

<b>WAB’s 2015 Recommendations and Specific Actions for Wage Equity &amp; Family Friendly Policies<sup>1</sup></b> <i>Submitted to Executive &amp; Council on Jan 23, 2015</i>	<b>Executive’s Work Plan to Implement WAB’s 2015 Recommendations &amp; Specific Actions<sup>2</sup></b> <i>Required by Motion 14334 &amp; Transmitted to Council on Sept 7, 2015</i>	<b>Implementation Status/Actions Taken</b> <i>See progress reports transmitted to Council in 2017, 2018, and 2019 for more detail<sup>3</sup></i>																								
<p><b>1. Create a public/private compact pledging to end the wage gap and encourage family friendly workplaces.</b></p>	<p><b>Measure for Recommendation 1:</b></p> <ul style="list-style-type: none"> <li>Number of companies making the pledge to the 100% Talent Initiative. The work plan states 100% Talent aimed to have 500 companies pledge to help close the gender wage gap.</li> </ul>	<p><b>Results Reported for Recommendation 1 Measure:</b></p> <ul style="list-style-type: none"> <li>According to the 2019 progress report, 100% Talent transitioned from a countywide to a statewide initiative and had more than 88 employers signed on (representing a local workforce of more than 2,316,850 people). Executive staff recently shared that the 100% Talent Initiative is now The Employer Circle, in partnership with The Riveter, and additional employers have signed on. Executive staff believe this work may currently be on pause due to the pandemic.</li> </ul>																								
<p><i>Specific Actions:</i></p> <p>a. Create a committee to develop a Compact for King County similar to that of Boston’s. The King County version should also include a goal for signing on King County based companies committed to implementing the measures outlined in the compact, and offer reasonable incentives to those businesses that join the effort. Based on our research, the King County Compact would likely include many of the WAB’s following recommendations.</p>	<p><i>Implementation Steps:</i></p> <ul style="list-style-type: none"> <li>King County plans to sign onto the 100% Talent, A Gender Equity Initiative for King County as an early sponsor (by September 2015). 100% Talent was originally launched by the Women’s Funding Alliance and the Seattle Metropolitan Chamber of Commerce.</li> </ul>	<p><i>Results Reported:</i></p> <ul style="list-style-type: none"> <li>Council passed Motion 14456, supporting the 100% Talent Initiative.<sup>4</sup></li> <li>King County signed on to 100% Talent as a founding signatory. The 2019 progress report stated King County renewed its pledge to remain a founding signatory through 2021.</li> <li>King County continues to resource and advocate for the compact.</li> <li>King County has actively participated in 100% Talent activities, including the annual Wage Gap Summit.</li> </ul>																								
<p><b>2. Promote and encourage employees regardless of gender to take family leave by creating incentives for employees at higher levels to both role model this and to create a work environment where taking family leave is acceptable.</b></p>	<p><b>Measures for Recommendation 2:</b></p> <ul style="list-style-type: none"> <li>FML usage by gender</li> <li>Paid parental leave usage by gender (no data until implemented)</li> <li>Work plan noted that tracking FML data varies across departments and divisions. Will work with system partners to identify other mechanisms to track leave.</li> </ul>	<p><b>Results Reported for Recommendation 2 Measures:</b></p> <ul style="list-style-type: none"> <li>FML/KCFML usage was reported. The 2019 progress report states the gender proportion of employees taking FML/KCFML is close to the gender proportion of the County’s total employee population (60% male, 40% female).</li> </ul> <table border="1" data-bbox="1798 1101 2292 1323"> <thead> <tr> <th colspan="4">FML/KCFML Usage by Gender</th> </tr> <tr> <th></th> <th>Total</th> <th>Female</th> <th>Male</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>3,340</td> <td>1,436</td> <td>1,904</td> </tr> <tr> <td>2017</td> <td>3,251</td> <td>1,389</td> <td>1,862</td> </tr> <tr> <td>2016</td> <td>3,122</td> <td>1,397</td> <td>1,723</td> </tr> <tr> <td>2015</td> <td>3,014</td> <td>1,325</td> <td>1,688</td> </tr> </tbody> </table>	FML/KCFML Usage by Gender					Total	Female	Male	2018	3,340	1,436	1,904	2017	3,251	1,389	1,862	2016	3,122	1,397	1,723	2015	3,014	1,325	1,688
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<sup>1</sup> Women’s Advisory Board’s [2015 Recommendations on Improving Wage Equity and Family Friendly Workplace Policies](#)

<sup>2</sup> Work plan required by [Motion 14334](#); [2015-RPT0138](#) and [2015-B0144](#)

<sup>3</sup> Progress Reports required by Motion 14334: [2017-RPT0138](#), [2018-RPT0115](#), and [2019-RPT0115](#). See also [2017-B0219](#).

<sup>4</sup> [Motion 14456](#)

		<ul style="list-style-type: none"> <li>• Paid Parental Leave usage was also reported.<sup>5</sup> As of the 2019 progress report: <table border="1" data-bbox="1798 168 2220 427"> <thead> <tr> <th colspan="4">Paid Parental Leave Granted by Gender</th> </tr> <tr> <th></th> <th>Total</th> <th>Female</th> <th>Male</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>300</td> <td>108</td> <td>192</td> </tr> <tr> <td>2017</td> <td>243</td> <td>85</td> <td>158</td> </tr> <tr> <td>2016 (pilot)</td> <td>244</td> <td>88</td> <td>156</td> </tr> </tbody> </table> </li> <li>• Department of Human Resources (DHR)<sup>6</sup> reports ongoing challenges to collecting FML/KCFML data. DHR has implemented several PeopleSoft system improvements including: <ul style="list-style-type: none"> <li>○ Streamlined time reporting codes</li> <li>○ Created specific paid parental leave codes to better track leave</li> <li>○ Ongoing cleaning of old leave tracking queries</li> <li>○ Provide annual training to supervisors and human resources personnel</li> </ul> </li> </ul>	Paid Parental Leave Granted by Gender					Total	Female	Male	2018	300	108	192	2017	243	85	158	2016 (pilot)	244	88	156
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<p><i>Specific Actions:</i></p> <p>a. Promote awareness among all employees in King County, including King County employees, that family leave is available for both men and women under the Federal Family and the Washington State Family Leave Act and state laws</p>	<p><i>Implementations Steps:</i></p> <ul style="list-style-type: none"> <li>• Currently communicate regularly to employees regarding FML; hired new staff on Safety and Claims team dedicated to helping employees navigate the leave process and understand what’s available</li> <li>• Additional communication will occur as part of implementing new parental leave policy</li> </ul>	<p><i>Results Reported:</i></p> <ul style="list-style-type: none"> <li>• As of the 2019 progress report, King County has two full-time leave and absence administrators who assist employees in understanding what leaves are available</li> <li>• Employee education tools include an Employee Leave Guide, a paid parental leave calculator, procedures, and a redesigned leave administration website to enhance ease of use</li> <li>• Tailored trainings in leave administration offered to employees</li> <li>• Communication to all employees via KC Web (intranet) and <i>Employee News</i> articles</li> </ul>																				
<p>b. Offer paid family leave to King County employees and encourage King County based employers to offer paid family leave as well</p>	<p><i>Implementations Steps:</i></p> <ul style="list-style-type: none"> <li>• Parental leave cost/benefit analysis to Council</li> <li>• Legislation and implementation plan to Council</li> <li>• More analysis needed for other types of family leave</li> </ul>	<p><i>Results Reported:</i></p> <ul style="list-style-type: none"> <li>• King County passed legislation on November 15, 2016, making paid parental leave an ongoing benefit effective January 1, 2017</li> <li>• May 2018 approval of Master Labor Agreement, which includes standardization of paid parental leave</li> <li>• King County supported adoption of the 2018 Washington State Paid Family and Medical Leave law</li> </ul>																				

<sup>5</sup> For additional details and information, see the [Paid Parental Leave Pilot Program Usage and Cost Reporting](#) submitted to King County Council on April 1, 2019

<sup>6</sup> The Human Resources Division, previously housed in the Department of Executive Services, was reorganized as the Department of Human Resources in 2018 by [Ordinance 18793](#).

<p>c. Through public-private partnerships actively encourage male employees working for and in King County to take family leave upon birth or adoption of a child, and when family members of any age are ill and need care. Encourage and offer reasonable incentives to King County employers who provide and promote family leave for both their male and female employees.</p>	<p><i>Implementations Steps:</i></p> <ul style="list-style-type: none"> <li>Plan to advance broader regional approach through the 100% Talent Initiative</li> </ul>	<p><i>Results Reported:</i></p> <ul style="list-style-type: none"> <li>Progress reports remarks “100% Talent is currently working to collect baseline data on the number of signatories that offer parental and family leave, and whether there is gender equity in the offering and usage.”</li> <li>As for King County employees, the 2019 progress report states: “During 2018, 64% of the 300 paid parental leave participants were male (192), whereas females comprised 36% (108) of those participating.”</li> </ul>																		
<p>d. Incentivize Executives, Directors, Managers, and other people in leadership positions to encourage employees to take family leave and develop flexible opportunities to enable coming back to work a viable possibility. Leaders should let the employees know they are valued in their jobs, with the hope that the employee will return to work after leave is finished. Leaders are encouraged to set an example for their employees and take leave themselves.</p>	<p><i>Implementations Steps:</i></p> <ul style="list-style-type: none"> <li>As part of paid parental leave implementation, the Human Resources Division (HRD) will work with the County’s departments and divisions to figure out the most effective ways to prioritize flexible return-to-work options (as it will vary by the type of work and line of business)</li> </ul>	<p><i>Results Reported:</i></p> <ul style="list-style-type: none"> <li>HRD routinely promotes paid parental leave usage for all employees and supports flexible return-to-work options where possible. To further increase flexibility, paid parental leave can be used all at once (continuously) or on a part-time (intermittent) basis during the 12 months following the qualifying event.</li> </ul>																		
<p><b>3. Offer and promote workplace flexibility. Encourage options such as job sharing, telecommuting, time-shifting and expand part- time employment opportunities to higher level jobs.</b></p>	<p><b>Measures for Recommendation 3:</b></p> <ul style="list-style-type: none"> <li>Number of part-time employees at King County</li> <li>Percentage of employees interested in part-time work by field, line of business, and gender</li> <li>Percentage of exit survey participants who would have considered remaining at the County if part-time work were available</li> </ul>	<p><b>Results Reported for Recommendation 3 Measures:</b></p> <ul style="list-style-type: none"> <li>Progress reports provided percentage of female and male employees who work part-time:</li> </ul> <table border="1" data-bbox="1822 850 2322 1110"> <thead> <tr> <th colspan="3">% of Female and Male Employees Who Work Part-Time</th> </tr> <tr> <th></th> <th>Females</th> <th>Males</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>15.05%</td> <td>13.13%</td> </tr> <tr> <td>2017</td> <td>14.95%</td> <td>12.85%</td> </tr> <tr> <td>2016</td> <td>19%</td> <td>19%</td> </tr> <tr> <td>2015</td> <td>21%</td> <td>20%</td> </tr> </tbody> </table> <ul style="list-style-type: none"> <li>Progress reports did not provide information on percentage of employees interested in part-time work by field, line of business, and gender. The 2017 report states that, based on employee surveys, HRD determined the availability of part-time work is not a key driver of employee engagement countywide. The 2018 and 2019 progress reports state that the preference for part-time work is not tracked.</li> <li>Similarly, progress reports do not provide a percentage of exit survey participants who would have considered remaining at the County if part-time work were available. The 2018 and 2019 progress reports state exit surveys in the County are not standardized.</li> </ul>	% of Female and Male Employees Who Work Part-Time				Females	Males	2018	15.05%	13.13%	2017	14.95%	12.85%	2016	19%	19%	2015	21%	20%
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<p><i>Specific Actions:</i></p> <p>a. King County should change its current policy, which encourages only full-time employment. See Performance Audit of Part-Time Employment in King County, May 7, 2014.<sup>7</sup></p>	<p><i>Implementations Steps:</i></p> <ul style="list-style-type: none"> <li>• Potentially requires a charter change</li> <li>• In the process of collecting additional data on use of and interest in part-time employment at the County (i.e., questions in all employee and exit surveys) per audit follow-up plan</li> <li>• Added in the 2019 progress report: May potentially require a code change to address the cost of providing benefits to part-time employees to make it more affordable for departments</li> </ul>	<p><i>Results Reported:</i></p> <ul style="list-style-type: none"> <li>• The 2017 report mentioned a year-long part-time employment pilot that Public Health completed in their Community Health Services division. The pilot resulted in Public Health leadership instituting an ongoing part-time employment program.</li> <li>• The 2017 and 2018 progress reports state that, based on employee surveys, HRD determined the availability of part-time work is not a key driver of employee engagement countywide. However, HRD will continue to address the possibility of part-time work, where there are pockets of interest via the annual employee engagement survey. The 2017 report also mentioned an improved exit interview process as a possible method for identifying pockets of interest in part-time work.</li> <li>• The 2019 progress report states the County is offering part-time work where feasible and that the preference for part-time work is not tracked and exit surveys in the County are not standardized.</li> </ul>
<p>b. Adopt uniform policies to encourage part-time employment and job sharing. In particular, King County should offer job-sharing opportunities in higher-level positions—not just administrative work.</p>	<p><i>Implementations Steps:</i></p> <ul style="list-style-type: none"> <li>• Potentially requires a charter change</li> <li>• Additional research planned in order to better understand best practices and options for part-time work across different lines of business, specifically shift work</li> </ul>	<p><i>Results Reported:</i></p> <ul style="list-style-type: none"> <li>• Every progress report says “see status above” -- referring the reader to the status for the previous specific action “King County should change its current policy, which encourages only full-time employment”</li> </ul>
<p>c. Offer and encourage flexible hours to both male and female employees, which will allow both moms and dads to accommodate childcare needs (i.e., pick up and drop off for childcare)</p>	<p><i>Implementations Steps:</i></p> <ul style="list-style-type: none"> <li>• Already have a robust use of flexible schedules in some lines of business</li> <li>• Roundtable discussions with HR managers regarding options for service areas not currently employing flexible schedules</li> <li>• Additional research planned in order to understand best practices for some service areas</li> </ul>	<p><i>Results Reported:</i></p> <ul style="list-style-type: none"> <li>• King County’s alternative work schedules policy encourages the use of alternative work schedules. It is encouraged in order to reduce traffic congestion, extend office hours to improve public accessibility to County services, and to help employees accommodate both personal and professional responsibilities.</li> <li>• The 2019 progress report mentions that a one-year pilot program allowing eligible employees to bring their new infants to work launched in January 2019.</li> </ul>

<sup>7</sup> [Performance Audit of Part-Time Employment in King County](#)

<p>d. Encourage telecommuting when possible and adopt a results-oriented evaluation of employees.</p>	<p><i>Implementations Steps:</i></p> <ul style="list-style-type: none"> <li>• Already have robust telecommute options in some lines of business</li> <li>• Roundtable discussions with HR managers regarding options for service areas not currently employing telecommute options</li> </ul>	<p><i>Results Reported:</i></p> <ul style="list-style-type: none"> <li>• King County supports telecommuting as an alternative work arrangement and allows supervisors to implement telecommuting arrangements, where appropriate, for eligible employees. The County encourages telecommuting to attract and retain a diverse and talented workforce, reduce costs, encourage affordable traffic mitigation, improve productivity among employees, and better address work and family demands.</li> <li>• Prior restrictions on having dependents present during the workday have been removed and instead the focus is on balancing the expectation of productive work with personal or household responsibilities during the telecommuting workday<sup>8</sup></li> <li>• King County Metro’s “WorkSmart” program promotes telework consulting services to County area businesses</li> <li>• The County’s Human Resources Division (HRD) began using “WorkSmart” materials to standardize and expand telework use in HRD</li> <li>• HRD plans a review of both the telework and alternative work schedule policies in 2019</li> </ul>
<p>e. Promote awareness of these polices and encourage participation.</p>	<p><i>Implementations Steps:</i></p> <ul style="list-style-type: none"> <li>• Communications will vary by service area</li> </ul>	<p><i>Results Reported:</i></p> <ul style="list-style-type: none"> <li>• In addition to individual agency communications, employees considering teleworking may learn to do so through a Metro created webpage<sup>9</sup>, which includes resources for assessing fit for telework, manager resources, IT support, and more</li> </ul>
<p><b>4. Achieve wage transparency</b></p>	<p><b>Measures for Recommendation 4:</b></p> <ul style="list-style-type: none"> <li>• Number of 100% Talent companies who are reviewing, analyzing, and potentially sharing their own internal wage data</li> <li>• Note, King County’s compensation data, as an employer, is already public record and the County has been actively disaggregating and analyzing that data by race and gender for several years.</li> </ul>	<p><b>Results Reported for Recommendation 4 Measure:</b></p> <ul style="list-style-type: none"> <li>• Although this was an initial goal of 100% Talent, it has been changed based on feedback from signatories regarding the need, from a legal perspective, to keep such data private. According to the 2019 progress report, this change in approach to sharing wage data has been instrumental in getting companies to sign onto the 100% Talent Initiative. 100% Talent has changed the focus on changing the systemic factors that contribute to the gender pay gap (organizational culture, diverse hiring practices, negotiations, performance evaluations, workplace flexibility, parental leave, and representation of women in senior roles).</li> </ul>

<sup>8</sup> Reported in [Proposed Motion 2012-0212](#)

<sup>9</sup> [Telework - King County](#)

		<ul style="list-style-type: none"> <li>King County supported changes to the WA Equal Pay and Opportunity Act in 2018, which eliminated employers’ ability to rely on pay history to justify pay differences between men and women and prohibits policies that require employees to keep wages confidential.</li> </ul>
<p><i>Specific Actions:</i></p> <p>a. Encourage and offer incentives to employers in King County who eliminate policies which prohibit employees from sharing their salaries or hourly wages with their coworkers</p>	<p><i>Implementations Steps:</i></p> <ul style="list-style-type: none"> <li>Working through 100% Talent Initiative, King County plans to encourage pledging companies to eliminate these policies</li> </ul>	<p><i>Results Reported:</i></p> <ul style="list-style-type: none"> <li>This has been achieved. King County supported changes to WA Equal Pay and Opportunity Act in 2018, which eliminated employers’ ability to rely on pay history to justify pay differences between men and women and prohibits policies that require employees to keep wages confidential</li> </ul>
<p>b. Encourage and offer incentives to employers in King County who share rates of pay and salary ranges for current positions with their employees</p>	<p><i>Implementations Steps:</i></p> <ul style="list-style-type: none"> <li>Working through the 100% Talent Initiative, King County has proposed offering consulting support to other pledging organizations including help with data analysis, benchmarking, and communication</li> </ul>	<p><i>Results Reported:</i></p> <ul style="list-style-type: none"> <li>King County has provided best practices to other employers via 100% Talent and has participated in numerous roundtables with various employers</li> </ul>
<p><b>5. Eliminate conscious and unconscious gender bias in hiring and in the workplace</b></p>	<p><b>Measures for Recommendation 5:</b></p> <ul style="list-style-type: none"> <li>Number of 100% Talent members trained on implicit bias</li> </ul>	<p><b>Results Reported for Recommendation 5 Measure:</b></p> <ul style="list-style-type: none"> <li>The 2017 progress report states HRD provided implicit bias training to 110 participants at the Seattle Metropolitan Chamber of Commerce’s January 2017 Women in Business and Leadership Initiative – a key partner of the 100% Talent in initiative. Following progress reports indicate that the County continues to offer anti-bias trainings to 100% Talent signatories free-of-charge.</li> </ul>
<p><i>Specific Actions:</i></p> <p>a. Encourage employers in King County to provide education and training to their hiring managers on how to recognize and eradicate gender discrimination in hiring practices, including discrimination against women with children, which is often unconscious and overlooked.</p>	<p><i>Implementations Steps:</i></p> <ul style="list-style-type: none"> <li>As a member of 100% Talent, King County plans to provide implicit bias training to interested initiative partners</li> </ul>	<p><i>Results Reported:</i></p> <ul style="list-style-type: none"> <li>As part of King County’s commitment to equity and social justice, we require all interview panelists to view King County’s implicit bias training video prior to an interview<sup>10</sup></li> <li>HRD implemented the “Hiring an Excellent Workforce Toolkit,” which provides guidance on how to recruit, hire, onboard, and retain racially diverse and culturally responsive candidates for county agencies. The toolkit incorporates Equal Employment and Equity and Social Justice principles and practices.</li> <li>Quarterly, Transit holds two-hour mandatory anti-bias trainings for interview panelists and interested staff</li> </ul>

<sup>10</sup> [Implicit bias training video](#)

		<ul style="list-style-type: none"> <li>As a member of 100% Talent, King County provided implicit bias training to 110 interested initiative partners and continues to offer to provide anti-bias training to 100% Talent signatories free-of-charge to help them meet their commitment to best practice #15 “Help evaluators and hiring managers overcome bias”</li> </ul>
b. Encourage and offer incentives to employers in King County to institute changes in hiring practices that include gender-blind applicant screening and diversity goals	<p><i>Implementations Steps:</i></p> <ul style="list-style-type: none"> <li>Working through the 100% Talent Initiative, King County plans to encourage pledging companies to institute changes in hiring practices</li> </ul>	<p><i>Results Reported:</i></p> <ul style="list-style-type: none"> <li>As a 100% Talent participant, King County encourages other companies to institute changes in hiring practices</li> </ul>
c. Encourage employers in King County to reevaluate pay for new hires based on objective criteria that rates the value of the work rather than history of pay for traditionally female jobs and the individual female applicants being considered	<p><i>Implementations Steps:</i></p> <ul style="list-style-type: none"> <li>Working through the 100% Talent Initiative, King County plans to encourage pledging companies to institute changes in their compensation approach</li> </ul>	<p><i>Results Reported:</i></p> <ul style="list-style-type: none"> <li>As a 100% Talent participant, King County encourages other companies to institute changes to their compensation philosophies.</li> <li>In 2018, King County adopted new guidelines when hiring and/or promoting employees to address gender wage gap concerns. For instance, King County no longer asks for applicants’ pay history and encourages hiring managers to set pay rates based on the value of the work. Also, current and/or prior salary as a justification for a step placement is no longer in use.</li> </ul>
d. King County, as an employer, should provide the same policies and sanctions for other workplace discrimination to gender discrimination and harassment. It should encourage employers in King County to do the same.	<p><i>Implementations Steps:</i></p> <ul style="list-style-type: none"> <li>King County’s non-discrimination policy is the same for many different protected classes, including gender</li> </ul>	<p><i>Results Reported:</i></p> <ul style="list-style-type: none"> <li>King County’s non-discrimination policy is the same for many different protected classes, including gender</li> <li>The 2019 progress report added that King County issued a non-discrimination and anti-harassment policy, which attempts to prevent harassment and discrimination from occurring by treating it as misconduct even if it doesn’t rise to the legal level of discrimination or harassment</li> </ul>
<b>6. Provide access to affordable childcare</b>	<p><b>Measures for Recommendation 6:</b></p> <ul style="list-style-type: none"> <li>The original work plan and the 2017 and 2018 progress reports indicate the outcome or measure was to-be-determined. The 2019 progress report states the outcome or measure is “viability of adoption of an ongoing Infants at Work program and other childcare benefits.”</li> </ul>	<p><b>Results Reported for Recommendation 6 Measure:</b></p> <ul style="list-style-type: none"> <li>King County actively participates in the statewide 100% Talent Initiative. The initiative’s published best practices include offering onsite or subsidized childcare, childcare referrals or backup childcare.</li> <li>King County offers Making Life Easier (MLE), a free program that offers personal legal, financial, and other consultation services to King County employees, their dependents and anyone living in their household. A core service of MLE is childcare consultation and referral.</li> </ul>

		<ul style="list-style-type: none"> <li>• According to the 2019 progress report, King County is partnering with the Coalition of Unions (Joint Task Force) to study options for a possible childcare benefit program for employees, including the possibility of a childcare voucher program. It also references a year-long Infants at Work pilot program underway.</li> <li>• King County has implemented a COVID-19 childcare reimbursement program for the 2020-2021 school year to reimburse parents for childcare or tutoring for children age 12 or younger and children 13 or older with documented special needs. As of March 29, 2021, the program had reimbursed employees more than \$2.1 million. The county is in active negotiations with the Coalition of Unions around the future state of a childcare reimbursement program.<sup>11</sup></li> </ul>
<p><i>Specific Actions:</i></p> <p>a. King County should provide on-site and/or subsidized childcare for its employees.</p>	<p><i>Implementations Steps:</i></p> <ul style="list-style-type: none"> <li>• Will require additional research and market analysis</li> <li>• Potential option of a childcare benefit to be included in Total Compensation conversations with labor partners under Best Run Government project</li> </ul>	<p><i>Results Reported:</i></p> <ul style="list-style-type: none"> <li>• King County previously looked at providing childcare as a benefit to employees. However, the cost of acquiring a site and meeting state regulations, which are very restrictive and demanding, made the enterprise not economically feasible for either the County or employees. Thus, county-sponsored childcare never came to fruition.</li> <li>• King County offers Making Life Easier (MLE), a free program that offers personal legal, financial, and other consultation services to King County employees, their dependents and anyone living in their household. A core service of MLE is childcare consultation and referral.</li> <li>• According to the 2019 progress report, King County is partnering with the Coalition of Unions (Joint Task Force) to study options for a possible childcare benefit program for employees, including the possibility of a childcare voucher program.</li> </ul>
<p>b. Encourage and offer incentives to employers in King County who provide and offer on-site childcare or subsidize childcare for their employees</p>	<p><i>Implementations Steps:</i></p> <ul style="list-style-type: none"> <li>• Working through the 100% Talent Initiative, King County plans to participate in a regional conversation about how to provide more affordable childcare to working parents</li> <li>• Added in the 2019 progress report: Working through the 100% Talent Initiative and the annual Wage Gap Summits, King County will share results from Joint Task Force research and programs such as the Infants at</li> </ul>	<p><i>Results Reported:</i></p> <ul style="list-style-type: none"> <li>• King County actively participates in the statewide 100% Talent Initiative. The initiative’s published best practices include offering onsite or subsidized childcare, childcare referrals, or backup childcare.</li> <li>• The 2017 and 2018 progress reports point to an additional set of recommendations being prepared by the Women’s Advisory Board on the acceptability and affordability of childcare for families living in King</li> </ul>

<sup>11</sup> Reported in [Proposed Motion 2012-0212](#)



	<p>Work pilot about how to provide more affordable childcare to working parents</p>	<p>County.<sup>12</sup> These progress reports also list relevant information gathered to date.</p> <ul style="list-style-type: none"> <li>The 2019 progress report states the Joint Task Force is studying options of a multi-employer childcare voucher program. It also reports that in January 2019, King County implemented a year-long Infants at Work pilot program in King County Elections. The pilot allows eligible employees to bring their infants to work.</li> </ul>									
<p><b>7. Increase representation of women in traditionally "male" fields</b></p>	<p><b>Measures for Recommendation 7:</b></p> <ul style="list-style-type: none"> <li>Percentage of women in County lines of business that are "traditionally male" fields</li> </ul>	<p><b>Results Reported for Recommendation 7 Measure:</b></p> <ul style="list-style-type: none"> <li>According to the 2019 progress report, the percentage of female employees that are in "traditionally male" job categories has remained fairly static since 2012; however, the number of female employees in those categories has increased significantly. See table below.</li> </ul> <table border="1" data-bbox="1690 634 2502 805"> <thead> <tr> <th data-bbox="1690 634 2241 708">Female employees in "traditionally male" jobs</th> <th data-bbox="2241 634 2376 708">2012, Q1</th> <th data-bbox="2376 634 2502 708">2019, Q2</th> </tr> </thead> <tbody> <tr> <td data-bbox="1690 708 2241 753">Total number of female employees</td> <td data-bbox="2241 708 2376 753">901</td> <td data-bbox="2376 708 2502 753">1,527</td> </tr> <tr> <td data-bbox="1690 753 2241 805">Total percentage of female employees</td> <td data-bbox="2241 753 2376 805">20.78%</td> <td data-bbox="2376 753 2502 805">20.26%</td> </tr> </tbody> </table> <p>See progress reports for more detailed graphs on the four "traditionally male" Equal Employment Opportunity categories at King County: technicians, skills crafts, service maintenance, and protected services.</p>	Female employees in "traditionally male" jobs	2012, Q1	2019, Q2	Total number of female employees	901	1,527	Total percentage of female employees	20.78%	20.26%
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<p><i>Specific Actions:</i></p> <p>a. King County should work to inform and recruit female candidates for its own apprenticeship opportunities and make a conscious effort to achieve a certain number of female candidates. King County should also encourage or offer incentives to King County employers in traditionally male fields to create similar apprenticeship programs and recruit female apprentices.</p>	<p><i>Implementations Steps:</i></p> <ul style="list-style-type: none"> <li>Continue work in transit vehicle maintenance to encourage more women to enter the field</li> <li>Meeting with the Joint Crafts Council (JCC) to create a plan to increase the number of women in the trades</li> <li>Continuing to research how to implement efforts across the County</li> </ul>	<p><i>Results Reported:</i></p> <ul style="list-style-type: none"> <li>Participation in the annual Washington Women in Trades Career Fair</li> <li>Metro's apprenticeship program development across multiple divisions</li> <li>Conducted outreach sessions for Metro employees to learn about upcoming apprenticeship recruitments</li> <li>Fall 2019: planned leadership gathering with labor partners to discuss apprenticeship opportunities</li> </ul> <p>See the 2017 and 2018 progress reports for additional details. The above results are from the most recent progress report in 2019.</p>									

<sup>12</sup> Women's Advisory Board's [2018 recommendations on childcare access and affordability](#)

<p>b. Encourage and offer incentives to King County employers in traditionally male fields to recruit and hire female employees.</p>	<p><i>Implementations Steps:</i></p> <ul style="list-style-type: none"> <li>• Working through the 100% Talent Initiative, King County plans to encourage pledging companies to increase the representation of women in traditionally male fields</li> </ul>	<p><i>Results Reported:</i></p> <ul style="list-style-type: none"> <li>• Actively participates in 100% Talent Initiative, which strongly advocates for increased representation of women in traditionally male fields</li> <li>• King County is working to increase the number of women in nontraditional fields through its Apprenticeship Program, which sets requirements for the use of registered apprentices on certain construction projects and goals for the participation of minority and women apprentices</li> <li>• Participates as a member of the Regional Public Owners Group to diversify and increase entry for women into the construction trades</li> <li>• Supports Respectful Worksite training for specific audiences (e.g., unions, contractors, Joint Apprenticeship Training Councils, etc.)</li> <li>• See progress reports for additional details including specific numbers and demographic information. For example, the 2019 report states there was a 500% change in the number of labor hours worked by women on County construction projects in 2018 to 6,778 labor hours from 1,355 in 2017. And the 2018 progress report breaks down participation rates of women apprentices by race, “reflecting a need to strengthen outreach and retention efforts in historically underrepresented communities.”</li> </ul>
<p>c. King County should continue its efforts to achieve a higher percentage of female and minority owned businesses earning county contracts for large public works and other publicly funded projects.</p>	<p><i>Implementations Steps:</i></p> <ul style="list-style-type: none"> <li>• Work will continue</li> <li>• Added in the 2019 progress report: King county performs Small Contractors and Suppliers (SCS) certification as a regional partnership with Sound Transit, Seattle Colleges, and the Port of Seattle. The County will continue to leverage the network of this regional partnership to increase the number of women owned firms.</li> </ul>	<p><i>Results Reported:</i></p> <ul style="list-style-type: none"> <li>• The 2017 and 2018 progress reports state that King County supports women and minority-owned businesses. The County’s Contracting Opportunities Program applies incentives, set-asides, requirements, and aspirational goals to solicitations for goods and services that give small businesses, including small businesses owned by women and people of color, a competitive advantage in winning county contracts. These reports also point to efforts to increase the number of certified Small Contractors and Suppliers participating in contracting opportunities.</li> <li>• The 2019 progress report states that the County continues its effort to increase women and minority owned businesses contracted with King County.</li> </ul>