

## Attachment C

### Summary Analysis

#### Analysis Data as of 01/01/2014

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

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	6															
Current Utilization:	4	66.66	3	50.00	2	33.33	1	16.66	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.31	38.60	1.08	18.15	0.25	4.24	0.50	8.42	0.09	1.62	0.18	3.08	0.00	0.09	0.03	0.58
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.09	Yes *	0.18	Yes *	0.00	Yes *	0.03	Yes *
2 - Professionals																
Employees:	92															
Current Utilization:	41	44.56	41	44.56	23	25.00	12	13.04	0	0.00	6	6.52	0	0.00	0	0.00
Class Goal:	39.42	42.85	39.27	42.69	19.13	20.80	11.96	13.01	1.22	1.33	6.01	6.54	0.24	0.27	0.57	0.62
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	1.22	Yes *	0.01	No *	0.24	Yes *	0.57	Yes *
4 - Protective Service																
Employees:	659															
Current Utilization:	159	24.12	297	45.06	160	24.27	69	10.47	14	2.12	47	7.13	5	0.75	2	0.30
Class Goal:	170.08	25.81	275.98	41.88	145.77	22.12	65.04	9.87	11.86	1.80	45.93	6.97	3.36	0.51	3.42	0.52
Underutilized:	11.08	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No *	1.42	Yes *
6 - Administrative Support																
Employees:	42															
Current Utilization:	35	83.33	20	47.61	3	7.14	12	28.57	1	2.38	2	4.76	0	0.00	2	4.76
Class Goal:	36.51	86.93	13.71	32.66	2.44	5.82	7.17	17.09	0.89	2.13	1.81	4.32	0.18	0.44	1.15	2.76
Underutilized:	1.51	No *	0.00	No	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.18	Yes *	0.00	No *
7 - Skilled Crafts																
Employees:	1															
Current Utilization:	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.04	4.82	0.13	13.82	0.01	1.16	0.01	1.24	0.02	2.02	0.08	8.65	0.00	0.25	0.00	0.47
Underutilized:	0.00	No *	0.13	Yes *	0.01	Yes *	0.01	Yes *	0.02	Yes *	0.08	Yes *	0.00	Yes *	0.00	Yes *
8 - Service Maintenance																
Employees:	36															
Current Utilization:	13	36.11	23	63.88	3	8.33	17	47.22	0	0.00	3	8.33	0	0.00	0	0.00
Class Goal:	14.87	41.31	21.26	59.06	2.66	7.39	12.56	34.90	0.23	0.65	5.43	15.09	0.17	0.49	0.16	0.46
Underutilized:	1.87	No *	0.00	No *	0.00	No *	0.00	No *	0.23	Yes *	2.43	Yes *	0.17	Yes *	0.16	Yes *
<b>Totals:</b>	836	253	384		191		111		15		58		5		4	

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule

## Attachment C

**Summary Analysis**  
**Analysis Data as of 01/01/2014**

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

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	10															
Current Utilization:	6	60.00	5	50.00	1	10.00	2	20.00	0	0.00	2	20.00	0	0.00	0	0.00
Class Goal:	6.58	65.89	2.85	28.57	0.69	6.91	1.33	13.36	0.36	3.68	0.41	4.14	0.00	0.00	0.04	0.46
Underutilized:	0.58	No *	0.00	No *	0.00	No *	0.00	No *	0.36	Yes *	0.00	No *	0.00	No *	0.04	Yes *
2 - Professionals																
Employees:	217															
Current Utilization:	143	65.89	62	28.57	15	6.91	29	13.36	8	3.68	9	4.14	0	0.00	1	0.46
Class Goal:	138.59	63.87	61.75	28.46	14.30	6.59	28.53	13.15	5.66	2.61	10.82	4.99	0.23	0.11	1.86	0.86
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No *	1.82	No	0.23	Yes *	0.86	Yes *
6 - Administrative Support																
Employees:	33															
Current Utilization:	30	90.90	20	60.60	6	18.18	3	9.09	2	6.06	8	24.24	0	0.00	1	3.03
Class Goal:	27.65	83.79	12.97	39.31	3.74	11.35	3.79	11.51	0.97	2.95	3.66	11.11	0.11	0.34	0.62	1.89
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.79	Yes *	0.00	No *	0.00	No *	0.11	Yes *	0.00	No *
<b>Totals:</b>	260	179	87		22		34		10		19		0		2	

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule

## Attachment C

**Summary Analysis**  
**Analysis Data as of 01/01/2014**

**Plan:** KING,0300 - KING COUNTY Dept. of Permitting & Environ Rev

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	3															
Current Utilization:	0	0.00	1	33.33	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.93	31.02	0.46	15.51	0.05	1.75	0.22	7.55	0.09	3.09	0.06	2.31	0.00	0.03	0.02	0.69
Underutilized:	0.93	Yes *	0.00	No *	0.05	Yes *	0.00	No *	0.09	Yes *	0.06	Yes *	0.00	Yes *	0.02	Yes *
2 - Professionals																
Employees:	59															
Current Utilization:	16	27.11	6	10.16	2	3.38	2	3.38	0	0.00	2	3.38	0	0.00	0	0.00
Class Goal:	20.55	34.84	12.33	20.91	3.10	5.27	6.24	10.59	0.47	0.80	1.84	3.13	0.15	0.26	0.42	0.72
Underutilized:	4.55	No	6.33	Yes	1.10	Yes *	4.24	Yes *	0.47	Yes *	0.00	No *	0.15	Yes *	0.42	Yes *
3 - Technicians																
Employees:	9															
Current Utilization:	7	77.77	4	44.44	1	11.11	2	22.22	0	0.00	1	11.11	0	0.00	0	0.00
Class Goal:	6.99	77.77	3.99	44.44	0.99	11.11	1.99	22.22	0.00	0.00	0.99	11.11	0.00	0.00	0.00	0.00
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *
6 - Administrative Support																
Employees:	12															
Current Utilization:	12	100.00	6	50.00	1	8.33	3	25.00	0	0.00	1	8.33	1	8.33	0	0.00
Class Goal:	11.55	96.29	4.46	37.18	0.76	6.39	2.16	18.00	0.09	0.76	0.77	6.45	0.60	5.01	0.06	0.50
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.09	Yes *	0.00	No *	0.00	No *	0.06	Yes *
<b>Totals:</b>	83	35	17		4		8		0		4		1		0	

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule

## Attachment C

**Summary Analysis**  
**Analysis Data as of 01/01/2014**

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

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	16															
Current Utilization:	11	68.75	5	31.25	2	12.50	2	12.50	0	0.00	1	6.25	0	0.00	0	0.00
Class Goal:	9.85	61.59	4.65	29.11	1.54	9.63	2.22	13.88	0.01	0.11	0.74	4.65	0.04	0.25	0.08	0.55
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.22	No *	0.01	Yes *	0.00	No *	0.04	Yes *	0.08	Yes *
2 - Professionals																
Employees:	361															
Current Utilization:	213	59.00	105	29.08	29	8.03	58	16.06	0	0.00	12	3.32	2	0.55	4	1.10
Class Goal:	196.45	54.42	96.92	26.85	22.67	6.28	52.48	14.54	2.27	0.63	12.67	3.51	1.62	0.45	3.71	1.03
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	2.27	Yes *	0.67	No	0.00	No *	0.00	No *
3 - Technicians																
Employees:	5															
Current Utilization:	2	40.00	2	40.00	0	0.00	2	40.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.39	47.93	1.38	27.61	0.30	6.11	0.99	19.82	0.00	0.00	0.05	1.10	0.00	0.18	0.01	0.36
Underutilized:	0.39	No *	0.00	No *	0.30	Yes *	0.00	No *	0.00	No *	0.05	Yes *	0.00	Yes *	0.01	Yes *
4 - Protective Service																
Employees:	62															
Current Utilization:	16	25.80	14	22.58	8	12.90	2	3.22	1	1.61	1	1.61	0	0.00	2	3.22
Class Goal:	20.86	33.66	16.07	25.93	6.14	9.91	3.82	6.17	2.75	4.44	1.74	2.81	0.27	0.44	1.28	2.08
Underutilized:	4.86	No	2.07	No	0.00	No *	1.82	Yes *	1.75	Yes *	0.74	Yes *	0.27	Yes *	0.00	No *
6 - Administrative Support																
Employees:	161															
Current Utilization:	121	75.15	69	42.85	21	13.04	32	19.87	3	1.86	7	4.34	3	1.86	3	1.86
Class Goal:	123.10	76.46	54.67	33.96	14.89	9.25	24.93	15.49	2.62	1.63	7.30	4.54	2.15	1.34	2.36	1.47
Underutilized:	2.10	No	0.00	No	0.00	No	0.00	No	0.00	No *	0.30	No *	0.00	No *	0.00	No *
7 - Skilled Crafts																
Employees:	102															
Current Utilization:	15	14.70	38	37.25	16	15.68	10	9.80	2	1.96	8	7.84	0	0.00	2	1.96
Class Goal:	9.85	9.66	30.28	29.69	8.50	8.34	7.71	7.56	1.90	1.87	10.56	10.36	0.38	0.38	1.03	1.01
Underutilized:	0.00	No *	0.00	No	0.00	No *	0.00	No *	0.00	No *	2.56	No	0.38	Yes *	0.00	No *

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule

Attachment C

Summary Analysis  
Analysis Data as of 01/01/2014

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

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
8 - Service Maintenance																	
Employees:	99																
Current Utilization:	28	28.28	61	61.61	28	28.28	24	24.24	1	1.01	7	7.07	1	1.01	0	0.00	
Class Goal:	28.27	28.56	53.48	54.03	20.42	20.63	18.96	19.16	1.61	1.63	10.98	11.10	0.85	0.86	0.54	0.55	
Underutilized:	0.27	No	0.00	No	0.00	No	0.00	No	0.61	Yes *	3.98	No	0.00	No *	0.54	Yes *	
<b>Totals:</b>	806	406	294		104		130		7		36		6		11		

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule

## Attachment C

**Summary Analysis**  
**Analysis Data as of 01/01/2014**

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

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	1															
Current Utilization:	1	100.00	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.20	20.73	0.11	11.85	0.02	2.41	0.06	6.18	0.00	0.93	0.01	1.76	0.00	0.06	0.00	0.48
Underutilized:	0.00	No *	0.00	No *	0.02	Yes *	0.06	Yes *	0.00	No *	0.01	Yes *	0.00	Yes *	0.00	Yes *
2 - Professionals																
Employees:	46															
Current Utilization:	25	54.34	12	26.08	2	4.34	9	19.56	0	0.00	1	2.17	0	0.00	0	0.00
Class Goal:	21.47	46.69	13.36	29.05	2.64	5.75	8.61	18.72	0.23	0.52	1.46	3.18	0.02	0.05	0.29	0.64
Underutilized:	0.00	No	1.36	No	0.64	Yes *	0.00	No *	0.23	Yes *	0.46	Yes *	0.02	Yes *	0.29	Yes *
6 - Administrative Support																
Employees:	145															
Current Utilization:	107	73.79	68	46.89	19	13.10	39	26.89	1	0.68	9	6.20	0	0.00	0	0.00
Class Goal:	110.47	76.19	53.11	36.63	13.86	9.56	26.82	18.50	1.97	1.36	9.71	6.70	0.23	0.16	0.34	0.24
Underutilized:	3.47	No	0.00	No	0.00	No	0.00	No	0.97	Yes *	0.71	No	0.23	Yes *	0.34	Yes *
<b>Totals:</b>	192	133	81		21		48		2		10		0		0	

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule

## Attachment C

**Summary Analysis**  
**Analysis Data as of 01/01/2014**

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

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	11															
Current Utilization:	4	36.36	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	3.89	35.44	2.01	18.35	0.32	2.93	1.05	9.59	0.19	1.80	0.34	3.17	0.01	0.14	0.06	0.60
Underutilized:	0.00	No *	2.01	Yes *	0.32	Yes *	1.05	Yes *	0.19	Yes *	0.34	Yes *	0.01	Yes *	0.06	Yes *
2 - Professionals																
Employees:	740															
Current Utilization:	303	40.94	152	20.54	29	3.91	93	12.56	4	0.54	19	2.56	2	0.27	5	0.67
Class Goal:	279.64	37.79	160.13	21.64	29.45	3.98	95.09	12.85	4.95	0.67	21.09	2.85	1.40	0.19	5.99	0.81
Underutilized:	0.00	No	8.13	No	0.45	No	2.09	No	0.95	No *	2.09	No	0.00	No *	0.99	No *
3 - Technicians																
Employees:	29															
Current Utilization:	13	44.82	4	13.79	3	10.34	1	3.44	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	12.08	41.66	4.61	15.93	2.73	9.42	1.40	4.83	0.14	0.50	0.15	0.54	0.00	0.03	0.16	0.58
Underutilized:	0.00	No *	0.61	No *	0.00	No *	0.40	Yes *	0.14	Yes *	0.15	Yes *	0.00	Yes *	0.16	Yes *
4 - Protective Service																
Employees:	2															
Current Utilization:	1	50.00	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.76	38.18	0.56	28.26	0.16	8.28	0.22	11.14	0.04	2.41	0.09	4.55	0.01	0.67	0.02	1.18
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.22	Yes *	0.04	Yes *	0.09	Yes *	0.01	Yes *	0.02	Yes *
6 - Administrative Support																
Employees:	127															
Current Utilization:	102	80.31	49	38.58	18	14.17	16	12.59	2	1.57	9	7.08	1	0.78	3	2.36
Class Goal:	94.27	74.23	36.81	28.99	9.01	7.10	13.80	10.87	2.34	1.85	8.62	6.79	0.96	0.76	1.80	1.42
Underutilized:	0.00	No	0.00	No	0.00	No *	0.00	No	0.34	No *	0.00	No *	0.00	No *	0.00	No *
7 - Skilled Crafts																
Employees:	255															
Current Utilization:	22	8.62	54	21.17	16	6.27	12	4.70	7	2.74	12	4.70	1	0.39	6	2.35
Class Goal:	22.18	8.70	55.43	21.74	13.77	5.40	16.11	6.32	6.40	2.51	13.46	5.28	1.07	0.42	4.15	1.63
Underutilized:	0.18	No	1.43	No	0.00	No	4.11	No	0.00	No *	1.46	No	0.07	No *	0.00	No *

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule

Summary Analysis  
Analysis Data as of 01/01/2014

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

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
8 - Service Maintenance																
Employees:	253															
Current Utilization:	38	15.01	61	24.11	25	9.88	15	5.92	9	3.55	8	3.16	1	0.39	3	1.18
Class Goal:	35.31	13.96	72.71	28.74	24.66	9.75	16.49	6.52	7.23	2.86	19.98	7.90	1.21	0.48	2.68	1.06
Underutilized:	0.00	No	11.71	No	0.00	No	1.49	No	0.00	No *	11.98	Yes	0.21	No *	0.00	No *
<b>Totals:</b>	1,417	483	321		92		137		22		48		5		17	

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule



## Attachment C

**Summary Analysis**  
**Analysis Data as of 01/01/2014**

**Plan:** KING,0700 - KING COUNTY Dept. of Assessor's Office

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	7															
Current Utilization:	3	42.85	2	28.57	1	14.28	1	14.28	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.68	38.38	1.35	19.31	0.24	3.43	0.73	10.56	0.09	1.39	0.22	3.20	0.00	0.11	0.03	0.48
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.09	Yes *	0.22	Yes *	0.00	Yes *	0.03	Yes *
2 - Professionals																
Employees:	161															
Current Utilization:	67	41.61	37	22.98	6	3.72	21	13.04	2	1.24	4	2.48	1	0.62	3	1.86
Class Goal:	65.92	40.95	31.45	19.54	6.08	3.78	17.77	11.04	1.57	0.98	4.21	2.62	0.35	0.22	1.19	0.74
Underutilized:	0.00	No	0.00	No	0.08	No *	0.00	No	0.00	No *	0.21	No *	0.00	No *	0.00	No *
6 - Administrative Support																
Employees:	41															
Current Utilization:	31	75.60	20	48.78	8	19.51	11	26.82	1	2.43	0	0.00	0	0.00	0	0.00
Class Goal:	33.70	82.20	12.57	30.66	3.54	8.65	5.73	13.99	0.68	1.67	1.93	4.72	0.19	0.47	0.39	0.97
Underutilized:	2.70	No *	0.00	No *	0.00	No *	0.00	No *	0.00	No *	1.93	Yes *	0.19	Yes *	0.39	Yes *
<b>Totals:</b>	209	101	59		15		33		3		4		1		3	

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule

## Attachment C

**Summary Analysis**  
**Analysis Data as of 01/01/2014**

**Plan:** KING,0800 - KING COUNTY Dept. of Transportation

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
1 - Officials and Administrators																	
Employees:	11																
Current Utilization:	4	36.36	1	9.09	0	0.00	1	9.09	0	0.00	0	0.00	0	0.00	0	0.00	
Class Goal:	3.31	30.17	2.56	23.28	0.65	5.93	1.23	11.21	0.12	1.16	0.36	3.36	0.04	0.40	0.12	1.11	
Underutilized:	0.00	No *	1.56	Yes *	0.65	Yes *	0.23	No *	0.12	Yes *	0.36	Yes *	0.04	Yes *	0.12	Yes *	
2 - Professionals																	
Employees:	686																
Current Utilization:	261	38.04	193	28.13	63	9.18	89	12.97	8	1.16	21	3.06	2	0.29	10	1.45	
Class Goal:	255.74	37.28	177.46	25.87	46.92	6.84	89.38	13.03	7.13	1.04	21.54	3.14	1.78	0.26	8.16	1.19	
Underutilized:	0.00	No	0.00	No	0.00	No	0.38	No	0.00	No *	0.54	No	0.00	No *	0.00	No *	
3 - Technicians																	
Employees:	16																
Current Utilization:	3	18.75	4	25.00	1	6.25	2	12.50	0	0.00	0	0.00	0	0.00	1	6.25	
Class Goal:	6.66	41.63	3.71	23.19	1.10	6.90	1.09	6.84	0.40	2.50	0.46	2.91	0.00	0.00	0.63	3.97	
Underutilized:	3.66	Yes *	0.00	No *	0.10	No *	0.00	No *	0.40	Yes *	0.46	Yes *	0.00	No *	0.00	No *	
4 - Protective Service																	
Employees:	1																
Current Utilization:	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Class Goal:	0.56	56.77	0.17	17.90	0.03	3.06	0.10	10.48	0.02	2.04	0.02	2.30	0.00	0.00	0.00	0.00	
Underutilized:	0.56	Yes *	0.17	Yes *	0.03	Yes *	0.10	Yes *	0.02	Yes *	0.02	Yes *	0.00	No *	0.00	No *	
6 - Administrative Support																	
Employees:	241																
Current Utilization:	143	59.33	86	35.68	42	17.42	30	12.44	1	0.41	11	4.56	1	0.41	1	0.41	
Class Goal:	133.10	55.23	75.77	31.44	27.28	11.32	26.99	11.20	2.91	1.21	13.88	5.76	1.63	0.68	2.41	1.00	
Underutilized:	0.00	No	0.00	No	0.00	No	0.00	No	1.91	Yes *	2.88	No	0.63	Yes *	1.41	Yes *	
7 - Skilled Crafts																	
Employees:	794																
Current Utilization:	47	5.91	213	26.82	71	8.94	87	10.95	12	1.51	26	3.27	7	0.88	10	1.25	
Class Goal:	78.12	9.84	182.46	22.98	48.75	6.14	70.98	8.94	10.24	1.29	35.09	4.42	7.46	0.94	6.98	0.88	
Underutilized:	31.12	Yes	0.00	No	0.00	No	0.00	No	0.00	No	9.09	No	0.46	No *	0.00	No *	

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule

Attachment C

Summary Analysis  
Analysis Data as of 01/01/2014

Plan: KING,0800 - KING COUNTY Dept. of Transportation

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
8 - Service Maintenance																	
Employees:	3,172																
Current Utilization:		699 22.03		1,336 42.11		772 24.33		350 11.03		42 1.32		120 3.78		27 0.85		25 0.78	
Class Goal:		1,036.60 32.68		1,061.66 33.47		538.60 16.98		250.27 7.89		45.35 1.43		137.66 4.34		41.55 1.31		40.91 1.29	
Underutilized:		337.60 Yes		0.00 No		0.00 No		0.00 No		3.35 No		17.66 No		14.55 Yes		15.91 Yes	
<b>Totals:</b>	4,921	1,157	1,833		949		559		63		178		37		47		

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule

Attachment C

Summary Analysis  
Analysis Data as of 01/01/2014

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

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	11															
Current Utilization:	7	63.63	4	36.36	1	9.09	2	18.18	0	0.00	1	9.09	0	0.00	0	0.00
Class Goal:	7.41	67.44	3.66	33.28	0.93	8.54	1.72	15.68	0.06	0.61	0.85	7.80	0.00	0.00	0.06	0.61
Underutilized:	0.41	No *	0.00	No *	0.00	No *	0.00	No *	0.06	Yes *	0.00	No *	0.00	No *	0.06	Yes *
2 - Professionals																
Employees:	811															
Current Utilization:	578	71.27	245	30.20	65	8.01	107	13.19	10	1.23	53	6.53	0	0.00	10	1.23
Class Goal:	547.83	67.55	226.67	27.95	47.84	5.90	113.29	13.97	7.94	0.98	45.65	5.63	0.81	0.10	7.86	0.97
Underutilized:	0.00	No	0.00	No	0.00	No	6.29	No	0.00	No *	0.00	No	0.81	Yes *	0.00	No *
3 - Technicians																
Employees:	171															
Current Utilization:	105	61.40	50	29.23	13	7.60	15	8.77	1	0.58	20	11.69	0	0.00	1	0.58
Class Goal:	104.29	60.99	48.85	28.57	11.13	6.51	19.32	11.30	2.34	1.37	14.12	8.26	0.51	0.30	1.14	0.67
Underutilized:	0.00	No	0.00	No	0.00	No	4.32	No	1.34	Yes *	0.00	No	0.51	Yes *	0.14	No *
6 - Administrative Support																
Employees:	280															
Current Utilization:	222	79.28	149	53.21	38	13.57	60	21.42	3	1.07	42	15.00	3	1.07	3	1.07
Class Goal:	233.94	83.55	105.30	37.61	25.45	9.09	42.95	15.34	3.97	1.42	26.62	9.51	2.35	0.84	3.33	1.19
Underutilized:	11.94	No	0.00	No	0.00	No	0.00	No	0.97	Yes *	0.00	No	0.00	No *	0.33	No *
7 - Skilled Crafts																
Employees:	3															
Current Utilization:	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.63	54.49	1.16	38.74	0.28	9.49	0.50	16.86	0.02	0.77	0.30	10.16	0.02	0.71	0.02	0.71
Underutilized:	1.63	Yes *	1.16	Yes *	0.28	Yes *	0.50	Yes *	0.02	Yes *	0.30	Yes *	0.02	Yes *	0.02	Yes *
8 - Service Maintenance																
Employees:	85															
Current Utilization:	69	81.17	63	74.11	18	21.17	16	18.82	1	1.17	23	27.05	2	2.35	3	3.52
Class Goal:	73.10	86.00	43.11	50.72	14.06	16.55	12.63	14.87	1.09	1.29	11.74	13.82	1.28	1.51	2.21	2.60
Underutilized:	4.10	No	0.00	No	0.00	No	0.00	No	0.09	No *	0.00	No	0.00	No *	0.00	No *
<b>Totals:</b>	1,361	981	511		135		200		15		139		5		17	

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule

## Attachment C

**Summary Analysis**  
**Analysis Data as of 01/01/2014**

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

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
1 - Officials and Administrators																	
Employees:	4																
Current Utilization:	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Class Goal:	0.84	21.24	0.43	10.84	0.08	2.10	0.17	4.45	0.05	1.34	0.09	2.36	0.00	0.18	0.01	0.35	
Underutilized:	0.00	No *	0.43	Yes *	0.08	Yes *	0.17	Yes *	0.05	Yes *	0.09	Yes *	0.00	Yes *	0.01	Yes *	
2 - Professionals																	
Employees:	81																
Current Utilization:	55	67.90	16	19.75	4	4.93	8	9.87	0	0.00	3	3.70	0	0.00	1	1.23	
Class Goal:	50.28	62.08	17.64	21.78	4.09	5.06	9.12	11.26	0.25	0.32	3.00	3.71	0.06	0.08	1.00	1.24	
Underutilized:	0.00	No	1.64	No	0.09	No *	1.12	No *	0.25	Yes *	0.00	No *	0.06	Yes *	0.00	No *	
3 - Technicians																	
Employees:	65																
Current Utilization:	40	61.53	20	30.76	5	7.69	9	13.84	1	1.53	3	4.61	0	0.00	2	3.07	
Class Goal:	33.37	51.35	18.68	28.75	4.40	6.78	8.52	13.11	1.07	1.66	3.00	4.62	0.05	0.09	1.57	2.43	
Underutilized:	0.00	No	0.00	No	0.00	No *	0.00	No *	0.07	No *	0.00	No *	0.05	Yes *	0.00	No *	
4 - Protective Service																	
Employees:	685																
Current Utilization:	100	14.59	132	19.27	29	4.23	52	7.59	14	2.04	29	4.23	3	0.43	5	0.72	
Class Goal:	107.75	15.73	133.30	19.46	30.14	4.40	47.33	6.91	12.26	1.79	35.41	5.17	2.87	0.42	4.52	0.66	
Underutilized:	7.75	No	1.30	No	1.14	No	0.00	No	0.00	No	6.41	No	0.00	No *	0.00	No *	
6 - Administrative Support																	
Employees:	161																
Current Utilization:	133	82.60	39	24.22	7	4.34	21	13.04	1	0.62	8	4.96	2	1.24	0	0.00	
Class Goal:	124.50	77.33	39.09	24.28	8.61	5.35	17.59	10.93	2.43	1.51	7.26	4.51	1.27	0.79	1.70	1.06	
Underutilized:	0.00	No	0.09	No	1.61	No *	0.00	No	1.43	Yes *	0.00	No *	0.00	No *	1.70	Yes *	
<b>Totals:</b>	996	329	207		45		90		16		43		5		8		

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule

## Attachment C

**Summary Analysis**  
**Analysis Data as of 01/01/2014**

**Plan:** KING,1200 - KING COUNTY King County Information Technology

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	5															
Current Utilization:	2	40.00	1	20.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.75	35.18	0.97	19.50	0.10	2.04	0.57	11.56	0.11	2.24	0.14	2.96	0.00	0.08	0.02	0.53
Underutilized:	0.00	No *	0.00	No *	0.10	Yes *	0.00	No *	0.11	Yes *	0.14	Yes *	0.00	Yes *	0.02	Yes *
2 - Professionals																
Employees:	373															
Current Utilization:	129	34.58	119	31.90	36	9.65	68	18.23	4	1.07	8	2.14	1	0.26	2	0.53
Class Goal:	96.27	25.81	102.61	27.51	11.41	3.06	71.57	19.19	3.17	0.85	11.07	2.97	1.08	0.29	2.98	0.80
Underutilized:	0.00	No	0.00	No	0.00	No	3.57	No	0.00	No *	3.07	No	0.08	No *	0.98	Yes *
3 - Technicians																
Employees:	26															
Current Utilization:	7	26.92	10	38.46	4	15.38	4	15.38	0	0.00	2	7.69	0	0.00	0	0.00
Class Goal:	9.13	35.14	7.14	27.48	1.08	4.17	4.88	18.78	0.20	0.78	0.59	2.30	0.12	0.48	0.22	0.86
Underutilized:	2.13	Yes *	0.00	No *	0.00	No *	0.88	No *	0.20	Yes *	0.00	No *	0.12	Yes *	0.22	Yes *
6 - Administrative Support																
Employees:	6															
Current Utilization:	6	100.00	3	50.00	2	33.33	1	16.66	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	5.03	83.98	1.33	22.29	0.25	4.32	0.56	9.34	0.10	1.83	0.27	4.58	0.04	0.78	0.07	1.31
Underutilized:	0.00	No *	0.00	No *	0.00	No *	0.00	No *	0.10	Yes *	0.27	Yes *	0.04	Yes *	0.07	Yes *
7 - Skilled Crafts																
Employees:	11															
Current Utilization:	0	0.00	3	27.27	2	18.18	1	9.09	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.04	0.43	1.18	10.81	0.01	0.10	1.06	9.67	0.01	0.18	0.08	0.78	0.00	0.02	0.00	0.04
Underutilized:	0.04	Yes *	0.00	No *	0.00	No *	0.06	No *	0.01	Yes *	0.08	Yes *	0.00	Yes *	0.00	Yes *
<b>Totals:</b>	421	144	136		44		75		4		10		1		2	

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule

Attachment C

Summary Analysis  
Analysis Data as of 01/01/2014

Plan: KING,1300 - KING COUNTY Dept. of Public Defense

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 - Officials and Administrators																
Employees:	4															
Current Utilization:	3	75.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.99	24.82	0.54	13.73	0.10	2.64	0.28	7.22	0.04	1.02	0.08	2.20	0.00	0.08	0.02	0.50
Underutilized:	0.00	No *	0.54	Yes *	0.10	Yes *	0.28	Yes *	0.04	Yes *	0.08	Yes *	0.00	Yes *	0.02	Yes *
2 - Professionals																
Employees:	84															
Current Utilization:	57	67.85	35	41.66	8	9.52	9	10.71	1	1.19	7	8.33	0	0.00	10	11.90
Class Goal:	39.79	47.37	15.85	18.88	3.93	4.69	6.81	8.11	1.24	1.48	2.76	3.29	0.07	0.09	0.68	0.81
Underutilized:	0.00	No	0.00	No	0.00	No *	0.00	No *	0.24	No *	0.00	No *	0.07	Yes *	0.00	No *
6 - Administrative Support																
Employees:	26															
Current Utilization:	18	69.23	10	38.46	3	11.53	0	0.00	1	3.84	4	15.38	1	3.84	1	3.84
Class Goal:	22.05	84.83	5.15	19.84	0.99	3.83	2.19	8.46	0.30	1.18	1.14	4.42	0.12	0.47	0.32	1.26
Underutilized:	4.05	No *	0.00	No *	0.00	No *	2.19	Yes *	0.00	No *	0.00	No *	0.00	No *	0.00	No *
<b>Totals:</b>	114	78	45		11		9		2		11		1		11	

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule

## Attachment C

**Summary Analysis**  
**Analysis Data as of 01/01/2014**

**Plan:** KING,9700 - KING COUNTY King County Elections

Job Group	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2 - Professionals																
Employees:	30															
Current Utilization:	18	60.00	9	30.00	3	10.00	2	6.66	1	3.33	2	6.66	0	0.00	1	3.33
Class Goal:	16.33	54.45	8.44	28.15	2.32	7.75	3.15	10.53	0.64	2.15	1.56	5.20	0.02	0.07	0.68	2.29
Underutilized:	0.00	No *	0.00	No *	0.00	No *	1.15	Yes *	0.00	No *	0.00	No *	0.02	Yes *	0.00	No *
3 - Technicians																
Employees:	3															
Current Utilization:	0	0.00	1	33.33	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.05	35.20	0.88	29.58	0.12	4.27	0.64	21.39	0.01	0.48	0.06	2.20	0.00	0.30	0.02	0.91
Underutilized:	1.05	Yes *	0.00	No *	0.12	Yes *	0.00	No *	0.01	Yes *	0.06	Yes *	0.00	Yes *	0.02	Yes *
6 - Administrative Support																
Employees:	39															
Current Utilization:	28	71.79	12	30.76	4	10.25	7	17.94	0	0.00	1	2.56	0	0.00	0	0.00
Class Goal:	31.01	79.53	10.56	27.08	3.14	8.06	5.62	14.43	0.24	0.62	1.23	3.17	0.06	0.17	0.21	0.54
Underutilized:	3.01	No *	0.00	No *	0.00	No *	0.00	No *	0.24	Yes *	0.23	No *	0.06	Yes *	0.21	Yes *
<b>Totals:</b>	72	46	22		7		10		1		3		0		1	

\* Small group identified by Rule of Nine; Alternate test selected is 80% Rule