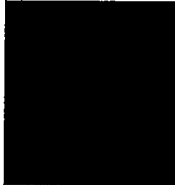


Proposed on 2/16/05
King County Executive Branch
EEO/Affirmative Action Plan
January 1, 2005 to December 31, 2006



Revised May 24, 2005



Ordinance

Adopted by King County Council on _____

Signed by King County Executive on _____



King County

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On the CD:

- Copy of the report
- Documentation of the 2005-2006 workforce availability development process



Acknowledgments

Our sincere thanks to the department directors and affirmative action liaisons for implementing the 2003-2004 EEO/AA Plan, and to our stakeholders, the citizen King County Civil Rights Commission, the citizen 504/ADA Advisory Committee, and the Employee-Based EEO/AA Advisory Committee for their respective input, and to the Human Resources Management Division, Employment & Diversity staff for program administration.

Executive Summary

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

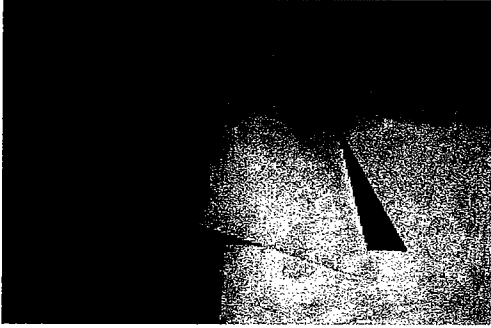
The EEO/Affirmative Action Plan is a statement of King County Executive Branch's commitment to the values of equity, diversity and productivity in the workplace. It assesses the need for affirmative action to address under-representation of minorities, women and persons with disabilities to achieve parity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

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

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

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

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



Highlights of 2003-2004:

Affirmative Action Progress

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

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

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

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

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

- Hiring opportunities were limited given the County's financial challenges.
3. Targeted recruitment and outreach initiatives were undertaken in 2004 and will be increased in 2005. Examples include:
- An internal Executive Branch recruitment co-op is being established to coordinate and leverage departmental recruitment and outreach efforts.
 - An extensive recruitment and outreach database has been established to assist departments in customizing their respective recruitment and outreach plans.
 - Implementation plans were developed by the departments to document and monitor how they plan to meet their affirmative action hiring objectives
 - Purposeful presence in various education and community events is being pursued, and
 - Ongoing consultation with the citizen 504-ADA Advisory Committee is being facilitated to improve outreach to the disability community.

4. New affirmative action race/ethnicity and gender goals for 2005-2006 are proposed, based on the 2000 Census data for the Executive Branch.

In 2005, recruitment and outreach activities will be increased. King County will continue in its efforts to successfully attract and retain people of color, women and persons with disabilities. By May 2005, a proposed work plan will be submitted to the Executive outlining

* Goal setting areas refer to the EEO job categories used by each department such as Officials and Administrators, Professionals, Technicians, Administrative Support, Skilled Crafts, Transit Operators, Service Maintenance, Protective Services and Para-professionals.

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

EEO Program Status

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

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

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

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

1. Vision

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



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

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

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

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

- Create bias-free work environments that promote diversity, equity, and productivity and where our employees and citizens can feel respected, communicate freely, and contribute fully;
- Provide leadership, role modeling, encouragement, support and resources to foster innovation in meeting our goals, and to ensure the implementation of this plan;
- Hold ourselves accountable, make our results known, and celebrate our successes to further promote the values of diversity, equity and productivity; and
- Lead the region in addressing the effects of discrimination.

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

*Ron Sims,
King County Executive*

2. Affirmative Action Program Requirements

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

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

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

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

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



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

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

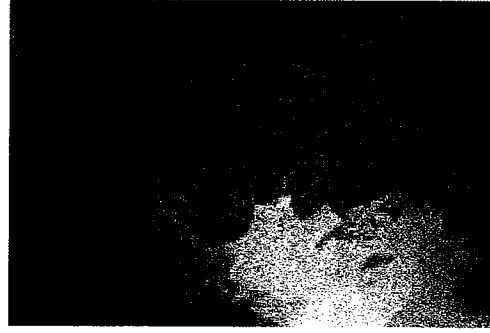
3. EEO Policy Statement and Reaffirmation

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

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

A. EEO Policy

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



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

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

benefits, supervision, provisional/temporary lead assignment, training, tuition reimbursement, promotion, transfer, discipline, demotion, termination, lay-off, recall, re-employment and any other terms and conditions of employment. Benefits include but are not limited to health care coverage, wellness, pension, disability, life insurance, investment plans, and dependent care programs.

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

Sexual harassment is a type of harassment. It is unwelcome verbal or physical conduct of a sexual nature that is sufficiently

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

3. Provide reasonable disability accommodation to applicants and employees to mitigate employment and performance barriers.
4. Develop and maintain a work environment that promotes diversity and equity.
5. Hold all employees accountable for complying with this policy. Any employee who commits or participates in any action, which is a violation of this policy, may be subject to disciplinary action as appropriate.

6. Encourage any employee with questions, issues or complaints about any type of discrimination in the workplace to bring such matters to the attention of their immediate supervisor or personnel officer or the Human Resources Division. When requested or as appropriate, notify the employee of his/her right to file a discrimination complaint with human rights or complaint resolution agencies such as the King County Office for Civil Rights

Enforcement, Washington State Human Rights Commission, the Federal Civil Rights Commission, Department of Labor and Veterans Administration.

7. Ensure that employees can raise issues and complaints without fear of reprisal, retaliation, harassment, intimidation, threats, coercion or discrimination because they: (1) surfaced an EEO issue and/or concern and/or filed a formal complaint; (2) assisted or participated in any investigation, compliance review, hearing, or any other activity related to the administration of any non-discrimination and/or affirmative action program; (3) opposed any act or practice that is discriminatory; and/or (4) exercised any other employment right protected by county, state, or federal law or its implementing regulations.

B. Affirmative Action Commitments

1. Within the law, take affirmative efforts to address hiring inequities for minorities, women and persons with disabilities in career service, exempt, and term limited temporary positions by establishing a temporary action-oriented Affirmative Action Plan to identify and address under-representation in the workforce.
2. Continue efforts to conduct inclusive recruitment and outreach to include minority group members, women, persons with disabilities and covered veterans to expand their utilization in all job levels given their availability and qualifications. Previous efforts include,

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

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

C. Program Accountability

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

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

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

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

- Electronically on the Executive's web page under Jobs EEO/AA <http://www.metrokc.gov/>
- Hard copies are also available for review at Employment and Diversity Section office.
- This report will also be available in alternative format for individuals with disabilities. To request this report in an alternative format, please call (206) 684-1198 296-8592 or for TTY users, please call (206) 296-7596.

Employees and/or job applicants may also direct their questions related to EEO and Affirmative action to department human resource staff and Human Resources Management Division.

4. Dissemination of EEO Policy Statement

A. Internal Dissemination

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

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

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

3. The County's EEO policy, purpose and overall goals of the EEO/AA Plan will be communicated to new employees as part of the new employee orientation presentation.

4. Directors, administrators, and management will periodically highlight/discuss/explain the intent of the County's Policy and Plan's goals and objectives at staff meetings or other venues to ensure employee understanding.

These discussions will occur at least on an annual basis. The Employment and Diversity Section will assist management by prompting an annual discussion and providing suggestions for discussion topics.

B. External Dissemination

1. Copies of the Policy and Plan will be provided to appropriate federal agencies upon request for compliance purposes.
2. The Human Resources Management Division (HRD) will inform individuals and organizations representing minorities, females,



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

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

5. Establishment of Responsibility for Implementation

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

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

1. King County Council

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

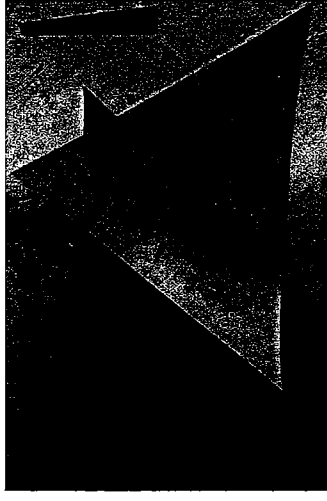
2. King County Executive

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

- b. Hold management accountable for complying with the EEO/AA Plan.

- c. Recommends to the King County Council policies, procedures and resources to effectively comply with federal grant requirements and implement the EEO/AA Plan.

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



3. Director, Human Resources Management Division (HRD)

- a. Provides EEO and Affirmative Action leadership and guidance to King County management. Recommends to the Executive policies, procedures, corrective programs, accountability

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

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

4. Manager, Employment and Diversity Section (EDS)

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

- b. Develops and updates workforce availability data and provides affirmative action reports to Executive Branch departments and the Human Resources Director for monitoring and evaluation purposes. Provides grant required compliance reports to federal agencies and semi-annual and annual reports to the King County Council.

- c. Conducts compliance reviews, recommends corrective actions to the Human Resources Director and monitors departmental EEO/AA Plan compliance in areas that include, but are not limited to, exit interviews, provisional appointments, reasonable job accommodations for persons with disabilities, discrimination complaints, identification/removal of employment barriers, applicant flow review, salary difference analysis and job classification segregation/concentration.

B. Responsibilities of King County's Management to Ensure Implementation of the AAP (41 C.F.R. 60 2.17(a))

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

1. Department Directors

- a. Provide leadership to department management and hold them accountable for accomplishing EEO/AA Plan objectives.
- b. Provide adequate resources to accomplish objectives.

agencies such as King County Office of Civil Rights, Washington State Human Rights Commission, and the federal Equal Employment Opportunity Commission.

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

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

The King County employee-based Equal Employment Opportunity/Affirmative Action Advisory Committee is an advisory body to the Executive. Its purpose is to:

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

c. Appoint the departmental Affirmative Action Liaison to coordinate and ensure EEO/AA Plan implementation of the following:

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

3. King County Civil Rights Commission

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

4. The 504/ADA Advisory Committee

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

5. Prosecuting Attorney's Office

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

6. King County Employees

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

6. Identification of Areas for Improvement

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

1. Affirmative Action Data Management

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

In addition, during 2003 and 2004, the county automated the process

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

¹ Goal setting areas refer to the EEO job categories used by each department such as Officials and Administrators, Professionals, Technicians, Administrative Support, Skilled Crafts, Transit Operators, Service Maintenance, Protective Services and Para-professionals.

reports. As CAAMS did not have the capacity to produce persons with disabilities affirmative action reports, stand alone reports for persons with disabilities were developed.

2. 2003-2004 Affirmative Action Progress

Monitoring affirmative action accomplishments is a key activity prescribed in the EEO/AA Plan. At the onset of the 2003-2004 Plan, the Executive Branch reviewed 71 goal setting areas¹ to determine representation of people of color, people with disabilities, and women. Where under-representation existed, hiring goals were set. The Executive Branch departments successfully accomplished a majority of its affirmative action race/ethnicity and gender goals and partially accomplished its persons with disability goals. Specifically:

- For African Americans, 90% or 64 of the 71 goal setting areas are fully represented.
- For Asian Americans, 97% or 67 of the 71 goal setting areas are fully represented.
- For Latino Americans, 85% or 60 of the 71 goal setting areas are fully represented.
- For Native Americans, 85% or 60 of the 71 goal setting areas are fully represented.

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

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

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

	All	People of Color	Women	PWD
	#	%	#	%
2003 New Hires	530	145	222	6
		27%	42%	11%
January to June 2004 New Hires	292	90	116	4
		31%	40%	1.4%
Total	822	235	338	10
		29%	41%	1.2%
2003 Promotions	125	32	40	1
		26%	32%	0.8%
January to June 2004 Promotions	170	50	85	2
		29%	50%	1.2%
Total	295	82	125	3
		28%	42%	1%

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

of the race/ethnicity and gender goal setting areas but not for persons with disabilities representation. The remaining affirmative action goals were successfully accomplished as follows:

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

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

- The remaining goals are more difficult to meet;
- In consultation with the 504-ADA Advisory Committee, established that the chronic under-self-reporting of persons with disabilities may be based on stigma and negative labeling; and
- Hiring opportunities were somewhat limited given the County's financial challenges.

Focused department implementation plans, accomplishment of targeted recruitment and outreach efforts and active monitoring of progress or lack-off are key activities in successfully meeting

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

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

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

For details on the county's affirmative action workforce profiles and employment activity, please see attachments 2 and 3 respectively for 2003 and 2004 affirmative action reports. Each set of reports includes:

- AA Progress by Goal Setting Group
- Summary of Employee Changes² By Department and By Protected Group
- Summary of Employee Changes for Each Department
- Summary Analysis by Department compares the department workforce to the available workforce. Where there is under-representation, goals are set.

3. Proposed 2005-2006 Affirmative Action Goals

Race/Ethnicity and Gender Goals

Workforce availabilities are used as benchmarks to determine if there is under-representation of women, people of color and persons with disabilities within departments. The county developed the proposed updated 2005-2006 race/ethnicity and gender workforce availabilities based on Census 2000 data consistent with the Office of Federal Contract Compliance requirements.³ The process included:

- Profiling its workforce for each job by EEO Job Category, Race and Gender. (Job Group Analysis Report)
- Analyzing the recruitment areas for filling job vacancies. (Immediate and Recruitment Labor Area Distribution Report)
- Profiling the two factor calculations that produced the workforce availabilities for people of color and women. (Utilization Analysis Report)

³See Attachment 1: D. Workforce Availability Development Methodology.

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

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

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

Job Category	African Americans	Asian Americans	Latino Americans	Native Americans	Women
Officials/ Administrators	0.12%	1.86%	1.1%	0.17%	0.89%
Professionals	0.12%	3.34%	0.72%	0.73%	0.47%
Technicians	1.79%	3.64%	1.52%	0.61%	2.95%
Admin Support	2.87%	5.45%	1.03%	0.04%	4.77%
Skilled Craft	1%	0.14%	1.59%	0.05%	3.82%
Transit Operators	0.41%	1.42%	2.07%	1.25%	2.15%
Service/ Maintenance	2.37%	3.05%	4.38%	0.32%	2.39%

Job Category	African Americans	Asian Americans	Latino Americans	Native Americans	Women
Protective Services	0.76%	1.9%	0.92%	-0.01%	20.04%
Para-Professionals	0.49%	2.14%	0.96%	0.72%	7.11%

Note: Transit operator workforce availability will be reviewed further.

See Attachment 4 for the 2005-2006 affirmative action hiring goals for the Executive Branch based on the new workforce availabilities for people of color and women and current workforce availabilities for persons with disabilities. For the updated race/ethnicity and gender workforce availability process documentation and calculations, please see the CD.

B. Improvement Strategies

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

1. Standardized Human Resource Practices

2. Applicant Pool Diversity Enhancement Activities and Fair Employment

HRD will continue to provide the following services to departments:

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

(continued on page 24)

African Americans

Job Category	Exec	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
Officials/Administrators	3.7%	2.69%	2.66%	5.5%	2.2%	4.8%	0.7%	3.26%	2.46%	3.06%	5.8%
Professionals	2.4%	4.38%	1.87%	5.2%	2.53%	5.33%	4.93%	4.38%	3.56%	6.3%	5.79%
Technicians	4.05%	8.82%	3.13%	3.52%	3.38%	3.74%	4.02%	7.83%	4.7%	4.92%	8.53%
Admin Support	4.74%	4.88%	5.52%	9.91%	6.14%	17.26%	5.77%	5.94%	5.57%	6.13%	7.25%
Skilled Craft						3.36%		7.56%	3.27%	0.0%	5.45%
Transit Operators											7.42%
Service/Maintenance		4.52%			4.69%	6.62%		7.30%	9.46%		9.30%
Protective Services		12.81%			3.13%	2.42%		20%	12.31%	6.89%	2.43%
Para-Professionals				3.83%				5.75%	7.71%		4.98%

Asian Americans

Officials/Administrators	8.13%	4.86%	7.32%	7.64%	4.42%	2.53%	4.34%	6.40%	4.74%	7.81%	6.34%
Professionals	6.82%	5.09%	6.39%	7.20%	7.62%	8.48%	8.26%	10.24%	7.60%	5.62%	10.21%
Technicians	9.18%	10.54%	13.20%	8.78%	5.05%	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%	11.65%	7.34%	9.29%	8.67%
Skilled Craft						3.72%		4.59%	3.10%	0.00%	6.50%
Transit Operators											3.44%
Service/Maintenance		15.51%			2.16%	9.11%		6.83%	5.18%		9.01%
Protective Services		6.05%			5.00%	8.06%		20%	1.57%	4.68%	3.96%
Para-Professionals				5.02%				10.60%	8.21%		5.29%

Latino Americans

Officials/Administrators	1.03%	1.49%	2.18%	1.41%	1.82%	3.87%	1.14%	2.12%	2.73%	0.59%	1.82%
Professionals	2.56%	1.84%	3.25%	2.98%	2.02%	2.81%	2.45%	2.14%	2.34%	2.72%	1.93%
Technicians	4.62%	3.79%	4.71%	3.18%	3.96%	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%	4.40%	2.47%	3.26%	2.69%
Skilled Craft						3.47%		4.55%	6.96%	0.00%	3.01%
Transit Operators											3.06%
Service/Maintenance		13.02%			1.72%	8.42%		9.67%	4.47%		6.44%
Protective Services		4.70%			2.27%	3.95%		0.00%	1.83%	3.39%	2.75%
Para-Professionals				2.22%				3.07%	4.17%		2.85%

Native Americans

Job Category	Exec	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
Officials/Administrators	0.84%	2.01%	0.87%	1.24%	1.62%	0.67%	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	1.88%	2.59%	1.70%	1.35%	1.92%	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%	1.80%	1.61%	1.41%	1.67%
Skilled Craft						2.24%		2.47%	2.09%		2.20%
Transit Operators											2.18%
Service/Maintenance		3.34%			1.77%	3.53%		2.38%	2.46%		2.68%
Protective Services		1.27%			2.00%	3.86%		0.00%	0.45%	2.04%	1.94%
Para-Professionals				4.62%				1.39%	3.13%		1.47%

Persons with Disabilities

Officials/Administrators	6.14%	6.09%	6.08%	6.40%	6.17%	6.17%	0.00%	6.10%	5.16%	6.17%	6.22%
Professionals	6.83%	7.81%	6.06%	7.28%	8.24%	6.12%	5.49%	3.70%	7.92%	7.73%	7.55%
Technicians	6.18%	6.82%	16.15%	6.51%	8.06%	7.37%	6.61%	7.90%	10.30%	3.54%	10.16%
Admin Support	9.86%	9.95%	9.15%	9.59%	9.88%	9.65%	8.16%	9.80%	9.84%	7.03%	9.96%
Skilled Craft						8.48%		9.20%			9.35%
Transit Operators											
Service/Maintenance		14.12%				8.87%		11.60%	11.81%		11.39%
Protective Services		9.97%				15.70%		0.00%	8.18%	8.71%	7.50%
Para-Professionals		4.18%	5.56%	17.37%		10.86%	7.95%	7.80%	9.71%	8.63%	5.87%

Women

Officials/Administrators	28.06%	35.71%	35.64%	36.67%	37.98%	42%	7.62%	43.91%	49.69%	25.10%	37.51%
Professionals	41.45%	50.17%	47.63%	60.15%	29.29%	46.15%	53.45%	39.53%	69.74%	24.89%	35.53%
Technicians	48.14%	58.19%	54.35%	38.48%	39.93%	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%	72.19%	77.03%	72.78%	74.93%
Skilled Craft						11.16%		10.54%	8.03%	100.00%	8.68%
Transit Operators											49.77%
Service/Maintenance		43.00%			9.55%	27.64%		14.99%	25.61%		18.11%
Protective Services		29.45%			8.92%	53.72%		60.00%	37.92%	17.51%	34.11%
Para-Professionals				71.33%				72.96%	73.06%		72.87%

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

administrative County-wide guidelines governing the recruitment, examination, qualification and selection of individuals into the program; develop and implement a centralized data tracking system for the Program.

The departments will:

- a. Document their outreach and recruitment efforts. These will be reported on a semi-annual and annual basis to HRD as part of documenting the County's affirmative action efforts and progress for monitoring purposes.
- b. Use the affirmative action tools, allowable under Initiative 200. The allowable affirmative action tools are as follows:
 - 1. Affirmative Action planning with hiring goals for women, people of color and persons with disabilities.
 - 2. Non-discrimination policy and program for all aspects of employment.
 - 3. Equal employment opportunity indicator for job ads and postings (e.g., "EEO/AA" or "EEO/AA Employer").
 - 4. Targeted advertising, outreach and recruitment to diversify the applicant pool in conjunction with general recruitment.
 - 5. Relationships with organizations, agencies, and institutions for the purposes of diversity recruitment in conjunction with general recruitment.
 - 6. Participation in community and institutional events for the purposes of diversity recruitment in conjunction with general recruitment.

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

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

A. Building Executive Branch Capacity

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

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

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

production. Enhanced data management activities for 2005 will include modifying persons with disabilities affirmative action reporting to include accommodated employees.

- Technical Assistance and Consultation: Enhanced the ability to provide technical assistance and consultation to department management regarding discrimination issues, cross-cultural conflict and service delivery to diverse communities.
- Pre-qualified Consultant Pools: Continued to provide pre-qualified pools of consultants for EEO investigations, diversity and effective cross-cultural service provision training and facilitation. In 2004, expanded the EEO consultant pool.
- Employment Technical Assistance: Continued to provide employment training for management. In the process of developing hiring manual to assist departments implement effective and consistent hiring processes.
- Hired an onstaff EEO investigator to execute, oversee, and manage investigations required to address allegations of discrimination or harassment.

B. Disability Accommodation Program

Failure to provide reasonable accommodation is a form of discrimination. To prevent such violations and assist the employee perform the essential functions of their jobs, disability services specialists are available at HRD and at the Department of Transportation to coordinate the disability accommodation process. In 2003 and from January 1, 2004 to October 31, 2004, disability services staff:

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

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

C. EEO Program

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

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

employee can approach their immediate supervisor, any member of management within the agency, their department director, his or her anti-harassment designee or human resource staff, the HRD Director, HRD Deputy Director, Diversity Manager or the HRD Director Designee, the EEO Analyst.

Hence, HRD's EEO capacity building initiatives in the workplace were given priority to effect a diversity and equity friendly work environment. Such initiatives include EEO management and employee training, diversity management training, pre-qualified consultant pools of investigators and diversity experts, focus on disability services, inclusion of all protected groups under the nondiscrimination and anti-harassment policy, and the addition of an onstaff investigator. The results are apparent in the complaint reduction that has occurred during the past seven years, from 1997 to October 2004. Overall, the county reduced its formally filed complaints by 50% overall.

YEAR	1997	1998	1999	2000	2001	2002	2003	2004*
TOTAL # OF COMPLAINTS	74	66	65	39	24	19	22	20

*Includes January 2004 to October 2004 data only.

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

COMPLAINT STATUS

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

*Complainant notified of right to sue.

** Includes no jurisdiction and untimely filing.

***Includes January 2004 to October 2004 data only.

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

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

RANKING BY FREQUENCY OF BASIS OF COMPLAINT

COMPLAINT BASIS*	1997	1998	1999	2000	2001	2002	2003	2004**
Race	1	1	1	1	1	1	1	2
Retaliation	2	3	2	2	1	2	1	1
Disability	3	2	5	3	2	3	3	3
Sex	4	4	2	2	3	4	2	3
Disability Job Accommodation	5	5	6				6	
National Origin	6	7	3	5		5	4	4
Age	7	6	4	3		6	4	5
Religion	9	8		4		7	6	
Sexual Orientation	8		7	5				
Ancestry							5	
Color		8						
Marital Status								
Veteran Status								

NUMBER OF COMPLAINTS

COMPLAINT BASIS*	1997	1998	1999	2000	2001	2002	2003	2004**
Race	21	24	20	23	11	13	10	10
Retaliation	17	12	10	14	11	7	10	12
Disability	11	16	14	4	7	6	5	5
Sex	10	11	10	14	6	4	8	5
Disability Job Accommodation	6	7	3					
National Origin	5	4	8	1		3	3	4
Age	3	5	5	4		2	3	2
Religion	1	1		3		1	1	
Sexual Orientation	2		1	1				
Ancestry							2	
Color		1						
Marital Status								
Veteran Status								

*Complaints at times have multiple bases.

**Includes January 2004 to October 2004 data only.

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

4. Employee Involvement

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

5. Management Accountability

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

Management will be held accountable for:

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

- Use of merit based selection tools in the hiring and promotion processes consistent with federal EEOC Uniform Guidelines on Employee Selection Procedures and Washington State's Human Rights Commission guide to Pre-Employment Inquiries. (These guidelines are located respectively at http://www.access.gpo.gov/nara/cfr/waisidx_00/29cfr1607_00.html and <http://www.wa.gov/hrc/underPolicyandQualityImprovement>, click Commission Rules, click WAC 162-12-140.
- Effective response to EEO complaints and maintenance of an equity and diversity friendly environment.

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

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

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

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



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

8. Internal Audit and Reporting Requirements

King County believes that one of the most important elements in effectively implementing a written Affirmative Action Compliance Plan is an adequate internal audit and reporting system.

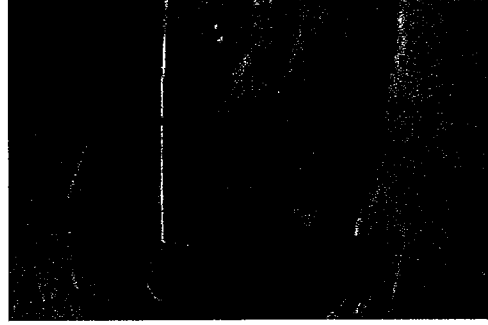
Through this system, progress can be monitored and management kept informed. For this purpose, King County through HRD, has established the following internal audit and report system:

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

Affirmative action performance reports will include workforce profiles and employee movement reports (new hires, promotions, transfers, demotions, terminations) to determine progress. Where appropriate, termination

reports by reason will be developed should adverse impact be indicated.

3. Evaluate individual department's annual affirmative action performance.
4. Monitor and advise departments of their EEO-AA performance in areas such as affirmative action progress, action oriented program effectiveness, provision of adequate resources, applicant flow, employee movement and discipline.
5. Encourage the use of existing internal dispute resolution processes, to allow employees and departments to resolve affirmative action and equal employment opportunity issues at the lowest level possible.



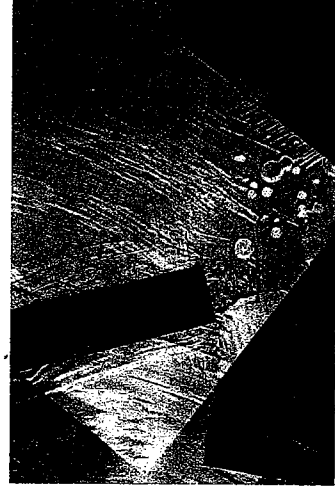
9. Compliance with the OFCCP's Gender Discrimination Guidelines (41 C.F.R. 60-20)

King County complies with the gender discrimination guidelines as follows:

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

not made between married and unmarried persons of the other gender.

- King County does not deny employment to women with young children.
- King County does not terminate employees of one gender in a particular job group when they reach a certain age, unless the same rule applies to members of the other gender.
- King County provides appropriate physical facilities to both genders.
- King County does not penalize, in conditions of employment, women who require time away from work for childbearing. When, under King County's leave policy, a woman employee would qualify for leave, then childbearing is considered a justification like any other for granting such leave, for a reasonable period of time. The conditions applicable to her leave and to her return to employment are in accordance with King County's leave policy with respect to all leaves of absence. Further, King County's maternity policy complies with the 1978 Pregnancy Amendment to Title VII of the Civil Rights Act of 1964.
- King County does not, on the basis of gender, specify any differences between men and women employees in retirement age.



10. Support of Community Action Programs

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

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

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



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

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

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



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

Attachment 1: AA Plan Definitions

A. Affirmative Action Program Definitions

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

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

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

King County adopts the Office of Federal Contract Compliance

Program's (OFCCP) definitions to identify a person's racial and ethnic status as listed below. Applicants and employees will self-identify for affirmative action purposes only.

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

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

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

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

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

- **Person With Disabilities:** The definition below is for affirmative action purposes only.

A disability is a permanent physical, mental or sensory condition.

The disability must be substantial rather than slight, and permanent in that it is seldom fully corrected by medical replacement, therapy or surgical means.

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

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

B. Verification and Resolution of Race/Ethnicity and Disability

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

Blacks, Asians, and Hispanics

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

1. Identifies as a member of a specified minority group

Documentation: Birth certificate, visa, etc.

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

Documentation: Written documentation from the applicant's community

Native American

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

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

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

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

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

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

Documentation: Evaluative interview and a completed Family Ancestry Chart.

Persons With Disabilities

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

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

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

C. EEO Job Categories

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

Officials and Administrators

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

hearing, motor vehicle, warehouse), inspectors (construction, building, safety, rent-and-housing, fire, ABC Board, license, dairy, livestock, transportation), assessors, tax appraisers and investigators, coroners, farm managers, and kindred workers.

Professionals

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

Technicians

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

Paraprofessionals

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

Protective Service Workers

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

Administrative Support (Including Clerical and Sales)

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

Skilled Craft Workers

Occupations in which workers perform jobs that require 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

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

D. Workforce Availability Development Methodology

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

A. External Factor

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

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

B. Internal Factor

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

The county used actual hiring and promotional practices to establish the weights to combine the external and internal factors.

Attachment 2: 2003 Year End Affirmative Action Reports

2003 AA Progress Report By Goal Setting Group

Workforce Profiles Page Numbers

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

Department Legend

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

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

DEPARTMENTS	EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
10 Officials/ Administrators											
20 Professionals					4						
					0						
					4						
					=						
30 Technicians			1	1						1	
			1	0						1	
			0	1						0	
			*	=						*	
40 Administrative Support											
50 Skilled Craft											
60 Transit Operators											

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

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

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

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

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

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

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

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

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

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

King County Executive Branch

January 1 to December 31, 2003

Affirmative Action Progress Report for Latino Americans

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

DEPARTMENTS	EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
70 Service/Maintenance								4			
Adopted AA Goal								0			
1-1-03 to 12-31-03 AA Efforts								4			
Remaining AA Goal								=			
Progress											
80 Protective Services						1					
Adopted AA Goal						0					
1-1-03 to 12-31-03 AA Efforts						1					
Remaining AA Goal						=					
Progress											
90 Para-Professional											
Adopted AA Goal											
1-1-03 to 12-31-03 AA Efforts											
Remaining AA Goal											
Progress											
*Met Adopted Goal(s)											0
+Made Progress Towards Adopted Goal(s)								1			
=No Progress Made Towards Goal(s)	1	1	1		1	2		2		1	1
											10
											11

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

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

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

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

DEPARTMENTS	EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
10 Officials/ Administrators											
20 Professionals											
30 Technicians											
40 Administrative Support											
50 Skilled Craft											
60 Transit Operators											

**King County Executive Branch
January 1 to December 31, 2003**

Affirmative Action Progress Report for Persons with Disabilities

DEPARTMENTS	EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
10 Officials/ Administrators											
Adopted AA Goal	1					1					
1-1-03 to 12-31-03 AA Efforts	0					0					
Remaining AA Goal	1					1					
Progress	=					=					
20 Professionals											
Adopted AA Goal	4	3	1	5	7	6	1	14	28	2	34
1-1-03 to 12-31-03 AA Efforts	0	0	0	0	0	1	0	0	1	0	0
Remaining AA Goal	4	3	1	5	7	5	1	14	47	2	34
Progress	=	=	=	=	=	+	=	=	+	=	=
30 Technicians											
Adopted AA Goal				17	1	3		5	16	2	19
1-1-03 to 12-31-03 AA Efforts				1	0	0		0	1	0	0
Remaining AA Goal				16	1	3		5	15	2	19
Progress				+	=	=		=	+	=	=
40 Administrative Support											
Adopted AA Goal	1	3	4	1	1	13	7	4	16	3	16
1-1-03 to 12-31-03 AA Efforts	0	0	0	0	0	0	0	2	0	0	1
Remaining AA Goal	1	3	4	1	1	13	7	2	16	3	15
Progress	=	=	=	=	=	=	=	+	=	=	+
50 Skilled Craft											
Adopted AA Goal						4		15			40
1-1-03 to 12-31-03 AA Efforts						0		0			0
Remaining AA Goal						4		15			40
Progress						=		=			=
60 Transit Operators											
Adopted AA Goal											
1-1-03 to 12-31-03 AA Efforts											
Remaining AA Goal											
Progress											

DEPARTMENTS	EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
70 Service/Maintenance											
Adopted AA Goal		4				3			2		44
1-1-03 to 12-31-03 AA Efforts		0				0			0		0
Remaining AA Goal		4				3			2		44
Progress		=				=			=		=
80 Protective Services											
Adopted AA Goal		55				7			2	56	
1-1-03 to 12-31-03 AA Efforts		0				0				0	
Remaining AA Goal		55				7				56	
Progress		=				=			=		=
90 Para-Professional											
Adopted AA Goal		1		9		3		1	3		
1-1-03 to 12-31-03 AA Efforts		0		0				0	0		
Remaining AA Goal		1		9				1	3		
Progress		=		=		=		=	=		
*Met Adopted Goal(s)											0
+Made Progress Towards Adopted Goal(s)			1			1		1	2		1
=No Progress Made Towards Goal(s)	3	5	2	4	3	6	2	4	4	4	4
											47

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

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

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

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

DEPARTMENTS	EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
10 Officials/ Administrators			1					2			
			0					8			
			1					0			
			=					*			
20 Professionals			3				2	2			
			0				3	21			
			3				0	0			
			=				*	*			
30 Technicians		2	18			10			18		18
		0	9			1			5		1
		2	9			9			13		17
		+	+			+			+		+
40 Administrative Support	1	3	2	4	4	29				2	
	0	1	1	0	1	13				4	
	1	2	1	4	3	16				0	
	=	+	+	=	+	+				*	
50 Skilled Craft								8			14
								4			1
								4			13
								+			+
60 Transit Operators											
											152
											37
											115
											+

DEPARTMENTS	EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
70 Service/Maintenance	12	12				8			2		19
Adopted AA Goal											
1-1-03 to 12-31-03 AA Efforts	0	0				2			0		6
Remaining AA Goal	12	12				6			2		13
Progress	=	=				+			=		+
80 Protective Services									1		1
Adopted AA Goal											
1-1-03 to 12-31-03 AA Efforts									0		0
Remaining AA Goal									1		1
Progress									=		=
90 Para-Professional									3	1	
Adopted AA Goal				2		2					
1-1-03 to 12-31-03 AA Efforts				0		0			13	0	
Remaining AA Goal				2		2			0	1	
Progress				=		=			*	=	
*Met Adopted Goal(s)											
+Made Progress Towards Adopted Goal(s)							1	2	1	1	5
=No Progress Made Towards Goal(s)	2	1	2	2	1	3			1		4
									2	1	1
											12
											Total
											51

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

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

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

Attachment 2: 2003 Year End AA Reports - Continued

2003 Summary of Employee Changes by EEO Job Group and Department

Department Legend

Executive's OfficeEXEC
Adult & Juvenile DetentionDAJD
AssessmentsDA
Community & Human ServicesDCHS
Development & Environmental ServicesDDES
Executive ServicesDES
Judicial AdministrationDJA
Natural Resources & ParksDNRP
Public HealthDPH
Sheriff's OfficeKCSO
TransportationDOT

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

DEPARTMENTS		EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT	Total per EEO Job Category
10 Officials/Administrators	New Hires	1	1				2		1			1	6
	Promotions											1	1
	Transfers												
	Demotions												
	TOTAL:	1	1	0	0	0	2	0	1	0	0	2	7
20 Professionals	New Hires	2		1	8	1	26	6	23	42	3	22	134
	Promotions			1			10		18			26	55
	Transfers								3			2	5
	Demotions								2				2
	TOTAL:	2	0	2	8	1	36	6	46	42	3	50	196
30 Technicians	New Hires			15			2	1	3	6	14	1	42
	Promotions								1			16	17
	Transfers								2				2
	Demotions								1			2	3
	TOTAL:	0	0	15	0	0	2	1	7	6	14	19	64
40 Administrative Support	New Hires		1	1		1	13	4	9	22	4	14	69
	Promotions						2		5			1	8
	Transfers				1		1		1			1	4
	Demotions								1			2	3
	TOTAL:	0	1	1	1	1	16	4	16	22	4	18	84
50 Skilled Craft	New Hires						1		7	2		12	22
	Promotions								19			8	27
	Transfers								22			1	23
	Demotions								1			2	3
	TOTAL:	0	0	0	0	0	1	0	49	2	0	23	75

DEPARTMENTS		EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT	Total per EEO Job Category
60 Transit Operators	New Hires											186	186
	Promotions											2	2
	Transfers												
	Demotions											4	4
	TOTAL:	0	0	0	0	0	0	0	0	0	0	192	192
70 Service/Maintenance	New Hires					3						18	21
	Promotions								2			10	12
	Transfers								3				3
	Demotions											2	2
	TOTAL:	0	0	0	0	0	3	0	5	0	0	30	38
80 Protective Services	New Hires					1	1				34		36
	Promotions		3										3
	Transfers												
	Demotions												
	TOTAL:	0	3	0	0	1	1	0	0	0	34	0	39
90 Para-Professional	New Hires									14			14
	Promotions												
	Transfers												
	Demotions												
	TOTAL:	0	0	0	0	0	0	0	0	14	0	0	14
Total New Hires:		3	2	17	8	3	48	11	43	86	55	254	530
Total Promotions:			3	1			12		45			64	125
Total Transfers:					1		1		31			4	37
Total Demotions:									5			12	17
TOTAL PER DEPARTMENT:		3	5	18	9	3	61	11	124	86	55	334	709

Attachment 2: 2003 Year End AA Reports - Continued

2003 Summary of Employee Changes by Department and Protected Group

Department Legend

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

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

	Count of All	Female		Total Minorities		Black		Asian		Native Amer.		Hispanic		PWD	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
Exec															
	New Hires	3		1	33.33%	1	33.33%								
	Promotions														
	Transfers														
	Demotions														
	TOTAL:	3		1	33.33%	1	33.33%								
DAJD															
	New Hires	2	50%	1	50%	1	50%								
	Promotions	3		1				1	33.33%						
	Transfers														
	Demotions														
	TOTAL:	5	40%	2	40%	1	20%	1	20%						
DA															
	New Hires	17	58.82%	5	29.41%	2	11.76%	3	17.65%					1	5.88%
	Promotions	1													
	Transfers														
	Demotions														
	TOTAL:	18	55.56%	5	27.78%	2	11.11%	3	16.67%					1	5.56%
DCHS															
	New Hires	8	100%	2	25%	1	12.5%	1	12.5%						
	Promotions														
	Transfers	1													
	Demotions														
	TOTAL:	9	88.89%	2	22.22%	1	11.11%	1	11.11%						
DDES															
	New Hires	3	33.33%												
	Promotions														
	Transfers														
	Demotions														
	TOTAL:	3	33.33%												

PWD=Persons with Disabilities

	Count of All	Female		Total Minorities		Black		Asian		Native Amer.		Hispanic		PWD	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
DES															
New Hires	48	26	54.17%	14	29.17%	7	14.58%	2	4.17%	2	4.17%	3	6.25%	1	2.08%
Promotions	12	7	58.33%	5	41.67%	1	8.33%	3	25%			1	8.33%		
Transfers	1	1	100%												
Demotions															
TOTAL:	61	34	55.74%	19	31.15%	8	13.11%	5	8.2%	2	3.28%	4	6.56%	1	1.64%
DJA															
New Hires	11	7	63.64%	1	9.09%	1	9.09%								
Promotions															
Transfers															
Demotions															
TOTAL:	11	7	63.64%	1	9.09%	1	9.09%								
DNRP															
New Hires	43	23	53.49%	7	16.28%			5	11.63%			2	4.65%	2	4.65%
Promotions	45	15	33.33%	10	22.22%	4	8.89%	3	6.67%			3	6.67%		
Transfers	31	8	25.81%	7	22.58%	4	12.9%	3	9.68%						
Demotions	5	2	40%	2	40%			2	40%						
TOTAL:	124	48	38.71%	26	20.97%	8	6.45%	13	10.48%			5	4.03%	2	1.61%
DPH															
New Hires	86	69	80.23%	30	34.88%	13	15.12%	9	10.47%	1	1.16%	7	8.14%	2	2.33%
Promotions															
Transfers															
Demotions															
TOTAL:	86	69	80.23%	30	34.88%	13	15.12%	9	10.47%	1	1.16%	7	8.14%	2	2.33%
KCSO															
New Hires	55	19	34.55%	5	9.09%	2	3.64%	1	1.82%			2	3.64%		
Promotions															
Transfers															
Demotions															
TOTAL:	55	19	34.55%	5	9.09%	2	3.64%	1	1.82%			2	3.64%		

PWD=Persons with Disabilities

	Count of All	Female		Total Minorities		Black		Asian		Native Amer.		Hispanic		PWD	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
DOT															
New Hires	254	58	22.83%	79	31.1%	39	15.35%	28	11.02%	2	0.79%	10	3.94%		
Promotions	64	17	25.56%	16	25%	10	15.63%	3	4.69%			3	4.69%		
Transfers	4	1	25%											1	25%
Demotions	12	2	16.67%	4	33.33%	3	25%	1	8.33%						
TOTAL:	334	78	23.35%	99	29.64%	52	15.57%	32	9.58%	2	0.6%	13	3.89%	1	0.3%
Total Exec															
New Hires	530	222	41.89%	145	27.36%	67	12.64%	49	9.25%	5	0.94%	24	4.53%	6	1.13%
Promotions	125	40	32%	32	25.6%	15	12%	10	8%			7	5.6%		
Transfers	37	10	27.03%	7	18.92%	4	10.81%	3	8.11%					1	2.7%
Demotions	17	4	23.53%	6	35.29%	3	17.65%	3	17.65%						
TOTAL:	709	276	38.93%	190	26.8%	89	12.55%	65	9.17%	5	0.71%	31	4.37%	7	0.09%

PWD=Persons with Disabilities

Attachment 2: 2003 Year End AA Reports - Continued

2003 Summary of Employee Changes by Job Category and Protected Group

Summary of Changes Page Numbers

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

		Total	Female	Total Minority	Black	Hispanic	Asian	Native Amer.	PWD
		#	#	#	#	#	#	#	#
			%	%	%	%	%	%	%
10	Officials/Administrators	6		1	1				
	New Hires			1	1				
	Promotions	1							
	Transfers								
	Demotions								
	TOTAL:	7		1	1	14%			
20	Professionals	134	78	27	13	3	11		2
	New Hires		58%	20%	10%	2%	8%		1.49%
	Promotions	55	26	12	4	2	6		
	Transfers	5	3						
	Demotions	2	1	1			1		50%
	TOTAL:	196	55%	40	17	9%	18		2
30	Technicians	42	28	9	3	2	4		2
	New Hires		67%	21%	7%	5%	10%		4.76%
	Promotions	17	2	5	3		2		
	Transfers	2	1		3		2		
	Demotions	3	1	1			1		33%
	TOTAL:	64	52%	15	6	9%	7		2
40	Administrative Support	69	61	26	11	1	12	2	2
	New Hires		88%	38%	16%	1%	17%	3%	2.9%
	Promotions	8	5	5	4	1			
	Transfers	4	2	1			1		
	Demotions	3	1	3	2		1		25%
	TOTAL:	84	82%	35	17	20%	14	2	3
50	Skilled Craft	22	1	2	1		1		
	New Hires		5%	9%	5%		5%		
	Promotions	27	1	5	2	2	1		
	Transfers	23	3	4	2		2		
	Demotions	3							
	TOTAL:	75	7%	11	5	7%	4		5%

	Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.		PWD	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
60 Transit Operators	186	34	18%	56	30%	30	16%	9	5%	16	9%	1	1%		
		1	50%												
		2													
		4	50%												
TOTAL:	192	37	19%	56	29%	30	16%	9	5%	16	8%	1	1%		
70 Service/Maintenance	21	5	24%	13	62%	6	29%	1	5%	4	19%	2	10%		
		4	33%	4	33%	2	17%	2	17%						
		3		2	67%	2	67%								
		2		1	50%	1	50%								
TOTAL:	38	9	24%	20	53%	11	29%	3	8%	4	11%	2	5%		
80 Protective Services	36	2	6%	3	8%	1	3%	1	3%	1	3%				
		1	33%	1	33%					1	33%				
TOTAL:	39	3	8%	4	10%	1	3%	1	3%	2	5%				
90 Para-Professional	14	13	93%	8	57%	1	7%	7	50%						
TOTAL:	14	13	93%	8	57%	1	7%	7	50%						
Total New Hires:	530	222	42%	145	27%	67	13%	24	5%	49	9%	5	1%	6	1.13%
Total Promotions:	125	40	32%	32	26%	15	12%	7	6%	10	8%	0	0	0	0
Total Transfers:	37	10	27%	7	19%	4	11%	0	0	3	8%	0	0	1	2.7%
Total Demotions:	17	4	24%	6	35%	3	18%	0	0	3	18%	0	0	0	0

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

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

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

King County Executive Branch

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

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

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

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

		Total	Female # %	Total Minority # %	Black # %	Hispanic # %	Asian # %	Native Amer. # %
10 Officials/Administrators	New Hires							
	Promotions							
	Transfers							
	Demotions							
	TOTAL:							
20 Professionals	New Hires	1						
	Promotions	1						
	Transfers							
	Demotions							
	TOTAL:	2						
30 Technicians	New Hires	15	9 60%	4 27%	1 7%		3 20%	
	Promotions							
	Transfers							
	Demotions							
	TOTAL:	15	9 60%	4 27%	1 7%		3 20%	
40 Administrative Support	New Hires	1	1 100%	1 100%	1 100%			
	Promotions							
	Transfers							
	Demotions							
	TOTAL:	1	1 100%	1 100%	1 100%			
50 Skilled Craft	New Hires							
	Promotions							
	Transfers							
	Demotions							
	TOTAL:							

		Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
60	Transit Operators													
	New Hires													
	Promotions													
	Transfers													
	Demotions													
	TOTAL:													
70	Service/Maintenance													
	New Hires													
	Promotions													
	Transfers													
	Demotions													
	TOTAL:													
80	Protective Services													
	New Hires													
	Promotions													
	Transfers													
	Demotions													
	TOTAL:													
90	Para-Professional													
	New Hires													
	Promotions													
	Transfers													
	Demotions													
	TOTAL:													
	Total New Hires:	17	10	59%	5	29%	2	12%	0	0	3	18%	0	0
	Total Promotions:	1	0	0	0	0	0	0	0	0	0	0	0	0
	Total Transfers:	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total Demotions:	0	0	0	0	0	0	0	0	0	0	0	0	0

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

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

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

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

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

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

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

		Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
10 Officials/Administrators	New Hires	2												
	Promotions													
	Transfers													
	Demotions													
	TOTAL:	2												
20 Professionals	New Hires	26	11	42%	5	19%	4	15%	1	4%				
	Promotions	10	7	70%	5	50%	1	10%	1	10%	3	30%		
	Transfers													
	Demotions													
	TOTAL:	36	18	50%	10	28%	5	14%	2	6%	3	8%		
30 Technicians	New Hires	2	1	50%	1	50%			1	50%				
	Promotions													
	Transfers													
	Demotions													
	TOTAL:	2	1	50%	1	50%			1	50%				
40 Administrative Support	New Hires	13	12	92%	5	38%	2	15%			2	15%	1	8%
	Promotions	2												
	Transfers	1	1	100%										
	Demotions													
	TOTAL:	16	13	81%	5	31%	2	13%			2	13%	1	6%
50 Skilled Craft	New Hires	1												
	Promotions													
	Transfers													
	Demotions													
	TOTAL:	1												

		Total	Female	Total Minority	Black	Hispanic	Asian	Native Amer.
		#	#	#	#	#	#	#
			%	%	%	%	%	%
60 Transit Operators	New Hires							
	Promotions							
	Transfers							
	Demotions							
	TOTAL:							
70 Service/Maintenance	New Hires	3	2	3	1	1	1	1
	Promotions							
	Transfers							
	Demotions							
	TOTAL:	3	2	3	1	1	1	1
80 Protective Services	New Hires	1						
	Promotions							
	Transfers							
	Demotions							
	TOTAL:	1						
90 Para-Professional	New Hires							
	Promotions							
	Transfers							
	Demotions							
	TOTAL:							
Total New Hires:		48	26	14	7	3	2	2
Total Promotions:		12	7	5	1	1	3	0
Total Transfers:		1	1	0	0	0	0	0
Total Demotions:		0	0	0	0	0	0	0
			54%	29%	15%	6%	4%	4%
			58%	42%	8%	8%	25%	0
			100%	0	0	0	0	0
			0	0	0	0	0	0

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

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

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

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

		Total	Female #	Total Minority #	Black #	Hispanic #	Asian #	Native Amer. #
10 Officials/Administrators	New Hires	1						
	Promotions							
	Transfers							
	Demotions							
	TOTAL:	1						
20 Professionals	New Hires	23	12	4	1	1	3	
	Promotions	18	7	3	1	1	2	
	Transfers	3	2					
	Demotions	2		1			1	
	TOTAL:	46	21	8	2	2	6	
30 Technicians	New Hires	3	3					
	Promotions	1	1					
	Transfers	2	2					
	Demotions	1	1					
	TOTAL:	7	7					
40 Administrative Support	New Hires	9	8	3	1	1	2	
	Promotions	5	5	4	3	1		
	Transfers	1	1	1			1	
	Demotions	1	1	1			1	
	TOTAL:	16	15	9	3	2	4	
50 Skilled Craft	New Hires	7						
	Promotions	19	1	3	1	1	1	
	Transfers	22	3	4	2		2	
	Demotions	1						
	TOTAL:	49	4	7	3	1	3	

		Total	Female	Total Minority	Black	Hispanic	Asian	Native Amer.
		#	%	#	#	#	#	%
60 Transit Operators	New Hires							
	Promotions							
	Transfers							
	Demotions							
	TOTAL:							
70 Service/Maintenance	New Hires	1	50%					
	Promotions	2		2	2	67%		
	Transfers	3						
	Demotions							
	TOTAL:	5	20%	2	2	40%		
80 Protective Services	New Hires							
	Promotions							
	Transfers							
	Demotions							
	TOTAL:							
90 Para-Professional	New Hires							
	Promotions							
	Transfers							
	Demotions							
	TOTAL:							
Total New Hires:		43	52%	7	0	2	5	12%
Total Promotions:		45	33%	10	4	3	3	7%
Total Transfers:		31	26%	7	4	0	2	10%
Total Demotions:		5	40%	2	0	0	2	40%

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

		Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
10	Officials/Administrators													
	New Hires													
	Promotions													
	Transfers													
	Demotions													
	TOTAL:													
20	Professionals	42	35	83%	8	19%	5	12%			3	7%		
	New Hires													
	Promotions													
	Transfers													
	Demotions													
	TOTAL:	42	35	83%	8	19%	5	12%			3	7%		
30	Technicians	6	5	83%	2	33%	1	17%			1	17%		
	New Hires													
	Promotions													
	Transfers													
	Demotions													
	TOTAL:	6	5	83%	2	33%	1	17%			1	17%		
40	Administrative Support	22	16	73%	12	55%	6	27%			5	23%	1	5%
	New Hires													
	Promotions													
	Transfers													
	Demotions													
	TOTAL:	22	16	73%	12	55%	6	27%			5	23%	1	5%
50	Skilled Craft	2												
	New Hires													
	Promotions													
	Transfers													
	Demotions													
	TOTAL:	2												

		Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
60 Transit Operators	New Hires													
	Promotions													
	Transfers													
	Demotions													
	TOTAL:													
70 Service/Maintenance	New Hires													
	Promotions													
	Transfers													
	Demotions													
	TOTAL:													
80 Protective Services	New Hires													
	Promotions													
	Transfers													
	Demotions													
	TOTAL:													
90 Para-Professional	New Hires	14	13	93%	8	57%	1	7%	7	50%				
	Promotions													
	Transfers													
	Demotions													
	TOTAL:	14	13	93%	8	57%	1	7%	7	50%				
Total New Hires:		86	69	80%	30	35%	13	15%	7	8%	9	10%	1	1%
Total Promotions:		0	0	0	0	0	0	0	0	0	0	0	0	0
Total Transfers:		0	0	0	0	0	0	0	0	0	0	0	0	0
Total Demotions:		0	0	0	0	0	0	0	0	0	0	0	0	0

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

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

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

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

		Total	Female # %	Total Minority # %	Black # %	Hispanic # %	Asian # %	Native Amer. # %
10 Officials/Administrators	New Hires	1						
	Promotions	1						
	Transfers							
	Demotions							
	TOTAL:	2						
20 Professionals	New Hires	22	6 27%	6 27%	1 5%	1 5%	4 18%	
	Promotions	26	12 46%	4 15%	3 12%		1 4%	
	Transfers	2	1 50%					
	Demotions							
	TOTAL:	50	19 38%	10 20%	4 8%	1 2%	5 10%	
30 Technicians	New Hires	1						
	Promotions	16	1 6%	5 31%	3 19%		2 13%	
	Transfers							
	Demotions	2		1 50%			1 50%	
	TOTAL:	19	1 5%	6 32%	3 16%		3 16%	
40 Administrative Support	New Hires	14	14 100%	5 36%	2 14%		3 21%	
	Promotions	1		1 100%	1 100%			
	Transfers	1						
	Demotions	2		2 100%	2 100%			
	TOTAL:	18	14 78%	8 44%	5 28%		3 17%	
50 Skilled Craft	New Hires	12	1 8%	2 17%	1 8%		1 8%	
	Promotions	8		2 25%	1 13%	1 13%		
	Transfers	1						
	Demotions	2						
	TOTAL:	23	1 4%	4 17%	2 9%	1 4%	1 4%	

		Total	Female	Total Minority	Black	Hispanic	Asian	Native Amer.					
		#	%	#	%	#	%	#					
60 Transit Operators	New Hires	186	18%	56	30%	30	16%	9	5%	16	9%	1	1%
	Promotions	2	50%										
	Transfers												
	Demotions	4	50%										
	TOTAL:	192	19%	56	29%	30	16%	9	5%	16	8%	1	1%
70 Service/Maintenance	New Hires	18	17%	10	56%	5	28%			4	22%	1	6%
	Promotions	10	30%	4	40%	2	20%	2	20%				
	Transfers												
	Demotions	2		1	50%	1	50%						
	TOTAL:	30	20%	15	50%	8	27%	2	7%	4	13%	1	3%
80 Protective Services	New Hires												
	Promotions												
	Transfers												
	Demotions												
	TOTAL:												
90 Para-Professional	New Hires												
	Promotions												
	Transfers												
	Demotions												
	TOTAL:												
	Total New Hires:	254	58	79	31%	39	15%	10	4%	28	11%	2	1%
	Total Promotions:	64	17	16	25%	10	16%	3	5%	3	5%	0	0
	Total Transfers:	4	1	0	0	0	0	0	0	0	0	0	0
	Total Demotions:	12	2	4	33%	3	25%	0	0	1	8%	0	0

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

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

PWD=Persons with Disabilities

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

**King County Executive Branch
January 1 to December 31, 2003**

Persons with Disabilities Employee Changes by Department, Continued

DEPARTMENTS	DES		DJA		DNRP		DPH		KCSO		DOT	
	All #	PWD # %	All #	PWD # %	All #	PWD # %	All #	PWD # %	All #	PWD # %	All #	PWD # %
10 Officials/ Administrators												
	New Hires	2			1						1	
	Promotions										1	
	Transfers											
	Demotions											
	TOTAL:	2			1						2	
20 Professionals												
	New Hires	26	1 3.85%	6	23		42	1 2.38%	3	22		
	Promotions	10			18					26		
	Transfers				3					2		
	Demotions				2							
	TOTAL:	36	1 2.78%	6	46		42	1 2.38%	3	50		
30 Technicians												
	New Hires	2		1	3		6	1 16.67%	14	1		
	Promotions				1					16		
	Transfers				2							
	Demotions				1					2		
	TOTAL:	2		1	7		6	1 16.67%	14	19		
40 Admin Support												
	New Hires	13		4	9	2 22.22%	22		4	14		
	Promotions	2			5					1		
	Transfers	1			1					1	1 100%	
	Demotions				1					2		
	TOTAL:	16		4	16	2 12.50%	22		4	18	1 5.56%	
50 Skilled Craft												
	New Hires	1			7		2			12		
	Promotions				19					8		
	Transfers				22					1		
	Demotions				1					2		
	TOTAL:	1			49		2			23		

DEPARTMENTS	DES		DJA		DNRP		DPH		KCSO		DOT	
	All #	PWD # %	All #	PWD # %	All #	PWD # %	All #	PWD # %	All #	PWD # %	All #	PWD # %
60 Transit Operators												
New Hires											186	
Promotions											2	
Transfers												
Demotions											4	
TOTAL:											192	
70 Service/Maintenance												
New Hires	3										18	
Promotions					2						10	
Transfers					3							
Demotions											2	
TOTAL:	3				5						30	
80 Protective Services												
New Hires	1								34			
Promotions												
Transfers												
Demotions												
TOTAL:	1								34			
90 Para-Professional												
New Hires							14					
Promotions												
Transfers												
Demotions												
TOTAL:							14					
Total New Hires:	48	1 2.08%	11		43	2 4.65%	86	2 2.33%	55		254	
Total Promotions:	12		45								64	
Total Transfers:	1		31								4	1 25%
Total Demotions:			5								12	
TOTAL PER DEPARTMENT:	61	1 1.64%	11		124	2 1.61%	86	2 2.33%	55		334	1 0.3%

Attachment 2: 2003 Year End AA Reports - Continued

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

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

	Total	Female	Total Minority	Black	Hispanic	Asian	Native Amer.
	#	%	#	#	#	#	#
10 Officials/Administrators	90						
Employees	42	46.7%	25	14	10	1	1.1%
Availability							
Goals	Underutilized						
20 Professionals	3,239						
Employees	1,669	51.5%	794	257	104	393	12.1%
Availability						40	1.2%
Goals	Underutilized						
30 Technicians	837						
Employees	354	42.3%	182	66	20	91	10.9%
Availability						5	0.6%
Goals	Underutilized						
40 Administrative Support	1,409						
Employees	1,113	79%	566	205	68	255	18.1%
Availability						38	2.7%
Goals	Underutilized						
50 Skilled Craft	934						
Employees	83	8.9%	196	87	23	68	7.3%
Availability						18	1.9%
Goals	Underutilized						
60 Transit Operators	2,745						
Employees	605	22%	965	632	88	212	7.7%
Availability						33	1.2%
Goals	Underutilized						

	Total	Female	Total Minority	Black	Hispanic	Asian	Native Amer.
	#	%	#	%	#	%	#
70 Service/Maintenance	936						
	Employees	171	358	151	46	137	24
	Availability						
	Underutilized						
80 Protective Services	1,502						
	Employees	294	452	219	71	139	23
	Availability						
	Underutilized						
90 Para-Professional	121						
	Employees	96	60	14	28	18	
	Availability						
	Underutilized						
Goals							
Grand Total:	11,813	4,427	3,598	1,645	448	1,323	182
	100%	37.5%	30.5%	13.9%	3.8%	11.2%	1.5%

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

	Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
10 Officials/Administrators	11												
	Employees	5	45.5%	3	27.3%	1	9.1%			2	18.2%		
	Availability	5	41.8%	2	14.1%	1	4.9%	0	2.8%	1	4.7%	0	1.7%
Goals	Underutilized												
20 Professionals	62												
	Employees	35	56.5%	19	30.9%	10	16.1%	2	3.2%	7	11.3%		
	Availability	32	51.5%	6	9.4%	2	3.8%	1	2%	2	2.8%	1	0.8%
Goals	Underutilized											1	Yes
30 Technicians	0												
	Employees												
	Availability	0	46.4%	0	13.1%	0	3.6%	0	2.3%	0	5.8%	0	1.3%
Goals	Underutilized												
40 Administrative Support	18												
	Employees	17	94.4%	6	33.3%	1	5.6%	1	5.6%	4	22.2%		
	Availability	18	98.6%	1	8.3%	0	2.4%	0	1.4%	1	2.9%	0	1.6%
Goals	Underutilized	1	Yes										
50 Skilled Craft	0												
	Employees												
	Availability												
Goals	Underutilized												
60 Transit Operators	0												
	Employees												
	Availability												
Goals	Underutilized												

	Total	Female	Total Minority	Black	Hispanic	Asian	Native Amer.
	#	%	#	%	#	%	#
70 Service/Maintenance	0						
	Employees						
	Availability						
Goals	Underutilized						
80 Protective Services	0						
	Employees						
	Availability						
Goals	Underutilized						
90 Para-Professional	0						
	Employees						
	Availability						
Goals	Underutilized						
Grand Total:	91	100%	28	30.8%	12	13.2%	3
			57	62.6%	12	13.2%	3
					13	14.3%	

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

	Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
		#	%	#	%	#	%	#	%	#	%	#	%
10 Officials/Administrators	6												
Employees		3	50%	4	66.7%	4	66.7%						
Availability		2	25.8%	1	18.7%	0	3.2%	0	6%	0	7.9%	0	1.6%
Goals	Underutilized												
20 Professionals	82												
Employees		38	46.3%	27	32.9%	12	14.6%	4	4.9%	9	11%	2	2.4%
Availability		29	35.7%	12	15%	6	7.2%	2	1.9%	3	3.5%	1	1.2%
Goals	Underutilized												
30 Technicians	4												
Employees				1	25%					1	25%		
Availability		2	37.9%	0	10%	0	3.2%	0	2.3%	0	3.9%	0	0.7%
Goals	Underutilized	2	Yes										
40 Administrative Support	39												
Employees		34	87.2%	15	38.5%	6	15.4%	1	2.6%	7	17.9%	1	2.6%
Availability		37	94.7%	4	9.3%	1	3.1%	1	1.6%	1	3.1%	1	1.4%
Goals	Underutilized	3	Yes										
50 Skilled Craft	1												
Employees		1	100%										
Availability													
Goals	Underutilized												
60 Transit Operators	0												
Employees													
Availability													
Goals	Underutilized												

	Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
70 Service/Maintenance	37												
	Employees	9	24.3%	19	51.4%	8	21.6%	1	2.7%	10	27%		
	Availability	18	48.9%	8	22.2%	2	5.1%	2	4.4%	4	11%	1	1.7%
	Goals	9	Yes					1	Yes			1	Yes
80 Protective Services	686												
	Employees	165	24.1%	298	43.4%	178	25.9%	40	5.8%	70	10.2%	10	1.5%
	Availability	151	22%	116	16.9%	64	9.3%	19	2.8%	21	3.1%	6	0.8%
	Goals												
90 Para-Professional	19												
	Employees	16	84.2%	8	42.1%	4	21.1%	2	10.5%	2	10.5%		
	Availability	4	22.3%	1	4.9%	0	1.4%	0	0.5%	1	2.7%	0	0.4%
	Goals												
Grand Total:	874	266	30.4%	372	42.6%	212	24.3%	48	5.5%	99	11.3%	13	1.5%

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

	Total	Female	Black	Hispanic	Asian	Native Amer.
	#	%	#	%	#	%
10 Officials/Administrators	6					
Employees	2	33.3%			1	16.7%
Availability	3	57.1%	0	4.3%	0	4.2%
Goals	Underutilized	1 Yes				
20 Professionals	17					
Employees	7	41.2%	1	5.9%	1	5.9%
Availability	10	57.1%	0	2.5%	1	4.5%
Goals	Underutilized	3 Yes				
30 Technicians	145					
Employees	65	44.8%	3	2.1%	23	15.9%
Availability	80	55%	4	2.5%	5	3.4%
Goals	Underutilized	15 Yes	1 Yes	3 Yes		
40 Administrative Support	56					
Employees	44	78.6%	10	17.9%	2	3.6%
Availability	44	77.9%	2	3.4%	1	2.2%
Goals	Underutilized					
50 Skilled Craft	0					
Employees						
Availability						
Goals	Underutilized					
60 Transit Operators	0					
Employees						
Availability						
Goals	Underutilized					

	Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
70 Service/Maintenance	0												
	Employees												
	Availability												
Goals	Underutilized												
80 Protective Services	0												
	Employees												
	Availability												
Goals	Underutilized												
90 Para-Professional	0												
	Employees												
	Availability	0	61.1%	0	13.4%	0	2.2%	0	1.9%	0	8.5%	0	0.7%
Goals	Underutilized												
Grand Total:	224	118	52.7%	59	26.3%	14	6.3%	5	2.2%	37	16.5%	3	1.3%
	100%												

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

	Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
10 Officials/Administrators	5												
	Employees	4	80%	3	60%	1	20%			2	40%		
	Availability	3	50.1%	1	10.6%	0	3.9%	0	2%	0	3.1%	0	1.6%
	Goals	Underutilized											
20 Professionals	217												
	Employees	131	60.4%	74	34.1%	24	11.1%	10	4.6%	34	15.7%	6	2.8%
	Availability	119	55%	27	12.7%	12	5.4%	3	1.4%	8	3.7%	3	1.3%
	Goals	Underutilized											
30 Technicians	36												
	Employees	14	38.9%	5	13.9%			1	2.8%	4	11.1%		
	Availability	14	40.2%	4	10.2%	1	2.7%	1	1.9%	1	3.8%	1	1.8%
	Goals	Underutilized				1	Yes					1	Yes
40 Administrative Support	54												
	Employees	45	83.3%	28	51.9%	10	18.5%	6	11.1%	10	18.5%	2	3.7%
	Availability	47	86.3%	5	9%	1	2.6%	1	1.7%	2	3.2%	1	1.5%
	Goals	Underutilized	2	Yes									
50 Skilled Craft	0												
	Employees												
	Availability												
	Goals	Underutilized											
60 Transit Operators	0												
	Employees												
	Availability												
	Goals	Underutilized											

	Total	Female	Total Minority	Black	Hispanic	Asian	Native Amer.
	#	%	#	#	#	#	#
70 Service/Maintenance	0						
Employees							
Availability							
Goals	Underutilized						
80 Protective Services	0						
Employees							
Availability							
Goals	Underutilized						
90 Para-Professional	10						
Employees	4	40%	6	3	30%	3	30%
Availability	8	76.1%	1	0	4.8%	0	2.5%
Goals	Underutilized	4 Yes					
Grand Total:	322	100%	116	38	17	53	8
			36%	11.8%	5.3%	16.5%	2.5%

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

	Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
10 Officials/Administrators	3												
	Employees												
	Availability	1	46.1%	0	13.9%	0	5.7%	0	5.7%	0	1.9%	0	0.5%
Goals	Underutilized	1	Yes										
20 Professionals	113												
	Employees	34	30.1%	25	22.1%	2	1.8%	4	3.5%	17	15%	2	1.8%
	Availability	32	28.2%	9	7.8%	5	4.7%	4	3.4%	2	2.2%	0	0.2%
Goals	Underutilized					3	Yes						
30 Technicians	54												
	Employees	17	31.5%	15	27.8%	8	14.8%	2	3.7%	4	7.4%	1	1.9%
	Availability	18	32.5%	5	9.5%	2	3.5%	1	1.5%	2	3.1%	1	1.4%
Goals	Underutilized	1	Yes										
40 Administrative Support	39												
	Employees	32	82.1%	13	33.3%	5	12.8%	2	5.1%	6	15.4%		
	Availability	35	90.7%	4	9.5%	1	3.1%	1	1.7%	1	3.3%	1	1.4%
Goals	Underutilized	3	Yes									1	Yes
50 Skilled Craft	0												
	Employees												
	Availability												
Goals	Underutilized												
60 Transit Operators	0												
	Employees												
	Availability												
Goals	Underutilized												

	Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
70 Service/Maintenance	4												
	Employees	2	50%										
	Availability												
	Goals												
	Underutilized												
80 Protective Services	11												
	Employees	2	18.2%	2	18.2%	2	18.2%						
	Availability			0	0.8%	0	0.8%						
	Goals												
	Underutilized												
90 Para-Professional	0												
	Employees												
	Availability												
	Goals												
	Underutilized												
Grand Total:	224	87	38.8%	55	24.6%	17	7.6%	8	3.6%	27	12.1%	3	1.3%

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

	Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
10 Officials/Administrators	17												
	Employees	9	52.9%	3	23.5%	2	11.8%			2	11.8%		
	Availability	7	40.9%	2	9.8%	1	3.1%	0	2.2%	1	3.2%	0	1.2%
Goals	Underutilized												
20 Professionals	406												
	Employees	201	49.5%	104	25.6%	42	10.3%	18	4.4%	43	10.6%	1	0.2%
	Availability	174	42.9%	42	10.4%	10	2.4%	8	2.1%	19	4.8%	5	1.2%
Goals	Underutilized											4	Yes
30 Technicians	42												
	Employees	10	23.8%	10	23.8%	4	9.5%	1	2.4%	4	9.5%	1	2.4%
	Availability	18	43.5%	5	11.5%	1	3.1%	1	2.4%	2	4.8%	0	1.2%
Goals	Underutilized	8	Yes										
40 Administrative Support	239												
	Employees	175	73.2%	99	41.4%	35	14.6%	9	3.8%	46	19.2%	9	3.8%
	Availability	204	85.2%	22	9.3%	7	2.8%	4	1.6%	8	3.4%	4	1.5%
Goals	Underutilized	29	Yes										
50 Skilled Craft	76												
	Employees	11	14.5%	27	35.5%	16	21.1%			8	10.5%	3	3.9%
	Availability	9	11.7%	8	10.1%	2	2.5%	2	2.4%	3	4%	1	1.2%
Goals	Underutilized							2	Yes				
60 Transit Operators	0												
	Employees												
	Availability												
Goals	Underutilized												

	Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
		#	%	#	%	#	%	#	%	#	%	#	%
70 Service/Maintenance	94												
Employees		23	24.5%	58	61.7%	22	23.4%	8	8.5%	25	26.6%	3	3.2%
Availability		29	31.1%	11	11.3%	4	3.9%	2	2.1%	4	3.8%	1	1.4%
Goals	Underutilized	6	Yes										
80 Protective Services	93												
Employees		19	20.4%	32	34.4%	3	3.2%	3	3.2%	25	26.9%	1	1.1%
Availability		17	17.8%	18	19.1%	6	6.9%	6	6.8%	3	3.7%	1	1.6%
Goals	Underutilized					3	Yes	3	Yes				
90 Para-Professional	0												
Employees													
Availability		0	79%	0	12.4%	0	4.4%	0	2.8%	0	3.8%	0	1.3%
Goals	Underutilized												
Grand Total:	967	448	46.3%	334	34.5%	124	12.8%	39	4%	153	15.8%	18	1.9%

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

	Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
10 Officials/Administrators	1												
Employees	1	1	100%	1	100%							1	100%
Availability													
Goals	Underutilized												
20 Professionals	37												
Employees	22	22	59.5%	10	27%	4	10.8%	1	2.7%	4	10.8%	1	2.7%
Availability	23	23	62.2%	4	9.8%	1	3.9%			1	3.7%	0	0.8%
Goals	Underutilized	1	Yes										
30 Technicians	4												
Employees													
Availability	1	1	27.6%	1	12.8%	0	2.8%	0	1.6%	0	7.6%	0	0.6%
Goals	Underutilized	1	Yes	1	Yes								
40 Administrative Support	169												
Employees	122	122	72.2%	70	41.4%	23	13.6%	6	3.6%	40	23.7%	1	0.6%
Availability	121	121	71.9%	23	13.3%	8	4.6%	4	2.5%	8	4.7%	3	1.5%
Goals	Underutilized											2	Yes
50 Skilled Craft	0												
Employees													
Availability													
Goals	Underutilized												
60 Transit Operators	0												
Employees													
Availability													
Goals	Underutilized												

		Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
70	Service/Maintenance	0												
	Employees													
	Availability													
	Goals	Underutilized												
80	Protective Services	0												
	Employees													
	Availability													
	Goals	Underutilized												
90	Para-Professional	0												
	Employees													
	Availability		0	66%	0	14.2%	0	5.9%	0	2.5%	0	4%	0	1.7%
	Goals	Underutilized												
Grand Total:	211	100%	145	68.7%	81	38.4%	27	12.8%	7	3.3%	44	20.9%	3	1.4%

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

	Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
10 Officials/Administrators	9												
	Employees	3	33.3%	3	33.3%	2	22.2%			1	11.1%		
	Availability	3	35.9%	1	11.2%	0	3.4%	0	2%	0	4.7%	0	1%
	Goals	Underutilized											
20 Professionals	725												
	Employees	284	39.2%	138	19%	36	5%	11	1.5%	83	11.4%	8	1.1%
	Availability	299	41.3%	108	14.9%	26	3.6%	13	1.9%	64	8.8%	4	0.6%
	Goals	Underutilized	Yes					2	Yes				
30 Technicians	61												
	Employees	35	57.4%	12	19.7%	7	11.5%			5	8.2%		
	Availability	16	25.9%	6	9.9%	2	3%	1	1.4%	3	4.6%	1	0.8%
	Goals	Underutilized						1	Yes			1	Yes
40 Administrative Support	148												
	Employees	125	84.5%	45	30.4%	15	10.1%	6	4.1%	21	14.2%	3	2%
	Availability	106	71.5%	28	18.8%	13	8.5%	5	3.4%	6	4.1%	4	2.9%
	Goals	Underutilized										1	Yes
50 Skilled Craft	249												
	Employees	30	12%	51	20.5%	23	9.2%	11	4.4%	11	4.4%	6	2.4%
	Availability	38	15.3%	38	15.3%	11	4.5%	10	4.2%	11	4.4%	5	2.2%
	Goals	Underutilized	Yes										
60 Transit Operators	0												
	Employees												
	Availability												
	Goals	Underutilized											

	Total	Female	Total Minority	Black	Hispanic	Asian	Native Amer.
	#	%	#	#	#	#	#
70 Service/Maintenance	262						
	Employees	19.5%	72	34	11	18	9
	Availability	15.1%	40	24	11	10	8
Goals	Underutilized						
80 Protective Services	5						
	Employees	60%	3	1		1	
	Availability						
Goals	Underutilized						
90 Para-Professional	0						
	Employees						
	Availability	72%	0	0	0	0	0
Goals	Underutilized						
Grand Total:	1,459	100%	531	118	39	140	26
			323	8.1%	2.7%	9.6%	1.8%

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

	Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
10 Officials/Administrators	10												
Employees		6	60%	1	10%	1	10%						
Availability		4	39.7%	1	13.5%	0	4.4%	0	2.4%	0	4.6%	0	2%
Goals	Underutilized												
20 Professionals	787												
Employees		616	78.3%	201	25.5%	57	7.2%	43	5.5%	90	11.4%	11	1.4%
Availability		528	67.1%	83	10.5%	22	2.8%	33	4.2%	36	4.5%	7	0.9%
Goals	Underutilized												
30 Technicians	166												
Employees		69	41.6%	47	28.3%	14	8.4%	6	3.6%	26	15.7%	1	0.6%
Availability		80	48.1%	23	14%	7	4.3%	4	2.2%	11	6.5%	2	1.1%
Goals	Underutilized	11	Yes									1	Yes
40 Administrative Support	298												
Employees		259	86.9%	144	48.3%	48	16.1%	24	8.1%	63	21.1%	9	3%
Availability		192	64.6%	39	13.1%	12	4%	8	2.6%	15	5%	5	1.5%
Goals	Underutilized												
50 Skilled Craft	16												
Employees		2	12.5%	1	6.3%	1	6.3%						
Availability		13	83.6%	2	15.3%	1	5.1%	0	2.8%	1	5.4%	0	1.9%
Goals	Underutilized	11	Yes	1	Yes					1	Yes		
60 Transit Operators	0												
Employees													
Availability													
Goals	Underutilized												

	Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
70 Service/Maintenance	5												
	Employees			2	40%	2	40%						
	Availability	2	35.9%	1	21.5%	0	5.7%	0	4.2%	0	6.9%	0	4.5%
	Goals	2	Yes										
80 Protective Services	3												
	Employees												
	Availability	1	22.7%	1	17.5%	0	9.9%	0	2.9%	0	3.1%	0	0.8%
	Goals	1	Yes	1	Yes								
90 Para-Professional	80												
	Employees	67	83.8%	38	47.5%	6	7.5%	24	30%	8	10%		
	Availability	55	69.3%	13	16%	6	6.9%	2	3%	3	4.2%	2	1.9%
	Goals											2	Yes
Grand Total:	1,365	1,019	74.7%	434	31.8%	129	9.5%	97	7.1%	187	13.7%	21	1.5%

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

	Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
10 Officials/Administrators	11												
Employees		6	54.5%	2	18.2%	1	9.1%			1	9.1%		
Availability		3	31.5%	2	18%	0	3.9%	1	6.3%	1	5.7%	0	2.1%
Goals	Underutilized							1	Yes				
20 Professionals	46												
Employees		20	43.5%	4	8.7%	1	2.2%			3	6.5%		
Availability		15	32.8%	5	10.4%	2	5.1%	1	1.2%	2	3.7%	0	0.5%
Goals	Underutilized			1	Yes	1	Yes	1	Yes				
30 Technicians	161												
Employees		111	68.9%	30	18.6%	11	6.8%	4	2.5%	15	9.3%		
Availability		97	60%	21	13.3%	8	5.2%	3	2%	10	5.9%	0	0.1%
Goals	Underutilized												
40 Administrative Support	114												
Employees		95	83.3%	36	31.6%	10	8.8%	8	7%	15	13.2%	3	2.6%
Availability		92	80.9%	26	23.1%	10	8.9%	4	3.2%	10	8.9%	2	2.1%
Goals	Underutilized												
50 Skilled Craft	0												
Employees													
Availability													
Goals	Underutilized												
60 Transit Operators	0												
Employees													
Availability													
Goals	Underutilized												

	Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
70 Service/Maintenance	0												
	Employees												
	Availability												
Goals	Underutilized												
80 Protective Services	701												
	Employees	105	15%	118	16.8%	35	5%	28	4%	43	6.1%	12	1.7%
	Availability	95	13.5%	95	13.5%	37	5.3%	17	2.5%	31	4.4%	10	1.4%
Goals	Underutilized					2	Yes						
90 Para-Professional	7												
	Employees	4	57.1%	4	57.1%			2	28.6%	2	28.6%		
	Availability	4	60.6%	1	17.4%	1	7.4%	0	3.2%	0	4.8%	0	1.8%
Goals	Underutilized					1	Yes						
Grand Total:	1,040	341	32.8%	194	18.7%	58	5.6%	42	4%	79	7.6%	15	1.4%
	100%												

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

	Total	Female #	Female %	Total Minority #	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
10 Officials/Administrators	11											
Employees		3	27.3%	3	2	18.2%			1	9.1%		
Availability		4	33.8%	1	0	2.1%	0	1.7%	0	2.5%	0	0.7%
Goals	Underutilized	1	Yes									
20 Professionals	747											
Employees		281	37.6%	189	68	9.1%	10	1.3%	102	13.7%	9	1.2%
Availability		218	29.2%	84	29	3.9%			36	4.8%	7	1%
Goals	Underutilized											
30 Technicians	164											
Employees		33	20.1%	33	19	11.6%	4	2.4%	9	5.5%	1	0.6%
Availability		53	32.5%	14	5	3.2%	4	2.4%	4	2.5%	1	0.4%
Goals	Underutilized	20	Yes									
40 Administrative Support	235											
Employees		165	70.2%	84	42	7.9%	3	1.3%	31	13.2%	8	3.4%
Availability		165	70.3%	25	7	3.1%	5	2.2%	9	3.8%	3	1.4%
Goals	Underutilized						2	Yes				
50 Skilled Craft	592											
Employees		39	6.6%	117	47	17.9%	12	2%	49	8.3%	9	1.5%
Availability		50	8.5%	60	15	2.5%	11	1.9%	20	3.4%	14	2.3%
Goals	Underutilized	11	Yes								5	Yes
60 Transit Operators	2,745											
Employees		605	22%	965	632	23%	88	3.2%	212	7.7%	33	1.2%
Availability		758	27.6%	326	215	7.8%	27	1%	55	2%	26	0.9%
Goals	Underutilized	153	Yes									

	Total	Female # %	Total Minority # %	Black # %	Hispanic # %	Asian # %	Native Amer. # %
70 Service/Maintenance	534						
Employees	86	16.1%	207	85	26	84	12
Availability	114	21.3%	68	18	17	18	14
Goals	Underutilized	28 Yes					2 Yes
80 Protective Services	3						
Employees							
Availability	1	25.3%	0	0	0	0	0
Goals	Underutilized	1 Yes					
90 Para-Professional	5						
Employees	5	100%	4	1		3	
Availability	2	44.4%	0	0	0	0	0
Goals	Underutilized						
Grand Total:	5,036	1,217 24.2%	1,602 31.8%	896 17.8%	143 2.8%	491 9.7%	72 1.4%

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

	Total	Exec #	Exec %	Exec Office #	DAJD #	DA #	DA %	DHCS #	DHCS %	DDES #	DDES %
10 Officials/Administrators		90		All	6	6	All	5	All	3	All
	Employees	4	4.44%	0	0	0	0.00%	0	0.00%	0	0.00%
	Availability			1	0	0	6.09%	0	6.08%	0	6.17%
	Goals			1			Yes				
20 Professionals		3239		All	82	17	All	217	All	113	All
	Employees	98	3.03%	2	7	0	8.54%	9	4.15%	3	2.65%
	Availability			4	6	1	7.81%	16	7.28%	9	8.24%
	Goals			2		1	Yes	7	Yes	6	Yes
30 Technicians		837		All	4	145	All	36	All	54	All
	Employees	25	2.99%	0	0	5	3.45%	1	2.78%	3	5.56%
	Availability			0	0	23	16.16%	2	6.51%	4	8.06%
	Goals					18	Yes	1	Yes	1	Yes
40 Administrative Support		1409		All	39	56	All	54	All	39	All
	Employees	96	6.81%	2	1	4	7.14%	6	11.11%	3	7.69%
	Availability			2	4	5	9.95%	5	9.59%	4	9.88%
	Goals				3	1	Yes			1	Yes
50 Skilled Craft		934		All	1	0	All	0	All	0	All
	Employees	25	2.68%	0	0	0	0.00%				
	Availability			0	0	0	0.00%	0	0.00%	0	0.00%
	Goals										
60 Transit Operators		2745		All	0	0	All	0	All	0	All
	Employees	16	0.58%	0	0	0		0		0	
	Availability			0	0	0	0.00%	0	0.00%	0	0.00%
	Goals										

	Total	Exec		Exec Office		DAJD		DA		DHCS		DDES #	
		#	%	#	%	#	%	#	%	#	%	#	%
70 Service/Maintenance		936			All	37	All	0	All	0	All	4	All
	Employees	54	5.77%	0		1	2.70%	0		0		0	0.00%
	Availability			0	0.00%	5	14.12%	0	0.00%	0	0.00%	0	0.00%
Goals	Underutilized					4	Yes						
80 Protective Services		1502		0	All	686	All	0	All	0	All	11	All
	Employees	21	1.40%	0		14	2.04%	0		0		1	9.09%
	Availability			0	0.00%	68	10.0%	0	0.0%	0	0.0%	0	0.0%
Goals	Underutilized					54	Yes						
90 Para-Professional		121		0	All	19	All	0	All	10	All	0	All
	Employees	6	4.96%	0		0	0.00%	0		0	0.00%	0	
	Availability			0	0.00%	1	4.18%	0	5.56%	2	17.37%	0	0.00%
Goals	Underutilized					1	Yes			2	Yes		
Grand Total:	All employees	11813		91		874		224		322		224	
	All PWD	345	2.92%	4	4.40%	23	2.63%	9	4.02%	16	4.97%	10	4.46%

King County Executive Branch

2003 Summary Analysis for Persons with Disabilities by Department

Continued

	Total	DES		DJA		DNRP		DPH		KCSO		DOT	
		#	%	#	%	#	%	#	%	#	%	#	%
10 Officials/Administrators		17	All	1	All	9	All	10	All	11	All	11	All
	Employees	3	17.65%	0	0.00%	1	11.11%	0	0.00%	0	0.00%	0	0.00%
	Availability	1	6.17%	0	0.00%	1	6.10%	1	5.16%	1	6.17%	1	6.22%
	Goals							1	Yes	1	Yes	1	Yes
20 Professionals		406	All	37	All	725	All	787	All	46	All	747	All
	Employees	13	3.20%	1	2.70%	12	1.66%	21	2.67%	3	6.5%	27	3.61%
	Availability	25	6.12%	2	5.49%	27	3.70%	62	7.92%	4	7.73%	56	7.55%
	Goals	12	Yes	1	Yes	15	Yes	41	Yes	1	Yes	29	Yes
30 Technicians		42	All	4	All	61	All	166	All	161	All	164	All
	Employees	1	2.38%	0	0.00%	2	3.28%	5	3.01%	3	1.86%	5	3.05%
	Availability	3	7.37%	0	6.61%	5	7.90%	17	10.3%	6	3.54%	17	10.16%
	Goals	2	Yes			3	Yes	12	Yes	3	Yes	12	Yes
40 Administrative Support		239	All	169	All	148	All	298	All	114	All	235	All
	Employees	17	7.11%	8	4.73%	12	8.11%	18	6.04%	6	5.26%	19	8.09%
	Availability	23	9.65%	14	8.16%	15	9.80%	29	9.84%	8	7.03%	23	9.96%
	Goals	6	Yes	6	Yes	3	Yes	11	Yes	2	Yes	4	Yes
50 Skilled Craft		76	All	0	All	249	All	16	All	0	All	592	All
	Employees	2	2.63%			3	1.20%		0.00%			20	3.38%
	Availability	6	8.48%	0	0.00%	23	9.20%	0	0.00%	0	0.00%	55	9.35%
	Goals	4	Yes			20	Yes					35	Yes
60 Transit Operators		0	All	0	All	0	All	0	All	0	All	2745	All
	Employees	0		0		0		0		0		16	0.58%
	Availability	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	14	0.50%
	Goals												

	Total	DES		DJA		DNRP		DPH		KCSO		DOT	
		#	%	#	%	#	%	#	%	#	%	#	%
70	Service/Maintenance	94	All	0	All	262	All	5	All	0	All	534	All
	Employees	11	11.70%	0		27	10.31%	0	0.00%	0		15	2.81%
	Availability	8	8.87%	0	0.00%	30	11.60%	1	11.81%	0	0.00%	61	11.39%
	Goals					3	Yes	1	Yes			46	Yes
80	Protective Services	93	All	0	All	5	All	3	All	701	All	3	All
	Employees	1	1.08%	0		0	0.00%	0	0.00%	5	0.71%	0	0.00%
	Availability	15	15.7%	0	0.00%	0	0.00%	0	8.2%	61	8.7%	0	7.5%
	Goals	14	Yes							56	Yes		
90	Para-Professional	0	All	0	All	0	All	80	All	7	All	5	All
	Employees	0		0		0		5	6.25%	0	0.00%	1	20.00%
	Availability	0	10.86%	0	7.95%	0	7.80%	8	9.71%	1	8.63%	0	5.87%
	Goals							3	Yes	1	Yes		
Grand Total:		967		211		1459		1365		1040		5036	
	All employees	48	4.96%	9	4.27%	57	3.91%	49	3.59%	17	1.63%	103	2.05%
	All PWD												

Attachment 3: Mid-Year 2004 Affirmative Action Reports

Mid-Year 2004 AA Progress Report By Goal Setting Group

Workforce Profiles Page Numbers

Affirmative Action Progress Report for African Americans	122
Affirmative Action Progress Report for Asian Americans.....	124
Affirmative Action Progress Report for Latino Americans.....	126
Affirmative Action Progress Report for Native Americans.....	128
Affirmative Action Progress Report for Persons with Disabilities	130
Affirmative Action Progress Report for Women	132

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

Department Legend

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

King County Executive Branch
January to June 30, 2004

Affirmative Action Progress Report for African Americans

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

King County Executive Branch
January to June 30, 2004
Affirmative Action Progress Report for Asian Americans

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

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

King County Executive Branch

January to June 30, 2004

Affirmative Action Progress Report for Latino Americans

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

King County Executive Branch
January to June 30, 2004

Affirmative Action Progress Report for Native Americans

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

	EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
70 Service/Maintenance											
Adopted AA Goal											
1-1-03 to 12-31-03 AA Efforts		1						3			2
Remaining AA Goal		0						0			1
Progress		1						3			1
		=						=			+
80 Protective Services											
Adopted AA Goal											
1-1-03 to 12-31-03 AA Efforts						1					
Remaining AA Goal						0					
Progress						1					
						=					
90 Para-Professional											
Adopted AA Goal											
1-1-03 to 12-31-03 AA Efforts											
Remaining AA Goal											
Progress											
*Met Adopted Goal(s)											0
+Made Progress Towards Adopted Goal(s)											1
=No Progress Made Towards Goal(s)	1	1		1		2	1	2	1		10
Total											

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

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

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

King County Executive Branch

January to June 30, 2004

Affirmative Action Progress Report for Persons with Disabilities

	EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
10 Officials/ Administrators	1		1			1					
1-1-03 to 12-31-03 AA Efforts	0					0					
Remaining AA Goal	1					1					
Progress	=		=			=					
20 Professionals	4	3	1	5	7	6	1	14	48	2	34
1-1-03 to 12-31-03 AA Efforts	0	0	0	0	0	2	0	0	0	0	2
Remaining AA Goal	4	3	1	5	7	4	1	14	48	2	32
Progress	=	=	=	=	=	+	=	=	=	=	+
30 Technicians			17	1	3			5	16	2	19
1-1-03 to 12-31-03 AA Efforts			0	0	0			0	1	0	1
Remaining AA Goal			17	1	3			5	15	2	18
Progress			=	=	=			=	+	=	+
40 Administrative Support	1	3	4	1	1	13	7	4	16	3	16
1-1-03 to 12-31-03 AA Efforts	0	0	0	0	0	0	0	0	1	0	2
Remaining AA Goal	1	3	4	1	1	13	7	4	15	3	14
Progress	=	=	=	=	=	=	=	=	+	=	+
50 Skilled Craft						4		15			40
1-1-03 to 12-31-03 AA Efforts						0		0			0
Remaining AA Goal						4		15			40
Progress						=		=			=
60 Transit Operators											
1-1-03 to 12-31-03 AA Efforts											
Remaining AA Goal											
Progress											

King County Executive Branch

January to June 30, 2004

Affirmative Action Progress Report for Women

	EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
10 Officials/ Administrators			1		1						
			0		0						
			1		1						
			=		=						
20 Professionals			3								
			0								
			3								
			=								
30 Technicians		2	9			9			13		17
		0	0			1			8		4
		2	9			8			5		13
		=	=			+			+		+
40 Administrative Support	1	2	1	4	3	16					
	0	1	2	5	1	8					
	1	1	0	0	2	8					
	=	+	*	*	+	+					
50 Skilled Craft								4			13
								5			2
								0			11
								*			+
60 Transit Operators											115
											19
											96
											+

		EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT
70 Service/Maintenance	Adopted AA Goal	12	12				6			2		13
	1-1-03 to 12-31-03 AA Efforts	0	0				0			0		4
	Remaining AA Goal	12	12				6			2		9
	Progress	=	=				=			=		+
80 Protective Services	Adopted AA Goal									1		1
	1-1-03 to 12-31-03 AA Efforts									0		0
	Remaining AA Goal									1		1
	Progress									=		=
90 Para-Professional	Adopted AA Goal				2	1	2				1	
	1-1-03 to 12-31-03 AA Efforts				0	0	0				0	
	Remaining AA Goal				2	1	2				1	
	Progress				=		=			=		=
*Met Adopted Goal(s)												
+Made Progress Towards Adopted Goal(s)												
=No Progress Made Towards Goal(s)												
												3
												9
												15
Total												27

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

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

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

Attachment 3: Mid-Year 2004 AA Reports - Continued

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

Department Legend

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

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

		EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT	Total per EEO Job Category
10 Officials/Administrators	New Hires						1		2			1	4
	Promotions						2					1	3
	Transfers												
	Demotions												
	TOTAL:	0	0	0	0	0	3	0	2	0	0	2	7
20 Professionals	New Hires	2		3	4	3	22		14	19		4	71
	Promotions	1			2		12	3	11	14	1	23	67
	Transfers								2			2	4
	Demotions												
	TOTAL:	3	0	3	6	3	34	3	27	33	1	29	142
30 Technicians	New Hires				3	2	3			2	3	1	14
	Promotions				1				2	8	3	8	22
	Transfers								1				1
	Demotions												
	TOTAL:	0	0	0	4	2	3	0	3	10	6	9	37
40 Administrative Support	New Hires		1	3	3		6	8	2	11	5	5	44
	Promotions				3	1	4	3	1	17		4	33
	Transfers						1					1	2
	Demotions												
	TOTAL:	0	1	3	6	1	11	11	3	28	5	10	79
50 Skilled Craft	New Hires						4		3			8	15
	Promotions						1		19			10	30
	Transfers								19				19
	Demotions											1	1
	TOTAL:	0	0	0	0	0	5	0	41	0	0	19	65

		EXEC	DAJD	DA	DCHS	DDES	DES	DJA	DNRP	DPH	KCSO	DOT	Total per EEO Job Category
60	Transit Operators											97	97
	New Hires												
	Promotions												
	Transfers												
	Demotions												
	TOTAL:	0	0	0	0	0	0	0	0	0	0	97	97
70	Service/Maintenance						1					10	11
	New Hires											5	5
	Promotions								1				1
	Transfers											2	2
	Demotions												
	TOTAL:	0	0	0	0	0	1	0	1	0	0	17	19
80	Protective Services						2	2			19		28
	New Hires		5										
	Promotions						1						1
	Transfers												
	Demotions												
	TOTAL:	0	5	0	0	2	3	0	0	0	19	0	29
90	Para-Professional												
	New Hires		1							6	1		8
	Promotions									8		1	9
	Transfers											1	1
	Demotions												
	TOTAL:	0	1	0	0	0	0	0	0	14	1	2	18
	Total New Hires:	2	7	6	10	7	39	8	21	38	28	126	292
	Total Promotions:	1	0	0	6	1	20	6	33	47	4	52	170
	Total Transfers:	0	0	0	0	0	1	0	23	0	0	4	28
	Total Demotions:	0	0	0	0	0	0	0	0	0	0	3	3
	TOTAL PER DEPARTMENT:	3	7	6	16	8	60	14	77	85	32	185	493

Attachment 2: Mid-Year 2004 AA Reports - Continued

Mid-Year 2004 Summary of Employee Changes by Department and Protected Group

Department Legend

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

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

	Count of All	Female		Total Minorities		Black		Asian		Native Amer.		Hispanic		PWD	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
Exec															
New Hires	2	2	100%	1	50%							1	50%		
Promotions	1	1	100%												
Transfers															
Demotions															
TOTAL:	3	3	100%	1	33.33%							1	33.33%		
DAJD															
New Hires	7	3	42.86%	5	71.43%	2	28.57%	3	42.86%						
Promotions															
Transfers															
Demotions															
TOTAL:	7	3	42.86%	5	71.43%	2	28.57%	3	42.86%						
DA															
New Hires	6	2	33.33%	3	50%	2	33.33%	1	16.67%						
Promotions															
Transfers															
Demotions															
TOTAL:	6	2	33.33%	3	50%	2	33.33%	1	16.67%						
DCHS															
New Hires	10	7	70%	4	40%	3	30%	1	10%						
Promotions	6	6	100%	3	50%	1	16.67%	1	16.67%			1	16.67%		
Transfers															
Demotions															
TOTAL:	16	13	81.25%	7	43.75%	4	25%	2	12.5%			1	6.25%		
DDES															
New Hires	7	4	57.14%	1	14.29%			1	14.29%						
Promotions	1	1	100%												
Transfers															
Demotions															
TOTAL:	8	5	62.5%	1	12.5%			1	12.5%						

	Count of All	Female		Total Minorities		Black		Asian		Native Amer.		Hispanic		PWD	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
DES															
New Hires	39	20	51.28%	12	30.77%	4	10.26%	7	17.95%	1	2.56%			2	5.13%
Promotions	20	10	50%	6	30%	3	15%	3	15%					1	5%
Transfers	1	1	100%	1	100%							1	100%		
Demotions															
TOTAL:	60	31	51.67%	19	31.67%	7	11.67%	10	16.67%	1	1.67%	1	1.67%	3	5%
DJA															
New Hires	8	7	87.5%												
Promotions	6	4	66.67%	1	16.67%	1	16.67%								
Transfers															
Demotions															
TOTAL:	14	11	78.57%	1	7.14%	1	7.14%								
DNRP															
New Hires	21	9	42.86%	5	23.81%	1	4.76%	3	14.29%			1	4.76%		
Promotions	33	9	27.27%	8	24.24%	2	6.06%	6	18.18%						
Transfers	23	4	17.39%	8	34.78%	5	21.74%	1	4.35%	1	4.35%	1	4.35%		
Demotions															
TOTAL:	77	22	28.57%	21	27.27%	8	10.39%	10	12.99%	1	1.3%	2	2.6%		
DPH															
New Hires	38	31	81.58%	12	31.58%	1	2.63%	4	10.53%			7	18.42%	1	2.63%
Promotions	47	37	78.72%	19	40.43%	9	19.15%	6	12.77%			4	8.51%	1	2.13%
Transfers															
Demotions															
TOTAL:	85	68	80%	31	36.47%	10	11.76%	10	11.76%			11	12.94%	2	2.35%
KCSO															
New Hires	28	8	28.57%	3	10.71%	1	3.57%	1	3.57%			1	3.57%		
Promotions	4	3	75%												
Transfers															
Demotions															
TOTAL:	32	11	34.38%	3	9.38%	1	3.13%	1	3.13%			1	3.13%		

PWD=Persons with Disabilities

	Count of All	Female		Total Minorities		Black		Asian		Native Amer.		Hispanic		PWD	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
DOT															
New Hires	126	23	18.25%	44	34.92%	28	22.22%	9	7.14%	2	1.59%	5	3.97%		
Promotions	52	14	26.92%	13	25%	7	13.46%	5	9.62%	1	1.92%				
Transfers	4	4	100%	2	50%			2	50%						
Demotions	3	1	33.33%	1	33.33%	1	33.33%								
TOTAL:	185	42	22.7%	60	32.43%	36	19.46%	16	8.65%	3	1.62%	5	2.7%		
Total Exec															
New Hires	292	116	39.73%	90	30.82%	42	14.38%	30	10.27%	3	1.03%	15	5.14%	4	1.37%
Promotions	170	85	50%	50	29.41%	23	13.53%	21	12.35%	1	0.59%	5	2.94%	2	1.18%
Transfers	28	9	32.14%	11	39.29%	5	17.86%	3	10.71%	1	3.57%	2	7.14%		
Demotions	3	1	33.33%	1	33.33%	1	33.33%								
TOTAL:	493	211	42.8%	152	30.83%	71	14.4%	54	10.95%	5	1.01%	22	4.46%	6	1.22%

PWD=Persons with Disabilities

Attachment 3: Mid-Year 2004 AA Reports - Continued

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

Summary of Changes Page Numbers

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

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

	Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.		PWD	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
60 Transit Operators	97	19	20%	36	37%	23	24%	4	4%	7	7%	2	2%		
New Hires															
Promotions															
Transfers															
Demotions															
TOTAL:	97	19	20%	36	37%	23	24%	4	4%	7	7%	2	2%		
70 Service/Maintenance	11	2	18%	3	27%	2	18%			1	9%				
New Hires															
Promotions		1	20%	2	40%	1	20%					1	20%		
Transfers															
Demotions		1	50%	1	50%	1	50%								
TOTAL:	19	4	21%	6	32%	4	21%			1	5%	1	5%		
80 Protective Services	28	4	14%	6	21%	3	11%	1	4%	2	7%			1	3.5%
New Hires															
Promotions															
Transfers															
Demotions		1	50%	1	50%	1	50%								
TOTAL:	29	4	14%	6	21%	3	11%	1	4%	2	7%				
90 Para-Professional	8	8	100%	5	63%	1	13%	3	38%	1	13%				
New Hires															
Promotions		8	89%	4	44%	1	11%	3	33%						
Transfers		1	100%	1	100%					1	100%				
Demotions															
TOTAL:	18	17	94%	10	56%	2	11%	6	33%	2	11%				
Total New Hires:	292	116	40%	90	31%	42	14%	15	5%	30	10%	3	1%	4	1.37%
Total Promotions:	170	85	50%	50	29%	23	14%	5	3%	21	12%	1	1%	2	1.18%
Total Transfers:	28	9	32%	11	39%	5	18%	2	7%	3	11%	1	4%		
Total Demotions:	3	1	33%	1	33%	1	33%	0	0	0	0	0	0		

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

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

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

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

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

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

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

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

		Total	Female	Total Minority	Black	Hispanic	Asian	Native Amer.
		#	%	#	#	#	#	#
60 Transit Operators	New Hires							
	Promotions							
	Transfers							
	Demotions							
	TOTAL:							
70 Service/Maintenance	New Hires							
	Promotions							
	Transfers							
	Demotions							
	TOTAL:							
80 Protective Services	New Hires							
	Promotions							
	Transfers							
	Demotions							
	TOTAL:							
90 Para-Professional	New Hires							
	Promotions							
	Transfers							
	Demotions							
	TOTAL:							
Total New Hires:		6	33%	3	2	0	1	0
Total Promotions:		0	0	0	0	0	0	0
Total Transfers:		0	0	0	0	0	0	0
Total Demotions:		0	0	0	0	0	0	0

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

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

		Total	Female	Total Minority	Black	Hispanic	Asian	Native Amer.
		#	%	#	#	#	#	#
60 Transit Operators	New Hires							
	Promotions							
	Transfers							
	Demotions							
	TOTAL:							
70 Service/Maintenance	New Hires							
	Promotions							
	Transfers							
	Demotions							
	TOTAL:							
80 Protective Services	New Hires							
	Promotions							
	Transfers							
	Demotions							
	TOTAL:							
90 Para-Professional	New Hires							
	Promotions							
	Transfers							
	Demotions							
	TOTAL:							
Total New Hires:		10	70%	4	3	0	1	0
Total Promotions:		6	100%	3	1	1	1	0
Total Transfers:		0	0	0	0	0	0	0
Total Demotions:		0	0	0	0	0	0	0

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

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

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

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

		Total	Female #	Total Minority #	Black #	Hispanic #	Asian #	Native Amer. #
10 Officials/Administrators	New Hires	1	100%					
	Promotions	2						
	Transfers							
	Demotions							
	TOTAL:	3	33%					
20 Professionals	New Hires	22	55%	9	3	6	27%	
	Promotions	12	58%	3	1	2	17%	
	Transfers							
	Demotions							
	TOTAL:	34	56%	12	4	8	24%	
30 Technicians	New Hires	3	33%	2		1	33%	1
	Promotions							
	Transfers							
	Demotions							
	TOTAL:	3	33%	2		1	33%	1
40 Administrative Support	New Hires	6	67%	1	1			
	Promotions	4	75%	3	2	1	25%	
	Transfers	1	100%	1		1	100%	
	Demotions							
	TOTAL:	11	73%	5	3	1	9%	1
50 Skilled Craft	New Hires	4	25%					
	Promotions	1						
	Transfers							
	Demotions							
	TOTAL:	5	20%					

		Total	Female #	Female %	Total Minority #	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
60 Transit Operators	New Hires												
	Promotions												
	Transfers												
	Demotions												
	TOTAL:												
70 Service/Maintenance	New Hires	1											
	Promotions												
	Transfers												
	Demotions												
	TOTAL:	1											
80 Protective Services	New Hires	2	1	50%									
	Promotions	1											
	Transfers												
	Demotions												
	TOTAL:	3	1	33%									
90 Para-Professional	New Hires												
	Promotions												
	Transfers												
	Demotions												
	TOTAL:												
Total New Hires:		39	20	51%	12	4	10%	1	3%	7	18%	1	3%
Total Promotions:		20	10	50%	6	3	15%	3	15%	3	15%		
Total Transfers:		1	1	100%	1			1	100%				
Total Demotions:													

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

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

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

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

Department of Natural Resources & Parks

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

		Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
60	Transit Operators													
	New Hires													
	Promotions													
	Transfers													
	Demotions													
	TOTAL:													
70	Service/Maintenance													
	New Hires													
	Promotions													
	Transfers	1												
	Demotions													
	TOTAL:	1												
80	Protective Services													
	New Hires													
	Promotions													
	Transfers													
	Demotions													
	TOTAL:													
90	Para-Professional													
	New Hires													
	Promotions													
	Transfers													
	Demotions													
	TOTAL:													
		Total New Hires:	21	9	43%	5	24%	1	5%	1	5%	3	14%	
		Total Promotions:	33	9	27%	8	24%	2	6%	6	18%	6	18%	
		Total Transfers:	23	4	17%	8	35%	5	22%	1	4%	1	4%	1
		Total Demotions:												

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

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

		Total	Female	Total Minority	Black	Hispanic	Asian	Native Amer.					
		#	%	#	%	#	%	#					
60 Transit Operators	New Hires												
	Promotions												
	Transfers												
	Demotions												
	TOTAL:												
70 Service/Maintenance	New Hires												
	Promotions												
	Transfers												
	Demotions												
	TOTAL:												
80 Protective Services	New Hires												
	Promotions												
	Transfers												
	Demotions												
	TOTAL:												
90 Para-Professional	New Hires	6	100%	4	67%	1	17%	3	50%				
	Promotions	8	100%	4	50%	1	13%	3	38%				
	Transfers												
	Demotions												
	TOTAL:	14	100%	8	57%	2	14%	6	43%				
Total New Hires:		38	82%	12	32%	1	3%	7	18%	4	11%	0	0
Total Promotions:		47	79%	19	40%	9	19%	4	9%	6	13%	0	0
Total Transfers:		0	0	0	0	0	0	0	0	0	0	0	0
Total Demotions:		0	0	0	0	0	0	0	0	0	0	0	0

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

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

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

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

		Total	Female	Total Minority	Black	Hispanic	Asian	Native Amer.
		#	#	#	#	#	#	#
			%	%	%	%	%	%
10 Officials/Administrators	New Hires	1						
	Promotions	1						
	Transfers							
	Demotions							
	TOTAL:	2						
20 Professionals	New Hires	4		1		1		
	Promotions	23	4	4	1		3	
	Transfers	2	2	1			1	
	Demotions							
	TOTAL:	29	6	6	1	1	4	
30 Technicians	New Hires	1	1					
	Promotions	8	3	1	1			
	Transfers							
	Demotions							
	TOTAL:	9	4	1	1			
40 Administrative Support	New Hires	5	1	2	2			
	Promotions	4	4	1	1			
	Transfers	1	1					
	Demotions							
	TOTAL:	10	6	3	3			
50 Skilled Craft	New Hires	8		2	1		1	
	Promotions	10	2	5	3		2	
	Transfers							
	Demotions	1						
	TOTAL:	19	2	7	4		3	

		Total	Female	Total Minority	Black	Hispanic	Asian	Native Amer.
		#	#	#	#	#	#	#
			%	%	%	%	%	%
60 Transit Operators	New Hires	97	19	36	23	4	7	2
	Promotions		20%	37%	24%	4%	7%	2%
	Transfers							
	Demotions							
	TOTAL:	97	20%	37%	24%	4%	7%	2%
70 Service/Maintenance	New Hires	10	2	3	2		1	
	Promotions	5	1	2	1			1
	Transfers		20%	40%	20%			20%
	Demotions	2	1	1	1			
	50%							
	TOTAL:	17	24%	35%	24%		6%	6%
80 Protective Services	New Hires						1	
	Promotions							
	Transfers							
	Demotions							
	TOTAL:							
90 Para-Professional	New Hires							
	Promotions	1						
	Transfers	1	100%	100%			100%	
	Demotions							
	TOTAL:	2	50%	50%			50%	
Total New Hires:		126	23	44	28	5	9	2
Total Promotions:		52	14	13	7	0	5	1
Total Transfers:		4	4	2	0	0	2	0
Total Demotions:		3	1	1	1	0	0	0
			18%	35%	22%	4%	7%	2%
			27%	25%	13%	0	10%	2%
			100%	50%	0	0	50%	0
			33%	33%	33%	0	0	0

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

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

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

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

DEPARTMENTS	DES		DJA		DNRP		DPH		KCSO		DOT	
	All #	PWD # %	All #	PWD # %	All #	PWD # %	All #	PWD # %	All #	PWD # %	All #	PWD # %
10 Officials/ Administrators												
New Hires	1				2						1	
Promotions	2										1	
Transfers												
Demotions												
TOTAL:	3				2						2	
20 Professionals												
New Hires	22	4.55%			14		19				4	
Promotions	12	8.33%	3		11		14		1		23	
Transfers					2						2	
Demotions												
TOTAL:	34	5.88%	3		27		33		1		29	
30 Technicians												
New Hires	3						2		3		1	
Promotions					2		8	12.5%	3		8	
Transfers					1							
Demotions												
TOTAL:	3				3		10	10%	6		9	
40 Admin Support												
New Hires	6		8		2		11	9.09%	5		5	20%
Promotions	4		3		1		17				4	
Transfers	1										1	
Demotions												
TOTAL:	11		11		3		28	3.57%	5		10	10%
50 Skilled Craft												
New Hires	4				3						8	
Promotions	1				19						10	
Transfers					19							
Demotions											1	
TOTAL:	5				41						19	

PWD=Persons with Disabilities

DEPARTMENTS	DES		DJA		DNRP		DPH		KCSO		DOT	
	All #	PWD # %	All #	PWD # %	All #	PWD # %	All #	PWD # %	All #	PWD # %	All #	PWD # %
60 Transit Operators	New Hires										97	
	Promotions											
	Transfers											
	Demotions											
	TOTAL:										97	
70 Service/Maintenance	New Hires	1									10	
	Promotions										5	
	Transfers			1								
	Demotions										2	
	TOTAL:	1				1					17	
80 Protective Services	New Hires	2	1 50%							19		
	Promotions	1										
	Transfers											
	Demotions											
	TOTAL:	3	1 33.33%									
90 Para-Professional	New Hires						6			1		
	Promotions						8				1	
	Transfers										1	
	Demotions											
	TOTAL:						14			1		2
Total New Hires:		39	2 5.13%	8		21	38	1 2.63%	28	126	1 0.79%	
Total Promotions:		20	1 5%	6		33	47	1 2.13%	4	52		
Total Transfers:		1				23				4		
Total Demotions:						77				3		
TOTAL PER DEPARTMENT:		60	3 5%	14		85	85	2 2.35%	32	185	1 0.54%	

Attachment 3: Mid-Year 2004 AA Reports - Continued

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

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

	Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
10 Officials/Administrators	91												
	Employees	45	49.5%	23	25.3%	12	13.2%			10	11%	1	1.1%
	Availability												
Goals	Underutilized												
20 Professionals	3,240												
	Employees	1,652	51%	800	24.7%	253	7.8%	106	3.3%	404	12.5%	37	1.1%
	Availability												
Goals	Underutilized												
30 Technicians	854												
	Employees	364	42.6%	186	21.8%	70	8.2%	21	2.5%	90	10.5%	5	0.6%
	Availability												
Goals	Underutilized												
40 Administrative Support	1,401												
	Employees	1,104	78.8%	567	40.5%	207	14.8%	68	4.9%	254	18.1%	38	2.7%
	Availability												
Goals	Underutilized												
50 Skilled Craft	911												
	Employees	82	9%	196	21.5%	85	9.3%	22	2.4%	71	7.8%	18	2%
	Availability												
Goals	Underutilized												
60 Transit Operators	2,737												
	Employees	600	21.9%	969	35.4%	632	23.1%	90	3.3%	213	7.8%	34	1.2%
	Availability												
Goals	Underutilized												

	Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
70 Service/Maintenance	928												
	Employees	171	18.4%	357	38.5%	148	15.9%	48	5.2%	137	14.8%	24	2.6%
	Availability												
Goals	Underutilized												
80 Protective Services	1,499												
	Employees	295	19.7%	449	30%	220	14.7%	68	4.5%	138	9.2%	23	1.5%
	Availability												
Goals	Underutilized												
90 Para-Professional	134												
	Employees	104	77.6%	67	50%	15	11.2%	33	24.6%	19	14.2%		
	Availability												
Goals	Underutilized												
Grand Total:	11,795	4,417	37.4%	3,614	30.6%	1,642	13.9%	456	3.9%	1,336	11.3%	180	1.5%

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

	Total	Female		Total Minority		Black		Hispanic		Asian		Native Amer.	
		#	%	#	%	#	%	#	%	#	%	#	%
10 Officials/Administrators	11												
	Employees	5	45.5%	3	27.3%	1	9.1%			2	18.2%		
	Availability	5	41.8%	2	14.1%	1	4.9%	0	2.8%	1	4.7%	0	1.7%
	Goals												
	Underutilized												
20 Professionals	61												
	Employees	36	59%	20	32.8%	10	16.4%	3	4.9%	7	11.5%		
	Availability	31	51.5%	6	9.4%	2	3.8%	1	2%	2	2.8%	0	0.8%
	Goals												
	Underutilized												
30 Technicians	0												
	Employees												
	Availability	0	46.4%	0	13.1%	0	3.6%	0	2.3%	0	5.8%	0	1.3%
	Goals												
	Underutilized												
40 Administrative Support	16												
	Employees	15	93.8%	5	31.3%	1	6.3%	1	6.3%	3	18.8%		
	Availability	16	98.6%	1	8.3%	0	2.4%	0	1.4%	0	2.9%	0	1.6%
	Goals												
	Underutilized	1	Yes										
50 Skilled Craft													
	Employees												
	Availability												
	Goals												
	Underutilized												
60 Transit Operators													
	Employees												
	Availability												
	Goals												
	Underutilized												

		Total	Female	Total Minority	Black	Hispanic	Asian	Native Amer.	
		#	%	#	%	#	%	#	
70	Service/Maintenance								
	Employees								
	Availability								
	Goals	Underutilized							
80	Protective Services								
	Employees								
	Availability								
	Goals	Underutilized							
90	Para-Professional								
	Employees								
	Availability								
	Goals	Underutilized							
Grand Total:		88	100%	56	63.6%	28	31.8%	12	13.6%
				4	4.5%	12	13.6%	0	0

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

	Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
10 Officials/Administrators	6												
Employees		3	50%	4	66.7%	4	66.7%						
Availability		2	25.8%	1	18.7%	0	3.2%	0	6%	0	7.9%	0	1.6%
Goals	Underutilized												
20 Professionals	79												
Employees		38	48.1%	27	34.2%	13	16.5%	5	6.3%	8	10.1%	1	1.3%
Availability		28	35.7%	12	15%	6	7.2%	1	1.9%	3	3.5%	1	1.2%
Goals	Underutilized												
30 Technicians	4												
Employees				1	25%					1	25%		
Availability		2	37.9%	0	10%	0	3.2%	0	2.3%	0	3.9%	0	0.7%
Goals	Underutilized	2	Yes										
40 Administrative Support	40												
Employees		35	87.5%	17	42.5%	6	15%	1	2.5%	8	20%	2	5%
Availability		38	94.7%	4	9.3%	1	3.1%	1	1.6%	1	3.1%	1	1.4%
Goals	Underutilized	3	Yes										
50 Skilled Craft	0												
Employees													
Availability													
Goals	Underutilized												
60 Transit Operators	0												
Employees													
Availability													
Goals	Underutilized												

	Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
70 Service/Maintenance	34												
	Employees	6	17.6%	16	47.1%	3	8.8%	2	5.9%	11	32.4%		
	Availability	17	48.9%	8	22.2%	2	5.1%	2	4.4%	4	11%	1	1.7%
Goals	Underutilized	11	Yes									1	Yes
80 Protective Services	679												
	Employees	162	23.9%	292	43%	177	26.1%	36	5.3%	69	10.2%	10	1.5%
	Availability	149	22%	115	16.9%	63	9.3%	19	2.8%	21	3.1%	6	0.8%
Goals	Underutilized												
90 Para-Professional	24												
	Employees	18	75%	9	37.5%	4	16.7%	2	8.3%	3	12.5%		
	Availability	5	22.3%	1	4.9%	0	1.4%	0	0.5%	1	2.7%	0	0.4%
Goals	Underutilized												
Grand Total:	866	262	30.3	366	42.3%	207	23.9%	46	5.3%	100	11.5%	13	1.5%

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

	Total	Female #	Female %	Total Minority #	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
10 Officials/Administrators	6											
	Employees	2	33.3%	1		16.7%			1	16.7%		
	Availability	3	57.1%	0	0	4.3%	0	2.1%	0	4.2%	0	1.8%
Goals	Underutilized	1	Yes									
20 Professionals	18											
	Employees	6	33.3%	4	1	5.6%	1	5.6%	2	11.1%		
	Availability	10	57.1%	2	0	2.5%	1	4.2%	1	4.5%	0	1%
Goals	Underutilized	4	Yes									
30 Technicians	144											
	Employees	65	45.1%	30	4	2.8%	2	1.4%	23	16%	1	0.7%
	Availability	79	55%	16	4	2.5%	5	3.4%	7	5%	0	0.2%
Goals	Underutilized	14	Yes				3	Yes				
40 Administrative Support	60											
	Employees	47	78.3%	29	13	21.7%	2	3.3%	12	20%	2	3.3%
	Availability	47	77.9%	7	2	3.4%	1	2.2%	3	4.9%	1	1.3%
Goals	Underutilized											
50 Skilled Craft	0											
	Employees											
	Availability											
Goals	Underutilized											
60 Transit Operators	0											
	Employees											
	Availability											
Goals	Underutilized											

	Total	Female #	Total Minority #	Black #	Hispanic #	Asian #	Native Amer. #
70 Service/Maintenance	0						
	Employees						
	Availability						
Goals	Underutilized						
80 Protective Services	0						
	Employees						
	Availability						
Goals	Underutilized						
90 Para-Professional	0						
	Employees						
	Availability	0	0	0	0	0	0
Goals	Underutilized						
Grand Total:	228	120	64	18	5	38	3
	100%	52.6%	28.1%	7.9%	2.2%	16.7%	1.3%

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

	Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
10 Officials/Administrators	5												
	Employees	4	80%	3	60%	1	20%			2	40%		
	Availability	3	50.1%	1	10.6%	0	3.9%	0	2%	0	3.1%	0	1.6%
Goals	Underutilized												
20 Professionals	225												
	Employees	135	60%	76	33.8%	25	11.1%	10	4.4%	36	16%	5	2.2%
	Availability	124	55%	28	12.7%	12	5.4%	3	1.4%	8	3.7%	3	1.3%
Goals	Underutilized												
30 Technicians	38												
	Employees	15	39.5%	5	13.2%			1	2.6%	4	10.5%		
	Availability	15	40.2%	4	10.2%	1	2.7%	1	1.9%	1	3.8%	1	1.8%
Goals	Underutilized					1	Yes					1	Yes
40 Administrative Support	55												
	Employees	46	83.6%	32	58.2%	14	25.5%	6	10.9%	10	18.2%	2	3.6%
	Availability	47	86.3%	5	9%	1	2.6%	1	1.7%	2	3.2%	1	1.5%
Goals	Underutilized	1	Yes										
50 Skilled Craft	0												
	Employees												
	Availability												
Goals	Underutilized												
60 Transit Operators	0												
	Employees												
	Availability												
Goals	Underutilized												

		Total	Female	Total Minority	Black	Hispanic	Asian	Native Amer.							
		#	%	#	#	#	#	#							
70	Service/Maintenance	0													
	Employees														
	Availability														
	Goals	Underutilized													
80	Protective Services	2													
	Employees	2	100%	1	1										
	Availability														
	Goals	Underutilized													
90	Para-Professional	10													
	Employees	4	40%	6	3		3								
	Availability														
	Goals	Underutilized													
		8	76.1%	1	0	0	0	0							
		4	Yes												
Grand Total:		335	100%	206	61.5%	123	36.7%	44	13.1%	17	5.1%	55	16.4%	7	2.1%

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

	Total	Female	Total Minority	Black	Hispanic	Asian	Native Amer.
	#	%	#	#	%	#	%
10 Officials/Administrators	3						
Employees							
Availability							
Goals	Underutilized	1	13.9%	0	5.7%	0	1.9%
		Yes					
20 Professionals	113						
Employees							
Availability							
Goals	Underutilized	34	23%	2	3.5%	18	15.9%
		30.1%		4		2	
		28.2%		4		2	
30 Technicians	53						
Employees							
Availability							
Goals	Underutilized	32	7.8%	5	3.4%	2	2.2%
				3			
		Yes					
40 Administrative Support	40						
Employees							
Availability							
Goals	Underutilized	18	26.4%	7	3.8%	4	7.5%
		34%		2		2	
		32.5%		2		1	
50 Skilled Craft	0						
Employees							
Availability							
Goals	Underutilized	33	35%	5	5%	6	15%
		82.5%		1		1	
		90.7%		3		1	
60 Transit Operators	0						
Employees							
Availability							
Goals	Underutilized	36	9.5%	1	1.7%	1	3.3%
		3					
		Yes					
Goals	Underutilized						

		Total	Female	Total Minority	Black	Hispanic	Asian	Native Amer.							
		#	%	#	%	#	%	#							
70	Service/Maintenance	3													
	Employees	2	66.7%												
	Availability														
	Goals	Underutilized													
80	Protective Services	13													
	Employees	3	23.1%	2	15.4%	2	15.4%								
	Availability			0	0.8%	0	0.8%								
	Goals	Underutilized													
90	Para-Professional	0													
	Employees														
	Availability														
	Goals	Underutilized													
Grand Total:		225	100%	90	40%	56	24.9%	16	7.1%	8	3.6%	28	12.4%	4	1.8%

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

	Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
10 Officials/Administrators	17												
	Employees	10	58.8%	3	17.6%	1	5.9%			2	11.8%		
	Availability	7	40.9%	2	9.8%	1	3.1%	0	2.2%	1	3.2%	0	1.2%
Goals	Underutilized												
20 Professionals	405												
	Employees	200	49.4%	107	26.4%	43	10.6%	15	3.7%	48	11.9%	1	0.2%
	Availability	174	42.9%	42	10.4%	10	2.4%	8	2.1%	19	4.8%	5	1.2%
Goals	Underutilized											4	Yes
30 Technicians	46												
	Employees	12	26.1%	12	26.1%	4	8.7%	1	2.2%	5	10.9%	2	4.3%
	Availability	20	43.5%	5	11.5%	1	3.1%	1	2.4%	2	4.8%	1	1.2%
Goals	Underutilized	8	Yes										
40 Administrative Support	234												
	Employees	171	73.1%	95	40.6%	35	15%	8	3.4%	44	18.8%	8	3.4%
	Availability	199	85.2%	22	9.3%	7	2.8%	4	1.6%	8	3.4%	3	1.5%
Goals	Underutilized	28	Yes										
50 Skilled Craft	91												
	Employees	12	13.2%	30	33%	15	16.5%			12	13.2%	3	3.3%
	Availability	11	11.7%	9	10.1%	2	2.5%	2	2.4%	4	4%	1	1.2%
Goals	Underutilized							2	Yes				
60 Transit Operators	0												
	Employees												
	Availability												
Goals	Underutilized												

	Total	Female # %	Total Minority # %	Black # %	Hispanic # %	Asian # %	Native Amer. # %
70 Service/Maintenance	92						
Employees		22 23.9%	56 60.9%	22 23.9%	9 9.8%	22 23.9%	3 3.3%
Availability		29 31.1%	10 11.3%	4 3.9%	2 2.1%	3 3.8%	1 1.4%
Goals	Underutilized	7 Yes					
80 Protective Services	96						
Employees		22 22.9%	32 33.3%	3 3.1%	3 3.1%	25 26%	1 1%
Availability		17 17.8%	18 19.1%	7 6.9%	7 6.8%	4 3.7%	2 1.6%
Goals	Underutilized			4 Yes	4 Yes		1 Yes
90 Para-Professional	0						
Employees							
Availability							
Goals	Underutilized						
Grand Total:	981	449 45.8%	335 34.1%	123 12.5%	36 3.7%	158 16.1%	18 1.8%

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

	Total	Female #	Female %	Total Minority #	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
10 Officials/Administrators	1											
	Employees	1	100%	1							1	100%
	Availability											
Goals	Underutilized											
20 Professionals	36											
	Employees	20	55.6%	9	4	11.1%	1	2.8%	4	11.1%		
	Availability	22	62.2%	4	1	3.9%			1	3.7%	0	0.8%
Goals	Underutilized	2	Yes									
30 Technicians	3											
	Employees											
	Availability	1	27.6%	0	0	2.8%	0	1.6%	0	7.6%	0	0.6%
Goals	Underutilized	1	Yes									
40 Administrative Support	170											
	Employees	121	71.2%	70	23	13.5%	5	2.9%	41	24.1%	1	0.6%
	Availability	122	71.9%	23	8	4.6%	4	2.5%	8	4.7%	3	1.5%
Goals	Underutilized	1	Yes								2	Yes
50 Skilled Craft	0											
	Employees											
	Availability											
Goals	Underutilized											
60 Transit Operators	0											
	Employees											
	Availability											
Goals	Underutilized											

		Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
70	Service/Maintenance	0												
	Employees													
	Availability													
	Goals	Underutilized												
80	Protective Services	0												
	Employees													
	Availability													
	Goals	Underutilized												
90	Para-Professional	0												
	Employees													
	Availability													
	Goals	Underutilized												
Grand Total:		210	142	67.6%	80	38.1%	27	12.9%	6	2.9%	45	21.4%	2	1%

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

	Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
10 Officials/Administrators	10												
	Employees	5	50%	3	30%	2	20%			1	10%		
	Availability	4	35.9%	1	11.2%	0	3.4%	0	2%	0	4.7%	0	1%
Goals	Underutilized												
20 Professionals	740												
	Employees	283	38.2%	140	18.9%	35	4.7%	11	1.5%	86	11.6%	8	1.1%
	Availability	305	41.3%	110	14.9%	27	3.6%	14	1.9%	65	8.8%	4	0.6%
Goals	Underutilized	22	Yes					3	Yes				
30 Technicians	59												
	Employees	35	59.3%	13	22%	9	15.3%			4	6.8%		
	Availability	15	25.9%	6	9.9%	2	3%	1	1.4%	3	4.6%	0	0.8%
Goals	Underutilized							1	Yes				
40 Administrative Support	144												
	Employees	121	84%	46	31.9%	16	11.1%	6	4.2%	21	14.6%	3	2.1%
	Availability	103	71.5%	27	18.8%	12	8.5%	5	3.4%	6	4.1%	4	2.9%
Goals	Underutilized											1	Yes
50 Skilled Craft	241												
	Employees	29	12%	51	21.2%	23	9.5%	11	4.6%	11	4.6%	6	2.5%
	Availability	37	15.3%	37	15.3%	11	4.5%	10	4.2%	11	4.4%	5	2.2%
Goals	Underutilized	8	Yes										
60 Transit Operators	0												
	Employees												
	Availability												
Goals	Underutilized												

		Total	Female	Total Minority	Black	Hispanic	Asian	Native Amer.	
		#	%	#	#	#	#	#	
70	Service/Maintenance	262							
	Employees	52	19.8%	73	34	11	19	9	
	Availability	40	15.1%	54	24	11	10	8	
	Goals	Underutilized							
80	Protective Services	5							
	Employees	3	60%	2	1		1		
	Availability								
	Goals	Underutilized							
90	Para-Professional	1							
	Employees								
	Availability	1	72%	0	0	0	0	0	
	Goals	Underutilized	Yes						
Grand Total:		1,462	100%	528	36.1%	328	22.4%	120	8.2%
				39	2.7%	143	9.8%	26	1.8%

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

	Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
10 Officials/Administrators	10												
	Employees	6	60%	1	10%	1	10%	10%					
	Availability	4	39.7%	1	13.5%	0	4.4%	0	2.4%	0	4.6%	0	2%
Goals	Underutilized												
20 Professionals	774												
	Employees	603	77.9%	197	25.5%	49	6.3%	46	5.9%	91	11.8%	11	1.4%
	Availability	520	67.1%	81	10.5%	22	2.8%	32	4.2%	35	4.5%	7	0.9%
Goals	Underutilized												
30 Technicians	181												
	Employees	74	40.9%	48	26.5%	15	8.3%	7	3.9%	26	14.4%		
	Availability	87	48.1%	25	14%	8	4.3%	4	2.2%	12	6.5%	2	1.1%
Goals	Underutilized	13	Yes									2	Yes
40 Administrative Support	307												
	Employees	266	86.6%	144	46.9%	46	15%	26	8.5%	64	20.8%	8	2.6%
	Availability	198	64.6%	40	13.1%	12	4%	8	2.6%	15	5%	5	1.5%
Goals	Underutilized												
50 Skilled Craft	1												
	Employees	1	100%										
	Availability	1	83.6%	0	15.3%	0	5.1%	0	2.8%	0	5.4%	0	1.9%
Goals	Underutilized												
60 Transit Operators	0												
	Employees												
	Availability												
Goals	Underutilized												

	Total	Female	Total Minority	Black	Hispanic	Asian	Native Amer.
	#	%	#	#	%	#	%
70 Service/Maintenance	5						
	Employees		2	2	40%		
	Availability	35.9%	1	0	5.7%	0	6.9%
Goals	Underutilized	2					
80 Protective Services	3						
	Employees						
	Availability	22.7%	1	0	9.9%	0	3.1%
Goals	Underutilized	1	1				
90 Para-Professional	84						
	Employees	85.7%	43	6	7.1%	29	34.5%
	Availability	69.3%	13	6	6.9%	2	3%
Goals	Underutilized						
Grand Total:	1,365	100%	435	119	8.7%	108	13.8%
			1,022	74.9%		189	13.8%
						2	1.9%
						2	Yes
						19	1.4%

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

	Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Hispanic #	Hispanic %	Asian #	Asian %	Native Amer. #	Native Amer. %
10 Officials/Administrators	12												
Employees		6	50%	2	16.7%	1	8.3%			1	8.3%		
Availability		4	31.5%	2	18%	0	3.9%	1	6.3%	1	5.7%	0	2.1%
Goals	Underutilized							1	Yes				
20 Professionals	44												
Employees		19	43.2%	4	9.1%	1	2.3%			3	6.8%		
Availability		14	32.8%	5	10.4%	2	5.1%	1	1.2%	2	3.7%	0	0.5%
Goals	Underutilized			1	Yes	1	Yes	1	Yes				
30 Technicians	157												
Employees		109	69.4%	29	18.5%	11	7%	4	2.5%	14	8.9%		
Availability		94	60%	21	13.3%	8	5.2%	3	2%	9	5.9%	0	0.1%
Goals	Underutilized												
40 Administrative Support	112												
Employees		94	83.9%	35	31.3%	9	8%	8	7.1%	15	13.4%	3	2.7%
Availability		91	80.9%	26	23.1%	10	8.9%	4	3.2%	10	8.9%	2	2.1%
Goals	Underutilized					1	Yes						
50 Skilled Craft	0												
Employees													
Availability													
Goals	Underutilized												
60 Transit Operators	0												
Employees													
Availability													
Goals	Underutilized												

		Total	Female	Total Minority	Black	Hispanic	Asian	Native Amer.						
		#	%	#	%	#	%	#						
70	Service/Maintenance	0												
	Employees													
	Availability													
	Goals	Underutilized												
80	Protective Services	698												
	Employees	103	14.8%	120	17.2%	29	4.2%	12						
	Availability	95	13.5%	94	13.5%	37	5.3%	10						
	Goals	Underutilized			Yes									
90	Para-Professional	8												
	Employees	5	62.5%	4	50%	2	25%							
	Availability	5	60.6%	1	17.4%	0	3.2%	0						
	Goals	Underutilized			Yes									
Grand Total:	1,031	100%	336	32.6%	194	18.8%	58	5.6%	43	4.2%	78	7.6%	15	1.5%

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

	Total	Female	Total Minority	Black	Hispanic	Asian	Native Amer.
	#	%	#	#	#	#	#
10 Officials/Administrators	10						
Employees	3	30%	2	1	10%	1	10%
Availability	3	33.8%	1	0	2.1%	0	2.5%
Goals	Underutilized						
20 Professionals	745						
Employees	278	37.3%	190	70	9.4%	101	13.6%
Availability	218	29.2%	84	29	3.9%	36	4.8%
Goals	Underutilized						
30 Technicians	169						
Employees	36	21.3%	34	20	11.8%	9	5.3%
Availability	55	32.5%	14	5	3.2%	4	2.5%
Goals	Underutilized						
40 Administrative Support	223						
Employees	155	69.5%	80	39	17.5%	30	13.5%
Availability	157	70.3%	24	7	3.1%	9	3.8%
Goals	Underutilized	Yes			Yes		
50 Skilled Craft	578						
Employees	40	6.9%	115	47	8.1%	11	1.9%
Availability	49	8.5%	58	14	2.5%	11	1.9%
Goals	Underutilized	Yes					Yes
60 Transit Operators	2,737						
Employees	600	21.9%	969	632	23.1%	90	3.3%
Availability	756	27.6%	325	214	7.8%	27	1%
Goals	Underutilized	Yes					

		Total	Female	Total Minority	Black	Hispanic	Asian	Native Amer.					
		#	%	#	%	#	%	#					
70	Service/Maintenance	532											
	Employees	89	16.7%	210	39.5%	87	16.4%	12					
	Availability	113	21.3%	68	12.7%	18	3.4%	14					
	Goals	Underutilized	24	Yes				2					
80	Protective Services	3						Yes					
	Employees												
	Availability	1	25.3%	0	13.6%	0	5.3%	0					
	Goals	Underutilized	1	Yes									
90	Para-Professional	7											
	Employees	5	71.4%	5	71.4%	2	28.6%						
	Availability	3	44.4%	1	9.9%	0	2.5%	0					
	Goals	Underutilized											
Grand Total:	5,004	1,206	24.1%	1,605	32.1%	898	17.9%	144	2.9%	490	9.8%	73	1.5%

King County Executive Branch

Mid-Year 2004 Summary Analysis for Persons with Disabilities by Dept

	Total	Exec		Exec Office		DAJD		DA		DHCS		DDES #	
	#	%	#	%	#	%	#	%	#	%	#	%	%
10 Officials/Administrators	91		11	All	6	All	6	All	5	All	3	All	
Employees	4	4.40%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
Availability			1	6.14%	0	6.09%	0	6.08%	0	6.40%	0	6.17%	0
Goals			1	Yes									
20 Professionals	3240		61	All	79	All	18	All	225	All	113	All	
Employees	107	3.30%	1	1.64%	7	8.86%	0	0.00%	9	4.00%	4	3.54%	
Availability			4	6.83%	6	7.81%	1	6.06%	16	7.28%	9	8.24%	
Goals			3	Yes			1	Yes	7	Yes	5	Yes	
30 Technicians	854		0	All	4	All	144	All	38	All	53	All	
Employees	24	2.81%	0		0	0.00%	5	3.47%	1	2.63%	2	3.77%	
Availability			0	6.18%	0	6.82%	23	16.16%	2	6.51%	4	8.06%	
Goals							18	Yes	1	Yes	2	Yes	
40 Administrative Support	1401		16	All	40	All	60	All	55	All	40	All	
Employees	94	6.71%	1	6.25%	1	2.50%	4	6.67%	6	10.91%	4	10.00%	
Availability			2	9.86%	4	9.95%	5	9.15%	5	9.59%	4	9.88%	
Goals			1	Yes	3	Yes	1	Yes					
50 Skilled Craft	911		0	All	0	All	0	All	0	All	0	All	
Employees	24	2.63%	0		0		0		0		0		
Availability			0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
Goals													
60 Transit Operators	2737		0	All	0	All	0	All	0	All	0	All	
Employees	14	0.51%	0		0		0		0		0		
Availability			0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0
Goals													

	Total	Exec		Exec Office		DAJD		DA		DHCS		DDES #	
		#	%	#	%	#	%	#	%	#	%	#	%
70 Service/Maintenance		928		0	All	34	All	0	All	0	All	3	All
Employees		54	5.82%	0		1	2.94%	0		0		0	0.00%
Availability				0	0.00%	5	14.12%	0	0.00%	0	0.00%	0	0.00%
Goals	Underutilized					4	Yes						
80 Protective Services		1499		0	All	679	All	0	All	2	All	13	All
Employees		22	1.47%	0		13	1.91%	0		1	50.00%	1	7.69%
Availability				0	0.00%	68	10.0%	0	0.0%	0	0.0%	0	0.0%
Goals	Underutilized					55	Yes						
90 Para-Professional		134		0	All	24	All	0	All	10	All	0	All
Employees		6	4.48%	0		0	0.00%	0		0	0.00%	0	
Availability				0	0.00%	1	4.18%	0	5.56%	2	17.37%	0	0.00%
Goals	Underutilized					1	Yes			2	Yes		
Grand Total:	All employees	11795		88		866		228		335		225	
	All PWD	349	2.96%	2	2.27%	22	2.54%	9	3.95%	17	5.07%	11	4.89%

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

Continued

	Total	DES		DJA		DNRP		DPH		KCSO		DOT	
		#	%	#	%	#	%	#	%	#	%	#	%
10 Officials/Administrators		17	All	1	All	10	All	10	All	12	All	10	All
	Employees	3	17.65%	0	0.00%	1	10.00%	0	0.00%	0	0.00%	0	0.00%
	Availability	1	6.17%	0	0.00%	1	6.10%	1	5.16%	1	6.17%	1	6.22%
	Goals							1	Yes	1	Yes	1	Yes
20 Professionals		405	All	36	All	740	All	774	All	44	All	745	All
	Employees	19	4.69%	0	0.00%	12	1.62%	20	2.58%	3	6.8%	32	4.30%
	Availability	25	6.12%	2	5.49%	27	3.70%	61	7.92%	3	7.73%	56	7.55%
	Goals			2	Yes	15	Yes	41	Yes			24	Yes
30 Technicians		46	All	3	All	59	All	181	All	157	All	169	All
	Employees	1	2.17%	0	0.00%	2	3.39%	5	2.76%	3	1.91%	5	2.96%
	Availability	3	7.37%	0	6.61%	5	7.90%	19	10.30%	6	3.54%	17	10.16%
	Goals					3	Yes	14	Yes	3	Yes	12	Yes
40 Administrative Support		234	All	170	All	144	All	307	All	112	All	223	All
	Employees	18	7.69%	7	4.12%	10	6.94%	18	5.86%	6	5.36%	19	8.52%
	Availability	23	9.65%	14	8.16%	14	9.80%	30	9.84%	8	7.03%	22	9.96%
	Goals			7	Yes	4	Yes	12	Yes	2	Yes	3	Yes
50 Skilled Craft		91	All	0	All	241	All	1	All	0	All	578	All
	Employees	2	2.20%	0		4	1.66%	0	0.00%	0		18	3.11%
	Availability	8	8.48%	0	0.00%	22	9.20%	0	0.00%	0	0.00%	54	9.35%
	Goals					18	Yes	0				36	Yes
60 Transit Operators		0	All	0	All	0	All	0	All	0	All	2737	All
	Employees	0		0		0		0		0		14	0.51%
	Availability	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	14	0.50%
	Goals											-0	

	Total	DES		DJA		DNRP		DPH		KCSO		DOT	
		#	%	#	%	#	%	#	%	#	%	#	%
70 Service/Maintenance		92	All	0	All	262	All	5	All	0	All	532	All
	Employees	12	13.04%	0		27	10.31%	0	0.00%	0		14	2.63%
	Availability	8	8.87%	0	0.00%	30	11.60%	1	11.81%	0	0.00%	61	11.39%
	Goals Underutilized					3	Yes	1	Yes	0		47	Yes
80 Protective Services		96	All	0	All	5	All	3	All	698	All	3	All
	Employees	2	2.08%	0	0.00%	0	0.00%	0	0.00%	5	0.72%	0	0.00%
	Availability	15	15.7%	0	0.0%	0	0.0%	0	8.2%	61	8.7%	0	7.5%
	Goals Underutilized	13	Yes	0						56	Yes	0	
90 Para-Professional		0	All	0	All	1	All	84	All	8	All	7	All
	Employees	0		0		0	0.00%	5	5.95%	0	0.00%	1	14.29%
	Availability	0	10.86%	0	7.95%	0	7.80%	8	9.71%	1	8.63%	0	5.87%
	Goals Underutilized							3	Yes	1	Yes		
Grand Total:	All employees	981		210		1462		1365		1031		5004	
	All PWD	57	5.81%	7	3.33%	56	3.83%	48	3.52%	17	1.65%	103	2.06%

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

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

	Total	Female	Total Minority	Black	Asian	Native Amer.	Hispanic	PWD
	#	%	#	#	#	#	#	#
10 Officials/Administrators	13							
Employees:								
Current Utilization	6	46.15%	5	2	3	0	0	0
Class Goal	3.65	28.06%	1.9	0.48	1.06	0.11	0.13	1
Underutilized	0	No	0	No	0	0.11	No	1
								Yes
20 Professionals	77							
Employees:								
Current Utilization	44	57.14%	23	11	9	0	3	2
Class Goal	31.92	41.45%	10.65	1.85	5.25	0.92	1.97	5
Underutilized	0	No	0	No	0	0.92	No	3
								Yes
30 Technicians	3							
Employees:								
Current Utilization	3	100%	0	0	0	0	0	0
Class Goal	1.44	48.14%	0.6	0.12	0.28	0.05	0.14	0
Underutilized	0	No	0.6	0.12	0.28	0.05	No	0
								No
40 Administrative Support	12							
Employees:								
Current Utilization	12	100%	2	0	1	0	1	2
Class Goal	9.75	81.27%	1.91	0.5	0.81	0.18	0.28	1
Underutilized	0	No	0	0.5	0	0.18	No	0
								No
Total:	105	65	30	13	13	0	4	4

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

	Total	Female	Total Minority	Black	Asian	Native Amer.	Hispanic	PWD
	#	%	#	#	#	#	#	#
10 Officials/Administrators								
Employees:	6							
Current Utilization	2	33.33%	2	33.33%	0	0	0	0
Class Goal	2.14	35.71%	0.73	2.69%	0.29	4.86%	0.09	1.49%
Underutilized	0.14	No	0	No	0.29	No	0.09	No
20 Professionals								
Employees:	86							
Current Utilization	46	53.49%	29	33.72%	10	11.63%	6	6.98%
Class Goal	43.14	50.17%	12.15	14.13%	4.38	5.09%	1.58	1.84%
Underutilized	0	No	0	No	0	No	0	No
30 Technicians								
Employees:	10							
Current Utilization	4	40%	5	50%	3	30%	0	0
Class Goal	5.82	58.19%	2.76	27.6%	1.05	10.54%	0.38	3.79%
Underutilized	1.82	Yes	0	No	0	No	0.38	No
40 Administrative Support								
Employees:	42							
Current Utilization	37	88.1%	17	40.48%	8	19.05%	2	4.76%
Class Goal	32.53	77.45%	7.27	17.3%	3.02	7.2%	0.98	2.33%
Underutilized	0	No	0	No	0	No	0	No
70 Service/Maintenance	37							
Employees:								
Current Utilization	6	16.22%	19	51.35%	14	37.84%	0	0
Class Goal	15.91	43%	14.26	38.55%	5.74	15.51%	4.82	13.02%
Underutilized	9.91	Yes	0	No	0	No	2.82	Yes

	Total	Female		Total Minority		Black		Asian		Native Amer.		Hispanic		PWD	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
80 Protective Services															
Employees:	708														
Current Utilization		178	25.14%	302	42.66%	184	25.99%	71	10.03%	9	1.27%	38	5.37%	14	1.98%
Class Goal		208.52	29.45%	182.26	25.74%	90.67	12.81%	42.8	6.05%	8.98	1.27%	33.3	4.7%	71	10%
Underutilized		30.52	Yes	0	No	0	No	0	No	0	No	0	No	57	Yes
Total:	889	273		374		209		106		12		47		23	

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

	Total	Female	Total Minority	Black	Asian	Native Amer.	Hispanic	PWD
	#	%	#	#	#	#	#	#
10 Officials/Administrators								
Employees:	5							
Current Utilization	2	40%	1	0	1	0	0	0
Class Goal	1.78	35.64%	0.71	0.13	0.37	0.04	0.11	0
Underutilized	0	No	0	0.13	0	0.04	0.11	0
20 Professionals								
Employees:	145							
Current Utilization	63	43.45%	26	4	18	1	3	0
Class Goal	69.06	47.63%	19.5	2.71	9.26	0.98	4.71	9
Underutilized	6.06	Yes	0	0	0	0	1.71	9
30 Technicians								
Employees:	18							
Current Utilization	8	44.44%	8	1	7	0	0	5
Class Goal	9.78	54.35%	4.22	0.56	2.38	0.31	0.85	3
Underutilized	1.78	Yes	0	0	0	0.31	0.85	0
40 Administrative Support								
Employees:	60							
Current Utilization	48	80%	30	13	13	2	2	4
Class Goal	42.34	70.57%	13.2	3.31	6.02	0.88	2.06	5
Underutilized	0	No	0	0	0	0	0.06	1
Total:	228	121	65	18	39	3	5	9

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

	Total	Female	Total Minority	Black	Asian	Native Amer.	Hispanic	PWD
	#	%	#	#	#	#	#	#
10 Officials/Administrators								
Employees:	4							
Current Utilization	2	50%	2	1	1	0	0	0
Class Goal	1.47	36.67%	0.67	0.22	0.31	0.05	0.06	0
Underutilized	0	No	0	No	0	0.05	No	0
20 Professionals								
Employees:	253							
Current Utilization	157	62.06%	91	34	38	6	13	9
Class Goal	152.18	60.15%	49.48	13.16	18.22	7.63	7.54	18
Underutilized	0	No	0	No	0	1.63	0	9
30 Technicians								
Employees:	14							
Current Utilization	4	28.57%	6	1	4	0	1	1
Class Goal	5.39	38.48%	2.46	0.49	1.23	0.19	0.45	1
Underutilized	1.39	Yes	0	No	0	0.19	0	0
40 Administrative Support								
Employees:	70							
Current Utilization	56	80%	39	15	14	2	8	6
Class Goal	53.98%	77.11%	20.6	6.94	8.11	1.33	3.63	7
Underutilized	0	No	0	No	0	0	0	1
90 Para-Professional								
Employees:	8							
Current Utilization	4	50%	5	2	3	0	0	0
Class Goal	5.71	71.33%	1.5	0.31	0.4	0.37	0.18	1
Underutilized	1.71	Yes	0	No	0	0.37	0.18	1
Total:	349	223	143	53	60	8	22	17

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

	Total	Female	Total Minority	Black	Asian	Native Amer.	Hispanic	PWD
	#	#	#	#	#	#	#	#
		%	%	%	%	%	%	%
10 Officials/Administrators								
Employees:	4							
Current Utilization	0	0	0	0	0	0	0	0
Class Goal	1.52	37.98%	0.45	0.09	0.18	0.06	0.07	0
Underutilized	1.52	Yes	0.45	0.09	0.18	0.06	0.07	0
20 Professionals								
Employees:	118							
Current Utilization	37	31.36%	28	2	20	2	4	4
Class Goal	34.56	29.29%	16.97	2.99	8.99	1.72	2.38	10
Underutilized	0	No	0	0.99	0	0	0	6
30 Technicians								
Employees:	54							
Current Utilization	18	33.33%	14	6	4	1	3	3
Class Goal	21.56	39.93%	7.88	1.82	2.73	1.04	2.14	4
Underutilized	3.56	Yes	0	0	0	0.04	0	1
40 Administrative Support								
Employees:	33							
Current Utilization	30	90.91%	13	5	6	0	2	4
Class Goal	26.56	80.48%	6.41	2.03	2.64	0.49	0.86	3
Underutilized	0	No	0	0	0	0.49	0	0
70 Service/Maintenance								
Employees:	4							
Current Utilization	2	50%	1	1	0	0	0	0
Class Goal	0.38	9.55%	0.44	0.19	0.06	0.07	0.07	0
Underutilized	0	No	0	0	0.06	0.07	0.07	0

	Total	Female		Total Minority		Black		Asian		Native Amer.		Hispanic		PWD	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
80 Protective Services															
Employees:	12														
Current Utilization		3	25%	2	16.67%	2	16.67%	0	0	0	0	0	0	0	0
Class Goal		1.07	8.92%	1.49	12.4%	0.38	3.13%	0.6	5%	0.24	2%	0.27	2.27%	0	0
Underutilized		0	No	0	No	0	No	0.6	No	0.24	No	0.27	No	0	No
Total:	225	90		58		16		30		3		9		11	

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

	Total	Female		Total Minority		Black		Asian		Native Amer.		Hispanic		PWD	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
10 Officials/Administrators															
Employees:	14														
Current Utilization		8	57.14%	2	14.29%	1	7.14%	0	0	0	0	1	7.14%	3	21.43%
Class Goal		6.3	44.98%	1.85	13.2%	0.72	5.15%	0.38	2.74%	0.1	0.7%	0.58	4.13%	1	6.17%
Underutilized		0	No	0	No	0	No	0.38	No	0.1	No	0	No	0	No
20 Professionals															
Employees:	471														
Current Utilization		235	49.89%	118	25.05%	47	9.98%	54	11.46%	1	0.21%	16	3.4%	14	2.97%
Class Goal		217.37	46.15%	88.84	18.86%	25.11	5.33%	39.94	8.48%	7.35	1.56%	13.23	2.81%	29	6.12%
Underutilized		0	No	0	No	0	No	0	No	6.35	Yes	0	No	15	Yes
30 Technicians															
Employees:	66														
Current Utilization		16	24.24%	21	31.82%	6	9.09%	9	13.64%	3	4.55%	3	4.55%	1	1.52%
Class Goal		21.55	32.65%	11.34	17.18%	2.47	3.74%	4.96	7.51%	1.15	1.75%	2.22	3.36%	5	7.37%
Underutilized		5.55	Yes	0	No	0	No	0	No	0	No	0	No	4	Yes
40 Administrative Support															
Employees:	242														
Current Utilization		184	76.03%	103	42.56%	43	17.77%	45	18.6%	6	2.48%	9	3.72%	18	7.44%
Class Goal		178.48	73.75%	100.25	41.43%	41.76	17.26%	43.81	18.1%	5.83	2.41%	8.85	3.66%	23	9.65%
Underutilized		0	No	0	No	0	No	0	No	0	No	0	No	5	Yes
50 Skilled Craft															
Employees:	95														
Current Utilization		10	10.53%	32	33.68%	16	16.84%	12	12.63%	3	3.16%	1	1.05%	2	2.11%
Class Goal		10.6	11.16%	13.13	13.82%	3.19	3.36%	3.53	3.72%	2.12	2.24%	3.29	3.47%	8	8.48%
Underutilized		0.6	No	0	No	0	No	0	No	0	No	2.29	Yes	6	Yes

	Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Asian #	Asian %	Native Amer. #	Native Amer. %	Hispanic #	Hispanic %	PWD #	PWD %
70 Service/Maintenance															
Employees:	94														
Current Utilization		24	25.53%	57	60.64%	23	24.47%	22	23.4%	1	1.06%	11	11.7%	11	11.7%
Class Goal		25.98	27.64%	27.98	29.77%	6.22	6.62%	8.56	9.11%	3.32	3.53%	7.91	8.42%	8	8.87%
Underutilized		1.98	Yes	0	No	0	No	0	No	2.32	Yes	0	No	0	No
80 Protective Services															
Employees:	94														
Current Utilization		22	23.4%	32	34.04%	3	3.19%	25	26.6%	1	1.06%	3	3.19%	1	1.06%
Class Goal		50.5	53.72%	17.19	18.29%	2.27	2.42%	7.57	8.06%	3.63	3.86%	3.71	3.95	15	15.7%
Underutilized		28.5	Yes	0	No	0	No	0	No	2.63	Yes	0.71	No	14	Yes
Total:	1,076	499		365		139		167		15		44		50	

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

	Total	Female #	Female %	Total Minority #	Total Minority %	Black #	Black %	Asian #	Asian %	Native Amer. #	Native Amer. %	Hispanic #	Hispanic %	PWD #	PWD %
10 Officials/Administrators															
Employees:	1														
Current Utilization		1	100%	1	100%	0	0	0	0	1	100%	0	0	0	0
Class Goal		0.18	17.62%	0.08	7.75%	0.01	0.7%	0.04	4.34%	0.01	0.83%	0.01	1.14%	0	0
Underutilized		0	No	0	No	0.01	No	0.04	No	0	No	0.01	No	0	No
20 Professionals															
Employees:	39														
Current Utilization		20	51.28%	11	28.21%	5	12.82%	5	12.82%	0	0	1	2.56%	1	2.56%
Class Goal		20.84	53.45%	7.13	18.28%	1.92	4.93%	3.22	8.26%	0.67	1.72%	0.95	2.45%	2	5.49%
Underutilized		0.84	No	0	No	0	No	0	No	0.67	No	0	No	1	Yes
30 Technicians															
Employees:	3														
Current Utilization		0	0	0	0	0	0	0	0	0	0	0	0	0	0
Class Goal		0.94	31.41%	0.59	19.78%	0.12	4.02%	0.32	10.62%	0.05	1.62%	0.08	2.67%	0	6.61%
Underutilized		0.94	No	0.59	No	0.12	No	0.32	No	0.05	No	0.08	No	0	No
40 Administrative Support															
Employees:	172														
Current Utilization		124	72.09%	73	42.44%	24	13.95%	42	24.42%	1	0.58%	6	3.49%	8	4.65%
Class Goal		141.51	82.28%	35.4	20.58%	9.92	5.77%	15.78	9.17%	2.43	1.41%	5.12	2.98%	14	8.16%
Underutilized		17.51	Yes	0	No	0	No	0	No	1.43	Yes	0	No	6	Yes
Total:	215	145		85		29		47		2		7		9	

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

	Total	Female		Total Minority		Black		Asian		Native Amer.		Hispanic		PWD	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
10 Officials/Administrators															
Employees:	11														
Current Utilization		6	54.55%	4	36.36%	3	27.27%	1	9.09%	0	0	0	0	1	9.09%
Class Goal		4.83	43.91%	1.58	14.4%	0.36	3.26%	0.7	6.4%	0.17	1.52%	0.23	2.12%	1	6.1%
Underutilized		0	No	0	No	0	No	0	No	0.17	No	0.23	No	0	No
20 Professionals															
Employees:	783														
Current Utilization		320	40.87%	144	18.39%	35	4.47%	91	11.62%	6	0.77%	12	1.53%	11	1.4%
Class Goal		309.5	39.53%	147.79	18.87%	34.29	4.38%	80.18	10.24%	12.44	1.59%	16.79	2.14%	29	3.7%
Underutilized		0	No	3.79	No	0	No	0	No	6.44	Yes	4.79	Yes	18	Yes
30 Technicians															
Employees:	85														
Current Utilization		46	54.12%	19	22.35%	10	11.76%	8	9.41%	1	1.18%	0	0	2	2.35%
Class Goal		43.86	51.6%	16.43	19.33%	6.65	7.83%	6.65	7.82%	0.87	1.03%	1.78	2.09%	7	7.9%
Underutilized		0	No	0	No	0	No	0	No	0	No	1.78	Yes	5	Yes
40 Administrative Support															
Employees:	132														
Current Utilization		111	84.09%	36	27.27%	11	8.33%	18	13.64%	3	2.27%	4	3.03%	12	9.09%
Class Goal		95.29	72.19%	32.26	24.44%	7.84	5.94%	15.38	11.65%	2.38	1.8%	5.81	4.4%	13	9.8%
Underutilized		0	No	0	No	0	No	0	No	0	No	1.81	Yes	1	Yes
50 Skilled Craft															
Employees:	262														
Current Utilization		28	10.69%	57	21.76%	24	9.16%	12	4.58%	7	2.67%	14	5.34%	3	1.15%
Class Goal		27.62	10.54%	50.94	19.44%	19.81	7.56%	12.02	4.59%	6.48	2.47%	11.91	4.55%	24	9.2%
Underutilized		0	No	0	No	0	No	0.02	No	0	No	0	No	21	Yes

	Total	Female		Total Minority		Black		Asian		Native Amer.		Hispanic		PWD	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
70 Service/Maintenance															
Employees:	255														
Current Utilization		57	22.35%	64	25.1%	33	12.94%	15	5.88%	7	2.75%	9	3.53%	28	10.98%
Class Goal		38.22	14.99%	71.07	27.87%	18.62	7.3%	17.41	6.83%	6.07	2.38%	24.67	9.67%	30	11.6%
Underutilized		0	No	7.07	Yes	0	No	2.41	Yes	0	No	15.67	Yes	2	Yes
80 Protective Services															
Employees:	5														
Current Utilization		3	60%	2	40%	1	20%	1	20%	0	0	0	0	0	0
Class Goal		3	60%	2	40%	1	20%	1	20%	0	0	0	0	0	0
Underutilized		0	No	0	No	0	No	0	No	0	No	0	No	0	No
90 Para-Professional															
Employees:	12														
Current Utilization		12	100%	6	50%	1	8.33%	3	25%	0	0	2	16.67%	0	0
Class Goal		8.75	72.96%	2.69	22.42%	0.69	5.75%	1.27	10.6%	0.17	1.39%	0.37	3.07	1	7.8%
Underutilized		0	No	0	No	0	No	0	No	0.17	No	0	No	1	Yes
Total:	1,545	583		332		118		149		24		41		57	

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

	Total	Female		Total Minority		Black		Asian		Native Amer.		Hispanic		PWD	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
10 Officials/Administrators															
Employees:	9														
Current Utilization		6	66.67%	1	11.11%	1	11.11%	0	0	0	0	0	0	0	0
Class Goal		4.47	49.69%	1.13	12.54%	0.22	2.46%	0.43	4.74%	0.19	2.16%	0.2	2.23%	0	5.16%
Underutilized		0	No	0.13	No	0	No	0.43	No	0.19	No	0.2	No	0	No
20 Professionals															
Employees:	842														
Current Utilization		659	78.27%	211	25.06%	55	6.53%	98	11.64%	11	1.31%	47	5.58%	24	2.85%
Class Goal		587.22	69.74%	143.37	17.03%	29.95	3.56%	63.99	7.6%	18.57	2.21%	19.67	2.34%	67	7.92%
Underutilized		0	No	0	No	0	No	0	No	7.57	Yes	0	No	43	Yes
30 Technicians															
Employees:	239														
Current Utilization		92	38.49%	57	23.85%	17	7.11%	28	11.72%	0	0	12	5.02%	5	2.09%
Class Goal		100.85	42.2%	32.04	13.41%	11.23	4.7%	7.63	3.19%	1.7	0.71%	9.72	4.07%	25	10.3%
Underutilized		8.85	Yes	0	No	0	No	0	No	1.7	Yes	0	No	20	Yes
40 Administrative Support															
Employees:	404														
Current Utilization		354	87.62%	202	50%	57	14.11%	81	20.05%	7	1.73%	57	14.11%	18	4.46%
Class Goal		311.21	77.03%	75.26	18.63%	22.51	5.57%	29.65	7.34%	6.49	1.61%	9.98	2.47%	40	9.84%
Underutilized		0	No	0	No	0	No	0	No	0	No	0	No	22	Yes
50 Skilled Craft															
Employees:	8														
Current Utilization		5	62.5%	2	25%	0	0	0	0	0	0	2	25%	0	0
Class Goal		0.64	8.03%	1.39	17.37%	0.26	3.27%	0.25	3.1%	0.17	2.09%	0.56	6.96%	0	0
Underutilized		0	No	0	No	0.26	No	0.25	No	0.17	No	0	No	0	0

	Total	Female	Total Minority	Black	Asian	Native Amer.	Hispanic	PWD
	#	%	#	#	#	#	#	#
70 Service/Maintenance								
Employees:	5							
Current Utilization	0	0	2	2	0	0	0	0
Class Goal	1.28	25.61%	1.12	0.47	0.26	0.12	0.22	1
Underutilized	1.28	Yes	0	0	0.26	0.12	0.22	1
80 Protective Services								
Employees:	6							
Current Utilization	2	33.33%	1	1	0	0	0	0
Class Goal	2.27	37.92%	0.99	0.74	0.09	0.03	0.11	0
Underutilized	0.27	No	0	0	0.09	0.03	0.11	0
90 Para-Professional								
Employees:	46							
Current Utilization	30	65.22%	15	7	1	0	7	5
Class Goal	33.61	73.06%	11.15	3.55	3.78	1.44	1.92	4
Underutilized	3.61	Yes	0	0	2.78	1.44	0	0
Total:	1,559	1,148	491	140	208	18	125	52

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

	Total	Female #	Female %	Total Minority #	Black #	Black %	Asian #	Asian %	Native Amer. #	Native Amer. %	Hispanic #	Hispanic %	PWD #	PWD %
10 Officials/Administrators														
Employees:	11													
Current Utilization		4	36.36%	1	0	0	1	9.09%	0	0	0	0	0	0
Class Goal		2.76	25.1%	1.41	0.34	3.06%	0.86	7.81%	0.12	1.07%	0.06	0.59%	1	6.17%
Underutilized		0	No	0.41	0.34	No	0	No	0.12	No	0.06	No	1	Yes
20 Professionals														
Employees:	144													
Current Utilization		40	27.78%	17	6	4.17%	7	4.86%	1	0.69%	3	2.08%	3	2.1%
Class Goal		35.84	24.89%	24.74	9.07	6.3%	8.1	5.62%	2.42	1.68%	3.92	2.72%	11	7.73%
Underutilized		0	No	7.74	3.07	Yes	1.1	Yes	1.42	Yes	0.92	No	8	Yes
30 Technicians														
Employees:	130													
Current Utilization		87	66.92%	23	6	4.62%	12	9.23%	0	0	5	3.85%	3	2.31%
Class Goal		71.13	54.72%	28.25	6.4	4.92%	13.21	10.16%	1.86	1.43%	5.11	3.93%	5	3.54%
Underutilized		0	No	5.25	0.4	No	1.21	Yes	1.86	Yes	0.11	No	2	Yes
40 Administrative Support														
Employees:	150													
Current Utilization		121	80.67%	42	13	8.67%	19	12.67%	2	1.33%	8	5.33%	6	4%
Class Goal		109.17	72.78%	32.52	9.2	6.13%	13.93	9.29%	2.11	1.41%	4.88	3.26%	11	7.03%
Underutilized		0	No	0	0	No	0	No	0.11	No	0	No	5	Yes
50 Skilled Craft														
Employees:	1													
Current Utilization		1	100%	0	0	0	0	0	0	0	0	0	0	0
Class Goal		1	100%	0	0	0	0	0	0	0	0	0	0	0
Underutilized		0	No	0	0	No	0	No	0	No	0	No	0	No

	Total	Female		Total Minority		Black		Asian		Native Amer.		Hispanic		PWD	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
80 Protective Services															
Employees:	605														
Current Utilization		90	14.88%	107	17.69%	30	4.96%	40	6.61%	11	1.82%	26	4.3%	5	0.83%
Class Goal		105.91	17.51%	107.43	17.76%	41.68	6.89%	28.3	4.68%	12.33	2.04%	20.53	3.39%	53	8.7%
Underutilized		15.91	Yes	0.43	No	11.68	Yes	0	No	1.33	Yes	0	No	48	Yes
Total:	1,041	343		190		55		79		14		42		17	

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

	Total	Female # %	Total Minority # %	Black # %	Asian # %	Native Amer. # %	Hispanic # %	PWD # %
10 Officials/Administrators								
Employees:	10							
Current Utilization		4 40%	2 20%	1 10%	1 10%	0 0	0 0	0 0
Class Goal		3.75 37.51%	1.55 15.49%	0.58 5.8%	0.63 6.34%	0.09 0.95%	0.18 1.82%	1 6.22%
Underutilized		0 No	0 No	0 No	0 No	0.09 No	0.18 No	1 Yes
20 Professionals								
Employees:	764							
Current Utilization		290 37.96%	186 24.35%	63 8.25%	105 13.74%	7 0.92%	11 1.44%	27 3.53%
Class Goal		271.48 35.53%	148.96 19.5%	44.24 5.79%	77.97 10.21%	8.63 1.13%	14.75 1.93%	58 7.55%
Underutilized		0 No	0 No	0 No	0 No	1.63 Yes	3.75 Yes	31 Yes
30 Technicians								
Employees:	198							
Current Utilization		44 22.22%	42 21.21%	23 11.62%	11 5.56%	3 1.52%	5 2.53%	5 2.53%
Class Goal		60.68 30.65%	41.59 21.01%	16.88 8.53%	14.96 7.55%	3.34 1.69%	5.25 2.65%	20 10.16%
Underutilized		16.68 Yes	0 No	0 No	3.96 Yes	0.34 No	0.25 No	15 Yes
40 Administrative Support								
Employees:	210							
Current Utilization		146 69.52%	80 38.1%	41 19.52%	29 13.81%	7 3.33%	3 1.43%	17 8.1%
Class Goal		157.35 74.93%	45.22 21.53%	15.22 7.25%	18.21 8.67%	3.51 1.67%	5.64 2.69%	21 9.96%
Underutilized		11.35 Yes	0 No	0 No	0 No	0 No	2.64 Yes	4 Yes
50 Skilled Craft								
Employees:	696							
Current Utilization		49 7.04%	165 23.71%	68 9.77%	70 10.06%	10 1.44%	17 2.44%	18 2.59%
Class Goal		60.43 8.68%	126.89 18.23%	37.94 5.45%	45.27 6.5%	15.34 2.2%	20.97 3.01%	65 9.35%
Underutilized		11.43 Yes	0 No	0 No	0 No	5.34 Yes	3.97 Yes	47 Yes

PWD=Persons with Disabilities

	Total	Female	Total Minority	Black	Asian	Native Amer.	Hispanic	PWD
	#	%	#	#	#	#	#	#
60 Transit Operators								
Employees:	2,609							
Current Utilization		558 21.39%	917 35.15%	598 22.92%	204 7.82%	33 1.26%	82 3.14%	14 0.54%
Class Goal		1,298.54 49.77%	450.75 17.28%	193.66 7.42%	89.51 3.43%	56.83 2.18%	79.96 3.06%	13 0.5%
Underutilized		740.54 Yes	0 No	0 No	0 No	23.83 Yes	0 No	0 No
70 Service/Maintenance								
Employees:	379							
Current Utilization		75 19.79%	154 40.63%	64 16.89%	61 16.09%	8 2.11%	21 5.54%	15 3.96%
Class Goal		68.63 18.11%	108.09 28.52%	35.25 9.3%	34.15 9.01%	10.17 2.68%	24.41 6.44%	43 11.39%
Underutilized		0 No	0 No	0 No	0 No	2.17 Yes	3.41 Yes	28 Yes
80 Protective Services								
Employees:	3							
Current Utilization		0 0	0 0	0 0	0 0	0 0	0 0	0 0
Class Goal		1.02 34.11%	0.34 11.2%	0.07 2.43%	0.12 3.96%	0.06 1.94%	0.08 2.75%	0 7.5%
Underutilized		1.02 Yes	0.34 No	0.07 No	0.12 No	0.06 No	0.08 No	0 No
90 Para-Professional								
Employees:	20							
Current Utilization		17 85%	9 45%	4 20%	5 25%	0 0	0 0	1 5%
Class Goal		14.57 72.87%	3.14 15.68%	1 4.98%	1.06 5.29%	0.29 1.47%	0.57 2.85%	1 5.87%
Underutilized		0 No	0 No	0 No	0 No	0.29 No	0.57 No	0 No
Total:	4,889	1,183	1,555	862	486	68	139	97

PWD=Persons with Disabilities

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

	Total	Female	Total Minority	Black	Asian	Native Amer.	Hispanic	PWD
	#	%	#	%	#	%	#	%
10 Officials/Administrators								
Employees:	88							
Current Utilization	41	46.59%	21	23.86%	8	9.09%	1	1.14%
Class Goal								4
Underutilized								
20 Professionals								
Employees:	3,722							
Current Utilization	1,911	51.34%	884	23.75%	455	12.22%	36	0.97%
Class Goal								102
Underutilized								
30 Technicians								
Employees:	820							
Current Utilization	322	39.27%	195	23.78%	86	10.49%	8	0.98%
Class Goal								25
Underutilized								
40 Administrative Support								
Employees:	1,527							
Current Utilization	1,223	80.09%	637	41.72%	276	18.07%	32	2.1%
Class Goal								96
Underutilized								

	Total	Female		Total Minority		Black		Asian		Native Amer.		Hispanic		PWD	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
50 Skilled Craft															
Employees:	1,062														
Current Utilization		93	8.76%	256	24.11%	108	10.17%	94	8.85%	20	1.88%	34	3.2%	23	2.17%
Class Goal															
Underutilized															
60 Transit Operators															
Employees:	2,609														
Current Utilization		558	21.39%	917	35.15%	598	22.92%	204	7.82%	33	1.26%	82	3.14%	14	0.54%
Class Goal															
Underutilized															
70 Service/Maintenance															
Employees:	774														
Current Utilization		164	21.19%	297	38.37%	126	16.28%	112	14.47%	16	2.07%	43	5.56%	55	7.11%
Class Goal															
Underutilized															
80 Protective Services															
Employees:	1,433														
Current Utilization		298	20.8%	446	31.12%	221	15.42%	137	9.56%	21	1.47%	67	4.68%	21	1.47%
Class Goal															
Underutilized															
90 Para-Professional															
Employees:	86														
Current Utilization		63	73.26%	35	40.7%	14	16.28%	12	13.95%	0	0	9	10.47	6	6.98%
Class Goal															
Underutilized															
Total:	12,121	4,673		3,688		1,652		1,384		167		485		346	