



King County
Investing in
YOU

INVESTING IN EMPLOYEES TO BECOME THE NATION'S **BEST RUN GOVERNMENT**

MARCH 2020

A HIGHLY ENGAGED, INCLUSIVE, AND CULTURALLY RESPONSIVE WORKFORCE IS CRITICAL TO SERVING THE PEOPLE OF KING COUNTY WELL.

AN ENGAGED WORKFORCE MEANS:

	Higher productivity	Employees go "the extra mile"		Lower rates of absenteeism
	Better customer service	Commitment to innovation		Fewer complaints and grievances
	Commitment to improving how we deliver services	Results for our region		Fewer safety incidents

KING COUNTY'S WORKFORCE AT A GLANCE

TOP 10
Employer in
Washington
BY NUMBER OF
EMPLOYEES

WITH **15,000**
ALMOST **EMPLOYEES**

x 1,000

PLUS MORE THAN **3,000** SEASONAL & SHORT TERM JOBS IN 2019

85% OF EMPLOYEES ARE REPRESENTED BY **115** BARGAINING UNITS

60+ LINES OF BUSINESS

EMPLOYEES BY RACE

AMERICAN INDIAN OR ALASKA NATIVE	1%
ASIAN, NATIVE HAWAIIAN, PACIFIC ISLANDER	14%
BLACK, AFRICAN AMERICAN, OTHER AFRICAN	16%
LATINO, LATINA, LATINX, OR HISPANIC	6%
WHITE/CAUCASIAN	56%
MULTIRACIAL	4%
NOT SPECIFIED	3%

WHY WE'RE STRENGTHENING OUR WORKPLACE AND WORKFORCE

King County is growing and becoming more vibrant and multicultural.



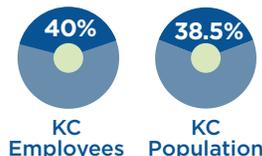
We need a highly engaged, more inclusive, and culturally responsive workforce to serve our changing communities.



WE ARE MORE RACIALLY DIVERSE THAN THE AVAILABLE WORKFORCE



AND AS RACIALLY DIVERSE AS THE PEOPLE WE SERVE



ONE THIRD OF OUR WORKFORCE WILL TURN OVER IN THE NEXT FIVE YEARS BECAUSE OF RETIREMENTS AND REGULAR ATTRITION, BUT OUR TURNOVER IS LOW.

We need to develop and promote our current employees and recruit the next generation of County employees.

WHO IS THE NEXT GENERATION OF PUBLIC SERVICE EMPLOYEES?

YOUNGER
Born between 1982 & 2004

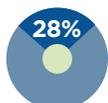
MORE RACIALLY DIVERSE



FOR MANY POTENTIAL EMPLOYEES, ENGLISH ISN'T THEIR FIRST LANGUAGE



BUT WE ARE LESS RACIALLY DIVERSE AT THE HIGHER END OF THE PAY SCALE.



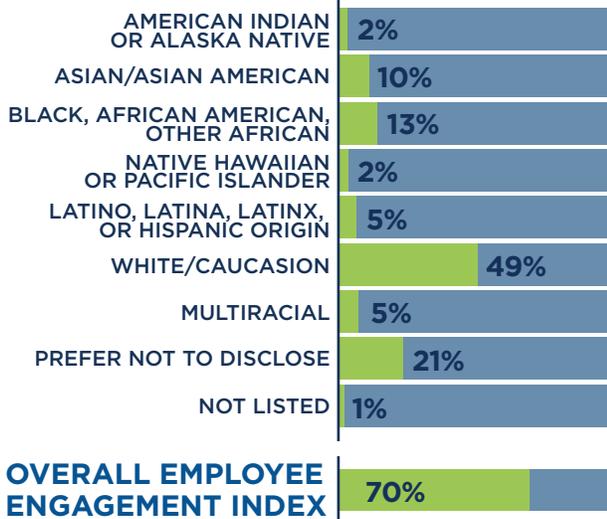
KC Staff Earning \$50+/hour

PEOPLE OF COLOR

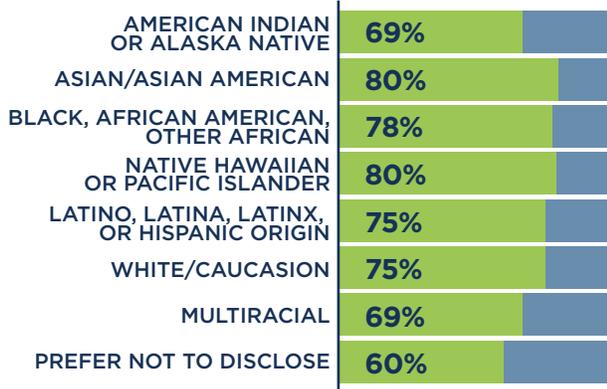


EMPLOYEE ENGAGEMENT VARIES ACROSS KING COUNTY GOVERNMENT BY RACE, POSITION AND GENDER

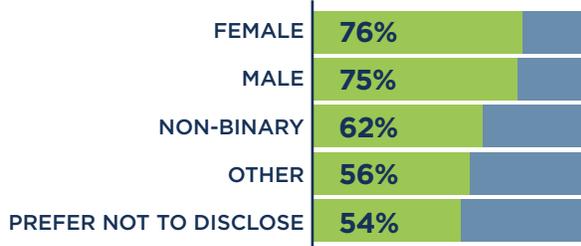
2019 EMPLOYEE SURVEY RESPONDENTS BY RACE



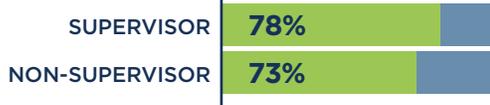
BY RACE



BY GENDER



BY JOB



HOW WE WILL MONITOR PROGRESS

- Engagement scores and reduced disparities in engagement
- Levels of racial diversity in the higher pay ranges



SIGNS OF PROGRESS

NOTABLE IMPROVEMENTS IN EMPLOYEE OPINIONS SINCE 2012



TAKING ACTION

WE WILL CONTINUE AND EXPAND THE WORK OF INVESTING IN OUR EMPLOYEES TO ENSURE THAT WE CAN BETTER SERVE THE COMMUNITY.

WE ARE FOCUSED ON THREE AREAS:

1 Strengthen our workplace so every employee is engaged and experiences trust and respect, is treated with dignity, and feels confident to perform at their best.

SAY

PRIDE & WILLINGNESS TO ADVOCATE

STAY

A SENSE OF BELONGING & CONTRIBUTION

STRIVE

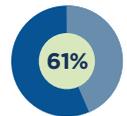
GOING THE EXTRA MILE

DRIVERS OF ENGAGEMENT

Strategic Alignment, Trust in Senior Leadership, Relationships with Supervisor, Peer Culture, Personal Influence, Growth and Development, Recognition, Work Environment

2 Invest in our employees' professional growth

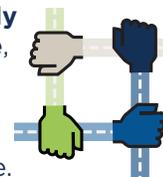
through training, development, coaching, and mentoring so they can lead, innovate, and meet the expectations of our customers.



Only 61% of employees are satisfied with opportunities to achieve their career goals.

3 Build a more culturally responsive workforce,

at all levels, that reflects the diversity of the people and communities we serve.



The needs of our residents are changing... and we're changing to meet those needs. Our diversity makes us stronger.