST) Goal	Long Term (LT) Goal	Timeline to complete goal
General AA efforts	Ensure that department EEO policy and EEO posters are available and displayed.	Ensure that the department policy and posters are placed in the workforce.	Check with HRD periodically for poster information updates.	ST – 1/01/08 LT- Yearly
Targeting all applicants of color	Attending job fairs that promote diversity. Network with organizations, which promote opportunities for persons of color.	Review list of job fairs with the county recruiter that promote diversity. Attended the Latin Job Expo on April 12, 2007.	Connect with Corrections Organizations (women, Black American).	ST 01/01/08 LT – ongoing
Take actions to recruit Veterans and Persons with Disabilities. Ensure that Veterans and Persons with Disabilities are encouraged to self-identify	DAJD has connected with several military bases (Bangor, Bremerton, Smokey Point, Fort Lewis, and McChord Air Force Base and provides monthly presentations regarding job opportunities at DAJD.	Contact Seattle and Tacoma regarding Hire-A-Veteran Job Fairs that occur in June 2007. Look for job fairs that target persons with disabilities.	Continue to seek job fairs and networking opportunities that promote hiring veterans and persons with disabilities.	ST- 01/01/08 LT – ongoing resource
Increase the number of Native American applicants.	Network with local tribal entities.	Use job boards at nativeamericanjobs.com and tribalcollegejournal.com	Develop relationships with tribal entities to attract applicants.	ST – 01/01/08 LT – ongoing 2008
Increase the number of women in the protective service positions.	Continue to attend job fairs that attract female applicants.	In 2007, DAJD has attended two job fairs that target women. DAJD also is registered for the Washington Women in Trades for April 27, 2007		ST – 01/01/08 LT – ongoing 2008

Barriers and Solutions Management

Potential exceptions and challenges

DAJD has identified the following areas as potential challenges to efforts to achieve full representation.

Issue	Challenges	Causes	Symptoms	Possible Solutions
Women in protective services	Women are resigning and few women are applying.	DAJD is a 24/7 operation and employees must be able to work any shift.	DAJD had a handful of women resign who recently to begin families and decided that they could no longer do shift work or they had difficulty finding childcare.	On-site day care or clinic for sick children of employees.
Women in protective services	Some women are unable to perform the physical ability test.	Many women applicants have had difficulty passing the 1.5-mile run, 15 push-ups, and 15 sit-ups.	A lack of strength and endurance has contributed too many applicants not able to complete training.	Members of management serve on a state committee that is evaluating the effects of the physical ability test for women.

Self Assessment and Reporting Process

Self assessment steps

DAJD has demonstrated that it has made good faith efforts to remove barriers, expand equal employment opportunities, and produced measurable results. A quality assurance audit will be performed every six months to determine areas of improvement, successful strategies, and new opportunities to fill positions with under-represented individuals, covered veterans, and persons with disabilities.

Change management process steps

All department personnel involved in recruitment, screening, selection, promotion, disciplinary, and other related employment processes will be trained to ensure that the commitments in the departments' affirmative action program are implemented.

Internal communication plan

DAJD will monitor and audit its strategies, recruitment and outreach efforts, tools and resources, results and outcomes, to ensure that all affirmative action policies and actions are effective and report the process to management and human resources personnel.

External reporting process

An assessment of actions during the reporting periods of this will be sent to DMS at semi-annual intervals. It will include an evaluation and assessment of affirmative action efforts taken on a semi annual basis and will include:

- How effective the department's plan was in meeting plan objectives and goals.
- Measure the results of the recruitment and hiring program and compare them to the program goals and initiatives.
- Identify which strategies and activities had good, bad, or indifferent results.
- Provide information which will be the basis for retooling and revitalizing the plan.

Appendix

Additional Outreach Activities

DAJD will use the recruitment database developed by HRD to develop resources to reach a target audience.

DAJD will develop business plan/strategy for these various types of recruiting sources such as job boards, recruiting events, publications, professional networking.

DAJD targets hiring veterans since persons with military experience do well in our work environment.

DAJD will continue to attend Hire-A-Vet Job Fairs throughout Washington State including Mount Vernon, Seattle, Tacoma, and Vancouver, Washington.

In addition, DAJD attended three additional job fairs in 2006 which targeted veterans, including two AMVETS job fairs in Tacoma and one at Whidbey Island Work Source. In 2007, DAJD attended two job fairs which targeted veterans and plans to attend the four Hire-A-Vet Job Fairs in June 2007. In conclusion, DAJD will have attended 13 job fairs that targeted veterans in 2006 and 2007.

Continue to attend Access Job Fair and Conference which promotes jobs for those with disabilities.

Contact military transitioning groups

DAJD will develop partnerships with minority student organizations or minority organizations

DAJD will seek the assistance of Veteran Services at Washington WorkSource which regularly advises various groups in the community, including employers, labor unions and veterans' organizations, of Veterans eligible for employment, and vice versa. The goal is to encourage employers and labor unions to employ Veterans and eligible persons.

Department of Community and Human Services Implementation Plan

Designation of Responsibilities

Role	Name	Responsibilities
Department Director	Jackie MacLean	Sponsors and holds department management and staff accountable for employment practices that support the achievement of the department's affirmative actions strategies and goals. Reviews semi-annual assessment reports on the recruitment to monitor department's progress in meeting its affirmative action goals.
HR Service Delivery Manager, HR Senior Analyst,	Elizabeth Causby-Miles Linda Nordness	Ensure that all personnel involved in the employment process are trained in recruitment and selection process for hiring and promotion that support the department's in achieving its affirmative action goals. HR will support management efforts to take affirmative action to ensure that qualified people of color and protected class individuals are encouraged to aspire for promotion and are considered as promotional opportunities arise. Prepare and analyze strategies on outreach efforts, utilize best practices for recruiting and selection efforts in hiring and promotions to implement the plan.
Department Leadership	Jackie MacLean Terry Mark Marty Lindley Diep Nguyen Elizabeth Causby-Miles Bill Block Sidikifu Akina-James Ray Jensen Jane Campbell David Hocraffer Michael Oliveri Linda Peterson Pat Lemus Amnon Schoenfeld Jean Robertson Jim Vollendroff	Promote diversity, equal opportunity and make a good faith effort to achieve the department's affirmative action goals. Employ best practices in recruitment and selection in hiring and promotion; consider recruitment strategies that reach under-represented populations; and ensure EEO posters are distributed and posted.
Supervisors	All	Are responsible for promoting equal employment opportunity and making good faith efforts to achieve affirmative action goals, and for considering recruitment strategies that reach under represented populations.

Action Statement

It is the policy of the Department of Community and Human Services (DCHS) to provide equal employment opportunity to all qualified employees and applicants, and to take additional steps to reach known under-represented populations identified in its affirmative action plan. The Department will develop the strategies necessary to address barriers to equal opportunity employment and to respond to known under-representation of women, people of color, covered veterans, and persons with disabilities in the county workforce.

The affirmative action policy covers all aspects of the employment practices, including, but not limited to, recruitment, selection, probation, promotion, transfer, compensation, training, and layoff or termination. It is intended, to attract qualified women, people of color, persons with disabilities (PWD), and qualified covered veterans to meet agency staffing needs. DCHS does not discriminate against any applicant or employee on the basis of race, gender, mental or physical disability, or veteran status. The Department will make efforts to provide reasonable accommodations in the recruitment and selection process and in its employment.

Training –All personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes shall be trained to ensure that the commitments in the departments’ affirmative action program are implemented.

Placement Goals

Based on the analysis data provided, DCHS is appropriately represented in 92% of placement areas. Underutilization does appear in only one area. The chart below reflects the specific area where DCHS has underutilization compared to work force availability. We will concentrate our efforts for filling that category with qualified candidates over the life of this plan.

Department of Community and Human Services Placement Goals										
EEO Category	Female		Black		Asian		Native American		Hispanic	
	Goals	Opps	Goals	Opps	Goals	Opps	Goals	Opps	Goals	Opps
Opps = Opportunities										
Officials and Administrators										
Professionals							4	4		
Technicians										
Admin Support										
Skilled Craft Workers										

Affirmative Action for Veterans and Persons with Disabilities

The purpose of an affirmative action plan for veterans and persons with disabilities is to reaffirm the County’s commitment to affirmative action and equal employment opportunity under the Rehabilitation Act of 1973 and the Vietnam Era Veterans Readjustment Assistance Act of 1974. In addition, the Affirmative action plan for veterans and persons with disabilities serves as a working document regarding efforts pertaining to the employment process actions, and the dissemination and monitoring of the plan and its policies.

The Department of Community and Human Services strongly encourages applicants and employees to voluntarily self-identify themselves as individuals with a disability or covered veterans to receive the benefits of affirmative action.

Internal and External Dissemination of Policy for persons with disabilities and covered veterans

The Department of Community and Human Services will develop internal communications designed to foster understanding, acceptance, and support throughout the Department for persons with disabilities and covered veterans. The Department will inform its employees and applicants for employment of its commitment to engage in affirmative action to increase the employment opportunities for qualified individuals with a disability and covered veterans. DCHS will undertake appropriate outreach and positive recruitment activities that are reasonably designed to effectively recruit qualified individuals with disabilities and covered veterans.

Outreach and Positive Recruitment

The Department of Community and Human Services summary analysis indicates an under-representation in the employment of Native Americans. We are centralizing outreach /posting activities in the Department’s HR unit to better ensure outreach to under-represented populations.

The Department will initiate activity in a number of the areas cited below in advance of the Plan start date of January 2008.

Department of Community and Human Services Outreach and Recruitment plans				
Action	Outreach Resource	Short Term (ST) Goal	Long Term (LT) Goal	Timeline to complete goal
Seek to increase the number of Native American applicants	Identify and connect with target specific agencies.	Use job boards at identified agencies	Develop long term relationships with core organizations responsive to this population.	01/01/08 and ongoing
General AA efforts	Ensure that women, people of color, veterans, and PWD’s receive the benefits of affirmative action.	Ensure that the department policy and posters are placed in the workforce.	Ensure diversity in the workplace reflects local demographics.	01/08 and ongoing
Targeting all applicants of color	Diversity-specific job boards, technical job boards, colleges and professional groups, and internship placement programs.	Begin contact w/agencies listed on County resource guide to increase populations reached	Increase postings on job boards in specific EEO categories, and increase hiring of staff in under-represented categories.	ST 01/08 LT – 9/2008 & ongoing
Recruiting Veterans	DCHS Veterans Program and other veterans groups.	Send job posting to veteran programs, and veterans services such as (LVER) at DCHS/WTP/ WorkSource	Increased postings on job boards utilized by veterans.	ST- 01/01/08 LT – 9/2008 & ongoing
Increase opportunities for persons with disabilities.	Focus outreach efforts toward agencies targeting PWD. Work with DCHS Developmental Disabilities program.	Send job postings to agencies targeting persons with disabilities.	Increased job opportunities for persons with disabilities.	ST – 01/01/08 LT – ongoing

Barriers and Solutions Management

Potential exceptions and challenges

- Past inconsistent outreach efforts may have resulted in less diverse applicant pools.
- Financial barriers limit department's ability to spend funds on outreach and recruiting to under-represented groups.

Appropriate corrective measures

With focused recruiting now transitioning into the department's centralized HR unit, it is anticipated that job announcements will reach more applicants in the targeted under-represented populations. In addition, DCCHS - HR plans to train managers and supervisors in recruitment and selection best practices to ensure the continued maintenance of the department's gains in employing women and persons of color and to further foster equal employment opportunity for groups that are not currently well represented in the department's workforce.

Tracking barriers and solutions

Tracking barriers and solutions for specific groups will be addressed as the barrier is identified and a mitigation plan is developed. We are unaware of any specific barriers at this time.

Self Assessment and Reporting Process

Self assessment steps

DCCHS has demonstrated good faith efforts and demonstrated results in employment opportunities by being under-represented in only one area. A quality assurance audit will be performed every six months to determine areas of improvement and successful strategies, and identify areas where further work may be needed to help the Department meet its goals. Copies of the reports will be provided to the Diversity Management Services Section.

Change management process steps

DCCHS is centralizing its recruitment outreach efforts to women, people of color, covered veterans, and persons with disabilities. Additional training of supervisors and others involved in the recruitment, screening, selection, promotion, disciplinary, and related processes to ensure that the appropriate employment practices are used in recruitment and selections to facilitate achievement of the department's affirmative action goals.

Internal communication plan

DCCHS maintains complete files on all recruitments. It will begin collecting applicant data as part of the hiring file, and applicant screening process. It will develop reports for management review at least semi-annually. HR staff also meets with Division Directors monthly, and will incorporate related AA plan information, including successes and needed improvements, into those meetings.

External Reporting process

Assessment of actions during the reporting period will be sent to DMS at semi-annual intervals. Each department will complete an evaluation and assessment of their affirmative action program on a semi annual basis. Information will be provided on the following:

- How effective your plan was by reviewing your employment practices to hire affirmatively.
- Measure the results of the program and compare them to the program goals and initiatives.
- Assess strategies to determine their impact on achieving the department's goals.
- Provide information that will be the basis for developing the departments plan for the next opportunities and strategies.

Department of Development & Environmental Services Implementation Plan

Designation of Responsibilities

Role	Name	Responsibilities
Director	Stephanie Warden	Provide leadership and accountability to department management for accomplishing EEO/AA Plan objectives
Division Director	Mike Dykeman, Jim Schaber, John Klopfenstein, Joe Miles	Facilitates the county wide policy development, dissemination, education program, and implementation of the EEO/AA Plan.
HR Service Delivery Manager	Lance King	Reviews semi-annual assessment reports on the recruitment and employment processes to ensure strategies and goals are being met. Ensure that all personnel involved in the employment process shall be trained to ensure that the commitments in the departments' affirmative action efforts and implementation Plan can be executed.
Supervisors	Tom McBroom, Bernard Moore, Jim Chan, Deidre Andrus, Steve Bottheim, Lisa Dinsmore, Jim Sanders, Steve Townsend, Randy Sandin	Are responsible for promoting equal opportunity and making good faith efforts to achieve affirmative action goals.
HR Manager	Kathy Graves	Shall take affirmative action to ensure that qualified protected class individuals are encouraged to apply for promotion, and are considered as promotional opportunities arise. Prepare and analyze strategies on outreach efforts, recruiting and selection efforts, hiring, promotions, and disciplinary issues that pertain to implementing the plan.
HR Personnel	Theresa Reynolds	Shall ensure job descriptions and other employment practices and policies will be periodically reviewed to ensure that qualification requirements and essential job functions do not screen out qualified protected class individuals for reasons that are not job-related. Track applicant data and report information to hiring managers and SDM's.

Action Statement

DDES is committed to the principles of equal employment opportunity. It is the policy of DDES to recruit, hire, train, and promote persons in all job titles, without regard to race, color, religion, sex, national origin, marital status, status disability, sexual orientation, or age except where such status is a bona fide occupational qualification. It is the policy of DDES to make employment decisions in a manner which will further the principles of equal employment opportunity.

DDES establishes an affirmative action plan which is consistent and fundamental to the maintenance of effective equal opportunity and shall be implemented as an integral part of the county personnel systems. It is the policy of DDES to ensure that all personnel actions such as determining compensation benefits,

transfers, layoffs, return from layoff, county-sponsored training, education, tuition assistance, and social and recreation programs will be administered in accordance with the law without regard to race, color, religion, sex, national origin, marital status, status with regard to public assistance, disability, sexual orientation, or age.

Placement Goals

Based on the analysis data provided, DDES is appropriately represented in 96% of placement areas. Underutilization does appear in one remaining area. The chart below reflects the specific areas where DDES has underutilization compared to work force availability. We will concentrate our efforts for filling those categories with qualified candidates over the life of this plan.

DDES Placement Goals											
EEO Category	Female		Black		Asian		Native American		Hispanic		
	Goals	Opps	Goals	Opps	Goals	Opps	Goals	Opps	Goals	Opps	
Opps = Opportunities											
Officials and Administrators	1	-									
Professionals											
Technicians											
Protective Service											
Admin Support											

Affirmative Action for Veterans and Persons with Disabilities

The purpose of an affirmative action plan for veterans and persons with disabilities is to reaffirm the County's commitment to affirmative action and equal employment opportunity under the Rehabilitation Act of 1973 and the Vietnam Era Veterans Readjustment Assistance Act of 1974. In addition, the affirmative action plan for veterans and persons with disabilities serves as a working document regarding efforts pertaining to the employment process actions, and the dissemination and monitoring of the plan and its policies.

DDES strongly encourages applicants and employees to voluntarily self-identify themselves as individuals with a disability or covered veterans to receive the benefits of affirmative action.

Internal and External Dissemination of Policy for persons with disabilities and covered veterans –

DDES will develop internal communications designed to foster understanding, acceptance, and support among the Departments; executive, management, supervisory and other personnel. The Department shall inform its employees and applicants for employment of its commitment to engage in affirmative action to increase the employment opportunities for qualified individuals with a disability and covered veterans. DDES shall undertake appropriate outreach and positive recruitment activities such as those listed in the appendix of this plan that are reasonably designed to effectively recruit qualified individuals with disabilities and covered veterans.

Outreach and Positive Recruitment

Many of the activities listed in the chart below will begin prior to the start date of the plan, January 2008.

Outreach and Recruitment plans				
Action	Outreach Resource	Short Term (ST) Goal	Long Term (LT) Goal	Timeline to complete goal
General AA efforts	Posters encouraging women, people of color, veterans, and PWD to self-identify to receive benefits of affirmative action	Create posters and place in the workforce		01/01/08
Targeting all applicants of color	Diversity-specific job boards, technical job boards, college alumni and internship technical placement programs	Contact college and university career services center for job posting or diversity job fairs Utilize DDES' SDM's contacts with Yakima Valley College and Heritage College, located in the Yakima Valley, to recruit qualified Hispanics	Research association with alumni chapters	ST 01/01/08 LT – ongoing
Recruiting Veterans and Persons with Disabilities	Form partnership with Veterans groups	Send job posting to veterans services (LVER) at WorkSource	Established contact with outreach services at Veteran Affairs office and military installations	ST- 01/01/08 LT – ongoing resource
Increase the number of Native American applicants.	Utilize DDES' SDM's contacts with the Yakima Nation, including various school districts and Heritage College, which are located on the Yakima Reservation.	Use job boards at nativeamericanjobs.com and tribalcollegejournal.com	Develop long term relationships with tribal entities to attract and retain employees.	ST – 01/01/08 LT – ongoing 2008
Increase opportunities for persons with disabilities.	Focus outreach efforts toward agencies targeting PWD. Develop best practice to recruit more PWD	Develop association with program, targeted job boards	Work with Washington State disability employment agencies.	ST – 01/01/08 LT – 12/10/08

Barriers and Solutions Management

Potential exceptions and challenges

DDES will develop and execute actions to correct any problem areas identified as barriers to achieving established goals and objectives. At this time, DDES does not believe any exist but will regularly review policies and practices in order to ensure that posture is maintained.

Self Assessment and Reporting Process

Self assessment steps

The department will continue to make good faith efforts to remove identified barriers, expand employment opportunities, and produce measurable results. It will monitor its progress every six months to determine areas of improvement, successful strategies, and new opportunities to fill positions with under-represented individuals, covered veterans, and persons with disabilities.

Change management process steps

All personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes have been trained to ensure that the commitments in the departments' affirmative action program are implemented. As additional education opportunities arise, good faith efforts will be made to arrange that training for DDES staff.

Internal communication plan

DDES will monitor and audit its strategies, recruitment and outreach efforts, tools and resources, results and outcomes, to ensure that its affirmative action policy and actions are effective and report the process to management and human resources personnel. Reports will include, but not be limited to; applicant tracking logs, ranking logs, and outreach programs

External Reporting process

During the reporting period the Department will send an update to DMS at semi-annual intervals which will include:

- How effective our plan was (including a review of our employment practices to hire affirmatively).
- Measure the results of the program and compare them to the program goals and initiatives.
- Identify which strategies and activities had good, bad, or indifferent results.
- Provide information which will be the basis for developing the departments plan for the next opportunities and strategies.

Appendix

List of additional sources of outreach programs, hiring practices and barriers to affirmative action

Outreach

- DDES will use the recruitment database developed by DMS to develop resources to reach your target audience.
- DDES will develop business plan/strategy for various types of recruiting sources such as job boards, recruiting events, publications, professional networking.
- DDES will partner with military transitioning groups for recruitment opportunities
- DDES will develop partnerships with minority student organizations or minority organizations
- DDES will use the services of Veteran Services at Washington WorkSource which regularly advises various groups in the community, including employers, labor unions and veterans' organizations, of Veterans eligible for employment, and vice versa. The goal is to encourage employers and labor unions to employ Veterans and eligible persons.
- DDES will build other outside relationships with people of color organizations. A program that recruits from community colleges and other post-high school educational programs will be considered to help attract more persons of color and women.

- DDES will participate in an action plan that will put into play different approaches that can show King County's unique identity as a diverse and affirmative action employer with opportunities for career development.

Job Analysis Barriers

- Physical and Mental Qualifications - Job descriptions are reviewed to ensure that qualification requirements do not screen out qualified individuals with disabilities or qualified disabled veterans for reasons that are not job-related.
- Reasonable Accommodation to Physical and Mental Limitations - DDES will continue to provide every reasonable accommodation, which do not impose undue hardships on its business
- DDES will ensure that testing is applied fairly to all candidates, is non-discriminatory and appropriately based on job competencies and not a barrier to equal employment opportunities.

Department of Executive Services Implementation Plan

Designation of Responsibilities

Role	Name	Responsibilities
Department Director	Jim Buck (Acting)	Provide leadership and accountability to department management for accomplishing EEO/AA Plan objectives.
HR Service Delivery Manager II	Bob Railton	Reviews semi-annual assessment reports on the recruitment and employment processes to ensure strategies and goals are being met. Ensure that all personnel involved in the employment process shall be trained to ensure that the commitments in the department's affirmative action efforts and implementation Plan can be executed.
Office/Division Directors	Kathy Brown Bailey delongh Ken Guy Eric Holdeman Jennifer Hills Sherril Huff Caroline Whalen Anita Whitfield	Are responsible for promoting equal opportunity and making good faith efforts to achieve affirmative action goals.
HR Service Delivery Managers/Division HR Practitioners	Sean Bouffiou Greg Felton Kathleen Grauman Bob Railton Kathryn Schipper	<p>Shall take action to ensure that qualified protected class individuals are encouraged to apply for promotion, and are considered as promotional opportunities arise. Prepare and analyze strategies on outreach efforts, recruiting and selection efforts, hiring, and promotions that pertain to implementing the plan.</p> <p>Shall ensure job descriptions, job announcements and other employment processes and practices will be periodically reviewed to ensure that qualification requirements and essential job functions do not screen out qualified protected-class individuals for reasons that are not job-related.</p> <p>Establish and implement best practices in the recruitment and selection processes.</p>

Action Statement

It is the policy of the Department of Executive Services (DES) to provide equal employment opportunity to all qualified applicants and employees. In support of this policy, DES will develop strategies necessary to address barriers, where found, and to address known under-representation.

This affirmative action policy will cover all aspects of the employment process, including, but not limited to recruitment, selection, promotion, and transfer. DES does not and will not discriminate against any applicant or employee on the basis of race, color, age, religion, ancestry, national origin, gender, sexual orientation, marital status, mental or physical disability, or veteran status. When requested, DES will make efforts to provide reasonable accommodations throughout the employment process.

In addition, all personnel involved in recruitment, hiring and employment processes, will be trained to support and ensure that the commitments in the department's affirmative action plan are implemented.

Placement Goals

Based on the analysis data provided, DES is appropriately represented in 77% of placement areas. Underutilization does appear in eight remaining areas. The chart below reflects the specific categories where DES has underutilization and will make efforts to address those categories with qualified candidates over the five year term of this plan.

DES Placement Goals										
EEO Category	Female		Black		Asian		Native American		Hispanic	
	Goals	Opps	Goals	Opps	Goals	Opps	Goals	Opps	Goals	Opps
Officials and Administrators									1	1
Professionals							3	3		
Technicians										
Protective Service	24	1					3	1	1	1
Admin Support			2	2			1			
Skilled Craft Workers										
Service Maintenance	3	2								

Affirmative Action for Veterans and Persons with Disabilities

The purpose of an affirmative action plan for veterans and persons with disabilities is to reaffirm the County's commitment to affirmative action and equal employment opportunity under the Rehabilitation Act of 1973 and the Vietnam Era Veterans Readjustment Assistance Act of 1974, and the County's commitments to these Acts. In addition, this document serves as a working commitment to affirmative recruitment, hiring, and employment practices, and to the dissemination and monitoring of these Acts, this Plan, and related policies.

As a part of this policy, DES actively encourages applicants and employees with a disability and covered veterans to voluntarily self-identify so that they may receive additional consideration and the benefits of affirmative action.

Internal and External Dissemination of Policy for persons with disabilities and covered veterans

DES will develop internal communications designed to foster understanding, acceptance, and support for persons with disabilities and covered veterans. The department will inform applicants and employees of its commitment to ensure equal access to employment opportunities for qualified individuals with a disability and covered veterans.

DES will also undertake outreach and other positive recruitment activities to effectively recruit qualified individuals with disabilities and covered veterans.

Outreach and Positive Recruitment

The Department will initiate a number of the activities listed below in advance of the Plan start date of January 2008.

DES Outreach and Recruitment plans				
Action	Outreach Resource	Short Term (ST) Goal	Long Term (LT) Goal	Timeline to complete goal
General efforts	Ensure that department EEO policy and EEO posters are available and displayed	Review that department policy and posters are placed in the workforce	Ensure that these efforts are current	ST – 01/01/08 LT- On going
Targeting applicants of color	Diversity-specific job boards, technical job boards, college alumni and internship technical placement programs	Contact five college and university career services center for job posting or diversity job fairs	Research association with alumni chapters	ST- 01/01/08 LT – On going
Recruiting Persons with Disabilities and Covered Veterans	Form partnerships with veterans groups Focus outreach efforts toward agencies targeting PWD	Develop an association with Washington State Department of Vocational Rehabilitation (DVR) program and other employment organizations. Ensure that County job postings are available to veterans employment service organizations	Establish contact with outreach services at Veteran Affairs Office and the Local Veterans Employment Representative (LVER)	ST- 01/01/08 LT – On going
Increase the number of Native American applicants	Target specific agencies	Use job boards at nativeamericanjobs.com and tribalcollegejournal.com	Develop relationships with tribal entities. Work with other department efforts	ST –01/01/08 LT – On going
Recruiting and Outreach of Women in Protective Services	Work with job placement centers of colleges and trade schools that teach security related courses Work with professional associations for women in police and emergency response Consult with other jurisdictions regarding successful strategies	Work with HRD Employment to develop outreach and recruitment strategies	Work with DAJD and KCSO on outreach and recruitment strategies and recruitment referrals	ST – 01/01/08 LT – Ongoing

Barriers and Solutions Management

Potential exceptions and challenges

DES will take steps necessary to identify and address problem areas which may influence achieving the desired results. DES, during the early term of this plan, will determine if recruitment efforts for women in protective service occupations may be improved and yield more positive outcomes following a review of present employment practices. To that end, specific steps and efforts will be taken to review and reconcile job descriptions, job announcements, and historical department outreach and recruitment practices. These steps may include modifications to existing job specifications, developing new job announcements, and enhanced outreach and recruitment methods. For example, Facilities Management Division (FMD) may include outreach efforts to professional associations for women in policing and emergency response, particularly for retired female officers and emergency responders. FMD may also consult with other jurisdictions such as Pierce County to determine what recruitment strategies have been successful for them. Other outreach efforts will include FMD HR presence at events such as the annual Women in Trades Fair and similar events aimed at women in protective and emergency services.

FMD Human Resources staff will meet with female staff members who are currently employed in the division's protective services classifications to determine what barriers they experienced when applying for the job, their perspective of their current employment, and their view of opportunities for advancement.

The results of these efforts are expected to increase the representation of women in protective service occupations, and it may have a positive affect also attracting Native American women to this occupation field as well.

Appropriate corrective measures

DES will review and reconcile job announcements and historical department outreach and recruitment practices. This may include modifying job announcements and making changes to enhance its outreach and recruitment methods.

The FMD has mandated that all interview panels for Security Officer Positions are representative of the county's diversity in race and gender.

DES will also begin discussions with KCSO and DAJD to increase outreach and recruitment efforts and expand the potential pool of protective service applicants. Such strategies may include development of plans for referring applicants and sharing applicant pools amongst the three departments. DES will also explore the idea of sharing applicant pools among other jurisdictions.

Tracking barriers and solutions

Risk description	Correction	Mitigation plan
Identify the knowledge, skills, and abilities required for protective service positions and determine if any may be a barrier to recruiting qualified women	Review and adjust job descriptions and job announcements	Work with CMS to make recommendations to revise job requirements
	Review and adjust current outreach efforts	Work with HRD and division line and HR staff to ensure that employment practices contain no barriers
Accommodation Request Preparedness Review– We will review to ensure that the department's responses to requests are effective, defensible, and transparent	Identify accommodation requirements barriers and find solutions before beginning any selection and recruiting process	Educate employees to ensure that there are no attitudinal and/ or cultural barriers in selecting, recruiting, and hiring PWD's

Self Assessment and Reporting Process

Self assessment steps

DES will assess and measure its good faith efforts to remove barriers, expand equal employment opportunities, and produced measurable affirmative results.

Where underrepresentation has been found, the DES HR SDM II will monitor each recruitment process and determine areas for improvement, enhance and expand successful strategies, and identify new opportunities for filling positions with under-represented individuals, covered veterans, and persons with disabilities.

DES, in conjunction with HRD, will collect the race/ethnicity and gender data of finalists for positions and compare those against the job group underrepresentation. DES will also note, when possible, the reason for declining an employment offer to a protected class member. The intent of these actions will be to provide insight to the recruitment and hiring processes so it can retool, when warranted, and apply lessons learned on future recruitment efforts.

Change management process steps

DES will ensure that all individuals involved in the recruitment, screening, selection, promotion, and related processes are trained and committed to the department's affirmative action implementation program. We will keep applicant tracking logs, ranking logs, and outreach programs documentation for all recruitments.

Internal communication plan

DES will also ensure that employees are informed of this plan by reporting progress through management and human resources personnel networks.

External reporting process

During the reporting periods of this plan DES will submit updates to DMS at semi-annual intervals which will include:

- How effective the department's plan was in meeting plan objectives and goals.
- Measure the results of the recruitment and hiring program and compare them to the program goals and initiatives.
- Identify which strategies and activities had good, bad, or indifferent results.
- Provide information which will be the basis for retooling and revitalizing the plan.

Department of Judicial Administration Implementation Plan

Designation of Responsibilities

Role	Name	Responsibilities
Director	Barbara Miner	Provide leadership and accountability to department management for accomplishing EEO/AA Plan objectives.
Deputy Director	Teresa Bailey	Participates in the establishment of and implements departmental policy dissemination and education components of the EEO/AA program plan
HR Service Delivery Manager	J. Wes Moore	Reviews semi-annual assessment reports on the recruitment and employment processes to ensure strategies and goals are being met. Ensure that all personnel involved in the employment process are trained to ensure that commitments in the departments' affirmative action efforts and implementation Plan can be executed.
Supervisors	All	Are responsible for promoting equal opportunity and making good faith efforts to achieve affirmative action goals.
HR Personnel	All	Shall ensure job descriptions and other employment practices and policies will be periodically reviewed to ensure that qualification requirements and essential job functions do not discriminate against qualified protected class individuals for reasons that are not job-related.

Action Statement

It is the policy of the Department of Judicial Administration: to provide equal opportunity in employment to all qualified employees and applicants; to develop the strategies necessary to address barriers to equal employment opportunities; and to respond to known under-representation of women, people of color, covered veterans and persons with disabilities in its workforce.

The affirmative action policy covers all aspects of the employment process, including but not limited to recruitment, selection, probation, promotion, transfer, compensation, training, and layoff or termination of employees. Its purpose is to attract and retain qualified women, people of color, persons with disabilities (PWD), and qualified covered veterans to meet agency staffing needs. The Department of Judicial Administration does not discriminate against any applicant or employee on the basis of race, gender, mental or physical disability, or veteran status. It will make efforts to provide reasonable accommodations throughout the employment process

All personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes shall be trained to ensure that the commitments in the departments' affirmative action program are implemented.

Placement Goals

The Department of Judicial Administration has a relatively flat organization. It has effectively and efficiently organized its work such that it has few layers of management. The work performed by the department is, for the most part, production oriented. The functions it performs in support of Superior Court are very structured, ordered, and relatively routine. While those characteristics are exactly what many in its workforce were seeking upon their employment by the department, others find few

opportunities for creativity or advancement and therefore do not stay long. Therefore, the department has ample opportunity, particularly at the entry level to engage its recruiting efforts toward achieving its goals with respect to the employment of females in the Administrative Support category. While there are fewer turnovers in the professional category, the Department will also make every attempt to hire a female professional when a position becomes vacant.

Based on the analysis data provided, the Department of Judicial Administration is represented in 85% of placement areas. Underutilization does appear in three of the 20 total areas. The chart below reflects the specific areas where there is underutilization and our efforts for filling those categories with qualified candidates over this plan.

Department of Judicial Administration Placement Goals										
EEO Category	Female		Black		Asian		Native American		Hispanic	
	Goals	Opps	Goals	Opps	Goals	Opps	Goals	Opps	Goals	Opps
Opps = Opportunities										
Officials & Administrators										
Professionals	3	3								
Technicians										
Admin Support	17	1					1	1		

Affirmative Action for Veterans and Persons with Disabilities

The purpose of an affirmative action plan for veterans and persons with disabilities and is to reaffirm the County's commitment to affirmative action and equal employment opportunity under the Rehabilitation Act of 1973 and the Vietnam Era Veterans Readjustment Assistance Act of 1974. In addition, the affirmative action plan for veterans and persons with disabilities serves as a working document regarding efforts pertaining to the employment process actions, and the dissemination and monitoring of the plan and its policies.

The Department of Judicial Administration strongly encourages applicants and employees to voluntarily self-identify themselves as an individual with disability or covered veteran to receive the benefits of affirmative action.

Internal and External Dissemination of Policy for persons with disabilities and covered veterans –

The department will develop internal communications designed to foster understanding, acceptance, and support among its executive, management, supervisory and other personnel. The Department will inform its employees and applicants for employment of its commitment to engage in affirmative action to increase the employment opportunities for qualified individuals with a disability and covered veterans and shall undertake appropriate outreach and positive recruitment activities utilizing the resources of the Human Resources Division and other sources that are reasonably designed to effectively recruit qualified individuals with disabilities and covered veterans.

Outreach and Positive Recruitment

The Department may begin a number of the initiatives listed in advance of the Plan start date of January 2008.

Department of Judicial Administration Outreach and Recruitment plans

Action	Outreach Resource	Short Term (ST) Goal	Long Term (LT) Goal	Timeline to complete goal
General AA efforts	Ensure that posters encouraging women, people of color, veterans, and PWD to self-identify to receive benefits of affirmative action	Ensure posters are placed in the workplace		01/01/08
Targeting all applicants of color	Diversity-specific job boards, technical job boards, college alumni and internship technical placement programs	Contact college and university career services center for job posting or diversity job fairs	Research association with alumni chapters	ST 01/01/2008 LT – 8/2008
Recruiting Veterans and Persons with Disabilities	Form partnerships with Veterans and disability employment organizations and groups	Send job posting to veterans services with Local Veterans Employment Representative (LVER) at WorkSource	Established contact with outreach services at Veteran Affairs office and military installations	ST- 01/01/08 LT – Ongoing 2008
Increase the number of Native American applicants.	Target specific agencies	Use job boards at nativeamericanjobs.com and tribalcollegejournal.com	Develop relationships with tribal entities to attract applicants	ST – 3/25/08 LT – ongoing 2008
Increase the number of women applicants.	Focus outreach efforts toward agencies targeting women	Send job postings to agencies targeting persons with disabilities	Fully achieve representation	ST – 6/11/08 LT –01/01/08-ongoing

Barriers and Solutions Management

Potential exceptions and challenges

The Department of Judicial Administration has corrected any potential problem areas which might hamper its ability to attain its established goals and objectives. The variable which might prevent the department from attaining its goals would be fewer turnovers than has historically been the case. The department does not foresee that occurring in the immediate future.

Self Assessment and Reporting Process

Self assessment steps

The department of Judicial Administration has and will continue to make good faith efforts to remove identified barriers, expand employment opportunities, and produce measurable results. It will monitor its progress every six months to determine areas of improvement, successful strategies, and new opportunities to fill position with under-represented individuals, covered veterans, and persons with disabilities.

Change management process steps

All personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes were trained to ensure that the commitments in the departments' affirmative action program are implemented.

Internal communication plan

The Department of Judicial Administration will monitor its specific affirmative action strategies, for recruitment and outreach efforts, tools and resources, results and outcomes, to ensure that its AA Policy and actions are effective. Regular reports on the process and progress will be made to management by human resources personnel.

External Reporting process

The Department of Judicial Administration will report the results of its actions during the course of the year to DMS at semi-annual intervals. The department will complete an evaluation and assessment of their affirmative action program on a semi annual basis using the following criteria:

- How effective was the plan for the reporting period
- How did the results of the program compare to the program goals and initiatives.
- Which strategies and activities had good, bad, or indifferent results.
- Using the past results as the basis for developing the departments plan for the next opportunities and strategies.

Department of Natural Resources and Parks Implementation Plan

Designation of Responsibilities

Role	Name	Responsibilities
Director	Pam Bissonnette	Sponsors the Department wide policy development, dissemination, education program, and implementation of the EEO/AA Plan.
Service Delivery Manager	Gail Ohashi	Reviews semi-annual assessment reports on the recruitment and employment processes to ensure strategies and goals are being met. The SDM will ensure that all personnel involved in the employment process are trained in equal employment opportunity. The training will ensure that the commitments in the departments' affirmative action efforts and implementation Plan can be executed.
Division Directors, Section Managers, and Supervisors	Christie True Theresa Jennings Kevin Brown Mark Issacson	Are responsible for ensuring equal employment opportunity and making good faith efforts to achieve affirmative action goals.
HR Manager	Terri Hansen Pamela Johnson Elizabeth Milestone Debbie Udyzc	Shall take affirmative action to ensure that qualified minority group and protected class individuals, are encouraged to apply for promotion, and are considered as promotional opportunities arise. Prepare and analyze strategies on outreach efforts, recruiting and selection efforts, hiring, promotions, and disciplinary issues that pertain to implementing the plan.
HR Personnel	All	Shall ensure job descriptions and other employment practices and policies will be reviewed regularly to ensure that qualification requirements and essential job functions do not screen out qualified individuals for reasons that are not job-related. Analyst will track applicant data and report information to hiring managers and SDM's. Establish best practices in the recruitment, selection, and rating process. Post EEO posters and encourage employees and applicants to voluntarily identify themselves as a disabled veteran, a Vietnam Era veteran, or an individual with disability to receive the benefits of affirmative action.

Action Statement

It is the policy of the Department of Natural Resources and Parks (DNRP) to provide equal opportunity in employment to all qualified employees and applicants provided in the affirmative action program. The DNRP policy requires the development of the strategies necessary to address barriers to equal opportunity employment and to respond to known under-representation of women, people of color, covered veterans, and persons with disabilities in the county workforce.

The affirmative action policy covers all aspects of the employment process, including, but not limited to recruitment, selection, probation, promotion, transfer, compensation, training, and layoff or termination, to attract qualified women, people of color, persons with disabilities (PWD), and qualified covered veterans to meet agency staffing needs. DNRP does not discriminate against any applicant or employee on the basis of race, gender, mental or physical disability, or veteran status. DNRP will make efforts to provide reasonable accommodations throughout the employment process.

Training –All personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes shall be trained to ensure that the commitments in the department’s affirmative action program are implemented.

Placement Goals

Based on the analysis data provided, the DNRP is appropriately represented in 77% of placement areas. Underutilization does appear in seven remaining areas. The chart below reflects the specific areas where the department has underutilization and will take efforts to fill those categories with qualified candidates over the life of the plan.

Placement Goals										
EEO Category	Female		Black		Asian		Native American		Hispanic	
Opps = Opportunities	Goals	Opps	Goals	Opps	Goals	Opps	Goals	Opps	Goals	Opps
Officials & Administrators	3	1							1	1
Professionals									4	4
Technicians										
Admin Support										
Skilled Craft Workers										
Service Maintenance					2	2	1	1	13	13

Affirmative Action for Veterans and Persons with Disabilities

The purpose of an affirmative action plan for veterans and persons with disabilities is to reaffirm the County’s commitment to affirmative action and equal employment opportunity under the Rehabilitation Act of 1973 and the Vietnam Era Veterans Readjustment Assistance Act of 1974. In addition, the affirmative action plan for veterans and persons with disabilities serves as a working document regarding efforts pertaining to the employment process actions, and the dissemination and monitoring of the plan and its policies.

DNRP strongly encourages applicants and employees to voluntarily self-identify themselves as individuals with disability or covered veterans to receive the benefits of affirmative action.

DNRP annually participates in the ACCESS Career Fair for people with disabilities, places ads in Careers and Disabled Magazine, and on the Helmets to Hardhats job posting site. Human Resources staff also attends various networking and outreach events to recruit people with disabilities.

Internal and External Dissemination of Policy for persons with disabilities and covered veterans–
 DNRP will continue to disseminate internal communications designed to foster understanding, acceptance, and support among the Departments; executive, management, supervisory and other personnel. The Department shall inform its employees and applicants for employment of its commitment to engage in affirmative action to increase the employment opportunities for qualified individuals with a disability and covered veterans. DNRP shall undertake appropriate outreach and positive recruitment activities that are reasonably designed to effectively recruit qualified individuals with disabilities and covered veterans.

Outreach and Positive Recruitment

The Department will initiate many of the activities listed below in advance of the Plan’s start date of January 2008.

Outreach and Recruitment plans				
Action	Outreach Resource	Short Term (ST) Goal	Long Term (LT) Goal	Timeline to complete goal
General AA efforts	Provide visibility in the community by targeting specific agencies, job posting sites, career fairs, and publications. Promote DNRP as the employer of choice.	See Appendix.	Introduce the “employer of choice” concept for the entire department. Regularly assess efforts.	ST – 01/01/08 LT - ongoing
Targeting all applicants of color	Provide visibility in the community by targeting agencies, job sites, career fairs, and publications. Promote DNRP as the employer of choice.	Establish a department presence at career fairs, posting at job sites or publications, and contacting diversity agencies.	Regularly assess efforts, evaluate what works/doesn’t work, other recruitment options, etc.	ST 01/01/08 LT – ongoing
Recruiting Veterans	Provide visibility in the community by targeting specific veteran oriented agencies, job posting sites, career fairs, and publications. Promote DNRP as the employer of choice.	Send job posting to veterans services Local Veterans Employment Representative (LVER) at WorkSource. Post at Helmets to Hardhats job posting site.	Regularly assess efforts, evaluate what works/doesn’t work, other recruitment options, etc.	ST- 01/01/08 LT – ongoing

Outreach and Recruitment plans

Action	Outreach Resource	Short Term (ST) Goal	Long Term (LT) Goal	Timeline to complete goal
Increase the number of Hispanic applicants.	Provide visibility in the Hispanic community by targeting specific agencies, job posting sites, career fairs, and publications. Promote DNRP as the employer of choice.	Establish presence in the community through diversity career fairs, diversity job posting sites, publications, and contact with diversity agencies.	Regularly assess efforts, evaluate what works/doesn't work, other recruitment options, etc.	ST – 01/01/08 LT – ongoing 2008

Barriers and Solutions Management

Potential exceptions and challenges:

The Department needs increased planning time at the beginning of the recruitment process to allow the development of a specific course of action for each recruitment. Job postings may require longer posting periods to allow for recruitments.

The Department needs to develop a systematic approach to advertising in the targeted community. The decentralized Human Resources model employed by the county offers many advantages and challenges in the hiring process. The Department will strive to improve its use of the many targeted internet recruiting resources.

In order to ensure that the county is considered an employer of choice, education on the part of recruiters is necessary. Emphasis on the county's benefits package, promotional opportunities as well as salaries and other positives must be emphasized.

There is a potential need to redirect the efforts of current staff. To administer the AA plan, dedicated resources may be considered to administer the plan, increase coordination with the hiring authority, provide training on selection and interviewing.

Appropriate corrective measures:

Management will involve human resources early on in the staffing planning stages.

Every Monday and Wednesday, the Department will work with HRD to send out a list of current openings/web link to a standard list of targeted agencies, community groups, organizations, job posting sites, etc.

The Department will take advantage of currently existing banks of successful recruiting sources and attempt to add to that inventory.

The Department will develop promotional materials so it is recognized as a diversity-friendly employer of choice, including promotion of our environmental stewardship role, the full compensation package (health benefits, pension, training opportunities, tuition reimbursement programs, etc.), etc.

The Department will share DNRP recruiting resources such as providing job bulletins for career fairs, helping staff booths, etc.

Have the distribution of recruiting materials as a condition of paying for employee memberships in professional organizations or attendance at conferences and seminars.

Encourage employees to refer candidates within their personal networks.

Implement work force planning/succession planning.

The Department will provide HR with additional funding for staffing, recruitment, and advertising.

Work with the Office of Management and Budget and the Human Resources Division to assess the feasibility of partnering with labor to develop trainee programs, internships, and other innovative programs to attract diversity in applicants.

The Department will require supervisor, manager, and staff commitment to employee development and networking activities. This will require managers and supervisors to take the time necessary to re-think standard recruiting and selection practices, spend time building networks and contacts, and coaching and developing skills in our current employee population. Supervisors will require more time to perform these HR portions of their jobs, which may require them to delegate some of their current project and technical work.

Tracking barriers and solutions

Beyond what is mentioned above, DNRP will develop a solutions plan in the event other future barriers are identified.

Self Assessment and Reporting Process

Self assessment steps

DNRP has demonstrated a good faith effort to remove barriers, expand equal employment opportunities, and produce measurable results. A quality assurance audit will be performed every six months to determine areas of improvement, successful strategies, and new opportunities to fill positions with under-represented individuals, covered veterans, and persons with disabilities.

Currently, DNRP actively participates in:

- Career fairs – UW Public Service and Non-Profit Career Fair, Minority Career Fair, Society of Women Engineers; Access Fair, CityFairs, Green River Community College, Seattle Pacific University, Seattle University, Western Washington University, Women in Trades, Lake Washington Technical College Employment and Education Fair, Professional/Technical Division Network, Northwest Expo.
- Print Ads – Diversity Careers, Careers, and Disabled, Equal Opportunity, Hispanic Career World, Minority Engineer, Black EOE Journal, Professional Woman, Winds of Change.
- Job Posting Sites – Tribal Employment, Saludos, I Hispano, Washington Hispanic Chamber of Commerce, Hispanic Professional Engineer, Oregon Trade Women, American Indian Science and Engineering Society, Diversity, Inc, Latpro, Society of Women Engineers (regional chapter), National Association of Asian American Professionals, Hotjobs@Yahoo.com, Mountaineers, Washington Trails Association, Society for Ecological Restoration, City of Seattle 55+, Salvation Army, WorkSource, Jobdango.com, Helmets to Hardhats.

Change management process steps

All DNRP Human Resources staff involved in the recruitment, screening, selection, promotion, disciplinary, and related processes participate in on-going internal and external training in employment law and related training. HR staffs work closely with management to ensure barriers to equal opportunity employment are identified, and find ways to eliminate those barriers.

Internal communication plan

DNRP will monitor and audit our strategies, recruitment and outreach efforts, tools and resources, results and outcomes, to ensure that our AA Policy and actions are effective and report the process to management and human resources personnel. Reports will include, but not be limited to; applicant tracking logs, ranking logs, and outreach efforts.

External Reporting process

During the reporting period, DNRP will send an update to DMS at semi-annual intervals, which will include:

- How effective our plan was by reviewing our employment practices to hire affirmatively.
- Measure the results of the program and compare them to the program goals and initiatives.
- Identify which strategies and activities had good, bad, or indifferent results.
- Provide information which will be the basis for developing the department's plan for the next opportunities and strategies.

Department of Assessments Implementation Plan

Designation of Responsibilities

Role	Name	Responsibilities
Administrative Services Director	Rich Medved	Provide leadership and accountability to department management for accomplishing EEO/AA Plan objectives.
Division Directors	Iris Hoffner, Michele Hagen, Hoang Nguyen and Debra Prins	Will be responsible for ensuring equal employment opportunity and making good faith efforts to achieve affirmative action goals.
HR Manager	Joni Shirer	<p>The HR Manager (HRM) will review semi-annual assessment reports on the recruitment and employment processes to ensure strategies and goals are being met. The HRM will ensure that all personnel involved in the employment process are trained in equal employment opportunity in order to ensure that the commitments in the departments' affirmative action efforts and implementation Plan are implemented.</p> <p>Shall take affirmative action to ensure that qualified protected class individuals are provided opportunities and are considered as opportunities arise. Prepare and analyze strategies on outreach efforts, recruiting and selection efforts, hiring, promotions, and disciplinary issues that pertain to implementing the plan.</p> <p>Shall ensure job descriptions and other employment practices and policies will be periodically reviewed to ensure that qualification requirements and essential job functions do not discriminate against qualified protected class individuals for reasons that are not job-related.</p>

Action Statement

It is the policy of the Department of Assessments to promote from within to the greatest extent practical and to encourage our under-represented employees to seek advancement opportunities. Our affirmative action policy covers all aspects of the employment process, including but not limited to recruitment, selection, probation, promotion, transfer, compensation, training, and layoff or termination. It is intended to attract qualified women, people of color, persons with disabilities (PWD), and qualified covered veterans to meet agency staffing needs. The Department of Assessments does not discriminate against any applicant or employee on the basis of race, gender, mental or physical disability, or veteran status. We strive to ensure that all personnel involved in the employment process are trained and committed to the departments' affirmative action efforts.

The department has in place an Education Reimbursement Policy which is transparent and applied equally to all employees. We also clearly communicate the progressive steps necessary for advancement in specific job classifications such as the appraiser series.

Our Placement Goals are monitored internally and by the Diversity Management Services Section on a quarterly basis for progress and possible reevaluation of recruitment strategies.

Placement Goals

Based on the analysis data provided, the Department of Assessments is appropriately represented in 85% of placement areas. Underutilization does appear in three remaining areas. The chart below reflects the specific areas where the department has underutilization and our efforts for filling those categories with qualified candidates over this plan.

Placement Goals										
EEO Category	Female		Black		Asian		Native American		Hispanic	
	Goals	Opps	Goals	Opps	Goals	Opps	Goals	Opps	Goals	Opps
Officials and Administrators										
Professionals	12	1							2	1
Admin Support									1	1

Affirmative Action for Veterans and Persons with Disabilities

The purpose of an affirmative action plan for veterans and persons with disabilities is to reaffirm the Department's and the County's commitment to affirmative action and equal employment opportunity under the Rehabilitation Act of 1973 and the Vietnam Era Veterans Readjustment Assistance Act of 1974. In addition, the affirmative action plan for veterans and persons with disabilities serves as a working document regarding efforts pertaining to the employment process actions, and the dissemination and monitoring of the plan and its policies.

As a practice, the Department of Assessments strongly encourages all applicants and employees to voluntarily self-identify themselves as an individual with a disability or covered veteran to receive the benefits of affirmative action.

Internal and External Dissemination of Policy for persons with disabilities and covered veterans

The Department of Assessments will develop internal communications designed to foster understanding, acceptance, and support among the Departments management, and other personnel. The Department will inform its employees and applicants for employment of its commitment to engage in affirmative action to increase the employment opportunities for qualified individuals with a disability and covered veterans. The Department of Assessments will undertake appropriate outreach and positive recruitment activities that are reasonably designed to effectively recruit qualified individuals with disabilities and covered veterans. Copies of the communications will be supplied to the Diversity Services Management Section for inclusion in reports to the Council.

Outreach and Positive Recruitment

The Department may commence a number of the initiatives listed in the next table in advance of the Plan start date of January 2008.

Outreach and Recruitment plans

Action	Outreach Resource	Short Term (ST) Goal	Long Term (LT) Goal	Timeline to complete goal
General AA efforts	Posters encouraging women, people of color, veterans, and PWD to self-identify to receive benefits of affirmative action	Ensure posters are placed in the workplace	Ensure diversity in the workplace reflects local work force availability	01/01/08
Targeting all applicants of color	Contact job boards, college alumni, and internship technical placement programs	Contact college and university career services center for job posting or diversity job fairs	Research associating with active person of color and women organizations	ST 01/01/08 LT – 8/2008
Recruiting veterans	Form partnership with Veterans groups	Send job posting to veterans services with Local Veterans Employment Representative (LVER) at WorkSource	Establish contact with outreach services at Veteran Affairs office and military installations	ST- 01/01/08 LT – 10/2008 & ongoing
Increase the number of Professional Females and Hispanic applicants	Target specific agencies and diversify our recruitment process to reach more communities with a Hispanic population	Develop a list of appraisal based companies and educators for recruitment purposes	Encourage under represented employees in specific categories to seek advancement	ST 01/01/08 LT – 2008 and ongoing
Increase opportunities for persons with disabilities	Focus outreach efforts toward agencies targeting PWD. Work with DCHS Developmental Disabilities program	Send job postings to agencies targeting persons with disabilities	Increased job opportunities for persons with disabilities	ST 01/01/08 LT – Duration of the plan

Barriers and Solutions Management

The Department of Assessments is unaware of any barriers to employment at this time.

Self Assessment and Reporting Process

Self assessment steps

The Department of Assessments believes that it demonstrates that good faith efforts have been taken to remove identified barriers, and that its employment practices provide equal employment opportunities, and have produce measurable results.

Change management process steps

All department members specifically involved in recruiting, hiring and backgrounding, are trained to be aware of the need for job related criteria in the selection process.

Internal communication plan

The Department of Assessments will maintain complete files on all recruitments, including applicant data, as part of the hiring file, and review process. We will develop reports for management review at least semi-annually to discuss the objectives of the AA plan, including achievements and next steps for improvements.

External Reporting process

During the plan period the Department will send an update to DMS at semi-annual intervals which will include:

- How effective was our plan (including a review of our employment practices to hire affirmatively).
- A measure the results of the program compared to the program goals and initiatives.
- Identify which specific strategies and specific activities had the results intended less that intended results.
- Provide information to be the basis for developing the departments plan for the next steps and corrections.

Department of Transportation Implementation Plan

Designation of Responsibilities

Role	Name	Responsibilities
Director, Deputy Director, Division Directors	Harold Taniguchi Laurie Brown Linda Dougherty Kevin Desmond Robert Burke Windell Mitchell	Provide leadership and accountability to department management for accomplishing EEO/AA Plan objectives
HR Service Delivery Manager		Reviews semi-annual assessment reports on the recruitment and employment processes to ensure strategies and goals are being met. Ensure that all personnel involved in the employment process shall be trained to ensure that the commitments in the departments' affirmative action efforts and implementation Plan can be executed.
Supervisors	All	Are responsible for promoting equal opportunity and making good faith efforts to achieve affirmative action goals.
HR Managers	Jim Devereux Laird Cusack	Shall take affirmative action to ensure that qualified protected class individuals, are encouraged to aspire for promotion, and are considered as promotional opportunities arise. Prepare and analyze strategies on outreach efforts, recruiting and selection efforts, hiring, promotions, and disciplinary issues that pertain to implementing the plan.
HR Personnel	All	Shall ensure job descriptions and other employment practices and policies will be periodically reviewed to ensure that qualification requirements and essential job functions do not screen out qualified protected class individuals for reasons that are not job-related.

Action Statement

It is the policy of the Department of Transportation to provide equal opportunity in employment to all qualified employees and applicants provided in the affirmative action program. To develop the strategies necessary to address barriers to equal employment and to respond to known under-representation of women, people of color, covered veterans and persons with disabilities in the county workforce.

The affirmative action policy covers all aspects of the employment process, including, however not limited to recruitment, selection, probation, promotion, transfer, compensation, training, and layoff or termination,

to attract qualified women, people of color, persons with disabilities (PWD), and qualified covered veterans to meet agency staffing needs. The Department of Transportation does not discriminate against any applicant or employee on the basis of race, gender, mental or physical disability, or veteran status. The Department of Transportation will make every effort to provide reasonable accommodations throughout the employment process

Training –All personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes shall be trained to ensure that the commitments in the departments' affirmative action program are implemented.

Underutilization Improvement Strategies

Department of Transportation Underutilization Statistics based off of 2005-06 EEO/AA Report

EEO Category	Female		Black		Asian		Native American		Hispanic	
	Under		Under		Under		Under		Under	
Under = Underutilization										
Officials & Administrators	3		0		1		0		0	
Professionals	0		0		0		0		1	
Technicians	17		0		1		0		0	
Protective Service	1		0		0		0		0	
Paraprofessionals	0		0		0		0		0	
Admin Support	11.35		0		0		1		2	
Skilled Craft Workers	0		0		0		6		10	
Service Maintenance	0		0		0		3		1	
Transit Operators	716		0		0		30		0	

Placement Goals

Based on the analysis data provided, the DOT is appropriately represented in 73% of placement areas. Underutilization does appear in 11 remaining areas. The chart below reflects the specific areas where the DOT has underutilization and will make efforts to fill those categories with qualified candidates over the life of the plan. (Goals) based on projected vacancies (Opportunities).

Department of Transportation Placement Goals

EEO Category	Female		Black		Asian		Native American		Hispanic	
	Goals	Opps	Goals	Opps	Goals	Opps	Goals	Opps	Goals	Opps
Opps = Opportunities										
Officials and Administrators	0	0	0	0	0	0	0	0	0	0
Professionals	0	0	0	0	0	0	1	2	3	2
Technicians	5	3	0	0	3	3	0	0	0	0

Department of Transportation Placement Goals

EEO Category	Female		Black		Asian		Native American		Hispanic	
Protective Service	1	0	0	0	0	0	0	0	0	0
	0	0	0	0	0	0	0	0	0	0
Admin Support	3	3	0	0	0	0	0	0	2	3
Skilled Craft Workers	3	3	0	0	0	0	0	0	0	0
Service Maintenance	0	0	0	0	0	0	2	5	3	5
Transit Operators	110	300	0	0	0	0	10	300	0	0

Barriers and Solutions Management

Potential exceptions and challenges

Transit Operators

As the Transit Operator category is most significantly below the targeted availability, DOT has included the 2007 recruitment plan for this position below. An important note is that although the Transit Division is conducting a targeted recruitment for the Transit Operator position, it uses job fairs to promote all of its positions that are vacant and those that are being underutilized. The division uses many similar strategies for the other vacancies in the Department of Transportation. All job fairs are multi-purpose where job postings are provided for all open DOT jobs, not just transit operators.

DOT's goal is to hire 110 female Transit Operators in 2007, which is a 10% increase from the 2006 hiring statistics. There are only 300 vacant Transit Operator positions for which the Transit Division will recruit this year, which limits the division's ability to fully address the underutilization in the short term. The division anticipates that over the course of the next ten years, it will be able to make great strides in this area, but recognizes that the improvements will need to be made incrementally in balance with our applicant pool for this position

Below is the specific plan identified for Part Time Transit Operator recruiting.

Part Time Transit Operator Recruitment Plan – 2007

- A. Newspapers and Online Postings
- B. Job Fairs
- C. Community Organizations/Events
- D. Schools
- E. Transit Vehicles

- A. Newspapers and Online Postings
 - a. Prepare ads for rotation in a variety of local and community based newspapers.
 - b. Use Seattle Times, King County Journal, and Tacoma News Tribune for Sunday ads and daily ads as well as online ads.
 - c. Post on Craig's list.
 - d. Get direct link on KCM home web page near the trip planner
 - e. Post on WorkSource

B. Job Fairs

- a. Attend Women In Trades Fair
- b. Contact local vocational schools
- c. Contact WorkSource
- d. Driver specific job fairs
- e. Veterans Job Fairs
- f. Diversity Job Fairs
- g. Retired worker Job Fairs

C. Community Organizations/Events

- a. Use KC Recruitment and Outreach resources lists – We have sent notifications out to over ninety groups that are listed on the Recruitment and Outreach resource list.
- b. Send to Transportation and Craft specific orgs
- c. Send to organizations that specialize in assisting diverse cultures
- d. If possible, give presentations to various organizations and distribute applications.
 - i. Attend events, distribute applications

D. Schools

- a. Send posting to all vocational schools in greater Seattle area
- b. Send posting to all community colleges in greater Seattle area
- c. Send posting to 4-year colleges.
- d. Contact various schools about upcoming job fairs
- e. Get placed on their mailing lists for upcoming events

E. Transit Vehicle Advertising

- a. Increase usage of signage on bus interiors and exteriors

F. Increased Orientations

- a. Conduct orientation on the first Saturday of every month in order to better accommodate applicants, particularly those with jobs during the week.

Please see the following charts for detailed statistics regarding the applicant and hiring statistics for Transit Operators for the previous 3 years. The chart displays the hires by gender, the number of hires who graduated from the training class, and the subsequent breakdown of graduates by gender.

2004 PART-TIME TRANSIT OPERATOR CLASS SUMMARY

HIRES BY GENDER		TOTAL NUMBER STARTED	TOTAL NUMBER QUALIFIED	TOTAL NUMBER FAILED	GENDER	
F	M				F	M
52	173	225	161	62	17	45

2005 PART-TIME TRANSIT OPERATOR CLASS SUMMARY

HIRES BY GENDER		TOTAL NUMBER STARTED	TOTAL NUMBER QUALIFIED	TOTAL NUMBER FAILED	GENDER	
F	M				F	M
56	141	197	137	59	16	42

2006 PART-TIME TRANSIT OPERATOR CLASS SUMMARY

HIRES BY GENDER		TOTAL NUMBER STARTED	TOTAL NUMBER QUALIFIED	TOTAL NUMBER FAILED	GENDER	
F	M				F	M
98	186	284	214	69	25	44

Internal and External Dissemination of Policy for persons with disabilities and covered veterans –
 The Department of Transportation will develop internal communications designed to foster understanding, acceptance, and support among the Departments; executive, management, supervisory and other personnel. The Department will inform its employees and applicants for employment of its commitment to engage in affirmative action to increase the employment opportunities for qualified individuals with a disability and covered veterans. The Department of Transportation shall undertake appropriate outreach and positive recruitment activities that are reasonably designed to effectively recruit qualified individuals with disabilities and covered veterans.

Outreach and Positive Recruitment

A number of the Department initiatives for the 2008-2012 Plan will commence in 2007.

Department of Transportation Outreach and Recruitment plans

Action	Outreach Resource	Short Term (ST) Goal	Long Term (LT) Goal	Timeline to complete goal
General AA efforts	Posters encouraging women, people of color, veterans, and PWD to self-identify to receive benefits of affirmative action	Create posters and place in the workforce		01/01/08
Targeting all applicants of color	Diversity-specific job boards, technical job boards, college alumni and internship technical placement programs	Contact college and university career services center for job posting or diversity job fairs	Research association with alumni chapters	ST 01/01/08 LT – 8/2008
Recruiting Veterans	Form partnership with Veterans groups	Send job posting to veterans services with Local Veterans Employment Representative (LVER) at WorkSource	Established contact with outreach services at Veteran Affairs office and military installations Partnering with AARP	ST- 01/01/08 LT – ongoing resource
Increase the number of Native American applicants	Target specific agencies	Use job boards at nativeamericanjobs.com and tribalcollegejournal.com	Develop long term relationships with tribal entities to attract and retain employees	ST – 01/01/08 LT – ongoing 2008
Increase opportunities for persons with disabilities	Focus outreach efforts toward agencies targeting PWD. Develop best practice to recruit more PWD	Develop association with WA DVR program, targeted job boards -		ST – 01/01/08 LT – ongoing

Self Assessment and Reporting Process

Self assessment steps – Department has demonstrated that it has made good faith efforts to remove identified barriers, expand employment opportunities, and produce measurable results.

Department has demonstrated that we have made good faith efforts to remove barriers, expand equal employment opportunities, and produced measurable results. A quality assurance audit will be performed every six months to determine areas of improvement, successful strategies, and new opportunities to fill positions with under-represented individuals, covered veterans, and persons with disabilities.

Change management process steps

All personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes were trained to ensure that the commitments in the departments' affirmative action program are implemented.

Internal communication plan

The departments should monitor and audit its strategies, recruitment and outreach efforts, tools and resources, results and outcomes, to ensure that its AA Policy and actions are effective and report the process to management and human resources personnel.

External Reporting process

Assessment of actions during the reporting period will be sent to DMS at semi-annual intervals. Department will complete an evaluation and assessment of their affirmative action program on a semi annual basis which will include:

- How effective was the plan including a review of employment practices to hire affirmatively.
- A measure the plan results compared against the program goals and initiatives.
- Identify which strategies and activities did and did not provide the intended plan results
- Use this information in developing plans for the next opportunities and strategic efforts.

Appendix

List of additional sources of outreach programs, hiring practices and barrier solutions to affirmative action

Outreach

- Use the recruitment database developed by DMS to develop resources to reach your target audience.
- Develop business plan/strategy for these various types of recruiting sources such as job boards, recruiting events, publications, professional networking.
- Military transitioning groups
- Develop partnerships with minority student organizations or minority organizations
- Veteran Services at Washington WorkSource regularly advises various groups in the community, including employers, labor unions and veterans' organizations, of Veterans eligible for employment, and vice versa. The goal is to encourage employers and labor unions to employ Veterans and eligible persons.
- The departments will build other outside relationships with minority organizations. Relationships with community and philanthropic groups also help companies with its long-term diversity efforts. A program that recruits from community colleges and other post-high school educational programs can help attract more people of color and women.
- A successful diversity recruitment campaign starts with clear goals. Having a plan for building and maintaining a diverse workforce will give organizations an extra edge for when those changes come. For a diversity program to work, a the department must make sure that goals are tailored to the needs, issues, and goals of the organization and its core values and priorities.
- Create an action plan that will put into play different approaches that can show King County's unique identity as a diverse and affirmative action employer with opportunities for career development.
- Partnering with Labor Unions in the effort to diversify our workforce and their membership base.
- Partnering with managers and supervisors to take an active role in assessing diverse talent by going with employment specialists to conferences and job fairs.
- Use the expertise and knowledge of members of employee affinity groups to help identify potential employees as well as sources and organizations from which to recruit. The employees in these groups can suggest communication and outreach methods to reach a wider range of people.
- Connect to the community by having leaders and managers participate in community events and organizations that can build relationships and make inroads to targeted populations and enhance DOT's image as an attractive employer.
- Encouraging employee participation and explore opportunities for a program that rewards employees for referring selected candidates.

- Modifying the language in job ads, descriptions, titles, and requirements to eliminate exclusionary language may widen a position's appeal.
- Going beyond traditional media in reaching employees from communities where the word on the street might be relied upon more than the newspaper. Seek outlets in community and religious centers, local gathering spots and events that draw people from targeted groups.

Job Analysis Barriers

- **Physical and Mental Qualifications** - Job descriptions are reviewed to ensure that qualification requirements do not screen out qualified individuals with disabilities or qualified disabled veterans for reasons that are not job-related.
- **Reasonable Accommodation to Physical and Mental Limitations** – The department will continue to provide reasonable accommodations, which do not impose undue hardships on its business
- Ensure that testing is applied fairly to all candidates, is non-discriminatory and appropriately based on job competencies and not a barrier to equal employment opportunities.

Barriers and solutions

Attitudinal - Many of the barriers faced by applicants or employees are attitudinal in nature – current employees who aren't well-informed on disability facts & issues. Training can address these attitudinal perceptions and may be a course of action for your department.

- Attitudinal barriers include inferiority, pity, hero worship, ignorance, stereotypes, backlash, denial, and fear. It is okay to feel nervous or uncomfortable around people with disabilities and it's okay to admit that. Involving employees with or without disabilities to mingle as coworkers and associates will alleviate most of the attitudes and give way to respect and friendship.
- Personnel may wrongly assume the accommodations is costly, most accommodations cost an average of \$600. In addition, not every requested accommodation can or should be granted.
- Develop a reference guide that includes information on ADA, interviewing techniques and etiquette, suggestions on interacting with individuals with specific disabilities, a discussion of reasonable accommodation, and resources.
- There may be a lack of understanding of the strategic importance and that diverse employees need to be seen as a critical business advantage in order for managers and employees to support increased recruitment efforts. Explaining the connection between diversity and the goals and needs of the organization, such as greater service delivery, improved customer service, or innovation is critical.
- In the pressure to fill positions quickly, it is easy to succumb to time pressure. Finding new community pipelines, searching for a wider range of recruits, and ensuring that candidate slates are diverse may take time. However, using the same sources and schools and hiring the friends and relatives of existing employees, while faster, probably won't generally yield a diverse group of candidates. It is, therefore, important for staff to commit additional time to access diversity.
- "Like Me" bias is another obstacle where the human phenomenon of hiring those we perceive to be like us. Helping those who are in recruiting and hiring positions to recognize this potential for bias is one step. Another is getting multiple perspectives on candidates by making sure that hiring panels and recruiting teams are diverse.

Department of Public Health Implementation Plan

Designation of Responsibilities

Role	Name	Responsibilities
Department Director	David Fleming	Provide leadership and accountability to department management for accomplishing EEO/AA Plan objectives.
HR Service Delivery Manager, HR Senior Analysts	Ron Weigelt Don Moritz Art Cowan Tina Abbott Marcie Hyatt Martha Driver	Reviews semi-annual assessment reports on the recruitment and employment processes to ensure strategies and goals are being met. Ensure that all personnel involved in the employment process shall be trained to ensure that the commitments in the departments' affirmative action efforts and implementation Plan can be executed. Shall take affirmative action to ensure that qualified protected class individuals, are encouraged to aspire for promotion, and are considered as promotional opportunities arise. Prepare and analyze strategies on outreach efforts, recruiting and selection efforts, hiring, promotions, and disciplinary issues that pertain to implementing the plan.
HR Personnel	All	Shall ensure job descriptions and other employment practices and policies will be periodically reviewed to ensure that qualification requirements and essential job functions do not screen out qualified protected class individuals for reasons that are not job-related. Track applicant data and report information to SDM's. Establish best practices in the recruitment, selection, and rating process. Post EEO posters and encourage employees and applicants to voluntarily identify themselves as a disabled veteran, a Vietnam Era veteran, or an individual with disability to receive the benefits of affirmative action.
Division Directors and Department Leadership	All	Support the AAP, assist in ensuring EEO posters are distributed and posted, encourage diversity, be knowledgeable of AAP goals. Promote equal opportunity and make a good faith effort to achieve affirmative action goals.
Supervisors	All	Are responsible for promoting equal opportunity and making good faith efforts to achieve affirmative action goals and to consider recruitment strategies which reach previously under represented populations.

Action Statement

It is the policy of Public Health Department to provide equal employment opportunity to all qualified employees and applicants and to take additional steps to reach previously under represented populations identified in the affirmative action plan. To develop the strategies necessary to address barriers to equal employment and to respond to known under-representation of women, people of color, covered veterans and persons with disabilities in the county workforce.

The affirmative action policy covers all aspects of the employment process, including, but not limited to recruitment, selection, probation, promotion, transfer, compensation, training, and layoff or termination, to attract qualified women, people of color, persons with disabilities (PWD), and qualified covered veterans to meet agency staffing needs. Department of Public Health does not discriminate against any applicant or employee on the basis of race, gender, mental or physical disability, or veteran status. Department of Public Health will make efforts to provide reasonable accommodations to persons with disabilities throughout the hiring and selection process.

Training –All personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes shall be trained to ensure that the commitments in the departments' affirmative action program are implemented.

Placement Goals

Based on the analysis data provided, the Public Health Department is appropriately represented in 86% of placement areas. Underutilization does appear in four remaining areas. The chart below reflects the specific areas where the Public Health Department has underutilization and our efforts will focus for filling those categories with qualified candidates over the life of this plan.

Department of Public Health Placement Goals										
EEO Category	Female		Black		Asian		Native American		Hispanic	
	Goals	Opps	Goals	Opps	Goals	Opps	Goals	Opps	Goals	Opps
Opps = Opportunities										
Officials and Administrators					1	1				
Professionals							11	11		
Technicians			3	3						
Admin Support										
Skilled Craft Workers										
Service Maintenance							2	2		

Affirmative Action for Veterans and Persons with Disabilities

The purpose of an affirmative action plan for veterans and persons with disabilities is to reaffirm the County's commitment to affirmative action and equal employment opportunity under the Rehabilitation Act of 1973 and the Vietnam Era Veterans Readjustment Assistance Act of 1974. In addition, the affirmative action plan for veterans and persons with disabilities serves as a working document regarding efforts pertaining to the employment process actions, and the dissemination and monitoring of the plan and its policies.

Public Health Department strongly encourages applicants and employees to voluntarily identify themselves as an individual with a disability or covered veteran to receive the benefits of affirmative action.

Public Health Department annually participates in the ACCESS Career Fair for People with Disabilities. We periodically participate in meetings of Veterans of Foreign Wars and are investigating the possibility of linking with the American Legion. Human resources also attends various networking and outreach events to recruit people with disabilities.

Internal and External Dissemination of Policy for persons with disabilities and covered veterans –
The Department of Public Health will continue to disseminate internal communications designed to foster understanding, acceptance, and support throughout the Department. The Department shall inform its employees and applicants for employment of its commitment to engage in affirmative action to increase the employment opportunities for qualified individuals with a disability and covered veterans. Public Health Department, will undertake appropriate outreach and positive recruitment activities that are reasonably designed to effectively recruit qualified individuals with disabilities and covered veterans.

Outreach and Positive Recruitment

Many of the initiatives listed will commence in advance of the Plan start date of January 2008.

Public Health Department Outreach and Recruitment plans

Action	Outreach Resource	Short Term (ST) Goal	Long Term (LT) Goal	Timeline to complete goal
General AA efforts	Posters encouraging women, people of color, veterans, and PWD to self-identify to receive benefits of affirmative action	Ensure posters are posted in the workplace		6/2007
Targeting all applicants of color	Diversity-specific job boards, technical job boards, college alumni and internship technical placement programs, and government job boards	Contact the job boards to develop a strategy for increased advertising	Increase postings on job boards in specific EEO categories	ST 6/2007 LT – Ongoing
Recruiting Veterans	Form partnership with Veterans groups	Send job posting to veterans services with Local Veterans Employment Representative (LVER) at WorkSource	Establish contact with outreach services at Veteran Affairs office, military installations, and veterans groups	ST- 5/7/07 LT – 10/2007 & ongoing resource
Increase the number of Native American applicants.	Target specific agencies	Use job boards at nativeamericanjobs.com and tribalcollegejournal.com	Develop long term relationships with tribal entities to attract and retain employees	ST – 5/25/07 LT – ongoing 2008
Recruiting Persons with Disabilities	Focus outreach efforts toward agencies targeting PWD. Develop best practices to recruit more PWD	Develop association with state employment programs, and use targeted job boards		ST: 09/30/07 LT: On going effort

Barriers and Solutions Management

Potential exceptions and challenges

Lead time notification to HR on vacancies is minimal which makes focused recruiting difficult.

Financial barriers limit our ability to spend funds on recruiting.

Appropriate corrective measures

- Train supervisors to notify HR as far in advance as possible.
- Train managers in the classifications in which focused recruiting is needed.
- Implement work force planning/succession planning.
- Provide HR with additional funding for recruitment and advertising.

Tracking barriers and solutions for specific groups will be addressed as the barrier is identified and a mitigation plan developed. We are unaware of any specific barriers at this point in time.

Risk description	Correction	Mitigation plan
Each classification specification has not been carefully analyzed for possible barriers.	Upon the posting of each job HR will review the classification for possible barriers.	Work with CMS to make recommendations to remove or rewrite job requirement as needed.
Adverse Impact analysis has been insufficient.	Measure the number of EEO goal applicants compared to non-protected class applicants.	Be aware that qualified under-representative applicants may not be getting past the selection process, review current processes for best practices. Develop training for selection committee to ensure that diverse applicants are not discounted in the selection process.
Accommodation Requests	Identify accommodation requirements & barriers and find solutions before beginning any selection and recruiting process.	Educate employees to remove perceived attitudinal and cultural barriers in selecting, recruiting, and hiring PWD's. Emphasize AA policy does not discriminate against persons with disabilities.

Self Assessment and Reporting Process

Self assessment steps

Public Health Department has demonstrated a good faith effort to remove barriers, expand equal employment opportunities, and produce measurable results attending the ACCESS Career Fair for People with Disabilities, advertising in Colors NW, creating a job board that is available nationwide (receiving over 250,000 visits in the first year of use), we also have obtained the ability to conduct adverse impact analysis through this new web based tool. During the past year HR staff also attended training on how to effectively recruit people with disabilities; HR participates actively in the Department Diversity and Social Justice Group. We conduct real time ongoing audits of our success in meeting our

goals. More specifically, a quality assurance audit will be performed every six months to determine areas of improvement, successful strategies, and new opportunities to fill positions with under-represented individuals, covered veterans, and persons with disabilities.

Change management process steps

All Public Health Department Human Resources Staff have attended 2 days of Undoing Institutional Racism training, as has most of the Department Leadership. There is an ongoing employee group, Public Health employees Against Institutional Racism (PHAIR), which also assists in examining ways to eliminate barriers. All HR staff is active in identifying barriers to equal opportunity employment and in finding ways to eliminate those barriers.

Internal communication plan

The Department uses the electronic newsletter to keep employees informed.

External Reporting process

During the reporting period the Department will send an update to DMS at semi-annual intervals which will include:

- How effective our plan was (including a review of our employment practices to hire affirmatively).
- Measure the results of the program and compare them to the program goals and initiatives.
- Identify which strategies and activities had good, bad, or indifferent results.
- Provide information which will be the basis for developing the departments plan for the next opportunities and strategies.

Executive Office - OIRM Implementation Plan

OIRM Philosophy & Goal for the AA Implementation Plan

The Office of Information Resource Management's philosophy and goal for the AA Implementation Plan is to recruit, employ, develop and retain a diversified workforce such that under-represented group members are represented at all levels of the organization.

Designation of Responsibilities

The chart below identifies roles and responsibilities of key individuals within the Office of Information Resource Management that will work collaboratively to ensure the implementation of the affirmative action process. The Human Resources Service Delivery Manager has the authority to oversee and implement the program in addition to monitor and report progress.

Role	Name	Responsibilities
CIO	David Martinez	Provide leadership and accountability to department management for accomplishing EEO/AA Plan objectives.
Service Delivery Manager	Patricia Cole-Tindall	Reviews semi-annual assessment reports on the recruitment and employment processes to ensure strategies and goals are being met. Ensure that all personnel involved in the employment process shall be trained to ensure that the commitments in the departments' affirmative action efforts and implementation Plan can be executed. The HR SDM will communicate the affirmation action plan and the expectations to those responsible for supporting the AA implementation plan.
Supervisors	See attached	Are responsible for promoting equal opportunity and making good faith efforts to achieve affirmative action goals.
HR Manager	Christine Ynzunza	Shall take affirmative action to ensure that qualified protected class individuals, are encouraged to aspire for promotion, and are considered as promotional opportunities arise. Prepare and analyze strategies on outreach efforts, recruiting and selection efforts, hiring, promotions, and disciplinary issues that pertain to implementing the plan.
HR Personnel	Meg Safranek	Shall ensure job descriptions and other employment practices and policies will be periodically reviewed to ensure that qualification requirements and essential job functions do not discriminate against qualified protected class individuals for reasons that are not job-related.
AA/EEO Committee Representative	Jaime Jackson	Work collaboratively with the HR SDM and serve as a resource for OIRM on affirmative action

Action Statement

It is the policy of the Office of Information Resource Management (OIRM) to provide equal opportunity in employment to all qualified employees and applicants provided in the affirmative action program. In addition, OIRM strives to develop the strategies necessary to address barriers to equal employment and to respond to known under-representation of women, people of color, covered veterans, and persons with disabilities in the county workforce.

The affirmative action policy covers all aspects of the employment process, including, but not limited to recruitment, selection, probation, promotion, transfer, compensation, training, and layoff or termination, to attract qualified women, people of color, persons with disabilities (PWD), and qualified covered veterans to meet agency staffing needs. OIRM does not discriminate against any applicant or employee on the basis of race, gender, mental or physical disability, or veteran status. OIRM will make every effort to provide reasonable accommodations throughout the employment process

OIRM will make training a key initiative and train all personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes shall be trained to ensure that the commitments in the departments' affirmative action program are implemented.

Placement Goals

Based on the analysis data provided to OIRM for this assessment, OIRM is represented in 65% of placement areas. Underutilization does appear in seven remaining areas. The chart below reflects the specific areas where OIRM has underutilization and will focus efforts for filling those categories with qualified candidates over the life this plan.

Our plan includes identifying vacancies and future opportunities within each EEO job category and job class where the position could be filled with women, and people of color. We will look for opportunities in our current organizational structure as well as any available positions based on our future organization structure as we move forward in the Countywide IT reorganization efforts. We will identify the tools, steps, and methods that are measurable to use in filling these vacancies and future opportunities and develop a strategy to recruit such individuals. In addition, we will establish a timeline for filling such positions and opportunities to incorporate the tools and strategies to meet those goals.

OIRM Placement Goals										
EEO Category	Female		Black		Asian		Native American		Hispanic	
	Goals	Opps	Goals	Opps	Goals	Opps	Goals	Opps	Goals	Opps
Opps = Opportunities										
O & A					1	1				
Professionals							1	5		
Technicians										
Admin Support	6	-								
Skilled Craft Workers			2	-	1	-			1	-

Affirmative Action for Veterans and Persons with Disabilities

The purpose of an affirmative action plan for veterans and persons with disabilities and is to reaffirm the County's commitment to affirmative action and equal employment opportunity under the Rehabilitation Act of 1973 and the Vietnam Era Veterans Readjustment Assistance Act of 1974. In addition, the affirmative

action plan for veterans and persons with disabilities serves as a working document regarding efforts pertaining to the employment process actions, and the dissemination and monitoring of the plan and its policies.

OIRM will strongly encourage applicants and employees to voluntarily identify themselves as an individual with disability or covered veteran to receive the benefits of affirmative action.

Below is a list of OIRM's good faith efforts to attract and recruit PWD and covered veterans through our outreach program, recruitment and selection processes, including qualified accommodation practices.

Internal and External Dissemination of Policy for persons with disabilities and covered veterans – OIRM will develop internal communications designed to foster understanding, acceptance, and support among the sections; executive, management, supervisory and other personnel. We will inform our employees and applicants for employment of our commitment to engage in affirmative action to increase the employment opportunities for qualified individuals with a disability and covered veterans. OIRM will undertake appropriate outreach and positive recruitment activities that are reasonably designed to effectively recruit qualified individuals with disabilities and covered veterans.

Outreach and Positive Recruitment

The following table outlines OIRM's affirmative outreach efforts and recruitment/selection efforts, and best practices.

Many of the initiatives listed will commence in advance of the Plan start date of January 2008.

Outreach and Recruitment plans				
Action	Outreach Resource	Short Term (ST) Goal	Long Term (LT) Goal	Timeline to complete goal
General AA efforts	Posters encouraging women, people of color, veterans, and PWD to self-identify to receive benefits of affirmative action	Discuss the importance of the AA Plan with employees.		6/30/07
Targeting all applicants of color	Diversity-specific job boards, technical job boards, college alumni and internship technical placement programs	Contact 5 college and university career services center for job posting or diversity job fairs	Research association with alumni chapters	ST: 6/30/07 LT: On going effort
Recruiting Veterans	Form partnership with Veterans groups	Send job posting to veterans services with Local Veterans Employment Representative (LVER) at WorkSource	Established contact with outreach services at Veteran Affairs office and military installations	ST: 06/30/07 LT: On going effort
Increase the number of Hispanic applicants in the skilled crafts area	Target specific agencies which have the ability to communicate to a larger audience	Use job boards at El Centro de la Raza and El Mundo Newspaper		ST & LT: On going effort
Recruiting Persons with Disabilities	Focus outreach efforts toward agencies targeting PWD. Develop best practices to recruit more PWD	Develop association with WA DVR program, and use targeted job boards		ST: 09/30/07 LT: On going effort

Barriers and Solutions Management

Potential exceptions and challenges

OIRM acknowledges that there may be some knowledge, skills, and abilities for IT position descriptions that could be presented in a manner that better assists persons with a disability gain employment. This may require working with Disability Services to assist us in reworking job requirements which could result in a person with a disability successfully being able to complete tasks assigned to a specific job.

In the Information Technology area, there has been a decline in the number of women entering the field over the past decade. Research shows that the decline has resulted in an approximate 30% of IT professionals are female. This steady decline has created challenges as we strive to recruit a more diverse applicant pool. This will continue to be a challenge for us but with the proper strategies in place we will make every effort possible to target recruit women in addition to minorities.

Appropriate corrective measures

OIRM will take the following actions to assist in expanding our applicant pool to be reflective of a diverse workforce with specific focus on the areas of underrepresentation. We will improve and expand the diversity training for all supervisors and managers. We will work collaboratively with our AA/EEO Committee Representative to meet this challenge. OIRM will hold supervisors and managers accountable for making best efforts to expand applicant pools and be more flexible in their hiring efforts.

Tracking Barriers and Solutions

Risk description	Correction	Mitigation plan
Assess current inventory of job requirements for essential knowledge, skills, and ability's. Ensure that they do not present employment barriers for women, people of color, veterans, and persons with disabilities.	Review present inventory of positions and job requirements.	Work with HRD to ensure that job requirements are barrier free.
Accommodation Request Preparedness Review– We will review of our request responsiveness to ensure that responding to requests is effective and are transparent.	Identify accommodation requirements barriers and find solutions before beginning any selection and recruiting process. Ask the applicant what accommodations they may need – it may be easier than you perceive.	Educate employees to remove potential attitude or workplace cultural barriers in selecting, recruiting, and hiring PWD's. Interview identified disabled applicants that meet the minimum qualifications of the posted job. Emphasize AA policy does not discriminate against persons with disabilities.
Review internal promotion practices.	Ensure that promotion practices support the equal employment objectives of OIRM.	Work with CMS and Disability Services to review and remove barriers when found.

Self Assessment and Reporting Process

Self assessment steps

OIRM will develop an assessment tool so we can measure our efforts to demonstrate that we have made good faith efforts to remove barriers, expand equal employment opportunities, and produced measurable results. We will perform a recruitment analysis for each recruitment process to include a spreadsheet to track the number of offers made, declined, and accepted for various positions. We will also collect the race/ethnicity and gender data of finalists for positions and compare those against the above mentioned criteria. We will also note when possible, the reason for declining an employment offer. Our goal is that this information will provide us a better sense of how best to focus our future recruitment efforts to increase the acceptance of first offers and to enhance the diversity of our new hires.

Change management process steps

Key to the success of this program will be the training of all individuals involved in the recruitment, screening, selection, promotion, disciplinary, and related processes were trained to ensure that the commitments in the departments' affirmative action program are implemented. We will focus our training on strategies to address the underutilization of women/persons of color and persons with disabilities and the responsibilities and expectations of those responsible for this important effort.

Internal communication plan

OIRM will monitor and audit our strategies, recruitment and outreach efforts, tools and resources, results and outcomes, to ensure that our AA Policy and actions are effective and report the process to management and human resources personnel. We will keep applicant tracking logs, ranking logs, and outreach programs documentation for all recruitments.

External Reporting process

OIRM will continuously assess the effectiveness of the actions in the AA Implementation Plan during the reporting period and will send a summary report to Diversity Management Services in semi-annual intervals. Our assessment will include the effectiveness of our plan and a measurement of the results of our plan as compared to the goals and initiatives. We will also be able to assess which approaches were ineffective or need enhancement or fine tuning. In addition, this assessment should be the basis for us to develop the OIRM plan for the upcoming year.

King County Sheriff's Office Implementation Plan

Designation of Responsibilities

Role	Name	Responsibilities
Department Director	Sheriff Sue Rahr	Facilitates the county wide policy development, dissemination, education program, and implementation of the EEO/AA Plan.
Division Chief	Chief Denise Turner	Reviews semi-annual assessment reports on the recruitment and employment processes to ensure strategies and goals are being met. Ensure that all personnel involved in the employment process shall be trained to ensure that the commitments in the departments' affirmative action efforts and implementation Plan can be executed.
HR Manager	Virginia Kirk	Are responsible for promoting equal opportunity and making good faith efforts to achieve affirmative action goals. Shall take affirmative action to ensure that qualified protected class individuals, are encouraged to aspire for promotion, and are considered as promotional opportunities arise. Work with civil service to establish best practices in the recruitment, selection, and rating process.
Recruiter	Dep. Jessica Sullivan	Prepare and analyze strategies on outreach efforts and recruiting efforts that pertain to implementing the plan.
King County Civil Service (HRD)	Wes Moore	Shall ensure job descriptions and other employment practices and policies will be periodically reviewed to ensure that qualification requirements and essential job functions do not screen out qualified protected class individuals for reasons that are not job-related.

Action Statement

The King County Sheriff's Office strives to provide equal opportunity in employment and promotion to all qualified employees and applicants. The Office will partner with the civil service department and hiring entities used for screening applicants to remove barriers unrelated to essential job functions from the hiring process. The Office works to recruit women, people of color, covered veterans, and persons with disabilities in the county workforce.

The Sheriff's Office does not discriminate against any applicant or employee on the basis of race, gender, mental or physical disability, or veteran status. The Sheriff's Office will work with the civil service process to make every effort to provide reasonable accommodations throughout the employment process.

Placement Goals

Based on the analysis data provided, the Sheriff's Office is represented in 80% of placement areas. Underutilization does appear in six remaining areas. The chart below reflects the specific areas where the department has underutilization and our efforts for filling those categories with qualified candidates over this plan.

King County Sheriff's Office Placement Goals										
EEO Category	Female		Black		Asian		Native American		Hispanic	
	Goals	Opps	Goals	Opps	Goals	Opps	Goals	Opps	Goals	Opps
Opps = Opportunities										
Officials & Administrator					1	1				
Professionals			1							
Technicians										
Protective Service	20	5	15	5			3	3		
Admin Support					1	1				

Affirmative Action for Veterans and Persons with Disabilities

The purpose of an affirmative action plan for veterans and persons with disabilities is to reaffirm the County's commitment to affirmative action and equal employment opportunity under the Rehabilitation Act of 1973 and the Vietnam Era Veterans Readjustment Assistance Act of 1974. In addition, the affirmative action plan for veterans and persons with disabilities serves as a working document regarding efforts pertaining to the employment process actions, and the dissemination and monitoring of the plan and its policies.

The Sheriff's Office strongly encourages applicants and employees to voluntarily identify themselves as an individual with disability or covered veteran to receive the benefits of affirmative action.

Internal and External Dissemination of Policy for persons with disabilities and covered veterans

The King County Sheriff's Office will develop internal communications designed to foster understanding, acceptance, and support among the Departments, executive, management, supervisory and other personnel. The Department shall inform its employees and applicants for employment of its commitment to engage in affirmative action to increase the employment opportunities for qualified individuals with a disability and covered veterans. The King County Sheriff's Office shall undertake appropriate outreach and positive recruitment activities that are reasonably designed to effectively recruit qualified individuals with disabilities and covered veterans. State Civil Service law gives additional preference to veterans in the civil service scoring process for both entry level and promotional exams. (RCW 41.04.010 sets for the specific rules for giving preference to veterans.) The rules related to veterans' preference are clearly stated on the applications.

Outreach and Positive Recruitment

Many of the initiatives listed will commence in advance of the Plan start date of January 2008.

King County Sheriff's Office Outreach and Recruitment plans				
Action	Outreach Resource	Short Term (ST) Goal	Long Term (LT) Goal	Timeline to complete goal
General AA efforts				
Targeting Women	Out reach and recruitment, and retentions strategies:	Provide free gym membership to assist women in training pass the physical skills portion of the exams.	A pilot program wherein officers can work full time with benefits to support a law enforcement career and the demands of time with family. Create expanded 24 hour day care opportunities for families.	6/2008 and ongoing
Targeting all applicants of color	Conferences, websites, work with KCSO groups such as the Police Athletic League, targeted recruiting events.			ST 6/2007 and ongoing
Recruiting Veterans	Form partnership with Veterans groups, recruit directly from military facilities, and work with returning veterans.	Active recruiting of veterans	More established contact with outreach services at Veteran Affairs office and military installations.	ST- 5/7/07 LT – 10/2007 & ongoing resource
Increase the number of Native American applicants.	Target specific agencies		Develop long term relationships with tribal entities to attract and retain employees.	LT – ongoing 2008
Recruiting Persons with Disabilities.	Develop best practice to recruit more PWD.		Develop association with WA DVR program, and use targeted job boards.	ST – 6/2007 LT – 1/2008 & ongoing

Additional and Ongoing Outreach:

For Women

- Participated in the first ever Women Behind the Badge law enforcement career fair
- Recruiting ads on radio ads on stations whose primary demographic is female
- KCSO is a major sponsor of the upcoming National International Association of Women in Policing conference

For People of Color

- Print and online ads in Colors NW magazine
- Attended ROOTS picnic
- Participated in Law Enforcement Appreciation Sunday at New Beginnings Christian Church
- Display board and application materials were set up at Vietnamese event in White Center neighborhood (CSO Peter Truong)
- Police Athletic League

Ongoing recruitment of Veterans and Persons with Disabilities

- Print ads in G.I. Jobs magazine
- Attended job fairs at Ft. Lewis
- Posted deputy opening on ACAP website
- Sent application materials to NAS Whidbey ACAP program
- Contact with other Naval and Coast Guard ACAP posts
- Attended Olympic College job fair which draws a large crowd from the Navy base
- Attended Snohomish County's job fair which also has large Naval attendance

Barriers and Solutions Management

Potential exceptions and challenges

The Sheriff's Office has a limited ability to select from qualified applicants to achieve affirmative action goals. Civil service rules require that the department have limited involvement in developing actual testing. Department involvement is limited to recruiting and backgrounding. The remainder of the testing process is conducted by the Civil Service examiners who are part of the Human Resources Management Division of the Department of Executive Services. The Sheriff's Office works closely with the civil service examiners, but ultimately cannot control the process*

Because of the physical nature and potential risks inherent in public safety, many public safety employees are not willing to self-identify their disabilities. The Sheriff's Office follows all necessary privacy rules and keeps disability information private; however, it still is difficult to encourage employees to self report. Accordingly, there are likely many employees with hidden disabilities whose numbers are not reflected in the department totals. In several jobs, especially those with rigid schedules and physical requirements, disability accommodations are limited. Because of the civil service rules, employees cannot freely move within classifications to find jobs with less physically demanding requirements without going through lengthy and infrequent testing.

All of the commissioned positions and many of the non-commissioned positions have specific physical requirements that are essential to the job. The entry-level physical standards for deputies are set by the state of Washington and validated physical tests are conducted on commissioned applicants by an outside testing company prior to their contact with King County. The Sheriff's Office has confidence that the written and physical screening process conducted by the outside agency that tests its officers complies with applicable state and federal laws. The written test is developed by *Industrial/Organizational Solutions, Inc.* and is state-of-the art, job-related, validated, provide no evidence of adverse impact, meet all federal, state, and local guidelines, and have high content, criterion and predictive validity. http://publicsafetytesting.com/ag_faq.cfm describes more about the written test.

The specific details regarding the required physical test to attend the Washington State Criminal Justice Training Center is contained at: https://fortress.wa.gov/cjtc/www/blea/PAT_Website_Info_030905.pdf The testing service used by KCSO also sets out a training program to help get ready for the test. <http://www.publicsafetytesting.com/infodoc.cfm?id=9>. The Sheriff's Office regularly sponsors workshops for applicants where potential applicants can find out the specific physical requirements for each job and how to train to pass the physical tests. In addition, as part of the background process, the department works from a validated set of medical standards for the positions. All medical tests are given by a

physician after a conditional offer of employment so there can be no question for the basis of an applicant's rejection.

KCSO does have control over the background part of the process. This occurs after the testing is complete and applicants who have successfully passed the civil service tests have been placed on a ranked list. KCSO has made several changes in its background process to ensure that applicants are not rejected during the background process except for job related criteria. Specifically in the past year the department has reviewed all phases of the background process and made the following changes:

- changed the background questionnaire to eliminate questions that are inappropriate until after the conditional offer of employment has been made in accordance with EEO and ADA guidance.
- retained new psychologists who are more specifically experienced in public safety psychological protocols and appropriate and validated psychological standards and personality tests
- worked with civil service to validate the new entry level deputy test to ensure that it is a valid predictor of employee success
- reviewed success and failure data from probationary employees to use in review of background criteria.

After an applicant has successfully completed the testing and the background, the department is statutorily limited to selecting from the top three candidates on a list for the specific job classification.

* Editor's Note: Under the Code the roles of the KCSO and the HRD are as follows: The testing, civil service rule administration, and limited recruiting are performed by the HRD. All hiring decisions, background examinations, training, probationary period decisions and the majority of recruiting are performed by the KCSO. Both agencies work under provisions of the RCW which are far more restrictive than the King County Code.

Appropriate corrective measures

KCSO continues to work with civil service to ensure that all unnecessary barriers are removed from the testing process.

Tracking barriers and solutions

Risk description	Correction	Mitigation plan
Civil Service Rules limit ability to select from qualified applicants	Required by state law, no correction is allowed.	N/A
Tests may include criteria that are not necessary for certain non-commissioned jobs (e.g. requirement of a driver's license.)	Assist Civil Service to review job requirements to eliminate out-dated requirements that are no longer applicable to job duties.	Ensure that the job description contains only job-related criteria and does not reflect unlawful discrimination. Review positions periodically to ensure that criteria remain relevant for the job.
Adverse Impact – higher number of women and persons of color applicants are being rejected in the selection process	Measuring the number of women and persons of color applicants compared to non-protected class applicants.	Be aware that qualified under-representative applicants may not be getting recruiting message or getting past the selection process, review current processes for best practices. Assist female applicants with preparation for physical ability test.

Self Assessment and Reporting Process

Self assessment steps – The Sheriff's Office continues to demonstrate that good faith efforts are taken to remove identified barriers, expand employment opportunities, and produce measurable results.

The Sheriff's Office also continues to work with the civil service selection process to make sure that the job requirements involved in testing are job related. The office has asked for resources to validate certain job requirements, and has recently contracted with a new clerical testing service for improved tests. In addition, KCSO has asked to track all applicant data through NeoGov, a computerized applicant tracking process that should provide helpful data about the demographic characteristics of KCSO applicants.

Change management process steps

All involved department members (primarily in recruiting, hiring, and backgrounding) are trained to be aware of the need for job related criteria.

Internal communication plan

KCSO will work with Civil Service to track applicant data to ensure that the testing processes have no adverse impact. The Department also tracks probationary employees to ensure that the probationary process has no adverse impact.

External Reporting process

During the reporting period the Department will send an update to DMS at semi-annual intervals which will include:

- How effective was the plan during the implementation period (including a review of our employment practices to hire affirmatively).
- Measuring the results of the program and compare them to the program goals and initiatives.
- Identification of which strategies and activities had good, bad, or indifferent results.
- Provide information which will be the basis for developing the departments plan for the next opportunities and strategies.

5. Equal Employment Opportunity Complaints

It is against federal and state law, and King County policy to discriminate, harass, or retaliate in employment on the basis of an employee's race, color, age, gender, marital status, sexual orientation, religion, ancestry, national origin, veteran status, or disability. To ensure compliance, the Executive Non-discrimination and Anti-harassment Policy and Procedures provides employees and management guidance and resources on how to address questions and concerns related to equal employment, discrimination harassment or retaliation.

In addition, the departments and HRD take initiatives to ensure a positive employment environment. This includes EEO management and employee training on nondiscrimination and anti-harassment and diversity management. In addition HRD maintains a pool of consultants selected to provide investigation and equality assistance services.

Employees have access to immediate supervisors, any other members of management should questions, or workplace concerns specific to discrimination, harassment, or retaliation need to be addressed.

Should an employee so choose, there are federal, state, and local enforcement agencies such as the Equal Employment Opportunity Commission (EEOC), the Washington State Human Rights Commission (WSHRC), and the King County Office of Civil Rights Enforcement (OCR), with which to file a complaint.

These efforts notwithstanding, in a workforce of over 13,500 employees, formal complaints with enforcement agencies may occur. In 2006, 30 complaints were filed.

Summary and Complaint Tables

- The King County Office of Civil Rights (49%) and the EEOC (45%) receive the majority of cases filed on average.
- The most frequent basis of complaint in descending order is race (25%), retaliation (20%), disability (14%), and gender (11%).
- A complaint may include more than one basis of discrimination charged. Complaints with two bases (41%) are filed nearly as often as cases with one basis (49%).

The tables below detail complaint activity coordinated through the HRD Diversity Services Management Section for 2003 to year-end 2006.

Complaint Cases Open and Closed

Status of Complaints	2003	2004	2005	2006	Total
Open Cases	1	4	7	17	29
Closed Cases	21	15	16	13	65
Total	22	19	23	30	94

Complaints Filed Status

Status of Complaints	2003	2004	2005	2006	Total	%
Administrative Closure	8	2	6	2	18	19%
Appealed		1			1	1%
Discrimination Found		1			1	1%
Dismissed	3	3	3	2	11	12%
No Discrimination Found	9	7	4	6	26	28%
No Jurisdiction			1	2	3	3%
Open Case	1	4	7	17	29	31%
Settled	1	1	2	1	5	5%
Total	22	19	23	30	94	100%

Number of Complaints Filed by Enforcement Agency

Complaint Agency	2003	2004	2005	2006	Total	Agency Percentage of Complaints
EEOC	10	6	10	16	42	45%
OCR	11	12	12	11	46	49%
WSHRC	1	1	1	3	6	6%
Total	22	19	23	30	94	100%

Number of Complaints by Executive Department

Department	2003	2004	2005	2006	Total	Percentage of Total
DAJD	3	3	0	5	11	12%
DCHS	0	0	1	1	2	2%
DDES	1	0	0	0	1	1%
DES	4	3	4	3	14	15%
DJA	0	0	1	0	1	1%
DNRP	0	1	3	3	7	7%
DOA	0	0	3	0	3	3%
DOT	11	8	8	13	40	43%
DPH	1	4	2	2	9	10%
DPH/DAJD	0	0	0	1	1	1%
KCSO	2	0	1	0	3	3%
Not in KC Jurisdiction	0	0	0	2	2	2%
Total	22	19	23	30	94	

With a workforce of over 13,500 employees, in a typical year, the Executive departments receive about one complaint for every 574 employees.

Complaints by Basis

Complaints are filed based upon one or more of the following:

Basis of Complaint	2003	2004	2005	2006	Total	Percentage of Total
Age	3	3	4	6	16	10%
Ancestry	0	0	0	0	0	0%
Color	0	0	2	1	3	2%
Disability	5	5	9	7	26	16%
Gender	8	5	3	5	21	13%
Job Accommodation	1	0	0	1	2	1%
Marital Status	0	1	0	0	1	1%
National Origin	3	3	3	3	12	7%
Race	9	9	12	15	45	27%
Religion	1	0	1	1	3	2%
Retaliation	10	11	4	12	37	22%
Sexual Orientation	0	0	1	0	1	1%
Veteran	0	0	0	0	0	-
Total	40	37	39	51	167	-

Number of Complaint Basis per Charge Filed

Employees may file a complaint with more than one allegation of discrimination. This table describes by year the number of complaints filed with one to four bases.

Basis Per Charge	2003	2004	2005	2006	Total	Percentage of Total per Year
One Basis	10	6	12	12	40	43%
Two Basis	6	11	8	14	39	41%
Three Basis	6	1	2	2	11	12%
Four Basis		1	1	2	4	4%
Total	22	19	23	30	94	100%

Administrative Improvements

Beginning in the first quarter of 2006, discussions with the Equal Employment Opportunity Commission, the Washington State Human Rights Commission and the Office of Civil Rights with King County were conducted for the purpose of examining the status of outstanding open cases with a focus on complaints six months and older. The discussions resulted in the closure of 36% of open cases reported in the 2006 mid-year report. There is an expectation that continued examination will further reduce the number of outstanding cases. (There were 44 open cases reported at mid-year 2006 with 30 cases closed by the year-end report including 9 that opened and closed during 2006.)

6 Internal Monitoring and Reporting

The Human Resources Division will monitor and report on department affirmative action and implementation progress to measure performance and ensure compliance with the policies and action of the plan.

The internal monitoring and report system will:

- Monitor measure and evaluate individual department and Executive Department implementation outcomes on a quarterly basis.
- Review and provide report results to the Human Resources Director and Department Directors.
- Provide progress reports to the King County Executive and King County Council on department affirmative efforts and provide report 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.

Office of Federal Contract Compliance Program Gender Discrimination Compliance

King County complies with the gender discrimination guidelines as follows:

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

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

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

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

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

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

- King County encourages members of its management to serve in local civic organizations and community development activities to gain a better understanding of local community issues.
- King County encourages its employees to participate in community programs. For example, King County sponsors internships, summer youth for the economically disadvantaged, and summer hire for youth in the workplace. It also participates in Take Your Children to Work to encourage young people to start thinking about their 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.

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

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.

7. Plan Terminology and Guidance

In developing the EEO/AA Plan, terms and their meanings including but not limited to, "placement goals, "underrepresentation" "problem areas" are used as provided by EEOC and Office of Federal Contract Compliance Program for the purpose of federal funding and regulatory compliance. The use of such terms in the EEO/AA Plan should not be construed as an admission by King County in whole or in part, of any discrimination by King County, in violation of federal, state, or local laws. In addition, nothing contained in the EEO/AA Plan or the supporting documents and data should be construed as an admission by King County in whole or in part that it has contravened/disregarded any federal, state, or local laws.

The EEO/AA Plan was developed in accordance with and reliance upon EEOC Guidelines on Affirmative Action and Department of Labor Office of Federal Contract Compliance Programs General Contractors, Affirmative Action Requirements Final Rules.

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

8. Glossary of Terms

Affirmative Action Liaison

The liaison is department management personnel responsible for the administrative implementation and coordination of the Affirmative Action program within their respective department. They are usually personnel officers or human resources service delivery managers.

Anti-Sexual Harassment Policy Designee

The designee is responsible for providing oversight, tracking, monitoring, and guidance to department management to ensure appropriate handling of sexual harassment, inappropriate behavior of a sexual nature and/or retaliation complaints and concerns under the Executive's Anti-Sexual Harassment Policy PER-22-3-1 (AEP).

Availability (Workforce) Availability

"Availability" is an estimate of the number of qualified people of color and/or women available for employment in a given job group. The estimate of availability is expressed as a percentage of all qualified persons available for employment in the job group.

Availability is determined to establish a benchmark against which the demographic composition of the workforce can be compared in order to determine whether barriers to equal employment opportunity may exist by job groups.

Equal Employment Opportunity

The availability of employment and advancement of all people on the basis of merit, capability, and potential, and with out regard to race, color, national origin, sex, religion or age. A concept which addresses Equal Opportunity for all persons in employment which includes recruitment, application processing, hiring, job placement, compensation, promotion, transfer, termination, and shift assignment.

EEO (Equal Employment Opportunity) Job Categories

The Plan utilizes job categories as defined by the EEOC to organize County jobs.

EEO job categories, also known as job groups, are a means to separate various occupations into groups based upon job title, skill and knowledge, requirements, and level of responsibility involved. The categories titles used with this plan are, Officials & Administrators, Professionals, Technicians, Protective Services, Para-Professionals, Administrative Support, Skilled Craft, and Service/Maintenance. Descriptions of each category are provided below;

Officials and Administrators

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

Professionals

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

Technicians

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

Para-professionals

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.

The former occupations in this category where have been moved by the Office of Federal Contract Compliance Program (OFCCP) to either the professional or technical groups.

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

Service - Maintenance

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

Transit Operators

Service maintenance occupations in which workers operate buses, streetcars, and/or monorails.

EEO (Equal Employment Opportunity) Coordinator

A human resources or management department position responsible for developing preliminary responses to discrimination complaints and coordinating department participation in the mediation and/or investigative processes.

Equal Opportunity:

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

Executive Departments

The following departments and agencies covered in this plan are:

King County Executive Office - (Executive's Office, which includes the Office of Information Resource Management (OIRM))
Department of Adult and Juvenile - Detention (DAJD)
Department of Community and Human Services - (DCHS)
Department of Development and Environmental Services - (DDES)
Department of Executive Services - (DES)
Department of Judicial Administration - (DJA)
Department of Natural Resources and Parks - (DNRP)
Department of Public Health - (DPH)
Department of Transportation - (DOT)
Department of Assessments - (DOA)
King County Sheriff's Office- (KCSO)

Human Resources Division (HRD)

The Human Resources Division of the Department of Executive Services for purposes of the Plan is the county agency responsible for policy development, policy dissemination coordination, training, technical assistance, and monitoring complaints filed with enforcement agencies.

Human Rights Agencies

Government agencies authorized to investigate employee allegations of workplace discrimination. Those agencies are:

Equal Employment Opportunity Commission (EEOC)
Washington State Human Right Commission (WSHRC)
King County Office of Civil Rights (OCR)

Job Group

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

King County Civil Rights Commission

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

King County Employee-Based EEO AA Advisory Committee

A committee, established by executive order, which serves to advise the Executive by making recommendations regarding EEO and AA strategies, systems, policies and guidelines.

The King County Section 504/ADA Advisory Committee

A committee, established by ordinance, which serves to advise Executive by reviewing and monitoring affirmative action progress made in the employment of persons with disabilities in the County's workforce.

Persons with Disabilities

Disability: A physical or mental impairment which substantially limits one or more major life activity; a record of such impairment; or perception by others of such impairment.

Prosecuting Attorney's Office

A separately elected branch of government. The Office interprets legal rulings and makes recommendations to the HRD and Executive Departments.

Placement Goals

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

Problem Area(s)

The identified cause of job group underrepresentation found within a job group.

Promotion

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

Qualified Disabled Person

A "qualified disabled person" with respect to employment, is a disabled person who can perform the essential function of a job with reasonable accommodation and who is eligible for appointment under the hiring regulations. Essential functions are defined as those tasks which are necessary or fundamental to accomplish the purpose of a job.

Qualified Disabled Veteran

A "qualified disabled veteran" with respect to employment, is a disabled person entitled to disability compensation under laws administered by the Veterans Administration for a disability rated at 30 percent or more, or a person whose discharge or release from active duty was for a disability incurred or aggravated in the line of duty, and who is capable of performing a particular job, with reasonable accommodation to his or her disability.

Qualified Special Disabled Veteran

A person or 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 Veterans Administration for a disability (i) rated at 30 percent or more, or (ii) rated at 10 or 20 percent in the case of a veteran who has been determined under section 1506 of Title 38 U.S.C. to have a serious employment handicap or
- Discharged or released from active duty because of a service-connected disability, and who is capable of performing a particular job, with reasonable accommodation to his or her disability.

Retaliation

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

Race and Ethnic Definitions

- a. *White (not of Hispanic origin)*: All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- b. *Black (not of Hispanic origin)*: All persons having origins in any of the Black racial groups of Africa.
- c. *Hispanic*: All persons of Mexican, Puerto Rican, Cuban, Central, or South American, or other Spanish culture or origin, regardless of race.
- d. *Asian or Pacific Islander*: All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, India, Japan, Korea, the Philippine Islands, and Samoa.
- e. *American Indian, Native American, or Alaskan Native*: All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.

Supervisor

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

Underrepresentation (Under-utilization)

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

Vietnam Era Veteran

A person who served on active duty for a period of more than 180 days, and was discharged with other than a dishonorable discharge if any part of such active duty occurred: (I) in the Republic of Vietnam between February 28, 1961, and May 7, 1975; or (II) between August 5, 1964, and May 7, 1975, anywhere in the world.

Vietnam Era Veteran

For the purpose of compliance with the equal employment opportunity requirements of the Veterans Assistance Act of 1972, is defined as "a person (1) who served on active duty for a period of more than 180 days, any part of which occurred between August 5, 1964 and May 7, 1975, and was discharged or released there from with other than a dishonorable discharge, or served less than 180 days and was discharged or released with other than a dishonorable discharge because of service related disability."

Workforce

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

Appendix A: 2005 – 2006 Plan Accomplishment and Monitoring

Appendix A contains 2005 – 2006 Plan Accomplishment and Monitoring documents:

- **Department Goal Attainment Report**
 - Shows by department, the job group, protected class, placement rates' and goal attainment.
 - Compares the beginning Plan (5-30-05) placement rate against the actual placement rate at the end of the Plan (12-31-06).
- **Department Monitoring Summary Analysis Report**
 - Compares placement goal and numerical underutilization information data by race and gender from the beginning of the Plan to the end of the Plan.

**King County Executive Branch 2005 - 2006 Plan
Monitoring Summary Analysis
Analysis Data as of 2006-12-31**

KING COUNTY Dept. of Adult & Juvenile Detention

Plan: KING,0100

Job Group	Total Female #	Total Female %	Total Minorities		Black #	Black %	Asian #	Asian %	Native American		Hispanic	
			#	%					#	%	#	%
(1) Officials and Administrators Employees as of Plan Date: 2005-06-30 Employees as of Monitoring Date: 2006-12-31 Goal Availability: Status:	7 2 2 2.50 -0.50	28.57 28.57 35.71 *	4 3 0.85 2.15	57.14 42.86 12.11 %	2 2 0.19 1.81	28.57 28.57 2.69 %	2 1 0.34 0.66	28.57 14.29 4.86 %	0 0 0.14 -0.14	0.00 0.00 2.01 *	0 0 0.10 -0.10	0.00 0.00 1.49 *
(2) Professionals Employees as of Plan Date: 2005-06-30 Employees as of Monitoring Date: 2006-12-31 Goal Availability: Status:	101 53 50 47.66 2.34	52.48 52.63 50.17 %	33 31 13.42 17.58	32.67 32.63 14.13 %	15 15 4.16 10.84	14.85 15.79 4.38 %	11 11 4.84 6.16	10.89 11.58 5.09 %	1 0 2.10 -2.10	0.99 0.00 2.21 *	6 5 1.75 3.25	5.94 5.26 1.84 %
(3) Technicians Employees as of Plan Date: 2005-06-30 Employees as of Monitoring Date: 2006-12-31 Goal Availability: Status:	8 0 0.00 0.00	50.00 0.00 58.19 %	4 0 0.00 0.00	50.00 0.00 27.60 %	2 0 0.00 0.00	25.00 0.00 8.82 %	2 0 0.00 0.00	25.00 0.00 10.54 %	0 0 0.00 0.00	0.00 0.00 2.59 %	0 0 0.00 0.00	0.00 0.00 3.79 %
(4) Protective Service Workers Employees as of Plan Date: 2005-06-30 Employees as of Monitoring Date: 2006-12-31 Goal Availability: Status:	692 702 206.74 -46.74	24.57 22.79 29.45 *	297 306 180.69 125.31	42.92 43.59 25.74 %	181 179 89.93 89.07	26.16 25.50 12.81 %	69 69 42.47 26.53	9.97 9.83 6.05 %	10 14 8.92 5.08	1.45 1.99 1.27 %	37 44 32.99 11.01	5.35 6.27 4.70 %
(6) Administrative Support Employees as of Plan Date: 2005-06-30 Employees as of Monitoring Date: 2006-12-31 Goal Availability: Status:	42 74 57.31 -1.31	85.71 75.68 77.45 *	18 33 12.80 20.20	42.86 44.59 17.30 %	5 14 3.61 10.39	11.90 18.92 4.88 %	8 15 5.33 9.67	19.05 20.27 7.20 %	2 1 1.23 -0.23	4.76 1.35 1.66 *	3 3 1.72 1.28	7.14 4.05 2.33 %
(7) Skilled Crafts Employees as of Plan Date: 2005-06-30 Employees as of Monitoring Date: 2006-12-31 Goal Availability: Status:	0 1 0.00 0.00	0.00 0.00 0.00 %	0 0 0.00 0.00	0.00 0.00 0.00 %	0 0 0.00 0.00	0.00 0.00 0.00 %	0 0 0.00 0.00	0.00 0.00 0.00 %	0 0 0.00 0.00	0.00 0.00 0.00 %	0 0 0.00 0.00	0.00 0.00 0.00 %

**King County Executive Branch 2005 - 2006 Plan
Monitoring Summary Analysis
Analysis Data as of 2006-12-31**

Plan: KING,0100

KING COUNTY Dept. of Adult & Juvenile Detention

Job Group (8) Service Maintenance	Employees as of Plan Date: 2005-06-30		Total Minorities		Black		Asian		Native American		Hispanic	
	#	%	#	%	#	%	#	%	#	%	#	%
Employees as of Monitoring Date: 2006-12-31	37	16.22	19	51.35	3	8.11	15	40.54	0	0.00	1	2.70
Goal Availability:	43	25.58	27	62.79	5	11.63	20	46.51	0	0.00	2	4.65
Status:	18.49	43.00	16.58	38.55	1.94	4.52	6.67	15.51	1.44	3.34	5.60	13.02
	-7.49	*	10.42		3.06		13.33		-1.44	*	-3.60	*

* - Number of employees on monitoring date is less than goal availability

**King County Executive Branch 2005 - 2006 Plan
Goal Attainment
Analysis Data as of 2006-12-31**

Job Group	Plan:	Class	Goal Placement Rate %	Total Job Group Placements	Actual Placements #	Actual Placement Rate %	Goal Attained?
	KING,0100						
		KING COUNTY Dept. of Adult & Juvenile Detention					
3		Technicians Female	58.19	0	0	0.00	NO
4		Protective Service Workers Female	29.45	133	33	24.81	NO
8		Service Maintenance Female Native American Hispanic	43.00 3.34 13.02	6	2 0 1	33.33 0.00 16.67	NO NO YES

King County Executive Branch 2005 - 2006 Plan Monitoring Summary Analysis Analysis Data as of 2006-12-31

KING COUNTY Dept. of Community & Human Services

Plan: KING_0200

Job Group	Total Female #	Total Female %	Total Minorities #	Total Minorities %	Black #	Black %	Asian #	Asian %	Native American #	Native American %	Hispanic #	Hispanic %
(1) Officials and Administrators												
Employees as of Plan Date: 2005-06-30	5	60.00	2	40.00	1	20.00	1	20.00	0	0.00	0	0.00
Employees as of Monitoring Date: 2006-12-31	11	54.55	3	27.27	0	0.00	1	9.09	0	0.00	2	18.18
Goal Availability:	4.00	36.37	1.85	16.79	0.61	5.50	0.84	7.64	0.14	1.24	0.16	1.41
Status:	2.00		1.15		-0.61	*	0.16		-0.14	*	1.84	
(2) Professionals												
Employees as of Plan Date: 2005-06-30	251	62.95	90	35.86	33	13.15	36	14.34	6	2.39	15	5.98
Employees as of Monitoring Date: 2006-12-31	216	63.89	77	35.65	24	11.11	39	18.06	3	1.39	11	5.09
Goal Availability:	129.92	60.15	42.25	19.56	11.23	5.20	15.55	7.20	6.52	3.02	6.44	2.98
Status:	8.08		34.75		12.77		23.45		-3.52	*	4.56	
(3) Technicians												
Employees as of Plan Date: 2005-06-30	9	22.22	4	44.44	0	0.00	4	44.44	0	0.00	0	0.00
Employees as of Monitoring Date: 2006-12-31	3	66.67	2	66.67	1	33.33	0	0.00	1	33.33	0	0.00
Goal Availability:	1.15	38.48	0.53	17.54	0.11	3.52	0.26	8.78	0.04	1.35	0.10	3.18
Status:	0.85		1.47		0.89		-0.26	*	0.96		-0.10	*
(5) Para - Professionals												
Employees as of Plan Date: 2005-06-30	9	55.56	6	66.67	2	22.22	3	33.33	0	0.00	1	11.11
Employees as of Monitoring Date: 2006-12-31	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Goal Availability:	0.00	71.33	0.00	18.78	0.00	3.83	0.00	5.02	0.00	4.62	0.00	2.22
Status:	0.00		0.00		0.00		0.00		0.00		0.00	
(6) Administrative Support												
Employees as of Plan Date: 2005-06-30	66	81.82	34	51.52	16	24.24	10	15.15	2	3.03	6	9.09
Employees as of Monitoring Date: 2006-12-31	51	88.24	28	54.90	11	21.57	8	15.69	3	5.88	6	11.76
Goal Availability:	39.33	77.11	15.01	29.44	5.05	9.91	5.91	11.59	0.97	1.90	2.64	5.18
Status:	5.67		12.99		5.95		2.09		2.03		3.36	
(7) Skilled Crafts												
Employees as of Plan Date: 2005-06-30	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Employees as of Monitoring Date: 2006-12-31	11	27.27	5	45.45	1	9.09	3	27.27	1	9.09	0	0.00
Goal Availability:	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Status:	3.00		5.00		1.00		3.00		1.00		0.00	

* - Number of employees on monitoring date is less than goal availability

**King County Executive Branch 2005 - 2006 Plan
Goal Attainment
Analysis Data as of 2006-12-31**

KING COUNTY Dept. of Community & Human Services

Plan:	Job Group	Class	Goal Placement Rate %	Total Job Group Placements	Actual Placements #	Actual Placement Rate %	Goal Attained?
KING,0200	2	Professionals Native American	3.02	33	0	0.00	NO
	3	Technicians Female	38.48	0	0	0.00	NO

King County Executive Branch 2005 - 2006 Plan Monitoring Summary Analysis Analysis Data as of 2006-12-31

KING COUNTY Dept. of Development & Environmental Srv

Plan: KING,0300

Job Group	Total Female #	Total Female %	Total Minorities		Asian #	Asian %	Native American		Hispanic #	Hispanic %
			#	%			#	%		
(1) Officials and Administrators										
Employees as of Plan Date: 2005-06-30	4	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Employees as of Monitoring Date: 2006-12-31	4	25.00	0	0.00	0	0.00	0	0.00	0	0.00
Goal Availability:	1.52	37.98	0.45	11.29	0.18	4.42	0.06	1.62	0.07	1.82
Status:	-0.52	*	-0.45	*	-0.18	*	###	*	-0.07	*
(2) Professionals										
Employees as of Plan Date: 2005-06-30	118	28.81	29	24.58	20	16.95	2	1.69	4	3.39
Employees as of Monitoring Date: 2006-12-31	176	32.95	45	25.57	22	12.50	4	2.27	7	3.98
Goal Availability:	51.55	29.29	25.31	14.38	13.41	7.62	2.57	1.46	3.56	2.02
Status:	6.45		19.69		8.59		1.43		3.44	
(3) Technicians										
Employees as of Plan Date: 2005-06-30	58	34.48	16	27.59	4	6.90	2	3.45	4	6.90
Employees as of Monitoring Date: 2006-12-31	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Goal Availability:	0.00	39.93	0.00	14.60	0.00	5.05	0.00	1.92	0.00	3.96
Status:	0.00		0.00		0.00		0.00		0.00	
(4) Protective Service Workers										
Employees as of Plan Date: 2005-06-30	11	27.27	1	9.09	0	0.00	0	0.00	0	0.00
Employees as of Monitoring Date: 2006-12-31	8	25.00	1	12.50	0	0.00	0	0.00	0	0.00
Goal Availability:	0.71	8.92	0.99	12.40	0.40	5.00	0.16	2.00	0.18	2.27
Status:	1.29		0.01		-0.40	*	-0.16	*	-0.18	*
(6) Administrative Support										
Employees as of Plan Date: 2005-06-30	32	90.63	12	37.50	5	15.63	0	0.00	2	6.25
Employees as of Monitoring Date: 2006-12-31	32	84.38	12	37.50	4	12.50	0	0.00	3	9.38
Goal Availability:	25.75	80.48	6.21	19.41	2.56	8.01	0.48	1.49	0.83	2.60
Status:	1.25		5.79		1.44		-0.48	*	2.17	
(8) Service Maintenance										
Employees as of Plan Date: 2005-06-30	3	66.67	1	33.33	0	0.00	0	0.00	0	0.00
Employees as of Monitoring Date: 2006-12-31	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Goal Availability:	0.00	9.55	0.00	10.91	0.00	1.61	0.00	1.77	0.00	1.72
Status:	0.00		0.00		0.00		0.00		0.00	

* - Number of employees on monitoring date is less than goal availability

**King County Executive Branch 2005 - 2006 Plan
Goal Attainment**

Analysis Data as of 2006-12-31

KING COUNTY Dept. of Development & Environmental Srv

Plan:	Class	Goal Placement Rate %	Total Job Group Placements	Actual Placements #	Actual Placement Rate %	Goal Attained?
KING.0300			0	0	0.00	NO
1	Officials and Administrators Female	37.98	16	7	43.75	YES
2	Professionals Female	29.29	0	0	0.00	NO
3	Technicians Female	39.93				

King County Executive Branch 2005 - 2006 Plan Monitoring Summary Analysis Analysis Data as of 2006-12-31

KING COUNTY Dept. of Executive Services

Plan: KING,0400

Job Group	Total Female #	Total Female %	Total Minorities		Asian #	Asian %	Native American		Hispanic	
			#	%			#	%	#	%
(1) Officials and Administrators	14	50.00	1	7.14	0	0.00	0	0.00	0	0.00
Employees as of Plan Date: 2005-06-30	22	54.55	4	18.18	3	13.64	0	0.00	0	0.00
Employees as of Monitoring Date: 2006-12-31	9.90	44.98	2.90	13.20	0.60	2.74	0.15	0.70	0.91	4.13
Goal Availability:	2.10	*	1.10	*	2.40	*	-0.15	*	-0.91	*
Status:										
(2) Professionals	491	49.29	133	27.09	64	13.03	1	0.20	19	3.87
Employees as of Plan Date: 2005-06-30	325	55.69	91	28.00	45	13.85	2	0.62	13	4.00
Employees as of Monitoring Date: 2006-12-31	149.99	46.15	61.30	18.86	27.56	8.48	5.07	1.56	9.13	2.81
Goal Availability:	31.01		29.71		17.44		-3.07	*	3.87	
Status:										
(3) Technicians	57	35.09	17	29.82	9	15.79	3	5.26	1	1.75
Employees as of Plan Date: 2005-06-30	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Employees as of Monitoring Date: 2006-12-31	0.33	32.65	0.17	17.18	0.08	7.51	0.02	1.75	0.03	3.36
Goal Availability:	0.67	*	-0.17	*	-0.08	*	-0.02	*	-0.03	*
Status:										
(4) Protective Service Workers	93	26.88	30	32.26	22	23.66	1	1.08	3	3.23
Employees as of Plan Date: 2005-06-30	99	29.29	32	32.32	23	23.23	1	1.01	3	3.03
Employees as of Monitoring Date: 2006-12-31	53.18	53.72	18.11	18.29	7.98	8.06	3.82	3.86	3.91	3.95
Goal Availability:	-24.18	*	13.89		15.02		-2.82	*	-0.91	*
Status:										
(5) Para - Professionals	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Employees as of Plan Date: 2005-06-30	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Employees as of Monitoring Date: 2006-12-31	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Goal Availability:	0.00		0.00		0.00		0.00		0.00	
Status:	0.00		0.00		0.00		0.00		0.00	

**King County Executive Branch 2005 - 2006 Plan
Monitoring Summary Analysis
Analysis Data as of 2006-12-31**

Plan: KING,0400 KING COUNTY Dept. of Executive Services

<i>Job Group</i>	<i>Total Female</i>	<i>Total Minorities</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>
#	%	#	%	#	%	#
(6) Administrative Support						
Employees as of Plan Date: 2005-06-30	172	96	37	45	7	7
Employees as of Monitoring Date: 2006-12-31	163	95	34	47	4	10
Goal Availability:	154.14	86.59	36.07	37.83	5.04	7.65
Status:	8.86	8.41	-2.07	9.17	-1.04	2.35
(7) Skilled Crafts						
Employees as of Plan Date: 2005-06-30	11	32	15	11	3	3
Employees as of Monitoring Date: 2006-12-31	10	29	14	10	2	3
Goal Availability:	9.93	12.30	2.99	3.31	1.99	3.09
Status:	0.07	16.70	11.01	6.69	0.01	-0.09
(8) Service Maintenance						
Employees as of Plan Date: 2005-06-30	21	59	23	23	3	10
Employees as of Monitoring Date: 2006-12-31	23	59	23	24	3	9
Goal Availability:	25.71	27.69	6.16	8.47	3.28	7.83
Status:	-2.71	31.31	16.84	15.53	-0.28	1.17

* - Number of employees on monitoring date is less than goal availability

King County Executive Branch 2005 - 2006 Plan Goal Attainment

Analysis Data as of 2006-12-31

KING COUNTY Dept. of Executive Services

Plan: KING.0400

<i>Job Group</i>	<i>Class</i>	<i>Goal Placement Rate %</i>	<i>Total Job Group Placements</i>	<i>Actual Placements #</i>	<i>Actual Placement Rate %</i>	<i>Goal Attained?</i>
2	Professionals Native American	1.56	56	1	1.79	YES
3	Technicians Hispanic	3.36	5	1	20.00	YES
4	Protective Service Workers Female Native American Hispanic	53.72 3.86 3.95	23	11 0 0	47.83 0.00 0.00	NO NO NO
6	Administrative Support Black Hispanic	17.26 3.66	43	5 1	11.63 2.33	NO NO
8	Service Maintenance Female	27.64	8	1	12.50	NO

**King County Executive Branch 2005 - 2006 Plan
Monitoring Summary Analysis
Analysis Data as of 2006-12-31**

KING COUNTY Dept. of Judicial Administration

Plan: KING,0500

Job Group	Total Female #	Total Female %	Total Minorities		Black #	Black %	Asian		Native American #	Native American %	Hispanic	
			#	%			#	%			#	%
(1) Officials and Administrators Employees as of Plan Date: 2005-06-30	1	100.00	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00
Employees as of Monitoring Date: 2006-12-31	1	100.00	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00
Goal Availability:	0.18	17.62	0.08	7.75	0.01	0.70	0.04	4.34	0.01	0.83	0.01	1.14
Status:	0.82	*	0.92	*	-0.01	*	-0.04	*	0.99	*	-0.01	*
(2) Professionals Employees as of Plan Date: 2005-06-30	37	56.76	9	24.32	4	10.81	4	10.81	0	0.00	1	2.70
Employees as of Monitoring Date: 2006-12-31	29	41.38	7	24.14	3	10.34	3	10.34	0	0.00	1	3.45
Goal Availability:	15.50	53.45	5.30	18.28	1.43	4.93	2.40	8.26	0.50	1.72	0.71	2.45
Status:	-3.50	*	1.70	*	1.57	*	0.60	*	-0.50	*	0.29	*
(3) Technicians Employees as of Plan Date: 2005-06-30	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Employees as of Monitoring Date: 2006-12-31	14	78.57	3	21.43	1	7.14	1	7.14	0	0.00	1	7.14
Goal Availability:	4.40	31.41	2.77	19.78	0.56	4.02	1.49	10.62	0.23	1.62	0.37	2.67
Status:	6.60	*	0.23	*	0.44	*	-0.49	*	-0.23	*	0.63	*
(6) Administrative Support Employees as of Plan Date: 2005-06-30	152	71.05	61	40.13	19	12.50	37	24.34	1	0.66	4	2.63
Employees as of Monitoring Date: 2006-12-31	167	72.46	69	41.32	22	13.17	41	24.55	1	0.60	5	2.99
Goal Availability:	137.41	82.28	34.37	20.58	9.64	5.77	15.31	9.17	2.35	1.41	4.98	2.98
Status:	-16.41	*	34.63	*	12.36	*	25.69	*	-1.35	*	0.02	*

* - Number of employees on monitoring date is less than goal availability

**King County Executive Branch 2005 - 2006 Plan
Goal Attainment
Analysis Data as of 2006-12-31**

KING COUNTY Dept. of Judicial Administration

Plan:	Job Group	Class	Goal Placement Rate %	Total Job Group Placements	Actual Placements #	Actual Placement Rate %	Goal Attained?
KING.0500	2	Professionals Native American	1.72	10	0	0.00	NO
	6	Administrative Support Female Native American Hispanic	82.28 1.41 2.98	42	35 0 2	83.33 0.00 4.76	YES NO YES

**King County Executive Branch 2005 - 2006 Plan
Monitoring Summary Analysis
Analysis Data as of 2006-12-31**

KING COUNTY Dept. of Natural Resources and Parks

Plan: KING.0600

<i>Job Group</i>	<i>Total Female</i>	<i>Total Minorities</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>
#	%	#	%	#	%	%
(1) Officials and Administrators						
Employees as of Plan Date: 2005-06-30	8	1	1	0	0	0
Employees as of Monitoring Date: 2006-12-31	26	3	2	1	0	0
Goal Availability:	11.42	3.74	0.85	1.66	0.40	0.55
Status:	-0.42	-0.74	1.15	-0.66	-0.40	-0.55
(2) Professionals						
Employees as of Plan Date: 2005-06-30	779	142	30	92	7	13
Employees as of Monitoring Date: 2006-12-31	755	139	39	81	7	12
Goal Availability:	298.45	142.47	33.07	77.31	12.00	16.16
Status:	16.55	-3.47	5.93	3.69	-5.00	-4.16
(3) Technicians						
Employees as of Plan Date: 2005-06-30	77	22	11	9	1	1
Employees as of Monitoring Date: 2006-12-31	14	2	1	1	0	0
Goal Availability:	7.22	2.71	1.10	1.09	0.14	0.29
Status:	0.78	-0.71	-0.10	-0.09	-0.14	-0.29
(4) Protective Service Workers						
Employees as of Plan Date: 2005-06-30	4	2	1	1	0	0
Employees as of Monitoring Date: 2006-12-31	5	2	1	1	0	0
Goal Availability:	3.00	0.00	1.00	0.00	0.00	0.00
Status:	0.00	2.00	0.00	1.00	0.00	0.00

King County Executive Branch 2005 - 2006 Plan Monitoring Summary Analysis Analysis Data as of 2006-12-31

KING COUNTY Dept. of Natural Resources and Parks

Plan: KING,0600

Job Group	Total Female #	Total Female %	Total Minorities		Black #	Black %	Asian #	Asian %	Native American		Hispanic	
			#	%					#	%	#	%
(6) Administrative Support												
Employees as of Plan Date: 2005-06-30	161	85.09	44	27.33	13	8.07	21	13.04	3	1.86	7	4.35
Employees as of Monitoring Date: 2006-12-31	142	81.69	46	32.39	13	9.15	23	16.20	3	2.11	7	4.93
Goal Availability:	102.51	72.19	34.70	24.44	8.43	5.94	16.54	11.65	2.56	1.80	6.25	4.40
Status:	13.49		11.30		4.57		6.46		0.44		0.75	
(7) Skilled Crafts												
Employees as of Plan Date: 2005-06-30	276	11.59	61	22.10	26	9.42	14	5.07	7	2.54	14	5.07
Employees as of Monitoring Date: 2006-12-31	314	11.78	72	22.93	32	10.19	16	5.10	9	2.87	15	4.78
Goal Availability:	33.10	10.54	61.04	19.44	23.74	7.56	14.41	4.59	7.76	2.47	14.29	4.55
Status:	3.90		10.96		8.26		1.59		1.24		0.71	
(8) Service Maintenance												
Employees as of Plan Date: 2005-06-30	248	18.55	64	25.81	33	13.31	16	6.45	7	2.82	8	3.23
Employees as of Monitoring Date: 2006-12-31	220	17.73	49	22.27	23	10.45	14	6.36	4	1.82	8	3.64
Goal Availability:	32.98	14.99	61.31	27.87	16.06	7.30	15.03	6.83	5.24	2.38	21.27	9.67
Status:	6.02		-12.31	*	6.94		-1.03	*	-1.24	*	-13.27	*

* - Number of employees on monitoring date is less than goal availability

**King County Executive Branch 2005 - 2006 Plan
Goal Attainment
Analysis Data as of 2006-12-31**

KING COUNTY Dept. of Natural Resources and Parks

Plan:	Job Group	Class	Goal Placement Rate %	Total Job Group Placements	Actual Placements #	Actual Placement Rate %	Goal Attained?
KING,0600	1	Officials and Administrators Female	43.91	0	0	0.00	NO
	2	Professionals Native American Hispanic	1.59 2.14	122	2 0	1.64 0.00	YES NO
	3	Technicians Female Hispanic	51.60 2.09	2	2 0	100.00 0.00	YES NO
	8	Service Maintenance Asian Hispanic	6.83 9.67	33	0 0	0.00 0.00	NO NO

King County Executive Branch 2005 - 2006 Plan Monitoring Summary Analysis Analysis Data as of 2006-12-31

KING COUNTY Assessor's Office

Plan: KING,0700

Job Group	Total Female #	Total Female %	Total Minorities #	Total Minorities %	Black #	Black %	Asian #	Asian %	Native American #	Native American %	Hispanic #	Hispanic %
(1) Officials and Administrators												
Employees as of Plan Date: 2005-06-30	5	40.00	1	20.00	0	0.00	1	20.00	0	0.00	0	0.00
Employees as of Monitoring Date: 2006-12-31	6	50.00	1	16.67	0	0.00	1	16.67	0	0.00	0	0.00
Goal Availability:	2.14	35.64	0.85	14.21	0.16	2.66	0.44	7.32	0.05	0.87	0.13	2.18
Status:	0.86	*	0.15	*	-0.16	*	0.56	*	-0.05	*	-0.13	*
(2) Professionals												
Employees as of Plan Date: 2005-06-30	143	42.66	26	18.18	3	2.10	19	13.29	1	0.70	3	2.10
Employees as of Monitoring Date: 2006-12-31	154	39.61	33	21.43	5	3.25	24	15.58	1	0.65	3	1.95
Goal Availability:	73.35	47.63	20.71	13.45	2.88	1.87	9.84	6.39	1.05	0.68	5.01	3.25
Status:	-12.35	*	12.29		2.12		14.16		-0.05	*	-2.01	*
(3) Technicians												
Employees as of Plan Date: 2005-06-30	18	38.89	9	50.00	2	11.11	7	38.89	0	0.00	0	0.00
Employees as of Monitoring Date: 2006-12-31	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Goal Availability:	0.00	54.35	0.00	23.47	0.00	3.13	0.00	13.20	0.00	1.70	0.00	4.71
Status:	0.00		0.00		0.00		0.00		0.00		0.00	
(6) Administrative Support												
Employees as of Plan Date: 2005-06-30	58	79.31	28	48.28	11	18.97	13	22.41	2	3.45	2	3.45
Employees as of Monitoring Date: 2006-12-31	54	81.48	27	50.00	12	22.22	12	22.22	2	3.70	1	1.85
Goal Availability:	38.11	70.57	11.87	21.99	2.98	5.52	5.42	10.03	0.79	1.46	1.86	3.44
Status:	5.89		15.13		9.02		6.58		1.21		-0.86	*
(7) Skilled Crafts												
Employees as of Plan Date: 2005-06-30	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Employees as of Monitoring Date: 2006-12-31	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Goal Availability:	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Status:	0.00		0.00		0.00		0.00		0.00		0.00	

* - Number of employees on monitoring date is less than goal availability

**King County Executive Branch 2005 - 2006 Plan
 Goal Attainment
 Analysis Data as of 2006-12-31**

KING COUNTY Assessor's Office

Plan:	Job Group	Class	Goal Placement Rate %	Total Job Group Placements	Actual Placements #	Actual Placement Rate %	Goal Attained?
KING.0700				9	4	44.44	NO
	2	Professionals	47.63		0	0.00	NO
		Female	3.25				
		Hispanic		0	0	0.00	
	3	Technicians	54.35				
		Female	4.71				
		Hispanic					

King County Executive Branch 2005 - 2006 Plan Monitoring Summary Analysis Analysis Data as of 2006-12-31

KING COUNTY Dept. of Transportation

Plan: KING,0800

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic	
	#	%	#	%	#	%	#	%	#	%	#	%
(1) Officials and Administrators	12	4	1	8.33	1	8.33	0	0.00	0	0.00	0	0.00
Employees as of Plan Date: 2005-06-30	24	6	7	29.17	4	16.67	1	4.17	0	0.00	2	8.33
Employees as of Monitoring Date: 2006-12-31	9.00	37.51	3.72	15.49	1.39	5.80	1.52	6.34	0.23	0.95	0.44	1.82
Goal Availability:	-3.00	*	3.28		2.61		-0.52	*	-0.23	*	1.56	
Status:												
(2) Professionals	778	292	190	24.42	65	8.35	105	13.50	7	0.90	13	1.67
Employees as of Plan Date: 2005-06-30	687	266	171	24.89	53	7.71	96	13.97	10	1.46	12	1.75
Employees as of Monitoring Date: 2006-12-31	244.09	35.53	133.97	19.50	39.78	5.79	70.14	10.21	7.76	1.13	13.26	1.93
Goal Availability:	21.91		37.04		13.22		25.86		2.24		-1.26	*
Status:												
(3) Technicians	170	33	39	22.94	24	14.12	10	5.88	2	1.18	3	1.76
Employees as of Plan Date: 2005-06-30	25	2	4	16.00	3	12.00	1	4.00	0	0.00	0	0.00
Employees as of Monitoring Date: 2006-12-31	7.66	30.65	5.25	21.01	2.13	8.53	1.89	7.55	0.42	1.69	0.66	2.65
Goal Availability:	-5.66	*	-1.25	*	0.87		-0.89	*	-0.42	*	-0.66	*
Status:												
(4) Protective Service Workers	3	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Employees as of Plan Date: 2005-06-30	3	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Employees as of Monitoring Date: 2006-12-31	1.02	34.11	0.34	11.20	0.07	2.43	0.12	3.96	0.06	1.94	0.08	2.75
Goal Availability:	-1.02	*	-0.34	*	-0.07	*	-0.12	*	-0.06	*	-0.08	*
Status:												
(5) Para - Professionals	14	11	7	50.00	3	21.43	4	28.57	0	0.00	0	0.00
Employees as of Plan Date: 2005-06-30	0	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Employees as of Monitoring Date: 2006-12-31	0.00	72.87	0.00	15.68	0.00	4.98	0.00	5.29	0.00	1.47	0.00	2.85
Goal Availability:	0.00		0.00		0.00		0.00		0.00		0.00	
Status:												

**King County Executive Branch 2005 - 2006 Plan
Monitoring Summary Analysis
Analysis Data as of 2006-12-31**

KING COUNTY Dept. of Transportation

Plan: KING,0800

<i>Job Group</i>	<i>Total Female</i>	<i>Total Minorities</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>
	#	#	#	#	#	#
	%	%	%	%	%	%
(6) Administrative Support						
Employees as of Plan Date: 2005-06-30	144	80	42	29	6	3
Employees as of Monitoring Date: 2006-12-31	160	102	52	40	4	6
Goal Availability:	210.55	60.50	20.37	24.36	4.69	7.56
Status:	-50.55	41.50	31.63	15.64	-0.69	-1.56
(7) Skilled Crafts						
Employees as of Plan Date: 2005-06-30	50	176	66	80	14	16
Employees as of Monitoring Date: 2006-12-31	84	233	99	104	13	17
Goal Availability:	76.64	160.97	48.12	57.40	19.43	26.58
Status:	7.36	72.03	50.88	46.61	-6.43	-9.58
(8) Service Maintenance						
Employees as of Plan Date: 2005-06-30	71	147	58	60	10	19
Employees as of Monitoring Date: 2006-12-31	62	129	51	52	6	20
Goal Availability:	58.68	92.40	30.13	29.19	8.68	20.87
Status:	3.32	36.60	20.87	22.81	-2.68	-0.87
(9) Transit Operators						
Employees as of Plan Date: 2005-06-30	590	943	621	207	31	84
Employees as of Monitoring Date: 2006-12-31	607	980	640	225	28	87
Goal Availability:	1,323.38	459.48	197.30	91.20	57.97	81.37
Status:	-716.38	520.52	442.70	133.80	-29.97	5.63

* - Number of employees on monitoring date is less than goal availability

**King County Executive Branch 2005 - 2006 Plan
Goal Attainment**

Analysis Data as of 2006-12-31

KING COUNTY Dept. of Transportation

Plan: KING.0800

<i>Job Group</i>	<i>Class</i>	<i>Goal Placement Rate %</i>	<i>Total Job Group Placements</i>	<i>Actual Placements #</i>	<i>Actual Placement Rate %</i>	<i>Goal Attained?</i>
2	Professionals Native American Hispanic	1.13 1.93	65	2 2	3.08 3.08	YES YES
3	Technicians Female Native American Hispanic	30.65 1.69 2.65	12	2 0 0	16.67 0.00 0.00	NO NO NO
4	Protective Service Workers Female	34.11	0	0	0.00	NO
6	Administrative Support Female	74.93	17	16	94.12	YES
7	Skilled Crafts Female Native American Hispanic	8.68 2.20 3.01	51	2 0 1	3.92 0.00 1.96	NO NO NO
8	Service Maintenance Native American Hispanic	2.68 6.44	38	0 0	0.00 0.00	NO NO
9	Transit Operators Female Native American	49.77 2.18	1	0 0	0.00 0.00	NO NO

**King County Executive Branch 2005 - 2006 Plan
Monitoring Summary Analysis
Analysis Data as of 2006-12-31**

KING COUNTY Dept. of Public Health

Plan: KING,0900

<i>Job Group</i>	<i>Total Female #</i>	<i>%</i>	<i>Total Minorities #</i>	<i>%</i>	<i>Black #</i>	<i>%</i>	<i>Asian #</i>	<i>%</i>	<i>Native American #</i>	<i>%</i>	<i>Hispanic #</i>	<i>%</i>
(1) Officials and Administrators												
Employees as of Plan Date: 2005-06-30	8	50.00	1	12.50	1	12.50	0	0.00	0	0.00	0	0.00
Employees as of Monitoring Date: 2006-12-31	22	63.64	3	13.64	2	9.09	0	0.00	0	0.00	1	4.55
Goal Availability:	10.93	49.69	2.76	12.54	0.54	2.46	1.04	4.74	0.48	2.16	0.49	2.23
Status:	3.07		0.24		1.46		-1.04	*	-0.48	*	0.51	
(2) Professionals												
Employees as of Plan Date: 2005-06-30	817	77.36	206	25.21	52	6.36	98	12.00	11	1.35	45	5.51
Employees as of Monitoring Date: 2006-12-31	861	69.57	229	26.60	59	6.85	112	13.01	8	0.93	50	5.81
Goal Availability:	600.46	69.74	146.63	17.03	30.65	3.56	65.44	7.60	19.03	2.21	20.15	2.34
Status:	-1.46	*	82.37		28.35		46.56		-11.03	*	29.85	
(3) Technicians												
Employees as of Plan Date: 2005-06-30	237	41.35	61	25.74	20	8.44	28	11.81	0	0.00	13	5.49
Employees as of Monitoring Date: 2006-12-31	155	61.94	36	23.23	4	2.58	10	6.45	1	0.65	21	13.55
Goal Availability:	65.41	42.20	20.79	13.41	7.29	4.70	4.94	3.19	1.10	0.71	6.31	4.07
Status:	30.59		15.21		-3.29	*	5.06		-0.10	*	14.69	
(4) Protective Service Workers												
Employees as of Plan Date: 2005-06-30	4	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Employees as of Monitoring Date: 2006-12-31	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Goal Availability:	0.00	37.92	0.00	16.57	0.00	12.31	0.00	1.57	0.00	0.45	0.00	1.83
Status:	0.00		0.00		0.00		0.00		0.00		0.00	
(5) Para - Professionals												
Employees as of Plan Date: 2005-06-30	30	66.67	10	33.33	5	16.67	1	3.33	0	0.00	4	13.33
Employees as of Monitoring Date: 2006-12-31	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Goal Availability:	0.00	73.06	0.00	24.25	0.00	7.71	0.00	8.21	0.00	3.13	0.00	4.17
Status:	0.00		0.00		0.00		0.00		0.00		0.00	
(6) Administrative Support												
Employees as of Plan Date: 2005-06-30	384	86.72	196	51.04	57	14.84	78	20.31	8	2.08	53	13.80
Employees as of Monitoring Date: 2006-12-31	286	85.31	138	48.25	44	15.38	60	20.98	6	2.10	28	9.79
Goal Availability:	220.31	77.03	53.28	18.63	15.93	5.57	20.99	7.34	4.60	1.61	7.06	2.47
Status:	23.69		84.72		28.07		39.01		1.40		20.94	

**King County Executive Branch 2005 - 2006 Plan
Monitoring Summary Analysis
Analysis Data as of 2006-12-31**

Plan: KING,0900 KING COUNTY Dept. of Public Health

Job Group	Total Female #	%	Total Minorities #	%	Black #	%	Asian #	%	Native American #	%	Hispanic #	%
(7) Skilled Crafts												
Employees as of Plan Date: 2005-06-30	9	66.67	3	33.33	1	11.11	0	0.00	0	0.00	2	22.22
Employees as of Monitoring Date: 2006-12-31	7	71.43	2	28.57	0	0.00	0	0.00	0	0.00	2	28.57
Goal Availability:	0.56	8.03	1.22	17.37	0.23	3.27	0.22	3.10	0.15	2.09	0.49	6.96
Status:	4.44		0.78		-0.23	*	-0.22	*	-0.15	*	1.51	
(8) Service Maintenance												
Employees as of Plan Date: 2005-06-30	5	0.00	2	40.00	2	40.00	0	0.00	0	0.00	0	0.00
Employees as of Monitoring Date: 2006-12-31	124	78.23	73	58.87	21	16.94	31	25.00	1	0.81	20	16.13
Goal Availability:	31.76	25.61	27.78	22.40	11.73	9.46	6.42	5.18	3.05	2.46	5.54	4.47
Status:	65.24		45.22		9.27		24.58		-2.05	*	14.46	

* - Number of employees on monitoring date is less than goal availability

King County Executive Branch 2005 - 2006 Plan

Goal Attainment

Analysis Data as of 2006-12-31

Plan: KING,0900

KING COUNTY Dept. of Public Health

Job Group	Class	Goal Placement Rate %	Total Job Group Placements	Actual Placements #	Actual Placement Rate %	Goal Attained?
2	Professionals Native American	2.21	204	1	0.49	NO
3	Technicians Female Native American	42.20 0.71	26	15 0	57.69 0.00	YES NO
4	Protective Service Workers Female	37.92	0	0	0.00	NO
5	Para - Professionals Female Asian Native American	73.06 8.21 3.13	0	0 0 0	0.00 0.00 0.00	NO NO NO
8	Service Maintenance Female	25.61	25	20	80.00	YES

King County Executive Branch 2005 - 2006 Plan Monitoring Summary Analysis Analysis Data as of 2006-12-31

KING COUNTY King County Executive's Office

Plan: KING, 1000

Job Group	Total Female #	Total Female %	Total Minorities #	Total Minorities %	Black #	Black %	Asian #	Asian %	Native American #	Native American %	Hispanic #	Hispanic %
(1) Officials and Administrators												
Employees as of Plan Date: 2005-06-30	13	38.46	5	15.38	2	5.56	3	23.08	0	0.00	0	0.00
Employees as of Monitoring Date: 2006-12-31	36	38.89	4	11.11	2	5.56	2	5.56	0	0.00	0	0.00
Goal Availability:	10.10	28.06	5.25	14.58	1.33	3.70	2.93	8.13	0.30	0.84	0.37	1.03
Status:	3.90	*	-1.25	*	0.67	*	-0.93	*	-0.30	*	-0.37	*
(2) Professionals												
Employees as of Plan Date: 2005-06-30	91	54.95	26	28.57	10	10.99	13	14.29	0	0.00	3	3.30
Employees as of Monitoring Date: 2006-12-31	180	42.22	51	28.33	22	12.22	21	11.67	1	0.56	7	3.89
Goal Availability:	74.61	41.45	24.89	13.83	4.32	2.40	12.28	6.82	2.14	1.19	4.61	2.56
Status:	1.39		26.11		17.68		8.72		-1.14	*	2.39	
(3) Technicians												
Employees as of Plan Date: 2005-06-30	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Employees as of Monitoring Date: 2006-12-31	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Goal Availability:	0.00	48.14	0.00	19.84	0.00	4.05	0.00	9.18	0.00	1.68	0.00	4.62
Status:	0.00		0.00		0.00		0.00		0.00		0.00	
(5) Para - Professionals												
Employees as of Plan Date: 2005-06-30	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Employees as of Monitoring Date: 2006-12-31	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Goal Availability:	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Status:	0.00		0.00		0.00		0.00		0.00		0.00	
(6) Administrative Support												
Employees as of Plan Date: 2005-06-30	13	100.00	2	15.38	0	0.00	1	7.69	0	0.00	1	7.69
Employees as of Monitoring Date: 2006-12-31	29	62.07	13	44.83	4	13.79	7	24.14	0	0.00	2	6.90
Goal Availability:	23.57	81.27	4.61	15.89	1.20	4.14	1.96	6.77	0.45	1.54	0.68	2.33
Status:	-5.57	*	8.39		2.80		5.04		-0.45	*	1.32	
(7) Skilled Crafts												
Employees as of Plan Date: 2005-06-30	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Employees as of Monitoring Date: 2006-12-31	20	25.00	4	20.00	0	0.00	1	5.00	3	15.00	0	0.00
Goal Availability:	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Status:	5.00		4.00		0.00		1.00		3.00		0.00	

**King County Executive Branch 2005 - 2006 Plan
Goal Attainment**

Analysis Data as of 2006-12-31

Plan: KING,1000

KING COUNTY King County Executive's Office

<i>Job Group</i>	<i>Class</i>	<i>Goal Placement Rate %</i>	<i>Total Job Group Placements</i>	<i>Actual Placements #</i>	<i>Actual Placement Rate %</i>	<i>Goal Attained?</i>
2	Professionals	1.19	20	0	0.00	NO
6	Administrative Support Black	4.14	5	1	20.00	YES

King County Executive Branch 2005 - 2006 Plan Monitoring Summary Analysis Analysis Data as of 2006-12-31

KING COUNTY King County Sheriff's Office

Plan: KING, 1100

Job Group	Total Female #	Total Female %	Total Minorities		Black #	Black %	Asian		Native American #	Native American %	Hispanic	
			#	%			#	%			#	%
(1) Officials and Administrators												
Employees as of Plan Date: 2005-06-30	10	40.00	1	10.00	0	0.00	1	10.00	0	0.00	0	0.00
Employees as of Monitoring Date: 2006-12-31	4	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Goal Availability:	1.00	25.10	0.51	12.86	0.12	3.06	0.31	7.81	0.04	1.07	0.02	0.59
Status:	1.00		-0.51	*	-0.12	*	-0.31	*	-0.04	*	-0.02	*
(2) Professionals												
Employees as of Plan Date: 2005-06-30	151	67.55	21	13.91	5	3.31	11	7.28	0	0.00	5	3.31
Employees as of Monitoring Date: 2006-12-31	49	67.35	12	24.49	2	4.08	7	14.29	1	2.04	2	4.08
Goal Availability:	12.20	24.89	8.42	17.18	3.09	6.30	2.75	5.62	0.82	1.68	1.33	2.72
Status:	20.80		3.58	*	-1.09	*	4.25		0.18		0.67	
(3) Technicians												
Employees as of Plan Date: 2005-06-30	26	46.15	8	30.77	2	7.69	4	15.38	1	3.85	1	3.85
Employees as of Monitoring Date: 2006-12-31	85	62.35	21	24.71	7	8.24	10	11.76	1	1.18	3	3.53
Goal Availability:	46.51	54.72	18.47	21.73	4.18	4.92	8.64	10.16	1.22	1.43	3.34	3.93
Status:	6.49		2.53		2.82		1.36		-0.22	*	-0.34	*
(4) Protective Service Workers												
Employees as of Plan Date: 2005-06-30	728	17.45	126	17.31	37	5.08	48	6.59	12	1.65	29	3.98
Employees as of Monitoring Date: 2006-12-31	730	14.25	120	16.44	35	4.79	44	6.03	12	1.64	29	#
Goal Availability:	127.82	17.51	129.65	17.76	50.30	6.89	34.16	4.68	14.89	2.04	24.75	3.39
Status:	-23.82	*	-9.65	*	-15.30	*	9.84		-2.89	*	4.25	
(6) Administrative Support												
Employees as of Plan Date: 2005-06-30	91	89.01	23	25.27	8	8.79	10	10.99	2	2.20	3	3.30
Employees as of Monitoring Date: 2006-12-31	166	84.34	34	20.48	11	6.63	14	8.43	2	1.20	7	4.22
Goal Availability:	120.81	72.78	35.99	21.68	10.18	6.13	15.42	9.29	2.34	1.41	5.41	3.26
Status:	19.19		-1.99	*	0.82		-1.42	*	-0.34	*	1.59	

* - Number of employees on monitoring date is less than goal availability

**King County Executive Branch 2005 - 2006 Plan
Goal Attainment
Analysis Data as of 2006-12-31**

Plan: KING,1100 KING COUNTY King County Sheriff's Office

<i>Job Group</i>	<i>Class</i>	<i>Goal Placement Rate %</i>	<i>Total Job Group Placements</i>	<i>Actual Placements #</i>	<i>Actual Placement Rate %</i>	<i>Goal Attained?</i>
2	Professionals		16			
	Black	6.30		2	12.50	YES
	Native American	1.68		2	12.50	YES
3	Technicians		11			
	Female	54.72		8	72.73	YES
4	Protective Service Workers		101			
	Black	6.89		5	4.95	NO
	Native American	2.04		1	0.99	NO

Appendix B: 2008 – 2012 EEO/AA Plan Analysis

Appendix B contains the following 2008 – 2012 EEO/AA Plan analysis documents:

- **Department Summary Analysis Report**
 - Provides placement goal and numerical underutilization data by race and gender.
- **Department Work Force Analysis Report**
 - Displays the department work force job titles by, salary code and all race and gender.
- **Department Job Group Analysis Report**
 - Shows the plan and job group from which employees are being reported.

King County Executive Branch 2008 - 2012 Plan

Summary Analysis

Analysis Data as of 2007-01-01

KING COUNTY Dept. of Adult & Juvenile Detention

Plan: KING,0100

Job Group	Total Female #	%	Total Minorities #	%	Black #	%	Asian #	%	Native American #	%	Hispanic #	%
(1) Officials and Administrators Employee: 6	2	33.33	3	50.00	2	33.33	1	16.67	0	0.00	0	0.00
Current Utilization:	2.14	35.71	0.73	12.11	0.16	2.69	0.29	4.86	0.12	2.01	0.09	1.49
Class Goal:	0.14	No	0.00	No	0.00	No	0.00	No	0.12	No	0.09	No
Underutilized:												
(2) Professionals Employee: 95	50	52.63	31	32.63	15	15.79	11	11.58	0	0.00	5	5.26
Current Utilization:	47.66	50.17	13.42	14.13	4.16	4.38	4.84	5.09	2.10	2.21	1.75	1.84
Class Goal:	0.00	No	0.00	No	0.00	No	0.00	No	2.10	Yes	0.00	No
Underutilized:												
(4) Protective Service Workers Employee: 702	160	22.79	306	43.59	179	25.50	69	9.83	14	1.99	44	6.27
Current Utilization:	206.74	29.45	180.69	25.74	89.93	12.81	42.47	6.05	8.92	1.27	32.99	4.70
Class Goal:	46.74	Yes	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No
Underutilized:												
(6) Administrative Support Employee: 74	56	75.68	33	44.59	14	18.92	15	20.27	1	1.35	3	4.05
Current Utilization:	57.31	77.45	12.80	17.30	3.61	4.88	5.33	7.20	1.23	1.66	1.72	2.33
Class Goal:	1.31	Yes	0.00	No	0.00	No	0.00	No	0.23	No	0.00	No
Underutilized:												
(7) Skilled Crafts Employee: 1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Current Utilization:	0.04	3.92	0.09	9.16	0.02	2.44	0.02	2.41	0.01	1.21	0.02	2.30
Class Goal:	0.04	No	0.09	No	0.02	No	0.02	No	0.01	No	0.02	No
Underutilized:												

King County Executive Branch 2008 - 2012 Plan

Summary Analysis

Analysis Data as of 2007-01-01

KING COUNTY Dept. of Adult & Juvenile Detention

Plan: KING,0100

	Total Female #	%	Total Minorities #	%	Black #	%	Asian #	%	Native American #	%	Hispanic #	%
(8) Service Maintenance	11	25.58	27	62.79	5	11.63	20	46.51	0	0.00	2	4.65
Employee:	18.49	43.00	16.58	38.55	1.94	4.52	6.67	15.51	1.44	3.34	5.60	13.02
Current Utilization:	7.49	Yes	0.00	No	0.00	No	0.00	No	1.44	Yes	3.60	Yes
Class Goal:												
Underutilized:	279		400		215		116		15		54	

Job Group
(8) Service Maintenance
Employee: 43
Current Utilization:
Class Goal:
Underutilized: 921

Totals:

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0100
Department: 0100
KING COUNTY Dept. of Adult & Juvenile Detention
Dept. of Adult & Juvenile Detention

<i>C</i>	<i>I</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Employees</i>	<i>Total</i>	<i>Minorities</i>	<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>
		COOK/BAKER - NONREP	8		2	1	2	1	0	0	1	0	0
		CORRECTIONS OFFICER	4		30	28	14	28	15	6	4	0	3
		CORRECTIONS SERGEANT	4		2	2	1	2	1	0	1	0	0
		COOKS HELPER (97)	24		1	1	1	1	0	0	1	0	0
		ADMINISTRATIVE SPECIALIST I	33		4	3	0	3	1	0	0	0	0
		JAIL MAIL CLERK	33		3	1	0	1	1	0	0	0	0
		FISCAL SPECIALIST I	34		2	1	1	1	0	0	1	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0100
Department: 0100
KING COUNTY Dept. of Adult & Juvenile Detention
Dept. of Adult & Juvenile Detention

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	Native					
						White	Black	Asian	American	Hispanic	
NURSES ASST - DYS (97)	34	8	4	3	1	1	0	0	0	0	0
JAIL AIDE	35	6	29	14	12	4	3	5	0	0	0
ADMIN SPEC II	37	6	10	6	2	1	0	1	0	0	0
FISCAL SPECIALIST II	38	6	1	0	1	1	0	0	0	0	0
COOK - DYS (97)	40	8	7	4	4	0	0	4	0	0	0
ADMINISTRATIVE SPECIALIST III	41	6	14	6	0	0	0	0	0	0	0
FISCAL SPECIALIST III	42	6	4	4	0	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0100 KING COUNTY Dept. of Adult & Juvenile Detention
Department: 0100 Dept. of Adult & Juvenile Detention

C I Job Title	Salary Code	EEO Code	Total Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic
				Male	Female						
COMMUNITY WORK PROGRAM CREW SUPERVISOR	43	2	8	4	4	5	1	2	2	0	0
					Female	3	3	0	0	0	0
COOK/BAKER - NONREP	43	8	22	13	9	21	8	1	10	0	2
					Female	1	1	0	0	0	0
COMMUNITY SURVEILLANCE OFFICER	45	4	6	3	3	3	1	1	0	0	1
					Female	3	2	1	0	0	0
Detention Officer	45	4	2	0	2	2	2	0	0	0	0
					Female	0	0	0	0	0	0
JUVENILE SUPRV OFC (97)	45	4	92	58	34	63	21	30	6	1	5
					Female	29	13	12	3	0	1
STORES CLERK - DYS	46	2	1	1	0	0	0	0	0	0	0
					Female	1	0	0	0	0	1
COOK/BAKER - LEAD	47	8	4	1	3	3	2	0	1	0	0
					Female	1	1	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0100 KING COUNTY Dept. of Adult & Juvenile Detention

Department: 0100 Dept. of Adult & Juvenile Detention

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
CONFIDENTIAL SECRETARY I	49	6	6	1 Male Female	0	0	0	0	0	0
RECREATION COORDINATOR	49	8	2	2 Male Female	1	0	1	0	0	0
RECORDS CENTER SUPERVISOR	50	2	1	0 Male Female	0	0	0	0	0	0
CONFIDENTIAL SECRETARY II	51	6	1	1 Male Female	1	1	0	0	0	0
COMMUNITY CORRCTNS PLCMNT SPEC	53	2	3	1 Male Female	1	0	1	0	0	0
CORRECTIONS PROGRAM SPECIALIST	53	2	2	0 Male Female	2	2	0	0	0	0
ORIENTATION & ASSMNT SPEC	53	2	2	2 Male Female	2	0	2	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0100 KING COUNTY Dept. of Adult & Juvenile Detention

Department: 0100 Dept. of Adult & Juvenile Detention

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees		Total	Race						
			Minorities	Majorities		White	Black	Asian	American Native	Hispanic		
PERSONAL RECOGNIZANCE INVESTIGATOR	53	4	4	Male	3		1	0	0	0	0	0
				Female	12	9	0	1	0	0	2	
TRAINING COORDINATOR	53	4	1	Male	0		0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	
COMMUNITY CORRECTIONS CASEWORKER	54	2	4	Male	4		1	0	0	0	0	0
				Female	7	4	2	1	0	0	0	
CORRECTIONS PROGRAM SPECIALIST	55	2	10	Male	16		3	4	0	0	2	2
				Female	5	4	1	0	0	0	0	
OCCUPATIONAL EDUCATION AND TRAINING COOR.	55	2	1	Male	0		0	0	0	0	0	0
				Female	2	1	1	0	0	0	0	
IT SYSTEMS SPECIALIST-JOURNEY	56	2	1	Male	1		0	1	0	0	0	0
				Female	0	0	0	0	0	0	0	
Small Facility Food Services Supervisor	56	8	1	Male	0		0	0	0	0	0	0
				Female	1	0	1	0	0	0	0	

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0100 KING COUNTY Dept. of Adult & Juvenile Detention
Department: 0100 Dept. of Adult & Juvenile Detention

<i>C</i>	<i>I</i> Job Title	Salary Code	EEO Code	Employees	Total	Minorities		Total	White	Black	Asian	Native American	Hispanic
						Male	Female						
	Volunteer Coordinator	56	2	1	0	0	0	0	0	0	0	0	0
	HUMAN RESOURCE ANALYST	57	2	2	1	0	1	0	0	0	0	0	0
	PROJECT/PROGRAM MANAGER II	58	2	2	0	1	1	0	0	0	0	0	0
	CORRECTIONS PROGRAM SUPERVISOR	61	2	8	0	3	3	0	0	0	0	0	0
	LAN ADMINISTRATOR-SENIOR	61	2	3	0	3	0	0	0	0	0	0	0
	BUSINESS & FINANCE OFFICER III	62	2	3	1	0	0	0	0	0	0	0	0
	HUMAN RESOURCE ANALYST - SENIOR	62	2	1	0	0	0	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0100 KING COUNTY Dept. of Adult & Juvenile Detention
Department: 0100 Dept. of Adult & Juvenile Detention

<i>C</i>	<i>I</i> Job Title	Salary Code	EEO Code	Total Employees		Total	Race						
				Minorities			White	Black	Asian	American Native	Hispanic		
	ADMINISTRATOR III	63	2	1	0	1	0	1	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0
	OCC EDCTN & TRNG PRGM ADM-SR	63	2	1	0	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
	PROJECT/PROGRAM MANAGER III	63	2	3	1	0	0	0	0	0	0	0	0
					Female	3	2	1	0	0	0	0	0
	CORRECTIONS PROGRAM ADMINISTRA	66	2	2	1	1	0	1	0	0	0	0	0
					Female	1	0	1	0	0	0	0	0
	BUSINESS & FINANCE OFFICER IV	67	2	1	0	1	1	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0
	Human Resource Manager	67	2	1	0	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
	IT PROJECT MANAGER I	67	2	1	0	1	1	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0100 KING COUNTY Dept. of Adult & Juvenile Detention

Department: 0100 Dept. of Adult & Juvenile Detention

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Total Minorities	Male	Female	Total	White	Black	Asian	Native American	
											American	Hispanic
CORRECTIONS CAPTAIN	68	4	13	6	6	6	10	5	2	2	1	0
PROJECT/PROGRAM MANAGER IV	68	2	2	1	1	1	3	2	1	0	0	0
SUPERVISOR III	68	7	1	0	1	0	1	1	0	0	0	0
HEALTH SERVICES ADMINISTRATOR I	70	2	1	1	1	0	0	0	0	0	0	0
CHIEF OF OPERATIONS JUVENILE	71	1	1	0	1	0	1	1	0	0	0	0
CORRECTIONS SUPERVISOR	71	4	1	1	1	0	0	0	1	0	0	0
FINANCIAL SERVICES ADMINISTRATOR	71	2	1	0	1	0	1	0	0	0	0	0
							1	1	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis
Analysis Data as of 2007-01-01**

Plan: KING,0100
Department: 0100 KING COUNTY Dept. of Adult & Juvenile Detention
Dept. of Adult & Juvenile Detention

C I Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	Race				
						White	Black	Asian	American Native	Hispanic
HUMAN RES SRVCS DELVRY MNGR II	72	2	1	0	0	0	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
Assistant Division Director, Community C	73	1	1	0	1	1	0	0	0	0
				Male						
				Female	0	0	0	0	0	0
CORRECTIONS MAJOR	75	4	2	0	1	1	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
DIVISION DIR II ADMIN SRVCS	75	1	1	1	0	0	0	0	0	0
				Male						
				Female	1	0	1	0	0	0
IT Manager I	75	2	1	0	1	1	0	0	0	0
				Male						
				Female	0	0	0	0	0	0
DIVISION DIRECTOR JUVENILE	79	1	2	2	1	0	1	0	0	0
				Male						
				Female	1	0	1	0	0	0
FACILITY COMMANDER	79	4	2	0	2	2	0	0	0	0
				Male						
				Female	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0100 KING COUNTY Dept. of Adult & Juvenile Detention

Department: 0100 Dept. of Adult & Juvenile Detention

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native American	Hispanic
			Employees	Minorities						
DEPUTY DIR DEV & ENVIRON SRV	82	1	1	0	1	1	0	0	0	0
CORRECTIONS OFFICER	C0	4	17	8	13	8	1	2	1	1
CORRECTIONS OFFICER	CO	4	463	189	377	222	80	42	9	24
CORRECTIONS SERGEANT	CS	4	35	8	25	20	5	0	0	0
CORRECTIONS SUPERVISOR	DS	4	9	5	4	1	2	1	0	0
CORRECTIONS OFFICER	NR	4	12	8	8	3	3	0	0	2
REGISTERED NURSE-JUVENILE	NR	2	7	1	1	1	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

KING COUNTY Dept. of Adult & Juvenile Detention

Plan: KING,0100

Department: 0100

C I Job Title	Salary Code	EEO Code	Total Employees	Total Minorities	Male	Female	Total	White	Black	Asian	Native		
											American	Hispanic	Hispanic
			921	400			642	353	147	90	12	40	
Totals							279	168	68	26	3	14	

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0100
Job Group: 1
KING COUNTY Dept. of Adult & Juvenile Detention
Officials and Administrators

Loc	Job Title	Total Employees						Native American	Hispanic
		Persons	Percent	Female	Minority	Black	Asian		
0100	Assistant Division Director, Community C	1	16.67	0	0	0	0	0	
0100	CHIEF OF OPERATIONS JUVENILE	1	16.67	0	0	0	0	0	
0100	DEPUTY DIR DEV & ENVIRON SRV	1	16.67	0	0	0	0	0	
0100	DIVISION DIR II ADMIN SRVCS	1	16.67	1	1	0	1	0	
0100	DIVISION DIRECTOR JUVENILE	2	33.33	1	2	2	0	0	
Totals		6	100%	2	3	2	1	0	
				33.33	50.00	33.33	16.67	0.00	

King County Executive Branch 2008 - 2012 Plan

Job Group Analysis

Analysis Data as of 2007-01-01

Plan: KING,0100 KING COUNTY Dept. of Adult & Juvenile Detention

Job Group: 2 Professionals

Loc	Job Title	Total Employees										Native American	Hispanic
		Persons	Percent	Female	Minority	Black	Asian						
0100	ADMINISTRATOR III	1	1.05	0	0	0	0	0	0	0	0	0	
0100	BUSINESS & FINANCE OFFICER III	3	3.16	3	1	0	1	0	0	0	0	0	
0100	BUSINESS & FINANCE OFFICER IV	1	1.05	0	0	0	0	0	0	0	0	0	
0100	COMMUNITY CORRECTNS PLCMNT SPEC	3	3.16	2	1	1	0	0	0	0	0	0	
0100	COMMUNITY CORRECTIONS CASEWORKER	11	11.58	7	4	3	1	0	0	0	0	0	
0100	COMMUNITY WORK PROGRAM CREW SUPERVISOR	8	8.42	3	4	2	2	0	0	0	0	0	
0100	CORRECTIONS PROGRAM ADMINISTRA	2	2.11	1	1	1	0	0	0	0	0	0	
0100	CORRECTIONS PROGRAM SPECIALIST	23	24.21	5	10	4	4	0	0	0	2	0	
0100	CORRECTIONS PROGRAM SUPERVISOR	8	8.42	5	0	0	0	0	0	0	0	0	
0100	FINANCIAL SERVICES ADMINISTRATOR	1	1.05	1	0	0	0	0	0	0	0	0	
0100	HEALTH SERVICES ADMINISTRATOR I	1	1.05	1	1	0	0	0	0	0	0	1	
0100	HUMAN RES SRYCS DELVRY MNGR II	1	1.05	1	0	0	0	0	0	0	0	0	
0100	HUMAN RESOURCE ANALYST	2	2.11	2	1	0	0	0	0	0	0	1	
0100	HUMAN RESOURCE ANALYST - SENIOR	1	1.05	1	0	0	0	0	0	0	0	0	
0100	Human Resource Manager	1	1.05	1	0	0	0	0	0	0	0	0	
0100	IT Manager I	1	1.05	0	0	0	0	0	0	0	0	0	
0100	IT PROJECT MANAGER I	1	1.05	0	0	0	0	0	0	0	0	0	
0100	IT SYSTEMS SPECIALIST-JOURNEY	1	1.05	0	1	0	1	0	0	0	0	0	
0100	LAN ADMINISTRATOR-SENIOR	3	3.16	0	0	0	0	0	0	0	0	0	
0100	OCC EDCTN & TRNG PRGM ADM-SR	1	1.05	1	0	0	0	0	0	0	0	0	
0100	OCCUPATIONAL EDUCATION AND TRAINING COOR	2	2.11	2	1	1	0	0	0	0	0	0	
0100	ORIENTATION & ASSMNT SPEC	2	2.11	0	2	2	0	0	0	0	0	0	
0100	PROJECT/PROGRAM MANAGER II	2	2.11	1	0	0	0	0	0	0	0	0	
0100	PROJECT/PROGRAM MANAGER III	3	3.16	3	1	1	0	0	0	0	0	0	
0100	PROJECT/PROGRAM MANAGER IV	2	2.11	1	1	0	1	0	0	0	0	0	
0100	RECORDS CENTER SUPERVISOR	1	1.05	1	0	0	0	0	0	0	0	0	
0100	REGISTERED NURSE-JUVENILE	7	7.37	6	1	0	1	0	0	0	0	0	
0100	STORES CLERK - DYS	1	1.05	1	1	0	0	0	0	0	0	1	
0100	Volunteer Coordinator	1	1.05	1	0	0	0	0	0	0	0	0	

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	KING,0100	KING COUNTY Dept. of Adult & Juvenile Detention
Job Group:	2	Professionals

<i>Loc</i>	<i>Job Title</i>	<i>Total Employees Persons</i>	<i>Percent</i>	<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>
Totals		95	100%	50	32.63	15	11	0	5
				52.63	32.63	15.79	11.58	0.00	5.26

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Loc	Job Title	Total Employees							Total #	Total %
		Persons	Percent	Female	Minority	Black	Asian	Native American		
0100	ADMIN SPEC II	10	13.51	8	6	4	2	0	0	3
0100	ADMINISTRATIVE SPECIALIST I	4	5.41	3	0	0	0	0	0	0
0100	ADMINISTRATIVE SPECIALIST III	14	18.92	14	6	1	2	1	2	4.05
0100	CONFIDENTIAL SECRETARY I	6	8.11	6	1	0	0	0	1	0
0100	CONFIDENTIAL SECRETARY II	1	1.35	1	1	0	1	0	0	0
0100	FISCAL SPECIALIST I	2	2.70	1	1	0	1	0	0	0
0100	FISCAL SPECIALIST II	1	1.35	0	0	0	0	0	0	0
0100	FISCAL SPECIALIST III	4	5.41	4	4	1	3	0	0	0
0100	JAIL AIDE	29	39.19	17	14	8	6	0	0	0
0100	JAIL MAIL CLERK	3	4.05	2	0	0	0	0	0	0
Totals		74	100%	56	33	14	15	1	3	
				75.68	44.59	18.92	20.27	1.35	4.05	

Plan: KING,0100 KING COUNTY Dept. of Adult & Juvenile Detention

Job Group: 6 Administrative Support

King County Executive Branch 2008 - 2012 Plan

Job Group Analysis

Analysis Data as of 2007-01-01

Plan: KING,0100 KING COUNTY Dept. of Adult & Juvenile Detention

Job Group: 7 Skilled Crafts

<i>Loc</i>	<i>Job Title</i>	<i>Total Employees</i>								
		<i>Persons</i>	<i>Percent</i>	<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	
0100	SUPERVISOR III	1	100.00	0	0	0	0	0	0	0
Totals		1	100%	0	0	0	0	0	0	0
	Total #	1		0	0	0	0	0	0	0
	Total %		100%	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0100 **KING COUNTY Dept. of Adult & Juvenile Detention**
Job Group: 8 **Service Maintenance**

Loc	Job Title	Total Employees							Total #	Total %
		Persons	Percent	Female	Minority	Black	Asian	Native American		
0100	COOK - DYS (97)	7	16.28	3	4	0	4	0	0	0
0100	COOK/BAKER - LEAD	4	9.30	1	1	0	1	0	0	0
0100	COOK/BAKER - NONREP	24	55.81	2	15	2	11	0	0	2
0100	COOKS HELPER (97)	1	2.33	0	1	0	1	0	0	0
0100	NURSES ASST - DYS (97)	4	9.30	3	3	1	2	0	0	0
0100	RECREATION COORDINATOR	2	4.65	1	2	1	1	0	0	0
0100	Small Facility Food Services Supervisor	1	2.33	1	1	1	0	0	0	0
Totals		43	100%	11	27	5	20	0	0	2
				25.58	62.79	11.63	46.51	0.00	0.00	4.65

**King County Executive Branch 2008 - 2012 Plan
Summary Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0200

KING COUNTY Dept. of Community & Human Services

<i>Job Group</i>	<i>Total Female</i>	<i>Total Minorities</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>
	<i>#</i>	<i>#</i>	<i>#</i>	<i>#</i>	<i>#</i>	<i>#</i>
	<i>%</i>	<i>%</i>	<i>%</i>	<i>%</i>	<i>%</i>	<i>%</i>
(1) Officials and Administrators Employee: 10	5	3	0	1	0	2
Current Utilization:	3.64	1.68	0.55	0.76	0.12	0.14
Class Goal:	No	No	Yes	No	No	No
Underutilized:	0.00	0.00	0.55	0.00	0.12	0.00
(2) Professionals Employee: 216	138	77	24	39	3	11
Current Utilization:	129.92	42.25	11.23	15.55	6.52	6.44
Class Goal:	No	No	No	No	Yes	No
Underutilized:	0.00	0.00	0.00	0.00	3.52	0.00
(3) Technicians Employee: 3	2	2	1	0	1	0
Current Utilization:	1.15	0.53	0.11	0.26	0.04	0.10
Class Goal:	No	No	No	No	No	No
Underutilized:	0.00	0.00	0.00	0.26	0.00	0.10
(6) Administrative Support Employee: 51	45	28	11	8	3	6
Current Utilization:	39.33	15.01	5.05	5.91	0.97	2.64
Class Goal:	No	No	No	No	No	No
Underutilized:	0.00	0.00	0.00	0.00	0.00	0.00
(7) Skilled Crafts Employee: 11	3	5	1	3	1	0
Current Utilization:	2.58	4.25	0.68	2.30	0.68	0.42
Class Goal:	No	No	No	No	No	No
Underutilized:	0.00	0.00	0.00	0.00	0.00	0.42
Totals:	193	115	37	51	8	19

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING.0200
Department: 0200
KING COUNTY Dept. of Community & Human Services
Dept. of Community & Human Services

C I Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	White	Black	Asian	Native American	Hispanic
ADMINISTRATIVE OFFICE ASSIST	29	6	2	0	1	1	0	0	0	0
CHEMICAL DEPENDENCY PRGM SCRNR	36	7	11	5	8	4	0	3	1	0
ADMIN SPEC II	37	6	12	5	1	0	1	0	0	0
LEGAL ADMINISTRATIVE SPEC II	37	6	1	1	1	7	1	1	0	2
FISCAL SPECIALIST II	38	6	3	2	2	0	0	2	0	0
Customer Service Specialist III	40	6	3	2	0	0	0	0	0	0
ADMINISTRATIVE SPECIALIST III	41	6	12	9	1	1	0	0	0	0
					11	2	4	0	1	4

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0200 KING COUNTY Dept. of Community & Human Services

Department: 0200 Dept. of Community & Human Services

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Total Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
PUBLIC HEALTH NURSE	41	2	1	0	0	0	0	0	0	0
			Male							
			Female		1	1	0	0	0	0
FISCAL SPECIALIST III	42	6	5	3	0	0	0	0	0	0
			Male							
			Female		5	2	1	1	1	0
OCCUPATIONAL EDUCATION AND TRAINING INST	44	2	2	1	1	0	0	1	0	0
			Male							
			Female		1	1	0	0	0	0
PUBLIC DEFENSE INTERVIEWER	44	2	7	5	3	1	0	2	0	0
			Male							
			Female		4	1	1	1	0	1
CHEMICAL DEPENDENCY CASE MNTR	45	2	1	0	0	0	0	0	0	0
			Male							
			Female		1	1	0	0	0	0
ADMINISTRATIVE SPECIALIST IV	46	6	2	1	0	0	0	0	0	0
			Male							
			Female		2	1	0	1	0	0
FISCAL SPECIALIST IV	47	6	2	1	0	0	0	0	0	0
			Male							
			Female		2	1	0	1	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING.0200 KING COUNTY Dept. of Community & Human Services

Department: 0200 Dept. of Community & Human Services

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total	Minorities		Total	White	Black	Asian	Native American	Hispanic
					Male	Female						
ADMINISTRATIVE STAFF ASSISTANT	48	6	2	0	0	0	0	0	0	0	0	0
					Male	Female						
CONFIDENTIAL SECRETARY I	49	6	5	2	0	0	0	0	0	0	0	0
					Male	Female						
COURT SCHEDULING SPECIALIST	49	6	1	1	0	0	0	0	0	0	1	0
					Male	Female						
PUBLIC DEFENSE COORDINATOR	50	3	3	2	1	0	0	0	0	0	1	0
					Male	Female						
CONFIDENTIAL SECRETARY II	51	6	1	1	0	0	0	0	0	0	0	0
					Male	Female						
HUMAN RESOURCE ASSOCIATE	51	2	1	0	0	0	0	0	0	0	0	0
					Male	Female						
ACCOUNTANT	52	2	2	2	0	0	2	0	0	2	0	0
					Male	Female						

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0200 KING COUNTY Dept. of Community & Human Services

Department: 0200 Dept. of Community & Human Services

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	White	Black	Asian	Native		
									American	Hispanic	Hispanic
SOCIAL WORKER	52	2	31	13	8	4	2	1	0	1	1
				Female	23	14	4	4	0	1	1
BUSINESS & FINANCE OFFICER I	53	2	3	1	2	2	0	0	0	0	0
				Female	1	0	0	1	0	0	0
CHEM DEP INVOL COMMIT SPEC	53	2	2	1	1	0	0	0	0	0	1
				Female	1	1	0	0	0	0	0
OCCUPATIONAL EDUCATION AND TRAINING COOR	53	2	5	3	1	0	0	0	0	1	1
				Female	4	2	1	0	0	0	1
PROJECT/PROGRAM MANAGER I	53	2	4	2	1	1	0	0	0	0	0
				Female	3	1	1	0	1	1	0
INFORMATION SYS PROFSSNAL II	54	2	1	0	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0
PROJECT/PROGRAM MANAGER III	54	2	1	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0200 KING COUNTY Dept. of Community & Human Services

Department: 0200 Dept. of Community & Human Services

<i>C</i>	<i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Male	Female	Total	White	Black	Asian	Native American		Hispanic
												American	Hispanic	
	DATABASE SPECIALIST-JRNY	55	2	3	1	1	Male	3	2	0	1	0	0	0
							Female	0	0	0	0	0	0	0
	INFORMATION TECH TRAINER	55	2	1	1	1	Male	1	0	0	0	0	0	1
							Female	0	0	0	0	0	0	0
	LAN ADMINISTRATOR-JOURNEY	56	2	1	0	1	Male	1	1	0	0	0	0	0
							Female	0	0	0	0	0	0	0
	LAN ADMINISTRATOR-SENIOR	56	2	1	1	1	Male	1	0	0	1	0	0	0
							Female	0	0	0	0	0	0	0
	INVOLUNTARY COMMIT SPEC I	57	2	27	4	4	Male	9	6	1	1	0	0	1
							Female	18	17	0	1	0	0	0
	SENIOR SOCIAL WORKER	57	2	4	3	3	Male	2	1	1	0	0	0	0
							Female	2	0	1	0	0	0	1
	BUSINESS & FINANCE OFFICER II	58	2	4	3	3	Male	2	0	2	0	0	0	0
							Female	2	1	0	1	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0200 KING COUNTY Dept. of Community & Human Services

Department: 0200 Dept. of Community & Human Services

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	White	Black	Asian	Native	
									American	Hispanic
CHEM DEPENDENCY SCRNR SUPRVR	58	2	1	1 Male	0	0	0	0	0	0
				Female	1	0	0	0	1	0
PROJECT/PROGRAM MANAGER II	58	2	38	11 Male	9	6	2	1	0	0
				Female	29	21	2	5	0	1
Quality Assurance and Improvement Coordi	58	2	1	0 Male	0	0	0	0	0	0
				Female	1	1	0	0	0	0
ENGINEER II	59	2	3	1 Male	2	1	0	1	0	0
				Female	1	1	0	0	0	0
Information Systems Professional III	60	2	1	0 Male	1	1	0	0	0	0
				Female	0	0	0	0	0	0
MENTAL HEALTH SPECIALIST	60	2	1	0 Male	1	1	0	0	0	0
				Female	0	0	0	0	0	0
LAN ADMINISTRATOR-SENIOR	61	2	4	2 Male	2	0	0	2	0	0
				Female	2	2	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0200 KING COUNTY Dept. of Community & Human Services
Department: 0200 Dept. of Community & Human Services

C I	Job Title	Salary Code	EEO Code	Employees		Total	White	Black	Asian	Native American		Hispanic
				Minorities	Total					American	Hispanic	
	BUSINESS & FINANCE OFFICER III	62	2	3	3	1	0	0	1	0	0	0
	DATABASE ADMSTR-JOURNEY	62	2	1	0	1	1	0	0	0	0	0
	HUMAN RESOURCE ANALYST - SENIOR	62	2	1	0	0	0	0	0	0	0	0
	INVOL COMMIT SUPERVISOR	63	2	3	0	2	2	0	0	0	0	0
	PROJECT/PROGRAM MANAGER III	63	2	33	9	10	9	0	1	0	0	0
	COMMUNICATIONS SPECIALIST IV	64	2	1	0	0	0	0	0	0	0	0
	APPLICATION DEVELOPER-SR	65	2	3	0	3	3	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0200 KING COUNTY Dept. of Community & Human Services

Department: 0200 Dept. of Community & Human Services

C I Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
BUSINESS & FINANCE OFFICER IV	67	2	4	4	1	0	0	1	0	0
				Male						
				Female	3	0	0	3	0	0
IT PROJECT MANAGER I	67	2	1	0	0	0	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
PROJECT/PROGRAM MANAGER IV	68	2	7	2	2	1	1	0	0	0
				Male						
				Female	5	4	0	1	0	0
HUMAN RES SRVCS DELVRY MNGR I	69	2	1	1	0	0	0	0	0	0
				Male						
				Female	1	0	1	0	0	0
APP DEVELOPER-MASTER	70	2	1	1	1	0	0	1	0	0
				Male						
				Female	0	0	0	0	0	0
ASSIST DIV DIR COMMUNITY SRVC	70	1	1	1	0	0	0	0	0	0
				Male						
				Female	1	0	0	0	0	1
ASSISTANT DIVISION DIRECTOR	70	1	1	0	0	0	0	0	0	0
				Male						
				Female	1	1	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0200 KING COUNTY Dept. of Community & Human Services

Department: 0200 Dept. of Community & Human Services

<i>C</i>	<i>I</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Employees</i>	<i>Total</i>	<i>Minorities</i>	<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>
		INVOLUNTARY COMMITMENT COORD	70	2	1	0	0	0	0	0	0	0	0
		WORKFORCE DEV SRVCS ADMINSTRTR	70	2	1	0	0	1	1	0	0	0	0
		Assistant Division Director, Public Defe	72	1	1	0	0	1	1	0	0	0	0
		DATABASE ADMINSTR-MASTER	72	2	1	0	0	1	1	0	0	0	0
		FINANCE & ADMIN SRVCS MNGR	72	2	1	0	0	0	0	0	0	0	0
		IT SUPERVISOR I	72	2	1	0	0	1	1	0	0	0	0
		ASSISTANT DIVISION DIRECTOR, MENTAL HEAL	73	1	2	1	1	1	0	0	0	0	1

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0200
Job Group: 1
KING COUNTY Dept. of Community & Human Services
Officials and Administrators

Loc	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic
		Persons	Percent						
0200	ADMINISTRATOR, PUBLIC DEFENSE	1	10.00	0	0	0	0	0	0
0200	ASSIST DIR COMMUNITY SRVC	1	10.00	1	1	0	0	0	1
0200	ASSISTANT DIVISION DIRECTOR	1	10.00	1	0	0	0	0	0
0200	ASSISTANT DIVISION DIRECTOR, MENTAL HEAL	2	20.00	1	1	0	0	0	1
0200	Assistant Division Director, Public Defe	1	10.00	0	0	0	0	0	0
0200	CHIEF FINANCIAL OFFICER	1	10.00	1	0	0	0	0	0
0200	DEPUTY DIR COMMUNITY & HUM SRV	1	10.00	1	1	0	1	0	0
0200	DIV DIR DEVELPMNTL DISABILITY	1	10.00	0	0	0	0	0	0
0200	DIV DIR MENTAL HLTH-CHEMABUSE	1	10.00	0	0	0	0	0	0
Totals		10	100%	5	3	0	1	0	2
	Total #			50.00	30.00	0.00	10.00	0.00	20.00
	Total %								

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	Loc	Job Title	Total Employees							Native		
				Persons	Percent	Female	Minority	Black	Asian	American	Hispanic		
KING,0200	2			2	0.93	0	2	0	2	0	0	0	
		0200	ACCOUNTANT	1	0.46	0	1	0	1	0	0	0	
		0200	APP DEVELOPER-MASTER	3	1.39	0	0	0	0	0	0	0	
		0200	APPLICATION DEVELOPER-SR	3	1.39	1	1	0	1	0	0	0	
		0200	BUSINESS & FINANCE OFFICER I	4	1.85	2	3	2	1	0	0	0	
		0200	BUSINESS & FINANCE OFFICER II	3	1.39	2	3	1	2	0	0	0	
		0200	BUSINESS & FINANCE OFFICER III	4	1.85	3	4	0	4	0	0	0	
		0200	BUSINESS & FINANCE OFFICER IV	2	0.93	1	1	0	0	0	1	0	
		0200	CHEM DEP INVOL COMMIT SPEC	1	0.46	1	1	0	0	1	0	0	
		0200	CHEM DEPENDENCY SCRNR SUPRVSR	1	0.46	1	0	0	0	0	0	0	
		0200	CHEMICAL DEPENDENCY CASE MNTR	1	0.46	1	0	0	0	0	0	0	
		0200	COMMUNICATIONS SPECIALIST IV	1	0.46	1	0	0	0	0	0	0	
		0200	DATABASE ADMINSTR-MASTER	1	0.46	0	0	0	0	0	0	0	
		0200	DATABASE ADMINSTR-JOURNEY	1	0.46	0	0	0	0	0	0	0	
		0200	DATABASE SPECIALIST-JRNY	3	1.39	0	1	0	1	0	0	0	
		0200	ENGINEER II	3	1.39	1	1	0	1	0	0	0	
		0200	FINANCE & ADMIN SRVCS MNGR	1	0.46	1	0	0	0	0	0	0	
		0200	HUMAN RES SRVCS DELVRY MNGR I	1	0.46	1	1	1	0	0	0	0	
		0200	HUMAN RESOURCE ANALYST - SENIOR	1	0.46	1	0	0	0	0	0	0	
		0200	HUMAN RESOURCE ASSOCIATE	1	0.46	1	0	0	0	0	0	0	
		0200	INFORMATION SYS PROFESSNAL II	1	0.46	0	0	0	0	0	0	0	
		0200	Information Systems Professional III	1	0.46	0	0	0	0	0	0	0	
		0200	INFORMATION TECH TRAINER	1	0.46	0	1	0	0	0	1	0	
		0200	INVOL COMMIT SUPERVISOR	3	1.39	1	0	0	0	0	0	0	
		0200	INVOLUNTARY COMMIT SPEC I	27	12.50	18	4	1	2	0	1	0	
		0200	INVOLUNTARY COMMITMENT COORD	1	0.46	1	0	0	0	0	0	0	
		0200	IT MANAGER II	1	0.46	1	1	0	1	0	0	0	
		0200	IT PROJECT MANAGER I	1	0.46	1	0	0	0	0	0	0	
		0200	IT SUPERVISOR I	1	0.46	0	0	0	0	0	0	0	
		0200	LAN ADMINISTRATOR-JOURNEY	1	0.46	0	0	0	0	0	0	0	

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0200 KING COUNTY Dept. of Community & Human Services
Job Group: 2 Professionals

Loc	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic
		Persons	Percent						
0200	LAN ADMINISTRATOR-SENIOR	5	2.31	2	3	0	3	0	0
0200	MENTAL HEALTH SPECIALIST	1	0.46	0	0	0	0	0	0
0200	OCCUPATIONAL EDUCATION AND TRAINING COOR	5	2.31	4	3	1	0	0	2
0200	OCCUPATIONAL EDUCATION AND TRAINING INST	2	0.93	1	1	0	1	0	0
0200	PROJECT/PROGRAM MANAGER I	4	1.85	3	2	1	0	1	0
0200	PROJECT/PROGRAM MANAGER II	38	17.59	29	11	4	6	0	1
0200	PROJECT/PROGRAM MANAGER III	34	15.74	24	9	3	4	1	1
0200	PROJECT/PROGRAM MANAGER IV	7	3.24	5	2	1	1	0	0
0200	PUBLIC DEFENSE INTERVIEWER	7	3.24	4	5	1	3	0	1
0200	PUBLIC HEALTH NURSE	1	0.46	1	0	0	0	0	0
0200	Quality Assurance and Improvement Coordi	1	0.46	1	0	0	0	0	0
0200	SENIOR SOCIAL WORKER	4	1.85	2	3	2	0	0	1
0200	SOCIAL WORKER	31	14.35	23	13	6	5	0	2
0200	WORKFORCE DEV SRVCS ADMINSTRTR	1	0.46	0	0	0	0	0	0
Totals		216	100%	138	77	24	39	3	11
		Total #		63.89	35.65	11.11	18.06	1.39	5.09

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis
Analysis Data as of 2007-01-01**

KING COUNTY Dept. of Community & Human Services

Plan:	Job Group:	KING,0200	3	Technicians							
				Total Employees Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic
0200				3	100.00	2	2	1	0	1	0
Totals				3	100%	66.67	66.67	33.33	0.00	33.33	0.00

Job Title
PUBLIC DEFENSE COORDINATOR

King County Executive Branch 2008 - 2012 Plan Job Group Analysis

Analysis Data as of 2007-01-01

Plan: KING,0200 KING COUNTY Dept. of Community & Human Services
Job Group: 6 Administrative Support

Loc	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic
		Persons	Percent						
0200	ADMIN SPEC II	12	23.53	11	5	2	1	0	2
0200	ADMINISTRATIVE OFFICE ASSIST	2	3.92	1	0	0	0	0	0
0200	ADMINISTRATIVE SPECIALIST III	12	23.53	11	9	4	0	1	4
0200	ADMINISTRATIVE SPECIALIST IV	2	3.92	2	1	0	1	0	0
0200	ADMINISTRATIVE STAFF ASSISTANT	2	3.92	2	0	0	0	0	0
0200	CONFIDENTIAL SECRETARY I	5	9.80	5	2	1	1	0	0
0200	CONFIDENTIAL SECRETARY II	1	1.96	1	1	1	0	0	0
0200	COURT SCHEDULING SPECIALIST	1	1.96	0	1	0	0	1	0
0200	Customer Service Specialist III	3	5.88	3	2	1	1	0	0
0200	FISCAL SPECIALIST II	3	5.88	1	2	0	2	0	0
0200	FISCAL SPECIALIST III	5	9.80	5	3	1	1	1	0
0200	FISCAL SPECIALIST IV	2	3.92	2	1	0	1	0	0
0200	LEGAL ADMINISTRATIVE SPEC II	1	1.96	1	1	1	0	0	0
Totals		51	100%	45	28	11	8	3	6
				88.24	54.90	21.57	15.69	5.88	11.76

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0200 **Job Group:** 7
 KING COUNTY Dept. of Community & Human Services
 Skilled Crafts

Loc	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic
		Persons	Percent						
0200	CHEMICAL DEPENDENCY PRGM SCRNR	11	100.00	3	5	1	3	1	0
Totals		11	100%	3	5	1	3	1	0
	Total #			27.27	45.45	9.09	27.27	9.09	0.00
	Total %								

**King County Executive Branch 2008 - 2012 Plan
Summary Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0300 KING COUNTY Dept. of Development & Environmental Srv

Job Group	Total Female #	Total Female %	Total Minorities #	Total Minorities %	Black #	Black %	Asian #	Asian %	Native American #	Native American %	Hispanic #	Hispanic %
(1) Officials and Administrators Employee: 3	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Current Utilization:	1.14	37.98	0.34	11.29	0.07	2.21	0.13	4.42	0.05	1.62	0.05	1.82
Class Goal:	1.14	Yes	0.34	No	0.07	No	0.13	No	0.05	No	0.05	No
Underutilized:												
(2) Professionals Employee: 176	58	32.95	45	25.57	12	6.82	22	12.50	4	2.27	7	3.98
Current Utilization:	51.55	29.29	25.31	14.38	4.45	2.53	13.41	7.62	2.57	1.46	3.56	2.02
Class Goal:	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No
Underutilized:												
(4) Protective Service Workers Employee: 8	2	25.00	1	12.50	1	12.50	0	0.00	0	0.00	0	0.00
Current Utilization:	0.71	8.92	0.99	12.40	0.25	3.13	0.40	5.00	0.16	2.00	0.18	2.27
Class Goal:	0.00	No	0.00	No	0.00	No	0.40	No	0.16	No	0.18	No
Underutilized:												
(6) Administrative Support Employee: 32	27	84.38	12	37.50	5	15.63	4	12.50	0	0.00	3	9.38
Current Utilization:	25.75	80.48	6.21	19.41	1.96	6.14	2.56	8.01	0.48	1.49	0.83	2.60
Class Goal:	0.00	No	0.00	No	0.00	No	0.00	No	0.48	No	0.00	No
Underutilized:												
Totals:	87		58		18		26		4		10	

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0300 KING COUNTY Dept. of Development & Environmental Srv
Department: 0300 Dept. of Development & Environmental Srv

C I Job Title	Salary Code	EEO Code	Total Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic
				Male	Female						
ADMIN SPEC II	37	6	17	8		3	2	1	0	0	0
					Female	14	7	3	3	0	1
FISCAL SPECIALIST II	38	6	4	0		0	0	0	0	0	0
					Female	4	4	0	0	0	0
TECH INFO PROCESSING SPEC III	40	6	1	1		0	0	0	0	0	0
					Female	1	0	0	1	0	0
FISCAL SPECIALIST III	42	6	2	0		0	0	0	0	0	0
					Female	2	2	0	0	0	0
ADMINISTRATIVE SPECIALIST IV	46	6	2	1		0	0	0	0	0	0
					Female	2	1	1	0	0	0
ASSESSMENTS UNIT SUPERVISOR	46	2	1	1		0	0	0	0	0	0
					Female	1	0	0	1	0	0
INVENTORY PURCHASING SPEC II	46	6	1	1		1	0	0	0	0	1
					Female	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0300 KING COUNTY Dept. of Development & Environmental Srv
Department: 0300 Dept. of Development & Environmental Srv

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees		Total	Race						
			Minorities	Majorities		White	Black	Asian	Native American	Hispanic		
CONFIDENTIAL SECRETARY I	49	6	3	0	0	0	0	0	0	0	0	0
				Male								
				Female	3	3	0	0	0	0	0	0
LAND USE COORDINATOR	49	2	1	1	1	0	0	1	0	0	0	0
				Male								
				Female	0	0	0	0	0	0	0	0
PERMIT REVIEW COORDINATOR	49	2	10	6	2	1	0	0	1	0	0	0
				Male								
				Female	8	3	2	3	0	0	0	0
ADMINISTRATOR I	50	2	1	0	1	1	0	0	0	0	0	0
				Male								
				Female	0	0	0	0	0	0	0	0
CONFIDENTIAL SECRETARY II	51	6	1	1	0	0	0	0	0	0	0	0
				Male								
				Female	1	0	0	0	0	0	0	1
DESKTOP SUPPORT SPEC-JRNY	51	2	2	1	1	1	0	0	0	0	0	0
				Male								
				Female	1	0	0	0	0	0	0	1
HUMAN RESOURCE ASSOCIATE	51	2	1	0	0	0	0	0	0	0	0	0
				Male								
				Female	1	1	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0300 KING COUNTY Dept. of Development & Environmental Srv

Department: 0300 Dept. of Development & Environmental Srv

C I Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native	
			Employees	Minorities					American	Hispanic
SENIOR PERMIT REVIEW COORD	51	2	0	0	0	0	0	0	0	0
			Male	Female	2	0	0	0	0	0
ACCOUNTANT	52	2	1	1	0	0	0	0	0	0
			Male	Female	1	0	0	0	0	0
ENGINEER I	54	2	4	0	1	1	0	0	0	0
			Male	Female	3	0	0	0	0	0
BUSINESS & FINANCE OFFICER II	58	2	2	1	2	1	1	0	0	0
			Male	Female	0	0	0	0	0	0
PROJECT/PROGRAM MANAGER II	58	2	8	3	3	2	0	0	1	0
			Male	Female	5	3	0	0	0	0
WEB DEVELOPER-JOURNEY	58	2	1	1	0	0	0	0	0	0
			Male	Female	1	0	0	0	1	0
DEPUTY FIRE MARSHAL	59	4	1	0	1	1	0	0	0	0
			Male	Female	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0300 KING COUNTY Dept. of Development & Environmental Srv

Department: 0300 Dept. of Development & Environmental Srv

C I Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
ENGINEER II	59	2	18	5	17	12	1	4	0	0
				Male						
				Female	1	1	0	0	0	0
ENVIRONMENTAL SCIENTIST II	59	2	1	0	0	0	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
Fire Investigator II	59	4	4	1	3	2	1	0	0	0
				Male						
				Female	1	1	0	0	0	0
Fire Marshall Deputy II	59	2	6	1	5	4	1	0	0	0
				Male						
				Female	1	1	0	0	0	0
GENERAL INSPECTOR II	59	2	16	3	13	11	1	0	0	1
				Male						
				Female	3	2	0	0	0	1
GRANTS & CONTRACTS OFFICER III	59	2	1	0	1	1	0	0	0	0
				Male						
				Female	0	0	0	0	0	0
PLANS EXAMINATION ENGINEER II / PLAN REV	59	2	11	5	8	4	0	4	0	0
				Male						
				Female	3	2	0	1	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING.0300 KING COUNTY Dept. of Development & Environmental Srv
Department: 0300 Dept. of Development & Environmental Srv

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees		Total	White	Black	Asian	Native	
			Minorities	Minorities					American	Hispanic
CODE ENFORCEMENT OFFICER III	64	2	1	1	1	0	1	0	0	0
				Female	0	0	0	0	0	0
ENGINEER III	64	2	11	1	11	10	0	1	0	0
				Female	0	0	0	0	0	0
ENVIRONMENTAL SCIENTIST III	64	2	12	0	8	8	0	0	0	0
				Female	4	4	0	0	0	0
GENERAL INSPECTOR III	64	2	2	0	2	2	0	0	0	0
				Female	0	0	0	0	0	0
PLANS EXAMINATION ENGINEER III / PLAN RE	64	2	4	2	2	1	0	1	0	0
				Female	2	1	0	1	0	0
SITE DEVELOPMENT SPECIALIST II	64	2	11	2	10	8	0	1	1	0
				Female	1	1	0	0	0	0
ADMINISTRATIVE ASSISTANT III	65	6	1	0	1	1	0	0	0	0
				Female	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis
Analysis Data as of 2007-01-01**

C I Job Title	Salary Code	EEO Code	Total Employees		Total Minorities	White	Black	Asian	Native American	Hispanic
			Male	Female						
KING COUNTY Dept. of Development & Environmental Srv										
Dept. of Development & Environmental Srv										
Plan:	KING,0300									
Department:	0300									
APPLICATION DEVELOPER-SR	65	2	1	0	0	0	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
GIS SPECIALIST-SENIOR	65	2	3	1	2	1	0	0	0	1
				Male						
				Female	1	1	0	0	0	0
Human Resource Manager	67	2	1	0	0	0	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
BUILDING SERVICES SUPERVISOR	68	2	3	2	1	0	1	0	0	0
				Male						
				Female	2	1	1	0	0	0
Code Enforcement Officer IV	68	2	1	0	0	0	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
PROJECT/PROGRAM MANAGER IV	68	2	3	0	2	2	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
ENGINEER IV	69	2	4	1	4	3	0	1	0	0
				Male						
				Female	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0300 KING COUNTY Dept. of Development & Environmental Srv
Department: 0300 Dept. of Development & Environmental Srv

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Male	Female	Total	White	Black	Asian	Native	
											American	Hispanic
ENVIRONMENTAL SCIENTIST IV	69	2	1	0	1	0	1	1	0	0	0	0
HUMAN RES SRVCS DELVRY MNGR I	69	2	1	0	1	0	1	1	0	0	0	0
ASSIST DIV DIR BUILDING SRVCS	70	2	1	0	1	0	1	1	0	0	0	0
GIS SPECIALIST-MASTER	70	2	1	0	1	0	1	1	0	0	0	0
FINANCIAL SERVICES ADMINISTRATOR	71	2	1	0	1	0	1	1	0	0	0	0
DATABASE ADMINISTRATOR-SR	72	2	1	0	1	0	1	1	0	0	0	0
FIRE MARSHAL	72	4	1	0	1	0	1	1	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0300 KING COUNTY Dept. of Development & Environmental Srv
Department: 0300 Dept. of Development & Environmental Srv

C I Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native American	Hispanic
			Employees	Minorities						
MANAGING ENGINEER	72	2	1	0	1	1	0	0	0	0
				Male						
DIVISION DIR BUILDING SRVCS	75	1	1	0	1	1	0	0	0	0
				Male						
DIVISION DIR II ADMIN SRVCS	75	1	1	0	1	1	0	0	0	0
				Male						
DIVISION DIR LAND USE SRVCS	75	1	1	0	1	1	0	0	0	0
				Male						
IT Service Delivery Manager II	79	2	1	0	1	1	0	0	0	0
				Male						
Totals			219	58	132	99	11	14	4	4
					87	62	7	12	0	6

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0300
Job Group: I
KING COUNTY Dept. of Development & Environmental Srv
Officials and Administrators

Loc	Job Title	Total Employees							Total #	Total %
		Persons	Percent	Female	Minority	Black	Asian	Native American		
0300	DIVISION DIR BUILDING SRVCS	1	33.33	0	0	0	0	0	0	0
0300	DIVISION DIR II ADMIN SRVCS	1	33.33	0	0	0	0	0	0	0
0300	DIVISION DIR LAND USE SRVCS	1	33.33	0	0	0	0	0	0	0
Totals		3	100%	0	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0300 KING COUNTY Dept. of Development & Environmental Srv

Job Group: 2 Professionals

Loc	Job Title	Total Employees							Asian	Native American	Hispanic
		Persons	Percent	Female	Minority	Black					
0300	ACCOUNTANT	1	0.57	1	1	0	0	1	0	0	
0300	ADMINISTRATOR I	1	0.57	0	0	0	0	0	0	0	
0300	APP DEVELOPER-JOURNEY	1	0.57	0	1	0	0	1	0	0	
0300	APPLICATION DEVELOPER-SR	1	0.57	1	0	0	0	0	0	0	
0300	ASSESSMENTS UNIT SUPERVISOR	1	0.57	1	1	0	0	1	0	0	
0300	ASSIST DIV DIR BUILDING SRVCS	1	0.57	0	0	0	0	0	0	0	
0300	BUILDING SERVICES SUPERVISOR	3	1.70	2	2	2	2	0	0	0	
0300	BUSINESS & FINANCE OFFICER II	2	1.14	0	1	1	1	0	0	0	
0300	BUSINESS & FINANCE OFFICER III	1	0.57	1	0	0	0	0	0	0	
0300	CODE ENFORCEMENT OFFICER II	11	6.25	5	3	2	2	0	0	1	
0300	CODE ENFORCEMENT OFFICER III	1	0.57	0	1	1	1	0	0	0	
0300	Code Enforcement Officer IV	1	0.57	1	0	0	0	0	0	0	
0300	DATABASE ADMINISTRATOR-SR	1	0.57	0	0	0	0	0	0	0	
0300	DESKTOP SUPPORT SPEC-JRNY	2	1.14	1	1	0	0	0	0	1	
0300	ENGINEER I	4	2.27	3	0	0	0	0	0	0	
0300	ENGINEER II	18	10.23	1	5	1	4	1	0	0	
0300	ENGINEER III	11	6.25	0	1	0	1	1	0	0	
0300	ENGINEER IV	4	2.27	0	1	0	1	1	0	0	
0300	ENVIRONMENTAL SCIENTIST II	1	0.57	1	0	0	0	0	0	0	
0300	ENVIRONMENTAL SCIENTIST III	12	6.82	4	0	0	0	0	0	0	
0300	ENVIRONMENTAL SCIENTIST IV	1	0.57	0	0	0	0	0	0	0	
0300	FINANCIAL SERVICES ADMINISTRATOR	1	0.57	1	0	0	0	0	0	0	
0300	Fire Marshall Deputy II	6	3.41	1	1	1	1	0	0	0	
0300	Fire Marshall Deputy III	1	0.57	0	1	0	0	0	1	0	
0300	GENERAL INSPECTOR II	16	9.09	3	3	1	0	0	0	2	
0300	GENERAL INSPECTOR III	2	1.14	0	0	0	0	0	0	0	
0300	GIS SPECIALIST-MASTER	1	0.57	0	0	0	0	0	0	0	
0300	GIS SPECIALIST-SENIOR	3	1.70	1	1	0	0	0	0	1	
0300	GRANTS & CONTRACTS OFFICER III	1	0.57	0	0	0	0	0	0	0	

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0300 KING COUNTY Dept. of Development & Environmental Srv

Job Group: 2 Professionals

Loc	Job Title	Total Employees					Asian	Native American	Hispanic
		Persons	Percent	Female	Minority	Black			
0300	HUMAN RES SRVCS DELVRY MNGR I	1	0.57	0	0	0	0	0	
0300	HUMAN RESOURCE ASSOCIATE	1	0.57	1	0	0	0	0	
0300	Human Resource Manager	1	0.57	1	0	0	0	0	
0300	IT Service Delivery Manager II	1	0.57	0	0	0	0	0	
0300	LAN ADMINISTRATOR-SENIOR	1	0.57	0	0	0	0	0	
0300	LAND USE COORDINATOR	1	0.57	0	1	0	1	0	
0300	MANAGING ENGINEER	1	0.57	0	0	0	0	0	
0300	PERMIT REVIEW COORDINATOR	10	5.68	8	6	2	3	1	
0300	PLANS EXAMINATION ENGINEER II / PLAN REV	11	6.25	3	5	0	5	0	
0300	PLANS EXAMINATION ENGINEER III / PLAN RE	4	2.27	2	2	0	2	0	
0300	PROJECT/PROGRAM MANAGER II	8	4.55	5	3	0	0	2	
0300	PROJECT/PROGRAM MANAGER III	9	5.11	5	1	1	0	0	
0300	PROJECT/PROGRAM MANAGER IV	3	1.70	1	0	0	0	0	
0300	SENIOR PERMIT REVIEW COORD	2	1.14	2	0	0	0	0	
0300	SITE DEVELOPMENT SPECIALIST II	11	6.25	1	2	0	1	0	
0300	WEB DEVELOPER-JOURNEY	1	0.57	1	1	0	1	0	
Totals		176	100%	58	45	12	22	7	
				32.95	25.57	6.82	12.50	2.27	
								3.98	

King County Executive Branch 2008 - 2012 Plan

Job Group Analysis

Analysis Data as of 2007-01-01

KING COUNTY Dept. of Development & Environmental Svcs

Plan: KING,0300

Job Group: 4 Protective Service Workers

<i>Loc</i>	<i>Job Title</i>	<i>Total Employees</i>					<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>
		<i>Persons</i>	<i>Percent</i>	<i>Female</i>	<i>Minority</i>	<i>Black</i>			
0300	ASST FIRE MARSHAL	2	25.00	1	0	0	0	0	
0300	DEPUTY FIRE MARSHAL	1	12.50	0	0	0	0	0	
0300	Fire Investigator II	4	50.00	1	1	1	0	0	
0300	FIRE MARSHAL	1	12.50	0	0	0	0	0	
Totals		8	100%	2	1	1	0	0	
				25.00	12.50	12.50	0.00	0.00	

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0300 KING COUNTY Dept. of Development & Environmental Srv
Job Group: 6 Administrative Support

Loc	Job Title	Total Employees					Native		
		Persons	Percent	Female	Minority	Black	Asian	American	Hispanic
0300	ADMIN SPEC II	17	53.13	14	8	4	3	0	1
0300	ADMINISTRATIVE ASSISTANT III	1	3.13	0	0	0	0	0	0
0300	ADMINISTRATIVE SPECIALIST IV	2	6.25	2	1	1	0	0	0
0300	CONFIDENTIAL SECRETARY I	3	9.38	3	0	0	0	0	0
0300	CONFIDENTIAL SECRETARY II	1	3.13	1	1	0	0	0	1
0300	FISCAL SPECIALIST II	4	12.50	4	0	0	0	0	0
0300	FISCAL SPECIALIST III	2	6.25	2	0	0	0	0	0
0300	INVENTORY PURCHASING SPEC II	1	3.13	0	1	0	0	0	1
0300	TECH INFO PROCESSING SPEC III	1	3.13	1	1	0	1	0	0
Totals		32	100%	27	12	5	4	0	3
	Total %			84.38	37.50	15.63	12.50	0.00	9.38

King County Executive Branch 2008 - 2012 Plan

Summary Analysis

Analysis Data as of 2007-01-01

KING COUNTY Dept. of Executive Services

Plan: KING,0400

Job Group	Total Female #	%	Total Minorities #	%	Black #	%	Asian #	%	Native American #	%	Hispanic #	%
(1) Officials and Administrators												
Employee:	21											
Current Utilization:	12	57.14	3	14.29	1	4.76	2	9.52	0	0.00	0	0.00
Class Goal:	9.45	44.98	2.77	13.20	1.08	5.15	0.58	2.74	0.15	0.70	0.87	4.13
Underutilized:	0.00	No	0.00	No	0.08	No	0.00	No	0.15	No	0.87	Yes
(2) Professionals												
Employee:	325											
Current Utilization:	181	55.69	91	28.00	31	9.54	45	13.85	2	0.62	13	4.00
Class Goal:	149.99	46.15	61.30	18.86	17.32	5.33	27.56	8.48	5.07	1.56	9.13	2.81
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	3.07	Yes	0.00	No
(3) Technicians												
Employee:	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Current Utilization:	0.33	32.65	0.17	17.18	0.04	3.74	0.08	7.51	0.02	1.75	0.03	3.36
Class Goal:	0.00	No	0.17	No	0.04	No	0.08	No	0.02	No	0.03	No
Underutilized:												
(4) Protective Service Workers												
Employee:	99											
Current Utilization:	29	29.29	32	32.32	5	5.05	23	23.23	1	1.01	3	3.03
Class Goal:	53.18	53.72	18.11	18.29	2.40	2.42	7.98	8.06	3.82	3.86	3.91	3.95
Underutilized:	24.18	Yes	0.00	No	0.00	No	0.00	No	2.82	Yes	0.91	Yes
(6) Administrative Support												
Employee:	209											
Current Utilization:	163	77.99	95	45.45	34	16.27	47	22.49	4	1.91	10	4.78
Class Goal:	154.14	73.75	86.59	41.43	36.07	17.26	37.83	18.10	5.04	2.41	7.65	3.66
Underutilized:	0.00	No	0.00	No	2.07	Yes	0.00	No	1.04	Yes	0.00	No

**King County Executive Branch 2008 - 2012 Plan
Summary Analysis**

Analysis Data as of 2007-01-01

KING COUNTY Dept. of Executive Services

Plan: KING,0400

<i>Job Group</i>	<i>Total Female #</i>	<i>Total Female %</i>	<i>Total Minorities #</i>	<i>Total Minorities %</i>	<i>Black #</i>	<i>Black %</i>	<i>Asian #</i>	<i>Asian %</i>	<i>Native American #</i>	<i>Native American %</i>	<i>Hispanic #</i>	<i>Hispanic %</i>
(7) Skilled Crafts Employee: 89	10	11.24	29	32.58	14	15.73	10	11.24	2	2.25	3	3.37
Current Utilization:	9.93	11.16	12.30	13.82	2.99	3.36	3.31	3.72	1.99	2.24	3.09	3.47
Class Goal:	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.09	No
Underutilized:												
(8) Service Maintenance Employee: 93	23	24.73	59	63.44	23	24.73	24	25.81	3	3.23	9	9.68
Current Utilization:	25.71	27.64	27.69	29.77	6.16	6.62	8.47	9.11	3.28	3.53	7.83	8.42
Class Goal:	2.71	Yes	0.00	No	0.00	No	0.00	No	0.28	No	0.00	No
Underutilized:												
Totals:	419		309		108		151		12		38	

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

C I	Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	Race					
							White	Black	Asian	Native American	Hispanic	
	ACCOUNTING TECHNICIAN II	24	6	6	3	0	0	0	0	0	0	0
					Male							
					Female	6	3	0	1	0	0	0
	ADMINISTRATIVE OFFICE ASSIST	29	6	2	1	1	0	1	0	0	0	0
					Male							
					Female	1	1	0	0	0	0	0
	ADMINISTRATIVE OFFICE ASSISTANT	29	6	2	1	1	0	1	0	0	0	0
					Male							
					Female	1	1	0	0	0	0	0
	CUSTODIAN	30	8	60	40	40	13	8	12	2	2	5
					Male							
					Female	20	7	3	6	1	1	3
	SECURITY SCREENER	30	4	33	26	18	4	1	12	0	0	1
					Male							
					Female	15	3	0	10	0	0	2
	CUSTODIAN - FLOOR CARE	31	8	9	7	8	2	5	1	0	0	0
					Male							
					Female	1	0	1	0	0	0	0
	ADMINISTRATIVE SPECIALIST I	33	6	14	4	5	5	0	0	0	0	0
					Male							
					Female	9	5	3	1	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	Race						
						White	Black	Asian	Native American	Hispanic		
ELECTION EQUIPMENT TECHNICIAN	34	7	3	0	3	Male	3	0	0	0	0	0
						Female	0	0	0	0	0	
FISCAL SPECIALIST I	34	6	4	4	3	Male	1	0	0	0	1	0
						Female	3	2	1	0	0	
UTILITY WORKER I	35	8	3	1	3	Male	2	1	0	0	0	0
						Female	0	0	0	0	0	
CUSTODIAN - WINDOWS	36	8	1	1	1	Male	0	1	0	0	0	0
						Female	0	0	0	0	0	
CUSTOMER SERVICE SPECIALIST II	36	6	5	4	5	Male	0	0	0	0	0	0
						Female	5	2	1	0	1	
Records Center Technician	36	6	2	1	2	Male	1	0	1	0	0	0
						Female	0	0	0	0	0	
SECURITY OFFICER	36	4	36	4	36	Male	32	4	0	0	0	0
						Female	0	0	0	0	0	

Plan: KING_0400

Department: 0400

Dept. of Executive Services

Dept. of Executive Services

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

C I	Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	Race				
							White	Black	Asian	Native American	Hispanic
	ADMIN SPEC II	37	6	34	14 Male	11	7	3	1	0	0
					Female	23	13	5	4	0	1
	ADMINISTRATIVE SPECIALIST II	37	6	2	0 Male	1	1	0	0	0	0
					Female	1	1	0	0	0	0
	ADMINISTRATIVE SPECIALIST III	37	6	1	0 Male	1	1	0	0	0	0
					Female	0	0	0	0	0	0
	ASSISTANT ARCHIVIST	37	2	1	0 Male	0	0	0	0	0	0
					Female	1	1	0	0	0	0
	ELECTRICIAN HELPER	37	8	2	1 Male	2	1	0	1	0	0
					Female	0	0	0	0	0	0
	PLUMBER HELPER	37	8	1	0 Male	1	1	0	0	0	0
					Female	0	0	0	0	0	0
	FISCAL SPECIALIST II	38	6	15	8 Male	4	2	0	1	1	0
					Female	11	5	2	4	0	0

Plan: KING,0400

KING COUNTY Dept. of Executive Services

Department: 0400

Dept. of Executive Services

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0400 KING COUNTY Dept. of Executive Services

Department: 0400 Dept. of Executive Services

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
UTILITY WORKER II	39	8	9	7	9	2	2	4	0	1
				Male						
				Female	0	0	0	0	0	0
Customer Service Specialist III	40	6	24	9	6	5	0	1	0	0
				Male						
				Female	18	10	2	6	0	0
SECURITY SERGEANT	40	4	3	0	3	3	0	0	0	0
				Male						
				Female	0	0	0	0	0	0
TECH INFO PROCESSING SPEC III	40	6	1	0	0	0	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
TECHNICAL INFORMATION PROCESSING SPECIAL	40	6	5	4	0	0	0	0	0	0
				Male						
				Female	5	1	0	4	0	0
ADMINISTRATIVE SPECIALIST III	41	6	21	10	2	2	0	0	0	0
				Male						
				Female	19	9	2	6	1	1
ANIMAL CONTROL OFFICER	41	4	22	2	9	8	0	1	0	0
				Male						
				Female	13	12	0	0	1	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0400 KING COUNTY Dept. of Executive Services

Department: 0400 Dept. of Executive Services

C I Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native	
			Employees	Minorities					American	Hispanic
ASSIST ELECTN DISTR CNTR SUPRV	41	7	1	1	1	0	0	1	0	0
VETERINARY TECHNICIAN	41	3	1	0	0	0	0	0	0	0
FISCAL SPECIALIST III	42	6	23	15	2	1	1	0	0	0
FIRE AND LIFE SAFETY TECHNICIAN	44	7	1	0	1	1	0	0	0	0
CUSTOMER SERVICE SPECIALIST IV	45	6	8	1	1	1	0	0	0	0
FACILITIES MAINTENANCE CONSTRUCTOR	45	7	4	3	4	1	1	2	0	0
TECHNICAL INFORMATION PROCESSING SPECIAL	45	6	1	1	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0400
Department: 0400
KING COUNTY Dept. of Executive Services
Dept. of Executive Services

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
ADMINISTRATIVE SPECIALIST IV	46	6	6	2	1	1	0	0	0	0
				Male	1	0	0	0	0	
ASSISTANT ACCOUNTANT	46	6	14	9	4	2	0	1	1	1
				Male	3	3	0	3	1	
HAZARDOUS WASTE TECHNICIAN	46	7	4	3	4	1	1	1	0	1
				Male	0	0	0	0	0	
RECORDS MANAGEMENT SPECIALIST	46	6	2	0	0	0	0	0	0	0
				Male	2	0	0	0	0	
Animal Control Sergeant	47	4	3	0	3	3	0	0	0	0
				Male	0	0	0	0	0	
CAPITAL PROJECT MANAGEMENT TECHNICIAN II	47	2	2	0	1	1	0	0	0	0
				Male	1	0	0	0	0	
CLAIMS ASSISTANT	47	6	3	0	0	0	0	0	0	0
				Male	3	0	0	0	0	

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING.0400 KING COUNTY Dept. of Executive Services

Department: 0400 Dept. of Executive Services

C I Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native American	Hispanic
			Employees	Minorities						
CONFIDENTIAL SECRETARY I	49	6	6	0	0	0	0	0	0	0
				Male						
				Female	6	6	0	0	0	0
CUSTOMER SERVICES ASSISTANT COORDINATOR	49	6	1	0	0	0	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
INVENTORY PURCHASING SPEC III	49	6	2	0	2	2	0	0	0	0
				Male						
				Female	0	0	0	0	0	0
ADMINISTRATOR I	50	2	5	3	0	0	0	0	0	0
				Male						
				Female	5	2	1	2	0	0
ANIMAL CONTROL SERGEANT LEAD	50	4	1	0	0	0	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
CLAIMS ADMINISTRATOR	50	2	1	0	0	0	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
ELECTION DISTR CNTR SUPRV	50	2	1	1	1	0	0	0	0	1
				Male						
				Female	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
KING COUNTY Dept. of Executive Services										
Dept. of Executive Services										
DESKTOP SUPPORT SPEC-JRNY	51	2	1	1	1	0	1	0	0	0
			Male	1	1	0	1	0	0	0
			Female	0	0	0	0	0	0	0
HUMAN RESOURCE ASSOCIATE	51	2	5	4	0	0	0	0	0	0
			Male	4	0	0	0	0	0	0
			Female	1	5	1	2	2	0	0
PAINTER II	51	7	1	0	1	1	0	0	0	0
			Male	0	1	1	0	0	0	0
			Female	0	0	0	0	0	0	0
Real Property Agent I	51	2	4	2	1	0	1	0	0	0
			Male	2	1	0	1	0	0	0
			Female	0	3	2	1	0	0	0
ACCOUNTANT	52	2	18	9	4	0	0	4	0	0
			Male	9	4	0	0	4	0	0
			Female	0	14	9	1	4	0	0
CARPENTER II	52	7	3	0	2	2	0	0	0	0
			Male	0	2	2	0	0	0	0
			Female	1	1	1	0	0	0	0
CLAIMS OFFICER	52	2	8	3	2	2	0	0	0	0
			Male	3	2	2	0	0	0	0
			Female	0	6	3	1	0	2	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0400 KING COUNTY Dept. of Executive Services

Department: 0400 Dept. of Executive Services

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	Race				
						White	Black	Asian	Native American Hispanic	
OPERATING ENGINEER III	52	7	4	2 Male	4	2	2	0	0	0
PLUMBING & MECHANICAL I	52	7	11	1 Male Female	9	8	0	0	0	1
SUPERVISING HAZARDOUS WASTE TECHNICIAN	52	7	1	1 Male Female	2	2	0	0	0	0
DISABILITY BOARD COORDINATOR	53	2	1	0 Male Female	1	0	0	0	0	0
ELECTRICIAN I	53	7	12	5 Male Female	11	7	2	2	0	0
OCCUPATIONAL EDUCATION AND TRAINING COOR	53	2	1	1 Male Female	1	0	1	0	0	0
BUYER	54	2	10	1 Male Female	2	2	0	0	0	0
					8	7	1	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native American	Hispanic
			Employees	Minorities						
KING COUNTY Dept. of Executive Services										
Dept. of Executive Services										
GIS SPECIALIST-ENTRY	55	2	1	1	0	0	0	0	0	0
LICENSE INSPECTOR	55	2	2	1	1	1	0	0	0	0
Real Property Agent II	55	2	2	1	1	0	1	0	0	0
ADMINISTRATOR II	56	2	1	1	0	0	0	0	0	0
CONTRACT SPECIALIST I	56	2	6	2	4	3	1	0	0	0
FUNCTIONAL ANALYST III	56	2	1	0	1	1	0	0	0	0
PLUMBING & MECHANICAL II	56	7	3	1	3	2	0	0	1	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

C I	Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	Race						
							White	Black	Asian	Native American	Hispanic		
	PROJECT PLANNING ADMINISTRATOR	56	2	1	0	1	1	0	0	0	0	0	0
					Male Female	0	0	0	0	0	0	0	0
	SENIOR ACCOUNTANT	56	2	5	3	3	2	0	1	0	0	0	0
					Male Female	2	0	0	2	0	0	0	0
	ARCHIVIST	57	2	1	0	0	0	0	0	0	0	0	0
					Male Female	1	1	0	0	0	0	0	0
	CIVIL RIGHTS SPECIALIST II	57	2	5	2	2	1	1	0	0	0	0	0
					Male Female	3	2	1	0	0	0	0	0
	CLAIMS OFFICER II	57	2	1	0	0	0	0	0	0	0	0	0
					Male Female	1	1	0	0	0	0	0	0
	ELECTRICIAN II	57	7	3	1	2	1	1	0	0	0	0	0
					Male Female	1	0	0	0	0	0	0	0
	Functional Analyst II	57	2	2	0	1	1	0	0	0	0	0	0
					Male Female	1	0	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

C I Job Title	Salary Code	EEO Code	Total Employees	Total Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
KING COUNTY Dept. of Executive Services										
Dept. of Executive Services										
SUPERVISOR I	58	7	6	4	3	0	2	1	0	0
				Male						
				Female	3	2	1	0	0	0
WEB DEVELOPER-JOURNEY	58	2	1	1	0	0	0	0	0	0
				Male						
				Female	1	0	0	1	0	0
CAPITAL PROJECT MANAGER II	59	2	1	1	1	0	0	0	0	1
				Male						
				Female	0	0	0	0	0	0
SENIOR BUYER	59	2	2	0	1	1	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
TORT CLAIMS INVESTIGATOR	59	2	6	1	5	5	0	0	0	0
				Male						
				Female	1	0	0	0	0	1
APP DEVELOPER-JOURNEY	60	2	1	0	1	1	0	0	0	0
				Male						
				Female	0	0	0	0	0	0
DATABASE SPECIALIST-SR	60	2	1	0	1	1	0	0	0	0
				Male						
				Female	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

C I	Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	White	Black	Asian	Native American	Hispanic
				KING COUNTY Dept. of Executive Services							
				Dept. of Executive Services							
	GIS SPECIALIST-JOURNEY	60	2	3	1 Male 1 Female	1	1	0	0	0	0
	ASSIST SUPERINTDNT OF ELECTNS	61	1	1	0 Male 1 Female	1	1	0	0	0	0
	CONTRACT SPECIALIST II	61	2	4	1 Male 3 Female	2	1	1	0	0	0
	FUNCTIONAL ANALYST III	61	2	1	1 Male 0 Female	1	0	0	1	0	0
	LAN ADMINISTRATOR-SENIOR	61	2	4	1 Male 3 Female	3	3	0	0	0	0
	LICENSE SUPPORT SUPERVISOR	61	2	1	1 Male 0 Female	1	0	0	0	0	0
	REAL PROPERTY AGENT III	61	2	7	1 Male 6 Female	3	3	0	0	0	0
						4	3	1	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

C I Job Title	Salary Code	EEO Code	Total Employees	Total Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
KING COUNTY Dept. of Executive Services										
Dept. of Executive Services										
BUSINESS & FINANCE OFFICER III	62	2	1	1	0	0	0	0	0	0
				Male						
				Female	1	0	0	0	0	1
BUSINESS AND FINANCE OFFICER III	62	2	4	0	0	0	0	0	0	0
				Male						
				Female	4	0	0	0	0	0
FUNCTIONAL ANALYST III	62	2	8	5	3	0	1	2	0	0
				Male						
				Female	5	3	0	2	0	0
Hazardous Waste Surveyor/Project Manager	62	2	1	1	1	0	0	1	0	0
				Male						
				Female	0	0	0	0	0	0
HUMAN RESOURCE ANALYST - SENIOR	62	2	5	0	2	0	0	0	0	0
				Male						
				Female	3	0	0	0	0	0
SAFETY AND HEALTH ADMINISTRATOR IV	62	2	4	1	3	2	1	0	0	0
				Male						
				Female	1	1	0	0	0	0
ADMINISTRATOR III	63	2	5	0	3	0	0	0	0	0
				Male						
				Female	2	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

C I Job Title	Salary Code	EEO Code	Employees	Total Minorities	Male	Female	Total	White	Black	Asian	Native	
											American	Hispanic
KING COUNTY Dept. of Executive Services												
Dept. of Executive Services												
SUPERVISOR II	64	7	1	0	1	0	1	1	0	0	0	0
ADMINISTRATIVE ASSISTANT III	65	6	2	1	1	1	2	1	1	0	0	0
APPLICATIONS DEVELOPER-SR	65	2	1	1	1	0	1	0	0	0	0	0
APPLICATIONS DEVELOPER-SR - A	65	2	5	3	4	1	4	2	0	2	0	0
GIS SPECIALIST-SENIOR	65	2	1	1	1	0	1	0	0	1	0	0
CONTRACT SPECIALIST III	66	2	3	1	2	1	2	1	1	0	0	0
LABOR ANALYST	66	2	5	1	3	2	3	2	0	1	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
KING COUNTY Dept. of Executive Services										
Dept. of Executive Services										
LAN ADMINISTRATOR-MASTER	66	2	3	1 Male Female	3	2	0	1	0	0
BUSINESS & FINANCE OFFICER IV	67	2	1	1 Male Female	1	0	0	1	0	0
BUSINESS AND FINANCE OFFICER IV	67	2	2	0 Male Female	2	2	0	0	0	0
REAL PROPERTY AGENT IV	67	2	4	0 Male Female	4	3	0	0	0	0
SYSTEMS ENGINEER-SENIOR	67	2	1	1 Male Female	1	0	0	1	0	0
ADMIN SVCS OFCR III	68	2	1	0 Male Female	1	0	0	0	0	0
ADMINISTRATOR IV	68	2	2	0 Male Female	2	2	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

C I	Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	White	Black	Asian	Native American	Hispanic
	CLAIMS SUPERVISOR	68	2	1	0	0	0	0	0	0	0
						1	1	0	0	0	0
	PROJECT/PROGRAM MANAGER IV	68	2	12	1	2	2	0	0	0	0
						10	9	1	0	0	0
	SECURITY CHIEF	68	4	1	0	1	1	0	0	0	0
						0	0	0	0	0	0
	SUPERVISOR III	68	7	3	0	3	3	0	0	0	0
						0	0	0	0	0	0
	ARCHIVES AND RECORDS MANAGER	69	2	1	1	1	0	0	1	0	0
						0	0	0	0	0	0
	CAPITAL PROJECT MANAGER IV	69	2	15	2	10	8	0	1	0	1
						5	5	0	0	0	0
	DIVERSITY MANAGER	69	2	1	1	1	0	1	0	0	0
						0	0	0	0	0	0

Plan: KING,0400 KING COUNTY Dept. of Executive Services

Department: 0400 Dept. of Executive Services

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

C I Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native	
			Employees	Minorities					American	Hispanic
KING COUNTY Dept. of Executive Services										
Dept. of Executive Services										
Plan:	KING,0400									
Department:	0400									
ASSISTANT DIVISION DIRECTOR, OFFICE OF E	70	1	1	0	1	1	0	0	0	0
				Male						
				Female	0	0	0	0	0	0
SPECIAL PROJECTS MANAGER II	70	2	1	0	1	1	0	0	0	0
				Male						
				Female	0	0	0	0	0	0
ALTERNATIVE DISPUTE RESOLUTION MEDIATOR/	71	2	2	0	1	1	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
FINANCIAL SERVICES ADMINISTRATOR	71	2	1	0	1	1	0	0	0	0
				Male						
				Female	0	0	0	0	0	0
LABOR NEGOTIATOR II	71	2	7	1	3	2	0	0	0	1
				Male						
				Female	4	4	0	0	0	0
REAL PROPERTY AGENT SUPERVISOR	71	2	2	1	2	1	1	0	0	0
				Male						
				Female	0	0	0	0	0	0
ASSISTANT FACILITIES MAINTENANCE MANAGER	72	1	1	1	0	0	0	0	0	0
				Male						
				Female	1	0	0	1	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Total Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
KING COUNTY Dept. of Executive Services										
Dept. of Executive Services										
ASSISTANT SOLID WASTE OPERATIONS MANAGER	72	1	1	0	0	0	0	0	0	0
				Male	0	0	0	0	0	0
				Female	1	1	0	0	0	0
CAPITAL PROJECTS MANAGING SUPERVISOR	72	2	2	0	1	1	0	0	0	0
				Male	0	1	0	0	0	0
				Female	1	1	0	0	0	0
Construction Projects Control Officer	72	2	1	0	0	0	0	0	0	0
				Male	0	0	0	0	0	0
				Female	1	1	0	0	0	0
DATABASE ADMINSTR-MASTER	72	2	1	0	1	1	0	0	0	0
				Male	0	1	0	0	0	0
				Female	0	0	0	0	0	0
DEPUTY RISK MANAGER - CLAIMS	72	2	1	1	0	0	0	0	0	0
				Male	1	0	0	0	0	0
				Female	0	1	0	0	0	0
FINANCE & ADMIN SRVCS MNGR	72	2	1	0	0	0	0	0	0	0
				Male	0	0	0	0	0	0
				Female	1	0	0	0	0	0
FINANCE AND ADMINISTRATIVE SERVICES MANA	72	2	2	0	1	1	0	0	0	0
				Male	0	1	0	0	0	0
				Female	1	1	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0400 KING COUNTY Dept. of Executive Services

Department: 0400 Dept. of Executive Services

C I Job Title	Salary Code	EEO Code	Employees	Total Minorities	Male	Female	Total	White	Black	Asian	Native	
											American	Hispanic
GEOGRAPHIC INFO SUPRV	72	2	1	0	1	0	1	1	0	0	0	0
HUMAN RES SRVCS DELVRY MNGR II	72	2	1	0	0	1	0	0	0	0	0	0
HUMAN RESOURCE SERVICES DELIVERY MANAGER	72	2	2	0	2	0	2	2	0	0	0	0
IT PROJECT MANAGER II	72	2	1	0	1	0	1	1	0	0	0	0
IT SUPERVISOR I	72	2	1	1	1	0	1	0	0	0	0	1
PROJECT CONTROL OFFICER	72	2	1	0	0	1	0	0	0	0	0	0
SAFETY AND CLAIMS MANAGER	72	2	1	0	1	0	1	1	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0400 KING COUNTY Dept. of Executive Services

Department: 0400 Dept. of Executive Services

<i>C</i>	<i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	White	Black	Asian	Native American	Hispanic
	GOVERNMENT RELATIONS ADMINISTRATOR	73	2	1	0	1	1	0	0	0	0
						0	0	0	0	0	0
	LABOR NEGOTIATOR III	73	2	1	0	1	1	0	0	0	0
						0	0	0	0	0	0
	ALTERNATIVE DISPUTE RESOLUTION MANAGER	74	1	1	0	0	0	0	0	0	0
						1	1	0	0	0	0
	ASSISTANT DIV DIR FAC MNGMNT	75	1	1	0	1	1	0	0	0	0
						0	0	0	0	0	0
	Assistant Division Director, Finance and	75	1	2	1	0	0	0	0	0	0
						2	1	0	1	0	0
	ASSISTANT DIVISION DIRECTOR, HUMAN RESOU	75	1	1	0	1	1	0	0	0	0
						0	0	0	0	0	0
	ASSISTANT DIVISION DIRECTOR, RECORDS, EL	75	1	1	0	0	0	0	0	0	0
						1	1	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0400 KING COUNTY Dept. of Executive Services

Department: 0400 Dept. of Executive Services

C I	Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	White	Black	Asian	Native		
										American	Hispanic	Hispanic
	Capital Improvements Program Section Man	75	2	1	0	1	1	0	0	0	0	0
					Female	0	0	0	0	0	0	0
	COMPENSATION, BENEFITS AND RECRUITING SE	75	2	1	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0
	DIRECTOR OFF OF RISK MNGMT	75	1	1	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0
	DIVISION DIR OFF OF CVL RIGHTS	75	1	1	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0
	DIVISION DIR OFF OF EMRG MGMT	75	1	1	0	1	1	0	0	0	0	0
					Female	0	0	0	0	0	0	0
	FINANCE MANAGER	75	2	2	1	0	0	0	0	0	0	0
					Female	2	1	0	1	0	0	0
	IT ENTERPRISE MANAGER I	75	2	1	0	1	1	0	0	0	0	0
					Female	0	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0400 KING COUNTY Dept. of Executive Services
Department: 0400 Dept. of Executive Services

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native American	Hispanic
			Employees	Minorities						
IT Manager I	75	2	1	0	1	1	0	0	0	0
				Male						
				Female	0	0	0	0	0	0
IT PROJECT MANAGER III	75	2	1	0	0	0	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
PROCUREMENT MANAGER	75	1	1	0	1	1	0	0	0	0
				Male						
				Female	0	0	0	0	0	0
TREASURY MANAGER	75	1	1	0	1	1	0	0	0	0
				Male						
				Female	0	0	0	0	0	0
MANAGER, LABOR RELATIONS	78	1	1	0	0	0	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
IT PROJECT MANAGEMENT OFFICER	79	2	1	0	0	0	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
Division Director, Construction & Facili	85	1	1	0	0	0	0	0	0	0
				Male						
				Female	1	1	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0400 KING COUNTY Dept. of Executive Services
Department: 0400 Dept. of Executive Services

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
DIVISION DIRECTOR, HUMAN RESOURCES MANAG	85	1	1	1 Male	0	0	0	0	0	0
				Female	1	0	0	0	0	
DEPUTY DIRECTOR EXEC SRVCS	87	1	2	0 Male	1	0	0	0	0	0
				Female	1	0	0	0	0	
DIVISION DIRECTOR, FINANCE AND BUSINESS	87	1	1	0 Male	1	0	0	0	0	0
				Female	0	0	0	0	0	
CUSTODIAN-SE	SP	8	8	2 Male	6	2	0	0	0	0
				Female	2	0	0	0	0	
Totals			837	309	418	54	67	5	19	
						273	54	67	5	19
						255	54	84	7	19

King County Executive Branch 2008 - 2012 Plan

Job Group Analysis

Analysis Data as of 2007-01-01

Plan: KING,0400 KING COUNTY Dept. of Executive Services

Job Group: 1 Officials and Administrators

Loc	Job Title	Total Employees							Native American	Hispanic
		Persons	Percent	Female	Minority	Black	Asian			
0400	ALTERNATIVE DISPUTE RESOLUTION MANAGER	1	4.76	1	0	0	0	0	0	0
0400	ASSIST SUPERINTNDNT OF ELECTNS	1	4.76	0	0	0	0	0	0	0
0400	ASSISTANT DIV DIR FAC MNGMNT	1	4.76	0	0	0	0	0	0	0
0400	Assistant Division Director, Finance and	2	9.52	2	1	0	1	0	0	0
0400	ASSISTANT DIVISION DIRECTOR, HUMAN RESOU	1	4.76	0	0	0	0	0	0	0
0400	ASSISTANT DIVISION DIRECTOR, OFFICE OF E	1	4.76	0	0	0	0	0	0	0
0400	ASSISTANT DIVISION DIRECTOR, RECORDS, EL	1	4.76	1	0	0	0	0	0	0
0400	ASSISTANT FACILITIES MAINTENANCE MANAGER	1	4.76	1	1	0	1	0	0	0
0400	ASSISTANT SOLID WASTE OPERATIONS MANAGER	1	4.76	1	0	0	0	0	0	0
0400	DEPUTY DIRECTOR EXEC SRVCS	2	9.52	1	0	0	0	0	0	0
0400	DIRECTOR OFF OF RISK MNGMT	1	4.76	1	0	0	0	0	0	0
0400	DIVISION DIR OFF OF CVL RGHTS	1	4.76	1	0	0	0	0	0	0
0400	DIVISION DIR OFF OF EMRG MGMT	1	4.76	0	0	0	0	0	0	0
0400	Division Director, Construction & Facili	1	4.76	1	0	0	0	0	0	0
0400	DIVISION DIRECTOR, FINANCE AND BUSINESS	1	4.76	0	0	0	0	0	0	0
0400	DIVISION DIRECTOR, IJUMAN RESOURCES MANAG	1	4.76	1	1	1	0	0	0	0
0400	MANAGER, LABOR RELATIONS	1	4.76	1	0	0	0	0	0	0
0400	PROCUREMENT MANAGER	1	4.76	0	0	0	0	0	0	0
0400	TREASURY MANAGER	1	4.76	0	0	0	0	0	0	0
Totals		21	100%	12	3	1	2	0	0	0
	Total #			57.14	14.29	4.76	9.52	0.00	0.00	0.00
	Total %									

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

KING COUNTY Dept. of Executive Services

Plan: KING,0400

Professionals

Job Group: 2

Loc	Job Title	Total Employees					Asian	Native American	Hispanic
		Persons	Percent	Female	Minority	Black			
0400	CIVIL RIGHTS SPECIALIST II	5	1.54	3	2	2	0	0	0
0400	CLAIMS ADMINISTRATOR	1	0.31	1	0	0	0	0	0
0400	CLAIMS OFFICER	8	2.46	6	3	1	0	2	0
0400	CLAIMS OFFICER II	1	0.31	1	0	0	0	0	0
0400	CLAIMS SUPERVISOR	1	0.31	1	0	0	0	0	0
0400	CLINIC VETERINARIAN	1	0.31	1	0	0	0	0	0
0400	COMMUNICATIONS SPECIALIST III	2	0.62	1	0	0	0	0	0
0400	COMMUNICATIONS SPECIALIST IV	1	0.31	1	0	0	0	0	0
0400	COMPENSATION, BENEFITS AND RECRUITING SE	1	0.31	1	0	0	0	0	0
0400	Construction Projects Control Officer	1	0.31	1	0	0	0	0	0
0400	CONTRACT SPECIALIST I	6	1.85	2	2	1	0	0	1
0400	CONTRACT SPECIALIST II	4	1.23	2	1	1	0	0	0
0400	CONTRACT SPECIALIST III	3	0.92	1	1	1	0	0	0
0400	DATABASE ADMINSTR-MASTER	1	0.31	0	0	0	0	0	0
0400	DATABASE SPECIALIST-SR	1	0.31	0	0	0	0	0	0
0400	DEPUTY RISK MANAGER - CLAIMS	1	0.31	1	1	1	0	0	0
0400	DESKTOP SUPPORT SPEC-JRNY	1	0.31	0	1	1	0	0	0
0400	DISABILITY BOARD COORDINATOR	1	0.31	1	0	0	0	0	0
0400	DIVERSITY MANAGER	1	0.31	0	1	1	0	0	0
0400	EDUCATOR CONSULTANT II	3	0.92	3	0	0	0	0	0
0400	ELECTION DISTR CNTR SUPRV	1	0.31	0	1	0	0	0	1
0400	FINANCE & ADMIN SRVCS MNGR	1	0.31	1	0	0	0	0	0
0400	FINANCE / ACCOUNTING SUPERVISOR	9	2.77	2	2	0	1	0	1
0400	FINANCE AND ADMINISTRATIVE SERVICES MANA	2	0.62	1	0	0	0	0	0
0400	FINANCE MANAGER	2	0.62	2	1	0	1	0	0
0400	FINANCIAL SERVICES ADMINISTRATOR	1	0.31	0	0	0	0	0	0
0400	Functional Analyst II	2	0.62	1	0	0	0	0	0
0400	FUNCTIONAL ANALYST III	10	3.08	5	6	1	5	0	0

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Loc	Job Title	Total Employees							Native American	Hispanic
		Persons	Percent	Female	Minority	Black	Asian	American		
0400	GEOGRAPHIC INFO SUPRV	1	0.31	0	0	0	0	0	0	0
0400	GIS SPECIALIST-ENTRY	1	0.31	1	1	0	1	0	0	0
0400	GIS SPECIALIST-JOURNEY	3	0.92	2	1	0	0	0	0	1
0400	GIS SPECIALIST-SENIOR	1	0.31	0	1	0	1	0	0	0
0400	GOVERNMENT RELATIONS ADMINISTRATOR	1	0.31	0	0	0	0	0	0	0
0400	Hazardous Waste Surveyor/Project Manager	1	0.31	0	1	0	1	0	0	0
0400	HUMAN RES SRVCS DELVRY MNGR II	1	0.31	1	0	0	0	0	0	0
0400	HUMAN RESOURCE ANALYST	10	3.08	9	5	1	3	0	0	1
0400	HUMAN RESOURCE ANALYST - SENIOR	5	1.54	3	0	0	0	0	0	0
0400	HUMAN RESOURCE ASSOCIATE	5	1.54	5	4	2	2	0	0	0
0400	HUMAN RESOURCE SERVICES DELIVERY MANAGER	3	0.92	1	0	0	0	0	0	0
0400	INSURANCE AND CONTRACT REVIEW MANAGER	1	0.31	0	0	0	0	0	0	0
0400	IT ENTERPRISE MANAGER I	1	0.31	0	0	0	0	0	0	0
0400	IT Manager I	1	0.31	0	0	0	0	0	0	0
0400	IT PROJECT MANAGEMENT OFFICER	1	0.31	1	0	0	0	0	0	0
0400	IT PROJECT MANAGER II	1	0.31	0	0	0	0	0	0	0
0400	IT PROJECT MANAGER III	1	0.31	1	0	0	0	0	0	0
0400	IT SUPERVISOR I	1	0.31	0	1	0	0	0	0	1
0400	LABOR ANALYST	5	1.54	2	1	0	1	0	0	0
0400	LABOR NEGOTIATOR II	7	2.15	4	1	0	0	0	0	1
0400	LABOR NEGOTIATOR III	1	0.31	0	0	0	0	0	0	0
0400	LAN ADMINISTRATOR-MASTER	3	0.92	0	1	0	1	0	0	0
0400	LAN ADMINISTRATOR-SENIOR	4	1.23	1	1	0	1	0	0	0
0400	LEAD SENIOR BUYER	2	0.62	0	1	1	0	0	0	0
0400	LICENSE INSPECTOR	2	0.62	1	1	0	1	0	0	0
0400	LICENSE SUPPORT SUPERVISOR	1	0.31	1	1	0	1	0	0	0
0400	OCCUPATIONAL EDUCATION AND TRAINING COOR	1	0.31	0	1	1	0	0	0	0
0400	OCCUPATIONAL EDUCATION AND TRAINING PROG	1	0.31	1	0	0	0	0	0	0

KING COUNTY Dept. of Executive Services

Professionals

Plan: KING,0400

Job Group: 2

King County Executive Branch 2008 - 2012 Plan Job Group Analysis

Analysis Data as of 2007-01-01

KING COUNTY Dept. of Executive Services

Plan: KING,0400

Job Group: 2 Professionals

Loc	Job Title	Total Employees		Female	Minority	Black	Asian	Native		Hispanic
		Persons	Percent					American		
0400	PROJECT CONTROL OFFICER	1	0.31	1	0	0	0	0	0	0
0400	PROJECT PLANNING ADMINISTRATOR	1	0.31	0	0	0	0	0	0	0
0400	PROJECT/PROGRAM MANAGER II	9	2.77	7	2	2	0	0	0	0
0400	PROJECT/PROGRAM MANAGER III	20	6.15	14	4	2	0	0	0	2
0400	PROJECT/PROGRAM MANAGER IV	12	3.69	10	1	1	0	0	0	0
0400	Real Property Agent I	4	1.23	3	2	2	0	0	0	0
0400	Real Property Agent II	2	0.62	1	1	1	0	0	0	0
0400	REAL PROPERTY AGENT III	7	2.15	4	1	1	0	0	0	0
0400	REAL PROPERTY AGENT IV	4	1.23	1	0	0	0	0	0	0
0400	REAL PROPERTY AGENT SUPERVISOR	2	0.62	0	1	1	0	0	0	0
0400	SAFETY AND CLAIMS MANAGER	1	0.31	0	0	0	0	0	0	0
0400	SAFETY AND HEALTH ADMINISTRATOR IV	4	1.23	1	1	1	0	0	0	0
0400	Senior Accountant	5	1.54	2	3	0	3	0	0	0
0400	SENIOR BUYER	2	0.62	1	0	0	0	0	0	0
0400	SPECIAL PROJECTS MANAGER II	1	0.31	0	0	0	0	0	0	0
0400	SUPERINTENDENT OF LICENSING	1	0.31	1	0	0	0	0	0	0
0400	SYSTEMS ENGINEER-SENIOR	1	0.31	0	1	0	1	0	0	0
0400	TORT CLAIMS INVESTIGATOR	6	1.85	1	1	0	0	0	0	1
0400	TRAINING AND ORGANIZATIONAL DEVELOPMENT	1	0.31	1	0	0	0	0	0	0
0400	TRANSIT CLAIMS MANAGER	1	0.31	1	1	1	0	0	0	0
0400	WEB DEVELOPER-JOURNEY	1	0.31	1	1	0	1	0	0	0
0400	WEB DEVELOPER-SENIOR	1	0.31	0	1	0	1	0	0	0
Totals		325	100%	181	91	31	45	2	13	4.00
				55.69	28.00	9.54	13.85	0.62		

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

KING COUNTY Dept. of Executive Services

Plan: KING,0400

Technicians

Job Group: 3

<i>Loc</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>
		<i>Persons</i>	<i>Percent</i>						
0400	VETERINARY TECHNICIAN	1	100.00	1	0	0	0	0	0
Totals		1	100%	1	0.00	0.00	0.00	0.00	0.00

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

KING COUNTY Dept. of Executive Services

Plan: KING,0400

Protective Service Workers

Job Group: 4

Loc	Job Title	Total Employees							Native American	Hispanic
		Persons	Percent	Female	Minority	Black	Asian			
0400	ANIMAL CONTROL OFFICER	22	22.22	13	2	0	1	1	0	
0400	Animal Control Sergeant	3	3.03	0	0	0	0	0	0	
0400	ANIMAL CONTROL SERGEANT LEAD	1	1.01	1	0	0	0	0	0	
0400	SECURITY CHIEF	1	1.01	0	0	0	0	0	0	
0400	SECURITY OFFICER	36	36.36	0	4	4	0	0	0	
0400	SECURITY SCREENER	33	33.33	15	26	1	22	0	3	
0400	SECURITY SERGEANT	3	3.03	0	0	0	0	0	0	
Totals		99	100%	29	32	5	23	1	3	
				29.29	32.32	5.05	23.23	1.01	3.03	

King County Executive Branch 2008 - 2012 Plan

Job Group Analysis

Analysis Data as of 2007-01-01

Plan:	Job Group:	Job Title	Total Employees							Native American	Hispanic
			Persons	Percent	Female	Minority	Black	Asian			
KING,0400	6	ACCOUNTING TECHNICIAN II	6	2.87	6	3	2	0	1	0	
		ADMIN SPEC II	34	16.27	23	14	8	5	0	1	
		ADMINISTRATIVE ASSISTANT III	2	0.96	2	1	1	0	0	0	
		ADMINISTRATIVE OFFICE ASSIST	2	0.96	1	1	1	0	0	0	
		ADMINISTRATIVE OFFICE ASSISTANT	2	0.96	1	1	0	1	0	0	
		ADMINISTRATIVE SPECIALIST I	14	6.70	9	4	3	1	0	0	
		ADMINISTRATIVE SPECIALIST II	2	0.96	1	0	0	0	0	0	
		ADMINISTRATIVE SPECIALIST III	22	10.53	19	10	2	6	1	1	
		ADMINISTRATIVE SPECIALIST IV	6	2.87	5	2	1	0	0	1	
		ADMINISTRATIVE STAFF ASSISTANT	1	0.48	0	1	1	0	0	0	
		ASSISTANT ACCOUNTANT	14	6.70	10	9	3	4	0	2	
		CLAIMS ASSISTANT	3	1.44	3	0	0	0	0	0	
		CONFIDENTIAL SECRETARY I	6	2.87	6	0	0	0	0	0	
		CUSTOMER SERVICE SPECIALIST II	5	2.39	5	4	2	1	0	1	
		Customer Service Specialist III	24	11.48	18	9	2	7	0	0	
		CUSTOMER SERVICE SPECIALIST IV	8	3.83	7	1	0	1	0	0	
		CUSTOMER SERVICES ASSISTANT COORDINATOR	1	0.48	1	0	0	0	0	0	
		FISCAL SPECIALIST I	4	1.91	3	4	2	1	0	1	
		FISCAL SPECIALIST II	15	7.18	11	8	2	5	1	0	
		FISCAL SPECIALIST III	23	11.00	21	15	4	8	1	2	
		FISCAL SPECIALIST IV	2	0.96	2	2	0	1	0	1	
		INVENTORY PURCHASING SPEC III	2	0.96	0	0	0	0	0	0	
		Records Center Technician	2	0.96	0	1	0	1	0	0	
		RECORDS MANAGEMENT SPECIALIST	2	0.96	2	0	0	0	0	0	
		TECH INFO PROCESSING SPEC III	1	0.48	1	0	0	0	0	0	
		TECHNICAL INFORMATION PROCESSING SPECIAL	6	2.87	6	5	0	5	0	0	
Totals			209	100%	163	95	34	47	4	10	
					77.99	45.45	16.27	22.49	1.91	4.78	

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING_0400 KING COUNTY Dept. of Executive Services

Job Group: 7 Skilled Crafts

Loc	Job Title	Total Employees							Native American	Hispanic
		Persons	Percent	Female	Minority	Black	Asian	American		
0400	ASSIST ELECTN DISTR CNTR SUPRV	1	1.12	0	1	0	1	0	0	
0400	CARPENTER I	11	12.36	0	2	1	0	1	0	
0400	CARPENTER II	3	3.37	1	0	0	0	0	0	
0400	ELECTION EQUIPMENT TECHNICIAN	3	3.37	0	0	0	0	0	0	
0400	ELECTRICIAN I	12	13.48	1	5	3	2	0	0	
0400	ELECTRICIAN II	3	3.37	1	1	1	0	0	0	
0400	FACILITIES MAINTENANCE CONSTRUCTOR	4	4.49	0	3	1	2	0	0	
0400	FIRE AND LIFE SAFETY TECHNICIAN	1	1.12	0	0	0	0	0	0	
0400	HAZARDOUS WASTE TECHNICIAN	4	4.49	0	3	1	1	0	1	
0400	OPERATING ENGINEER II	11	12.36	0	2	1	1	0	0	
0400	OPERATING ENGINEER III	4	4.49	0	2	2	0	0	0	
0400	PAINTER I	6	6.74	1	3	1	1	0	1	
0400	PAINTER II	1	1.12	0	0	0	0	0	0	
0400	PLUMBING & MECHANICAL I	11	12.36	2	1	0	0	0	1	
0400	PLUMBING & MECHANICAL II	3	3.37	0	1	0	0	1	0	
0400	SUPERVISING HAZARDOUS WASTE TECHNICIAN	1	1.12	1	1	0	1	0	0	
0400	SUPERVISOR I	6	6.74	3	4	3	1	0	0	
0400	SUPERVISOR II	1	1.12	0	0	0	0	0	0	
0400	SUPERVISOR III	3	3.37	0	0	0	0	0	0	
Totals		89	100%	10	29	14	10	2	3	
				11.24	32.58	15.73	11.24	2.25	3.37	

King County Executive Branch 2008 - 2012 Plan Job Group Analysis

Analysis Data as of 2007-01-01

KING COUNTY Dept. of Executive Services

Plan: KING,0400

Professionals

Job Group: 2

Loc	Job Title	Total Employees							Native		
		Persons	Percent	Female	Minority	Black	Asian	American	Hispanic		
0400	ACCOUNTANT	18	5.54	14	9	1	8	0	0		
0400	ADMIN SVCS OFCR III	1	0.31	1	0	0	0	0	0		
0400	ADMINISTRATOR I	5	1.54	5	3	1	2	0	0		
0400	ADMINISTRATOR II	1	0.31	1	1	1	0	0	0		
0400	ADMINISTRATOR III	5	1.54	2	0	0	0	0	0		
0400	ADMINISTRATOR IV	2	0.62	0	0	0	0	0	0		
0400	ALTERNATIVE DISPUTE RESOLUTION COORDINAT	1	0.31	1	0	0	0	0	0		
0400	ALTERNATIVE DISPUTE RESOLUTION MEDIATOR/	2	0.62	1	0	0	0	0	0		
0400	APP DEVELOPER-JOURNEY	1	0.31	0	0	0	0	0	0		
0400	APP DEVELOPER-MASTER	2	0.62	0	1	0	1	0	0		
0400	APPLICATIONS DEVELOPER-SR	1	0.31	1	1	0	1	0	0		
0400	APPLICATIONS DEVELOPER-SR - A	5	1.54	1	3	0	3	0	0		
0400	ARCHIVES AND RECORDS MANAGER	1	0.31	0	1	0	1	0	0		
0400	ARCHIVIST	1	0.31	1	0	0	0	0	0		
0400	ASSISTANT ARCHIVIST	3	0.92	3	0	0	0	0	0		
0400	ASSISTANT BUYER	7	2.15	4	0	0	0	0	0		
0400	BUSINESS & FINANCE OFFICER II	3	0.92	2	1	0	1	0	0		
0400	BUSINESS & FINANCE OFFICER III	1	0.31	1	1	0	0	0	1		
0400	BUSINESS & FINANCE OFFICER IV	1	0.31	1	1	0	1	0	0		
0400	Business and Finance Officer II	1	0.31	0	0	0	0	0	0		
0400	BUSINESS AND FINANCE OFFICER III	4	1.23	4	0	0	0	0	0		
0400	BUSINESS AND FINANCE OFFICER IV	2	0.62	0	0	0	0	0	0		
0400	BUYER	10	3.08	8	1	1	0	0	0		
0400	Capital Improvements Program Section Man	1	0.31	0	0	0	0	0	0		
0400	CAPITAL PROJECT MANAGEMENT TECHNICIAN II	2	0.62	1	0	0	0	0	0		
0400	CAPITAL PROJECT MANAGER II	1	0.31	0	1	0	0	0	1		
0400	CAPITAL PROJECT MANAGER III	1	0.31	0	0	0	0	0	0		
0400	CAPITAL PROJECT MANAGER IV	15	4.62	5	2	0	1	0	1		
0400	CAPITAL PROJECTS MANAGING SUPERVISOR	2	0.62	1	0	0	0	0	0		

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0400 KING COUNTY Dept. of Executive Services

Job Group: 8 Service Maintenance

Loc	Job Title	Total Employees		Female	Minority	Black	Asian	Native	
		Persons	Percent					American	Hispanic
0400	CUSTODIAN	60	64.52	20	40	11	18	3	8
0400	CUSTODIAN - FLOOR CARE	9	9.68	1	7	6	1	0	0
0400	CUSTODIAN - WINDOWS	1	1.08	0	1	1	0	0	0
0400	CUSTODIAN-SE	8	8.60	2	2	2	0	0	0
0400	ELECTRICIAN HELPER	2	2.15	0	1	0	1	0	0
0400	PLUMBER HELPER	1	1.08	0	0	0	0	0	0
0400	UTILITY WORKER I	3	3.23	0	1	1	0	0	0
0400	UTILITY WORKER II	9	9.68	0	7	2	4	0	1
Totals		93	100%	23	59	23	24	3	9
	Total %			24.73	63.44	24.73	25.81	3.23	9.68

**King County Executive Branch 2008 - 2012 Plan
Summary Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0500

KING COUNTY Dept. of Judicial Administration

<i>Job Group</i>	<i>Total Female</i>	<i>Total Minorities</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>
#	%	#	%	#	%	%
(1) Officials and Administrators						
Employee: 1	1	1	0	0	1	0
Current Utilization:	0.18	0.08	0.01	0.04	0.01	0.01
Class Goal:	No	No	No	No	No	No
Underutilized:						
(2) Professionals						
Employee: 29	12	7	3	3	0	1
Current Utilization:	15.50	5.30	1.43	2.40	0.50	0.71
Class Goal:	Yes	No	No	No	No	No
Underutilized:						
(3) Technicians						
Employee: 14	11	3	1	1	0	1
Current Utilization:	4.40	2.77	0.56	1.49	0.23	0.37
Class Goal:	No	No	No	No	No	No
Underutilized:						
(6) Administrative Support						
Employee: 167	121	69	22	41	1	5
Current Utilization:	137.41	34.37	9.64	15.31	2.35	4.98
Class Goal:	Yes	No	No	No	Yes	No
Underutilized:						
Totals:	145	80	26	45	2	7

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0500 KING COUNTY Dept. of Judicial Administration

Department: 0500 Dept. of Judicial Administration

C I Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
LEGAL ADMINISTRATIVE SPEC I	29	6	1	0	0	0	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
LEGAL ADMINISTRATIVE SPEC I	33	6	2	2	2	0	0	2	0	0
				Male						
				Female	0	0	0	0	0	0
CUSTOMER SERVICE SPECIALIST II	36	6	5	5	3	0	0	2	0	1
				Male						
				Female	2	0	1	1	0	0
LEGAL ADMINISTRATIVE SPEC II	36	6	1	1	0	0	0	0	0	0
				Male						
				Female	1	0	0	1	0	0
JUDICIAL SVCS SUPRV I	37	6	1	1	1	0	1	0	0	0
				Male						
				Female	0	0	0	0	0	0
LEGAL ADMINISTRATIVE SPEC II	37	6	42	20	14	8	1	5	0	0
				Male						
				Female	28	14	4	8	0	2
LEGAL ADMINISTRATIVE SPEC III	37	6	1	0	0	0	0	0	0	0
				Male						
				Female	1	1	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis
Analysis Data as of 2007-01-01**

Plan: KING,0500 KING COUNTY Dept. of Judicial Administration
Department: 0500 Dept. of Judicial Administration

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees		Total	Total				
			Minorities	Total		White	Black	Asian	Native American	Hispanic
FISCAL SPECIALIST II	38	6	4	Male	3	1	1	1	0	0
			0	Female	7	5	1	1	0	0
FISCAL SPECIALIST III	38	6	1	Male	0	0	0	0	0	0
			0	Female	1	1	0	0	0	0
Customer Service Specialist III	40	6	9	Male	2	0	1	1	0	0
			6	Female	7	3	3	1	0	0
TECH INFO PROCESSING SPEC III	40	6	1	Male	0	0	0	0	0	0
			0	Female	1	0	1	0	0	0
COURT CLERK I	41	6	46	Male	13	9	1	2	0	1
			8	Female	33	29	0	3	0	1
COURT CLERK II	41	6	1	Male	0	0	0	0	0	0
			0	Female	1	1	0	0	0	0
LEGAL ADMINISTRATIVE SPEC III	41	6	12	Male	2	1	0	1	0	0
			6	Female	10	5	1	4	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0500 KING COUNTY Dept. of Judicial Administration
Department: 0500 Dept. of Judicial Administration

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
FISCAL SPECIALIST III	42	6	6	4	2	0	0	2	0	0
				Male		0	0	0	0	
PROJECT/PROGRAM MANAGER I	42	2	1	1	0	0	0	0	0	0
				Male		0	0	0	0	
COURT CLERK II	43	6	21	10	3	3	0	0	0	0
				Male		0	0	0	0	
CUSTOMER SERVICE SPECIALIST IV	45	6	1	0	0	0	0	0	0	0
				Male		0	0	0	0	
ADMINISTRATIVE SPECIALIST IV	46	6	3	0	1	1	0	0	0	0
				Male		0	0	0	0	
FISCAL SPECIALIST IV	47	6	2	1	0	0	0	0	0	0
				Male		0	0	0	0	
CONFIDENTIAL SECRETARY II	51	6	1	0	0	0	0	0	0	0
				Male		0	0	0	0	
						1	0	0	0	0
						1	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING_0500 KING COUNTY Dept. of Judicial Administration
Department: 0500 Dept. of Judicial Administration

<i>C</i>	<i>I</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Employees</i>	<i>Total</i>	<i>Minorities</i>		<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>
		IT SYSTEMS SPECIALIST-SR	61	2	1	1	0	Male	1	0	0	0	0
						0		Female	0	0	0	0	0
		LAN ADMINISTRATOR-SENIOR	61	2	1	1	0	Male	1	0	0	0	0
						0		Female	0	0	0	0	0
		PROJECT/PROGRAM MANAGER III	63	2	3	1	0	Male	1	0	0	0	0
						2		Female	2	0	0	0	0
		APPLICATION DEVELOPER-SR	65	2	3	3	1	Male	2	0	1	0	0
						0		Female	0	0	0	0	0
		DATABASE ADMINISTRATOR-SR	67	2	1	1	1	Male	0	1	0	0	0
						0		Female	0	0	0	0	0
		SYSTEMS ENGINEER-SENIOR	67	2	1	1	0	Male	1	0	0	0	0
						0		Female	0	0	0	0	0
		PROJECT/PROGRAM MANAGER III	68	2	1	0	0	Male	0	0	0	0	0
						1		Female	1	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

C I Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
PROJECT/PROGRAM MANAGER IV	68	2	1	1	1	0	0	1	0	0
				Male	0	0	0	0	0	
SOCIAL WORKER	68	2	1	0	0	0	0	0	0	0
				Male	0	0	0	0	0	
JUDICIAL SERVICES DIV MNGR	70	3	3	0	2	2	0	0	0	0
				Male	1	0	0	0	0	
FINANCIAL SERVICES ADMINISTRATOR	71	2	1	0	1	1	0	0	0	0
				Male	0	0	0	0	0	
DEPUTY DIR JUDICIAL ADMIN	75	1	1	1	0	0	0	0	0	0
				Male	0	0	0	0	0	
IT MANAGER II	77	2	1	0	1	1	0	0	0	0
				Male	0	0	0	0	0	
Totals			211	80	66	40	6	18	0	2
				Male	145	91	20	27	2	5

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

<i>Loc</i>	<i>Plan:</i>	<i>Job Group:</i>	<i>Job Title</i>	<i>Total Employees</i>							<i>Total #</i>	<i>Total %</i>		
				<i>Persons</i>	<i>Percent</i>	<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>			<i>Hispanic</i>	
0500	KING,0500	1	DEPUTY DIR JUDICIAL ADMIN	1	100.00	1	1	0	0	1	1	0	1	0
Totals				1	100%	1	100.00	0.00	0.00	100.00	1.00	0.00	100.00	0.00

KING COUNTY Dept. of Judicial Administration

Officials and Administrators

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:		KING COUNTY Dept. of Judicial Administration									
Job Group:		Professionals									
<i>Loc</i>	<i>Job Title</i>	<i>Total Employees</i>									
		<i>Persons</i>	<i>Percent</i>	<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>		
0500	APPLICATION DEVELOPER-SR	3	10.34	0	1	0	1	0	0	0	
0500	DATABASE ADMINISTRATOR-SR	1	3.45	0	1	1	0	0	0	0	
0500	FINANCIAL SERVICES ADMINISTRATOR	1	3.45	0	0	0	0	0	0	0	
0500	IT MANAGER II	1	3.45	0	0	0	0	0	0	0	
0500	IT SYSTEMS SPECIALIST-SR	1	3.45	0	0	0	0	0	0	0	
0500	LAN ADMINISTRATOR-SENIOR	1	3.45	0	0	0	0	0	0	0	
0500	PROJECT/PROGRAM MANAGER I	10	34.48	6	4	2	1	0	1	1	
0500	PROJECT/PROGRAM MANAGER II	2	6.90	1	0	0	0	0	0	0	
0500	PROJECT/PROGRAM MANAGER III	4	13.79	3	0	0	0	0	0	0	
0500	PROJECT/PROGRAM MANAGER IV	2	6.90	1	1	0	1	0	0	0	
0500	SOCIAL WORKER	2	6.90	1	0	0	0	0	0	0	
0500	SYSTEMS ENGINEER-SENIOR	1	3.45	0	0	0	0	0	0	0	
Totals		29	100%	12	7	3	3	0	3	1	
	Total #			41.38	24.14	10.34	10.34	0.00	10.34	3.45	
	Total %										

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0500 **Job Group:** 3
 KING COUNTY Dept. of Judicial Administration
 Technicians

Loc	Job Title	Total Employees					Black	Asian	Native American	Hispanic
		Persons	Percent	Female	Minority					
0500	JUDICIAL SERVICES DIV MNGR	3	21.43	1	0	0	0	0	0	
0500	JUDICIAL SERVICES SUPERVISOR II	9	64.29	9	3	1	1	0	1	
0500	LEGAL SERVICES SUPERVISOR I	1	7.14	0	0	0	0	0	0	
0500	POLICE DATA TECHNICIAN	1	7.14	1	0	0	0	0	0	
Totals		14	100%	11	3	1	1	0	1	
				78.57	21.43	7.14	7.14	0.00	7.14	

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0500 KING COUNTY Dept. of Judicial Administration
Job Group: 6 Administrative Support

Loc	Job Title	Total Employees		Female	Minority	Black	Asian	Native	
		Persons	Percent					American	Hispanic
0500	ADMINISTRATIVE SPECIALIST IV	3	1.80	2	0	0	0	0	0
0500	CONFIDENTIAL SECRETARY II	1	0.60	1	0	0	0	0	0
0500	COURT CLERK I	46	27.54	33	8	1	5	0	2
0500	COURT CLERK II	22	13.17	19	10	6	3	1	0
0500	CUSTOMER SERVICE SPECIALIST II	5	2.99	2	5	1	3	0	1
0500	Customer Service Specialist III	9	5.39	7	6	4	2	0	0
0500	CUSTOMER SERVICE SPECIALIST IV	1	0.60	1	0	0	0	0	0
0500	FISCAL SPECIALIST II	10	5.99	7	4	2	2	0	0
0500	FISCAL SPECIALIST III	7	4.19	5	4	0	4	0	0
0500	FISCAL SPECIALIST IV	2	1.20	2	1	0	1	0	0
0500	JUDICIAL SVCS SUPRV I	1	0.60	0	1	1	0	0	0
0500	LEGAL ADMINISTRATIVE SPEC I	3	1.80	1	2	0	2	0	0
0500	LEGAL ADMINISTRATIVE SPEC II	43	25.75	29	21	5	14	0	2
0500	LEGAL ADMINISTRATIVE SPEC III	13	7.78	11	6	1	5	0	0
0500	TECH INFO PROCESSING SPEC III	1	0.60	1	1	1	0	0	0
Totals		167	100%	121	69	22	41	1	5
				72.46	41.32	13.17	24.55	0.60	2.99

**King County Executive Branch 2008 - 2012 Plan
Summary Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0600

KING COUNTY Dept. of Natural Resources and Parks

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic	
	#	%	#	%	#	%	#	%	#	%	#	%
(1) Officials and Administrators												
Employee:	30											
Current Utilization:	10	33.33	4	13.33	2	6.67	2	6.67	0	0.00	0	0.00
Class Goal:	13.17	43.91	4.32	14.40	0.98	3.26	1.92	6.40	0.46	1.52	0.64	2.12
Underutilized:	3.17	Yes	0.32	No	0.00	No	0.00	No	0.46	No	0.64	Yes
(2) Professionals												
Employee:	751											
Current Utilization:	316	42.08	138	18.38	39	5.19	80	10.65	7	0.93	12	1.60
Class Goal:	296.87	39.53	141.71	18.87	32.89	4.38	76.90	10.24	11.94	1.59	16.07	2.14
Underutilized:	0.00	No	3.71	Yes	0.00	No	0.00	No	4.94	Yes	4.07	Yes
(3) Technicians												
Employee:	16											
Current Utilization:	9	56.25	2	12.50	1	6.25	1	6.25	0	0.00	0	0.00
Class Goal:	8.26	51.60	3.09	19.33	1.25	7.83	1.25	7.82	0.16	1.03	0.33	2.09
Underutilized:	0.00	No	1.09	Yes	0.25	No	0.25	No	0.16	No	0.33	No
(4) Protective Service Workers												
Employee:	4											
Current Utilization:	2	50.00	2	50.00	1	25.00	1	25.00	0	0.00	0	0.00
Class Goal:	2.40	60.00	0.00	0.00	0.80	20.00	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized:	0.40	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No
(6) Administrative Support												
Employee:	140											
Current Utilization:	115	82.14	46	32.86	13	9.29	23	16.43	3	2.14	7	5.00
Class Goal:	101.07	72.19	34.22	24.44	8.32	5.94	16.31	11.65	2.52	1.80	6.16	4.40
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0600 KING COUNTY Dept. of Natural Resources and Parks

Department: 0600 Dept. of Natural Resources and Parks

<i>C</i>	<i>I</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Employees</i>	<i>Total</i>	<i>Minorities</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>
		Administrator II	156	2	2	0	1 Male 1 Female	0	0	0	0	0
		COMMUNICATIONS SPEC III	158	2	6	2	1 Male 3 Female	2	0	0	0	0
		MAINTENANCE/PLANNER SCHEDULER	158	2	2	1	0 Male 1 Female	1	0	0	0	0
		OCCUPATIONAL EDUCATION AND TRAINING PROG	158	2	3	3	0 Male 0 Female	3	0	0	0	0
		Engineer II	159	2	2	1	0 Male 1 Female	1	0	0	0	0
		BUSINESS AND FINANCE OFFICER III	162	2	2	0	0 Male 2 Female	2	0	0	0	0
		COMMUNICATIONS SPECIALIST IV	164	2	1	0	0 Male 1 Female	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0600 KING COUNTY Dept. of Natural Resources and Parks

Department: 0600 Dept. of Natural Resources and Parks

C I	Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	Race					
							White	Black	Asian	Native American	Hispanic	
	ADMINISTRATIVE OFFICE ASSISTANT	29	6	1	0	0	0	0	0	0	0	0
					Male							
					Female	1	1	0	0	0	0	0
	ADMINISTRATIVE OFFICE ASSIST	29	6	5	2	3	2	0	1	0	0	0
					Male							
					Female	2	1	0	0	1	0	0
	ADMINISTRATIVE OFFICE ASSISTANT	29	6	1	0	0	0	0	0	0	0	0
					Male							
					Female	1	1	0	0	0	0	0
	UTILITY WORKER I	29	8	5	1	5	4	0	0	0	0	1
					Male							
					Female	0	0	0	0	0	0	0
	CUSTODIAN	30	8	1	1	0	0	0	0	0	0	0
					Male							
					Female	1	0	1	0	0	0	0
	ADMIN SPECIALIST I	33	6	1	0	0	0	0	0	0	0	0
					Male							
					Female	1	1	0	0	0	0	0
	ADMINISTRATIVE SPECIALIST I	33	6	1	0	0	0	0	0	0	0	0
					Male							
					Female	1	1	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0600 KING COUNTY Dept. of Natural Resources and Parks

Department: 0600 Dept. of Natural Resources and Parks

<i>C</i>	<i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Total Minorities				Total					
					White	Black	Asian	Native American	Hispanic	White	Black	Asian	Native American	Hispanic
	LABORATORY ASSISTANT II	33	3	2	2	0	1	1	0	0	0	0	0	0
						Male								
						Female								
	CUSTOMER SERVICE SPECIALIST II	36	6	3	1	1	0	0	0	0	0	0	0	0
						Male								
						Female								
	SECURITY OFFICER	36	4	2	2	1	1	0	0	0	0	0	0	0
						Male								
						Female								
	TECH INFO PROCESSING SPEC II	36	6	2	1	0	1	0	0	0	0	0	0	0
						Male								
						Female								
	ADMIN SPEC II	37	6	12	0	0	0	0	0	0	0	0	0	0
						Male								
						Female								
	ADMINISTRATIVE SPECIALIST II	37	6	7	0	0	0	0	0	0	0	0	0	0
						Male								
						Female								
	CUSTODIAN	37	8	4	2	2	0	0	0	0	0	0	0	0
						Male								
						Female								

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0600 KING COUNTY Dept. of Natural Resources and Parks
Department: 0600 Dept. of Natural Resources and Parks

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native	
			Employees	Minorities					American	Hispanic
LIFEGUARD	37	4	2	1	0	0	0	0	0	0
				Male						
				Female	2	1	0	1	0	0
ASSIST AQUATIC FACILITY COORD	38	8	2	0	1	1	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
Wastewater Treatment Operator-in-Trainin	38	7	2	1	2	1	1	0	0	0
				Male						
				Female	0	0	0	0	0	0
WASTEWATER UTILITY WORKER	38	8	9	4	9	5	2	1	0	1
				Male						
				Female	0	0	0	0	0	0
UTILITY WORKER II	39	8	7	3	6	3	1	1	0	1
				Male						
				Female	1	1	0	0	0	0
TECH INFO PROCESSING SPEC III	40	6	1	0	1	1	0	0	0	0
				Male						
				Female	0	0	0	0	0	0
ADMINISTRATIVE SPECIALIST III	41	6	16	7	0	0	0	0	0	0
				Male						
				Female	16	9	2	4	0	1

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis
Analysis Data as of 2007-01-01**

Plan: KING.0600 KING COUNTY Dept. of Natural Resources and Parks

Department: 0600 Dept. of Natural Resources and Parks

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
FISCAL SPECIALIST III	42	6	17	8	2	1	0	1	0	0
					15	8	2	4	0	1
Inventory Purchasing Specialist I	42	6	2	1	0	0	0	0	0	0
					2	1	0	1	0	0
PARK MAINTENANCE SPECIALIST II	42	8	51	13	41	30	5	2	2	2
					10	8	1	0	1	0
GARDENER	43	8	1	0	1	1	0	0	0	0
					0	0	0	0	0	0
MAINTENANCE SUPPORT ASSISTANT	43	6	5	1	1	1	0	0	0	0
					4	3	0	1	0	0
EDUCATION SPECIALIST	44	2	1	0	0	0	0	0	0	0
					1	1	0	0	0	0
PLAYGROUND SPECIALIST	44	7	1	0	1	1	0	0	0	0
					0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0600 KING COUNTY Dept. of Natural Resources and Parks

Department: 0600 Dept. of Natural Resources and Parks

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
NOXIOUS WEED CNTRL SPECLST II	45	3	2	0	1	1	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
ADMINISTRATIVE SPECIALIST IV	46	6	1	0	0	0	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
ASSISTANT ACCOUNTANT	46	6	3	1	1	1	0	0	0	0
				Male						
				Female	2	1	0	1	0	0
INVENTORY PURCHASING SPEC II	46	6	6	3	5	3	1	1	0	0
				Male						
				Female	1	0	0	1	0	0
INVENTORY PURCHASING SPECIALIST II	46	6	3	2	2	1	1	0	0	0
				Male						
				Female	1	0	0	1	0	0
RECREATION SPECIALIST	46	8	1	0	0	0	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
DESIGNER II	47	2	1	0	0	0	0	0	0	0
				Male						
				Female	1	1	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

C I Job Title	Salary Code	EEO Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic
			Minorities							
KING COUNTY Dept. of Natural Resources and Parks										
Dept. of Natural Resources and Parks										
ENGINEERING TECHNICIAN II	47	3	3	0 Male 0 Female	3	3	0	0	0	0
FISCAL SPECIALIST IV	47	6	1	0 Male 1 Female	1	1	0	0	0	0
ADMINISTRATIVE STAFF ASSISTANT	48	6	9	5 Male 4 Female	9	4	2	1	0	2
CARPENTER I	48	7	4	1 Male 3 Female	4	2	0	1	0	0
GRAPHIC DESIGNER	48	2	1	0 Male 1 Female	1	1	0	0	0	0
MECHANIC/AUTOMOTIVE MACHINIST I - HD	48	7	12	0 Male 12 Female	12	12	0	0	0	0
Process Laboratory Specialist I	48	3	4	0 Male 4 Female	4	3	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0600 KING COUNTY Dept. of Natural Resources and Parks
Department: 0600 Dept. of Natural Resources and Parks

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Male	Female	Total	White	Black	Asian	Native American	Hispanic
SENIOR GARDENER	48	8	5	3	3	2	5	2	0	2	1	0
CONFIDENTIAL SECRETARY I	49	6	4	0	3	1	4	4	0	0	0	0
INVENTORY PURCHASING SPEC III	49	6	3	1	2	1	2	1	0	0	0	1
INVENTORY PURCHASING SPECIALIST III	49	6	2	2	2	0	1	0	0	1	0	0
METAL FABRICATOR	49	7	10	3	7	3	10	7	2	1	0	0
OPERATING ENGINEER II - AQUATIC CENTER	49	7	1	0	1	0	1	1	0	0	0	0
REAL PROPERTY AGENT I	49	2	1	0	1	0	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis
Analysis Data as of 2007-01-01**

Plan: KING,0600 KING COUNTY Dept. of Natural Resources and Parks
Department: 0600 Dept. of Natural Resources and Parks

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total	Minorities		Total	White	Black	Asian	Native American	Hispanic
					Male	Female						
HEALTH & ENVRNMNTL INVSTGTR I	51	2	3	1	2	0	1	0	1	0	0	0
						Male						
						Female	2	1	1	0	0	0
INDUST LUBRICATION SYSTEMS SPEC	51	7	3	3	0	3	0	3	0	0	0	0
						Male						
						Female	0	0	0	0	0	0
INDUSTRIAL MAINTENANCE MECHANIC	51	7	7	6	2	5	1	5	1	0	0	0
						Male						
						Female	1	0	1	0	0	0
OPERATING ENGINEER III	51	7	3	3	1	2	0	2	0	0	1	0
						Male						
						Female	0	0	0	0	0	0
PAINTER I	51	7	5	4	0	4	0	4	0	0	0	0
						Male						
						Female	1	1	0	0	0	0
WASTEWATER TREATMENT OPERATOR	51	7	48	39	14	28	3	28	3	1	0	7
						Male						
						Female	9	6	3	0	0	0
ACCOUNTANT	52	2	2	1	0	1	0	1	0	0	0	0
						Male						
						Female	1	1	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0600 KING COUNTY Dept. of Natural Resources and Parks
Department: 0600 Dept. of Natural Resources and Parks

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total	Minorities		Total	White	Black	Asian	Native American	Hispanic
					Male	Female						
INDUSTRIAL WASTE COMPLIANCE SPECIALIST I	53	2	1	1	0	0	1	1	0	0	0	0
PROJECT/PROGRAM MANAGER I	53	2	8	2	1	1	2	2	0	0	0	0
WATER QUAL PLNR/PROJECT MNGR I	53	2	1	0	0	0	0	0	0	0	0	0
COMMUNICATIONS SPECIALIST II	54	2	3	0	0	0	0	0	0	0	0	0
DESIGNER IV	54	2	3	2	1	1	2	1	0	0	1	0
ENGINEER I	54	2	18	15	3	3	12	1	2	2	0	0
ENVIRONMENTAL LABORATORY SCIENTIST I	54	2	7	5	1	1	4	1	0	0	0	0
				2			2	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees		Total	White	Black	Asian	Native American		Hispanic
			Minorities	Total					American	Hispanic	
KING COUNTY Dept. of Natural Resources and Parks											
Dept. of Natural Resources and Parks											
Plan:	KING,0600										
Department:	0600										
ENVIRONMENTAL SCIENTIST I	54	2	2	0	2	2	0	0	0	0	0
				Male							
				Female	0	0	0	0	0	0	0
PROJECT CONTROL ENGINEER I	54	2	2	1	1	1	0	0	0	0	0
				Male							
				Female	1	0	1	0	0	0	0
Safety and Health Administrator III	54	2	1	1	0	0	0	0	0	0	0
				Male							
				Female	1	0	1	0	0	0	0
WASTEWATER PROCESS ANALYST I	54	2	5	3	3	1	0	1	0	1	0
				Male							
				Female	2	1	0	1	0	0	0
AQUATIC SUPERVISOR	55	2	1	0	1	1	0	0	0	0	0
				Male							
				Female	0	0	0	0	0	0	0
HEAD LIBRARIAN	55	2	1	0	1	1	0	0	0	0	0
				Male							
				Female	0	0	0	0	0	0	0
INDUSTRIAL ENGINE MECHANIC	55	7	6	1	6	5	0	1	0	0	0
				Male							
				Female	0	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0600 KING COUNTY Dept. of Natural Resources and Parks

Department: 0600 Dept. of Natural Resources and Parks

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	Race					
						White	Black	Asian	Native American	Hispanic	
INDUSTRIAL MACHINIST	55	7	1	0	1	1	0	0	0	0	0
				Male	Female	0	0	0	0	0	
INDUSTRIAL MAINTENANCE MECHANIC - MASTER	55	7	24	8	20	13	0	3	2	2	
				Male	Female	3	1	0	0	0	
Real Property Agent II	55	2	1	0	1	1	0	0	0	0	
				Male	Female	0	0	0	0	0	
WASTEWATER TREATMENT SENIOR OPERATOR	55	7	33	5	27	23	1	2	1	0	
				Male	Female	5	0	0	0	1	
ADMINISTRATOR II	56	2	7	2	1	1	0	0	0	0	
				Male	Female	4	0	2	0	0	
AUTOMATED SCALE TECHNICIAN	56	7	1	0	1	1	0	0	0	0	
				Male	Female	0	0	0	0	0	
INDUSTRIAL WASTE COMPLIANCE INVESTIGATOR	56	2	2	1	1	1	0	0	0	0	
				Male	Female	0	0	1	0	0	

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0600 KING COUNTY Dept. of Natural Resources and Parks

Department: 0600 Dept. of Natural Resources and Parks

C I Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	White	Black	Asian	Native		
									American	Hispanic	Hispanic
LAN ADMINISTRATOR-JOURNEY	56	2	6	2 Male	5	3	0	1	1	0	0
				Female		1	0	0	0		
SENIOR ACCOUNTANT	56	2	2	1 Male	1	1	0	0	0	0	0
				Female		0	1	0	0		
ELECTRICIAN II	57	7	1	0 Male	1	1	0	0	0	0	0
				Female		0	0	0	0		
HUMAN RESOURCE ANALYST	57	2	5	2 Male	0	0	0	0	0	0	0
				Female		3	0	2	0		
INDUSTRIAL INSTRUMENT TECHNICIAN	57	7	17	4 Male	16	12	2	1	0	1	0
				Female		1	0	0	0		
INDUSTRIAL MAINTENANCE ELECTRICIAN	57	7	15	3 Male	14	11	1	2	0	0	0
				Female		1	0	0	0		
BUSINESS & FINANCE OFFICER II	58	2	2	0 Male	0	0	0	0	0	0	0
				Female		2	0	0	0		

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0600 KING COUNTY Dept. of Natural Resources and Parks
Department: 0600 Dept. of Natural Resources and Parks

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total	Minorities	Total					
						White	Black	Asian	Native American	Hispanic	
BUSINESS AND FINANCE OFFICER II	58	2	1	1	0	Male	1	0	0	0	0
			Female		0	0	0	0	0		
COMMUNICATIONS SPECIALIST III	58	2	12	2	0	Male	2	0	0	0	0
			Female		10	0	0	0	0	0	
Construction Management II	58	2	4	3	0	Male	3	0	0	0	0
			Female		1	0	0	0	0	0	
EDUCATOR CONSULTANT II	58	2	2	0	0	Male	0	0	0	0	0
			Female		2	0	0	0	0	0	
HEALTH & ENVRNMTL INVSTGTR II	58	2	2	1	0	Male	1	0	0	0	0
			Female		1	1	0	0	0	0	
HEALTH AND ENVIRONMENTAL INVESTIGATOR II	58	2	11	3	2	Male	1	0	2	0	0
			Female		8	8	0	0	0	0	
MAINTENANCE PLANNER/SCHEDULER	58	2	2	1	1	Male	0	0	0	0	1
			Female		1	1	0	0	0	0	

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0600 KING COUNTY Dept. of Natural Resources and Parks
Department: 0600 Dept. of Natural Resources and Parks

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total	Minorities		Total	White	Black	Asian	Native	
					Male	Female					American	Hispanic
ENGINEER II	59	2	25	19	5	Male	15	1	3	0	0	0
				6		Female	5	0	0	0	0	1
ENVIRONMENTAL LABORATORY SCIENTIST II	59	2	22	11	5	Male	9	0	2	0	0	0
				11		Female	8	0	2	0	0	1
ENVIRONMENTAL SCIENTIST II	59	2	8	3	0	Male	3	0	0	0	0	0
				5		Female	5	0	0	0	0	0
INDUSTRIAL MACHINIST/MECHANIC - LEAD	59	7	6	6	0	Male	6	0	0	0	0	0
				0		Female	0	0	0	0	0	0
INDUSTRIAL WASTE COMPLIANCE SPECIALIST I	59	2	1	1	1	Male	0	1	0	0	0	0
				0		Female	0	0	0	0	0	0
PROJECT CONTROL ENGINEER II	59	2	4	0	0	Male	0	0	0	0	0	0
				4		Female	4	0	0	0	0	0
WASTE WATER ENGINEER II	59	2	4	1	2	Male	1	0	0	0	0	0
				3		Female	1	1	1	1	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis
Analysis Data as of 2007-01-01**

Plan: KING,0600 KING COUNTY Dept. of Natural Resources and Parks

Department: 0600 Dept. of Natural Resources and Parks

C I Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
WASTEWATER PROCESS ANALYST II	59	2	4	2	3	1	0	2	0	0
				Female	1	1	0	0	0	
WASTEWATER TREATMENT SENIOR OPERATOR IN	59	7	4	1	4	3	1	0	0	0
				Female	0	0	0	0	0	
CAPITAL PROJECT MANAGER II	60	2	1	0	0	0	0	0	0	0
				Female	1	1	0	0	0	
GIS SPECIALIST - JOURNEY	60	2	2	1	1	0	0	1	0	0
				Female	1	1	0	0	0	
GIS SPECIALIST-JOURNEY	60	2	7	2	4	3	1	0	0	0
				Female	3	2	1	0	0	
HEALTH & ENVRNMNTL INVSTGT III	60	2	3	0	0	0	0	0	0	0
				Female	3	3	0	0	0	
HEALTH AND ENVIRONMENTAL INVESTIGATOR II	60	2	6	2	4	2	0	1	0	1
				Female	2	2	0	0	0	

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING_0600 KING COUNTY Dept. of Natural Resources and Parks

Department: 0600 Dept. of Natural Resources and Parks

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Male	Female	Total	White	Black	Asian	Native American	Hispanic
INDUSTRIAL WASTE COMPLIANCE INVESTIGATOR	60	2	5	0	Male	Female	2	2	0	0	0	0
INDUSTRIAL INSTRUMENT/ELECTRICAL TECHNIC	61	7	3	0	Male	Female	3	3	0	0	0	0
LAN ADMINISTRATOR-JOURNEY	61	2	1	1	Male	Female	1	0	0	1	0	0
LAN ADMINISTRATOR-SENIOR	61	2	9	4	Male	Female	7	4	2	1	0	0
REAL PROPERTY AGENT III	61	2	5	0	Male	Female	2	2	0	0	0	0
BUSINESS & FINANCE OFFICER III	62	2	9	3	Male	Female	6	4	0	2	0	0
BUSINESS AND FINANCE OFFICER III	62	2	3	1	Male	Female	2	1	0	1	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0600 KING COUNTY Dept. of Natural Resources and Parks

Department: 0600 Dept. of Natural Resources and Parks

<i>C</i>	<i>I</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Employees</i>	<i>Total Minorities</i>	<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>
		DATABASE ADMSTR-JOURNEY	62	2	1	1	0	0	0	0	0	0
							1	0	0	1	0	0
		HUMAN RESOURCE ANALYST - SENIOR	62	2	5	1	2	1	0	1	0	0
							3	3	0	0	0	0
		ADMINISTRATOR III	63	2	2	0	1	1	0	0	0	0
							1	1	0	0	0	0
		CONSTRUCTION MANAGEMENT III	63	2	24	5	22	17	2	3	0	0
							2	2	0	0	0	0
		Information Systems Professional III	63	2	1	0	1	1	0	0	0	0
							0	0	0	0	0	0
		PROJECT CONTROL ENGINEER III	63	2	8	2	6	4	0	2	0	0
							2	2	0	0	0	0
		PROJECT/PROGRAM MANAGER III	63	2	58	3	22	22	0	0	0	0
							36	33	0	2	0	1

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0600 KING COUNTY Dept. of Natural Resources and Parks

Department: 0600 Dept. of Natural Resources and Parks

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Total Minorities	Male Female	Total	White	Black	Asian	Native		
										American	Hispanic	Hispanic
REGIONAL AQUATIC CENTER COORDINATOR	63	2	1	0	Male Female	1	1	0	0	0	0	0
SAFETY & HEALTH ADMIN IV	63	2	1	0	Male Female	1	1	0	0	0	0	0
WASTE WATER ENGINEER III	63	2	2	2	Male Female	0	0	0	0	0	0	0
WATER QUAL PLNR/PRJCT MNGR III	63	2	3	0	Male Female	2	2	0	0	0	0	0
WATER QUALITY PLANNER/PROJECT MANAGER II	63	2	14	2	Male Female	8	7	0	0	0	0	1
WATER QUALITY PLNR/PRJCTMGRIII	63	2	13	1	Male Female	5	4	1	0	0	0	0
WATER QUALITY PLNR/PROJ III	63	2	2	1	Male Female	1	0	1	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0600 KING COUNTY Dept. of Natural Resources and Parks

Department: 0600 Dept. of Natural Resources and Parks

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	White	Black	Asian	Native American	Hispanic
APPLICATIONS DEVELOPER-SENIOR	65	2	1	0	0	0	0	0	0	0
						Male	Female			
APPLICATIONS DEVELOPER-SR - A	65	2	3	2	0	0	0	0	0	0
						Male	Female			
GIS SPECIALIST-SENIOR	65	2	10	2	6	6	0	0	0	0
						Male	Female			
GRANT ADMINISTRATOR	65	2	2	1	1	0	0	1	0	0
						Male	Female			
HEALTH & ENVIRONMENTAL INVESTGTR IV	65	2	1	0	1	1	0	0	0	0
						Male	Female			
HEALTH AND ENVIRONMENTAL INVESTIGATOR IV	65	2	2	1	2	1	1	0	0	0
						Male	Female			
INDUSTRIAL WASTE COMPLIANCE INVESTIGATOR	65	2	2	0	1	1	0	0	0	0
						Male	Female			

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis
Analysis Data as of 2007-01-01**

Plan: KING,0600
Department: 0600
KING COUNTY Dept. of Natural Resources and Parks
Dept. of Natural Resources and Parks

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native American	Hispanic
			Employees	Minorities						
CONTRACT SPECIALIST III	66	2	1	0	0	0	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
EMPLOYEE AND LABOR RELATIONS REPRESENTAT	66	2	1	0	0	0	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
ENGINEER III	66	2	2	0	1	1	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
LAN ADMINISTRATOR-MASTER	66	2	1	1	1	0	1	0	0	0
				Male						
				Female	0	0	0	0	0	0
BUSINESS & FINANCE OFFICER IV	67	2	4	1	2	2	0	0	0	0
				Male						
				Female	2	1	0	1	0	0
BUSINESS AND FINANCE OFFICER IV	67	2	3	0	3	3	0	0	0	0
				Male						
				Female	0	0	0	0	0	0
CAPITAL PROJECT MANAGER III	67	2	16	4	9	7	2	0	0	0
				Male						
				Female	7	5	1	1	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0600 KING COUNTY Dept. of Natural Resources and Parks
Department: 0600 Dept. of Natural Resources and Parks

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees		Total	Race					
			Minorities	Total		White	Black	Asian	Native American	Hispanic	
CONSTRUCTION MANAGEMENT IV	67	2	3	13	13	10	1	0	1	0	1
					0	0	0	0	0	0	0
DATABASE ADMINISTRATOR-SENIOR	67	2	1	1	1	0	0	0	1	0	0
					0	0	0	0	0	0	0
DATABASE ADMINISTRATOR-SR	67	2	0	2	2	2	0	0	0	0	0
					0	0	0	0	0	0	0
Human Resource Manager	67	2	1	2	2	0	0	0	0	0	0
					2	1	1	0	0	0	0
IT PROJECT MANAGER I	67	2	0	1	1	1	0	0	0	0	0
					0	0	0	0	0	0	0
PROJECT CONTROL ENGINEER IV	67	2	0	1	1	1	0	0	0	0	0
					0	0	0	0	0	0	0
REAL PROPERTY AGENT IV	67	2	2	6	5	4	1	0	0	0	0
					1	0	0	0	1	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0600 KING COUNTY Dept. of Natural Resources and Parks

Department: 0600 Dept. of Natural Resources and Parks

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native American	Hispanic
			Employees	Minorities						
SYSTEMS ENGINEER-SENIOR	67	2	1	0	1	1	0	0	0	0
				Male		Female				
WASTE WATER ENGINEER IV	67	2	18	6	14	9	0	5	0	0
				Male		Female				
PROJECT/PROGRAM MANAGER IV	68	2	19	2	7	6	0	0	1	0
				Male		Female				
SAFETY AND HEALTH SUPERVISOR	68	2	1	0	1	1	0	0	0	0
				Male		Female				
SUPERVISOR III	68	7	3	0	3	3	0	0	0	0
				Male		Female				
Water Quality Planner/Project Manager IV	68	2	2	0	2	2	0	0	0	0
				Male		Female				
WATER QUALITY PLNR/PRJCTMGRIV	68	2	5	0	3	3	0	0	0	0
				Male		Female				

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0600 KING COUNTY Dept. of Natural Resources and Parks

Department: 0600 Dept. of Natural Resources and Parks

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	White	Black	Asian	Native American	Hispanic
ENGINEER IV	69	2	5	1	4	3	1	0	0	0
ENVIRONMENTAL LABORATORY SUPERVISOR	69	2	5	0	3	3	0	0	0	0
ENVIRONMENTAL SCIENTIST IV	69	2	4	0	3	3	0	0	0	0
HUMAN RES SRVCS DELVRY MNGR I	69	2	1	1	0	0	0	0	0	0
HUMAN RESOURCE SERVICES DELIVERY MANAGER	69	2	1	1	0	0	0	0	0	0
APP DEVELOPER-MASTER	70	2	3	0	2	2	0	0	0	0
CAPITAL PROJECT MANAGER IV	70	2	12	3	9	7	1	1	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis
Analysis Data as of 2007-01-01**

Plan: KING,0600 KING COUNTY Dept. of Natural Resources and Parks

Department: 0600 Dept. of Natural Resources and Parks

<i>C</i>	<i>I</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>
					<i>Employees</i>	<i>Minorities</i>					
		COMMUNICATIONS MANAGER	70	1	0	1	1	0	0	0	0
		Construction Management V	70	2	1	4	3	1	0	0	0
		GIS SPECIALIST-MASTER	70	2	0	2	2	0	0	0	0
		SPECIAL PROJECTS MANAGER II	70	2	0	1	1	0	0	0	0
		WASTE WATER ENGINEER V	70	2	0	6	6	0	0	0	0
		ENVIRNMTAL PROGRAMMINGSUPERVISOR	71	2	0	3	0	0	0	0	0
		ENVIRONMENTAL PRGMS MNG SUPRV	71	2	0	2	1	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0600 KING COUNTY Dept. of Natural Resources and Parks
Department: 0600 Dept. of Natural Resources and Parks

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic
			Minorities	Minorities						
Environmental Programs Managing Supervis	71	2	3	0	1	1	0	0	0	0
				Male						
FINANCE & ADMIN SRVCS MNGR	71	2	1	0	1	1	0	0	0	0
				Male						
FINANCIAL SERVICES ADMINISTRATOR	71	2	3	0	3	3	0	0	0	0
				Male						
FISCAL SERVICES MANAGER-SOLID WASTE	71	1	1	1	0	0	0	0	0	0
				Female						
REAL PROPERTY AGENT SUPERVISOR	71	2	1	0	1	1	0	1	0	0
				Female						
WASTE/REDUCTION/RECYCLING MANAGER	71	1	1	0	1	1	0	0	0	0
				Female						
ASSISTANT CAPITAL IMPROVEMENT PROGRAM SE	72	2	1	0	1	1	0	0	0	0
				Female						

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0600 KING COUNTY Dept. of Natural Resources and Parks
Department: 0600 Dept. of Natural Resources and Parks

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native American	Hispanic
			Employees	Minorities						
CAPITAL PROJECTS MANAGING SUPERVISOR	72	2	1	0	0	0	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
FINANCE & ADMIN SRVCS MNGR	72	2	1	0	1	1	0	0	0	0
				Male						
				Female	0	0	0	0	0	0
FINANCE AND ADMINISTRATIVE SERVICES MANA	72	1	1	1	1	0	1	0	0	0
				Male						
				Female	0	0	0	0	0	0
HUMAN RES SRVCS DELVRY MNGR II	72	2	1	0	0	0	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
IT PROJECT MANAGER II	72	2	3	0	3	3	0	0	0	0
				Male						
				Female	0	0	0	0	0	0
IT SUPERVISOR I	72	2	3	1	2	2	0	0	0	0
				Male						
				Female	1	0	1	0	0	0
MANAGING ENGINEER	72	2	3	1	2	1	0	1	0	0
				Male						
				Female	1	1	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0600 KING COUNTY Dept. of Natural Resources and Parks
Department: 0600 Dept. of Natural Resources and Parks

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	White	Black	Asian	Native American	Hispanic
RECREATION PROGRAMS MANAGER	72	1	1	0	0	0	0	0	0	0
SPECIAL PROJECTS MANAGER III	72	2	3	0	2	2	0	0	0	0
ASSISTANT DIVISION DIRECTOR, PARKS	73	1	1	0	1	1	0	0	0	0
CAPITAL PROJECTS MNG SUPVR	73	2	5	0	3	3	0	0	0	0
CONSTRUCTION MANAGEMENT VI	73	2	7	1	3	2	1	0	0	0
GOVERNMENT RELATIONS ADMINISTRATOR	73	2	2	0	2	2	0	0	0	0
WASTE WATER ENGINEER VI	73	2	8	4	7	4	0	3	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING_0600 KING COUNTY Dept. of Natural Resources and Parks

Department: 0600 Dept. of Natural Resources and Parks

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic
			Minorities							
ASSISTANT DIV DIR SOLID WASTE	75	1	1	0	1	0	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
ASSISTANT DIVISION DIRECTOR, WASTEWATER	75	1	1	1	0	0	0	0	0	0
				Male						
				Female	1	0	1	0	0	0
ASSISTANT DIVISION DIRECTOR, WATER & LAN	75	1	1	0	1	0	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
CAPITAL IMPROVEMENTS PROGRAM SECTION MAN	75	1	4	0	3	3	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
CHIEF FINANCIAL OFFICER	75	1	1	0	1	1	0	0	0	0
				Male						
				Female	0	0	0	0	0	0
Engineering Services Manager - Solid Was	75	1	2	0	2	2	0	0	0	0
				Male						
				Female	0	0	0	0	0	0
ENVIRONMENTAL PRGMS SECT MNGR	75	1	2	0	1	1	0	0	0	0
				Male						
				Female	1	1	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0600 KING COUNTY Dept. of Natural Resources and Parks
Department: 0600 Dept. of Natural Resources and Parks

<i>C</i>	<i>I</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Employees</i>	<i>Total</i>	<i>Minorities</i>		<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>
							<i>Male</i>	<i>Female</i>					
		ENVIRONMENTAL PROGRAMS SECTION MANAGER	75	1	2	1	0	1	0	0	0	0	0
		GOVERNMENT RELATIONS OFFICER	75	2	2	1	0	1	0	0	0	0	0
		IT Manager I	75	2	3	2	0	2	0	0	0	0	0
		IT SUPERVISOR II	75	2	1	1	1	0	0	1	0	0	0
		OPERATIONS MANAGER	75	1	2	1	0	1	0	0	0	0	0
		WASTEWATER PLANT OPERATIONS MANAGER	75	1	2	2	0	2	0	0	0	0	0
		WATERPOLLUTIONCONTROLMAINTMNGR	75	2	1	1	0	1	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis
Analysis Data as of 2007-01-01**

Plan: KING,0600 KING COUNTY Dept. of Natural Resources and Parks

Department: 0600 Dept. of Natural Resources and Parks

<i>C</i>	<i>I</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Employees</i>	<i>Total Minorities</i>	<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>
		IT ENTERPRISE MANAGER II	77	2	1	0	1	1	0	0	0	0
		TRANSIT ORIENTED DEV PRGM MNGR	78	1	1	0	1	1	0	0	0	0
		DIVISION DIRECTOR PARKS	79	1	1	0	1	1	0	0	0	0
		IT MANAGER-DNRP	79	2	1	0	1	1	0	0	0	0
		DIVISION DIR WTR & LND RES	85	1	1	0	1	1	0	0	0	0
		DIVISION DIRECTOR SOLID WASTE	85	1	1	1	0	0	0	0	0	0
		DIVISION DIRECTOR, WASTEWATER TREATMENT	85	1	1	0	1	1	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0600 KING COUNTY Dept. of Natural Resources and Parks
Department: 0600 Dept. of Natural Resources and Parks

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees		Minorities						
			Male	Female	White	Black	Asian	Native American	Hispanic		
DEPUTY DIR NATRL RES & PARKS	87	1	1	0	1	0	0	0	0	0	0
Solid Waste Preventive Maintenance Speci	AA	8	13	5	8	3	1	1	0	1	0
EQUIPMENT OPERATOR	BB	7	28	6	22	1	1	1	2	2	0
SCALE OPERATOR	BR	6	25	3	2	0	1	1	0	0	0
LANDFILL GAS OPERATOR I	CC	8	3	0	3	0	0	0	0	0	0
WASTEWATER TREATMENT OPER	CC	7	1	0	1	0	0	0	0	0	0
SCALE OPERATOR	CF	6	1	0	0	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

KING COUNTY Dept. of Natural Resources and Parks

Dept. of Natural Resources and Parks

Plan: KING,0600

Department: 0600

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Total Minorities	Male	Female	Total	White	Black	Asian	Native American	Hispanic
SCALE OPERATOR	CH	6	4	2	2	2	1	1	0	0	0	0
							3	1	0	1	1	0
LANDFILL GAS OPERATOR 2	DD	8	1	0	1	0	1	1	0	0	0	0
							0	0	0	0	0	0
Wastewater Treat Sr In Ch	DD	7	1	0	1	0	1	1	0	0	0	0
							0	0	0	0	0	0
SCALE OPERATOR	NR	6	2	0	2	0	1	1	0	0	0	0
							1	1	0	0	0	0
TRANSFER STATION OPERATOR	NR	7	1	1	1	0	1	0	1	0	0	0
							0	0	0	0	0	0
PARK MAINTENANCE SPECIALIST I - SEASONAL	SP	8	9	4	4	5	6	3	2	1	0	0
							3	2	1	0	0	0
TRUCK DRIVER 2	TB	8	3	0	3	0	3	3	0	0	0	0
							0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis
Analysis Data as of 2007-01-01**

KING COUNTY Dept. of Natural Resources and Parks

Plan: KING,0600

Department: 0600 Dept. of Natural Resources and Parks

Department: 0600

Department: 0600

C I	Job Title	Salary Code	EEO Code	Total Employees	Total Minorities		Total	White	Black	Asian	Native American	Hispanic
					Male	Female						
		TC	8	75	10		62	53	5	3	0	1
	TRUCK DRIVER 3						13	12	1	0	0	0
		TO	7	59	19		49	32	10	3	2	2
	TRANSFER STATION OPERATOR						10	8	1	0	1	0
				1,475	313		947	740	77	85	16	29
							528	422	34	52	7	13

Totals

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0600
Job Group: 1
KING COUNTY Dept. of Natural Resources and Parks
Officials and Administrators

Loc	Job Title	Total Employees					Native		
		Persons	Percent	Female	Minority	Black	Asian	American	Hispanic
0600	ASSISTANT DIV DIR SOLID WASTE	1	3.33	1	0	0	0	0	0
0600	ASSISTANT DIVISION DIRECTOR, PARKS	1	3.33	0	0	0	0	0	0
0600	ASSISTANT DIVISION DIRECTOR, WASTEWATER	1	3.33	1	1	1	0	0	0
0600	ASSISTANT DIVISION DIRECTOR, WATER & LAN	1	3.33	1	0	0	0	0	0
0600	CAPITAL IMPROVEMENTS PROGRAM SECTION MAN	4	13.33	1	0	0	0	0	0
0600	CHIEF FINANCIAL OFFICER	1	3.33	0	0	0	0	0	0
0600	COMMUNICATIONS MANAGER	1	3.33	0	0	0	0	0	0
0600	DEPUTY DIR NATRL RES & PARKS	1	3.33	0	0	0	0	0	0
0600	DIVISION DIR WTR & LND RES	1	3.33	0	0	0	0	0	0
0600	DIVISION DIRECTOR PARKS	1	3.33	0	0	0	0	0	0
0600	DIVISION DIRECTOR SOLID WASTE	1	3.33	1	1	1	0	0	0
0600	DIVISION DIRECTOR, WASTEWATER TREATMENT	1	3.33	0	0	0	0	0	0
0600	Engineering Services Manager - Solid Was	2	6.67	0	0	0	0	0	0
0600	ENVIRONMENTAL PRGMS SECT MNGR	2	6.67	1	0	0	0	0	0
0600	ENVIRONMENTAL PROGRAMS SECTION MANAGER	2	6.67	1	0	0	0	0	0
0600	FINANCE AND ADMINISTRATIVE SERVICES MANA	1	3.33	0	1	0	1	0	0
0600	FISCAL SERVICES MANAGER-SOLID WASTE	1	3.33	1	1	0	1	0	0
0600	OPERATIONS MANAGER	2	6.67	1	0	0	0	0	0
0600	RECREATION PROGRAMS MANAGER	1	3.33	1	0	0	0	0	0
0600	TRANSIT ORIENTED DEV PRGM MNGR	1	3.33	0	0	0	0	0	0
0600	WASTE/REDUCTION/RECYCLING MANAGER	1	3.33	0	0	0	0	0	0
0600	WASTEWATER PLANT OPERATIONS MANAGER	2	6.67	0	0	0	0	0	0
Totals		30	100%	10	4	2	2	0	0
	Total #			33.33	13.33	6.67	6.67	0.00	0.00
	Total %								

King County Executive Branch 2008 - 2012 Plan Job Group Analysis

Analysis Data as of 2007-01-01

KING COUNTY Dept. of Natural Resources and Parks

Plan: KING_0600

Job Group: 2
Professionals

Loc	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic
		Persons	Percent						
0600	ACCOUNTANT	2	0.27	1	0	0	0	0	0
0600	ADMINISTRATOR I	4	0.53	4	0	0	0	0	0
0600	Administrator II	9	1.20	8	3	1	2	0	0
0600	ADMINISTRATOR III	2	0.27	1	0	0	0	0	0
0600	APP DEVELOPER-MASTER	3	0.40	1	0	0	0	0	0
0600	APPLICATION DEVELOPER-SR	1	0.13	0	1	0	0	0	1
0600	APPLICATIONS DEVELOPER-SENIOR	1	0.13	1	0	0	0	0	0
0600	APPLICATIONS DEVELOPER-SR - A	3	0.40	3	2	0	2	0	0
0600	AQUATIC FACILITY COORDINATOR	2	0.27	1	0	0	0	0	0
0600	AQUATIC SUPERVISOR	1	0.13	0	0	0	0	0	0
0600	ASSISTANT CAPITAL IMPROVEMENT PROGRAM SE	1	0.13	0	0	0	0	0	0
0600	ASSISTANT LIBRARIAN	1	0.13	1	0	0	0	0	0
0600	BUSINESS & FINANCE OFFICER I	2	0.27	2	0	0	0	0	0
0600	BUSINESS & FINANCE OFFICER II	2	0.27	2	0	0	0	0	0
0600	BUSINESS & FINANCE OFFICER III	9	1.20	3	3	0	3	0	0
0600	BUSINESS & FINANCE OFFICER IV	4	0.53	2	1	0	1	0	0
0600	BUSINESS AND FINANCE OFFICER II	1	0.13	0	0	0	0	0	0
0600	BUSINESS AND FINANCE OFFICER III	5	0.67	3	1	0	1	0	0
0600	BUSINESS AND FINANCE OFFICER IV	3	0.40	0	0	0	0	0	0
0600	CAPITAL PROJECT MANAGER II	2	0.27	1	0	0	0	0	0
0600	CAPITAL PROJECT MANAGER III	16	2.13	7	4	3	1	0	0
0600	CAPITAL PROJECT MANAGER IV	12	1.60	3	3	1	2	0	0
0600	CAPITAL PROJECTS MANAGING SUPERVISOR	1	0.13	1	0	0	0	0	0
0600	CAPITAL PROJECTS MNG SUPVR	5	0.67	2	0	0	0	0	0
0600	CHIEF PROCESS ANALYST	2	0.27	1	0	0	0	0	0
0600	COMMUNICATIONS SPEC III	6	0.80	4	1	0	1	0	0
0600	COMMUNICATIONS SPECIALIST II	3	0.40	3	0	0	0	0	0
0600	COMMUNICATIONS SPECIALIST III	12	1.60	10	0	0	0	0	0
0600	COMMUNICATIONS SPECIALIST IV	3	0.40	1	1	0	1	0	0

King County Executive Branch 2008 - 2012 Plan

Job Group Analysis

Analysis Data as of 2007-01-01

Loc	Job Title	KING,0600	Job Group: 2	Professionals	Total Employees							Native American	Hispanic
					Persons	Percent	Female	Minority	Black	Asian			
0600	Construction Management II	4	0.53	1	0	0	0	0	0	0	0	0	
0600	CONSTRUCTION MANAGEMENT III	24	3.20	2	5	2	3	0	0	0	0	0	
0600	CONSTRUCTION MANAGEMENT IV	13	1.73	0	3	1	1	0	0	0	0	1	
0600	Construction Management V	6	0.80	2	1	1	0	0	0	0	0	0	
0600	CONSTRUCTION MANAGEMENT VI	7	0.93	4	1	1	0	0	0	0	0	0	
0600	CONTRACT SPECIALIST III	1	0.13	1	0	0	0	0	0	0	0	0	
0600	DATABASE ADMINISTRATOR-SENIOR	1	0.13	0	1	0	1	0	0	0	0	0	
0600	DATABASE ADMINISTRATOR-SR	2	0.27	0	0	0	0	0	0	0	0	0	
0600	DATABASE ADMSTR-JOURNEY	1	0.13	1	1	0	1	0	0	0	0	0	
0600	DESIGNER II	1	0.13	1	0	0	0	0	0	0	0	0	
0600	DESIGNER III	1	0.13	0	0	0	0	0	0	0	0	0	
0600	DESIGNER IV	3	0.40	1	1	0	0	0	0	0	1	0	
0600	Designer V	3	0.40	0	0	0	0	0	0	0	0	0	
0600	EDUCATION SPECIALIST	1	0.13	1	0	0	0	0	0	0	0	0	
0600	EDUCATOR CONSULTANT II	2	0.27	2	0	0	0	0	0	0	0	0	
0600	EMPLOYEE AND LABOR RELATIONS REPRESENTAT	1	0.13	1	0	0	0	0	0	0	0	0	
0600	ENGINEER I	18	2.40	3	3	1	2	0	0	0	0	0	
0600	ENGINEER II	27	3.60	7	5	1	3	0	0	0	0	1	
0600	ENGINEER III	38	5.06	11	11	3	5	0	0	0	2	1	
0600	ENGINEER IV	8	1.07	1	2	1	1	0	0	0	0	0	
0600	ENVIRNMTALPROGRAMMINGSUPERVISOR	3	0.40	3	0	0	0	0	0	0	0	0	
0600	ENVIRONMENTAL LABORATORY SCIENTIST I	7	0.93	2	1	1	0	0	0	0	0	0	
0600	ENVIRONMENTAL LABORATORY SCIENTIST II	22	2.93	11	5	0	4	0	0	0	0	1	
0600	ENVIRONMENTAL LABORATORY SCIENTIST III	13	1.73	0	2	0	2	0	0	0	0	0	
0600	ENVIRONMENTAL LABORATORY SUPERVISOR	5	0.67	2	0	0	0	0	0	0	0	0	
0600	ENVIRONMENTAL LABORATORY MNG SUPRV	2	0.27	1	0	0	0	0	0	0	0	0	
0600	Environmental Programs Managing Supervis	3	0.40	2	0	0	0	0	0	0	0	0	
0600	ENVIRONMENTAL SCIENTIST I	2	0.27	0	0	0	0	0	0	0	0	0	

King County Executive Branch 2008 - 2012 Plan Job Group Analysis

Analysis Data as of 2007-01-01

Plan:	Job Group:	Job Title	KING COUNTY Dept. of Natural Resources and Parks									
			Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic		
KING,0600	2		Professionals									
			Total Employees									
Loc		Job Title	Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic		
0600		ENVIRONMENTAL SCIENTIST II	8	1.07	5	0	0	0	0	0		
0600		ENVIRONMENTAL SCIENTIST III	11	1.46	2	0	0	0	0	0		
0600		ENVIRONMENTAL SCIENTIST IV	4	0.53	1	0	0	0	0	0		
0600		FINANCE & ADMIN SRVCS MNGR	2	0.27	0	0	0	0	0	0		
0600		FINANCIAL SERVICES ADMINISTRATOR	3	0.40	0	0	0	0	0	0		
0600		GIS SPECIALIST - JOURNEY	2	0.27	1	1	0	1	0	0		
0600		GIS SPECIALIST-JOURNEY	7	0.93	3	2	2	0	0	0		
0600		GIS SPECIALIST-MASTER	3	0.40	2	0	0	0	0	0		
0600		GIS SPECIALIST-SENIOR	10	1.33	4	2	0	2	0	0		
0600		GOVERNMENT RELATIONS ADMINISTRATOR	2	0.27	0	0	0	0	0	0		
0600		GOVERNMENT RELATIONS OFFICER	2	0.27	1	0	0	0	0	0		
0600		GRANT ADMINISTRATOR	2	0.27	1	1	0	1	0	0		
0600		GRAPHIC DESIGNER	1	0.13	0	0	0	0	0	0		
0600		HEAD LIBRARIAN	1	0.13	0	0	0	0	0	0		
0600		HEALTH & ENVIRONMENTAL INVESTGT III	3	0.40	3	0	0	0	0	0		
0600		HEALTH & ENVIRONMENTAL INVESTGT I	3	0.40	2	2	2	0	0	0		
0600		HEALTH & ENVIRONMENTAL INVESTGT II	2	0.27	1	0	0	0	0	0		
0600		HEALTH & ENVIRONMENTAL INVESTGT IV	1	0.13	0	0	0	0	0	0		
0600		HEALTH AND ENVIRONMENTAL INVESTIGATOR II	17	2.26	10	4	0	3	0	1		
0600		HEALTH AND ENVIRONMENTAL INVESTIGATOR IV	2	0.27	0	1	1	1	0	0		
0600		HUMAN RES SRVCS DELVRY MNGR I	1	0.13	1	1	0	1	0	0		
0600		HUMAN RES SRVCS DELVRY MNGR II	1	0.13	1	0	0	0	0	0		
0600		HUMAN RESOURCE ANALYST	5	0.67	5	2	0	2	0	0		
0600		HUMAN RESOURCE ANALYST - SENIOR	5	0.67	3	1	0	1	0	0		
0600		Human Resource Manager	2	0.27	2	1	1	0	0	0		
0600		HUMAN RESOURCE SERVICES DELIVERY MANAGER	1	0.13	1	1	0	1	0	0		
0600		INDUSTRIAL WASTE COMPLIANCE INVESTIGATOR	9	1.20	5	1	0	1	0	0		
0600		INDUSTRIAL WASTE COMPLIANCE SPECIALIST I	4	0.53	2	1	1	1	0	0		

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0600 KING COUNTY Dept. of Natural Resources and Parks

Job Group: 2 Professionals

Loc	Job Title	Total Employees										Native American	Hispanic
		Persons	Percent	Female	Minority	Black	Asian						
0600	Information Systems Professional III	1	0.13	0	0	0	0	0	0	0	0	0	0
0600	IT ENTERPRISE MANAGER II	1	0.13	0	0	0	0	0	0	0	0	0	0
0600	IT Manager I	3	0.40	1	0	0	0	0	0	0	0	0	0
0600	IT MANAGER-DNRP	1	0.13	0	0	0	0	0	0	0	0	0	0
0600	IT PROJECT MANAGER I	1	0.13	0	0	0	0	0	0	0	0	0	0
0600	IT PROJECT MANAGER II	3	0.40	0	0	0	0	0	0	0	0	0	0
0600	IT SUPERVISOR I	3	0.40	1	1	0	1	0	1	0	0	0	0
0600	IT SUPERVISOR II	1	0.13	0	1	0	1	0	1	0	0	0	0
0600	LAN ADMINISTRATOR-JOURNEY	7	0.93	1	3	0	3	0	2	1	0	0	0
0600	LAN ADMINISTRATOR-MASTER	1	0.13	0	1	1	1	1	0	0	0	0	0
0600	LAN ADMINISTRATOR-SENIOR	9	1.20	2	4	2	4	2	2	0	0	0	0
0600	MAINTENANCE PLANNER/SCHEDULER	2	0.27	1	1	0	1	0	0	0	0	1	1
0600	MAINTENANCE/PLANNER SCHEDULER	2	0.27	1	0	0	0	0	0	0	0	0	0
0600	MANAGING ENGINEER	3	0.40	1	1	0	1	0	1	0	0	0	0
0600	OCCUPATIONAL EDUCATION AND TRAINING PROG	3	0.40	0	0	0	0	0	0	0	0	0	0
0600	PROCESS CONTROL SUPERVISOR	2	0.27	0	1	0	1	0	1	0	0	0	0
0600	PROJECT CONTROL ENGINEER I	2	0.27	1	1	1	1	1	0	0	0	0	0
0600	PROJECT CONTROL ENGINEER II	4	0.53	4	0	0	0	0	0	0	0	0	0
0600	PROJECT CONTROL ENGINEER III	8	1.07	2	2	0	2	0	2	0	0	0	0
0600	PROJECT CONTROL ENGINEER IV	1	0.13	0	0	0	0	0	0	0	0	0	0
0600	PROJECT/PROGRAM MANAGER I	8	1.07	6	1	1	1	1	0	0	0	0	0
0600	PROJECT/PROGRAM MANAGER II	18	2.40	11	4	1	4	1	2	1	1	0	0
0600	PROJECT/PROGRAM MANAGER III	58	7.72	36	3	0	3	0	2	0	0	1	1
0600	PROJECT/PROGRAM MANAGER IV	19	2.53	12	2	0	2	0	0	0	1	1	1
0600	REAL PROPERTY AGENT I	1	0.13	1	0	0	0	0	0	0	0	0	0
0600	Real Property Agent II	1	0.13	0	0	0	0	0	0	0	0	0	0
0600	REAL PROPERTY AGENT III	5	0.67	3	0	0	0	0	0	0	0	0	0
0600	REAL PROPERTY AGENT IV	6	0.80	1	2	1	2	1	0	0	1	1	0

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	Job Title	KING COUNTY Dept. of Natural Resources and Parks									
			Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic		
KING,0600	2	Professionals										
			<i>Total Employees</i>									
<i>Loc</i>		<i>Job Title</i>	<i>Persons</i>	<i>Percent</i>	<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>		
0600		REAL PROPERTY AGENT SUPERVISOR	1	0.13	1	0	0	0	0	0	0	
0600		REGIONAL AQUATIC CENTER COORDINATOR	1	0.13	0	0	0	0	0	0	0	
0600		SAFETY & HEALTH ADMIN IV	1	0.13	0	0	0	0	0	0	0	
0600		Safety and Health Administrator III	1	0.13	1	1	1	0	0	0	0	
0600		SAFETY AND HEALTH SUPERVISOR	1	0.13	0	0	0	0	0	0	0	
0600		SENIOR ACCOUNTANT	2	0.27	1	1	0	1	0	0	0	
0600		SPECIAL PROJECTS MANAGER II	1	0.13	0	0	0	0	0	0	0	
0600		SPECIAL PROJECTS MANAGER III	3	0.40	1	0	0	0	0	0	0	
0600		SYSTEMS ENGINEER-SENIOR	1	0.13	0	0	0	0	0	0	0	
0600		WASTE WATER ENGINEER II	4	0.53	3	2	1	1	0	0	0	
0600		WASTE WATER ENGINEER III	2	0.27	2	2	1	1	0	0	0	
0600		WASTE WATER ENGINEER IV	18	2.40	4	6	1	5	0	0	0	
0600		WASTE WATER ENGINEER V	6	0.80	0	0	0	0	0	0	0	
0600		WASTE WATER ENGINEER VI	8	1.07	1	4	0	4	0	0	0	
0600		Wastewater Maintenance Supervisor	5	0.67	0	2	2	0	0	0	0	
0600		WASTEWATER PROCESS ANALYST I	5	0.67	2	3	0	2	0	1	1	
0600		WASTEWATER PROCESS ANALYST II	4	0.53	1	2	0	2	0	0	0	
0600		WATER QUAL PLNR/PRJCT MNGR II	2	0.27	1	0	0	0	0	0	0	
0600		WATER QUAL PLNR/PRJCT MNGR III	3	0.40	1	0	0	0	0	0	0	
0600		WATER QUAL PLNR/PROJECT MNGR I	1	0.13	1	0	0	0	0	0	0	
0600		WATER QUALITY PLANNER/PROJECT MANAGER II	22	2.93	9	2	0	0	0	2	2	
0600		Water Quality Planner/Project Manager IV	2	0.27	0	0	0	0	0	0	0	
0600		WATER QUALITY PLNR/PRJCTMGR III	13	1.73	8	1	1	0	0	0	0	
0600		WATER QUALITY PLNR/PRJCTMGR IV	5	0.67	2	0	0	0	0	0	0	
0600		WATER QUALITY PLNR/PROJ III	2	0.27	1	1	1	0	0	0	0	
0600		WATER QUALITY PLNR/PROJ MGR II	10	1.33	8	0	0	0	0	0	0	
0600		WATER POLLUTION CONTROL MAINT MNGR	1	0.13	0	0	0	0	0	0	0	
0600		WEB DEVELOPER-SENIOR	1	0.13	0	0	0	0	0	0	0	

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

KING COUNTY Dept. of Natural Resources and Parks

Plan: KING,0600

Job Group: 2 Professionals

<i>Loc</i>	<i>Job Title</i>	<i>Total Employees</i>						<i>Native American</i>	<i>Hispanic</i>
		<i>Persons</i>	<i>Percent</i>	<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>		
		751	100%	316	138	39	80	7	12
Totals				42.08	18.38	5.19	10.65	0.93	1.60

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:		KING COUNTY Dept. of Natural Resources and Parks									
Job Group:		Technicians									
Loc	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic		
		Persons	Percent								
0600	ENGINEERING TECHNICIAN II	3	18.75	3	0	0	0	0	0	0	0
0600	LABORATORY ASSISTANT I	1	6.25	1	0	0	0	0	0	0	0
0600	LABORATORY ASSISTANT II	2	12.50	0	2	1	1	0	0	0	0
0600	NOXIOUS WEED CNTRL SPECLST II	2	12.50	1	0	0	0	0	0	0	0
0600	Process Laboratory Specialist I	4	25.00	1	0	0	0	0	0	0	0
0600	PROCESS LABORATORY SPECIALIST II	4	25.00	3	0	0	0	0	0	0	0
Totals		16		9	2	1	1	0	0	0	0
			100%	56.25	12.50	6.25	6.25	0.00	0.00	0.00	0.00

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0600

KING COUNTY Dept. of Natural Resources and Parks

Job Group: 4

Protective Service Workers

<i>Loc</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>
		<i>Persons</i>	<i>Percent</i>						
0600	LIFEGUARD	2	50.00	2	1	0	1	0	0
0600	SECURITY OFFICER	2	50.00	0	1	1	0	0	0
Totals		4		2	2	1	1	0	0
	Total #		100%	50.00	50.00	25.00	25.00	0.00	0.00

King County Executive Branch 2008 - 2012 Plan Job Group Analysis

Analysis Data as of 2007-01-01

Plan:	Job Group:	Loc	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic
				Persons	Percent						
KING,0600	6		ADMIN SPEC II	12	8.57	12	2	1	0	1	0
			ADMIN SPECIALIST I	1	0.71	1	0	0	0	0	0
			ADMINISTRATIVE OFFICE ASSISTANT	1	0.71	1	0	0	0	0	0
			ADMINISTRATIVE OFFICE ASSIST	5	3.57	2	2	0	1	1	0
			ADMINISTRATIVE OFFICE ASSISTANT	1	0.71	1	0	0	0	0	0
			ADMINISTRATIVE SPECIALIST I	1	0.71	1	0	0	0	0	0
			ADMINISTRATIVE SPECIALIST II	7	5.00	7	4	1	2	0	1
			ADMINISTRATIVE SPECIALIST III	16	11.43	16	7	2	4	0	1
			ADMINISTRATIVE SPECIALIST IV	1	0.71	1	0	0	0	0	0
			ADMINISTRATIVE STAFF ASSISTANT	9	6.43	9	5	2	1	0	2
			ASSISTANT ACCOUNTANT	3	2.14	2	1	0	1	0	0
			CONFIDENTIAL SECRETARY I	4	2.86	4	0	0	0	0	0
			CONFIDENTIAL SECRETARY II	1	0.71	1	0	0	0	0	0
			CUSTOMER SERVICE SPECIALIST II	3	2.14	2	1	1	0	0	0
			FISCAL SPECIALIST III	17	12.14	15	8	2	5	0	1
			FISCAL SPECIALIST IV	1	0.71	1	0	0	0	0	0
			INVENTORY PURCHASING SPEC II	6	4.29	1	3	1	2	0	0
			INVENTORY PURCHASING SPEC III	3	2.14	1	1	0	0	0	1
			Inventory Purchasing Specialist I	2	1.43	2	1	0	1	0	0
			INVENTORY PURCHASING SPECIALIST II	3	2.14	1	2	1	1	0	0
			INVENTORY PURCHASING SPECIALIST III	2	1.43	1	2	1	1	0	0
			MAINTENANCE SUPPORT ASSISTANT	5	3.57	4	1	0	1	0	0
			MARKETING AND SALES SPECIALIST III	1	0.71	1	0	0	0	0	0
			SCALE OPERATOR	32	22.86	27	5	0	3	1	1
			TECH INFO PROCESSING SPEC II	2	1.43	1	1	1	0	0	0
			TECH INFO PROCESSING SPEC III	1	0.71	0	0	0	0	0	0
Totals				140	100%	115	46	13	23	3	7
						82.1	32.86	9.29	16.43	2.14	5.00

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	Job Title	Total Employees							Native American	Hispanic
			Persons	Percent	Female	Minority	Black	Asian			
KING,0600	7										
			KING COUNTY Dept. of Natural Resources and Parks								
			Skilled Crafts								
Loc	Job Title	Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic		
0600	AUTOMATED SCALE TECHNICIAN	1	0.30	0	0	0	0	0	0		
0600	CARPENTER I	4	1.22	1	1	0	1	0	0		
0600	ELECTRICIAN I	3	0.91	1	0	0	0	0	0		
0600	ELECTRICIAN II	1	0.30	0	0	0	0	0	0		
0600	EQUIPMENT OPERATOR	28	8.54	0	6	1	1	2	2		
0600	INDUST LUBRICATION SYSTEMS SPEC	3	0.91	0	0	0	0	0	0		
0600	INDUSTRIAL ENGINE MECHANIC	6	1.83	0	1	0	1	0	0		
0600	INDUSTRIAL INSTRUMENT TECHNICIAN	17	5.18	1	4	2	1	0	1		
0600	INDUSTRIAL INSTRUMENT/ELECTRICAL TECHNIC	3	0.91	0	0	0	0	0	0		
0600	INDUSTRIAL MACHINIST	1	0.30	0	0	0	0	0	0		
0600	INDUSTRIAL MACHINIST/MECHANIC - LEAD	6	1.83	0	0	0	0	0	0		
0600	INDUSTRIAL MAINTENANCE ELECTRICIAN	15	4.57	1	3	1	2	0	0		
0600	INDUSTRIAL MAINTENANCE MECHANIC	7	2.13	1	2	2	0	0	0		
0600	INDUSTRIAL MAINTENANCE MECHANIC - MASTER	24	7.32	4	8	1	3	2	2		
0600	IRRIGATION SPEC/PLMBG & MECH I	1	0.30	0	0	0	0	0	0		
0600	MECHANIC/AUTOMOTIVE MACHINIST I - HD	12	3.66	0	0	0	0	0	0		
0600	MECHANIC/AUTOMOTIVE MACHINIST II - HD	2	0.61	0	0	0	0	0	0		
0600	METAL FABRICATOR	10	3.05	0	3	2	1	0	0		
0600	OPERATING ENGINEER II - AQUATIC CENTER	1	0.30	0	0	0	0	0	0		
0600	OPERATING ENGINEER III	3	0.91	0	1	0	0	1	0		
0600	PAINTER I	5	1.52	1	0	0	0	0	0		
0600	PLAYGROUND SPECIALIST	1	0.30	0	0	0	0	0	0		
0600	PLUMBING & MECHANICAL I	2	0.61	1	1	1	0	0	0		
0600	SUPERVISOR II	6	1.83	1	1	1	0	0	0		
0600	SUPERVISOR III	3	0.91	0	0	0	0	0	0		
0600	TRANSFER STATION OPERATOR	60	18.29	10	20	12	3	3	2		
0600	Wastewater Treat Sr In Ch	1	0.30	0	0	0	0	0	0		
0600	WASTEWATER TREATMENT OPER	1	0.30	0	0	0	0	0	0		
0600	WASTEWATER TREATMENT OPERATOR	48	14.63	9	14	6	1	0	7		

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

KING COUNTY Dept. of Natural Resources and Parks

Plan: KING,0600

Job Group: 7 Skilled Crafts

<i>Loc</i>	<i>Job Title</i>	<i>Total Employees</i>					<i>Native</i>		
		<i>Persons</i>	<i>Percent</i>	<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>American</i>	<i>Hispanic</i>
0600	Wastewater Treatment Operator-in-Trainin	2	0.61	0	1	1	0	0	0
0600	WASTEWATER TREATMENT SENIOR OPERATOR	33	10.06	6	5	1	2	1	1
0600	WASTEWATER TREATMENT SENIOR OPERATOR IN	4	1.22	0	1	1	0	0	0
0600	WASTEWATER TREATMENT SUPERVISOR	14	4.27	2	3	0	2	0	1
Totals	Total #	328		39	75	32	18	9	16
	Total %		100%	11.89	22.87	9.76	5.49	2.74	4.88

King County Executive Branch 2008 - 2012 Plan

Job Group Analysis

Analysis Data as of 2007-01-01

Plan: KING,0600 KING COUNTY Dept. of Natural Resources and Parks

Job Group: 8 Service Maintenance

Loc	Job Title	Total Employees					Asian	Native American	Hispanic
		Persons	Percent	Female	Minority	Black			
0600	ASSIST AQUATIC FACILITY COORD	2	0.97	1	0	0	0	0	
0600	CUSTODIAN	5	2.43	3	2	1	1	0	
0600	GARDENER	1	0.49	0	0	0	0	0	
0600	LANDFILL GAS OPERATOR 1	3	1.46	0	0	0	0	0	
0600	LANDFILL GAS OPERATOR 2	1	0.49	0	0	0	0	0	
0600	PARK MAINTENANCE SPECIALIST I - SEASONAL	9	4.37	3	4	3	1	0	
0600	PARK MAINTENANCE SPECIALIST II	51	24.76	10	13	6	2	2	
0600	PARK MAINTENANCE SPECIALIST III	13	6.31	2	1	1	0	0	
0600	RECREATION COORDINATOR	3	1.46	3	0	0	0	0	
0600	RECREATION SPECIALIST	1	0.49	1	0	0	0	0	
0600	SENIOR GARDENER	5	2.43	0	3	0	2	0	
0600	Solid Waste Preventive Maintenance Speci	13	6.31	0	5	3	1	1	
0600	TRUCK DRIVER 2	3	1.46	0	0	0	0	0	
0600	TRUCK DRIVER 3	75	36.41	13	10	6	3	1	
0600	UTILITY WORKER I	5	2.43	0	1	0	0	1	
0600	UTILITY WORKER II	7	3.40	1	3	1	1	1	
0600	WASTEWATER UTILITY WORKER	9	4.37	0	4	2	1	1	
Totals		206	100%	37	46	23	12	4	7
				17.96	22.33	11.17	5.83	1.94	3.40

King County Executive Branch 2008 - 2012 Plan

Summary Analysis

Analysis Data as of 2007-01-01

KING COUNTY Dept. of Assessments

Plan: KING,0700

Job Group	Total Female #	Total Female %	Total Minorities #	Total Minorities %	Black #	Black %	Asian #	Asian %	Native American #	Native American %	Hispanic #	Hispanic %
(1) Officials and Administrators Employee: 6	3	50.00	1	16.67	0	0.00	1	16.67	0	0.00	0	0.00
Current Utilization:	2.14	35.64	0.85	14.21	0.16	2.66	0.44	7.32	0.05	0.87	0.13	2.18
Class Goal:	0.00	No	0.00	No	0.16	No	0.00	No	0.05	No	0.13	No
Underutilized:												
(2) Professionals Employee: 154	61	39.61	33	21.43	5	3.25	24	15.58	1	0.65	3	1.95
Current Utilization:	73.35	47.63	20.71	13.45	2.88	1.87	9.84	6.39	1.05	0.68	5.01	3.25
Class Goal:	12.35	Yes	0.00	No	0.00	No	0.00	No	0.05	No	2.01	Yes
Underutilized:												
(6) Administrative Support Employee: 54	44	81.48	27	50.00	12	22.22	12	22.22	2	3.70	1	1.85
Current Utilization:	38.11	70.57	11.87	21.99	2.98	5.52	5.42	10.03	0.79	1.46	1.86	3.44
Class Goal:	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.86	Yes
Underutilized:												
(7) Skilled Crafts Employee: 1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Current Utilization:	0.29	29.23	0.18	17.87	0.07	7.30	0.06	6.15	0.00	0.00	0.04	3.70
Class Goal:	0.29	No	0.18	No	0.07	No	0.06	No	0.00	No	0.04	No
Underutilized:												
Totals:	108		61		17		37		3		4	

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0700 KING COUNTY Dept. of Assessments
Department: 0700 Dept. of Assessments

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic
				Male	Female						
ABSTRACT TECHNICIAN	42	6	9	1		5	5	0	0	0	0
					Female	4	3	1	0	0	0
ADMINISTRATIVE OFFICE ASSIST	42	6	1	1		0	0	0	0	0	0
					Female	1	0	1	0	0	0
AUDITOR APPRAISER ASSISTANT	42	2	1	1		1	0	1	0	0	0
					Female	0	0	0	0	0	0
APPRAISER ASSISTANT	45	2	2	1		2	1	1	0	0	0
					Female	0	0	0	0	0	0
TECH INFO PROCESSING SPEC IV	45	6	1	1		0	0	0	0	0	0
					Female	1	0	1	0	0	0
ADMINISTRATIVE STAFF ASSISTANT	48	6	1	0		0	0	0	0	0	0
					Female	1	1	0	0	0	0
AUDITOR APPRAISER I	48	2	6	3		3	1	0	2	0	0
					Female	3	2	1	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0700

Job Group: 7

KING COUNTY Dept. of Assessments
Skilled Crafts

Loc	Job Title	Total Employees Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic
0700	PRINTING EQUIPMENT TECHNICIAN	1	100.00	0	0	0	0	0	0
Totals		1	100%	0	0	0	0	0	0
				0.00	0.00	0.00	0.00	0.00	0.00

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0700 KING COUNTY Dept. of Assessments
Department: 0700 Dept. of Assessments

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic
				Male	Female						
CONFIDENTIAL SECRETARY I	49	6	1	0	0	1	1	0	0	0	0
				Male	Female						
RESIDENTIAL APPRAISER I	49	2	58	9	9	32	28	0	4	0	0
				Male	Female						
COMMERCIAL APPRAISER I	51	2	11	2	2	6	6	0	0	0	0
				Male	Female						
RESIDENTIAL APPRAISER I	51	2	1	0	0	1	1	0	0	0	0
				Male	Female						
RESIDENTIAL APPRAISER II	51	2	1	0	0	1	1	0	0	0	0
				Male	Female						
SENIOR AUDITOR APPRAISER	54	2	1	1	1	0	0	0	0	0	0
				Male	Female						
EXECUTIVE SECRETARY/ASSIST I	55	6	1	0	0	1	1	0	0	0	0
				Male	Female						

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

KING COUNTY Dept. of Assessments

Plan: KING,0700

Dept. of Assessments

Department: 0700

<i>C</i>	<i>I</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Employees</i>	<i>Total Minorities</i>	<i>Male</i>	<i>Female</i>	<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>
		GIS SPECIALIST-ENTRY	55	2	5	2	Male	Female	3	0	0	0	0	0
		RESIDENTIAL APPRAISER I	55	2	2	1	Male	Female	1	0	0	1	0	0
		RESIDENTIAL APPRAISER II	55	2	22	4	Male	Female	14	12	0	2	0	0
		CURRENT USE EVALUATION SPECIALIST	56	2	1	0	Male	Female	0	0	0	0	0	0
		IT SYSTEMS SPECIALIST-JOURNEY	56	2	1	0	Male	Female	1	1	0	0	0	0
		LAN ADMINISTRATOR-JOURNEY	56	2	1	0	Male	Female	1	1	0	0	0	0
		COMMERCIAL APPRAISER I	57	2	2	0	Male	Female	2	2	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0700 KING COUNTY Dept. of Assessments
Department: 0700 Dept. of Assessments

<i>C</i>	<i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	Native					
							White	Black	Asian	American	Hispanic	
	COMMERCIAL APPRAISER II	57	2	11	3	7	6	0	1	0	0	0
	ASSESSMENTS TECH SRVS OFCR	58	6	1	1	0	0	0	0	0	0	0
	APP DEVELOPER-JOURNEY	60	2	3	0	2	2	0	0	0	0	0
	GIS SPECIALIST-JOURNEY	60	2	1	1	0	0	0	0	0	0	0
	LAN ADMINISTRATOR-SENIOR	61	2	1	0	1	1	0	0	0	0	0
	Assessments Auditor	62	2	1	0	1	1	0	0	0	0	0
	MAPPING SUPERVISOR	62	2	1	0	1	1	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0700
Department: 0700

Dept. of Assessments

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic
			Minorities	Minorities						
SENIOR APPRAISER	62	2	10	1	6	5	1	0	0	0
ASSESSMENTS SECTION SUPERVISOR	63	2	2	0	1	1	0	0	0	0
ADMIN ASST-CO ASSESSOR	65	6	1	0	0	0	0	0	0	0
APPLICATION DEVELOPER-SR	65	2	6	3	6	3	0	2	0	1
GIS SPECIALIST-SENIOR	65	2	1	0	0	0	0	0	0	0
DATABASE ADMINISTRATOR-SR	67	2	1	1	0	0	0	0	0	0
ADMINISTRATOR IV	68	2	1	0	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0700 KING COUNTY Dept. of Assessments

Department: 0700 Dept. of Assessments

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic
				Male	Female						
CHIEF APPRAISER	75	1	1	0	0	0	0	0	0	0	0
				Male	Female						
DIV DIR COMMERCIAL/BUSINESS	75	1	1	0	0	0	0	0	0	0	0
				Male	Female						
DIV DIRECTOR ACCOUNTING	75	1	1	0	0	1	1	0	0	0	0
				Male	Female						
DIV DIRECTOR INFO TECH SRVCS	75	1	1	1	0	1	0	1	0	0	0
				Male	Female						
DIV DIRECTOR RESIDENTIAL	75	1	1	0	0	0	0	0	0	0	0
				Male	Female						
CHIEF DEPUTY ASSESSOR	78	1	1	0	0	1	1	0	0	0	0
				Male	Female						
Totals			215	61	61	107	87	4	14	1	1
				Male	Female						
						108	67	13	23	2	3

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0700 **Job Group:** 1
 KING COUNTY Dept. of Assessments
 Officials and Administrators

Loc	Job Title	Total Employees						Asian	Native American	Hispanic
		Persons	Percent	Female	Minority	Black	Hispanic			
0700	CHIEF APPRAISER	1	16.67	1	0	0	0	0	0	
0700	CHIEF DEPUTY ASSESSOR	1	16.67	0	0	0	0	0	0	
0700	DIV DIR COMMERCIAL/BUSINESS	1	16.67	1	0	0	0	0	0	
0700	DIV DIRECTOR ACCOUNTING	1	16.67	0	0	0	0	0	0	
0700	DIV DIRECTOR INFO TECH SRVCS	1	16.67	0	1	0	1	0	0	
0700	DIV DIRECTOR RESIDENTIAL	1	16.67	1	0	0	0	0	0	
Totals		6	100%	3	16.67	0.00	16.67	0.00	0.00	

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0700 KING COUNTY Dept. of Assessments
Job Group: 2 Professionals

Loc	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic
		Persons	Percent						
0700	ADMINISTRATOR IV	1	0.65	1	0	0	0	0	0
0700	APP DEVELOPER-JOURNEY	3	1.95	1	0	0	0	0	0
0700	APPLICATION DEVELOPER-SR	6	3.90	0	3	0	2	0	1
0700	APPRAISER ASSISTANT	2	1.30	0	1	1	0	0	0
0700	Assessments Auditor	1	0.65	0	0	0	0	0	0
0700	ASSESSMENTS SECTION SUPERVISOR	2	1.30	1	0	0	0	0	0
0700	AUDITOR APPRAISER ASSISTANT	1	0.65	0	1	1	0	0	0
0700	AUDITOR APPRAISER I	6	3.90	3	3	1	2	0	0
0700	COMMERCIAL APPRAISER I	13	8.44	5	2	0	2	0	0
0700	COMMERCIAL APPRAISER II	11	7.14	4	3	0	2	0	1
0700	CURRENT USE EVALUATION SPECIALIST	1	0.65	1	0	0	0	0	0
0700	DATABASE ADMINISTRATOR-SR	1	0.65	1	1	0	1	0	0
0700	GIS SPECIALIST-ENTRY	5	3.25	2	2	0	2	0	0
0700	GIS SPECIALIST-JOURNEY	1	0.65	1	1	0	1	0	0
0700	GIS SPECIALIST-SENIOR	1	0.65	1	0	0	0	0	0
0700	IT SYSTEMS SPECIALIST-JOURNEY	1	0.65	0	0	0	0	0	0
0700	LAN ADMINISTRATOR-JOURNEY	1	0.65	0	0	0	0	0	0
0700	LAN ADMINISTRATOR-SENIOR	1	0.65	0	0	0	0	0	0
0700	MAPPING SUPERVISOR	1	0.65	0	0	0	0	0	0
0700	RESIDENTIAL APPRAISER I	61	39.61	27	10	1	7	1	1
0700	RESIDENTIAL APPRAISER II	23	14.94	8	4	0	4	0	0
0700	SENIOR APPRAISER	10	6.49	4	1	1	0	0	0
0700	SENIOR AUDITOR APPRAISER	1	0.65	1	1	0	1	0	0
Totals		154	100%	61	33	5	24	1	3
				39.61	21.43	3.25	15.58	0.65	1.95

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0700 KING COUNTY Dept. of Assessments
Job Group: 6 Administrative Support

Loc	Job Title	Total Employees							Native American	Hispanic
		Persons	Percent	Female	Minority	Black	Asian	American		
0700	ABSTRACT TECHNICIAN	9	16.67	4	1	1	0	0	0	0
0700	ADMIN ASST-CO ASSESSOR	1	1.85	1	0	0	0	0	0	0
0700	ADMIN SPEC II	25	46.30	23	15	2	11	2	0	0
0700	ADMINISTRATIVE OFFICE ASSIST	1	1.85	1	1	1	0	0	0	0
0700	ADMINISTRATIVE SPECIALIST III	5	9.26	5	3	2	0	0	0	1
0700	ADMINISTRATIVE STAFF ASSISTANT	1	1.85	1	0	0	0	0	0	0
0700	ASSESSMENTS TECH SRVS OFCR	1	1.85	1	1	1	0	0	0	0
0700	CONFIDENTIAL SECRETARY I	1	1.85	0	0	0	0	0	0	0
0700	CUSTOMER SERVICE SPECIALIST II	1	1.85	1	0	0	0	0	0	0
0700	Customer Service Specialist III	5	9.26	5	3	3	0	0	0	0
0700	EXECUTIVE SECRETARY/ASSIST I	1	1.85	0	0	0	0	0	0	0
0700	FISCAL SPECIALIST II	2	3.70	1	2	1	1	0	0	0
0700	TECH INFO PROCESSING SPEC IV	1	1.85	1	1	1	0	0	0	0
Totals		54	100%	44	27	12	22.22	2	3.70	1.85

**King County Executive Branch 2008 - 2012 Plan
Summary Analysis**

Analysis Data as of 2007-01-01

KING COUNTY Dept. of Assessments

Plan: KING,0700

<i>Job Group</i>	<i>Total Female</i>	<i>Total Minorities</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>
<i>#</i>	<i>%</i>	<i>#</i>	<i>#</i>	<i>#</i>	<i>#</i>	<i>#</i>
(1) Officials and Administrators Employee: 6	3	1	0	1	0	0
Current Utilization:	50.00	16.67	0.00	16.67	0.00	0.00
Class Goal:	2.14	0.85	0.16	0.44	0.05	0.13
Underutilized:	No	No	No	No	No	No
(2) Professionals Employee: 154	61	33	5	24	1	3
Current Utilization:	39.61	21.43	3.25	15.58	0.65	1.95
Class Goal:	73.35	20.71	2.88	9.84	1.05	5.01
Underutilized:	Yes	No	No	No	No	Yes
(6) Administrative Support Employee: 54	44	27	12	12	2	1
Current Utilization:	81.48	50.00	22.22	22.22	3.70	1.85
Class Goal:	38.11	11.87	2.98	5.42	0.79	1.86
Underutilized:	No	No	No	No	No	Yes
(7) Skilled Crafts Employee: 1	0	0	0	0	0	0
Current Utilization:	0.00	0.00	0.00	0.00	0.00	0.00
Class Goal:	0.29	0.18	0.07	0.06	0.00	0.04
Underutilized:	No	No	No	No	No	No
Totals:	108	61	17	37	3	4

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0700 KING COUNTY Dept. of Assessments
Department: 0700 Dept. of Assessments

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total	Minorities		Total	White	Black	Asian	Native American	Hispanic
					Male	Female						
ABSTRACT TECHNICIAN	42	6	9	1	1	Male	5	0	0	0	0	0
						Female	4	1	0	0	0	0
ADMINISTRATIVE OFFICE ASSIST	42	6	1	1	1	Male	0	0	0	0	0	0
						Female	1	1	0	0	0	0
AUDITOR APPRAISER ASSISTANT	42	2	1	1	1	Male	0	1	0	0	0	0
						Female	0	0	0	0	0	0
APPRAISER ASSISTANT	45	2	2	1	1	Male	2	1	0	0	0	0
						Female	0	0	0	0	0	0
TECH INFO PROCESSING SPEC IV	45	6	1	1	1	Male	0	0	0	0	0	0
						Female	1	1	0	0	0	0
ADMINISTRATIVE STAFF ASSISTANT	48	6	1	0	0	Male	0	0	0	0	0	0
						Female	1	0	0	0	0	0
AUDITOR APPRAISER I	48	2	6	3	3	Male	3	0	2	0	0	0
						Female	3	1	0	0	0	0

King County Executive Branch 2008 - 2012 Plan

Job Group Analysis

Analysis Data as of 2007-01-01

Plan:		KING COUNTY Dept. of Assessments															
Job Group:		Skilled Crafts															
		Total Employees		Female		Minority		Black		Asian		Native American		Hispanic			
Loc	Job Title	Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic	Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic
0700	PRINTING EQUIPMENT TECHNICIAN	1	100.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Totals		1	100%	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0700 KING COUNTY Dept. of Assessments
Department: 0700 Dept. of Assessments

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total	Minorities		Total	White	Black	Asian	Native American		Hispanic
					Male	Female					American	Hispanic	
CONFIDENTIAL SECRETARY I	49	6	1	1	0	0	1	0	0	0	0	0	0
					Male	Female							
RESIDENTIAL APPRAISER I	49	2	58	32	9	28	26	0	4	0	0	0	0
					Male	Female							
COMMERCIAL APPRAISER I	51	2	11	6	2	6	5	0	0	2	0	0	0
					Male	Female							
RESIDENTIAL APPRAISER I	51	2	1	1	0	1	0	0	0	0	0	0	0
					Male	Female							
RESIDENTIAL APPRAISER II	51	2	1	1	0	1	0	0	0	0	0	0	0
					Male	Female							
SENIOR AUDITOR APPRAISER	54	2	1	0	1	0	1	0	0	0	0	0	0
					Male	Female							
EXECUTIVE SECRETARY/ASSIST I	55	6	1	1	0	1	0	0	0	1	0	0	0
					Male	Female							

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0700
Department: 0700

Dept. of Assessments

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees		Total	Race				Native American	Hispanic
			Minorities	Majorities		White	Black	Asian	Hispanic		
GIS SPECIALIST-ENTRY	55	2	2	Male	3	0	0	0	0	0	0
				Female	2	0	0	2	0	0	
RESIDENTIAL APPRAISER I	55	2	1	Male	1	0	0	1	0	0	0
				Female	1	1	0	0	0	0	
RESIDENTIAL APPRAISER II	55	2	4	Male	14	0	0	2	0	0	0
				Female	8	6	0	2	0	0	
CURRENT USE EVALUATION SPECIALIST	56	2	0	Male	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	
IT SYSTEMS SPECIALIST-JOURNEY	56	2	0	Male	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	
LAN ADMINISTRATOR-JOURNEY	56	2	0	Male	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	
COMMERCIAL APPRAISER I	57	2	0	Male	2	2	0	0	0	0	0
				Female	0	0	0	0	0	0	

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0700 KING COUNTY Dept. of Assessments
Department: 0700 Dept. of Assessments

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees		Minorities		Total	White	Black	Asian	Native American	Hispanic
			Male	Female	Male	Female						
COMMERCIAL APPRAISER II	57	2	11	3	0	0	7	6	0	1	0	0
ASSESSMENTS TECH SRVS OFCR	58	6	1	1	0	0	0	0	0	0	0	0
APP DEVELOPER-JOURNEY	60	2	3	0	2	2	2	2	0	0	0	0
GIS SPECIALIST-JOURNEY	60	2	1	1	0	0	1	1	0	0	0	0
LAN ADMINISTRATOR-SENIOR	61	2	1	0	1	1	1	1	0	0	0	0
Assessments Auditor	62	2	1	0	1	1	1	1	0	0	0	0
MAPPING SUPERVISOR	62	2	1	0	1	1	1	1	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0700 KING COUNTY Dept. of Assessments

Department: 0700 Dept. of Assessments

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic
				Male	Female						
SENIOR APPRAISER	62	2	10	1	1	6	5	1	0	0	0
				Male	Female						
				1	4	4	4	0	0	0	0
ASSESSMENTS SECTION SUPERVISOR	63	2	2	0	0	1	1	0	0	0	0
				Male	Female						
				1	1	1	1	0	0	0	0
ADMIN ASST-CO ASSESSOR	65	6	1	0	0	0	0	0	0	0	0
				Male	Female						
				1	1	1	1	0	0	0	0
APPLICATION DEVELOPER-SR	65	2	6	3	3	6	3	0	2	0	1
				Male	Female						
				3	0	0	0	0	0	0	0
GIS SPECIALIST-SENIOR	65	2	1	0	0	0	0	0	0	0	0
				Male	Female						
				1	1	1	1	0	0	0	0
DATABASE ADMINISTRATOR-SR	67	2	1	1	1	0	0	0	0	0	0
				Male	Female						
				1	1	1	0	0	1	0	0
ADMINISTRATOR IV	68	2	1	0	0	0	0	0	0	0	0
				Male	Female						
				1	1	1	1	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0700 KING COUNTY Dept. of Assessments
Department: 0700 Dept. of Assessments

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total	Minorities		Total	White	Black	Asian	Native American	Hispanic
					Male	Female						
CHIEF APPRAISER	75	1	1	0	0	0	0	0	0	0	0	0
						Male	0	0	0	0	0	0
						Female	1	1	0	0	0	0
DIV DIR COMMERCIAL/BUSINESS	75	1	1	0	0	0	0	0	0	0	0	0
						Male	0	0	0	0	0	0
						Female	1	1	0	0	0	0
DIV DIRECTOR ACCOUNTING	75	1	1	1	1	0	1	0	0	0	0	0
						Male	0	1	0	0	0	0
						Female	1	0	0	0	0	0
DIV DIRECTOR INFO TECH SRVCS	75	1	1	1	1	1	0	0	1	0	0	0
						Male	0	0	1	0	0	0
						Female	1	0	0	0	0	0
DIV DIRECTOR RESIDENTIAL	75	1	1	0	0	0	0	0	0	0	0	0
						Male	0	0	0	0	0	0
						Female	1	1	0	0	0	0
CHIEF DEPUTY ASSESSOR	78	1	1	1	1	0	1	0	0	0	0	0
						Male	0	1	0	0	0	0
						Female	1	0	0	0	0	0
Totals			215	107	61	87	108	4	14	1	1	1
						Male	67	13	23	2	3	3
						Female	148	44	11	1	1	1

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0700
Job Group: 1
KING COUNTY Dept. of Assessments
Officials and Administrators

<i>Loc</i>	<i>Job Title</i>	<i>Total Employees</i>							<i>Native American</i>	<i>Hispanic</i>
		<i>Persons</i>	<i>Percent</i>	<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Hispanic</i>		
0700	CHIEF APPRAISER	1	16.67	1	0	0	0	0	0	
0700	CHIEF DEPUTY ASSESSOR	1	16.67	0	0	0	0	0	0	
0700	DIV DIR COMMERCIAL/BUSINESS	1	16.67	1	0	0	0	0	0	
0700	DIV DIRECTOR ACCOUNTING	1	16.67	0	0	0	0	0	0	
0700	DIV DIRECTOR INFO TECH SRVCS	1	16.67	0	1	0	1	0	0	
0700	DIV DIRECTOR RESIDENTIAL	1	16.67	1	0	0	0	0	0	
Totals		6	100%	3	1	0	1	0	0	
	Total %			50.00	16.67	0.00	16.67	0.00	0.00	

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	Job Title	KING COUNTY Dept. of Assessments									
			Professionals	Total Employees								
Loc	Job Title	Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic			
0700	ADMINISTRATOR IV	1	0.65	1	0	0	0	0	0	0	0	
0700	APP DEVELOPER-JOURNEY	3	1.95	1	0	0	0	0	0	0	0	
0700	APPLICATION DEVELOPER-SR	6	3.90	0	3	0	2	0	0	0	1	
0700	APPRAISER ASSISTANT	2	1.30	0	1	1	0	0	0	0	0	
0700	Assessments Auditor	1	0.65	0	0	0	0	0	0	0	0	
0700	ASSESSMENTS SECTION SUPERVISOR	2	1.30	1	0	0	0	0	0	0	0	
0700	AUDITOR APPRAISER ASSISTANT	1	0.65	0	1	1	0	0	0	0	0	
0700	AUDITOR APPRAISER I	6	3.90	3	3	1	2	0	0	0	0	
0700	COMMERCIAL APPRAISER I	13	8.44	5	2	0	2	0	0	0	0	
0700	COMMERCIAL APPRAISER II	11	7.14	4	3	0	2	0	0	0	1	
0700	CURRENT USE EVALUATION SPECIALIST	1	0.65	1	0	0	0	0	0	0	0	
0700	DATABASE ADMINISTRATOR-SR	1	0.65	1	1	0	1	0	0	0	0	
0700	GIS SPECIALIST-ENTRY	5	3.25	2	2	0	2	0	0	0	0	
0700	GIS SPECIALIST-JOURNEY	1	0.65	1	1	0	1	0	0	0	0	
0700	GIS SPECIALIST-SENIOR	1	0.65	1	0	0	0	0	0	0	0	
0700	IT SYSTEMS SPECIALIST-JOURNEY	1	0.65	0	0	0	0	0	0	0	0	
0700	LAN ADMINISTRATOR-JOURNEY	1	0.65	0	0	0	0	0	0	0	0	
0700	LAN ADMINISTRATOR-SENIOR	1	0.65	0	0	0	0	0	0	0	0	
0700	MAPPING SUPERVISOR	1	0.65	0	0	0	0	0	0	0	0	
0700	RESIDENTIAL APPRAISER I	61	39.61	27	10	1	7	1	1	1	1	
0700	RESIDENTIAL APPRAISER II	23	14.94	8	4	0	4	0	0	0	0	
0700	SENIOR APPRAISER	10	6.49	4	1	1	1	0	0	0	0	
0700	SENIOR AUDITOR APPRAISER	1	0.65	1	1	0	1	0	0	0	0	
Totals		154	100%	61	33	5	24	1	3	1	3	
				39.61	21.43	3.25	15.58	0.65	1.95			

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0700 KING COUNTY Dept. of Assessments
Job Group: 6 Administrative Support

Loc	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic
		Persons	Percent						
0700	ABSTRACT TECHNICIAN	9	16.67	4	1	1	0	0	0
0700	ADMIN ASST-CO ASSESSOR	1	1.85	1	0	0	0	0	0
0700	ADMIN SPEC II	25	46.30	23	15	2	11	2	0
0700	ADMINISTRATIVE OFFICE ASSIST	1	1.85	1	1	1	0	0	0
0700	ADMINISTRATIVE SPECIALIST III	5	9.26	5	3	2	0	0	0
0700	ADMINISTRATIVE STAFF ASSISTANT	1	1.85	1	0	0	0	0	1
0700	ASSESSMENTS TECH SRVS OFCR	1	1.85	1	1	1	0	0	0
0700	CONFIDENTIAL SECRETARY I	1	1.85	0	0	0	0	0	0
0700	CUSTOMER SERVICE SPECIALIST II	1	1.85	1	0	0	0	0	0
0700	Customer Service Specialist III	5	9.26	5	3	3	0	0	0
0700	EXECUTIVE SECRETARY/ASSIST I	1	1.85	0	0	0	0	0	0
0700	FISCAL SPECIALIST II	2	3.70	1	2	1	1	0	0
0700	TECH INFO PROCESSING SPEC IV	1	1.85	1	1	1	0	0	0
Totals		54	100%	44	27	12	22.22	2	1
				81.48	50.00	22.22	22.22	3.70	1.85

**King County Executive Branch 2008 - 2012 Plan
Summary Analysis**

Analysis Data as of 2007-01-01

KING COUNTY Dept. of Transportation

Plan: KING,0800

<i>Job Group</i>	<i>Total Female</i>	<i>Total Minorities</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>
()	#	#	#	#	#	#
	%	%	%	%	%	%
(1) Officials and Administrators						
Employee:	23					
Current Utilization:	6	6	4	0	0	2
Class Goal:	8.63	3.56	1.33	1.46	0.22	0.42
Underutilized:	2.63	0.00	0.00	1.46	0.22	0.00
	Yes	No	No	Yes	No	No
(2) Professionals						
Employee:	687					
Current Utilization:	266	171	53	96	10	12
Class Goal:	244.09	133.97	39.78	70.14	7.76	13.26
Underutilized:	0.00	0.00	0.00	0.00	0.00	1.26
	No	No	No	No	No	Yes
(3) Technicians						
Employee:	25					
Current Utilization:	2	4	3	1	0	0
Class Goal:	7.66	5.25	2.13	1.89	0.42	0.66
Underutilized:	5.66	1.25	0.00	0.89	0.42	0.66
	Yes	Yes	No	Yes	No	Yes
(4) Protective Service Workers						
Employee:	3					
Current Utilization:	0	0	0	0	0	0
Class Goal:	1.02	0.34	0.07	0.12	0.06	0.08
Underutilized:	1.02	0.34	0.07	0.12	0.06	0.08
	Yes	No	No	No	No	No
(6) Administrative Support						
Employee:	281					
Current Utilization:	160	102	52	40	4	6
Class Goal:	210.55	60.50	20.37	24.36	4.69	7.56
Underutilized:	50.55	0.00	0.00	0.00	0.69	1.56
	Yes	No	No	No	Yes	Yes

King County Executive Branch 2008 - 2012 Plan

Summary Analysis

Analysis Data as of 2007-01-01

KING COUNTY Dept. of Transportation

Plan: KING,0800

Job Group	Employee:	Total Female		Total Minorities		Black		Asian		Native American		Hispanic	
		#	%	#	%	#	%	#	%	#	%	#	%
(7) Skilled Crafts	883												
Current Utilization:		84	9.51	233	26.39	99	11.21	104	11.78	13	1.47	17	1.93
Class Goal:		76.64	8.68	160.97	18.23	48.12	5.45	57.40	6.50	19.43	2.20	26.58	3.01
Underutilized:		0.00	No	0.00	No	0.00	No	0.00	No	6.43	Yes	9.58	Yes
(8) Service Maintenance	324												
Current Utilization:		62	19.14	129	39.81	51	15.74	52	16.05	6	1.85	20	6.17
Class Goal:		58.68	18.11	92.40	28.52	30.13	9.30	29.19	9.01	8.68	2.68	20.87	6.44
Underutilized:		0.00	No	0.00	No	0.00	No	0.00	No	2.68	Yes	0.87	Yes
(9) Transit Operators	2,659												
Current Utilization:		607	22.83	980	36.86	640	24.07	225	8.46	28	1.05	87	3.27
Class Goal:		1,323.38	49.77	459.48	17.28	197.30	7.42	91.20	3.43	57.97	2.18	81.37	3.06
Underutilized:		716.38	Yes	0.00	No	0.00	No	0.00	No	29.97	Yes	0.00	No
Totals:	4,885	1,187		1,625		902		518		61		144	

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation
Department: 0800 Dept. of Transportation

<i>C</i>	<i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic
					Male	Female						
	ADMIN SPEC II	00	6	9	3	Male Female	0	0	0	0	0	0
	ADMINISTRATIVE SPECIALIST I	00	6	1	0	Male Female	0	0	0	0	0	0
	ADMINISTRATIVE SPECIALIST III	00	6	4	1	Male Female	0	0	0	0	0	0
	ADMINISTRATIVE SPECIALIST IV	00	6	3	2	Male Female	0	0	0	1	1	0
	ADMINISTRATIVE STAFF ASSISTANT	00	6	1	1	Male Female	0	0	0	0	0	0
	ADMINISTRATOR I	00	2	1	0	Male Female	0	0	0	0	0	0
	ASSISTANT ROADS MAINT MNGR	00	1	1	0	Male Female	1	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Department: 0800 Dept. of Transportation

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
BUSINESS & FINANCE OFFICER I	00	2	1	1	1	0	0	1	0	0
BUSINESS & FINANCE OFFICER II	00	2	1	1	0	0	0	0	0	0
BUSINESS & FINANCE OFFICER III	00	2	1	0	0	0	0	0	0	0
BUSINESS & FINANCE OFFICER IV	00	2	1	0	0	0	0	0	0	0
Capital Improvements Program Section Man	00	2	1	0	0	0	0	0	0	0
COUNTY ROAD ENGINEER	00	2	1	0	0	0	0	0	0	0
CUSTODIAN	00	8	1	0	1	1	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation
Department: 0800 Dept. of Transportation

<i>C</i>	<i>I</i> Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native American	Hispanic
				Employees	Minorities						
	DATABASE ADMSTR-JOURNEY	00	2	1	0	1	1	0	0	0	0
	DATABASE SPECIALIST - SENIOR	00	2	1	1	0	0	0	0	0	0
	DISTRIBUTEDSYSTEM LAN/PC SPVR	00	2	2	0	1	1	0	0	0	0
	DIVISION DIRECTOR ROADS	00	1	1	0	0	0	0	0	0	0
	ENGINEERING SERVICES SECTION MANAGER	00	1	1	0	1	1	0	0	0	0
	EQUIPMENT OPERATOR	00	7	34	3	32	29	1	1	0	1
	FINANCE & ADMIN SRVCS MNGR	00	2	1	0	1	1	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Department: 0800 Dept. of Transportation

C I Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	White	Black	Asian	Native American	Hispanic
FISCAL SPECIALIST II	00	6	4	1	2	1	0	1	0	0
FISCAL SPECIALIST III	00	6	1	1	0	0	0	0	0	0
HUMAN RES SRVCS DELVRY MNGR I	00	2	1	0	1	1	0	0	0	0
HUMAN RESOURCE ANALYST	00	2	1	1	0	0	0	0	0	0
HUMAN RESOURCE ANALYST - SENIOR	00	2	1	0	0	0	0	0	0	0
INFORMATION SYS PROFESSIONAL IV	00	2	1	0	1	1	0	0	0	0
INFORMATION SYS PROFESSIONAL V	00	2	1	0	1	1	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation
Department: 0800 Dept. of Transportation

<i>C</i>	<i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic
					Male	Female						
	IT PROJECT MANAGER I	00	2	1	0	1	1	0	0	0	0	0
							Female	0	0	0	0	0
	LAN ADMINISTRATOR-SENIOR	00	2	3	1	2	1	0	0	0	0	0
							Female	1	0	0	0	1
	MANAGING ENGINEER	00	2	5	3	4	2	0	0	1	0	1
							Female	1	1	0	0	0
	PROJECT/PROGRAM MANAGER II	00	2	3	2	1	0	0	0	1	0	0
							Female	1	1	0	0	0
	PROJECT/PROGRAM MANAGER III	00	2	11	2	4	4	0	0	0	0	0
							Female	5	0	2	0	0
	PROJECT/PROGRAM MANAGER IV	00	2	3	0	2	2	0	0	0	0	0
							Female	1	0	0	0	0
	PUMP PLANT OPERATOR	00	8	1	0	1	1	0	0	0	0	0
							Female	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation
Department: 0800 Dept. of Transportation

<i>C</i>	<i>I</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Employees</i>	<i>Minorities</i>	<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>
		TRAFFIC SIGNAL TECHNICIAN	00	7	12	4	10	6	0	2	0	2
		TRANSPORTATION PLANNER II	00	2	3	1	2	1	0	1	0	0
		TRANSPORTATION PLANNER III	00	2	5	4	5	1	1	3	0	0
		Transportation Planner IV	00	2	3	1	2	1	0	1	0	0
		VEGETATION SPECIALIST	00	8	1	0	1	1	0	0	0	0
		WEB DEVELOPER-SENIOR	00	2	1	0	0	0	0	0	0	0
		LINE WORKER HELPER	1	8	7	4	6	2	4	0	0	0
							1	1	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis
Analysis Data as of 2007-01-01**

C I	Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	White	Black	Asian	Native American	Hispanic	
				KING COUNTY Dept. of Transportation								
				Dept. of Transportation								
	CONST 2ND ELECTRICIAN	10	7	5	3	5	2	2	1	0	0	
	TRANSIT CUSTODIAN I	10	8	3	1	2	1	0	1	0	0	
	UTILITY 2ND/3RD LINE WRKR	10	7	4	0	4	4	0	0	0	0	
	HELPER 2ND/3RD LINE WRKR	11	8	3	0	3	3	0	0	0	0	
	UTILITY SVC WRKR	11	8	3	1	3	2	1	0	0	0	
	LEAD TRANSIT PARTS SPECIALIST	115	6	7	1	6	5	0	0	0	1	
	LINE MAT 2ND/3RD WRKR	12	7	2	0	0	0	0	0	0	0	

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

<i>C</i> <i>I</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total Employees</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native</i>			
				<i>Minorities</i>	<i>Minorities</i>					<i>American</i>	<i>Hispanic</i>	<i>Hispanic</i>	
				KING COUNTY Dept. of Transportation									
				Dept. of Transportation									
		148	6	1	0	0	0	0	0	0	0	0	
	SCH TECH INFO PROC SPEC 3				Male								
					Female	1	1	0	0	0	0	0	
		148	7	9	2	3	2	1	0	0	0	0	
	VM TECH INFO PROCESS SPEC3				Male								
					Female	6	5	1	0	0	0	0	
		15	6	11	5	3	1	1	1	0	0	0	
	CUST ASST REP (CAR)				Male								
					Female	8	5	2	1	0	0	0	
		15	6	2	1	1	1	0	0	0	0	0	
	ON-CALL CUSTOMER ASST REP				Male								
					Female	1	0	1	0	0	0	0	
		15	6	7	4	5	2	1	2	0	0	0	
	RIDER INFO SPEC - ON-CALL				Male								
					Female	2	1	0	0	0	0	1	
		15	6	13	4	10	9	1	0	0	0	0	
	RIDER INFORMATION SPEC/ASSGND				Male								
					Female	3	0	3	0	0	0	0	
		152	6	4	2	2	1	1	0	0	0	0	
	SENIOR ACCOUNTING REP				Male								
					Female	2	1	1	0	0	0	0	

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Department: 0800 Dept. of Transportation

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Male	Female	Total	White	Black	Asian	Native American	Hispanic
UTILITY SVC DRIVER WRKR 2ND/CDL	156	8	1	0	0	0	0	0	0	0	0	0
					Male	Female						
USW CDL - DRIVER 3RD	157	8	2	2	0	2	2	0	2	0	0	0
					Male	Female						
TRANSIT CUSTODIAN II	16	8	9	7	2	7	9	2	4	2	0	1
					Male	Female						
TRANSIT CHIEF-POWER	164	7	4	2	2	0	4	2	2	0	0	0
					Male	Female						
TRANSIT SUPERVISOR-ASSIGNED POWER	168	7	2	0	2	0	2	2	0	0	0	0
					Male	Female						
INFORMATION DISTRIBUTOR	17	6	3	1	1	1	2	1	1	0	0	0
					Male	Female						
Transit Designer IV	17	2	5	0	4	1	4	4	0	0	0	0
					Male	Female						

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation
Department: 0800 Dept. of Transportation

<i>C</i>	<i>I</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Employees</i>	<i>Total</i>	<i>Minorities</i>		<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>		<i>Hispanic</i>
							<i>Male</i>	<i>Female</i>				<i>American</i>	<i>Hispanic</i>	
		Transit Construction Mgt III	20	2	8	8	3	Male	5	2	1	0	0	0
						0		Female	0	0	0	0	0	0
		Real Property Agent III	21	2	4	1	1	Male	1	0	0	0	0	0
						3		Female	2	1	0	0	0	0
		Stores Driver	21	8	1	1	0	Male	1	0	0	0	0	0
						0		Female	0	0	0	0	0	0
		Transit Designer VI	22	2	1	1	1	Male	0	0	0	0	0	1
						0		Female	0	0	0	0	0	0
		Transit Engineer III	22	2	2	1	0	Male	1	0	0	0	0	0
						1		Female	1	0	0	0	0	0
		Transit Project Control Engineer III	22	2	1	1	0	Male	1	0	0	0	0	0
						0		Female	0	0	0	0	0	0
		SENIOR CUSTOMER ASSISTANCE REP	23	6	2	1	1	Male	0	1	0	0	0	0
						1		Female	1	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Department: 0800 Dept. of Transportation

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	Native				
						White	Black	Asian	American	Hispanic
SENIOR RIDER INFORMATION SPEC	23	6	1	1	1	0	1	0	0	0
						0	0	0	0	0
Transit Construction Mgt IV	23	2	2	0	2	2	0	0	0	0
						0	0	0	0	0
Transit Engineer IV	24	2	12	1	12	11	0	1	0	0
						0	0	0	0	0
Transit Engineer V	25	2	11	1	7	7	0	0	0	0
						3	0	1	0	0
Capital Projects Managing Supervisor	26	2	1	0	1	1	0	0	0	0
						0	0	0	0	0
EQUIPMENT SVC WRKR	26	7	24	10	24	14	3	7	0	0
						0	0	0	0	0
Transit Engineer VI	26	2	5	1	5	4	0	1	0	0
						0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Department: 0800 Dept. of Transportation

<i>C</i>	<i>I</i> Job Title	Salary Code	EEO Code	Employees	Total	Minorities					
						White	Black	Asian	Native American	Hispanic	
	TRANSFER ROOM/WAREHOUSE WRKR	28	6	1	1	1	0	0	0	0	0
							Male				
							Female				
	TRANSIT PARTS SPEC	28	6	10	8	6	2	1	1	0	0
							Male				
							Female				
	GROUNDS SPECIALIST	29	8	2	2	2	0	0	0	0	0
							Male				
							Female				
	UTILITY WORKER ASSISTANT	29	8	2	2	0	2	1	0	0	1
							Male				
							Female				
	ASSISTANT UTILITY SERVICE WORKER	3	8	1	1	1	0	0	0	0	0
							Male				
							Female				
	PAINT PREPARATION TECHNICIAN	30	8	3	2	1	1	1	0	0	0
							Male				
							Female				
	PURCHASING SPECIALIST	31	2	9	8	7	1	0	1	0	0
							Male				
							Female				

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	White	Black	Asian	Native	
									American	Hispanic
KING COUNTY Dept. of Transportation										
Dept. of Transportation										
TRANSIT OPERATOR	32	9	2,659	980	2,052	1,307	451	201	21	72
				Male						
				Female	607	372	189	24	7	15
ADMIN SPECIALIST I	33	6	2	0	0	0	0	0	0	0
				Male						
				Female	2	2	0	0	0	0
ADMINISTRATIVE SPECIALIST I	33	6	3	3	1	0	0	1	0	0
				Male						
				Female	2	0	1	0	0	1
EQUIPMENT OPERATOR	33	7	2	0	2	2	0	0	0	0
				Male						
				Female	0	0	0	0	0	0
APPRENTICE MECHANIC	35	7	9	1	9	8	0	1	0	0
				Male						
				Female	0	0	0	0	0	0
BUILDING OPERATING ENGINEER	35	7	6	0	5	5	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
CARPENTER	35	7	6	0	3	3	0	0	0	0
				Male						
				Female	3	3	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation
Department: 0800 Dept. of Transportation

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees		Total	White	Black	Asian	Native American	Hispanic
			Minorities							
ELECTRONIC TECHNICIAN	35	3	15	3 Male	15	12	2	1	0	0
			0	Female	0	0	0	0	0	0
EQUIPMENT PAINTER	35	8	4	1 Male	4	3	0	1	0	0
			0	Female	0	0	0	0	0	0
MAINTENANCE CONSTRUCTOR	35	7	8	1 Male	8	7	0	1	0	0
			0	Female	0	0	0	0	0	0
MAINTENANCE MACHINIST	35	7	7	0 Male	7	7	0	0	0	0
			0	Female	0	0	0	0	0	0
Maintenance Painter	35	8	5	2 Male	5	3	2	0	0	0
			0	Female	0	0	0	0	0	0
MECHANIC	35	7	97	14 Male	96	82	6	6	0	2
			1	Female	1	1	0	0	0	0
METAL CONSTRUCTOR	35	7	3	0 Male	3	3	0	0	0	0
			0	Female	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Department: 0800 Dept. of Transportation

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	Race					
						White	Black	Asian	Native American	Hispanic	
MILLWRIGHT - LOCAL 587	35	7	9	2	9	7	1	0	1	0	0
				Male Female	0	0	0	0	0	0	0
SHEETMETAL WRKR	35	7	21	7	21	14	0	6	0	1	0
				Male Female	0	0	0	0	0	0	0
VEHICLE UPHOLSTERER	35	7	8	2	5	4	0	1	0	0	0
				Male Female	3	2	1	0	0	0	0
CUSTOMER SERVICE SPECIALIST II	36	6	5	2	1	1	0	0	0	0	0
				Male Female	4	2	1	0	1	0	0
RADIO EQUIPMENT SPEC	36	7	8	1	8	7	0	1	0	0	0
				Male Female	0	0	0	0	0	0	0
ADMIN SPEC II	37	6	5	1	0	0	0	0	0	0	0
				Male Female	5	4	1	0	0	0	0
ADMINISTRATIVE SPECIALIST II	37	6	6	2	1	1	0	0	0	0	0
				Male Female	5	3	2	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Department: 0800 Dept. of Transportation

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native	
			Employees	Minorities					American	Hispanic
OPERATIONS SECURITY LIAISON	37	4	1	0	1	1	0	0	0	0
				Male						
VEHICLE DISPATCHER	37	8	1	0	0	0	0	0	0	0
				Male						
FISCAL SPECIALIST II	38	6	8	4	3	2	1	0	0	0
				Male						
VEHICLE DAMAGE ESTIMATOR	38	7	1	0	1	1	0	0	0	0
				Male						
EQUIPMENT SERVICES AND MAINTENANCE SPECI	39	7	5	4	4	1	3	0	0	0
				Male						
UTILITY WORKER II	39	8	71	21	55	38	7	5	2	3
				Male						
ELEC CONST	4	7	11	4	10	7	1	2	0	0
				Male						
					1	0	1	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Department: 0800 Dept. of Transportation

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	Race					
						White	Black	Asian	Native American	Hispanic	
UTILITY LINE WRKR	4	7	7	2	7	5	1	0	0	1	0
						0	0	0	0	0	
Customer Service Specialist III	40	6	4	1	3	1	0	0	0	0	0
						2	1	0	0	0	
TECHNICAL INFORMATION PROCESSING SPECIAL	40	6	2	0	2	0	0	0	0	0	0
						2	0	0	0	0	
ADMINISTRATIVE SPECIALIST III	41	6	35	15	32	3	0	0	0	0	0
						17	6	8	0	1	
TRANSIT INFORMATION PLANNER	41	2	1	0	1	1	0	0	0	0	0
						0	0	0	0	0	
EQUIPMENT DISPATCHER	42	6	6	3	6	3	2	1	0	0	0
						0	0	0	0	0	
FISCAL SPECIALIST III	42	6	8	2	8	0	0	0	0	0	0
						6	0	2	0	0	

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Department: 0800 Dept. of Transportation

C I	Job Title	Salary Code	EEO Code	Employees	Total Minorities	Male	Female	Total	White	Black	Asian	Native	
												American	Hispanic
	EQUIPMENT SERVICES AND MAINTENANCE SPECI	43	7	3	2	2	Male	3	1	2	0	0	0
							Female	0	0	0	0	0	0
	INVENTORY SPECIALIST	43	6	4	4	1	Male	3	0	1	2	0	0
							Female	1	0	0	0	0	1
	Lead Equipment Svc Wtrkr	43	7	1	1	0	Male	0	0	0	0	0	0
							Female	1	0	1	0	0	0
	REVENUE COORDINATOR	44	6	6	4	1	Male	5	1	1	2	0	1
							Female	1	1	0	0	0	0
	MECHANIC/AUTOMOTIVE MACHINIST I	45	7	10	2	8	Male	10	8	1	0	1	0
							Female	0	0	0	0	0	0
	TRANSPORTATION PLANNER III	45	2	10	3	6	Male	9	6	0	3	0	0
							Female	1	1	0	0	0	0
	INVENTORY PURCHASING SPEC II	46	6	6	2	2	Male	4	2	2	0	0	0
							Female	2	2	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Department: 0800 Dept. of Transportation

C I Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
SERVICE SUPERVISOR	47	7	50	14	44	32	8	3	1	0
					6	4	1	0	0	1
SIGN PAINTER I	47	8	2	0	2	2	0	0	0	0
					0	0	0	0	0	0
TRANSIT INSTRUCTOR	47	7	20	2	17	16	1	0	0	0
					3	2	1	0	0	0
Administrative Staff Assistant	48	6	2	0	0	0	0	0	0	0
					2	2	0	0	0	0
CARPENTER I	48	7	9	1	8	8	0	0	0	0
					1	0	1	0	0	0
CARPENTER II	48	7	1	0	1	1	0	0	0	0
					0	0	0	0	0	0
COMMUNICATIONS COORDINATOR	48	2	20	6	16	12	4	0	0	0
					4	2	1	0	0	1

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

C I Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
KING COUNTY Dept. of Transportation										
Dept. of Transportation										
HEAVY EQPMNT BODY REPAIR TECH	48	7	1	0	1	1	0	0	0	0
				Male						
				Female	0	0	0	0	0	0
MECHANIC/AUTOMOTIVE MACHINIST I - HD	48	7	17	7	17	10	1	5	1	0
				Male						
				Female	0	0	0	0	0	0
MILLWRIGHT	48	7	1	0	1	1	0	0	0	0
				Male						
				Female	0	0	0	0	0	0
OPERATING ENGINEER II	48	7	1	1	1	0	0	1	0	0
				Male						
				Female	0	0	0	0	0	0
CONFIDENTIAL SECRETARY I	49	6	3	1	3	2	0	1	0	0
				Male						
				Female	0	0	0	0	0	0
INVENTORY PURCHASING SPEC III	49	6	1	1	1	0	1	0	0	0
				Male						
				Female	0	0	0	0	0	0
INVENTORY SUPERVISOR	49	6	1	1	1	0	0	0	0	0
				Male						
				Female	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Department: 0800 Dept. of Transportation

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	White	Black	Asian	Native American	Hispanic
LEAD ELECTRONIC TECHNICIAN	49	3	2	0	2	2	0	0	0	0
					0	0	0	0	0	0
LEAD EQUIPMENT PAINTER	49	8	1	0	1	1	0	0	0	0
					0	0	0	0	0	0
LEAD MECHANIC	49	7	14	0	13	13	0	0	0	0
					1	1	0	0	0	0
LEAD PAINTER	49	8	2	0	2	2	0	0	0	0
					0	0	0	0	0	0
LEAD SHEET METAL WRKR	49	7	4	0	4	4	0	0	0	0
					0	0	0	0	0	0
LEAD VEHICLE UPHOLSTERER	49	7	1	1	1	0	0	0	0	1
					0	0	0	0	0	0
METAL FABRICATOR	49	7	1	1	1	0	1	0	0	0
					0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

C I	Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	Race						
							White	Black	Asian	Native American	Hispanic		
	ROAD USE INVESTIGATOR	49	4	1	0	1	1	0	0	0	0	0	0
					Male								
					Female	0	0	0	0	0	0	0	0
	ADMINISTRATOR I	50	2	13	2	1	0	0	0	0	1	0	0
					Male								
					Female	12	11	1	0	0	0	0	0
	DATA ADMINISTRATOR	50	2	6	2	0	0	0	0	0	0	0	0
					Male								
					Female	6	4	1	1	0	0	0	0
	SENIOR RIDER INFO SPEC 2ND	50	6	1	0	1	1	0	0	0	0	0	0
					Male								
					Female	0	0	0	0	0	0	0	0
	COMMUNICATIONS SPECIALIST I	51	2	1	0	0	0	0	0	0	0	0	0
					Male								
					Female	1	1	0	0	0	0	0	0
	CONFIDENTIAL SECRETARY II	51	6	2	1	0	0	0	0	0	0	0	0
					Male								
					Female	2	1	1	0	0	0	0	0
	CREW CHIEF	51	8	19	2	16	15	0	1	1	0	0	0
					Male								
					Female	3	2	1	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Department: 0800 Dept. of Transportation

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native	
			Employees	Minorities					American	Hispanic
EQUIPMENT OPERATOR	51	7	1	0	0	0	0	0	0	0
				Male						
					1	1	0	0	0	0
				Female						
HUMAN RESOURCE ASSOCIATE	51	2	2	2	0	0	0	0	0	0
				Male						
					2	0	0	1	0	1
				Female						
IT Systems Specialist-Entry	51	2	1	1	0	0	0	0	0	0
				Male						
					1	0	0	0	1	0
				Female						
MARKETING AND SALES SPECIALIST I	51	6	1	0	0	0	0	0	0	0
				Male						
					1	1	0	0	0	0
				Female						
RIDER INFORMATION SPECIALIST 2ND	51	6	3	1	1	1	0	0	0	0
				Male						
					2	1	0	0	1	0
				Female						
SIGN PAINTER II	51	8	1	0	1	1	0	0	0	0
				Male						
					0	0	0	0	0	0
				Female						
CARPENTER II	52	7	2	1	2	1	1	0	0	0
				Male						
					0	0	0	0	0	0
				Female						

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Department: 0800 Dept. of Transportation

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees		Total	Minorities						
			Male	Female		White	Black	Asian	Native American	Hispanic		
PLUMBING & MECHANICAL I	52	7	2	2	2	0	1	0	0	1	0	0
						Female					0	0
BUSINESS & FINANCE OFFICER I	53	2	1	1	0	0	0	0	0	0	0	0
						Female		1			0	0
Carpenter 2nd	53	7	2	1	1	1	0	0	0	0	0	0
						Female				1	0	1
ELECTRICIAN I	53	7	3	1	3	2	1	0	0	0	0	0
						Female					0	0
ELECTRONIC TECHNICIAN 2ND	53	3	3	0	3	3	0	0	0	0	0	0
						Female					0	0
EQUIPMENT PAINTER 2ND	53	8	3	2	3	1	0	2	0	0	0	0
						Female					0	0
MAINTENANCE CONSTRUCTOR 2ND	53	7	1	0	1	1	0	0	0	0	0	0
						Female					0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis
Analysis Data as of 2007-01-01**

Plan: KING,0800 KING COUNTY Dept. of Transportation

Department: 0800 Dept. of Transportation

C I Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	White	Black	Asian	Native	
									American	Hispanic
MECHANIC 2ND	53	7	71	14	71	57	3	9	1	1
						Male				
						Female				
METAL CONSTRUCTOR 2ND	53	7	1	0	1	1	0	0	0	0
						Male				
						Female				
OCCUPATIONAL EDUCATION AND TRAINING COOR	53	2	1	0	0	0	0	0	0	0
						Male				
						Female				
PROJECT/PROGRAM MANAGER I	53	2	6	1	2	2	0	0	0	0
						Male				
						Female	1	0	0	0
SHEET METAL WRKR 2ND	53	7	9	3	9	6	0	3	0	0
						Male				
						Female				
TRANSPORTATION PLANNER I	53	2	1	1	0	0	0	0	0	0
						Male				
						Female	0	1	0	0
COMMUNICATIONS SPECIALIST II	54	2	1	0	0	0	0	0	0	0
						Male				
						Female	1	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Department: 0800 Dept. of Transportation

C I Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	White	Black	Asian	Native American	Hispanic
ENGINEER I	54	2	33	10	18	14	0	2	1	1
					15	9	1	4	0	1
MECHANIC 3RD	54	7	57	18	57	39	7	9	2	0
					0	0	0	0	0	0
RIDESHARE SERVICES REPRESENTATIVE	54	2	12	2	7	5	2	0	0	0
					5	5	0	0	0	0
SHEET METAL WRKR 3RD	54	7	1	0	1	1	0	0	0	0
					0	0	0	0	0	0
VEHICLE UPHOLSTERER 3RD	54	7	1	0	1	1	0	0	0	0
					0	0	0	0	0	0
CUSTOMER SERVICES COORDINATOR	55	6	7	4	2	1	1	0	0	0
					5	2	1	2	0	0
TRAFFIC SIGNAL TECHNICIAN	55	7	1	0	1	1	0	0	0	0
					0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Department: 0800 Dept. of Transportation

<i>C</i>	<i>I</i> Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native American	Hispanic
				Employees	Minorities						
	INFORMATION SYS PROFESSNAL II	56	2	1	0	1	1	0	0	0	0
					Male						
					Female	0	0	0	0	0	0
	IT SYSTEMS SPEC-JOURNEY	56	2	2	0	0	0	0	0	0	0
					Male						
					Female	2	2	0	0	0	0
	LAN ADMINISTRATOR-JOURNEY	56	2	7	2	3	2	1	0	0	0
					Male						
					Female	4	3	0	1	0	0
	LEAD ELECTRONIC TECHNICIAN 2ND	56	3	1	0	1	1	0	0	0	0
					Male						
					Female	0	0	0	0	0	0
	LEAD MECHANIC 2ND	56	7	11	0	11	11	0	0	0	0
					Male						
					Female	0	0	0	0	0	0
	LEAD SHEETMETAL WRKR 2ND	56	7	1	0	1	1	0	0	0	0
					Male						
					Female	0	0	0	0	0	0
	MARKETING AND SALES SPECIALIST II	56	6	5	0	2	2	0	0	0	0
					Male						
					Female	3	3	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Department: 0800 Dept. of Transportation

<i>C</i>	<i>I</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Total</i>		<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>		
					<i>Employees</i>	<i>Minorities</i>							
		HUMAN RESOURCE ANALYST	57	2	6	2	Male	4	3	0	1	0	0
							Female	2	1	1	0	0	0
		LEAD MECHANIC 3RD	57	7	10	2	Male	10	8	0	2	0	0
							Female	0	0	0	0	0	0
		BUSINESS & FINANCE OFFICER II	58	2	2	0	Male	1	1	0	0	0	0
							Female	1	1	0	0	0	0
		BUSINESS AND FINANCE OFFICER II	58	2	6	0	Male	3	3	0	0	0	0
							Female	3	3	0	0	0	0
		COMMUNICATIONS SPECIALIST III	58	2	6	0	Male	3	3	0	0	0	0
							Female	3	3	0	0	0	0
		ELECTRICAL INSPECTOR	58	2	1	0	Male	1	1	0	0	0	0
							Female	0	0	0	0	0	0
		MAINTENANCE/PLANNER SCHEDULER	58	2	4	0	Male	3	3	0	0	0	0
							Female	1	1	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Department: 0800 Dept. of Transportation

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Total Minorities	Male	Female	Total	White	Black	Asian	Native American	Hispanic
ENVIRONMENTAL SCIENTIST II	59	2	2	0	2	0	2	1	0	0	0	0
EQUIPMENT OPERATOR 3RD	59	7	4	1	3	0	4	3	0	1	0	0
POWER DISTRIBUTION TECHNICAL ASSISTANT	59	7	2	2	2	0	2	0	1	1	0	0
SITE DEVELOPMENT SPECIALIST I	59	2	1	1	1	0	1	0	0	0	0	0
VAN POOL RISK SPECIALIST	59	2	1	0	1	0	1	0	0	0	1	0
DATABASE SPECIALIST - SENIOR	60	2	2	0	2	0	2	1	0	0	0	0
DATABASE SPECIALIST-SR	60	2	1	1	1	0	1	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

KING COUNTY Dept. of Transportation

Dept. of Transportation

Plan: KING,0800

Department: 0800

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
GIS Specialist-Journey	60	2	2	1	0	0	0	0	0	0
				Female	2	1	0	1	0	0
VM TECH INFO PROCESS SPEC3 2ND	60	7	8	3	0	0	0	0	0	0
				Female	8	5	2	1	0	0
IT SYSTEMS SPECIALIST-SR	61	2	12	3	6	5	0	1	0	0
				Female	6	4	1	1	0	0
LAN Administrator-Senior	61	2	6	4	6	2	1	2	1	0
				Female	0	0	0	0	0	0
BUSINESS & FINANCE OFFICER III	62	2	1	1	1	0	1	0	0	0
				Female	0	0	0	0	0	0
BUSINESS AND FINANCE OFFICER III	62	2	4	0	3	3	0	0	0	0
				Female	1	1	0	0	0	0
DATABASE ADMINISTRATOR-JOURNEY	62	2	1	0	1	1	0	0	0	0
				Female	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Department: 0800 Dept. of Transportation

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total	Minorities		Total	White	Black	Asian	Native American	Hispanic
					Male	Female						
EQUIPMENT SVC WRKR 2ND	62	7	53	29	24	29	29	22	8	15	1	4
					Male	Female						
					29	0	29	22	8	15	1	4
HUMAN RESOURCE ANALYST - SENIOR	62	2	2	0	Male	Female	0	0	0	0	0	0
					Male	Female						
					0	2	2	0	0	0	0	0
SAFETY AND HEALTH ADMINISTRATOR IV	62	2	8	1	Male	Female	6	5	1	0	0	0
					Male	Female						
					1	2	2	2	0	0	0	0
ADMINISTRATOR III	63	2	2	1	Male	Female	1	0	1	0	0	0
					Male	Female						
					1	1	1	0	1	0	0	0
EQUIPMENT SVC WRKR 3RD	63	7	44	22	Male	Female	41	20	7	11	1	2
					Male	Female						
					22	3	25	20	7	11	1	2
OCCUPATIONAL EDUCATION AND TRAINING PROG	63	2	5	0	Male	Female	5	5	0	0	0	0
					Male	Female						
					0	0	0	5	0	0	0	0
PROJECT/PROGRAM MANAGER III	63	2	11	0	Male	Female	4	4	0	0	0	0
					Male	Female						
					0	7	7	4	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis
Analysis Data as of 2007-01-01**

Plan: KING,0800 KING COUNTY Dept. of Transportation

Department: 0800 Dept. of Transportation

C I Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	Race				
						White	Black	Asian	Native American Hispanic	
TRANSPORTATION PLANNER III	63	2	42	9	23	16	1	4	0	2
				Female		17	1	0	1	0
COMMUNICATIONS SPECIALIST IV	64	2	1	0	0	0	0	0	0	0
				Female		1	0	0	0	0
CUSTOMER SERVICES SUPERVISOR	64	2	4	2	2	1	1	0	0	0
				Female		1	1	0	0	0
ENGINEER III	64	2	52	13	40	31	2	7	0	0
				Female		8	1	3	0	0
ENVIRONMENTAL SCIENTIST III	64	2	4	0	3	3	0	0	0	0
				Female		1	0	0	0	0
EQUIPMENT DISPATCHER 3RD	64	6	7	2	5	4	0	1	0	0
				Female		1	1	0	0	0
LEAD SENIOR BUYER	64	2	1	0	1	1	0	0	0	0
				Female		0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Department: 0800 Dept. of Transportation

C I Job Title	Salary Code	EEO Code	Total		Total	White	Black	Asian	Native American	Hispanic
			Employees	Minorities						
MARKETING AND SALES SPECIALIST IV	64	2	2	1	1	1	0	0	0	0
				Male						
				Female	1	0	1	0	0	0
RIDESHARE OPERATIONS CHIEF	64	2	3	1	0	0	0	0	0	0
				Male						
				Female	3	2	0	1	0	0
SITE DEVELOPMENT SPECIALIST II	64	2	1	0	1	1	0	0	0	0
				Male						
				Female	0	0	0	0	0	0
SUPERVISOR II	64	7	3	0	3	3	0	0	0	0
				Male						
				Female	0	0	0	0	0	0
TRANSIT CHIEF	64	7	76	16	60	48	7	5	0	0
				Male						
				Female	16	12	3	1	0	0
TRANSIT SECURITY COORDINATOR	64	4	1	0	1	1	0	0	0	0
				Male						
				Female	0	0	0	0	0	0
WARRANTY ADMINISTRATOR	64	2	2	0	1	1	0	0	0	0
				Male						
				Female	1	1	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Department: 0800 Dept. of Transportation

C I Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
APPLICATIONS DEVELOPER-SR - B	65	2	13	3	7	5	1	1	0	0
						Male				
						Female	1	0	0	0
GRANT ADMINISTRATOR	65	2	3	1	2	2	0	0	0	0
						Male				
						Female	1	0	0	0
INFORMATION SYSTEMS PROFESSIONAL IV	65	2	1	0	1	1	0	0	0	0
						Male				
						Female	0	0	0	0
LEAD EQUIPMENT SVC WRKR 2ND	65	7	3	3	3	0	1	2	0	0
						Male				
						Female	0	0	0	0
CONTRACT SPECIALIST III	66	2	2	1	2	1	0	0	0	1
						Male				
						Female	0	0	0	0
EMPLOYEE AND LABOR RELATIONS REPRESENTAT	66	2	1	1	0	0	0	0	0	0
						Male				
						Female	1	0	0	0
IT SYSTEMS SPECIALIST-MASTER	66	2	2	0	1	1	0	0	0	0
						Male				
						Female	1	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Department: 0800 Dept. of Transportation

C I Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	Race					
						White	Black	Asian	Native American	Hispanic	
IT SYSTEMS SPEC-MASTER	66	2	1	0	1	1	0	0	0	0	0
				Male	Female	0	0	0	0	0	
LEAD EQUIPMENT SVC WRKR 3RD	66	7	1	0	1	1	0	0	0	0	0
				Male	Female	0	0	0	0	0	
BUSINESS & FINANCE OFFICER IV	67	2	1	0	1	1	0	0	0	0	0
				Male	Female	0	0	0	0	0	
BUSINESS AND FINANCE OFFICER IV	67	2	3	1	1	1	0	0	0	0	0
				Male	Female	2	1	0	0	0	
DATABASE ADMINISTRATOR-SR	67	2	3	1	3	2	1	0	0	0	0
				Male	Female	0	0	0	0	0	
IT PROJECT MANAGER I	67	2	1	0	1	1	0	0	0	0	0
				Male	Female	0	0	0	0	0	
SYSTEMS ENGINEER-SENIOR	67	2	4	1	2	1	1	0	0	0	0
				Male	Female	2	2	0	0	0	

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

KING COUNTY Dept. of Transportation

Dept. of Transportation

Plan: KING,0800

Department: 0800

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees		Total	Race						
			Minorities	Total		White	Black	Asian	Native American	Hispanic		
ADMINISTRATOR IV	68	2	3	0	2	2	0	0	0	0	0	0
				Male								
				Female	1	1	0	0	0	0	0	0
CUSTOMER SERVICES SECTION ADMINISTRATOR	68	2	1	0	0	0	0	0	0	0	0	0
				Male								
				Female	1	1	0	0	0	0	0	0
DISTRIBUTED SYSTEMS/LAN/PC SUP	68	2	1	1	0	0	0	0	0	0	0	0
				Male								
				Female	1	0	1	0	0	0	0	0
GRANT SUPERVISOR	68	2	1	1	1	1	0	0	1	0	0	0
				Male								
				Female	0	0	0	0	0	0	0	0
MARKETING AND SALES SPECIALIST V	68	2	1	0	1	1	0	0	0	0	0	0
				Male								
				Female	0	0	0	0	0	0	0	0
PERSONAL PROPERTY SUPRV	68	2	1	0	1	1	0	0	0	0	0	0
				Male								
				Female	0	0	0	0	0	0	0	0
PROJECT/PROGRAM MANAGER IV	68	2	26	6	13	9	3	1	0	0	0	0
				Male								
				Female	13	11	1	1	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Department: 0800 Dept. of Transportation

C I Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	White	Black	Asian	Native	
									American	Hispanic
SAFETY AND HEALTH SUPERVISOR	68	2	1	0	1	1	0	0	0	0
					0	0	0	0	0	0
SUPERVISOR III	68	7	4	1	2	2	0	0	0	0
					2	1	1	0	0	0
TRANSIT SUPERVISOR	68	7	29	8	20	15	3	2	0	0
					9	6	3	0	0	0
Transportation Planner IV	68	2	5	0	4	4	0	0	0	0
					1	1	0	0	0	0
UTILITY SVC DRIVER WRKR 2ND	68	8	1	1	1	0	0	1	0	0
					0	0	0	0	0	0
ENGINEER III	69	2	1	0	0	0	0	0	0	0
					1	1	0	0	0	0
ENGINEER IV	69	2	21	7	17	13	0	3	0	1
					4	1	0	3	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation
Department: 0800 Dept. of Transportation

C I Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	Race					
						White	Black	Asian	Native American	Hispanic	
HUMAN RESOURCE SERVICES DELIVERY MANAGER	69	2	2	0	1	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0
INTERNAL AUDIT SUPERVISOR	69	2	1	1	1	0	0	0	0	1	0
				Female	0	0	0	0	0	0	0
UTILITY SVC DRIVER WRKR 3RD	69	8	6	5	2	1	1	0	0	0	0
				Female	4	0	1	3	0	0	0
APP DEVELOPER-MASTER	70	2	1	0	0	0	0	0	0	0	0
				Female	1	1	0	0	0	0	0
COMMUNICATIONS MANAGER	70	1	1	1	0	0	0	0	0	0	0
				Female	1	0	1	0	0	0	0
RIDESHARE OPERATIONS SUPERVISOR	70	2	1	0	1	1	0	0	0	0	0
				Female	0	0	0	0	0	0	0
SPECIAL PROJECTS MANAGER II	70	2	2	0	1	1	0	0	0	0	0
				Female	1	1	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Department: 0800 Dept. of Transportation

C I Job Title	Salary Code	EEO Code	Total Employees	Total Minorities	Male	Female	Total	White	Black	Asian	Native American	Hispanic
SYSTEMS MANAGEMENT AND ANALYSIS SUPERVIS	70	2	2	0	2	0	2	2	0	0	0	0
TRANSIT PLANNING SUPERVISOR	70	2	7	0	4	3	4	4	0	0	0	0
Utility Svc Wrkr 2nd	70	8	1	1	1	0	1	0	0	1	0	0
FINANCIAL SERVICES ADMINISTRATOR	71	2	1	0	1	0	1	1	0	0	0	0
USW CDL - DRIVER	71	8	5	0	3	2	3	3	0	0	0	0
UTILITY SVC WRKR 3RD	71	8	5	4	2	3	2	2	0	0	0	0
Database Administrator-Master	72	2	1	0	1	0	1	1	0	0	0	0
							0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Department: 0800 Dept. of Transportation

C I Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
FINANCE AND ADMINISTRATIVE SERVICES MANA	72	2	1	0	0	0	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
HUMAN RESOURCE SERVICES DELIVERY MANAGER	72	2	1	0	1	1	0	0	0	0
				Male						
				Female	0	0	0	0	0	0
INFORMATION SYS PROFESSNAL V	72	2	1	1	1	0	0	0	1	0
				Male						
				Female	0	0	0	0	0	0
IT PROJECT MANAGER II	72	2	4	2	1	0	0	1	0	0
				Male						
				Female	3	2	1	0	0	0
IT SUPERVISOR I	72	2	1	1	1	0	0	1	0	0
				Male						
				Female	0	0	0	0	0	0
MANAGING ENGINEER	72	2	2	1	1	1	0	0	0	0
				Male						
				Female	1	0	0	1	0	0
SYSTEMS ARCHITECT	72	2	1	0	1	1	0	0	0	0
				Male						
				Female	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Total Minorities		Total	White	Black	Asian	Native American	Hispanic
				Male	Female						
KING COUNTY Dept. of Transportation											
Dept. of Transportation											
ASSISTANT DIV DIRECTOR FLEET	73	1	1	0	0	0	0	0	0	0	0
				Male	Female						
UTILITY LABORER 3RD	73	8	10	7	3	9	3	2	4	0	0
				Male	Female						
TRANSIT CUSTODIAN II 2ND	74	8	29	24	5	24	3	5	15	0	1
				Male	Female						
DIVISION DIR POLICY & TECHNLOGY	75	1	1	0	1	1	1	0	0	0	0
				Male	Female						
PARATRANSIT/RIDESHARE OPERATIONS MANAGER	75	1	1	0	1	1	1	0	0	0	0
				Male	Female						
POWER AND FACILITIES MANAGER	75	1	1	0	1	1	1	0	0	0	0
				Male	Female						
SALES AND CUSTOMER SERVICES MANAGER	75	1	1	1	0	1	0	1	0	0	0
				Male	Female						

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Department: 0800 Dept. of Transportation

C I Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
SERVICE DEVELOPMENT MANAGER	75	1	1	1	1	0	0	0	0	1
				Male	0	0	0	0		
TRANSIT DESIGN AND CONSTRUCTION MANAGER	75	1	1	0	0	0	0	0	0	0
				Male	1	0	0	0		
Lead Transit Custodian 2nd	76	8	3	2	3	1	1	1	0	0
				Male	0	0	0	0		
TRANSIT ORIENTED DEVELOPMENT PROGRAM MAN	78	1	1	0	1	1	0	0	0	0
				Male	0	0	0	0		
TRANSIT PARTS SPEC 2ND	78	6	7	1	6	5	0	1	0	0
				Male	1	0	0	0		
DIVISION DIRECTOR AIRPORT	79	1	1	0	1	1	0	0	0	0
				Male	0	0	0	0		
DIVISION DIRECTOR FLEET	79	1	1	1	1	0	1	0	0	0
				Male	0	0	0	0		

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Department: 0800 Dept. of Transportation

C I Job Title	Salary Code	EEO Code	Employees	Total Minorities	Male	Female	Total	White	Black	Asian	Native American	Hispanic
IT SERVICE DELIVERY MANAGER II	79	2	1	1	1	Male	1	0	0	1	0	0
						Female	0	0	0	0	0	0
TRANSIT MGMT INFO & TECH MGR	79	1	1	1	1	Male	1	0	0	0	0	1
						Female	0	0	0	0	0	0
TRANSIT PARTS SPEC 3RD	79	6	6	2	5	Male	5	3	2	0	0	0
						Female	1	1	0	0	0	0
VEHICLE MAINTENANCE MANAGER	79	1	1	0	1	Male	1	1	0	0	0	0
						Female	0	0	0	0	0	0
LINE CREW CHIEF	8	7	1	0	1	Male	1	1	0	0	0	0
						Female	0	0	0	0	0	0
TRANSIT CUSTODIAN I 2ND	80	8	3	2	2	Male	2	0	1	1	0	0
						Female	1	1	0	0	0	0
ASSISTANT DIVISION DIRECTOR, TRANSIT	83	1	1	0	1	Male	1	1	0	0	0	0
						Female	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

KING COUNTY Dept. of Transportation

Dept. of Transportation

Plan: KING,0800

Department: 0800

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	Race					
						White	Black	Asian	Native American	Hispanic	
TRANSIT LIGHT RAIL MANAGER	83	1	1	1	1	0	1	0	0	0	0
				Male	Female	0	0	0	0	0	
TRANSIT OPERATIONS MANAGER	83	1	1	0	1	1	0	0	0	0	0
				Male	Female	0	0	0	0	0	
OSS COORDINATOR	86	2	3	0	3	3	0	0	0	0	0
				Male	Female	0	0	0	0	0	
DEPUTY DIRECTOR, TRANSPORTATION	87	1	1	0	0	0	0	0	0	0	0
				Male	Female	1	1	0	0	0	
STORES DRIVER 2ND	88	8	1	0	1	1	0	0	0	0	0
				Male	Female	0	0	0	0	0	
FACILITIES MAINT WRKR	9	8	6	0	2	2	0	0	0	0	0
				Male	Female	4	4	0	0	0	
DIVISION DIRECTOR, TRANSIT	91	1	1	0	1	1	0	0	0	0	0
				Male	Female	0	0	0	0	0	

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Department: 0800 Dept. of Transportation

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	Race					
						White	Black	Asian	Native American	Hispanic	
EQUIPMENT OPERATOR	BB	7	2	0	2	2	0	0	0	0	0
				Male	Female	0	0	0	0	0	
TRUCK DRIVER 2	NR	8	1	0	1	1	0	0	0	0	0
				Male	Female	0	0	0	0	0	
SIGN & MARKING SPECIALIST II	SB	8	16	3	12	9	2	0	0	1	0
				Male	Female	4	0	0	0	0	
Sign and Marking Specialist Lead	SC	8	1	0	1	1	0	0	0	0	0
				Male	Female	0	0	0	0	0	
TRUCK DRIVER 1	TA	8	1	1	1	0	0	0	0	1	0
				Male	Female	0	0	0	0	0	
TRUCK DRIVER 2	TB	8	41	8	32	27	1	1	0	3	1
				Male	Female	6	1	0	1	1	
TRUCK DRIVER 3	TC	8	3	0	3	3	0	0	0	0	0
				Male	Female	0	0	0	0	0	

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis
Analysis Data as of 2007-01-01**

Plan: KING,0800
Department: 0800
KING COUNTY Dept. of Transportation
Dept. of Transportation

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Minorities		Total	White	Black	Asian	Native American		Hispanic
				1,625	Male					Female	42	
			4,885	1,625	Male	3,698	2,483	634	424	42	115	
					Female	1,187	777	268	94	19	29	
Totals												

King County Executive Branch 2008 - 2012 Plan Job Group Analysis

Analysis Data as of 2007-01-01

KING COUNTY Dept. of Transportation

Officials and Administrators

Plan: KING,0800

Job Group: 1

Loc	Job Title	Total Employees										Native American	Hispanic
		Persons	Percent	Female	Minority	Black	Asian						
0800	ASSISTANT DIV DIRECTOR FLEET	1	4.35	1	0	0	0	0	0	0	0	0	0
0800	ASSISTANT DIVISION DIRECTOR, TRANSIT	1	4.35	0	0	0	0	0	0	0	0	0	0
0800	ASSISTANT ROADS MAINT MNGR	1	4.35	0	0	0	0	0	0	0	0	0	0
0800	COMMUNICATIONS MANAGER	1	4.35	1	1	1	0	0	0	0	0	0	0
0800	DEPUTY DIRECTOR, TRANSPORTATION	1	4.35	1	0	0	0	0	0	0	0	0	0
0800	DIVISION DIR POLICY & TECHNLOGY	1	4.35	0	0	0	0	0	0	0	0	0	0
0800	DIVISION DIRECTOR AIRPORT	1	4.35	0	0	0	0	0	0	0	0	0	0
0800	DIVISION DIRECTOR FLEET	1	4.35	0	1	1	0	0	0	0	0	0	0
0800	DIVISION DIRECTOR ROADS	1	4.35	1	0	0	0	0	0	0	0	0	0
0800	DIVISION DIRECTOR, TRANSIT	1	4.35	0	0	0	0	0	0	0	0	0	0
0800	ENGINEERING SERVICES SECTION MANAGER	1	4.35	0	0	0	0	0	0	0	0	0	0
0800	PARA TRANSIT/RIDESHARE OPERATIONS MANAGER	1	4.35	0	0	0	0	0	0	0	0	0	0
0800	POWER AND FACILITIES MANAGER	1	4.35	0	0	0	0	0	0	0	0	0	0
0800	ROADS MAINTENANCE MANAGER	1	4.35	1	0	0	0	0	0	0	0	0	0
0800	SALES AND CUSTOMER SERVICES MANAGER	1	4.35	0	1	1	0	0	0	0	0	0	0
0800	SERVICE DEVELOPMENT MANAGER	1	4.35	0	1	0	0	0	0	0	0	0	0
0800	TRAFFIC ENGINEERING MANAGER	1	4.35	0	0	0	0	0	0	0	0	0	0
0800	TRANSIT DESIGN AND CONSTRUCTION MANAGER	1	4.35	1	0	0	0	0	0	0	0	0	0
0800	TRANSIT LIGHT RAIL MANAGER	1	4.35	0	1	1	0	0	0	0	0	0	0
0800	TRANSIT MGMT INFO & TECH MGR	1	4.35	0	1	0	0	0	0	0	0	0	0
0800	TRANSIT OPERATIONS MANAGER	1	4.35	0	0	0	0	0	0	0	0	0	0
0800	TRANSIT ORIENTED DEVELOPMENT PROGRAM MAN	1	4.35	0	0	0	0	0	0	0	0	0	0
0800	VEHICLE MAINTENANCE MANAGER	1	4.35	0	0	0	0	0	0	0	0	0	0
Totals		23	100%	6	26.09	4	17.39	0	0.00	0	0.00	0	8.70

King County Executive Branch 2008 - 2012 Plan Job Group Analysis

Analysis Data as of 2007-01-01

Plan:		KING COUNTY Dept. of Transportation									
Job Group:		Professionals									
Loc	Job Title	Total Employees									
		Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic		
0800	ADMINISTRATOR I	14	2.04	13	2	1	0	1	0	0	
0800	ADMINISTRATOR III	2	0.29	1	1	1	0	0	0	0	
0800	ADMINISTRATOR IV	3	0.44	1	0	0	0	0	0	0	
0800	APP DEVELOPER-MASTER	1	0.15	1	0	0	0	0	0	0	
0800	APPLICATIONS DEVELOPER-SR - B	13	1.89	6	3	2	1	0	0	0	
0800	BUSINESS & FINANCE OFFICER I	2	0.29	1	2	0	2	0	0	0	
0800	BUSINESS & FINANCE OFFICER II	3	0.44	2	1	0	1	0	0	0	
0800	BUSINESS & FINANCE OFFICER III	3	0.44	2	1	1	0	0	0	0	
0800	BUSINESS & FINANCE OFFICER IV	2	0.29	1	0	0	0	0	0	0	
0800	BUSINESS AND FINANCE OFFICER II	6	0.87	3	0	0	0	0	0	0	
0800	BUSINESS AND FINANCE OFFICER III	4	0.58	1	0	0	0	0	0	0	
0800	BUSINESS AND FINANCE OFFICER IV	3	0.44	2	1	0	1	0	0	0	
0800	Capital Improvements Program Section Man	1	0.15	1	0	0	0	0	0	0	
0800	Capital Projects Managing Supervisor	1	0.15	0	0	0	0	0	0	0	
0800	COMMUNICATIONS COORDINATOR	20	2.91	4	6	5	0	0	1	0	
0800	COMMUNICATIONS SPECIALIST I	1	0.15	1	0	0	0	0	0	0	
0800	COMMUNICATIONS SPECIALIST II	1	0.15	1	0	0	0	0	0	0	
0800	COMMUNICATIONS SPECIALIST III	6	0.87	3	0	0	0	0	0	0	
0800	COMMUNICATIONS SPECIALIST IV	1	0.15	1	0	0	0	0	0	0	
0800	CONTRACT SPECIALIST III	2	0.29	0	1	0	0	0	0	1	
0800	COUNTY ROAD ENGINEER	1	0.15	1	0	0	0	0	0	0	
0800	CUSTOMER SERVICES SECTION ADMINISTRATOR	1	0.15	1	0	0	0	0	0	0	
0800	CUSTOMER SERVICES SUPERVISOR	4	0.58	2	2	2	0	0	0	0	
0800	DATA ADMINISTRATOR	6	0.87	6	2	1	1	0	0	0	
0800	DATABASE ADMINISTRATOR-JOURNEY	1	0.15	0	0	0	0	0	0	0	
0800	Databasc Administrator-Master	1	0.15	0	0	0	0	0	0	0	
0800	DATABASE ADMINISTRATOR-SR	3	0.44	0	1	1	0	0	0	0	
0800	DATABASE ADMINSTR-JOURNEY	1	0.15	0	0	0	0	0	0	0	
0800	TABASE SPECIALIST - SENIOR	3	0.44	0	1	0	1	0	0	0	

King County Executive Branch 2008 - 2012 Plan Job Group Analysis

Analysis Data as of 2007-01-01

KING COUNTY Dept. of Transportation

Plan: KING,0800

Professionals

Job Group: 2

Loc	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic
		Persons	Percent						
0800	DATABASE SPECIALIST-SR	1	0.15	1	1	0	1	0	0
0800	DISTRIBUTED SYSTEMS/LAN/PC SUP	1	0.15	1	1	1	0	0	0
0800	DISTRIBUTED SYSTEM LAN/PC SPVR	2	0.29	1	0	0	0	0	0
0800	ELECTRICAL INSPECTOR	1	0.15	0	0	0	0	0	0
0800	EMPLOYEE AND LABOR RELATIONS REPRESENTAT	1	0.15	1	1	1	0	0	0
0800	ENGINEER I	35	5.09	16	10	1	6	1	2
0800	ENGINEER II	72	10.48	21	26	2	24	0	0
0800	ENGINEER III	53	7.71	13	13	3	10	0	0
0800	ENGINEER IV	21	3.06	4	7	0	6	0	1
0800	ENVIRONMENTAL SCIENTIST II	2	0.29	1	0	0	0	0	0
0800	ENVIRONMENTAL SCIENTIST III	4	0.58	1	0	0	0	0	0
0800	FINANCE & ADMIN SRVCS MNGR	1	0.15	0	0	0	0	0	0
0800	FINANCE AND ADMINISTRATIVE SERVICES MANA	1	0.15	1	0	0	0	0	0
0800	FINANCIAL SERVICES ADMINISTRATOR	1	0.15	0	0	0	0	0	0
0800	GIS Specialist-Journey	2	0.29	2	1	0	1	0	0
0800	GRANT ADMINISTRATOR	3	0.44	1	1	1	0	0	0
0800	GRANT SUPERVISOR	1	0.15	0	1	0	1	0	0
0800	HUMAN RES SRVCS DELVRY MNGR I	1	0.15	0	0	0	0	0	0
0800	HUMAN RESOURCE ANALYST	7	1.02	3	3	1	2	0	0
0800	HUMAN RESOURCE ANALYST - SENIOR	3	0.44	3	0	0	0	0	0
0800	HUMAN RESOURCE ASSOCIATE	2	0.29	2	2	0	1	0	1
0800	HUMAN RESOURCE SERVICES DELIVERY MANAGER	3	0.44	1	0	0	0	0	0
0800	INFORMATION SYS PROFSSNAL II	1	0.15	0	0	0	0	0	0
0800	INFORMATION SYS PROFSSNAL IV	1	0.15	0	0	0	0	0	0
0800	INFORMATION SYS PROFSSNAL V	2	0.29	0	1	0	0	1	0
0800	INFORMATION SYSTEMS PROFESSIONAL IV	1	0.15	0	0	0	0	0	0
0800	INTERNAL AUDIT SUPERVISOR	1	0.15	0	1	0	0	0	1
0800	IT PROJECT MANAGER I	2	0.29	0	0	0	0	0	0

King County Executive Branch 2008 - 2012 Plan

Job Group Analysis

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Job Group: 2 Professionals

Loc	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic
		Persons	Percent						
0800	IT PROJECT MANAGER II	4	0.58	3	2	1	1	0	0
0800	IT SERVICE DELIVERY MANAGER II	1	0.15	0	1	0	1	0	0
0800	IT SUPERVISOR I	1	0.15	0	1	0	1	0	0
0800	IT SYSTEMS SPEC-JOURNEY	2	0.29	2	0	0	0	0	0
0800	IT SYSTEMS SPEC-MASTER	1	0.15	0	0	0	0	0	0
0800	IT Systems Specialist-Entry	1	0.15	1	1	0	0	1	0
0800	IT SYSTEMS SPECIALIST-MASTER	2	0.29	1	0	0	0	0	0
0800	IT SYSTEMS SPECIALIST-SR	12	1.75	6	3	1	2	0	0
0800	LAN ADMINISTRATOR-JOURNEY	7	1.02	4	2	1	1	0	0
0800	LAN Administrator-Senior	9	1.31	2	5	1	2	1	1
0800	LEAD SENIOR BUYER	1	0.15	0	0	0	0	0	0
0800	MAINTENANCE/PLANNER SCHEDULER	4	0.58	1	0	0	0	0	0
0800	MANAGING ENGINEER	7	1.02	2	4	1	2	0	1
0800	MARKETING AND SALES SPECIALIST IV	2	0.29	1	1	1	0	0	0
0800	MARKETING AND SALES SPECIALIST V	1	0.15	0	0	0	0	0	0
0800	OCCUPATIONAL EDUCATION AND TRAINING COOR	1	0.15	1	0	0	0	0	0
0800	OCCUPATIONAL EDUCATION AND TRAINING PROG	6	0.87	1	1	1	0	0	0
0800	OSS COORDINATOR	3	0.44	0	0	0	0	0	0
0800	PERSONAL PROPERTY SUPRV	1	0.15	0	0	0	0	0	0
0800	PROJECT/PROGRAM MANAGER I	6	0.87	4	1	1	0	0	0
0800	PROJECT/PROGRAM MANAGER II	19	2.77	12	5	1	3	1	0
0800	PROJECT/PROGRAM MANAGER III	22	3.20	14	2	0	2	0	0
0800	PROJECT/PROGRAM MANAGER IV	29	4.22	14	6	4	2	0	0
0800	PURCHASING SPECIALIST	9	1.31	1	1	0	1	0	0
0800	Real Property Agent I	1	0.15	1	1	1	0	0	0
0800	Real Property Agent III	4	0.58	3	1	1	0	0	0
0800	RIDESHARE OPERATIONS CHIEF	3	0.44	3	1	0	1	0	0
0800	RIDESHARE OPERATIONS SUPERVISOR	1	0.15	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	Loc	Job Title	KING COUNTY Dept. of Transportation									
				Professionals									
				Total Employees		Female	Minority	Black	Asian	Native American	Hispanic		
				Persons	Percent								
0800	KING,0800	2	RIDESHARE SERVICES REPRESENTATIVE	12	1.75	5	2	2	0	0	0		
0800			SAFETY AND HEALTH ADMINISTRATOR IV	8	1.16	2	1	1	0	0	0		
0800			SAFETY AND HEALTH SUPERVISOR	1	0.15	0	0	0	0	0	0		
0800			SITE DEVELOPMENT SPECIALIST I	1	0.15	1	1	0	0	1	0		
0800			SITE DEVELOPMENT SPECIALIST II	2	0.29	0	0	0	0	0	0		
0800			SPECIAL PROJECTS MANAGER II	2	0.29	1	0	0	0	0	0		
0800			SYSTEMS ARCHITECT	1	0.15	0	0	0	0	0	0		
0800			SYSTEMS ENGINEER-SENIOR	4	0.58	2	1	1	0	0	0		
0800			SYSTEMS MANAGEMENT AND ANALYSIS SUPERVIS	2	0.29	0	0	0	0	0	0		
0800			Transit Construction Mgt III	8	1.16	0	3	2	1	0	0		
0800			Transit Construction Mgt IV	2	0.29	0	0	0	0	0	0		
0800			Transit Designer IV	5	0.73	1	0	0	0	0	0		
0800			Transit Designer V	4	0.58	2	1	1	0	0	0		
0800			Transit Designer VI	1	0.15	0	1	0	0	0	1		
0800			Transit Engineer II	1	0.15	0	1	1	0	0	0		
0800			Transit Engineer III	2	0.29	1	0	0	0	0	0		
0800			Transit Engineer IV	12	1.75	0	1	0	1	0	0		
0800			Transit Engineer V	11	1.60	4	1	0	1	0	0		
0800			Transit Engineer VI	5	0.73	0	1	0	1	0	0		
0800			TRANSIT INFORMATION PLANNER	1	0.15	0	0	0	0	0	0		
0800			TRANSIT PLANNING SUPERVISOR	7	1.02	3	0	0	0	0	0		
0800			Transit Project Control Engineer II	1	0.15	1	0	0	0	0	0		
0800			Transit Project Control Engineer III	1	0.15	0	0	0	0	0	0		
0800			TRANSPORTATION PLANNER I	1	0.15	1	1	0	1	0	0		
0800			TRANSPORTATION PLANNER II	27	3.93	10	7	3	2	2	0		
0800			TRANSPORTATION PLANNER III	57	8.30	20	16	3	10	1	2		
0800			Transportation Planner IV	8	1.16	2	1	0	1	0	0		
0800			VAN POOL RISK SPECIALIST	1	0.15	1	0	0	0	0	0		

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800
Job Group: 2
KING COUNTY Dept. of Transportation
Professionals

<i>Loc</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>
		<i>Persons</i>	<i>Percent</i>						
0800	WARRANTY ADMINISTRATOR	2	0.29	1	0	0	0	0	0
0800	WEB DEVELOPER-SENIOR	1	0.15	1	0	0	0	0	0
Totals		687		266	171	53	96	10	12
			100%	38.72	24.89	7.71	13.97	1.46	1.75

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	Loc	Job Title	Total Employees							Total #	Total %	
				Persons	Percent	Female	Minority	Black	Asian	Native American			Hispanic
KING,0800	3			15	60.00	0	3	2	1	0	0		
		0800	ELECTRONIC TECHNICIAN	3	12.00	0	0	0	0	0	0		
		0800	ELECTRONIC TECHNICIAN 2ND	4	16.00	2	1	1	0	0	0		
		0800	ENGINEERING TECHNICIAN II	2	8.00	0	0	0	0	0	0		
		0800	LEAD ELECTRONIC TECHNICIAN	1	4.00	0	0	0	0	0	0		
		0800	LEAD ELECTRONIC TECHNICIAN 2ND										
Totals				25	100%	8.00	16.00	12.00	4.00	0.00	0.00		

KING COUNTY Dept. of Transportation

Technicians

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING.0800
Job Group: 4
KING COUNTY Dept. of Transportation
Protective Service Workers

<i>Loc</i>	<i>Job Title</i>	<i>Total Employees</i>					<i>Native American</i>	<i>Hispanic</i>
		<i>Persons</i>	<i>Percent</i>	<i>Female</i>	<i>Minority</i>	<i>Black</i>		
0800	OPERATIONS SECURITY LIAISON	1	33.33	0	0	0	0	0
0800	ROAD USE INVESTIGATOR	1	33.33	0	0	0	0	0
0800	TRANSIT SECURITY COORDINATOR	1	33.33	0	0	0	0	0
Totals		3	100%	0	0.00	0.00	0.00	0.00

King County Executive Branch 2008 - 2012 Plan

Job Group Analysis

Analysis Data as of 2007-01-01

KING COUNTY Dept. of Transportation

Plan: KING,0800

Administrative Support

Job Group: 6

Loc	Job Title	Total Employees					Black	Asian	Native American	Hispanic
		Persons	Percent	Female	Minority	Minority				
0800	ADMIN SPEC II	14	4.98	14	4	2	2	0	0	
0800	ADMIN SPECIALIST I	2	0.71	2	0	0	0	0	0	
0800	ADMIN SPECIALIST II	4	1.42	4	2	1	1	0	0	
0800	ADMINISTRATIVE SPECIALIST I	4	1.42	3	3	1	1	0	1	
0800	ADMINISTRATIVE SPECIALIST II	6	2.14	5	2	2	0	0	0	
0800	ADMINISTRATIVE SPECIALIST III	39	13.88	36	16	7	8	0	1	
0800	ADMINISTRATIVE SPECIALIST IV	3	1.07	3	2	0	1	1	0	
0800	ADMINISTRATIVE STAFF ASSISTANT	3	1.07	3	1	1	0	0	0	
0800	BASE DISPATCHER/PLANNER	29	10.32	7	7	3	3	1	0	
0800	CONFIDENTIAL SECRETARY I	3	1.07	3	1	0	1	0	0	
0800	CONFIDENTIAL SECRETARY II	2	0.71	2	1	1	0	0	0	
0800	CUST ASST REP (CAR)	11	3.91	8	5	3	2	0	0	
0800	CUSTOMER SERVICE SPECIALIST II	5	1.78	4	2	1	0	1	0	
0800	Customer Service Specialist III	4	1.42	3	1	1	0	0	0	
0800	CUSTOMER SERVICES COORDINATOR	7	2.49	5	4	2	2	0	0	
0800	CUSTOMER SERVICES COORDINATOR - LEAD	7	2.49	6	3	1	2	0	0	
0800	EQUIPMENT DISPATCHER	6	2.14	0	3	2	1	0	0	
0800	EQUIPMENT DISPATCHER 2ND	1	0.36	1	0	0	0	0	0	
0800	EQUIPMENT DISPATCHER 3RD	7	2.49	2	2	1	1	0	0	
0800	FISCAL SPECIALIST II	12	4.27	7	5	3	2	0	0	
0800	FISCAL SPECIALIST III	9	3.20	9	3	0	3	0	0	
0800	FISCAL SPECIALIST IV	1	0.36	0	1	0	1	0	0	
0800	INFORMATION DISTRIBUTOR	3	1.07	1	1	1	0	0	0	
0800	INVENTORY PURCHASING SPEC II	6	2.14	2	2	2	0	0	0	
0800	INVENTORY PURCHASING SPEC III	1	0.36	0	1	1	0	0	0	
0800	INVENTORY SPECIALIST	4	1.42	1	4	1	2	0	1	
0800	INVENTORY SUPERVISOR	1	0.36	1	1	0	1	0	0	
0800	LEAD TRANSIT PARTS SPECIALIST	7	2.49	1	1	0	0	0	1	
0800	MARKETING AND SALES SPECIALIST I	1	0.36	1	0	0	0	0	0	

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING.0800 KING COUNTY Dept. of Transportation
Job Group: 6 Administrative Support

Loc	Job Title	Total Employees						Asian	Native American	Hispanic
		Persons	Percent	Female	Minority	Black	Asian			
0800	MARKETING AND SALES SPECIALIST II	5	1.78	3	0	0	0	0	0	
0800	MARKETING AND SALES SPECIALIST III	6	2.14	2	1	1	0	0	0	
0800	ON-CALL CUSTOMER ASST REP	2	0.71	1	1	1	0	0	0	
0800	RECORDS MANAGEMENT SPECIALIST	1	0.36	1	0	0	0	0	0	
0800	REVENUE COORDINATOR	6	2.14	1	4	1	2	0	1	
0800	RIDER INFO SPEC - ON-CALL	7	2.49	2	4	1	2	0	1	
0800	RIDER INFORMATION SPEC/ASSGND	13	4.63	3	4	4	0	0	0	
0800	RIDER INFORMATION SPECIALIST2ND	3	1.07	2	1	0	0	1	0	
0800	SCH TECH INFO PROC SPEC 3	1	0.36	1	0	0	0	0	0	
0800	SENIOR ACCOUNTING REP	4	1.42	2	2	2	0	0	0	
0800	SENIOR CUSTOMER ASSISTANCE REP	2	0.71	1	1	1	0	0	0	
0800	SENIOR RIDER INFO SPEC 2ND	1	0.36	0	0	0	0	0	0	
0800	SENIOR RIDER INFORMATION SPEC	1	0.36	0	1	1	0	0	0	
0800	TECH INFO PROCESSING SPEC III	1	0.36	1	0	0	0	0	0	
0800	TECHNICAL INFORMATION PROCESSING SPECIAL	2	0.71	2	0	0	0	0	0	
0800	TRANSFER ROOM/WAREHOUSE WRKR	1	0.36	0	0	0	0	0	0	
0800	TRANSIT PARTS SPEC	10	3.56	2	2	1	1	0	0	
0800	TRANSIT PARTS SPEC 2ND	7	2.49	1	1	0	1	0	0	
0800	TRANSIT PARTS SPEC 3RD	6	2.14	1	2	2	0	0	0	
Totals		281	100%	160	102	52	40	4	6	
	Total %			56.94	36.30	18.51	14.23	1.42	2.14	

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	Loc	Job Title	Total Employees				Native				
				Persons	Percent	Female	Minority	Black	Asian	American	Hispanic	
KING,0800	7		APPRENTICE MECHANIC	9	1.02	0	1	0	1	0	0	0
			BUILDING OPERATING ENGINEER	6	0.68	1	0	0	0	0	0	0
			CARPENTER	6	0.68	3	0	0	0	0	0	0
			Carpenter 2nd	2	0.23	1	1	0	0	0	0	1
			CARPENTER I	9	1.02	1	1	1	0	0	0	0
			CARPENTER II	3	0.34	0	1	1	0	0	0	0
			CONST 2ND ELECTRICIAN	5	0.57	0	3	2	1	0	0	0
			ELEC CONST	11	1.25	1	4	2	2	0	0	0
			ELECTRICIAN I	3	0.34	0	1	1	0	0	0	0
			EQUIPMENT OPERATOR	39	4.42	3	3	1	1	0	0	1
			EQUIPMENT OPERATOR 3RD	4	0.45	0	1	0	1	0	0	0
			EQUIPMENT SERVICES AND MAINTENANCE SPECI	8	0.91	1	6	5	1	0	0	0
			EQUIPMENT SVC WRKR	24	2.72	0	10	3	7	0	0	0
			EQUIPMENT SVC WRKR 2ND	53	6.00	3	29	9	15	1	1	4
			EQUIPMENT SVC WRKR 3RD	44	4.98	3	22	8	11	1	1	2
			HEAVY EQPMNT BODY REPAIR TECH	1	0.11	0	0	0	0	0	0	0
			LEAD BLDG OPERATING ENGINEER	1	0.11	0	0	0	0	0	0	0
			LEAD CARPENTER	1	0.11	0	0	0	0	0	0	0
			Lead Equipment Svc Wrkr	1	0.11	1	1	1	0	0	0	0
			LEAD EQUIPMENT SVC WRKR 2ND	3	0.34	0	3	1	2	0	0	0
			LEAD EQUIPMENT SVC WRKR 3RD	1	0.11	0	0	0	0	0	0	0
			LEAD MECHANIC	14	1.59	1	0	0	0	0	0	0
			LEAD MECHANIC 2ND	11	1.25	0	0	0	0	0	0	0
			LEAD MECHANIC 3RD	10	1.13	0	2	0	2	0	0	0
			LEAD SHEET METAL WRKR	4	0.45	0	0	0	0	0	0	0
			LEAD SHEETMETAL WRKR 2ND	1	0.11	0	0	0	0	0	0	0
			LEAD VEHICLE UPHOLSTERER	1	0.11	0	1	0	0	0	0	1
			LINE CREW CHIEF	1	0.11	0	0	0	0	0	0	0
			LINE MAT 2ND/3RD WRKR	2	0.23	2	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	Job Title	KING COUNTY Dept. of Transportation									
			Total Employees	Female	Minority	Black	Asian	Native American	Hispanic			
Loc			Persons	Percent								
0800	7	MAINTENANCE CONSTRUCTOR	8	0.91	0	1	0	1	0	0	0	
0800		MAINTENANCE CONSTRUCTOR 2ND	1	0.11	0	0	0	0	0	0	0	
0800		MAINTENANCE MACHINIST	7	0.79	0	0	0	0	0	0	0	
0800		MATERIAL WORKER	4	0.45	0	1	1	0	0	0	0	
0800		MECHANIC	97	10.99	1	14	6	6	0	2	2	
0800		MECHANIC 2ND	71	8.04	0	14	3	9	1	1	1	
0800		MECHANIC 3RD	57	6.46	0	18	7	9	2	0	0	
0800		MECHANIC/AUTOMOTIVE MACHINIST I	10	1.13	0	2	1	0	1	0	0	
0800		MECHANIC/AUTOMOTIVE MACHINIST I - HD	17	1.93	0	7	1	5	1	0	0	
0800		METAL CONSTRUCTOR	3	0.34	0	0	0	0	0	0	0	
0800		METAL CONSTRUCTOR 2ND	1	0.11	0	0	0	0	0	0	0	
0800		METAL FABRICATOR	1	0.11	0	1	1	0	0	0	0	
0800		MILLWRIGHT	1	0.11	0	0	0	0	0	0	0	
0800		MILLWRIGHT - LOCAL 587	9	1.02	0	2	1	0	1	0	0	
0800		OPERATING ENGINEER II	1	0.11	0	1	0	1	0	0	0	
0800		PAINTER I	2	0.23	0	0	0	0	0	0	0	
0800		PLUMBING & MECHANICAL I	2	0.23	0	2	1	0	0	0	1	
0800		POWER DISTRIBUTION TECHNICAL ASSISTANT	2	0.23	0	2	1	1	0	0	0	
0800		RADIO EQUIPMENT SPEC	8	0.91	0	1	0	1	0	0	0	
0800		SERVICE SUPERVISOR	50	5.66	6	14	9	3	1	1	1	
0800		SHEET METAL WRKR 2ND	9	1.02	0	3	0	3	0	0	0	
0800		SHEET METAL WRKR 3RD	1	0.11	0	0	0	0	0	0	0	
0800		SHEETMETAL WRKR	21	2.38	0	7	0	6	0	1	1	
0800		SUPERVISOR I	8	0.91	4	3	2	0	1	0	0	
0800		SUPERVISOR II	13	1.47	1	2	0	1	1	1	0	
0800		SUPERVISOR III	7	0.79	2	2	1	0	1	0	0	
0800		SUPERVISOR-IN-TRAINING	12	1.36	2	5	3	2	0	0	0	
0800		TRAFFIC SIGNAL TECHNICIAN	13	1.47	1	4	0	2	0	0	2	

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Job Group: 7 Skilled Crafts

Loc	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic
		Persons	Percent						
0800	TRANSIT CHIEF	76	8.61	16	16	10	6	0	0
0800	TRANSIT CHIEF-POWER	4	0.45	0	2	2	0	0	0
0800	TRANSIT INSTRUCTOR	20	2.27	3	2	2	0	0	0
0800	TRANSIT SUPERVISOR	29	3.28	9	8	6	2	0	0
0800	TRANSIT SUPERVISOR-ASSIGNED POWER	2	0.23	0	0	0	0	0	0
0800	UTILITY 2ND/3RD LINE WRKR	4	0.45	0	0	0	0	0	0
0800	UTILITY LINE WRKR	7	0.79	0	2	1	0	1	0
0800	VEHICLE DAMAGE ESTIMATOR	1	0.11	0	0	0	0	0	0
0800	VEHICLE UPHOLSTERER	8	0.91	3	2	1	1	0	0
0800	VEHICLE UPHOLSTERER 3RD	1	0.11	0	0	0	0	0	0
0800	VM TECH INFO PROCESS SPEC3	9	1.02	6	2	2	0	0	0
0800	VM TECH INFO PROCESS SPEC3 2ND	8	0.91	8	3	2	1	0	0
Totals		883	100%	84	233	99	104	13	17
		Total #		9.51	26.39	11.21	11.78	1.47	1.93
		Total %							

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	KING,0800	8	KING COUNTY Dept. of Transportation	Service Maintenance	Total Employees									
						Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic		
0800		ASSISTANT UTILITY SERVICE WORKER I	1	0.31	0	0	0	0	0	0	0	0	0	0	
0800		CREW CHIEF	19	5.86	3	2	1	1	1	0	0	0	0	0	
0800		CUSTODIAN	1	0.31	0	0	0	0	0	0	0	0	0	0	
0800		EQUIPMENT PAINTER	4	1.23	0	1	0	1	1	0	0	0	0	0	
0800		EQUIPMENT PAINTER 2ND	3	0.93	0	2	0	2	2	0	0	0	0	0	
0800		FACILITIES MAINT WRKR	6	1.85	4	0	0	0	0	0	0	0	0	0	
0800		GROUNDS SPECIALIST	2	0.62	0	0	0	0	0	0	0	0	0	0	
0800		HELPER 2ND/3RD LINE WRKR	3	0.93	0	0	0	0	0	0	0	0	0	0	
0800		LEAD EQUIPMENT PAINTER	1	0.31	0	0	0	0	0	0	0	0	0	0	
0800		LEAD GROUND SPECIALIST	2	0.62	0	1	0	1	0	0	0	0	1	0	
0800		LEAD PAINTER	2	0.62	0	0	0	0	0	0	0	0	0	0	
0800		Lead Transit Custodian 2nd	3	0.93	0	2	1	1	1	0	0	0	0	0	
0800		LINE WORKER HELPER	7	2.16	1	4	4	4	0	0	0	0	0	0	
0800		MAINT SIGNAGE SPEC	6	1.85	0	4	3	3	1	0	0	0	0	0	
0800		Maintenance Painter	5	1.54	0	2	2	2	0	0	0	0	0	0	
0800		PAINT PREPARATION TECHNICIAN	3	0.93	1	1	1	1	0	0	0	0	0	0	
0800		PUMP PLANT OPERATOR	1	0.31	0	0	0	0	0	0	0	0	0	0	
0800		SIGN & MARKING SPECIALIST II	16	4.94	4	3	2	2	0	0	0	0	1	0	
0800		Sign and Marking Specialist Lead	1	0.31	0	0	0	0	0	0	0	0	0	0	
0800		SIGN PAINTER I	2	0.62	0	0	0	0	0	0	0	0	0	0	
0800		SIGN PAINTER II	1	0.31	0	0	0	0	0	0	0	0	0	0	
0800		Stores Driver	1	0.31	0	0	0	0	0	0	0	0	0	0	
0800		STORES DRIVER 2ND	1	0.31	0	0	0	0	0	0	0	0	0	0	
0800		TRANSIT CUSTODIAN I	3	0.93	1	1	0	0	1	1	0	0	0	0	
0800		TRANSIT CUSTODIAN I 2ND	3	0.93	1	2	1	1	1	1	0	0	0	0	
0800		TRANSIT CUSTODIAN II	9	2.78	0	7	4	4	2	2	0	0	1	0	
0800		TRANSIT CUSTODIAN II 2ND	29	8.95	5	24	6	6	16	1	1	1	1	0	
0800		TRUCK DRIVER I	1	0.31	0	1	0	0	0	0	0	0	0	0	
0800		TRUCK DRIVER 2	42	12.96	8	8	2	2	1	1	1	1	4	0	

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0800 KING COUNTY Dept. of Transportation

Job Group: 8 Service Maintenance

Loc	Job Title	Total Employees							Native American	Hispanic
		Persons	Percent	Female	Minority	Black	Asian			
0800	TRUCK DRIVER 3	3	0.93	0	0	0	0	0	0	0
0800	USW CDL - DRIVER	5	1.54	2	0	0	0	0	0	0
0800	USW CDL - DRIVER 3RD	2	0.62	0	2	2	0	0	0	0
0800	UTILITY LABORER	26	8.02	2	14	5	4	1	4	4
0800	UTILITY LABORER 3RD	10	3.09	1	7	2	4	0	1	1
0800	UTILITY SVC DRIVER WRKR	8	2.47	3	6	2	4	0	0	0
0800	UTILITY SVC DRIVER WRKR 2ND	1	0.31	0	1	0	1	0	0	0
0800	UTILITY SVC DRIVER WRKR 2ND/CDL	1	0.31	1	0	0	0	0	0	0
0800	UTILITY SVC DRIVER WRKR 3RD	6	1.85	4	5	2	3	0	0	0
0800	UTILITY SVC WRKR	3	0.93	0	1	1	0	0	0	0
0800	Utility Svc Wrkr 2nd	1	0.31	0	1	0	1	0	0	0
0800	UTILITY SVC WRKR 3RD	5	1.54	3	4	1	2	1	0	0
0800	UTILITY WORKER ASSISTANT	2	0.62	0	2	1	0	0	1	1
0800	UTILITY WORKER II	71	21.91	16	21	8	6	2	5	5
0800	VEGETATION SPECIALIST	1	0.31	0	0	0	0	0	0	0
0800	VEHICLE DISPATCHER	1	0.31	1	0	0	0	0	0	0
Totals		324	100%	62	129	51	52	6	20	20
		Total #		19.14	39.81	15.74	16.05	1.85		6.17
		Total %								

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

		KING COUNTY Dept. of Transportation							
		Transit Operators							
Plan:	KING,0800								
Job Group:	9								
Loc	Job Title	Total Employees Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic
0800	TRANSIT OPERATOR	2,659	100.00	607	980	640	225	28	87
	Totals	2,659	100%	607	980	640	225	28	87
				22.83	36.86	24.07	8.46	1.05	3.27

King County Executive Branch 2008 - 2012 Plan

Summary Analysis

Analysis Data as of 2007-01-01

KING COUNTY Dept. of Public Health

Plan: KING,0900

Job Group	Total Female #	%	Total Minorities #	%	Black #	%	Asian #	%	Native American #	%	Hispanic #	%
(1) Officials and Administrators												
Employee:	14	63.64	3	13.64	2	9.09	0	0.00	0	0.00	1	4.55
Class Goal:	10.93	49.69	2.76	12.54	0.54	2.46	1.04	4.74	0.48	2.16	0.49	2.23
Underutilized:	0.00	No	0.00	No	0.00	No	1.04	Yes	0.48	No	0.00	No
(2) Professionals												
Employee:	599	69.57	229	26.60	59	6.85	112	13.01	8	0.93	50	5.81
Class Goal:	600.46	69.74	146.63	17.03	30.65	3.56	65.44	7.60	19.03	2.21	20.15	2.34
Underutilized:	1.46	Yes	0.00	No	0.00	No	0.00	No	11.03	Yes	0.00	No
(3) Technicians												
Employee:	96	61.94	36	23.23	4	2.58	10	6.45	1	0.65	21	13.55
Class Goal:	65.41	42.20	20.79	13.41	7.29	4.70	4.94	3.19	1.10	0.71	6.31	4.07
Underutilized:	0.00	No	0.00	No	3.29	Yes	0.00	No	0.10	No	0.00	No
(6) Administrative Support												
Employee:	244	85.31	138	48.25	44	15.38	60	20.98	6	2.10	28	9.79
Class Goal:	220.31	77.03	53.28	18.63	15.93	5.57	20.99	7.34	4.60	1.61	7.06	2.47
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No
(7) Skilled Crafts												
Employee:	5	71.43	2	28.57	0	0.00	0	0.00	0	0.00	2	28.57
Class Goal:	0.56	8.03	1.22	17.37	0.23	3.27	0.22	3.10	0.15	2.09	0.49	6.96
Underutilized:	0.00	No	0.00	No	0.23	No	0.22	No	0.15	No	0.00	No

King County Executive Branch 2008 - 2012 Plan Summary Analysis Analysis Data as of 2007-01-01

KING COUNTY Dept. of Public Health

Plan: KING,0900

Job Group (8) Service Maintenance
Employee: 124
Current Utilization:
Class Goal:
Underutilized: 1,455

	Total Female #	%	Total Minorities #	%	Black #	%	Asian #	%	Native American #	%	Hispanic #	%
	97	78.23	73	58.87	21	16.94	31	25.00	1	0.81	20	16.13
	31.76	25.61	27.78	22.40	11.73	9.46	6.42	5.18	3.05	2.46	5.54	4.47
	0.00	No	0.00	No	0.00	No	0.00	No	2.05	Yes	0.00	No
Totals:	1,055		481		130		213		16		122	

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0900 KING COUNTY Dept. of Public Health

Department: 0900 Dept. of Public Health

C I Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	Race					
						White	Black	Asian	Native American	Hispanic	
PHARMACY ASSISTANT B	28	8	1	1	0	0	0	0	0	0	0
						Male	Female				
ADMINISTRATIVE OFFICE ASSIST	29	6	1	0	1	1	0	0	0	0	0
						Male	Female				
TECH INFO PROCESSING SPEC I	32	6	1	0	0	0	0	0	0	0	0
						Male	Female				
LABORATORY ASSISTANT II	33	3	2	1	2	1	1	0	0	0	0
						Male	Female				
HEALTH OUTREACH AID	35	8	3	2	3	1	1	0	0	1	0
						Male	Female				
CUSTOMER SERVICE SPECIALIST II	36	6	7	2	2	2	0	0	0	0	0
						Male	Female				
TECH INFO PROCESSING SPEC II	36	6	1	1	0	0	1	0	0	0	0
						Male	Female				

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0900
Department: 0900
KING COUNTY Dept. of Public Health
Dept. of Public Health

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	White	Black	Asian	Native American	Hispanic
TRUCK DRIVER I	36	8	3	1	3	2	1	0	0	0
						0	0	0	0	0
						Male				
						Female				
ADMIN SPEC II	37	6	178	91	26	8	4	11	0	3
						79	24	28	6	15
						Male				
						Female				
DENTAL ASSISTANT	37	8	23	12	3	0	0	2	0	1
						11	3	3	0	3
						Male				
						Female				
HEALTH CARE ASSISTANT	37	8	29	19	2	1	1	0	0	0
						9	3	6	0	9
						Male				
						Female				
Medical Assistant	37	8	9	8	2	1	0	1	0	0
						0	3	3	0	1
						Male				
						Female				
NUTRITION ASSISTANT	37	3	39	21	1	0	0	0	0	1
						18	0	4	0	16
						Male				
						Female				
PHARMACY ASSISTANT A	37	8	11	7	3	0	0	3	0	0
						4	1	3	0	0
						Male				
						Female				

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0900

Department: 0900

Dept. of Public Health

<i>C</i>	<i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Minorities	Male	Female	Total	White	Black	Asian	Native American	Hispanic
	MEDICAL INTERPRETER / TRANSLATOR	43	2	33	26	1	6	5	1	0	1	0	3
								28	6	1	4	0	17
	EDUCATION SPECIALIST	44	2	4	1	1	2	2	1	1	0	0	0
								2	2	0	0	0	0
	HEALTH PROGRAM ASSISTANT II	45	8	11	7	2	2	3	2	0	0	0	1
								8	2	1	3	0	2
	ADMINISTRATIVE SPECIALIST IV	46	6	5	2	0	0	0	0	0	0	0	0
								5	3	0	2	0	0
	HEALTH & ENVIRONMENTAL INSPECTOR	46	2	2	1	1	0	2	1	1	0	0	0
								0	0	0	0	0	0
	INVENTORY PURCHASING SPEC II	46	6	3	1	1	1	1	1	0	0	0	0
								2	1	1	0	0	0
	MEDICAL TECHNOLOGIST	46	3	3	1	1	1	1	1	0	0	0	0
								2	1	0	1	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

C I Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
ACCOUNTANT	52	2	1	1	0	0	0	0	0	0
				Male						
				Female	1	0	1	0	0	0
NUTRITIONIST	52	2	25	1	1	1	0	0	0	0
				Male						
				Female	24	23	0	1	0	0
SOCIAL WORKER	52	2	21	5	1	1	0	0	0	0
				Male						
				Female	20	15	3	0	0	2
FORENSIC AUTOPSY TECHNICIAN-LEAD	53	3	1	0	0	0	0	0	0	0
				Male						
				Female	1	1	0	0	0	0
OCCUPATIONAL EDUCATION AND TRAINING COOR	53	2	4	1	1	1	0	0	0	0
				Male						
				Female	3	2	0	1	0	0
PROJECT/PROGRAM MANAGER I	53	2	3	0	1	1	0	0	0	0
				Male						
				Female	2	2	0	0	0	0
PUBLIC HEALTH ADMINISTRATIVE SUPPORT SUP	53	6	14	7	3	0	0	1	0	2
				Male						
				Female	11	7	3	1	0	0

Plan: KING,0900

KING COUNTY Dept. of Public Health

Department: 0900

Dept. of Public Health

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0900 KING COUNTY Dept. of Public Health

Department: 0900 Dept. of Public Health

<i>C</i>	<i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic
					Male	Female						
	EDUCATOR CONSULTANT I	54	2	23	9	Male Female	8	3	3	0	0	2
	MEDICOLEGAL DEATH INVESTIGATOR	54	2	7	0	Male Female	5	5	0	0	0	0
	ELECTRONIC COMMUNICATION TECHNICIAN II	55	7	1	0	Male Female	1	1	0	0	0	0
	MED DEATH INV II	55	3	3	2	Male Female	2	0	0	1	0	1
	PLUMBING INSPECTOR	55	2	16	3	Male Female	15	12	2	1	0	0
	ADMINISTRATOR II	56	2	5	2	Male Female	0	0	0	0	0	0
	ASSISTANT MEDICAL EXAMINER/FORENSIC PATH	56	2	1	1	Male Female	1	0	0	1	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING.0900 KING COUNTY Dept. of Public Health
Department: 0900 Dept. of Public Health

<i>C</i>	<i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Male	Female	Total	White	Black	Asian	Native American	Hispanic
	SENIOR SOCIAL WORKER	57	2	1	0	0	Male	0	0	0	0	0	0
						1	Female	1	1	0	0	0	0
	BUSINESS & FINANCE OFFICER II	58	2	2	1	0	Male	0	0	0	0	0	0
						2	Female	2	1	0	1	0	0
	COMMUNICATIONS SPECIALIST III	58	2	1	0	0	Male	0	0	0	0	0	0
						1	Female	1	1	0	0	0	0
	EDUCATOR CONSULTANT II	58	2	7	3	2	Male	2	0	1	0	0	1
						5	Female	5	4	1	0	0	0
	EPIDEMIOLOGIST I	58	2	7	0	2	Male	2	2	0	0	0	0
						5	Female	5	5	0	0	0	0
	HEALTH & ENVRNMENTL INVSTGTR II	58	2	57	18	32	Male	22	22	3	5	0	2
						25	Female	17	17	1	6	0	1
	MPRAF - COMPLIANCE OFFICER	58	2	3	0	3	Male	3	3	0	0	0	0
						0	Female	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0900 KING COUNTY Dept. of Public Health
Department: 0900 Dept. of Public Health

<i>C</i>	<i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Male	Female	Total	White	Black	Asian	Native		
												American	Hispanic	Other
	IT SYSTEMS SPECIALIST-SR	61	2	3	2	2	1	2	1	0	1	0	0	0
	LAN ADMINISTRATOR-SENIOR	61	2	2	0	2	0	2	2	0	0	0	0	0
	BUSINESS & FINANCE OFFICER III	62	2	1	0	0	0	1	1	0	0	0	0	0
	DENTAL HYGIENIST	62	3	4	1	0	0	4	3	1	0	0	0	0
	EDUCATOR CONSULTANT II	62	2	9	3	1	0	8	6	1	1	0	0	1
	EPIDEMIOLOGIST II	62	2	17	3	3	2	14	12	0	2	0	0	0
	FUNCTIONAL ANALYST III	62	2	1	0	0	0	1	1	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0900 KING COUNTY Dept. of Public Health

Department: 0900 Dept. of Public Health

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
HUMAN RESOURCE ANALYST - SENIOR	62	2	3	2	0	0	0	0	0	0
				Male Female	0 3	0 1	0 0	0 0	0 1	0 1
Systems Engineer-Journey	62	2	1	0	1	1	0	0	0	0
				Male Female	0 0	1 0	0 0	0 0	0 0	0 0
ADMINISTRATOR III	63	2	2	0	1	1	0	0	0	0
				Male Female	1 1	1 1	0 0	0 0	0 0	0 0
IT Project Administrator-Senior	63	2	1	0	0	0	0	0	0	0
				Male Female	0 1	0 1	0 0	0 0	0 0	0 0
PROJECT/PROGRAM MANAGER III	63	2	34	8	11	10	0	1	0	0
				Male Female	23 11	16 10	2 0	4 1	1 0	0 0
WEB DEVELOPER-SENIOR	63	2	2	1	2	1	0	1	0	0
				Male Female	0 2	0 1	0 0	0 1	0 0	0 0
CHIEF PLUMBING INSPECTOR	64	2	1	0	1	1	0	0	0	0
				Male Female	0 1	0 1	0 0	0 0	0 0	0 0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0900 KING COUNTY Dept. of Public Health
Department: 0900 Dept. of Public Health

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees		Total	Race					
			Minorities	Majorities		White	Black	Asian	American Native	Hispanic	
APPLICATION DEVELOPER-SR	65	2	1	Male	2	1	0	0	1	0	0
			1	Female	1	1	0	0	0	0	0
Database Specialist-Master	65	2	2	Male	2	0	1	1	0	0	0
			0	Female	0	0	0	0	0	0	0
DENTAL HYGIENIST SUPERVISOR	65	3	1	Male	0	0	0	0	0	0	0
			1	Female	1	1	0	0	0	0	0
HEALTH & ENVRNMNTL INVSTGTR IV	65	2	2	Male	7	6	0	0	1	0	0
			1	Female	2	1	0	0	1	0	0
FORENSIC ANTHROPOLOGIST	66	3	1	Male	0	0	0	0	0	0	0
			1	Female	1	1	0	0	0	0	0
IT SYSTEMS SPEC-MASTER	66	2	1	Male	0	0	0	0	0	0	0
			1	Female	1	0	1	0	0	0	0
BUSINESS & FINANCE OFFICER IV	67	2	1	Male	3	2	1	0	0	0	0
			1	Female	1	1	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0900
Department: 0900
KING COUNTY Dept. of Public Health
Dept. of Public Health

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	Race					
						White	Black	Asian	Native American	Hispanic	
DATABASE ADMINISTRATOR-SR	67	2	2	0	1	1	0	0	0	0	0
				Male		1	0	0	0	0	
IT PROJECT MANAGER I	67	2	1	0	1	1	0	0	0	0	0
				Male		1	0	0	0	0	
SYSTEMS ENGINEER-SENIOR	67	2	6	5	5	0	1	4	0	0	0
				Male		1	0	0	0	0	
ADMINISTRATOR IV	68	2	3	1	3	0	0	0	0	0	0
				Male		2	0	1	0	0	
ASSIST PUBLIC HLTH LAB MNGR	68	2	1	0	1	0	0	0	0	0	0
				Male		1	0	0	0	0	
PROJECT/PROGRAM MANAGER IV	68	2	36	4	7	5	0	0	0	2	0
				Male		27	2	0	0		
SPECIAL PROJECTS MANAGER I	68	2	2	0	2	0	0	0	0	0	0
				Male		2	0	0	0		

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0900 KING COUNTY Dept. of Public Health
Department: 0900 Dept. of Public Health

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Male	Female	Total	White	Black	Asian	Native	
											American	Hispanic
HUMAN RES SRVCS DELVRY MNGR I	69	2	2	1	1	0	2	1	1	0	0	0
APP DEVELOPER-MASTER	70	2	2	1	1	0	2	1	0	1	0	0
CLINICAL PSYCHOLOGIST	70	2	1	0	0	0	1	1	0	0	0	0
COMMUNICATIONS MANAGER	70	1	1	0	0	0	1	1	0	0	0	0
HEALTH SERVICES ADMINISTRATOR I	70	2	5	0	0	0	5	4	0	0	0	0
NURSE MANAGER	70	2	8	1	1	0	8	7	0	1	0	0
SPECIAL PROJECTS MANAGER I	70	2	1	0	0	0	1	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

C I Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
KING COUNTY Dept. of Public Health										
Dept. of Public Health										
EPIDEMIOLOGIST III	71	2	5	2 Male Female	2	1	0	0	1	0
FINANCIAL SERVICES ADMINISTRATOR	71	2	1	0 Male Female	1	1	0	0	0	0
FINANCE & ADMIN SRVCS MNGR	72	2	4	1 Male Female	3	0	1	0	0	0
HEALTH SERVICES ADMINISTRATOR II	72	2	9	2 Male Female	7	5	0	2	0	0
HUMAN RES SRVCS DELVRY MNGR II	72	2	1	0 Male Female	0	0	0	0	0	0
IT SUPERVISOR I	72	2	1	0 Male Female	1	1	0	0	0	0
ASSISTANT DIVISION DIRECTOR, COMMUNITY H	73	1	1	0 Male Female	1	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0900 KING COUNTY Dept. of Public Health

Department: 0900 Dept. of Public Health

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Male	Female	Total	White	Black	Asian	Native American	Hispanic
ASSISTANT DIVISION DIRECTOR, EMERGENCY M	73	1	1	1	1	0	0	0	0	0	0	0
Assistant Division Director, Environment	73	1	1	0	1	0	1	0	0	0	0	0
PHARMACIST	73	2	3	1	2	1	2	0	0	1	0	0
PUBLIC HEALTH LAB MNGR	74	2	1	0	1	0	1	1	0	0	0	0
CHIEF FINANCIAL OFFICER	75	1	1	1	1	0	1	0	1	0	0	0
Chief of Pharmacy	75	1	1	0	1	0	1	1	0	0	0	0
IT Manager I	75	2	3	0	2	1	2	2	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0900
Department: 0900
KING COUNTY Dept. of Public Health
Dept. of Public Health

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Total Minorities	Male	Female	Total	White	Black	Asian	Native American	Hispanic
IT MANAGER III	79	2	1	0	Male	Female	0	0	0	0	0	0
Public Health Dental Director	83	1	1	0	Male	Female	0	0	0	0	0	0
DIV DIR ENVIRONMTL HLTH SRVCS	85	1	1	1	Male	Female	0	0	0	0	0	0
DIVISION DIR COMMUNITY HLTHSRV	85	1	1	0	Male	Female	0	0	0	0	0	0
DIVISION DIRECTOR PREVENTION	85	1	1	0	Male	Female	0	0	0	0	0	0
STAFF PHYSICIAN	86	2	12	4	Male	Female	4	3	0	1	0	0
CHIEF ADMIN OFFCR PUBLIC HLTH	87	1	1	0	Male	Female	0	1	0	1	1	0
							8	5	1	1	1	0
							1	1	0	0	0	0
							0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING.0900

KING COUNTY Dept. of Public Health

Department: 0900

Dept. of Public Health

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	White	Black	Asian	Native	
									American	Hispanic
REGISTERED NURSE - JAIL	D	2	51	9 Male Female	17	12	3	1	1	0
JAIL PHSS	DD	3	2	1 Male Female	0	0	0	0	0	0
PUBLIC HEALTH NURSE	E	2	151	34 Male Female	4	2	0	2	0	0
PUBLIC HEALTH NURSE-JAIL	F	2	1	0 Male Female	1	1	0	0	0	0
ADVANCED REGISTERED NURSE PRACTITIONER	G	2	24	7 Male Female	3	2	0	1	0	0
ADVNCED REGSTRD NURSE PRAC JAIL	H	2	7	1 Male Female	1	1	0	0	0	0
ADV PRACTICE NURSE SPEC	I	2	1	0 Male Female	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,0900
Department: 0900
KING COUNTY Dept. of Public Health
Dept. of Public Health

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	White		Black	Asian	Native American		Hispanic
						Male	Female			American	Hispanic	
ADV PRACTICE NURSE SPEC	J	2	10	0	10	0	0	0	0	0	0	0
						Male	Female	0	0	0	0	0
NURSE RECRUITER	J	2	1	0	1	0	1	0	0	0	0	0
						Male	Female	0	0	0	0	0
PARAMEDIC	K	3	59	4	46	42	13	1	2	0	0	1
						Male	Female	0	0	0	0	0
PARAMEDIC	L	3	1	0	1	0	1	0	0	0	0	0
						Male	Female	0	0	0	0	0
MSO-OPERATIONS	M	8	4	0	4	4	0	0	0	0	0	0
						Male	Female	0	0	0	0	0
MSO	N	8	1	0	1	1	0	0	0	0	0	0
						Male	Female	0	0	0	0	0
MSO - TRAINING	N	8	1	0	1	1	0	0	0	0	0	0
						Male	Female	0	0	0	0	0

**King County Executive Branch 2005 - 2006 Plan
Summary Analysis
Analysis Data as of 2007-01-01**

Plan: KING.1000

KING COUNTY King County Executive Office

<i>Job Group</i>	<i>Total Female</i>	<i>Total Minorities</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>
	<i>#</i>	<i>#</i>	<i>#</i>	<i>#</i>	<i>#</i>	<i>#</i>
	<i>%</i>	<i>%</i>	<i>%</i>	<i>%</i>	<i>%</i>	<i>%</i>
(1) Officials and Administrators						
Employee: 42	17	6	2	4	0	0
Current Utilization:	40.48	14.29	4.76	9.52	0.00	0.00
Class Goal:	11.79	6.12	1.55	3.41	0.35	0.43
Underutilized:	28.06	14.58	3.70	8.13	0.84	1.03
	0.00	No	No	No	No	No
(2) Professionals						
Employee: 180	76	51	22	21	1	7
Current Utilization:	42.22	28.33	12.22	11.67	0.56	3.89
Class Goal:	74.61	24.89	4.32	12.28	2.14	4.61
Underutilized:	41.45	13.83	2.40	6.82	1.19	2.56
	0.00	No	No	No	Yes	No
(6) Administrative Support						
Employee: 29	18	13	4	7	0	2
Current Utilization:	62.07	44.83	13.79	24.14	0.00	6.90
Class Goal:	23.57	4.61	1.20	1.96	0.45	0.68
Underutilized:	81.27	15.89	4.14	6.77	1.54	2.33
	5.57	No	No	No	No	No
(7) Skilled Crafts						
Employee: 20	5	4	0	1	3	0
Current Utilization:	25.00	20.00	0.00	5.00	15.00	0.00
Class Goal:	3.01	5.78	2.28	1.86	0.73	0.83
Underutilized:	15.05	28.90	11.38	9.32	3.66	4.17
	0.00	Yes	Yes	Yes	No	Yes
Totals:	271	74	28	33	4	9

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING,1000,1006

KING COUNTY King County Executive Office OIRM

Job Group: 1 Officials and Administrators

<i>Loc</i>	<i>Job Title</i>	<i>Total Employees</i>		<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>		<i>Hispanic</i>
		<i>Persons</i>	<i>Percent</i>					<i>American</i>	<i>Hispanic</i>	
1000	CHIEF IT SECURITY OFFICER	1	14.29	0	0	0	0	0	0	0
1000	RADIO COMMUNICATIONS MANAGER	1	14.29	0	0	0	0	0	0	0
1000	STRATEGIC INFO RESOURCES MGR	5	71.43	1	0	0	0	0	0	0
Totals		7	100%	1	0.00	0.00	0.00	0.00	0.00	0.00

King County Executive Branch 2008 - 2012 Plan Job Group Analysis

Analysis Data as of 2007-01-01

Plan:		KING COUNTY King County Executive Office OIRM									
Job Group:		Professionals									
Loc	Job Title	Total Employees					Native				
		Persons	Percent	Female	Minority	Black	Asian	American	Hispanic		
1000	ADMINISTRATOR II	3	2.14	3	1	0	0	1	0		
1000	APP DEVELOPER-JOURNEY	2	1.43	1	1	0	1	0	0		
1000	APP DEVELOPER-MASTER	3	2.14	0	0	0	0	0	0		
1000	APPLICATIONS DEVELOPER-SR - A	32	22.86	7	7	2	5	0	0		
1000	BUSINESS AND FINANCE OFFICER III	1	0.71	1	1	0	1	0	0		
1000	BUSINESS AND FINANCE OFFICER IV	1	0.71	1	1	1	0	0	0		
1000	COMMUNICATIONS SPECIALIST III	3	2.14	2	0	0	0	0	0		
1000	CONTRACT SPECIALIST III	2	1.43	1	1	1	0	0	0		
1000	DATA COORDINATOR SPECIALIST	2	1.43	1	2	1	0	0	1		
1000	DATABASE ADMINISTRATOR-SR	2	1.43	1	2	0	2	0	0		
1000	DATABASE ADMINSTR-MASTER	2	1.43	0	0	0	0	0	0		
1000	DESKTOP SUPPORT SPEC-SR	1	0.71	1	1	1	0	0	0		
1000	Desktop Support Specialist-Journey	3	2.14	2	0	0	0	0	0		
1000	EMAIL ADMINISTRATOR-JRNY	2	1.43	0	0	0	0	0	0		
1000	FINANCE AND ADMINISTRATIVE SERVICES MANA	1	0.71	1	1	0	1	0	0		
1000	HUMAN RESOURCE ANALYST	1	0.71	1	0	0	0	0	0		
1000	Human Resource Manager	1	0.71	1	1	0	0	0	0		
1000	HUMAN RESOURCE SERVICES DELIVERY MANAGER	1	0.71	1	1	1	0	0	0		
1000	IT ENTERPRISE MANAGER I	2	1.43	2	1	1	0	0	0		
1000	IT ENTERPRISE MANAGER II	8	5.71	2	1	1	0	0	0		
1000	IT ENTERPRISE MANAGER III	2	1.43	0	1	1	0	0	0		
1000	IT PROJECT MANAGER II	3	2.14	1	0	0	0	0	0		
1000	IT PROJECT MANAGER III	1	0.71	1	0	0	0	0	0		
1000	IT SUPERVISOR I	1	0.71	1	1	1	0	0	0		
1000	IT SUPERVISOR II	3	2.14	3	0	0	0	0	0		
1000	IT SYSTEMS SPEC-ENTRY	1	0.71	1	0	0	0	0	0		
1000	IT Systems Specialist-Master	1	0.71	0	0	0	0	0	0		
1000	LAN ADMINISTRATOR-JOURNEY	1	0.71	1	1	0	1	0	0		
1000	LAN ADMINISTRATOR-MASTER	1	0.71	0	0	0	0	0	0		

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:		KING COUNTY King County Executive Office OIRM									
Job Group:		Professionals									
Loc	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic		
		Persons	Percent								
1000	LAN ADMINISTRATOR-SENIOR	3	2.14	1	2	0	1	0	1		
1000	MARKETING AND SALES SPECIALIST V	1	0.71	0	0	0	0	0	0		
1000	NETWORK ARCHITECT	4	2.86	0	1	0	0	0	0		
1000	NETWORK ENGINEER-JOURNEY	3	2.14	0	1	1	0	0	0		
1000	NETWORK ENGINEER-SENIOR	5	3.57	1	1	0	1	0	0		
1000	PRINTING AND GRAPHICS MANAGER	1	0.71	1	0	0	0	0	0		
1000	PROJECT/PROGRAM MANAGER II	2	1.43	2	1	0	0	0	0		
1000	PROJECT/PROGRAM MANAGER III	1	0.71	1	0	0	0	0	0		
1000	SUPERVISING COMPUTER OPERATOR	3	2.14	0	0	0	0	0	0		
1000	SUPERVISING DATA COORDINATOR	1	0.71	0	0	0	0	0	0		
1000	SUPERVISOR I	1	0.71	0	1	1	0	0	0		
1000	Supervisor II	1	0.71	0	1	1	0	0	0		
1000	SYSTEMS ARCHITECT	5	3.57	0	1	0	1	0	0		
1000	SYSTEMS ENGINEER-JOURNEY	2	1.43	0	1	0	1	0	0		
1000	SYSTEMS ENGINEER-SENIOR	13	9.29	5	3	1	2	0	0		
1000	TELECOM SPECIALIST-SENIOR	4	2.86	4	0	0	0	0	0		
1000	WEB DEVELOPER-MASTER	1	0.71	0	0	0	0	0	0		
1000	WEB DEVELOPER-SENIOR	2	1.43	1	0	0	0	0	0		
Totals		140	100%	53	38	15	17	1	5	1	3.57
		Total #		37.86	27.14	10.71	12.14	0.71			
		Total %									

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Loc	Job Title	Total Employees							Total #	Total %
		Persons	Percent	Female	Minority	Black	Asian	Native American		
1000	ADMINISTRATIVE SPECIALIST II	1	5.00	1	0	0	0	0	0	1
1000	ADMINISTRATIVE STAFF ASSISTANT	1	5.00	0	0	0	0	0	0	0
1000	COMPUTER OPERATOR SPECIALIST	9	45.00	1	5	1	3	0	1	1
1000	CONFIDENTIAL SECRETARY I	1	5.00	1	1	1	0	0	0	0
1000	CONFIDENTIAL SECRETARY II	1	5.00	1	0	0	0	0	0	0
1000	FISCAL SPECIALIST II	1	5.00	1	1	1	0	0	0	0
1000	FISCAL SPECIALIST III	6	30.00	4	3	0	3	0	0	0
Totals		20	100%	9	10	3	6	0	0	1
				45.00	50.00	15.00	30.00	0.00	0.00	5.00

Plan: KING,1000,1006

KING COUNTY King County Executive Office OIRM

Job Group: 6 Administrative Support

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

KING COUNTY King County Executive Office OIRM

7

Skilled Crafts

Loc	Job Title	Total Employees							Native American	Hispanic
		Persons	Percent	Female	Minority	Black	Asian			
1000	ASSISTANT BINDERY TECHNICIAN	1	5.00	1	0	0	0	0	0	0
1000	BINDERY TECHNICIAN	2	10.00	1	1	0	0	1	0	0
1000	ELECTRONIC COMMUNICATION SPECIALIST	4	20.00	0	0	0	0	0	0	0
1000	ELECTRONIC COMMUNICATION TECHNICIAN I	4	20.00	1	0	0	0	0	0	0
1000	ELECTRONIC COMMUNICATION TECHNICIAN II	2	10.00	0	0	0	0	0	0	0
1000	PRINTING EQUIPMENT TECHNICIAN	6	30.00	2	2	0	1	1	1	0
1000	PRINTING EQUIPMENT TECHNICIAN - LARGE EQ	1	5.00	0	1	0	0	0	1	0
Totals		20	100%	5	20.00	0.00	5.00	15.00	3	0.00
	Total #			5	20.00	0.00	5.00	15.00	3	0.00
	Total %			25.00	20.00	0.00	5.00	15.00	3	0.00

King County Executive Branch 2008 - 2012 Plan Summary Analysis

Analysis Data as of 2007-01-01

KING COUNTY King County Sheriff's Office

Plan: KING,1100

Job Group	Total Female #	%	Total Minorities #	%	Black #	%	Asian #	%	Native American #	%	Hispanic #	%
(1) Officials and Administrators												
Employee:	30											
Current Utilization:	8	26.67	3	10.00	1	3.33	1	3.33	1	3.33	0	0.00
Class Goal:	7.53	25.10	3.86	12.86	0.92	3.06	2.34	7.81	0.32	1.07	0.18	0.59
Underutilized:	0.00	No	0.86	Yes	0.00	No	1.34	Yes	0.00	No	0.18	No
(2) Professionals												
Employee:	49											
Current Utilization:	33	67.35	12	24.49	2	4.08	7	14.29	1	2.04	2	4.08
Class Goal:	12.20	24.89	8.42	17.18	3.09	6.30	2.75	5.62	0.82	1.68	1.33	2.72
Underutilized:	0.00	No	0.00	No	1.09	Yes	0.00	No	0.00	No	0.00	No
(3) Technicians												
Employee:	85											
Current Utilization:	53	62.35	21	24.71	7	8.24	10	11.76	1	1.18	3	3.53
Class Goal:	46.51	54.72	18.47	21.73	4.18	4.92	8.64	10.16	1.22	1.43	3.34	3.93
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.22	No	0.34	No
(4) Protective Service Workers												
Employee:	704											
Current Utilization:	98	13.92	117	16.62	34	4.83	43	6.11	11	1.56	29	4.12
Class Goal:	123.27	17.51	125.03	17.76	48.51	6.89	32.95	4.68	14.36	2.04	23.87	3.39
Underutilized:	25.27	Yes	8.03	Yes	14.51	Yes	0.00	No	3.36	Yes	0.00	No
(6) Administrative Support												
Employee:	166											
Current Utilization:	140	84.34	34	20.48	11	6.63	14	8.43	2	1.20	7	4.22
Class Goal:	120.81	72.78	35.99	21.68	10.18	6.13	15.42	9.29	2.34	1.41	5.41	3.26
Underutilized:	0.00	No	1.99	Yes	0.00	No	1.42	Yes	0.34	No	0.00	No
Totals:	332		187		55		75		16		41	

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

C I	Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	White	Black	Asian	Native American	Hispanic
	KING,1100										
	KING COUNTY King County Sheriff's Office										
	King County Sheriff's Office										
	Department: 1100										
	ADMINISTRATIVE OFFICE ASSIST	29	6	1	1	0	0	0	0	0	0
	ADMINISTRATIVE SPECIALIST I	33	6	2	1	0	0	0	0	0	0
	ADMIN SPEC II	37	6	30	7	0	0	0	0	0	0
	REVENUE PROCESSOR	37	6	1	1	1	0	0	0	0	1
	FISCAL SPECIALIST II	38	6	4	1	0	0	0	0	0	0
	Customer Service Specialist III	40	6	1	0	0	0	0	0	0	0
	EVIDENCE SPECIALIST	40	3	12	3	6	4	1	1	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

C I Job Title	Salary Code	EEO Code	Total Employees	Total Minorities	Total	Native									
						White	Black	Asian	American American	Hispanic					
KING COUNTY King County Sheriff's Office															
King County Sheriff's Office															
Plan:	KING,1100														
Department:	1100														
EXEMPT - ADMINISTRATIVE ASSISTANT - STAD	40	6	11	3	3	2	0	1	0	0	0	0	0	0	0
				Male											
				Female											
TECH INFO PROCESSING SPEC III	40	6	1	0	0	0	0	0	0	0	0	0	0	0	0
				Male											
				Female											
ADMINISTRATIVE SPECIALIST III	41	6	6	3	6	0	0	0	0	0	0	0	0	0	0
				Male											
				Female											
PARALEGAL	41	6	1	0	0	0	0	0	0	0	0	0	0	0	0
				Male											
				Female											
SHERIFF DATA SPECIALIST	41	6	13	4	3	2	0	1	0	0	0	0	0	0	0
				Male											
				Female											
FISCAL SPECIALIST III	42	6	1	0	0	0	0	0	0	0	0	0	0	0	0
				Male											
				Female											
POLICE DATA TECHNICIAN	42	3	13	3	3	1	1	1	0	0	0	0	0	0	0
				Male											
				Female											

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	Native				
						White	Black	Asian	American Hispanic	Hispanic
KING COUNTY King County Sheriff's Office										
King County Sheriff's Office										
COMMUNITY SERVICE OFFICER	44	2	8	3	2	1	0	1	0	0
PHOTOGRAPHER TECHNICIAN	44	2	1	0	1	1	0	0	0	0
SECURITY ASSISSTANT II	44	4	1	0	1	1	0	0	0	0
IDENTIFICATION TECHNICIAN	45	3	38	12	16	10	3	1	0	2
SECURITY ASSISSTANT II	45	4	21	0	21	21	0	0	0	0
ADMINISTRATIVE SPECIALIST IV	46	6	10	4	3	2	0	1	0	0
ADMINISTRATIVE STAFF ASSISTANT	48	6	3	0	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	Race							
						White	Black	Asian	Native American	Hispanic			
KING COUNTY King County Sheriff's Office													
King County Sheriff's Office													
	48	6	4	1 Male 1 Female	1	1	0	0	0	0	0	0	0
DIVISION SECRETARY					3	2	0	0	0	0	0	0	1
	48	2	1	1 Male 1 Female	0	0	0	0	0	0	0	0	0
LEOFF 1 CLAIMS SPECIALIST					1	0	0	1	0	0	0	0	0
	49	2	1	1 Male 1 Female	0	0	0	0	0	0	0	0	0
PHOTOGRAPHER					1	0	0	0	0	0	1	0	0
	50	6	1	0 Male 1 Female	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SPECIALIST IV					1	1	0	0	0	0	0	0	0
	50	3	3	1 Male 2 Female	1	1	0	0	0	0	0	0	0
IDENTIFICATION SUPERVISOR					2	1	0	1	0	0	0	0	0
	50	6	1	1 Male 1 Female	0	0	0	0	0	0	0	0	0
LEAD ASSIGNMENT I					1	0	1	0	0	0	0	0	0
	51	2	4	1 Male 3 Female	1	0	0	1	0	0	0	0	0
DESKTOP SUPPORT SPEC-JRNY					3	3	0	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,1100 KING COUNTY King County Sheriff's Office

Department: 1100 King County Sheriff's Office

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
ACCOUNTANT	52	2	1	1	0	0	0	0	0	0
					1	0	0	1	0	0
PROJECT/PROGRAM MANAGER I	53	2	1	0	0	0	0	0	0	0
					1	1	0	0	0	0
EXECUTIVE SECRETARY/ASSIST I	55	6	1	0	0	0	0	0	0	0
					1	1	0	0	0	0
LATENT PRINT EXAMINER	55	3	15	2	5	5	0	0	0	0
					10	8	0	2	0	0
ADMINISTRATOR II	56	2	1	0	0	0	0	0	0	0
					1	1	0	0	0	0
Community Liaison / Intervention Special	56	2	1	1	1	0	0	1	0	0
					0	0	0	0	0	0
LAN ADMINISTRATOR-FOURNEY	56	2	4	2	1	0	0	0	0	1
					3	2	0	1	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,1100 KING COUNTY King County Sheriff's Office
Department: 1100 King County Sheriff's Office

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	Race					
						White	Black	Asian	Native American	Hispanic	
HUMAN RESOURCE ANALYST	57	2	2	0	1	1	0	0	0	0	0
			Male	Female	1	1	0	0	0	0	0
BUSINESS & FINANCE OFFICER II	58	2	1	0	0	0	0	0	0	0	0
			Male	Female	1	1	0	0	0	0	0
COMMUNICATIONS SPECIALIST III	58	2	1	0	1	1	0	0	0	0	0
			Male	Female	0	0	0	0	0	0	0
PHOTOGRAPH LABORATORY SUPERVISOR	58	2	1	0	1	1	0	0	0	0	0
			Male	Female	0	0	0	0	0	0	0
PROJECT/PROGRAM MANAGER II	58	2	7	0	2	2	0	0	0	0	0
			Male	Female	5	5	0	0	0	0	0
LAN ADMINISTRATOR-JOURNEY	61	2	1	0	0	0	0	0	0	0	0
			Male	Female	1	1	0	0	0	0	0
LAN ADMINISTRATOR-SENIOR	61	2	1	1	1	0	1	0	0	0	0
			Male	Female	0	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,1100 KING COUNTY King County Sheriff's Office

Department: 1100 King County Sheriff's Office

<i>C</i>	<i>I</i>	<i>Job Title</i>	<i>Salary Code</i>	<i>EEO Code</i>	<i>Employees</i>	<i>Total</i>	<i>Minorities</i>				<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>
		LATENT/PHOTO LABS SUPERVISOR (LATENT PRI	61	3	1	0	0	0	0	0	0	0	0	0	0
							Male								
		RECORDS & INFO SYS MANAGER	61	2	1	0	0	0	0	0	0	0	0	0	0
							Female								
		BUSINESS & FINANCE OFFICER III	62	2	1	1	0	0	0	0	0	0	0	0	0
							Male								
							Female								
		DATABASE ADMSTR-JOURNEY	62	2	1	0	0	0	0	0	0	0	0	0	0
							Male								
							Female								
		POLYGRAPH EXAMINER	63	3	1	0	0	0	0	0	0	0	0	0	0
							Male								
							Female								
		PROJECT/PROGRAM MANAGER III	63	2	3	0	0	0	0	0	0	0	0	0	0
							Male								
							Female								
		ADMIN ASSISTANT - PUBLIC SAFETY	65	6	1	0	0	0	0	0	0	0	0	0	0
							Male								
							Female								

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

Plan: KING,1100 KING COUNTY King County Sheriff's Office
Department: 1100 King County Sheriff's Office

<i>C</i> <i>I</i> Job Title	Salary Code	EEO Code	Total Employees	Minorities	Total	Race				
						White	Black	Asian	Native American	Hispanic
RESEARCH&TECHNOLOGYSUPERVISOR	72	2	1	0	1	1	0	0	0	0
						Male	Female			
CAPTAIN	73	4	2	0	2	2	0	0	0	0
						Male	Female			
CAPTAIN	73	1	21	3	17	15	1	0	1	0
						Male	Female			
REGIONAL FINGERPRINT ID MNGR	74	3	1	0	0	0	0	0	0	0
						Male	Female			
CHIEF FIN OFFCR-SHERIFF'S OFFC	75	1	1	0	1	1	0	0	0	0
						Male	Female			
HUMAN RESOURCE ANALYST - SENIOR	78	2	1	0	0	0	0	0	0	0
						Male	Female			
MAJOR	78	1	5	0	3	3	0	0	0	0
						Male	Female			
						2	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis**

Analysis Data as of 2007-01-01

C I	Job Title	Salary Code	EEO Code	Employees	Total Minorities	Total	White	Black	Asian	Native		
										American	Hispanic	
				KING COUNTY King County Sheriff's Office								
				King County Sheriff's Office								
	SHERIFF'S AIDE	79	1	1	0	1	1	0	0	0	0	
					Female	0	0	0	0	0	0	
	CHIEF	82	4	4	0	2	2	0	0	0	0	
					Female	2	2	0	0	0	0	
	COMM SPECIALIST	CC	6	65	7	11	10	0	1	0	0	
					Female	54	48	2	1	0	3	
	Communication Supervisor	CS	6	8	0	3	3	0	0	0	0	
					Female	5	5	0	0	0	0	
	POLICE OFFICER (DEPUTY)	P0	4	6	0	6	6	0	0	0	0	
					Female	0	0	0	0	0	0	
	SERGEANT	PM	4	1	0	1	1	0	0	0	0	
					Female	0	0	0	0	0	0	
	POLICE OFFICER (DEPUTY)	PO	4	574	106	491	396	27	37	7	24	
					Female	83	72	4	1	4	2	

**King County Executive Branch 2008 - 2012 Plan
Work Force Analysis
Analysis Data as of 2007-01-01**

KING COUNTY King County Sheriff's Office

King County Sheriff's Office

Plan: KING,1100

Department: 1100

C I Job Title

Salary Code	EEO Code	Total Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic
			Male	Female						
PP	4	1	0	0	1	1	0	0	0	0
					81	72	2	5	0	2
SG	4	94	11	11	13	11	1	0	0	1
					702	576	36	52	8	30
		1,034	187	332	332	271	19	23	8	11

Totals

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING,1100 KING COUNTY King County Sheriff's Office
Job Group: 1 Officials and Administrators

<i>Loc</i>	<i>Job Title</i>	<i>Total Employees</i>						<i>Native</i>		
		<i>Persons</i>	<i>Percent</i>	<i>Female</i>	<i>Minority</i>	<i>Black</i>	<i>Asian</i>	<i>American</i>	<i>Hispanic</i>	
1100	CAPTAIN	21	70.00	4	3	1	1	1	0	
1100	CHIEF FIN OFFCR-SHERIFFS OFFC	1	3.33	0	0	0	0	0	0	
1100	COMMUNICATIONS OPERATIONS MANAGER	1	3.33	1	0	0	0	0	0	
1100	LEGAL ADVISOR SHERIFFS OFFICE	1	3.33	1	0	0	0	0	0	
1100	MAJOR	5	16.67	2	0	0	0	0	0	
1100	SHERIFFS AIDE	1	3.33	0	0	0	0	0	0	
Totals		30	100%	8	3	1	1	1	0	
	Total %			26.67	10.00	3.33	3.33	3.33	0.00	

King County Executive Branch 2008 - 2012 Plan

Job Group Analysis

Analysis Data as of 2007-01-01

Plan: KING,1100 KING COUNTY King County Sheriff's Office

Job Group: 2 Professionals

Loc	Job Title	Total Employees					Black	Asian	Native American	Hispanic
		Persons	Percent	Female	Minority	Male				
1100	ACCOUNTANT	1	2.04	1	1	0	1	0	0	
1100	ADMINISTRATOR II	1	2.04	1	0	0	0	0	0	
1100	BUSINESS & FINANCE OFFICER II	1	2.04	1	0	0	0	0	0	
1100	BUSINESS & FINANCE OFFICER III	1	2.04	1	1	1	0	0	0	
1100	COMMUNICATIONS SPECIALIST III	1	2.04	0	0	0	0	0	0	
1100	Community Liaison / Intervention Special	1	2.04	0	1	0	1	0	0	
1100	COMMUNITY SERVICE OFFICER	8	16.33	6	3	0	2	0	1	
1100	DATABASE ADMSTR-JOURNEY	1	2.04	1	0	0	0	0	0	
1100	DESKTOP SUPPORT SPEC-JRNY	4	8.16	3	1	0	1	0	0	
1100	GRANT ADMINISTRATOR	1	2.04	0	0	0	0	0	0	
1100	HUMAN RESOURCE ANALYST	2	4.08	1	0	0	0	0	0	
1100	HUMAN RESOURCE ANALYST - SENIOR	1	2.04	1	0	0	0	0	0	
1100	INFORMATION SYS PROFESSNAL IV	1	2.04	1	0	0	0	0	0	
1100	IT PROJECT MANAGER II	1	2.04	0	0	0	0	0	0	
1100	LAN ADMINISTRATOR-JOURNEY	5	10.20	4	2	0	1	0	1	
1100	LAN ADMINISTRATOR-MASTER	1	2.04	0	0	0	0	0	0	
1100	LAN ADMINISTRATOR-SENIOR	1	2.04	0	1	1	0	0	0	
1100	LEOFF I CLAIMS SPECIALIST	1	2.04	1	1	0	1	0	0	
1100	PHOTOGRAPH LABORATORY SUPERVISOR	1	2.04	0	0	0	0	0	0	
1100	PHOTOGRAPHER	1	2.04	1	1	0	0	1	0	
1100	PHOTOGRAPHER TECHNICIAN	1	2.04	0	0	0	0	0	0	
1100	PROJECT/PROGRAM MANAGER I	1	2.04	1	0	0	0	0	0	
1100	PROJECT/PROGRAM MANAGER II	7	14.29	5	0	0	0	0	0	
1100	PROJECT/PROGRAM MANAGER III	3	6.12	3	0	0	0	0	0	
1100	RECORDS & INFO SYS MANAGER	1	2.04	1	0	0	0	0	0	
1100	RESEARCH&TECHNOLOGYSUPERVISOR	1	2.04	0	0	0	0	0	0	
Totals		49	100%	33	12	2	7	1	2	
				67	24.49	4.08	14.29	2.04	4.08	

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING, 1100
Job Group: 3
KING COUNTY King County Sheriff's Office
Technicians

Loc	Job Title	Total Employees							Total #	Total %
		Persons	Percent	Female	Minority	Black	Asian	Native American		
1100	EVIDENCE SPECIALIST	12	14.12	6	3	1	1	1	0	0
1100	IDENTIFICATION OPERATIONS MANAGER	1	1.18	1	0	0	0	0	0	0
1100	IDENTIFICATION SUPERVISOR	3	3.53	2	1	0	1	0	0	0
1100	IDENTIFICATION TECHNICIAN	38	44.71	22	12	4	5	0	3	0
1100	LATENT PRINT EXAMINER	15	17.65	10	2	0	2	0	0	0
1100	LATENT/PHOTO LABS SUPERVISOR (LATENT PRI	1	1.18	1	0	0	0	0	0	0
1100	POLICE DATA TECHNICIAN	13	15.29	10	3	2	1	0	0	0
1100	POLYGRAPH EXAMINER	1	1.18	0	0	0	0	0	0	0
1100	REGIONAL FINGERPRINT ID MNGR	1	1.18	1	0	0	0	0	0	0
Totals		85	100%	53	21	7	10	1	3	3.53
				62.35	24.71	8.24	11.76	1.18		

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	Loc	Job Title	Total Employees							Total #	Total %	
				Persons	Percent	Female	Minority	Black	Asian	Native American			Hispanic
KING,1100	4			2	0.28	0	0	0	0	0	0	29	4.12
			CAPTAIN	4	0.57	2	0	0	0	0	0	11	1.56
			CHIEF	581	82.53	83	106	31	38	11	26	43	6.11
			POLICE OFFICER (DEPUTY)	22	3.13	0	0	0	0	0	0	5	0.70
			SECURITY ASSISTANT II	95	13.49	13	11	3	5	0	3	34	4.83
			SERGEANT	704	100%	98	117	34	43	11	29	704	100%
			Totals			13.92	16.62	4.83	6.11	1.56	4.12		

King County Executive Branch 2008 - 2012 Plan Job Group Analysis

Analysis Data as of 2007-01-01

Plan:	Job Group:	Loc	Job Title	Total Employees		Female	Minority	Black	Asian	Native		Hispanic
				Persons	Percent					American	Hispanic	
KING,1100	6		ADMIN ASSISTANT - PUBLIC SAFETY	1	0.60	0	0	0	0	0	0	0
			ADMIN SPEC II	30	18.07	30	7	3	2	1	1	1
			ADMINISTRATIVE OFFICE ASSIST	1	0.60	1	1	1	0	0	0	0
			ADMINISTRATIVE SPECIALIST I	2	1.20	2	1	0	1	0	0	0
			ADMINISTRATIVE SPECIALIST III	6	3.61	6	3	0	2	1	0	0
			ADMINISTRATIVE SPECIALIST IV	11	6.63	8	4	2	2	0	0	0
			ADMINISTRATIVE STAFF ASSISTANT	3	1.81	3	0	0	0	0	0	0
			COMM SPECIALIST	65	39.16	54	7	2	2	0	3	3
			Communication Supervisor	8	4.82	5	0	0	0	0	0	0
			Customer Service Specialist III	1	0.60	1	0	0	0	0	0	0
			DIVISION SECRETARY	4	2.41	3	1	0	0	0	1	1
			EXECUTIVE SECRETARY/ASSIST I	1	0.60	1	0	0	0	0	0	0
			EXEMPT - ADMINISTRATIVE ASSISTANT - STAD	11	6.63	8	3	0	2	0	1	1
			FISCAL SPECIALIST II	4	2.41	4	1	0	1	0	0	0
			FISCAL SPECIALIST III	1	0.60	1	0	0	0	0	0	0
			LEAD ASSIGNMENT I	1	0.60	1	1	1	0	0	0	0
			PARALEGAL	1	0.60	1	0	0	0	0	0	0
			REVENUE PROCESSOR	1	0.60	0	1	0	0	0	0	1
			SHERIFF DATA SPECIALIST	13	7.83	10	4	2	2	0	0	0
			TECH INFO PROCESSING SPEC III	1	0.60	1	0	0	0	0	0	0
Totals				166		140	34	11	14	2	7	7
					100%	84.34	20.48	6.63	8.43	1.20		4.22

Appendix C: Executive Department Salaries by Race and Gender

Appendix C contains a current inventory all active Executive department job titles grouped by salary. The appendix also includes incumbent race and gender information within a job title.

King County Executive Department 2007 Salaries by Race and Gender

Gender	Salary	Asian	Black	Hispanic	Native American	White	Other	Not Specified	Total	Percent of Salary Group	Percent of all Employees
Female	\$1 to \$14,999	15	66	7	1	166	0	3	258	4.6%	1.91%
Female	\$15,000 to \$24,999	9	7	11	0	61	0	0	88	1.6%	0.65%
Female	\$25,000 to \$34,999	31	18	8	2	134	2	2	197	3.5%	1.46%
Female	\$35,000 to \$49,999	268	260	126	38	1103	4	3	1,802	32.3%	13.32%
Female	\$50,000 to \$74,999	248	302	86	33	1606	3	10	2,288	41.0%	16.91%
Female	\$75,000 to \$124,999	80	58	16	6	728	0	7	895	16.0%	6.62%
Female	\$125,000 or more	3	6	1	1	39	0	0	50	0.9%	0.37%
	Total Female:	654	717	255	81	3,837	9	25	5,578	100.0%	41.23%
Male	\$1 to \$14,999	52	115	20	5	404	0	13	609	7.7%	4.50%
Male	\$15,000 to \$24,999	10	14	1	0	58	1	0	84	1.1%	0.62%
Male	\$25,000 to \$34,999	17	17	9	1	41	0	2	87	1.1%	0.64%
Male	\$35,000 to \$49,999	234	209	70	21	721	3	8	1,266	15.9%	9.36%
Male	\$50,000 to \$74,999	459	618	165	57	3072	2	24	4,397	55.3%	32.80%
Male	\$75,000 to \$124,999	149	95	27	15	1134	0	14	1,434	18.0%	10.60%
Male	\$125,000 or more	8	5	1	0	59	1	0	74	0.9%	0.55%
	Total Male:	929	1,073	293	99	5,489	7	61	7,951	100.0%	58.77%
BY RACE											
	Salary	Asian	Black	Hispanic	Native American	White	Other	Not Specified			
	\$1 to \$14,999	67	181	27	6	570	0	16	867	6.4%	
	\$15,000 to \$24,999	19	21	12	0	119	1	0	172	1.3%	
	\$25,000 to \$34,999	48	35	17	3	175	2	4	284	2.1%	
	\$35,000 to \$49,999	502	469	196	59	1,824	7	11	3,068	22.7%	
	\$50,000 to \$74,999	707	920	251	90	4,678	5	34	6,685	49.4%	
	\$75,000 to \$124,999	229	153	43	21	1,862	0	21	2,329	17.2%	
	\$125,000 or more	11	11	2	1	98	1	0	124	0.9%	
	Total	1,583	1,790	548	180	9,326	16	86	13,529	100.0%	

U.S. Census Bureau

Census 2000 EEO Data Tool

Employment by Occupation, Earnings, Sex and Race for King County, WA

Number of People

Geography	Occupation	Sex	Earnings	Total	White non-Hispanic	Hispanic	Black non-Hispanic	AIAN non-Hispanic	Asian non-Hispanic	NH non-Hispanic
King County, WA	Total Employed at Work	Total	Total Employed at Work	1071544	833060	50806	43712	7992	96747	
King County, WA	Total Employed at Work	Total	No earnings	21236	12957	2541	1594	272	2695	
King County, WA	Total Employed at Work	Total	\$1 to \$14,999 or loss	204200	145416	15167	9262	2120	22298	
King County, WA	Total Employed at Work	Total	\$15,000 to \$24,999	168667	117961	12484	9348	1393	19946	
King County, WA	Total Employed at Work	Total	\$25,000 to \$34,999	181098	140122	8532	8320	1644	16288	
King County, WA	Total Employed at Work	Total	\$35,000 to \$49,999	206456	168930	6215	8493	1314	15637	
King County, WA	Total Employed at Work	Total	\$50,000 to \$74,999	173171	146896	4043	4746	895	12702	
King County, WA	Total Employed at Work	Total	\$75,000 to \$124,999	79605	69641	1319	1514	300	5231	
King County, WA	Total Employed at Work	Total	\$125,000 or more	34506	31137	505	435	54	1950	
King County, WA	Total Employed at Work	Male	Total Employed at Work	590151	462066	31020	23605	4096	49833	
King County, WA	Total Employed at Work	Male	No earnings	9879	5561	1560	725	144	1261	
King County, WA	Total Employed at Work	Male	\$1 to \$14,999 or loss	82743	57172	7813	4104	694	8970	
King	Total		\$15,000							

County, WA	Employed at Work	Male	to \$24,999	76586	50592	8075	4697	617	9076
King County, WA	Total Employed at Work	Male	\$25,000 to \$34,999	86940	65394	5128	4292	785	7893
King County, WA	Total Employed at Work	Male	\$35,000 to \$49,999	119492	97402	4017	5026	934	8685
King County, WA	Total Employed at Work	Male	\$50,000 to \$74,999	122715	104566	2964	3281	652	8369
King County, WA	Total Employed at Work	Male	\$75,000 to \$124,999	62499	54789	1073	1122	216	4048
King County, WA	Total Employed at Work	Male	\$125,000 or more	29297	26590	390	358	54	1531
King County, WA	Total Employed at Work	Female	Total Employed at Work	478788	370994	19786	20107	3896	46914
King County, WA	Total Employed at Work	Female	No earnings	11357	7396	981	869	128	1434
King County, WA	Total Employed at Work	Female	\$1 to \$14,999 or loss	121457	88244	7354	5158	1426	13328
King County, WA	Total Employed at Work	Female	\$15,000 to \$24,999	92081	67369	4409	4651	776	10870
King County, WA	Total Employed at Work	Female	\$25,000 to \$34,999	94158	74728	3404	4028	859	8395
King County, WA	Total Employed at Work	Female	\$35,000 to \$49,999	86964	71528	2198	3467	380	6952
King County, WA	Total Employed at Work	Female	\$50,000 to \$74,999	50456	42330	1079	1465	243	4333
King County, WA	Total Employed at Work	Female	\$75,000 to \$124,999	17106	14852	246	392	84	1183
King County, WA	Total Employed at Work	Female	\$125,000 or more	5209	4547	115	77	0	419

Source: US Census Bureau, Census 2000 special tabul

NOTE: Estimates may not add to the total due to rounding. For information on confidentiality protection, sampling error, nonsampling error, and accuracy of the data, see

Employment by Occupation, Earnings, Sex and Race for King County, WA

Percentages

Geography	Occupation	Sex	Earnings	Total	White non-Hispanic	Hispanic	Black non-Hispanic	AIAN non-Hispanic	Asian non-Hispanic	NHO non-Hispanic
King County, WA	Total Employed at Work	Total	Total Employed at Work	100%	77.7%	4.7%	4.1%	0.7%	9.0%	0.
King County, WA	Total Employed at Work	Total	No earnings	2.0%	1.2%	0.2%	0.1%	0.0%	0.3%	0.
King County, WA	Total Employed at Work	Total	\$1 to \$14,999 or loss	19.1%	13.6%	1.4%	0.9%	0.2%	2.1%	0.
King County, WA	Total Employed at Work	Total	\$15,000 to \$24,999	15.7%	11.0%	1.2%	0.9%	0.1%	1.9%	0.
King County, WA	Total Employed at Work	Total	\$25,000 to \$34,999	16.9%	13.1%	0.8%	0.8%	0.2%	1.5%	0.
King County, WA	Total Employed at Work	Total	\$35,000 to \$49,999	19.3%	15.8%	0.6%	0.8%	0.1%	1.5%	0.
King County, WA	Total Employed at Work	Total	\$50,000 to \$74,999	16.2%	13.7%	0.4%	0.4%	0.1%	1.2%	0.
King County, WA	Total Employed at Work	Total	\$75,000 to \$124,999	7.4%	6.5%	0.1%	0.1%	0.0%	0.5%	0.
King County, WA	Total Employed at Work	Total	\$125,000 or more	3.2%	2.9%	0.0%	0.0%	0.0%	0.2%	0.
King County, WA	Total Employed at Work	Male	Total Employed at Work	55.1%	43.1%	2.9%	2.2%	0.4%	4.7%	0.
King County, WA	Total Employed at Work	Male	No earnings	0.9%	0.5%	0.1%	0.1%	0.0%	0.1%	0.
King County, WA	Total Employed at Work	Male	\$1 to \$14,999 or loss	7.7%	5.3%	0.7%	0.4%	0.1%	0.8%	0.
King County, WA	Total Employed at Work	Male	\$15,000 to \$24,999	7.1%	4.7%	0.8%	0.4%	0.1%	0.8%	0.

King County, WA	Total Employed at Work	Male	\$25,000 to \$34,999	8.1%	6.1%	0.5%	0.4%	0.1%	0.7%	0.
King County, WA	Total Employed at Work	Male	\$35,000 to \$49,999	11.2%	9.1%	0.4%	0.5%	0.1%	0.8%	0.
King County, WA	Total Employed at Work	Male	\$50,000 to \$74,999	11.5%	9.8%	0.3%	0.3%	0.1%	0.8%	0.
King County, WA	Total Employed at Work	Male	\$75,000 to \$124,999	5.8%	5.1%	0.1%	0.1%	0.0%	0.4%	0.
King County, WA	Total Employed at Work	Male	\$125,000 or more	2.7%	2.5%	0.0%	0.0%	0.0%	0.1%	0.
King County, WA	Total Employed at Work	Female	Total Employed at Work	44.7%	34.6%	1.8%	1.9%	0.4%	4.4%	0.
King County, WA	Total Employed at Work	Female	No earnings	1.1%	0.7%	0.1%	0.1%	0.0%	0.1%	0.
King County, WA	Total Employed at Work	Female	\$1 to \$14,999 or loss	11.3%	8.2%	0.7%	0.5%	0.1%	1.2%	0.
King County, WA	Total Employed at Work	Female	\$15,000 to \$24,999	8.6%	6.3%	0.4%	0.4%	0.1%	1.0%	0.
King County, WA	Total Employed at Work	Female	\$25,000 to \$34,999	8.8%	7.0%	0.3%	0.4%	0.1%	0.8%	0.
King County, WA	Total Employed at Work	Female	\$35,000 to \$49,999	8.1%	6.7%	0.2%	0.3%	0.0%	0.6%	0.
King County, WA	Total Employed at Work	Female	\$50,000 to \$74,999	4.7%	4.0%	0.1%	0.1%	0.0%	0.4%	0.
King County, WA	Total Employed at Work	Female	\$75,000 to \$124,999	1.6%	1.4%	0.0%	0.0%	0.0%	0.1%	0.
King County, WA	Total Employed at Work	Female	\$125,000 or more	0.5%	0.4%	0.0%	0.0%	0.0%	0.0%	0.

Source: US Census Bureau, Census 2000 special tabulat

NOTE: Percentages may not add to total due to rounding. For information on confidentiality protection, sampling error, nonsampling error, and accuracy of the data, see <http://www.census.gov/prod/cen2000/doc/sf3chap8.pdf>.

Appendix D: Executive Department Job Titles Grouped by EEO Job Categories

Appendix D contains a current inventory all active Executive department job titles grouped by EEO job categories. The appendix also includes incumbent race and gender information within a job title.

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	KING	KING COUNTY	Job Title	Total Employees							Native American	Hispanic	
					Persons	Percent	Female	Minority	Black	Asian				
	1		Officials and Administrators											
0400				DIVISION DIR OFF OF CVL RIGHTS	1	0.52	1	0	0	0	0	0	0	0
0400				DIVISION DIR OFF OF EMRG MGMT	1	0.52	0	0	0	0	0	0	0	0
0400				Division Director, Construction & Facilities	1	0.52	1	0	0	0	0	0	0	0
0400				DIVISION DIRECTOR, FINANCE AND BUSINESS	1	0.52	0	0	0	0	0	0	0	0
0400				DIVISION DIRECTOR, HUMAN RESOURCES MANAGER	1	0.52	1	1	1	0	0	0	0	0
0400				MANAGER, LABOR RELATIONS	1	0.52	1	0	0	0	0	0	0	0
0400				PROCUREMENT MANAGER	1	0.52	0	0	0	0	0	0	0	0
0400				TREASURY MANAGER	1	0.52	0	0	0	0	0	0	0	0
0500				DEPUTY DIR JUDICIAL ADMIN	1	0.52	1	1	1	0	0	1	0	0
0600				ASSISTANT DIV DIR SOLID WASTE	1	0.52	1	0	0	0	0	0	0	0
0600				ASSISTANT DIVISION DIRECTOR, PARKS	1	0.52	0	0	0	0	0	0	0	0
0600				ASSISTANT DIVISION DIRECTOR, WASTEWATER	1	0.52	1	1	1	0	0	0	0	0
0600				ASSISTANT DIVISION DIRECTOR, WATER & LAND	1	0.52	1	0	0	0	0	0	0	0
0600				CAPITAL IMPROVEMENTS PROGRAM SECTION MANAGER	4	2.06	1	0	0	0	0	0	0	0
0600				CHIEF FINANCIAL OFFICER	1	0.52	0	0	0	0	0	0	0	0
0600				COMMUNICATIONS MANAGER	1	0.52	0	0	0	0	0	0	0	0
0600				DEPUTY DIR NATRL RES & PARKS	1	0.52	0	0	0	0	0	0	0	0
0600				DIVISION DIR WTR & LAND RES	1	0.52	0	0	0	0	0	0	0	0
0600				DIVISION DIRECTOR PARKS	1	0.52	0	0	0	0	0	0	0	0
0600				DIVISION DIRECTOR SOLID WASTE	1	0.52	1	1	1	0	0	0	0	0
0600				DIVISION DIRECTOR, WASTEWATER TREATMENT	1	0.52	0	0	0	0	0	0	0	0
0600				Engineering Services Manager - Solid Waste	2	1.03	0	0	0	0	0	0	0	0
0600				ENVIRONMENTAL PROGRAMS SECTION MANAGER	2	1.03	1	0	0	0	0	0	0	0
0600				ENVIRONMENTAL PROGRAMS SECTION MANAGER	2	1.03	1	0	0	0	0	0	0	0
0600				FINANCE AND ADMINISTRATIVE SERVICES MANAGER	1	0.52	0	1	0	1	0	0	0	0
0600				FISCAL SERVICES MANAGER-SOLID WASTE	1	0.52	1	1	0	1	0	0	0	0
0600				OPERATIONS MANAGER	2	1.03	1	0	0	0	0	0	0	0
0600				RECREATION PROGRAMS MANAGER	1	0.52	1	0	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	Loc	Job Title	Total Employees							Asian	Native American	Hispanic
				Persons	Percent	Female	Minority	Black					
KING COUNTY	1		TRANSIT ORIENTED DEV PRGM MNGR	1	0.52	0	0	0	0	0	0	0	
		0600	WASTE/REDUCTION/RECYCLING MANAGER	1	0.52	0	0	0	0	0	0	0	
		0600	WASTEWATER PLANT OPERATIONS MANAGER	2	1.03	0	0	0	0	0	0	0	
		0700	CHIEF APPRAISER	1	0.52	1	0	0	0	0	0	0	
		0700	CHIEF DEPUTY ASSESSOR	1	0.52	0	0	0	0	0	0	0	
		0700	DIV DIR COMMERCIAL/BUSINESS	1	0.52	1	0	0	0	0	0	0	
		0700	DIV DIRECTOR ACCOUNTING	1	0.52	0	0	0	0	0	0	0	
		0700	DIV DIRECTOR INFO TECH SVCS	1	0.52	0	1	0	1	0	0	0	
		0700	DIV DIRECTOR RESIDENTIAL	1	0.52	1	0	0	0	0	0	0	
		0800	ASSISTANT DIV DIRECTOR FLEET	1	0.52	1	0	0	0	0	0	0	
		0800	ASSISTANT DIVISION DIRECTOR, TRANSIT	1	0.52	0	0	0	0	0	0	0	
		0800	ASSISTANT ROADS MAINT MNGR	1	0.52	0	0	0	0	0	0	0	
		0800	COMMUNICATIONS MANAGER	1	0.52	1	1	1	1	0	0	0	
		0800	DEPUTY DIRECTOR, TRANSPORTATION	1	0.52	1	0	0	0	0	0	0	
		0800	DIVISION DIR. POLICY & TECHNLOGY	1	0.52	0	0	0	0	0	0	0	
		0800	DIVISION DIRECTOR AIRPORT	1	0.52	0	0	0	0	0	0	0	
		0800	DIVISION DIRECTOR FLEET	1	0.52	0	1	1	1	0	0	0	
		0800	DIVISION DIRECTOR ROADS	1	0.52	1	0	0	0	0	0	0	
		0800	DIVISION DIRECTOR, TRANSIT	1	0.52	0	0	0	0	0	0	0	
		0800	ENGINEERING SERVICES SECTION MANAGER	1	0.52	0	0	0	0	0	0	0	
		0800	PARATRANSIT/RIDESHARE OPERATIONS MANAGER	1	0.52	0	0	0	0	0	0	0	
		0800	POWER AND FACILITIES MANAGER	1	0.52	0	0	0	0	0	0	0	
		0800	ROADS MAINTENANCE MANAGER	1	0.52	1	0	0	0	0	0	0	
		0800	SALES AND CUSTOMER SERVICES MANAGER	1	0.52	0	1	1	1	0	0	0	
		0800	SERVICE DEVELOPMENT MANAGER	1	0.52	0	1	0	0	0	1	0	
		0800	TRAFFIC ENGINEERING MANAGER	1	0.52	0	0	0	0	0	0	0	
		0800	TRANSIT DESIGN AND CONSTRUCTION MANAGER	1	0.52	1	0	0	0	0	0	0	
		0800	TRANSIT LIGHT RAIL MANAGER	1	0.52	0	1	1	1	0	0	0	

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	Job Title	KING COUNTY										
			Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic	Total #	Total %	
	1		Officials and Administrators										
			Total Employees										
1000		DIRECTOR EXEC SRVCS/CO ADM OFF	1	0.52	0	1	0	0	1	0	0		
1000		DIRECTOR NATRL RES & PARKS	1	0.52	1	0	0	0	0	0	0		
1000		DIRECTOR OFF OF MNGMNT & BDGT	1	0.52	0	0	0	0	0	0	0		
1000		DIRECTOR, TRANSPORTATION	1	0.52	0	1	0	0	1	0	0		
1000		DIVISION DIR INTERNAL AUDIT	1	0.52	0	0	0	0	0	0	0		
1000		EXECUTIVE PRGRM ASSISTANT IV	1	0.52	0	0	0	0	0	0	0		
1000		RADIO COMMUNICATIONS MANAGER	1	0.52	0	0	0	0	0	0	0		
1000		STRATEGIC INFO RESOURCES MGR	5	2.58	1	0	0	0	0	0	0		
1100		CAPTAIN	21	10.82	4	3	1	1	1	1	0		
1100		CHIEF FIN OFFCR-SHERIFF'S OFFC	1	0.52	0	0	0	0	0	0	0		
1100		COMMUNICATIONS OPERATIONS MANAGER	1	0.52	1	0	0	0	0	0	0		
1100		LEGAL ADVISOR SHERIFF'S OFFICE	1	0.52	1	0	0	0	0	0	0		
1100		MAJOR	5	2.58	2	0	0	0	0	0	0		
1100		SHERIFF'S AIDE	1	0.52	0	0	0	0	0	0	0		
Totals			194	100%	78	33	14	12	14	2	5		
					40.21	17.01	7.22	6.19	1.03		2.58		

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Loc	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic
		Persons	Percent						
0200	ACCOUNTANT	2	0.06	0	2	0	2	0	0
0200	APP DEVELOPER-MASTER	1	0.03	0	1	0	1	0	0
0200	APPLICATION DEVELOPER-SR	3	0.09	0	0	0	0	0	0
0200	BUSINESS & FINANCE OFFICER I	3	0.09	1	1	0	1	0	0
0200	BUSINESS & FINANCE OFFICER II	4	0.11	2	3	2	1	0	0
0200	BUSINESS & FINANCE OFFICER III	3	0.09	2	3	1	2	0	0
0200	BUSINESS & FINANCE OFFICER IV	4	0.11	3	4	0	4	0	0
0200	CHEM DEP INVOL COMMIT SPEC	2	0.06	1	1	0	0	0	1
0200	CHEM DEPENDENCY SCRNR SUPRVSR	1	0.03	1	1	0	0	1	0
0200	CHEMICAL DEPENDENCY CASE MNTR	1	0.03	1	0	0	0	0	0
0200	COMMUNICATIONS SPECIALIST IV	1	0.03	1	0	0	0	0	0
0200	DATABASE ADMINSTR-MASTER	1	0.03	0	0	0	0	0	0
0200	DATABASE ADMSTR-JOURNEY	1	0.03	0	0	0	0	0	0
0200	DATABASE SPECIALIST-JRNY	3	0.09	0	1	0	1	0	0
0200	ENGINEER II	3	0.09	1	1	0	1	0	0
0200	FINANCE & ADMIN SRVCS MNGR	1	0.03	1	0	0	0	0	0
0200	HUMAN RES SRVCS DELVRY MNGR I	1	0.03	1	1	1	0	0	0
0200	HUMAN RESOURCE ANALYST - SENIOR	1	0.03	1	0	0	0	0	0
0200	HUMAN RESOURCE ASSOCIATE	1	0.03	1	0	0	0	0	0
0200	INFORMATION SYS PROFFSNAL II	1	0.03	0	0	0	0	0	0
0200	Information Systems Professional III	1	0.03	0	0	0	0	0	0
0200	INFORMATION TECH TRAINER	1	0.03	0	1	0	0	0	1
0200	INVOL COMMIT SUPERVISOR	3	0.09	1	0	0	0	0	0
0200	INVOLUNTARY COMMIT SPEC I	27	0.77	18	4	1	2	0	1
0200	INVOLUNTARY COMMITMENT COORD	1	0.03	1	0	0	0	0	0
0200	IT MANAGER II	1	0.03	1	1	0	1	0	0
0200	IT PROJECT MANAGER I	1	0.03	1	0	0	0	0	0
0200	IT SUPERVISOR I	1	0.03	0	0	0	0	0	0

KING COUNTY

Professionals

Plan: KING

Job Group: 2

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Loc	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic
		Persons	Percent						
0300	DESKTOP SUPPORT SPEC-JRNY	2	0.06	1	1	0	0	0	1
0300	ENGINEER I	4	0.11	3	0	0	0	0	0
0300	ENGINEER II	18	0.51	1	5	1	4	0	0
0300	ENGINEER III	11	0.31	0	1	0	1	0	0
0300	ENGINEER IV	4	0.11	0	1	0	1	0	0
0300	ENVIRONMENTAL SCIENTIST II	1	0.03	1	0	0	0	0	0
0300	ENVIRONMENTAL SCIENTIST III	12	0.34	4	0	0	0	0	0
0300	ENVIRONMENTAL SCIENTIST IV	1	0.03	0	0	0	0	0	0
0300	FINANCIAL SERVICES ADMINISTRATOR	1	0.03	1	0	0	0	0	0
0300	Fire Marshall Deputy II	6	0.17	1	1	1	0	0	0
0300	Fire Marshall Deputy III	1	0.03	0	1	0	0	1	0
0300	GENERAL INSPECTOR II	16	0.45	3	3	1	0	0	2
0300	GENERAL INSPECTOR III	2	0.06	0	0	0	0	0	0
0300	GIS SPECIALIST-MASTER	1	0.03	0	0	0	0	0	0
0300	GIS SPECIALIST-SENIOR	3	0.09	1	1	0	0	0	1
0300	GRANTS & CONTRACTS OFFICER III	1	0.03	0	0	0	0	0	0
0300	HUMAN RES SRVCS DELVRY MNGR I	1	0.03	0	0	0	0	0	0
0300	HUMAN RESOURCE ASSOCIATE	1	0.03	1	0	0	0	0	0
0300	Human Resource Manager	1	0.03	1	0	0	0	0	0
0300	IT Service Delivery Manager II	1	0.03	0	0	0	0	0	0
0300	LAN ADMINISTRATOR-SENIOR	1	0.03	0	0	0	0	0	0
0300	LAND USE COORDINATOR	1	0.03	0	1	0	1	0	0
0300	MANAGING ENGINEER	1	0.03	0	0	0	0	0	0
0300	PERMIT REVIEW COORDINATOR	10	0.28	8	6	2	3	1	0
0300	PLANS EXAMINATION ENGINEER II / PLAN REV	11	0.31	3	5	0	5	0	0
0300	PLANS EXAMINATION ENGINEER III / PLAN RE	4	0.11	2	2	0	2	0	0
0300	PROJECT/PROGRAM MANAGER II	8	0.23	5	3	0	0	1	2
0300	PROJECT/PROGRAM MANAGER III	9	0.26	5	1	1	0	0	0

KING COUNTY

Professionals

Plan: KING

Job Group: 2

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

KING COUNTY

Plan: KING

Professionals

Job Group: 2

Loc	Job Title	Total Employees					Black	Asian	Native American	Hispanic
		Persons	Percent	Female	Minority	Minority				
0300	PROJECT/PROGRAM MANAGER IV	3	0.09	1	0	0	0	0	0	
0300	SENIOR PERMIT REVIEW COORD	2	0.06	2	0	0	0	0	0	
0300	SITE DEVELOPMENT SPECIALIST II	11	0.31	1	2	0	1	1	0	
0300	WEB DEVELOPER-JOURNEY	1	0.03	1	1	0	1	0	0	
0400	ACCOUNTANT	18	0.51	14	9	1	8	0	0	
0400	ADMIN SVCS OFCR III	1	0.03	1	0	0	0	0	0	
0400	ADMINISTRATOR I	5	0.14	5	3	1	2	0	0	
0400	ADMINISTRATOR II	1	0.03	1	1	1	0	0	0	
0400	ADMINISTRATOR III	5	0.14	2	0	0	0	0	0	
0400	ADMINISTRATOR IV	2	0.06	0	0	0	0	0	0	
0400	ALTERNATIVE DISPUTE RESOLUTION COORDINAT	1	0.03	1	0	0	0	0	0	
0400	ALTERNATIVE DISPUTE RESOLUTION MEDIATOR/	2	0.06	1	0	0	0	0	0	
0400	APP DEVELOPER-JOURNEY	1	0.03	0	0	0	0	0	0	
0400	APP DEVELOPER-MASTER	2	0.06	0	1	0	1	0	0	
0400	APPLICATIONS DEVELOPER-SR	1	0.03	1	1	0	1	0	0	
0400	APPLICATIONS DEVELOPER-SR - A	5	0.14	1	3	0	3	0	0	
0400	ARCHIVES AND RECORDS MANAGER	1	0.03	0	1	0	1	0	0	
0400	ARCHIVIST	1	0.03	1	0	0	0	0	0	
0400	ASSISTANT ARCHIVIST	3	0.09	3	0	0	0	0	0	
0400	ASSISTANT BUYER	7	0.20	4	0	0	0	0	0	
0400	BUSINESS & FINANCE OFFICER II	3	0.09	2	1	0	1	0	0	
0400	BUSINESS & FINANCE OFFICER III	1	0.03	1	1	0	0	0	1	
0400	BUSINESS & FINANCE OFFICER IV	1	0.03	1	1	0	1	0	0	
0400	Business and Finance Officer II	1	0.03	0	0	0	0	0	0	
0400	BUSINESS AND FINANCE OFFICER III	4	0.11	4	0	0	0	0	0	
0400	BUSINESS AND FINANCE OFFICER IV	2	0.06	0	0	0	0	0	0	
0400	BUYER	10	0.28	8	1	1	0	0	0	
0400	Capital Improvements Program Section Man	1	0.03	0	0	0	0	0	0	

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	Loc	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic
				Persons	Percent						
KING COUNTY	2										
	Professionals										
0400			CAPITAL PROJECT MANAGEMENT TECHNICIAN II	2	0.06	1	0	0	0	0	0
0400			CAPITAL PROJECT MANAGER II	1	0.03	0	1	0	0	0	1
0400			CAPITAL PROJECT MANAGER III	1	0.03	0	0	0	0	0	0
0400			CAPITAL PROJECT MANAGER IV	15	0.43	5	2	0	1	0	1
0400			CAPITAL PROJECTS MANAGING SUPERVISOR	2	0.06	1	0	0	0	0	0
0400			CIVIL RIGHTS SPECIALIST II	5	0.14	3	2	2	0	0	0
0400			CLAIMS ADMINISTRATOR	1	0.03	1	0	0	0	0	0
0400			CLAIMS OFFICER	8	0.23	6	3	1	0	2	0
0400			CLAIMS OFFICER II	1	0.03	1	0	0	0	0	0
0400			CLAIMS SUPERVISOR	1	0.03	1	0	0	0	0	0
0400			CLINIC VETERINARIAN	1	0.03	1	0	0	0	0	0
0400			COMMUNICATIONS SPECIALIST III	2	0.06	1	0	0	0	0	0
0400			COMMUNICATIONS SPECIALIST IV	1	0.03	1	0	0	0	0	0
0400			COMPENSATION, BENEFITS AND RECRUITING SE	1	0.03	1	0	0	0	0	0
0400			Construction Projects Control Officer	1	0.03	1	0	0	0	0	0
0400			CONTRACT SPECIALIST I	6	0.17	2	2	1	0	0	1
0400			CONTRACT SPECIALIST II	4	0.11	2	1	1	0	0	0
0400			CONTRACT SPECIALIST III	3	0.09	1	1	1	0	0	0
0400			DATABASE ADMINSTR-MASTER	1	0.03	0	0	0	0	0	0
0400			DATABASE SPECIALIST-SR	1	0.03	0	0	0	0	0	0
0400			DEPUTY RISK MANAGER - CLAIMS	1	0.03	1	1	1	0	0	0
0400			DESKTOP SUPPORT SPEC-JRNY	1	0.03	0	1	1	0	0	0
0400			DISABILITY BOARD COORDINATOR	1	0.03	1	0	0	0	0	0
0400			DIVERSITY MANAGER	1	0.03	0	1	1	0	0	0
0400			EDUCATOR CONSULTANT II	3	0.09	3	0	0	0	0	0
0400			ELECTION DISTR CNTR SUPRV	1	0.03	0	1	0	0	0	1
0400			FINANCE & ADMIN SRVCS MNGR	1	0.03	1	0	0	0	0	0
0400			FINANCE / ACCOUNTING SUPERVISOR	9	0.26	2	2	0	1	0	1

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Loc	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic
		Persons	Percent						
0400	FINANCE AND ADMINISTRATIVE SERVICES MANA	2	0.06	1	0	0	0	0	0
0400	FINANCE MANAGER	2	0.06	2	1	0	1	0	0
0400	FINANCIAL SERVICES ADMINISTRATOR	1	0.03	0	0	0	0	0	0
0400	Functional Analyst II	2	0.06	1	0	0	0	0	0
0400	FUNCTIONAL ANALYST III	10	0.28	5	6	1	5	0	0
0400	GEOGRAPHIC INFO SUPRV	1	0.03	0	0	0	0	0	0
0400	GIS SPECIALIST-ENTRY	1	0.03	1	1	0	1	0	0
0400	GIS SPECIALIST-JOURNEY	3	0.09	2	1	0	0	0	1
0400	GIS SPECIALIST-SENIOR	1	0.03	0	1	0	1	0	0
0400	GOVERNMENT RELATIONS ADMINISTRATOR	1	0.03	0	0	0	0	0	0
0400	Hazardous Waste Surveyor/Project Manager	1	0.03	0	1	0	1	0	0
0400	HUMAN RES SRVCS DELVRY MNGR II	1	0.03	1	0	0	0	0	0
0400	HUMAN RESOURCE ANALYST	10	0.28	9	5	1	3	0	1
0400	HUMAN RESOURCE ANALYST - SENIOR	5	0.14	3	0	0	0	0	0
0400	HUMAN RESOURCE ASSOCIATE	5	0.14	5	4	2	2	0	0
0400	HUMAN RESOURCE SERVICES DELIVERY MANAGER	3	0.09	1	0	0	0	0	0
0400	INSURANCE AND CONTRACT REVIEW MANAGER	1	0.03	0	0	0	0	0	0
0400	IT ENTERPRISE MANAGER I	1	0.03	0	0	0	0	0	0
0400	IT Manager I	1	0.03	0	0	0	0	0	0
0400	IT PROJECT MANAGEMENT OFFICER	1	0.03	1	0	0	0	0	0
0400	IT PROJECT MANAGER II	1	0.03	0	0	0	0	0	0
0400	IT PROJECT MANAGER III	1	0.03	1	0	0	0	0	0
0400	IT SUPERVISOR I	1	0.03	0	1	0	0	0	1
0400	LABOR ANALYST	5	0.14	2	1	0	1	0	0
0400	LABOR NEGOTIATOR II	7	0.20	4	1	0	0	0	1
0400	LABOR NEGOTIATOR III	1	0.03	0	0	0	0	0	0
0400	LAN ADMINISTRATOR-MASTER	3	0.09	0	1	0	1	0	0
0400	LAN ADMINISTRATOR-SENIOR	4	0.11	1	1	0	1	0	0

Plan: KING

KING COUNTY

Job Group: 2

Professionals

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

KING COUNTY

Plan: KING

Professionals

Job Group: 2

Loc	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic
		Persons	Percent						
0500	DATABASE ADMINISTRATOR-SR	1	0.03	0	1	1	0	0	0
0500	FINANCIAL SERVICES ADMINISTRATOR	1	0.03	0	0	0	0	0	0
0500	IT MANAGER II	1	0.03	0	0	0	0	0	0
0500	IT SYSTEMS SPECIALIST-SR	1	0.03	0	0	0	0	0	0
0500	LAN ADMINISTRATOR-SENIOR	1	0.03	0	0	0	0	0	0
0500	PROJECT/PROGRAM MANAGER I	10	0.28	6	4	2	1	0	1
0500	PROJECT/PROGRAM MANAGER II	2	0.06	1	0	0	0	0	0
0500	PROJECT/PROGRAM MANAGER III	4	0.11	3	0	0	0	0	0
0500	PROJECT/PROGRAM MANAGER IV	2	0.06	1	1	0	1	0	0
0500	SOCIAL WORKER	2	0.06	1	0	0	0	0	0
0500	SYSTEMS ENGINEER-SENIOR	1	0.03	0	0	0	0	0	0
0600	ACCOUNTANT	2	0.06	1	0	0	0	0	0
0600	ADMINISTRATOR I	4	0.11	4	0	0	0	0	0
0600	ADMINISTRATOR II	9	0.26	8	3	1	2	0	0
0600	ADMINISTRATOR III	2	0.06	1	0	0	0	0	0
0600	APP DEVELOPER-MASTER	3	0.09	1	0	0	0	0	0
0600	APPLICATION DEVELOPER-SR	1	0.03	0	1	0	0	0	1
0600	APPLICATIONS DEVELOPER-SENIOR	1	0.03	1	0	0	0	0	0
0600	APPLICATIONS DEVELOPER-SR - A	3	0.09	3	2	0	2	0	0
0600	AQUATIC FACILITY COORDINATOR	2	0.06	1	0	0	0	0	0
0600	AQUATIC SUPERVISOR	1	0.03	0	0	0	0	0	0
0600	ASSISTANT CAPITAL IMPROVEMENT PROGRAM SE	1	0.03	0	0	0	0	0	0
0600	ASSISTANT LIBRARIAN	1	0.03	1	0	0	0	0	0
0600	BUSINESS & FINANCE OFFICER I	2	0.06	2	0	0	0	0	0
0600	BUSINESS & FINANCE OFFICER II	2	0.06	2	0	0	0	0	0
0600	BUSINESS & FINANCE OFFICER III	9	0.26	3	3	0	3	0	0
0600	BUSINESS & FINANCE OFFICER IV	4	0.11	2	1	0	1	0	0
0600	BUSINESS AND FINANCE OFFICER II	1	0.03	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	Loc	Job Title	KING COUNTY									
				Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic		
	2			Professionals									
				Total Employees									
				5	0.14	3	1	0	1	0	0	0	
0600			BUSINESS AND FINANCE OFFICER III										
0600			BUSINESS AND FINANCE OFFICER IV	3	0.09	0	0	0	0	0	0	0	
0600			CAPITAL PROJECT MANAGER II	2	0.06	1	0	0	0	0	0	0	
0600			CAPITAL PROJECT MANAGER III	16	0.45	7	4	3	1	0	0	0	
0600			CAPITAL PROJECT MANAGER IV	12	0.34	3	3	1	2	0	0	0	
0600			CAPITAL PROJECTS MANAGING SUPERVISOR	1	0.03	1	0	0	0	0	0	0	
0600			CAPITAL PROJECTS MNG SUPVR	5	0.14	2	0	0	0	0	0	0	
0600			CHIEF PROCESS ANALYST	2	0.06	1	0	0	0	0	0	0	
0600			COMMUNICATIONS SPEC III	6	0.17	4	1	0	1	0	0	0	
0600			COMMUNICATIONS SPECIALIST II	3	0.09	3	0	0	0	0	0	0	
0600			COMMUNICATIONS SPECIALIST III	12	0.34	10	0	0	0	0	0	0	
0600			COMMUNICATIONS SPECIALIST IV	3	0.09	2	1	0	1	0	0	0	
0600			Construction Management II	4	0.11	1	0	0	0	0	0	0	
0600			CONSTRUCTION MANAGEMENT III	24	0.68	2	5	2	3	0	0	0	
0600			CONSTRUCTION MANAGEMENT IV	13	0.37	0	3	1	1	0	1	0	
0600			Construction Management V	6	0.17	2	1	1	0	0	0	0	
0600			CONSTRUCTION MANAGEMENT VI	7	0.20	4	1	1	0	0	0	0	
0600			CONTRACT SPECIALIST III	1	0.03	1	0	0	0	0	0	0	
0600			DATABASE ADMINISTRATOR-SENIOR	1	0.03	0	1	0	1	0	0	0	
0600			DATABASE ADMINISTRATOR-SR	2	0.06	0	0	0	0	0	0	0	
0600			DATABASE ADMSTR-JOURNEY	1	0.03	1	1	0	1	0	0	0	
0600			DESIGNER II	1	0.03	1	0	0	0	0	0	0	
0600			DESIGNER III	1	0.03	0	0	0	0	0	0	0	
0600			DESIGNER IV	3	0.09	1	1	0	0	0	1	0	
0600			Designer V	3	0.09	0	0	0	0	0	0	0	
0600			EDUCATION SPECIALIST	1	0.03	1	0	0	0	0	0	0	
0600			EDUCATOR CONSULTANT II	2	0.06	2	0	0	0	0	0	0	
0600			EMPLOYEE AND LABOR RELATIONS REPRESENTAT	1	0.03	1	0	0	0	0	0	0	

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	Job Title	KING COUNTY									
			Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic		
	2		Professionals									
Loc		Job Title	Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic		
0600		ENGINEER I	18	0.51	3	3	1	2	0	0		
0600		ENGINEER II	27	0.77	7	5	1	3	0	0		
0600		ENGINEER III	38	1.08	11	11	3	5	2	1		
0600		ENGINEER IV	8	0.23	1	2	1	1	0	0		
0600		ENVIRNMTALPROGRAMMINGSUPERVISOR	3	0.09	3	0	0	0	0	0		
0600		ENVIRONMENTAL LABORATORY SCIENTIST I	7	0.20	2	1	1	0	0	0		
0600		ENVIRONMENTAL LABORATORY SCIENTIST II	22	0.62	11	5	0	4	0	1		
0600		ENVIRONMENTAL LABORATORY SCIENTIST III	13	0.37	0	2	0	2	0	0		
0600		ENVIRONMENTAL LABORATORY SUPERVISOR	5	0.14	2	0	0	0	0	0		
0600		ENVIRONMENTAL PRGMS MNG SUPRV	2	0.06	1	0	0	0	0	0		
0600		Environmental Programs Managing Supervis	3	0.09	2	0	0	0	0	0		
0600		ENVIRONMENTAL SCIENTIST I	2	0.06	0	0	0	0	0	0		
0600		ENVIRONMENTAL SCIENTIST II	8	0.23	5	0	0	0	0	0		
0600		ENVIRONMENTAL SCIENTIST III	11	0.31	2	0	0	0	0	0		
0600		ENVIRONMENTAL SCIENTIST IV	4	0.11	1	0	0	0	0	0		
0600		FINANCE & ADMIN SRVCS MNGR	2	0.06	0	0	0	0	0	0		
0600		FINANCIAL SERVICES ADMINISTRATOR	3	0.09	0	0	0	0	0	0		
0600		GIS SPECIALIST - JOURNEY	2	0.06	1	1	0	1	0	0		
0600		GIS SPECIALIST-JOURNEY	7	0.20	3	2	2	0	0	0		
0600		GIS SPECIALIST-MASTER	3	0.09	2	0	0	0	0	0		
0600		GIS SPECIALIST-SENIOR	10	0.28	4	2	0	2	0	0		
0600		GOVERNMENT RELATIONS ADMINISTRATOR	2	0.06	0	0	0	0	0	0		
0600		GOVERNMENT RELATIONS OFFICER	2	0.06	1	0	0	0	0	0		
0600		GRANT ADMINISTRATOR	2	0.06	1	1	0	1	0	0		
0600		GRAPHIC DESIGNER	1	0.03	0	0	0	0	0	0		
0600		HEAD LIBRARIAN	1	0.03	0	0	0	0	0	0		
0600		HEALTH & ENVIRNMTL INVSTGTR III	3	0.09	3	0	0	0	0	0		
0600		HEALTH & ENVIRNMTL INVSTGTR I	3	0.09	2	2	2	0	0	0		

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	KING	KING COUNTY	Total Employees							Native American	Hispanic	
				Persons	Percent	Female	Minority	Black	Asian	American			
	2	Professionals											
Loc	Job Title	Persons	Percent	Female	Minority	Black	Asian	American	Hispanic				
0600	HEALTH & ENVRNMTL INVSTGTR II	2	0.06	1	0	0	0	0	0	0	0	0	0
0600	HEALTH & ENVRNMTL INVSTGTR IV	1	0.03	0	0	0	0	0	0	0	0	0	0
0600	HEALTH AND ENVIRONMENTAL INVESTIGATOR II	17	0.48	10	4	0	3	0	1	0	0	0	0
0600	HEALTH AND ENVIRONMENTAL INVESTIGATOR IV	2	0.06	0	1	1	0	0	0	0	0	0	0
0600	HUMAN RES SRVCS DELVRY MNGR I	1	0.03	1	1	0	1	0	0	0	0	0	0
0600	HUMAN RES SRVCS DELVRY MNGR II	1	0.03	1	0	0	0	0	0	0	0	0	0
0600	HUMAN RESOURCE ANALYST	5	0.14	5	2	0	2	0	0	0	0	0	0
0600	HUMAN RESOURCE ANALYST - SENIOR	5	0.14	3	1	0	1	0	0	0	0	0	0
0600	Human Resource Manager	2	0.06	2	1	1	0	0	0	0	0	0	0
0600	HUMAN RESOURCE SERVICES DELIVERY MANAGER	1	0.03	1	1	0	1	0	0	0	0	0	0
0600	INDUSTRIAL WASTE COMPLIANCE INVESTIGATOR	9	0.26	5	1	0	1	0	0	0	0	0	0
0600	INDUSTRIAL WASTE COMPLIANCE SPECIALIST I	4	0.11	2	1	1	0	0	0	0	0	0	0
0600	Information Systems Professional III	1	0.03	0	0	0	0	0	0	0	0	0	0
0600	IT ENTERPRISE MANAGER II	1	0.03	0	0	0	0	0	0	0	0	0	0
0600	IT Manager I	3	0.09	1	0	0	0	0	0	0	0	0	0
0600	IT MANAGER-DNRP	1	0.03	0	0	0	0	0	0	0	0	0	0
0600	IT PROJECT MANAGER I	1	0.03	0	0	0	0	0	0	0	0	0	0
0600	IT PROJECT MANAGER II	3	0.09	0	0	0	0	0	0	0	0	0	0
0600	IT SUPERVISOR I	3	0.09	1	1	0	1	0	0	0	0	0	0
0600	IT SUPERVISOR II	1	0.03	0	1	0	1	0	0	0	0	0	0
0600	LAN ADMINISTRATOR-JOURNEY	7	0.20	1	3	0	2	1	0	0	0	0	0
0600	LAN ADMINISTRATOR-MASTER	1	0.03	0	1	1	0	0	0	0	0	0	0
0600	LAN ADMINISTRATOR-SENIOR	9	0.26	2	4	2	2	0	0	0	0	0	0
0600	MAINTENANCE PLANNER/SCHEDULER	2	0.06	1	1	0	0	0	0	0	0	0	0
0600	MAINTENANCE/PLANNER SCHEDULER	2	0.06	1	0	0	0	0	0	0	0	0	0
0600	MANAGING ENGINEER	3	0.09	1	1	0	1	0	0	0	0	0	0
0600	OCCUPATIONAL EDUCATION AND TRAINING PROG	3	0.09	0	0	0	0	0	0	0	0	0	0
0600	PROCESS CONTROL SUPERVISOR	2	0.06	0	1	0	1	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	Job Title	KING COUNTY									
			Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic		
	2		Professionals									
Loc		Job Title	Total Employees									
0600		PROJECT CONTROL ENGINEER I	2	0.06	1	1	1	0	0	0	0	
0600		PROJECT CONTROL ENGINEER II	4	0.11	4	0	0	0	0	0	0	
0600		PROJECT CONTROL ENGINEER III	8	0.23	2	2	0	2	0	0	0	
0600		PROJECT CONTROL ENGINEER IV	1	0.03	0	0	0	0	0	0	0	
0600		PROJECT/PROGRAM MANAGER I	8	0.23	6	1	1	0	0	0	0	
0600		PROJECT/PROGRAM MANAGER II	18	0.51	11	4	1	2	1	1	0	
0600		PROJECT/PROGRAM MANAGER III	58	1.65	36	3	0	2	0	1	1	
0600		PROJECT/PROGRAM MANAGER IV	19	0.54	12	2	0	0	0	1	1	
0600		REAL PROPERTY AGENT I	1	0.03	1	0	0	0	0	0	0	
0600		Real Property Agent II	1	0.03	0	0	0	0	0	0	0	
0600		REAL PROPERTY AGENT III	5	0.14	3	0	0	0	0	0	0	
0600		REAL PROPERTY AGENT IV	6	0.17	1	2	1	0	0	1	0	
0600		REAL PROPERTY AGENT SUPERVISOR	1	0.03	1	0	0	0	0	0	0	
0600		REGIONAL AQUATIC CENTER COORDINATOR	1	0.03	0	0	0	0	0	0	0	
0600		SAFETY & HEALTH ADMIN IV	1	0.03	0	0	0	0	0	0	0	
0600		Safety and Health Administrator III	1	0.03	1	1	1	0	0	0	0	
0600		SAFETY AND HEALTH SUPERVISOR	1	0.03	0	0	0	0	0	0	0	
0600		SENIOR ACCOUNTANT	2	0.06	1	1	0	1	0	0	0	
0600		SPECIAL PROJECTS MANAGER II	1	0.03	0	0	0	0	0	0	0	
0600		SPECIAL PROJECTS MANAGER III	3	0.09	1	0	0	0	0	0	0	
0600		SYSTEMS ENGINEER-SENIOR	1	0.03	0	0	0	0	0	0	0	
0600		WASTE WATER ENGINEER II	4	0.11	3	2	1	1	1	0	0	
0600		WASTE WATER ENGINEER III	2	0.06	2	2	1	1	1	0	0	
0600		WASTE WATER ENGINEER IV	18	0.51	4	6	1	5	0	0	0	
0600		WASTE WATER ENGINEER V	6	0.17	0	0	0	0	0	0	0	
0600		WASTE WATER ENGINEER VI	8	0.23	1	4	0	4	0	0	0	
0600		Wastewater Maintenance Supervisor	5	0.14	0	2	2	0	0	0	0	
0600		WASTEWATER PROCESS ANALYST I	5	0.14	3	3	0	2	0	0	1	

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	KING	KING COUNTY	Professionals	Job Title	Total Employees									
						Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic		
0600	2	WASTE	4	0.11	1	2	0	0	0	0	0	0			
0600		WATER QUAL PLNR/PRJCT MNGR II	2	0.06	1	0	0	0	0	0	0	0			
0600		WATER QUAL PLNR/PRJCT MNGR III	3	0.09	1	0	0	0	0	0	0	0			
0600		WATER QUAL PLNR/PROJECT MNGR I	1	0.03	1	0	0	0	0	0	0	0			
0600		WATER QUALITY PLANNER/PROJECT MANAGER II	22	0.62	9	2	0	0	0	0	2	0			
0600		Water Quality Planner/Project Manager IV	2	0.06	0	0	0	0	0	0	0	0			
0600		WATER QUALITY PLNR/PRJCTMGR III	13	0.37	8	1	1	0	0	0	0	0			
0600		WATER QUALITY PLNR/PRJCTMGR IV	5	0.14	2	0	0	0	0	0	0	0			
0600		WATER QUALITY PLNR/PROJ III	2	0.06	1	1	1	0	0	0	0	0			
0600		WATER QUALITY PLNR/PROJ MGR II	10	0.28	8	0	0	0	0	0	0	0			
0600		WATER POLLUTION CONTROL MAINT MNGR	1	0.03	0	0	0	0	0	0	0	0			
0600		WEB DEVELOPER-SENIOR	1	0.03	0	0	0	0	0	0	0	0			
0700		ADMINISTRATOR IV	1	0.03	1	0	0	0	0	0	0	0			
0700		APP DEVELOPER-JOURNEY	3	0.09	1	0	0	0	0	0	0	0			
0700		APPLICATION DEVELOPER-SR	6	0.17	0	3	0	2	0	0	1	0			
0700		APPRAISER ASSISTANT	2	0.06	0	1	1	0	0	0	0	0			
0700		Assessments Auditor	1	0.03	0	0	0	0	0	0	0	0			
0700		ASSESSMENTS SECTION SUPERVISOR	2	0.06	1	0	0	0	0	0	0	0			
0700		AUDITOR APPRAISER ASSISTANT	1	0.03	0	1	1	0	0	0	0	0			
0700		AUDITOR APPRAISER I	6	0.17	3	3	1	2	0	0	0	0			
0700		COMMERCIAL APPRAISER I	13	0.37	5	2	0	2	0	0	0	0			
0700		COMMERCIAL APPRAISER II	11	0.31	4	3	0	2	0	0	1	0			
0700		-CURRENT USE EVALUATION SPECIALIST	1	0.03	1	0	0	0	0	0	0	0			
0700		DATABASE ADMINISTRATOR-SR	1	0.03	1	1	0	1	0	0	0	0			
0700		GIS SPECIALIST-ENTRY	5	0.14	2	2	0	2	0	0	0	0			
0700		GIS SPECIALIST-JOURNEY	1	0.03	1	1	0	1	0	0	0	0			
0700		GIS SPECIALIST-SENIOR	1	0.03	1	0	0	1	0	0	0	0			
0700		IT SYSTEMS SPECIALIST-JOURNEY	1	0.03	0	0	0	0	0	0	0	0			

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

KING COUNTY

Plan: KING

Job Group: 2 Professionals

Loc	Job Title	Total Employees									
		Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic		
0700	LAN ADMINISTRATOR-JOURNEY	1	0.03	0	0	0	0	0	0	0	
0700	LAN ADMINISTRATOR-SENIOR	1	0.03	0	0	0	0	0	0	0	
0700	MAPPING SUPERVISOR	1	0.03	0	0	0	0	0	0	0	
0700	RESIDENTIAL APPRAISER I	61	1.73	27	10	1	7	1	1	1	
0700	RESIDENTIAL APPRAISER II	23	0.65	8	4	0	4	0	0	0	
0700	SENIOR APPRAISER	10	0.28	4	1	1	0	0	0	0	
0700	SENIOR AUDITOR APPRAISER	1	0.03	1	1	0	1	0	0	0	
0800	ADMINISTRATOR I	14	0.40	13	2	1	0	1	0	0	
0800	ADMINISTRATOR III	2	0.06	1	1	1	0	0	0	0	
0800	ADMINISTRATOR IV	3	0.09	1	0	0	0	0	0	0	
0800	APP DEVELOPER-MASTER	1	0.03	1	0	0	0	0	0	0	
0800	APPLICATIONS DEVELOPER-SR - B	13	0.37	6	3	2	1	0	0	0	
0800	BUSINESS & FINANCE OFFICER I	2	0.06	1	2	0	2	0	0	0	
0800	BUSINESS & FINANCE OFFICER II	3	0.09	2	1	0	1	0	0	0	
0800	BUSINESS & FINANCE OFFICER III	3	0.09	2	1	1	0	0	0	0	
0800	BUSINESS & FINANCE OFFICER IV	2	0.06	1	0	0	0	0	0	0	
0800	BUSINESS AND FINANCE OFFICER II	6	0.17	3	0	0	0	0	0	0	
0800	BUSINESS AND FINANCE OFFICER III	4	0.11	1	0	0	0	0	0	0	
0800	BUSINESS AND FINANCE OFFICER IV	3	0.09	2	1	0	1	0	0	0	
0800	Capital Improvements Program Section Man	1	0.03	1	0	0	0	0	0	0	
0800	Capital Projects Managing Supervisor	1	0.03	0	0	0	0	0	0	0	
0800	COMMUNICATIONS COORDINATOR	20	0.57	4	6	5	0	0	1	1	
0800	COMMUNICATIONS SPECIALIST I	1	0.03	1	0	0	0	0	0	0	
0800	COMMUNICATIONS SPECIALIST II	1	0.03	1	0	0	0	0	0	0	
0800	COMMUNICATIONS SPECIALIST III	6	0.17	3	0	0	0	0	0	0	
0800	COMMUNICATIONS SPECIALIST IV	1	0.03	1	0	0	0	0	0	0	
0800	CONTRACT SPECIALIST III	2	0.06	0	1	0	0	0	0	1	
0800	CONTRACT SPECIALIST IV	1	0.03	1	0	0	0	0	0	0	
0800	CONTRACT SPECIALIST V	1	0.03	1	0	0	0	0	0	0	

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	Loc	Job Title	KING COUNTY									
				Total Employees	Female	Minority	Black	Asian	Native American	Hispanic			
	2			Persons	Percent								
				Professionals									
0800			CUSTOMER SERVICES SECTION ADMINISTRATOR	1	0.03	1	0	0	0	0	0	0	
0800			CUSTOMER SERVICES SUPERVISOR	4	0.11	2	2	2	0	0	0	0	
0800			DATA ADMINISTRATOR	6	0.17	6	2	1	1	0	0	0	
0800			DATABASE ADMINISTRATOR-JOURNEY	1	0.03	0	0	0	0	0	0	0	
0800			Database Administrator-Master	1	0.03	0	0	0	0	0	0	0	
0800			DATABASE ADMINISTRATOR-SR	3	0.09	0	1	1	0	0	0	0	
0800			DATABASE ADMSTR-JOURNEY	1	0.03	0	0	0	0	0	0	0	
0800			DATABASE SPECIALIST - SENIOR	3	0.09	2	1	0	1	0	0	0	
0800			DATABASE SPECIALIST-SR	1	0.03	1	1	0	1	0	0	0	
0800			DISTRIBUTED SYSTEMS/LAN/PC SUP	1	0.03	1	1	1	0	0	0	0	
0800			DISTRIBUTEDSYSTEM LAN/PC SPVR	2	0.06	1	0	0	0	0	0	0	
0800			ELECTRICAL INSPECTOR	1	0.03	0	0	0	0	0	0	0	
0800			EMPLOYEE AND LABOR RELATIONS REPRESENTAT	1	0.03	1	1	1	0	0	0	0	
0800			ENGINEER I	35	0.99	16	10	1	6	1	2	0	
0800			ENGINEER II	72	2.04	21	26	2	24	0	0	0	
0800			ENGINEER III	53	1.50	13	13	3	10	0	0	0	
0800			ENGINEER IV	21	0.60	4	7	0	6	0	1	0	
0800			ENVIRONMENTAL SCIENTIST II	2	0.06	1	0	0	0	0	0	0	
0800			ENVIRONMENTAL SCIENTIST III	4	0.11	1	0	0	0	0	0	0	
0800			FINANCE & ADMIN SRVCS MNGR	1	0.03	0	0	0	0	0	0	0	
0800			FINANCE AND ADMINISTRATIVE SERVICES MANA	1	0.03	1	0	0	0	0	0	0	
0800			FINANCIAL SERVICES ADMINISTRATOR	1	0.03	0	0	0	0	0	0	0	
0800			GIS Specialist-Journey	2	0.06	2	1	0	1	0	0	0	
0800			GRANT ADMINISTRATOR	3	0.09	1	1	1	0	0	0	0	
0800			GRANT SUPERVISOR	1	0.03	0	1	0	1	0	0	0	
0800			HUMAN RES SRVCS DELVRY MNGR I	1	0.03	0	0	0	0	0	0	0	
0800			HUMAN RESOURCE ANALYST	7	0.20	3	3	1	2	0	0	0	
0800			HUMAN RESOURCE ANALYST - SENIOR	3	0.09	3	0	0	0	0	0	0	

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	Loc	Job Title	KING COUNTY																
				Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic									
	2			Professionals																
				Total Employees																
0800			HUMAN RESOURCE ASSOCIATE	2	0.06	2	2	0	1	0	0	0	1							
0800			HUMAN RESOURCE SERVICES DELIVERY MANAGER	3	0.09	1	0	0	0	0	0	0	0							
0800			INFORMATION SYS PROFESSIONAL II	1	0.03	0	0	0	0	0	0	0	0							
0800			INFORMATION SYS PROFESSIONAL IV	1	0.03	0	0	0	0	0	0	0	0							
0800			INFORMATION SYS PROFESSIONAL V	2	0.06	0	1	0	0	0	1	0	0							
0800			INFORMATION SYSTEMS PROFESSIONAL IV	1	0.03	0	0	0	0	0	0	0	0							
0800			INTERNAL AUDIT SUPERVISOR	1	0.03	0	1	0	0	0	0	0	0							
0800			IT PROJECT MANAGER I	2	0.06	0	0	0	0	0	0	0	0							
0800			IT PROJECT MANAGER II	4	0.11	3	2	1	1	1	0	0	0							
0800			IT SERVICE DELIVERY MANAGER II	1	0.03	0	1	0	1	1	0	0	0							
0800			IT SUPERVISOR I	1	0.03	0	1	0	1	1	0	0	0							
0800			IT SYSTEMS SPEC-TOURNEY	2	0.06	2	0	0	0	0	0	0	0							
0800			IT SYSTEMS SPEC-MASTER	1	0.03	0	0	0	0	0	0	0	0							
0800			IT Systems Specialist-Entry	1	0.03	1	1	0	0	0	1	0	0							
0800			IT SYSTEMS SPECIALIST-MASTER	2	0.06	1	0	0	0	0	0	0	0							
0800			IT SYSTEMS SPECIALIST-SR	12	0.34	6	3	1	2	2	0	0	0							
0800			LAN ADMINISTRATOR-JOURNEY	7	0.20	4	2	1	1	1	0	0	0							
0800			LAN Administrator-Senior	9	0.26	2	5	1	2	2	1	1	1							
0800			LEAD SENIOR BUYER	1	0.03	0	0	0	0	0	0	0	0							
0800			MAINTENANCE/PLANNER SCHEDULER	4	0.11	1	0	0	0	0	0	0	0							
0800			MANAGING ENGINEER	7	0.20	2	4	1	2	2	0	0	1							
0800			MARKETING AND SALES SPECIALIST IV	2	0.06	1	1	1	1	0	0	0	0							
0800			MARKETING AND SALES SPECIALIST V	1	0.03	0	0	0	0	0	0	0	0							
0800			OCCUPATIONAL EDUCATION AND TRAINING COOR	1	0.03	1	0	0	0	0	0	0	0							
0800			OCCUPATIONAL EDUCATION AND TRAINING PROG	6	0.17	1	1	1	1	0	0	0	0							
0800			OSS COORDINATOR	3	0.09	0	0	0	0	0	0	0	0							
0800			PERSONAL PROPERTY SUPRV	1	0.03	0	0	0	0	0	0	0	0							
0800			PROJECT/PROGRAM MANAGER I	6	0.17	4	1	1	1	0	0	0	0							

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	KING	KING COUNTY	Professionals	Total Employees									
					Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic		
Loc	Job Title	Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic					
0800	PROJECT/PROGRAM MANAGER II	19	0.54	12	5	1	3	1	0					
0800	PROJECT/PROGRAM MANAGER III	22	0.62	14	2	0	2	0	0					
0800	PROJECT/PROGRAM MANAGER IV	29	0.82	14	6	4	2	0	0					
0800	PURCHASING SPECIALIST	9	0.26	1	1	0	1	0	0					
0800	Real Property Agent I	1	0.03	1	1	1	0	0	0					
0800	Real Property Agent III	4	0.11	3	1	1	0	0	0					
0800	RIDESHARE OPERATIONS CHIEF	3	0.09	3	1	0	1	0	0					
0800	RIDESHARE OPERATIONS SUPERVISOR	1	0.03	0	0	0	0	0	0					
0800	RIDESHARE SERVICES REPRESENTATIVE	12	0.34	5	2	2	0	0	0					
0800	SAFETY AND HEALTH ADMINISTRATOR IV	8	0.23	2	1	1	0	0	0					
0800	SAFETY AND HEALTH SUPERVISOR	1	0.03	0	0	0	0	0	0					
0800	SITE DEVELOPMENT SPECIALIST I	1	0.03	1	1	0	0	1	0					
0800	SITE DEVELOPMENT SPECIALIST II	2	0.06	0	0	0	0	0	0					
0800	SPECIAL PROJECTS MANAGER II	2	0.06	1	0	0	0	0	0					
0800	SYSTEMS ARCHITECT	1	0.03	0	0	0	0	0	0					
0800	SYSTEMS ENGINEER-SENIOR	4	0.11	2	1	1	0	0	0					
0800	SYSTEMS MANAGEMENT AND ANALYSIS SUPERVIS	2	0.06	0	0	0	0	0	0					
0800	Transit Construction Mgt III	8	0.23	0	3	2	1	0	0					
0800	Transit Construction Mgt IV	2	0.06	0	0	0	0	0	0					
0800	Transit Designer IV	5	0.14	1	0	0	0	0	0					
0800	Transit Designer V	4	0.11	2	1	1	0	0	0					
0800	Transit Designer VI	1	0.03	0	1	0	0	0	0					
0800	Transit Engineer II	1	0.03	0	1	1	0	0	1					
0800	Transit Engineer III	2	0.06	1	0	0	0	0	0					
0800	Transit Engineer IV	12	0.34	0	1	0	1	0	0					
0800	Transit Engineer V	11	0.31	4	1	0	1	0	0					
0800	Transit Engineer VI	5	0.14	0	1	0	1	0	0					
0800	TRANSIT INFORMATION PLANNER	1	0.03	0	0	0	0	0	0					

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	Loc	Job Title	KING COUNTY									
				Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic		
	2			Professionals									
				Total Employees									
				7	0.20	3	0	0	0	0	0	0	0
0800			TRANSIT PLANNING SUPERVISOR	1	0.03	1	0	0	0	0	0	0	0
0800			Transit Project Control Engineer II	1	0.03	0	0	0	0	0	0	0	0
0800			Transit Project Control Engineer III	1	0.03	1	1	0	1	0	0	0	0
0800			TRANSPORTATION PLANNER I	27	0.77	10	7	3	2	2	2	0	0
0800			TRANSPORTATION PLANNER II	57	1.62	20	16	3	10	1	1	2	2
0800			TRANSPORTATION PLANNER III	8	0.23	2	1	0	1	0	0	0	0
0800			Transportation Planner IV	1	0.03	1	0	0	0	0	0	0	0
0800			VAN POOL RISK SPECIALIST	2	0.06	1	0	0	0	0	0	0	0
0800			WARRANTY ADMINISTRATOR	1	0.03	1	0	0	0	0	0	0	0
0800			WEB DEVELOPER-SENIOR	1	0.03	1	1	1	0	0	0	0	0
0900			ACCOUNTANT	2	0.06	1	0	0	0	0	0	0	0
0900			ADMINISTRATOR I	5	0.14	5	2	1	1	0	0	0	0
0900			ADMINISTRATOR II	2	0.06	1	0	0	0	0	0	0	0
0900			ADMINISTRATOR III	3	0.09	3	1	0	0	0	0	0	0
0900			ADMINISTRATOR IV	11	0.31	11	0	0	0	0	0	0	0
0900			ADV PRACTICE NURSE SPEC	24	0.68	21	7	0	6	0	0	1	0
0900			ADVANCED REGISTERED NURSE PRACTITIONER	7	0.20	6	1	0	1	0	0	0	0
0900			ADVNC D REGSTRD NURSE PRAC JAIL	2	0.06	0	0	0	0	0	0	0	0
0900			APP DEVELOPER-JOURNEY	2	0.06	0	1	0	0	0	0	0	0
0900			APP DEVELOPER-MASTER	3	0.09	1	1	0	1	0	0	0	0
0900			APPLICATION DEVELOPER-SR	1	0.03	1	0	0	0	0	0	0	0
0900			ASSIST PUBLIC HLTH LAB MNOR	1	0.03	0	1	0	1	0	0	0	0
0900			ASSISTANT MEDICAL EXAMINER/FORENSIC PATH	2	0.06	2	1	0	1	0	0	0	0
0900			BUSINESS & FINANCE OFFICER II	1	0.03	1	0	0	0	0	0	0	0
0900			BUSINESS & FINANCE OFFICER III	4	0.11	1	1	1	0	0	0	0	0
0900			BUSINESS & FINANCE OFFICER IV	1	0.03	0	0	0	0	0	0	0	0
0900			CHIEF PLUMBING INSPECTOR	1	0.03	1	0	0	0	0	0	0	0
0900			CLINICAL PSYCHOLOGIST	1	0.03	1	0	0	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	Loc	Job Title	KING COUNTY									
				Professionals									
				Total Employees		Female	Minority	Black	Asian	Native American	Hispanic		
Persons	Percent	Persons	Percent										
0900			COMMUNICATIONS SPECIALIST III	1	0.03	1	0	0	0	0	0		
0900			CONTRACT SPECIALIST I	1	0.03	1	0	0	0	0	0		
0900			CONTRACT SPECIALIST II	4	0.11	2	2	2	0	0	0		
0900			CORRECTIONAL HEALTH SECTION MANAGER	1	0.03	1	0	0	0	0	0		
0900			DATA ADMINISTRATOR	1	0.03	1	1	0	1	0	0		
0900			DATABASE ADMINISTRATOR-SR	2	0.06	1	0	0	0	0	0		
0900			DATABASE SPECIALIST - SENIOR	2	0.06	0	0	0	0	0	0		
0900			Database Specialist-Master	2	0.06	0	2	1	1	0	0		
0900			DENTIST	8	0.23	3	7	0	7	0	0		
0900			DISEASE CONTROL OFFICER	9	0.26	0	1	0	1	0	0		
0900			DISEASE INTERVENTION SPECIALIST	17	0.48	10	8	1	3	0	4		
0900			DISEASE RESEARCH & DATA SPECL	3	0.09	3	1	1	0	0	0		
0900			EDUCATION SPECIALIST	4	0.11	2	1	1	0	0	0		
0900			EDUCATOR CONSULTANT I	23	0.65	15	9	5	1	1	2		
0900			EDUCATOR CONSULTANT II	16	0.45	13	6	3	1	0	2		
0900			EPIDEMIOLOGIST I	7	0.20	5	0	0	0	0	0		
0900			EPIDEMIOLOGIST II	17	0.48	14	3	0	3	0	0		
0900			EPIDEMIOLOGIST III	5	0.14	3	2	1	0	1	0		
0900			FINANCE & ADMIN SRVCS MNGR	4	0.11	3	1	1	0	0	0		
0900			FINANCIAL SERVICES ADMINISTRATOR	1	0.03	0	0	0	0	0	0		
0900			FUNCTIONAL ANALYST II	5	0.14	3	2	0	2	0	0		
0900			FUNCTIONAL ANALYST III	1	0.03	1	0	0	0	0	0		
0900			HEALTH & ENVRNMNTL INSPCTR	2	0.06	0	1	1	0	0	0		
0900			HEALTH & ENVRNMNTL INVSTGTR III	23	0.65	9	3	2	1	0	0		
0900			HEALTH & ENVRNMNTL INVSTGTR II	57	1.62	25	18	4	11	0	3		
0900			HEALTH & ENVRNMNTL INVSTGTR IV	9	0.26	2	2	0	2	0	0		
0900			HEALTH SERVICES ADMINISTRATOR I	5	0.14	4	0	0	0	0	0		
0900			HEALTH SERVICES ADMINISTRATOR II	9	0.26	2	2	0	2	0	0		

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

KING COUNTY

Plan: KING

Job Group: 2 Professionals

Loc	Job Title	Total Employees									
		Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic		
0900	HUMAN RES SRVCS DELVRY MNGR I	2	0.06	0	1	1	0	0	0	0	
0900	HUMAN RES SRVCS DELVRY MNGR II	1	0.03	0	0	0	0	0	0	0	
0900	HUMAN RESOURCE ANALYST	1	0.03	0	0	0	0	0	0	0	
0900	HUMAN RESOURCE ANALYST - SENIOR	3	0.09	3	2	0	0	1	1	1	
0900	HUMAN RESOURCE ASSOCIATE	3	0.09	3	1	1	0	0	0	0	
0900	IT Manager I	3	0.09	1	0	0	0	0	0	0	
0900	IT MANAGER III	1	0.03	1	0	0	0	0	0	0	
0900	IT Project Administrator-Senior	1	0.03	1	0	0	0	0	0	0	
0900	IT PROJECT MANAGER I	1	0.03	0	0	0	0	0	0	0	
0900	IT SUPERVISOR I	1	0.03	0	0	0	0	0	0	0	
0900	IT SYSTEMS SPEC-MASTER	1	0.03	1	1	1	0	0	0	0	
0900	IT SYSTEMS SPECIALIST-SR	3	0.09	1	2	0	2	0	0	0	
0900	LAN ADMINISTRATOR-JOURNEY	6	0.17	3	0	0	0	0	0	0	
0900	LAN ADMINISTRATOR-SENIOR	2	0.06	0	0	0	0	0	0	0	
0900	MEDICAL INTERPRETER / TRANSLATOR	33	0.94	28	26	1	5	0	20	0	
0900	MEDICAL OFFICER	3	0.09	1	0	0	0	0	0	0	
0900	MEDICOLEGAL DEATH INVESTIGATOR	7	0.20	2	0	0	0	0	0	0	
0900	MICROBIOLOGIST-PUBLIC HEALTH	3	0.09	1	2	0	2	0	0	0	
0900	MPRAF - COMPLIANCE OFFICER	3	0.09	0	0	0	0	0	0	0	
0900	NURSE MANAGER	8	0.23	8	1	0	1	0	0	0	
0900	NURSE RECRUITER	1	0.03	1	0	0	0	0	0	0	
0900	NUTRITION CONSULTANT	8	0.23	8	0	0	0	0	0	0	
0900	NUTRITIONIST	25	0.71	24	1	0	1	0	0	0	
0900	OCCUPATIONAL EDUCATION AND TRAINING COOR	4	0.11	3	1	0	1	0	0	0	
0900	PHARMACIST	3	0.09	1	1	0	1	0	0	0	
0900	PLUMBING INSPECTOR	16	0.45	1	3	2	1	0	0	0	
0900	PROJECT/PROGRAM MANAGER I	3	0.09	2	0	0	0	0	0	0	
0900	PROJECT/PROGRAM MANAGER II	26	0.74	17	7	3	3	0	1	1	

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	KING	KING COUNTY	Job Title	Total Employees							Native American	Hispanic
					Persons	Percent	Female	Minority	Black	Asian			
	2				34	0.97	23	8	2	5	1	0	
				PROJECT/PROGRAM MANAGER III	36	1.02	29	4	2	0	0	2	
				PROJECT/PROGRAM MANAGER IV	10	0.28	4	1	0	1	0	0	
				PSYCH EVALUATION SPEC	1	0.03	0	0	0	0	0	0	
				PUBLIC HEALTH LAB MNGR	151	4.29	147	34	3	19	2	10	
				PUBLIC HEALTH NURSE	1	0.03	0	0	0	0	0	0	
				PUBLIC HEALTH NURSE-JAIL	1	0.03	1	0	0	0	0	0	
				PUBLIC HEALTH VETERINARIAN	28	0.79	26	8	1	6	0	1	
				REGISTERED NURSE	51	1.45	34	9	5	2	1	1	
				REGISTERED NURSE - JAIL	4	0.11	3	2	0	2	0	0	
				SENIOR MICROBIOLOGIST-PUB HLTH	3	0.09	2	3	0	3	0	0	
				SENIOR PHARMACIST	2	0.06	0	1	1	0	0	0	
				SENIOR PLUMBING INSPECTOR	1	0.03	1	0	0	0	0	0	
				SENIOR SOCIAL WORKER	5	0.14	2	2	1	1	0	0	
				SENIOR STAFF PHYSICIAN	4	0.11	4	4	4	0	0	0	
				SOCIAL-SERVICES SPECIALIST	21	0.60	20	5	3	0	0	2	
				SOCIAL WORKER	3	0.09	3	0	0	0	0	0	
				SPECIAL PROJECTS MANAGER I	12	0.34	8	4	1	2	1	0	
				STAFF PHYSICIAN	1	0.03	0	0	0	0	0	0	
				Systems Engineer-Journey	6	0.17	1	5	1	4	0	0	
				SYSTEMS ENGINEER-SENIOR	2	0.06	0	1	0	1	0	0	
				WEB DEVELOPER-SENIOR	3	0.09	3	1	0	0	1	0	
				ADMINISTRATOR II	2	0.06	1	1	0	1	0	0	
				APP DEVELOPER-JOURNEY	3	0.09	0	0	0	0	0	0	
				APP DEVELOPER-MASTER	32	0.91	7	7	2	5	0	0	
				APPLICATIONS DEVELOPER-SR - A	12	0.34	7	1	0	1	0	0	
				BUDGET ANALYST II	4	0.11	0	1	1	0	0	0	
				BUDGET ANALYST III	1	0.03	1	1	1	0	0	0	
				BUSINESS & FINANCE OFFICER I									

King County Executive Branch 2008 - 2012 Plan Job Group Analysis

Analysis Data as of 2007-01-01

KING COUNTY

Plan: KING

Professionals

Job Group: 2

Loc	Job Title	Total Employees									
		Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic		
1000	BUSINESS AND FINANCE OFFICER III	1	0.03	1	1	0	1	0	0	0	
1000	BUSINESS AND FINANCE OFFICER IV	1	0.03	1	1	1	0	0	0	0	
1000	COMMUNICATIONS SPECIALIST III	3	0.09	2	0	0	0	0	0	0	
1000	CONTRACT SPECIALIST II	1	0.03	1	0	0	0	0	0	0	
1000	CONTRACT SPECIALIST III	3	0.09	1	2	2	0	0	0	0	
1000	DATA COORDINATOR SPECIALIST	2	0.06	1	2	1	0	0	1	1	
1000	DATABASE ADMINISTRATOR-SR	2	0.06	1	2	0	2	0	0	0	
1000	DATABASE ADMINSTR-MASTER	2	0.06	0	0	0	0	0	0	0	
1000	DESKTOP SUPPORT SPEC-SR	1	0.03	1	1	1	0	0	0	0	
1000	Desktop Support Specialist-Journey	3	0.09	2	0	0	0	0	0	0	
1000	EMAIL ADMINISTRATOR-JRNY	2	0.06	0	0	0	0	0	0	0	
1000	EXECUTIVE PRGRM ASSISTANT I	4	0.11	3	3	2	0	0	1	1	
1000	EXECUTIVE PRGRM ASSISTANT II	1	0.03	0	1	0	0	0	1	1	
1000	EXECUTIVE PRGRM ASSISTANT III	6	0.17	5	3	2	1	0	0	0	
1000	FINANCE AND ADMINISTRATIVE SERVICES MANA	1	0.03	1	1	0	1	0	0	0	
1000	HUMAN RESOURCE ANALYST	1	0.03	1	0	0	0	0	0	0	
1000	Human Resource Manager	1	0.03	1	1	0	0	0	1	1	
1000	HUMAN RESOURCE SERVICES DELIVERY MANAGER	1	0.03	1	1	1	0	0	0	0	
1000	INTERNAL AUDITOR	1	0.03	0	0	0	0	0	0	0	
1000	IT ENTERPRISE MANAGER I	2	0.06	2	1	1	0	0	0	0	
1000	IT ENTERPRISE MANAGER II	8	0.23	2	1	1	0	0	0	0	
1000	IT ENTERPRISE MANAGER III	2	0.06	0	1	1	0	0	0	0	
1000	IT PROJECT MANAGER II	3	0.09	1	0	0	0	0	0	0	
1000	IT PROJECT MANAGER III	1	0.03	1	0	0	0	0	0	0	
1000	IT SUPERVISOR I	1	0.03	1	1	1	0	0	0	0	
1000	IT SUPERVISOR II	3	0.09	3	0	0	0	0	0	0	
1000	IT SYSTEMS SPEC-ENTRY	1	0.03	1	0	0	0	0	0	0	
1000	Systems Specialist-Master	1	0.03	0	0	0	0	0	0	0	

King County Executive Branch 2008 - 2012 Plan

Job Group Analysis

Analysis Data as of 2007-01-01

KING COUNTY

Plan: KING

Professionals

Job Group: 2

Loc	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic
		Persons	Percent						
1000	LAN ADMINISTRATOR-JOURNEY	1	0.03	1	1	0	1	0	0
1000	LAN ADMINISTRATOR-MASTER	1	0.03	0	0	0	0	0	0
1000	LAN ADMINISTRATOR-SENIOR	3	0.09	1	2	0	1	0	1
1000	MARKETING AND SALES SPECIALIST V	1	0.03	0	0	0	0	0	0
1000	NETWORK ARCHITECT	4	0.11	0	1	0	0	0	1
1000	NETWORK ENGINEER-JOURNEY	3	0.09	0	1	1	0	0	0
1000	NETWORK ENGINEER-SENIOR	5	0.14	1	1	0	1	0	0
1000	PRINTING AND GRAPHICS MANAGER	1	0.03	1	0	0	0	0	0
1000	PROJECT/PROGRAM MANAGER II	4	0.11	4	2	0	1	0	1
1000	PROJECT/PROGRAM MANAGER III	4	0.11	2	0	0	0	0	0
1000	PROJECT/PROGRAM MANAGER IV	3	0.09	3	1	1	0	0	0
1000	SPECIAL PROJECTS MANAGER III	1	0.03	0	0	0	0	0	0
1000	SUPERVISING COMPUTER OPERATOR	3	0.09	0	0	0	0	0	0
1000	SUPERVISING DATA COORDINATOR	1	0.03	0	0	0	0	0	0
1000	SUPERVISOR I	1	0.03	0	1	1	0	0	0
1000	Supervisor II	1	0.03	0	1	1	0	0	0
1000	SYSTEMS ARCHITECT	5	0.14	0	1	0	1	0	0
1000	SYSTEMS ENGINEER-JOURNEY	2	0.06	0	1	0	1	0	0
1000	SYSTEMS ENGINEER-SENIOR	13	0.37	5	3	1	2	0	0
1000	TELECOM SPECIALIST-SENIOR	4	0.11	4	0	0	0	0	0
1000	WEB DEVELOPER-MASTER	1	0.03	0	0	0	0	0	0
1000	WEB DEVELOPER-SENIOR	2	0.06	1	0	0	0	0	0
1100	ACCOUNTANT	1	0.03	1	1	0	1	0	0
1100	ADMINISTRATOR II	1	0.03	1	0	0	0	0	0
1100	BUSINESS & FINANCE OFFICER II	1	0.03	1	0	0	0	0	0
1100	BUSINESS & FINANCE OFFICER III	1	0.03	1	1	1	0	0	0
1100	COMMUNICATIONS SPECIALIST III	1	0.03	0	0	0	0	0	0
1100	Community Liaison / Intervention Special	1	0.03	0	1	0	1	0	0

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:		KING COUNTY									
Job Group:		Professionals									
Loc	Job Title	Total Employees	Female	Minority	Black	Asian	Native American	Hispanic			
		Persons	Percent								
1100	COMMUNITY SERVICE OFFICER	8	0.23	3	0	2	0	1			
1100	DATABASE ADMSTR-JOURNEY	1	0.03	0	0	0	0	0			
1100	DESKTOP SUPPORT SPEC-JRNY	4	0.11	1	0	1	0	0			
1100	GRANT ADMINISTRATOR	1	0.03	0	0	0	0	0			
1100	HUMAN RESOURCE ANALYST	2	0.06	1	0	0	0	0			
1100	HUMAN RESOURCE ANALYST - SENIOR	1	0.03	1	0	0	0	0			
1100	INFORMATION SYS PROFESSNAL IV	1	0.03	1	0	0	0	0			
1100	IT PROJECT MANAGER II	1	0.03	0	0	0	0	0			
1100	LAN ADMINISTRATOR-JOURNEY	5	0.14	2	0	1	0	1			
1100	LAN ADMINISTRATOR-MASTER	1	0.03	0	0	0	0	0			
1100	LAN ADMINISTRATOR-SENIOR	1	0.03	0	1	0	1	0			
1100	LEOFF 1 CLAIMS SPECIALIST	1	0.03	1	0	1	0	0			
1100	PHOTOGRAPH LABORATORY SUPERVISOR	1	0.03	0	0	0	0	0			
1100	PHOTOGRAPHER	1	0.03	1	0	0	0	1			
1100	PHOTOGRAPHER TECHNICIAN	1	0.03	0	0	0	0	0			
1100	PROJECT/PROGRAM MANAGER I	1	0.03	1	0	0	0	0			
1100	PROJECT/PROGRAM MANAGER II	7	0.20	5	0	0	0	0			
1100	PROJECT/PROGRAM MANAGER III	3	0.09	3	0	0	0	0			
1100	RECORDS & INFO SYS MANAGER	1	0.03	1	0	0	0	0			
1100	RESEARCH&TECHNOLOGYSUPERVISOR	1	0.03	0	0	0	0	0			
Totals		3,523	100%	885	265	460	37	123			
				25.12	7.52	13.06	1.05	3.49			

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING
Job Group: 3
KING COUNTY
Technicians

Loc	Job Title	Total Employees									
		Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic		
0200	PUBLIC DEFENSE COORDINATOR	3	1.00	2	2	1	0	1	0	0	
0400	VETERINARY TECHNICIAN	1	0.33	1	0	0	0	0	0	0	
0500	JUDICIAL SERVICES DIV MNGR	3	1.00	1	0	0	0	0	0	0	
0500	JUDICIAL SERVICES SUPERVISOR II	9	3.01	9	3	1	1	0	1	1	
0500	LEGAL SERVICES SUPERVISOR I	1	0.33	0	0	0	0	0	0	0	
0500	POLICE DATA TECHNICIAN	1	0.33	1	0	0	0	0	0	0	
0600	ENGINEERING TECHNICIAN II	3	1.00	3	0	0	0	0	0	0	
0600	LABORATORY ASSISTANT I	1	0.33	1	0	0	0	0	0	0	
0600	LABORATORY ASSISTANT II	2	0.67	0	2	1	1	0	0	0	
0600	NOXIOUS WEED CNTRL SPECLST II	2	0.67	1	0	0	0	0	0	0	
0600	Process Laboratory Specialist I	4	1.34	1	0	0	0	0	0	0	
0600	PROCESS LABORATORY SPECIALIST II	4	1.34	3	0	0	0	0	0	0	
0800	ELECTRONIC TECHNICIAN	15	5.02	0	3	2	1	0	0	0	
0800	ELECTRONIC TECHNICIAN 2ND	3	1.00	0	0	0	0	0	0	0	
0800	ENGINEERING TECHNICIAN II	4	1.34	2	1	1	0	0	0	0	
0800	LEAD ELECTRONIC TECHNICIAN	2	0.67	0	0	0	0	0	0	0	
0800	LEAD ELECTRONIC TECHNICIAN 2ND	1	0.33	0	0	0	0	0	0	0	
0900	AUTOPSY TECHNICIAN	3	1.00	1	1	0	1	0	0	0	
0900	DENTAL HYGIENIST	4	1.34	4	1	1	0	0	0	0	
0900	DENTAL HYGIENIST SUPERVISOR	1	0.33	1	0	0	0	0	0	0	
0900	FORENSIC ANTHROPOLOGIST	1	0.33	1	0	0	0	0	0	0	
0900	FORENSIC AUTOPSY TECHNICIAN-LEAD	1	0.33	1	0	0	0	0	0	0	
0900	JAIL PHSS	2	0.67	2	1	0	0	0	0	1	
0900	LABORATORY ASSISTANT II	2	0.67	0	1	1	0	0	0	0	
0900	LICENSED PRACTICAL NURSE - JAIL	17	5.69	16	2	0	1	1	0	0	
0900	MED DEATH INV II	3	1.00	1	2	0	1	0	1	1	
0900	MED DEATH INV LEAD	2	0.67	0	1	0	0	0	0	1	
0900	MEDIC ONE MANAGER	1	0.33	0	0	0	0	0	0	1	
0900	MEDICAL TECHNOLOGIST	3	1.00	2	1	0	1	0	0	0	

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	KING	KING COUNTY	Technicians	Total Employees									
					Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic		
0900					39	13.04	38	21	0	4	0	17		
0900					60	20.07	14	4	1	2	0	1		
0900					16	5.35	15	1	1	0	0	0		
1100					12	4.01	6	3	1	1	1	0		
1100					1	0.33	1	0	0	0	0	0		
1100					3	1.00	2	1	0	1	0	0		
1100					38	12.71	22	12	4	5	0	3		
1100					15	5.02	10	2	0	2	0	0		
1100					1	0.33	1	0	0	0	0	0		
1100					13	4.35	10	3	2	1	0	0		
1100					1	0.33	0	0	0	0	0	0		
1100					1	0.33	1	0	0	0	0	0		
Totals					299	100%	174	68	17	23	3	25		
							58.19	22.74	5.69	7.69	1.00	8.36		

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	Loc	Job Title	KING COUNTY									
				Persons	Percent	Female	Minority	Black	Asian	American	Hispanic		
	4		COMMUNITY SURVEILLANCE OFFICER	6	0.39	3	3	2	0	0	0	1	
		0100	CORRECTIONS CAPTAIN	13	0.86	3	6	3	2	1	0	0	
		0100	CORRECTIONS MAJOR	2	0.13	1	0	0	0	0	0	0	
		0100	CORRECTIONS OFFICER	522	34.34	96	219	118	54	12	35	0	
		0100	CORRECTIONS SERGEANT	37	2.43	10	9	7	2	0	0	0	
		0100	CORRECTIONS SUPERVISOR	10	0.66	5	6	5	1	0	0	0	
		0100	Detention Officer	2	0.13	0	0	0	0	0	0	0	
		0100	FACILITY COMMANDER	2	0.13	0	0	0	0	0	0	0	
		0100	JUVENILE SUPRV OFC (97)	92	6.05	29	58	42	9	1	6	0	
		0100	PERSONAL RECOGNIZANCE INVESTIGATOR	15	0.99	12	4	1	1	0	2	0	
		0100	TRAINING COORDINATOR	1	0.07	1	1	1	0	0	0	0	
		0300	ASST FIRE MARSHAL	2	0.13	1	0	0	0	0	0	0	
		0300	DEPUTY FIRE MARSHAL	1	0.07	0	0	0	0	0	0	0	
		0300	Fire Investigator II	4	0.26	1	1	1	0	0	0	0	
		0300	FIRE MARSHAL	1	0.07	0	0	0	0	0	0	0	
		0400	ANIMAL CONTROL OFFICER	22	1.45	13	2	0	1	1	0	0	
		0400	Animal Control Sergeant	3	0.20	0	0	0	0	0	0	0	
		0400	ANIMAL CONTROL SERGEANT LEAD	1	0.07	1	0	0	0	0	0	0	
		0400	SECURITY CHIEF	1	0.07	0	0	0	0	0	0	0	
		0400	SECURITY OFFICER	36	2.37	0	4	4	0	0	0	0	
		0400	SECURITY SCREENER	33	2.17	15	26	1	22	0	3	0	
		0400	SECURITY SERGEANT	3	0.20	0	0	0	0	0	0	0	
		0600	LIFEGUARD	2	0.13	2	1	0	1	0	0	0	
		0600	SECURITY OFFICER	2	0.13	0	1	1	0	0	0	0	
		0800	OPERATIONS SECURITY LIAISON	1	0.07	0	0	0	0	0	0	0	
		0800	ROAD USE INVESTIGATOR	1	0.07	0	0	0	0	0	0	0	
		0800	TRANSIT SECURITY COORDINATOR	1	0.07	0	0	0	0	0	0	0	
		1100	CAPTAIN	2	0.13	0	0	0	0	0	0	0	
		1100	CHIEF	4	0.26	2	0	0	0	0	0	0	

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Loc	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic
		Persons	Percent						
1100	POLICE OFFICER (DEPUTY)	581	38.22	83	106	31	38	11	26
1100	SECURITY ASSISTANT II	22	1.45	0	0	0	0	0	0
1100	SERGEANT	95	6.25	13	11	3	5	0	3
Totals		1,520	100%	291	458	220	136	26	76
				19.14	30.13	14.47	8.95	1.71	5.00

KING COUNTY

Protective Service Workers

Plan: KING

Job Group: 4

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING COUNTY
Job Group: 6 Administrative Support

Loc	Job Title	Total Employees							Asian	Native American	Hispanic
		Persons	Percent	Female	Minority	Black					
0100	ADMIN SPEC II	10	0.67	8	6	4	2	0	0	0	
0100	ADMINISTRATIVE SPECIALIST I	4	0.27	3	0	0	0	0	0	0	
0100	ADMINISTRATIVE SPECIALIST III	14	0.94	14	6	1	2	1	2	2	
0100	CONFIDENTIAL SECRETARY I	6	0.40	6	1	0	0	0	0	1	
0100	CONFIDENTIAL SECRETARY II	1	0.07	1	1	0	1	0	0	0	
0100	FISCAL SPECIALIST I	2	0.13	1	1	0	1	0	0	0	
0100	FISCAL SPECIALIST II	1	0.07	0	0	0	0	0	0	0	
0100	FISCAL SPECIALIST III	4	0.27	4	4	1	3	0	0	0	
0100	JAIL AIDE	29	1.95	17	14	8	6	0	0	0	
0100	JAIL MAIL CLERK	3	0.20	2	0	0	0	0	0	0	
0200	ADMIN SPEC II	12	0.81	11	5	2	1	0	2	2	
0200	ADMINISTRATIVE OFFICE ASSIST	2	0.13	1	0	0	0	0	0	0	
0200	ADMINISTRATIVE SPECIALIST III	12	0.81	11	9	4	0	1	4	4	
0200	ADMINISTRATIVE SPECIALIST IV	2	0.13	2	1	0	1	0	0	0	
0200	ADMINISTRATIVE STAFF ASSISTANT	2	0.13	2	0	0	0	0	0	0	
0200	CONFIDENTIAL SECRETARY I	5	0.34	5	2	1	1	0	0	0	
0200	CONFIDENTIAL SECRETARY II	1	0.07	1	1	1	0	0	0	0	
0200	COURT SCHEDULING SPECIALIST	1	0.07	0	1	0	0	1	0	0	
0200	Customer Service Specialist III	3	0.20	3	2	1	1	0	0	0	
0200	FISCAL SPECIALIST II	3	0.20	1	2	0	2	0	0	0	
0200	FISCAL SPECIALIST III	5	0.34	5	3	1	1	1	1	0	
0200	FISCAL SPECIALIST IV	2	0.13	2	1	0	1	0	0	0	
0200	LEGAL ADMINISTRATIVE SPEC II	1	0.07	1	1	1	0	0	0	0	
0300	ADMIN SPEC II	17	1.14	14	8	4	3	0	1	1	
0300	ADMINISTRATIVE ASSISTANT III	1	0.07	0	0	0	0	0	0	0	
0300	ADMINISTRATIVE SPECIALIST IV	2	0.13	2	1	1	0	0	0	0	
0300	CONFIDENTIAL SECRETARY I	3	0.20	3	0	0	0	0	0	0	
0300	CONFIDENTIAL SECRETARY II	1	0.07	1	1	0	0	0	0	1	
0300	FISCAL SPECIALIST II	4	0.27	4	0	0	0	0	0	0	

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING COUNTY
Job Group: 6 Administrative Support

Loc	Job Title	Total Employees							Asian	Native American	Hispanic
		Persons	Percent	Female	Minority	Black	Asian	Hispanic			
0300	FISCAL SPECIALIST III	2	0.13	2	0	0	0	0	0	0	
0300	INVENTORY PURCHASING SPEC II	1	0.07	0	1	0	0	0	0	1	
0300	TECH INFO PROCESSING SPEC III	1	0.07	1	1	0	1	0	0	0	
0400	ACCOUNTING TECHNICIAN II	6	0.40	6	3	2	0	1	1	0	
0400	ADMIN SPEC II	34	2.28	23	14	8	5	0	0	1	
0400	ADMINISTRATIVE ASSISTANT III	2	0.13	2	1	1	0	0	0	0	
0400	ADMINISTRATIVE OFFICE ASSIST	2	0.13	1	1	1	0	0	0	0	
0400	ADMINISTRATIVE OFFICE ASSISTANT	2	0.13	1	1	0	1	0	0	0	
0400	ADMINISTRATIVE SPECIALIST I	14	0.94	9	4	3	1	0	0	0	
0400	ADMINISTRATIVE SPECIALIST II	2	0.13	1	0	0	0	0	0	0	
0400	ADMINISTRATIVE SPECIALIST III	22	1.48	19	10	2	6	1	1	1	
0400	ADMINISTRATIVE SPECIALIST IV	6	0.40	5	2	1	0	0	0	1	
0400	ADMINISTRATIVE STAFF ASSISTANT	1	0.07	0	1	1	0	0	0	0	
0400	ASSISTANT ACCOUNTANT	14	0.94	10	9	3	4	0	0	2	
0400	CLAIMS ASSISTANT	3	0.20	3	0	0	0	0	0	0	
0400	CONFIDENTIAL SECRETARY I	6	0.40	6	0	0	0	0	0	0	
0400	CUSTOMER SERVICE SPECIALIST II	5	0.34	5	4	2	1	0	0	1	
0400	Customer Service Specialist III	24	1.61	18	9	2	7	0	0	0	
0400	CUSTOMER SERVICE SPECIALIST IV	8	0.54	7	1	0	1	0	0	0	
0400	CUSTOMER SERVICES ASSISTANT COORDINATOR	1	0.07	1	0	0	0	0	0	0	
0400	FISCAL SPECIALIST I	4	0.27	3	4	2	1	0	0	1	
0400	FISCAL SPECIALIST II	15	1.01	11	8	2	5	1	1	0	
0400	FISCAL SPECIALIST III	23	1.54	21	15	4	8	1	1	2	
0400	FISCAL SPECIALIST IV	2	0.13	2	2	0	1	0	0	1	
0400	INVENTORY PURCHASING SPEC III	2	0.13	0	0	0	0	0	0	0	
0400	Records Center Technician	2	0.13	0	1	0	1	0	0	0	
0400	RECORDS MANAGEMENT SPECIALIST	2	0.13	2	0	0	0	0	0	0	
0400	TECH INFO PROCESSING SPEC III	1	0.07	1	0	0	0	0	0	0	

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	Job Title	KING COUNTY									
			Loc	Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic	
	6	TECHNICAL INFORMATION PROCESSING SPECIAL	6	0.40	6	5	0	0	5	0	0	
		ADMINISTRATIVE SPECIALIST IV	3	0.20	2	0	0	0	0	0	0	
		CONFIDENTIAL SECRETARY II	1	0.07	1	0	0	0	0	0	0	
		COURT CLERK I	46	3.09	33	8	1	5	0	2	2	
		COURT CLERK II	22	1.48	19	10	6	3	1	0	0	
		CUSTOMER SERVICE SPECIALIST II	5	0.34	2	5	1	3	0	1	1	
		Customer Service Specialist III	9	0.60	7	6	4	2	0	0	0	
		CUSTOMER SERVICE SPECIALIST IV	1	0.07	1	0	0	0	0	0	0	
		FISCAL SPECIALIST II	10	0.67	7	4	2	2	0	0	0	
		FISCAL SPECIALIST III	7	0.47	5	4	0	4	0	0	0	
		FISCAL SPECIALIST IV	2	0.13	2	1	0	1	0	0	0	
		JUDICIAL SVCS SUPRV I	1	0.07	0	1	1	0	0	0	0	
		LEGAL ADMINISTRATIVE SPEC I	3	0.20	1	2	0	2	0	0	0	
		LEGAL ADMINISTRATIVE SPEC II	43	2.89	29	21	5	14	0	2	2	
		LEGAL ADMINISTRATIVE SPEC III	13	0.87	11	6	1	5	0	0	0	
		TECH INFO PROCESSING SPEC III	1	0.07	1	1	1	0	0	0	0	
		ADMIN SPEC II	12	0.81	12	2	1	0	1	0	0	
		ADMIN SPECIALIST I	1	0.07	1	0	0	0	0	0	0	
		ADMINISTRATIVE OFFICE ASSISTANT	1	0.07	1	0	0	0	0	0	0	
		ADMINISTRATIVE OFFICE ASSIST	5	0.34	2	2	0	1	1	0	0	
		ADMINISTRATIVE OFFICE ASSISTANT	1	0.07	1	0	0	0	0	0	0	
		ADMINISTRATIVE SPECIALIST I	1	0.07	1	0	0	0	0	0	0	
		ADMINISTRATIVE SPECIALIST II	7	0.47	7	4	1	2	0	1	1	
		ADMINISTRATIVE SPECIALIST III	16	1.07	16	7	2	4	0	1	1	
		ADMINISTRATIVE SPECIALIST IV	1	0.07	1	0	0	0	0	0	0	
		ADMINISTRATIVE STAFF ASSISTANT	9	0.60	9	5	2	1	0	0	0	
		ASSISTANT ACCOUNTANT	3	0.20	2	1	0	1	0	0	0	
		CONFIDENTIAL SECRETARY I	4	0.27	4	0	0	0	0	0	0	

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING
Job Group: 6 Administrative Support
KING COUNTY

Loc	Job Title	Total Employees							Native American	Hispanic
		Persons	Percent	Female	Minority	Black	Asian			
0600	CONFIDENTIAL SECRETARY II	1	0.07	1	0	0	0	0	0	0
0600	CUSTOMER SERVICE SPECIALIST II	3	0.20	2	1	1	0	0	0	0
0600	FISCAL SPECIALIST III	17	1.14	15	8	2	5	0	1	0
0600	FISCAL SPECIALIST IV	1	0.07	1	0	0	0	0	0	0
0600	INVENTORY PURCHASING SPEC II	6	0.40	1	3	1	2	0	0	0
0600	INVENTORY PURCHASING SPEC III	3	0.20	1	1	0	0	0	1	0
0600	Inventory Purchasing Specialist I	2	0.13	2	1	0	1	0	0	0
0600	INVENTORY PURCHASING SPECIALIST II	3	0.20	1	2	1	1	0	0	0
0600	INVENTORY PURCHASING SPECIALIST III	2	0.13	1	2	1	1	0	0	0
0600	MAINTENANCE SUPPORT ASSISTANT	5	0.34	4	1	0	1	0	0	0
0600	MARKETING AND SALES SPECIALIST III	1	0.07	1	0	0	0	0	0	0
0600	SCALE OPERATOR	32	2.15	27	5	0	3	1	1	0
0600	TECH INFO PROCESSING SPEC II	2	0.13	1	1	1	0	0	0	0
0600	TECH INFO PROCESSING SPEC III	1	0.07	0	0	0	0	0	0	0
0700	ABSTRACT TECHNICIAN	9	0.60	4	1	1	0	0	0	0
0700	ADMIN ASST-CO ASSESSOR	1	0.07	1	0	0	0	0	0	0
0700	ADMIN SPEC II	25	1.68	23	15	2	11	2	0	0
0700	ADMINISTRATIVE OFFICE ASSIST	1	0.07	1	1	1	0	0	0	0
0700	ADMINISTRATIVE SPECIALIST III	5	0.34	5	3	2	0	0	1	0
0700	ADMINISTRATIVE STAFF ASSISTANT	1	0.07	1	0	0	0	0	0	0
0700	ASSESSMENTS TECH SRVS OFCR	1	0.07	1	1	1	0	0	0	0
0700	CONFIDENTIAL SECRETARY I	1	0.07	0	0	0	0	0	0	0
0700	CUSTOMER SERVICE SPECIALIST II	1	0.07	1	0	0	0	0	0	0
0700	Customer Service Specialist III	5	0.34	5	3	3	0	0	0	0
0700	EXECUTIVE SECRETARY/ASSIST I	1	0.07	0	0	0	0	0	0	0
0700	FISCAL SPECIALIST II	2	0.13	1	2	1	1	1	0	0
0700	TECH INFO PROCESSING SPEC IV	1	0.07	1	1	1	0	0	0	0
0800	MIN SPEC II	14	0.94	14	4	2	2	2	0	0

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Loc	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic
		Persons	Percent						
0800	ADMIN SPECIALIST I	2	0.13	2	0	0	0	0	0
0800	ADMIN SPECIALIST II	4	0.27	4	2	1	1	0	0
0800	ADMINISTRATIVE SPECIALIST I	4	0.27	3	3	1	1	0	1
0800	ADMINISTRATIVE SPECIALIST II	6	0.40	5	2	2	0	0	0
0800	ADMINISTRATIVE SPECIALIST III	39	2.62	36	16	7	8	0	1
0800	ADMINISTRATIVE SPECIALIST IV	3	0.20	3	2	0	1	1	0
0800	Administrative Staff Assistant	3	0.20	3	1	1	0	0	0
0800	BASE DISPATCHER/PLANNER	29	1.95	7	7	3	3	1	0
0800	CONFIDENTIAL SECRETARY I	3	0.20	3	1	0	1	0	0
0800	CONFIDENTIAL SECRETARY II	2	0.13	2	1	1	0	0	0
0800	CUST ASST REP (CAR)	11	0.74	8	5	3	2	0	0
0800	CUSTOMER SERVICE SPECIALIST II	5	0.34	4	2	1	0	1	0
0800	Customer Service Specialist III	4	0.27	3	1	1	0	0	0
0800	CUSTOMER SERVICES COORDINATOR	7	0.47	5	4	2	2	0	0
0800	CUSTOMER SERVICES COORDINATOR - LEAD	7	0.47	6	3	1	2	0	0
0800	EQUIPMENT DISPATCHER	6	0.40	0	3	2	1	0	0
0800	EQUIPMENT DISPATCHER 2ND	1	0.07	1	0	0	0	0	0
0800	EQUIPMENT DISPATCHER 3RD	7	0.47	2	2	1	1	0	0
0800	FISCAL SPECIALIST II	12	0.81	7	5	3	2	0	0
0800	FISCAL SPECIALIST III	9	0.60	9	3	0	3	0	0
0800	FISCAL SPECIALIST IV	1	0.07	0	1	0	1	0	0
0800	INFORMATION DISTRIBUTOR	3	0.20	1	1	1	0	0	0
0800	INVENTORY PURCHASING SPEC II	6	0.40	2	2	2	0	0	0
0800	INVENTORY PURCHASING SPEC III	1	0.07	0	1	1	0	0	0
0800	INVENTORY SPECIALIST	4	0.27	1	4	1	2	0	1
0800	INVENTORY SUPERVISOR	1	0.07	1	1	0	1	0	0
0800	LEAD TRANSIT PARTS SPECIALIST	7	0.47	1	1	0	0	0	1
0800	MARKETING AND SALES SPECIALIST I	1	0.07	1	0	0	0	0	0

KING COUNTY

Administrative Support

Plan: KING

Job Group: 6

King County Executive Branch 2008 - 2012 Plan Job Group Analysis

Analysis Data as of 2007-01-01

Plan:	Job Group:	Loc	Job Title	Total Employees									
				Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic		
KING	6		FISCAL SPECIALIST II	2	0.13	2	1	0	1	0	0	0	
			FISCAL SPECIALIST III	10	0.67	9	6	2	4	0	0	0	
			FISCAL SPECIALIST IV	5	0.34	4	3	1	2	0	0	0	
			INVENTORY PURCHASING SPEC II	3	0.20	2	1	1	0	0	0	0	
			INVENTORY PURCHASING SPEC III	1	0.07	0	0	0	0	0	0	0	
			MSO-ADMIN SUPPORT	1	0.07	0	0	0	0	0	0	0	
			PUBLIC HEALTH ADMINISTRATIVE SUPPORT SUP	14	0.94	11	7	3	2	0	2	2	
			RESEARCH ASSISTANT	3	0.20	3	0	0	0	0	0	0	
			TECH INFO PROCESSING SPEC I	1	0.07	1	0	0	0	0	0	0	
			TECH INFO PROCESSING SPEC II	1	0.07	1	1	1	0	0	0	0	
			ADMINISTRATIVE SPECIALIST II	1	0.07	1	0	0	0	0	0	0	
			ADMINISTRATIVE STAFF ASSISTANT	4	0.27	3	1	1	0	0	0	0	
			COMPUTER OPERATOR SPECIALIST	9	0.60	1	5	1	3	0	1	1	
			CONFIDENTIAL SECRETARY I	1	0.07	1	1	1	0	0	0	0	
			CONFIDENTIAL SECRETARY II	3	0.20	3	0	0	0	0	0	0	
			EXECUTIVE SECRETARY/ASSIST II	2	0.13	2	1	0	0	0	1	1	
			EXECUTIVE SECRETARY/ASSIST III	1	0.07	1	1	0	1	0	0	0	
			FISCAL SPECIALIST II	1	0.07	1	1	1	0	0	0	0	
			FISCAL SPECIALIST III	7	0.47	5	3	0	3	0	0	0	
			ADMIN ASSISTANT - PUBLIC SAFETY	1	0.07	0	0	0	0	0	0	0	
			ADMIN SPEC II	30	2.01	30	7	3	2	1	1	1	
			ADMINISTRATIVE OFFICE ASSIST	1	0.07	1	1	1	0	0	0	0	
			ADMINISTRATIVE SPECIALIST I	2	0.13	2	1	0	1	0	0	0	
			ADMINISTRATIVE SPECIALIST III	6	0.40	6	3	0	2	1	0	0	
			ADMINISTRATIVE SPECIALIST IV	11	0.74	8	4	2	2	0	0	0	
			ADMINISTRATIVE STAFF ASSISTANT	3	0.20	3	0	0	0	0	0	0	
			COMM SPECIALIST	65	4.37	54	7	2	2	0	3	3	
			Communication Supervisor	8	0.54	5	0	0	0	0	0	0	

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING
Job Group: 6
KING COUNTY
Administrative Support

Loc	Job Title	Total Employees										Total #	Total %
		Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic				
1100	Customer Service Specialist III	1	0.07	1	0	0	0	0	0	0	0	1,489	100%
1100	DIVISION SECRETARY	4	0.27	3	1	0	0	0	0	0	0	222	76.09
1100	EXECUTIVE SECRETARY/ASSIST I	1	0.07	1	0	0	0	0	0	0	0	597	40.09
1100	EXEMPT - ADMINISTRATIVE ASSISTANT - STAD	11	0.74	8	3	0	2	0	0	0	0	14.91	1.75
1100	FISCAL SPECIALIST II	4	0.27	4	1	0	1	0	0	0	0	271	18.20
1100	FISCAL SPECIALIST III	1	0.07	1	0	0	0	0	0	0	0	26	1.75
1100	LEAD ASSIGNMENT I	1	0.07	1	1	1	0	0	0	0	0	78	5.24
1100	PARALEGAL	1	0.07	1	0	1	0	0	0	0	0	0	0
1100	REVENUE PROCESSOR	1	0.07	0	1	0	0	0	0	0	0	0	0
1100	SHERIFF DATA SPECIALIST	13	0.87	10	4	2	2	0	0	0	0	0	0
1100	TECH INFO PROCESSING SPEC III	1	0.07	1	0	0	0	0	0	0	0	0	0
Totals				1,133	597	222	271	26	78				
				76.09	40.09	14.91	18.20	1.75	5.24				

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	KING	KING COUNTY	Job Title	Total Employees										Native American	Hispanic
					Persons	Percent	Female	Minority	Black	Asian	American	Hispanic				
	7				1	0.07	0	0	0	0	0	0	0	0	0	0
				SUPERVISOR III	11	0.82	3	5	1	3	1	0	0	0	0	0
				CHEMICAL DEPENDENCY PRGM SCRNR	1	0.07	0	1	0	1	0	0	0	0	0	0
				ASSIST ELECTN DISTR CNTR SUPRV	11	0.82	0	2	1	0	1	0	0	0	0	0
				CARPENTER I	3	0.22	1	0	0	0	0	0	0	0	0	0
				CARPENTER II	3	0.22	0	0	0	0	0	0	0	0	0	0
				ELECTION EQUIPMENT TECHNICIAN	12	0.90	1	5	3	2	0	0	0	0	0	0
				ELECTRICIAN I	3	0.22	1	1	1	0	0	0	0	0	0	0
				ELECTRICIAN II	4	0.30	0	3	1	2	0	0	0	0	0	0
				FACILITIES MAINTENANCE CONSTRUCTOR	1	0.07	0	0	0	0	0	0	0	0	0	0
				FIRE AND LIFE SAFETY TECHNICIAN	4	0.30	0	3	1	1	1	0	0	0	0	0
				HAZARDOUS WASTE TECHNICIAN	11	0.82	0	2	1	1	1	0	0	0	0	0
				OPERATING ENGINEER II	4	0.30	0	2	2	0	0	0	0	0	0	0
				OPERATING ENGINEER III	6	0.45	1	3	1	1	1	0	0	0	0	0
				PAINTER I	1	0.07	0	0	0	0	0	0	0	0	0	0
				PAINTER II	11	0.82	2	1	0	0	0	0	0	0	0	0
				PLUMBING & MECHANICAL I	3	0.22	0	1	0	0	0	0	0	0	0	0
				PLUMBING & MECHANICAL II	1	0.07	1	1	0	1	0	0	0	0	0	0
				SUPERVISING HAZARDOUS WASTE TECHNICIAN	6	0.45	3	4	3	1	1	0	0	0	0	0
				SUPERVISOR I	1	0.07	0	0	0	0	0	0	0	0	0	0
				SUPERVISOR II	3	0.22	0	0	0	0	0	0	0	0	0	0
				SUPERVISOR III	1	0.07	0	0	0	0	0	0	0	0	0	0
				AUTOMATED SCALE TECHNICIAN	4	0.30	1	1	0	1	0	0	0	0	0	0
				CARPENTER I	3	0.22	1	0	0	0	0	0	0	0	0	0
				ELECTRICIAN I	1	0.07	0	0	0	0	0	0	0	0	0	0
				ELECTRICIAN II	28	2.09	0	6	1	1	2	2	2	2	2	2
				EQUIPMENT OPERATOR	3	0.22	0	0	0	0	0	0	0	0	0	0
				INDUST LUBRICATION SYSTEMS SPEC	6	0.45	0	1	0	1	0	0	0	0	0	0
				INDUSTRIAL ENGINE MECHANIC	17	1.27	1	4	2	1	1	1	1	1	1	1
				INDUSTRIAL INSTRUMENT TECHNICIAN												

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

KING COUNTY

Plan: KING

Skilled Crafts

Job Group: 7

Loc	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic
		Persons	Percent						
0600	INDUSTRIAL INSTRUMENT/ELECTRICAL TECHNIC	3	0.22	0	0	0	0	0	0
0600	INDUSTRIAL MACHINIST	1	0.07	0	0	0	0	0	0
0600	INDUSTRIAL MACHINIST/MECHANIC - LEAD	6	0.45	0	0	0	0	0	0
0600	INDUSTRIAL MAINTENANCE ELECTRICIAN	15	1.12	1	3	1	2	0	0
0600	INDUSTRIAL MAINTENANCE MECHANIC	7	0.52	1	2	2	0	0	0
0600	INDUSTRIAL MAINTENANCE MECHANIC - MASTER	24	1.79	4	8	1	3	2	2
0600	IRRIGATION SPEC/PLMBG & MECH I	1	0.07	0	0	0	0	0	0
0600	MECHANIC/AUTOMOTIVE MACHINIST I - HD	12	0.90	0	0	0	0	0	0
0600	MECHANIC/AUTOMOTIVE MACHINIST II - HD	2	0.15	0	0	0	0	0	0
0600	METAL FABRICATOR	10	0.75	0	3	2	1	0	0
0600	OPERATING ENGINEER II - AQUATIC CENTER	1	0.07	0	0	0	0	0	0
0600	OPERATING ENGINEER III	3	0.22	0	1	0	0	1	0
0600	PAINTER I	5	0.37	1	0	0	0	0	0
0600	PLAYGROUND SPECIALIST	1	0.07	0	0	0	0	0	0
0600	PLUMBING & MECHANICAL I	2	0.15	1	1	1	0	0	0
0600	SUPERVISOR II	6	0.45	1	1	1	0	0	0
0600	SUPERVISOR III	3	0.22	0	0	0	0	0	0
0600	TRANSFER STATION OPERATOR	60	4.48	10	20	12	3	3	2
0600	Wastewater Treat Sr In Ch	1	0.07	0	0	0	0	0	0
0600	WASTEWATER TREATMENT OPER	1	0.07	0	0	0	0	0	0
0600	WASTEWATER TREATMENT OPERATOR	48	3.58	9	14	6	1	0	7
0600	Wastewater Treatment Operator-in-Trainin	2	0.15	0	1	1	0	0	0
0600	WASTEWATER TREATMENT SENIOR OPERATOR	33	2.46	6	5	1	2	1	1
0600	WASTEWATER TREATMENT SENIOR OPERATOR IN	4	0.30	0	1	1	0	0	0
0600	WASTEWATER TREATMENT SUPERVISOR	14	1.04	2	3	0	2	0	1
0700	PRINTING EQUIPMENT TECHNICIAN	1	0.07	0	0	0	0	0	0
0800	APPRENTICE MECHANIC	9	0.67	0	1	0	1	0	0
0800	WELDING OPERATING ENGINEER	6	0.45	1	0	0	0	0	0

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

KING COUNTY

Plan: KING

Skilled Crafts

Job Group: 7

Loc	Job Title	Total Employees				Asian	Native American	Hispanic
		Persons	Percent	Female	Minority			
0800	CARPENTER	6	0.45	3	0	0	0	0
0800	Carpenter 2nd	2	0.15	1	1	0	0	1
0800	CARPENTER I	9	0.67	1	1	1	0	0
0800	CARPENTER II	3	0.22	0	1	1	0	0
0800	CONST 2ND ELECTRICIAN	5	0.37	0	3	2	1	0
0800	ELEC CONST	11	0.82	1	4	2	2	0
0800	ELECTRICIAN I	3	0.22	0	1	1	0	0
0800	EQUIPMENT OPERATOR	39	2.91	3	3	1	1	1
0800	EQUIPMENT OPERATOR 3RD	4	0.30	0	1	0	1	0
0800	EQUIPMENT SERVICES AND MAINTENANCE SPECI	8	0.60	1	6	5	1	0
0800	EQUIPMENT SVC WRKR	24	1.79	0	10	3	7	0
0800	EQUIPMENT SVC WRKR 2ND	53	3.96	3	29	9	15	4
0800	EQUIPMENT SVC WRKR 3RD	44	3.28	3	22	8	11	2
0800	HEAVY EQPMNT BODY REPAIR TECH	1	0.07	0	0	0	0	0
0800	LEAD BLDG OPERATING ENGINEER	1	0.07	0	0	0	0	0
0800	LEAD CARPENTER	1	0.07	0	0	0	0	0
0800	Lead Equipment Svc Wrkr	1	0.07	1	1	1	0	0
0800	LEAD EQUIPMENT SVC WRKR 2ND	3	0.22	0	3	1	2	0
0800	LEAD EQUIPMENT SVC WRKR 3RD	1	0.07	0	0	0	0	0
0800	LEAD MECHANIC	14	1.04	1	0	0	0	0
0800	LEAD MECHANIC 2ND	11	0.82	0	0	0	0	0
0800	LEAD MECHANIC 3RD	10	0.75	0	2	0	2	0
0800	LEAD SHEET METAL WRKR	4	0.30	0	0	0	0	0
0800	LEAD SHEETMETAL WRKR 2ND	1	0.07	0	0	0	0	0
0800	LEAD SHEETMETAL WRKR 3RD	1	0.07	0	1	0	0	1
0800	LEAD VEHICLE UPHOLSTERER	1	0.07	0	0	0	0	0
0800	LINE CREW CHIEF	1	0.07	0	0	0	0	0
0800	LINE MAT 2ND/3RD WRKR	2	0.15	2	0	0	0	0
0800	MAINTENANCE CONSTRUCTOR	8	0.60	0	1	0	1	0

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Loc	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic
		Persons	Percent						
0800	MAINTENANCE CONSTRUCTOR 2ND	1	0.07	0	0	0	0	0	0
0800	MAINTENANCE MACHINIST	7	0.52	0	0	0	0	0	0
0800	MATERIAL WORKER	4	0.30	0	1	1	0	0	0
0800	MECHANIC	97	7.24	1	14	6	6	0	2
0800	MECHANIC 2ND	71	5.30	0	14	3	9	1	1
0800	MECHANIC 3RD	57	4.25	0	18	7	9	2	0
0800	MECHANIC/AUTOMOTIVE MACHINIST I	10	0.75	0	2	1	0	1	0
0800	MECHANIC/AUTOMOTIVE MACHINIST I - HD	17	1.27	0	7	1	5	1	0
0800	METAL CONSTRUCTOR	3	0.22	0	0	0	0	0	0
0800	METAL CONSTRUCTOR 2ND	1	0.07	0	0	0	0	0	0
0800	METAL FABRICATOR	1	0.07	0	1	1	0	0	0
0800	MILLWRIGHT	1	0.07	0	0	0	0	0	0
0800	MILLWRIGHT - LOCAL 587	9	0.67	0	2	1	0	1	0
0800	OPERATING ENGINEER II	1	0.07	0	1	0	1	0	0
0800	PAINTER I	2	0.15	0	0	0	0	0	0
0800	PLUMBING & MECHANICAL I	2	0.15	0	2	1	0	0	1
0800	POWER DISTRIBUTION TECHNICAL ASSISTANT	2	0.15	0	2	1	1	0	0
0800	RADIO EQUIPMENT SPEC	8	0.60	0	1	0	1	0	0
0800	SERVICE SUPERVISOR	50	3.73	6	14	9	3	1	1
0800	SHEET METAL WRKR 2ND	9	0.67	0	3	0	3	0	0
0800	SHEET METAL WRKR 3RD	1	0.07	0	0	0	0	0	0
0800	SHEETMETAL WRKR	21	1.57	0	7	0	6	0	1
0800	SUPERVISOR I	8	0.60	4	3	2	0	1	0
0800	SUPERVISOR II	13	0.97	1	2	0	1	1	0
0800	SUPERVISOR III	7	0.52	2	2	1	0	1	0
0800	SUPERVISOR-IN-TRAINING	12	0.90	2	5	3	2	0	0
0800	TRAFFIC SIGNAL TECHNICIAN	13	0.97	2	4	0	2	0	2
0800	TRAINING CHIEF	76	5.67	14	16	10	6	0	0

Plan: KING COUNTY

Job Group: 7 Skilled Crafts

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

KING COUNTY

Plan: KING

Skilled Crafts

Job Group: 7

Loc	Job Title	Total Employees							Native American	Hispanic
		Persons	Percent	Female	Minority	Black	Asian			
0800	TRANSIT CHIEF-POWER	4	0.30	0	2	2	0	0	0	0
0800	TRANSIT INSTRUCTOR	20	1.49	3	2	2	0	0	0	0
0800	TRANSIT SUPERVISOR	29	2.16	9	8	6	2	0	0	0
0800	TRANSIT SUPERVISOR-ASSIGNED POWER	2	0.15	0	0	0	0	0	0	0
0800	UTILITY 2ND/3RD LINE WRKR	4	0.30	0	0	0	0	0	0	0
0800	UTILITY LINE WRKR	7	0.52	0	2	1	0	1	0	0
0800	VEHICLE DAMAGE ESTIMATOR	1	0.07	0	0	0	0	0	0	0
0800	VEHICLE UPHOLSTERER	8	0.60	3	2	1	1	0	0	0
0800	VEHICLE UPHOLSTERER 3RD	1	0.07	0	0	0	0	0	0	0
0800	VM TECH INFO PROCESS SPEC3	9	0.67	6	2	2	0	0	0	0
0800	VM TECH INFO PROCESS SPEC3 2ND	8	0.60	8	3	2	1	0	0	0
0900	ELECTRONIC COMMUNICATION TECHNICIAN II	1	0.07	0	0	0	0	0	0	0
0900	PAINTER I	6	0.45	5	2	0	0	0	2	0
1000	ASSISTANT BINDERY TECHNICIAN	1	0.07	1	0	0	0	0	0	0
1000	BINDERY TECHNICIAN	2	0.15	1	1	0	0	1	0	0
1000	ELECTRONIC COMMUNICATION SPECIALIST	4	0.30	0	0	0	0	0	0	0
1000	ELECTRONIC COMMUNICATION TECHNICIAN I	4	0.30	1	0	0	0	0	0	0
1000	ELECTRONIC COMMUNICATION TECHNICIAN II	2	0.15	0	0	0	0	0	0	0
1000	PRINTING EQUIPMENT TECHNICIAN	6	0.45	2	2	0	1	1	1	0
1000	PRINTING EQUIPMENT TECHNICIAN - LARGE EQ	1	0.07	0	1	0	0	0	1	0
Totals		1,340	100%	146	348	146	136	28	38	2.84
	Total #	1,340		146	348	146	136	28	38	
	Total %			10.90	25.97	10.90	10.15	2.09		

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	Loc	Job Title	KING COUNTY									
				Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic		
	8		COOK - DYS (97)	7	0.89	3	4	0	4	0	0		
		0100	COOK/BAKER - LEAD	4	0.51	1	1	0	1	0	0		
		0100	COOK/BAKER - NONREP	24	3.04	2	15	2	11	0	2		
		0100	COOKS HELPER (97)	1	0.13	0	1	0	1	0	0		
		0100	NURSES ASST - DYS (97)	4	0.51	3	3	1	2	0	0		
		0100	RECREATION COORDINATOR	2	0.25	1	2	1	1	0	0		
		0100	Small Facility Food Services Supervisor	1	0.13	1	1	1	0	0	0		
		0400	CUSTODIAN	60	7.59	20	40	11	18	3	8		
		0400	CUSTODIAN - FLOOR CARE	9	1.14	1	7	6	1	0	0		
		0400	CUSTODIAN - WINDOWS	1	0.13	0	1	1	0	0	0		
		0400	CUSTODIAN-SE	8	1.01	2	2	2	0	0	0		
		0400	ELECTRICIAN HELPER	2	0.25	0	1	0	1	0	0		
		0400	PLUMBER HELPER	1	0.13	0	0	0	0	0	0		
		0400	UTILITY WORKER I	3	0.38	0	1	1	0	0	0		
		0400	UTILITY WORKER II	9	1.14	0	7	2	4	0	1		
		0600	ASSIST AQUATIC FACILITY COORD	2	0.25	1	0	0	0	0	0		
		0600	CUSTODIAN	5	0.63	3	2	1	1	0	0		
		0600	GARDENER	1	0.13	0	0	0	0	0	0		
		0600	LANDFILL GAS OPERATOR I	3	0.38	0	0	0	0	0	0		
		0600	LANDFILL GAS OPERATOR 2	1	0.13	0	0	0	0	0	0		
		0600	PARK MAINTENANCE SPECIALIST I - SEASONAL	9	1.14	3	4	3	1	0	0		
		0600	PARK MAINTENANCE SPECIALIST II	51	6.46	10	13	6	2	3	2		
		0600	PARK MAINTENANCE SPECIALIST III	13	1.65	2	1	1	0	0	0		
		0600	RECREATION COORDINATOR	3	0.38	3	0	0	0	0	0		
		0600	RECREATION SPECIALIST	1	0.13	1	0	0	0	0	0		
		0600	SENIOR GARDENER	5	0.63	0	3	0	2	1	0		
		0600	Solid Waste Preventive Maintenance Speci	13	1.65	0	5	3	1	0	1		
		0600	TRUCK DRIVER 2	3	0.38	0	0	0	0	0	0		
		0600	'K DRIVER 3	75	9.49		10	6	3	0	1		

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan: KING COUNTY
Job Group: 8 Service Maintenance

Loc	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic
		Persons	Percent						
0600	UTILITY WORKER I	5	0.63	0	1	0	0	0	1
0600	UTILITY WORKER II	7	0.89	1	3	1	1	0	1
0600	WASTEWATER UTILITY WORKER	9	1.14	0	4	2	1	0	1
0800	ASSISTANT UTILITY SERVICE WORKER	1	0.13	0	0	0	0	0	0
0800	CREW CHIEF	19	2.41	3	2	1	1	0	0
0800	CUSTODIAN	1	0.13	0	0	0	0	0	0
0800	EQUIPMENT PAINTER	4	0.51	0	1	0	1	0	0
0800	EQUIPMENT PAINTER 2ND	3	0.38	0	2	0	2	0	0
0800	FACILITIES MAINT WRKR	6	0.76	4	0	0	0	0	0
0800	GROUPS SPECIALIST	2	0.25	0	0	0	0	0	0
0800	HELPER 2ND/3RD LINE WRKR	3	0.38	0	0	0	0	0	0
0800	LEAD EQUIPMENT PAINTER	1	0.13	0	0	0	0	0	0
0800	LEAD GROUND SPECIALIST	2	0.25	0	1	0	0	0	1
0800	LEAD PAINTER	2	0.25	0	0	0	0	0	0
0800	Lead Transit Custodian 2nd	3	0.38	0	2	1	1	0	0
0800	LINE WORKER HELPER	7	0.89	1	4	4	0	0	0
0800	MAINT SIGNAGE SPEC	6	0.76	0	4	3	1	0	0
0800	Maintenance Painter	5	0.63	0	2	2	0	0	0
0800	PAINT PREPARATION TECHNICIAN	3	0.38	1	1	1	0	0	0
0800	PUMP PLANT OPERATOR	1	0.13	0	0	0	0	0	0
0800	SIGN & MARKING SPECIALIST II.	16	2.03	4	3	2	0	0	1
0800	Sign and Marking Specialist Lead	1	0.13	0	0	0	0	0	0
0800	SIGN PAINTER I	2	0.25	0	0	0	0	0	0
0800	SIGN PAINTER II	1	0.13	0	0	0	0	0	0
0800	Stores Driver	1	0.13	0	0	0	0	0	0
0800	STORES DRIVER 2ND	1	0.13	0	0	0	0	0	0
0800	TRANSIT CUSTODIAN I	3	0.38	1	1	0	1	0	0
0800	TRANSIT CUSTODIAN I 2ND	3	0.38	1	2	1	1	0	0

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Loc	Job Title	Total Employees		Female	Minority	Black	Asian	Native American	Hispanic
		Persons	Percent						
0900	MSO - TRAINING	1	0.13	0	0	0	0	0	0
0900	MSO-OPERATIONS	4	0.51	0	0	0	0	0	0
0900	PHARMACY ASSISTANT A	11	1.39	8	7	1	6	0	0
0900	PHARMACY ASSISTANT B	1	0.13	1	1	0	1	0	0
0900	TRUCK DRIVER I	3	0.38	0	1	1	0	0	0

Totals	Total #	Total %	Female	Minority	Black	Asian	Native American	Hispanic
	790	100%	230	334	123	139	14	58
			29.11	42.28	15.57	17.59	1.77	7.34

**King County Executive Branch 2008 - 2012 Plan
Job Group Analysis**

Analysis Data as of 2007-01-01

Plan:	Job Group:	Job Title	KING COUNTY									
			Persons	Percent	Female	Minority	Black	Asian	Native American	Hispanic		
	9	TRANSIT OPERATOR	2,659	100.00	607	980	640	225	28	87		
Loc												
0800			2,659	100%	607	980	640	225	28	87		
Totals					22.83	36.86	24.07	8.46	1.05	3.27		