

# Pay Equity at King County: Part II

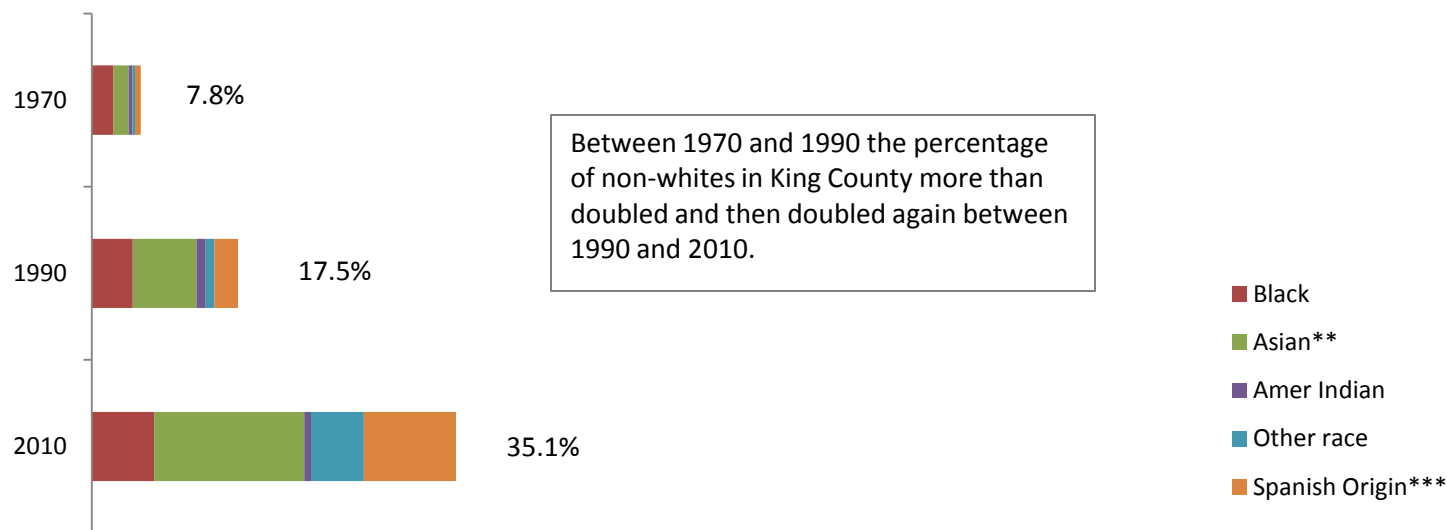
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# Ethnic Diversity Has Been Changing Rapidly in King County

## King County Residents – People of Color

(Total Population 1.1M 1970, 1.5 M 1990, 1.9M 2010)



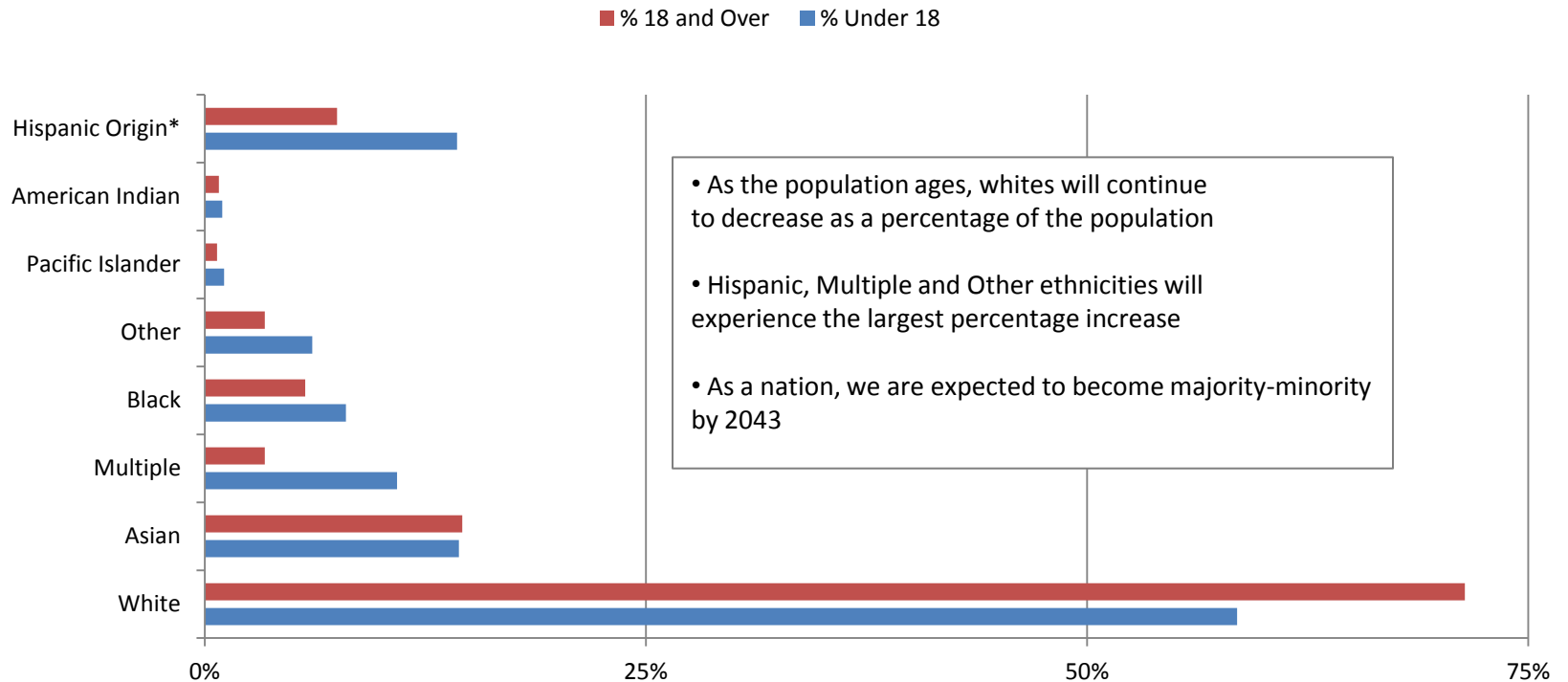
*Notes for 1970:*

\*\* Japanese, Chinese and Filipino as specified. "Other" is probably mostly Asian.

\*\*\* Persons of Spanish language = 20,952; assumed half as "white" in 1990-2000.

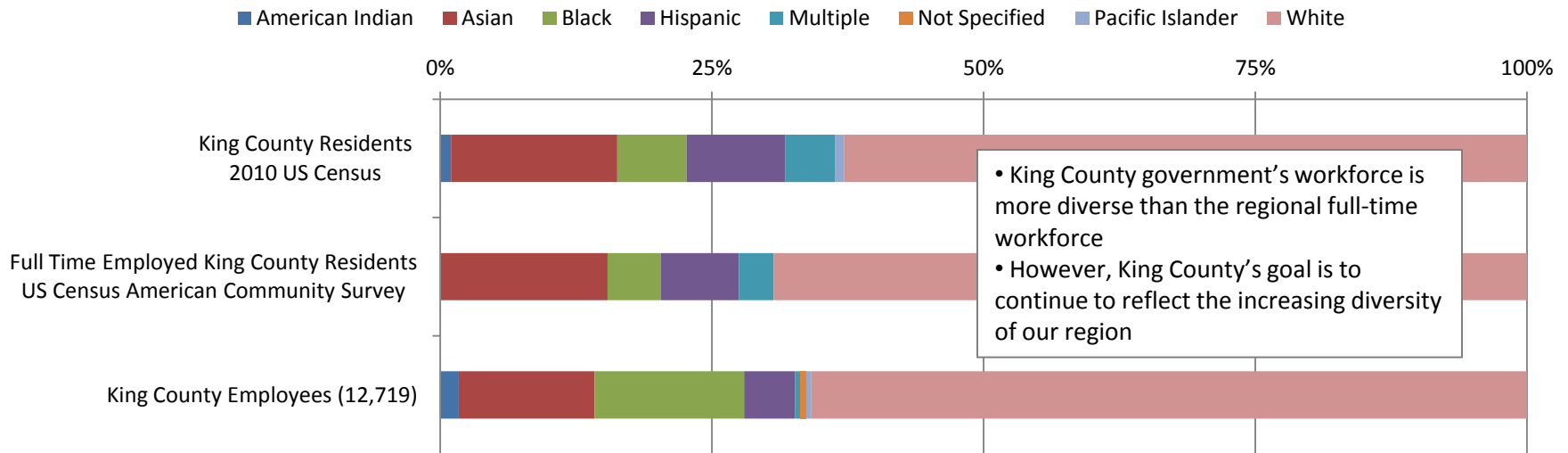
# The Pace of Change Continues

## King County's Changing Demographics Percent of Ethnicity Over and Under Age 18 (2010 Census)



\* Residents of hispanic origin may be of any race

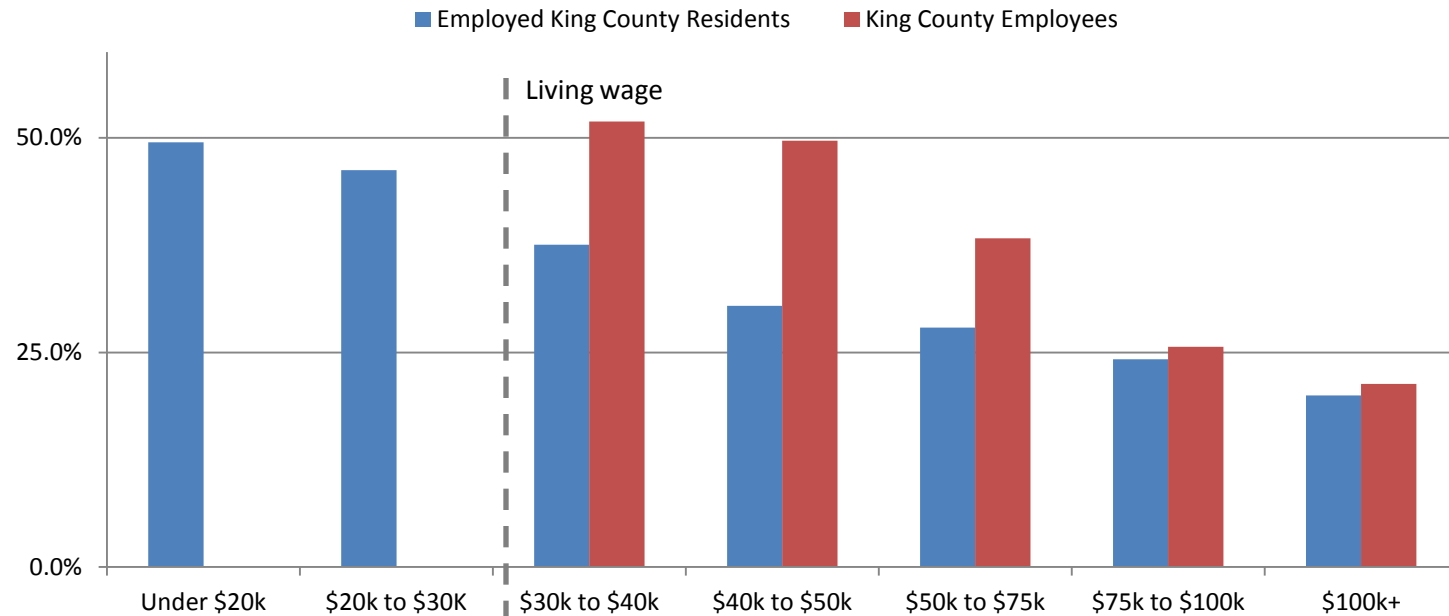
# Ethnicity of King County Employees and King County Population



	King County Employees (12,719)	Full Time Employed King County Residents US Census American Community Survey	King County Residents 2010 US Census
American Indian	1.70%		1.00%
Asian	12.50%	15.40%	15.30%
Black	13.80%	4.90%	6.40%
Hispanic	4.70%	7.20%	9.10%
Multiple	0.50%	3.20%	4.60%
Not Specified	0.50%		
Pacific Islander	0.50%		0.80%
White	65.90%	69.30%	62.90%

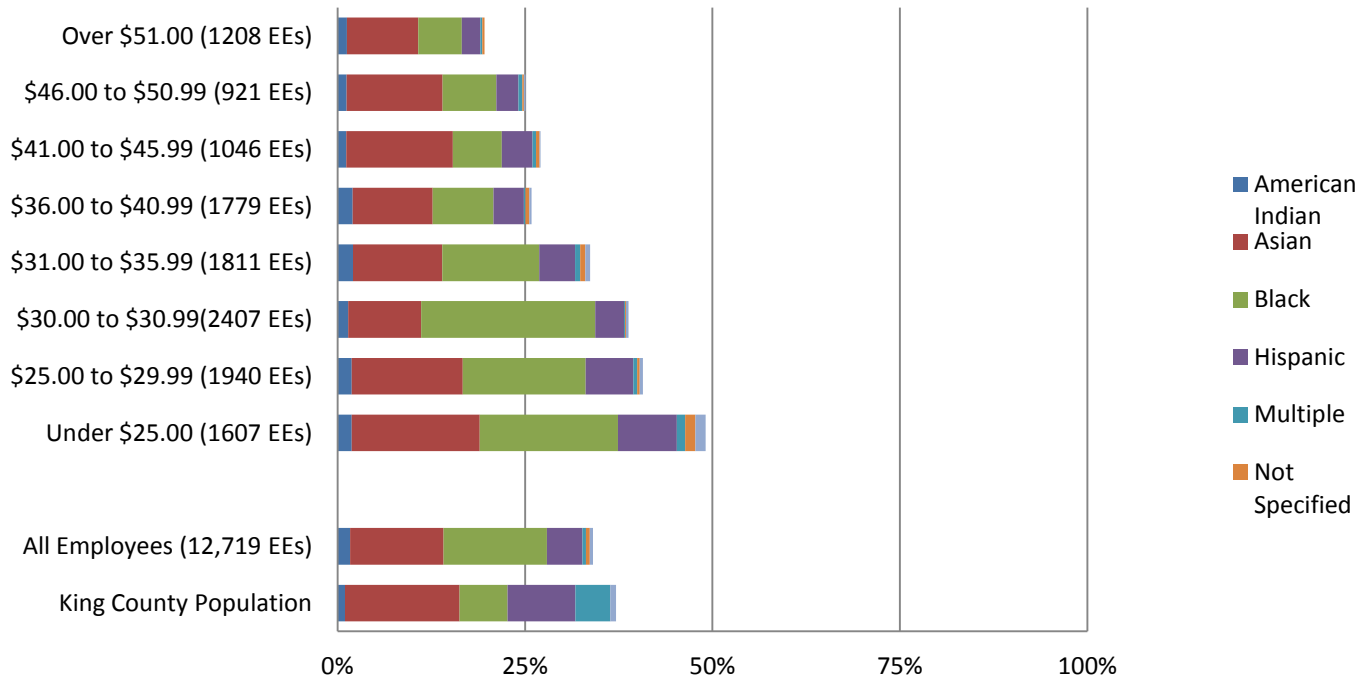
# King County Compared to All Regional Employers

## Percent Full Time Employed People of Color Full By Pay Band Residents and King County Employees



- King County has a higher percentage of non-white employees at all census pay groups except the bottom two (which are below King County's bottom wage)
- However, King County wants to set the bar much higher - we have significant opportunities in increasing diversity at the top pay groups, especially over \$75,000

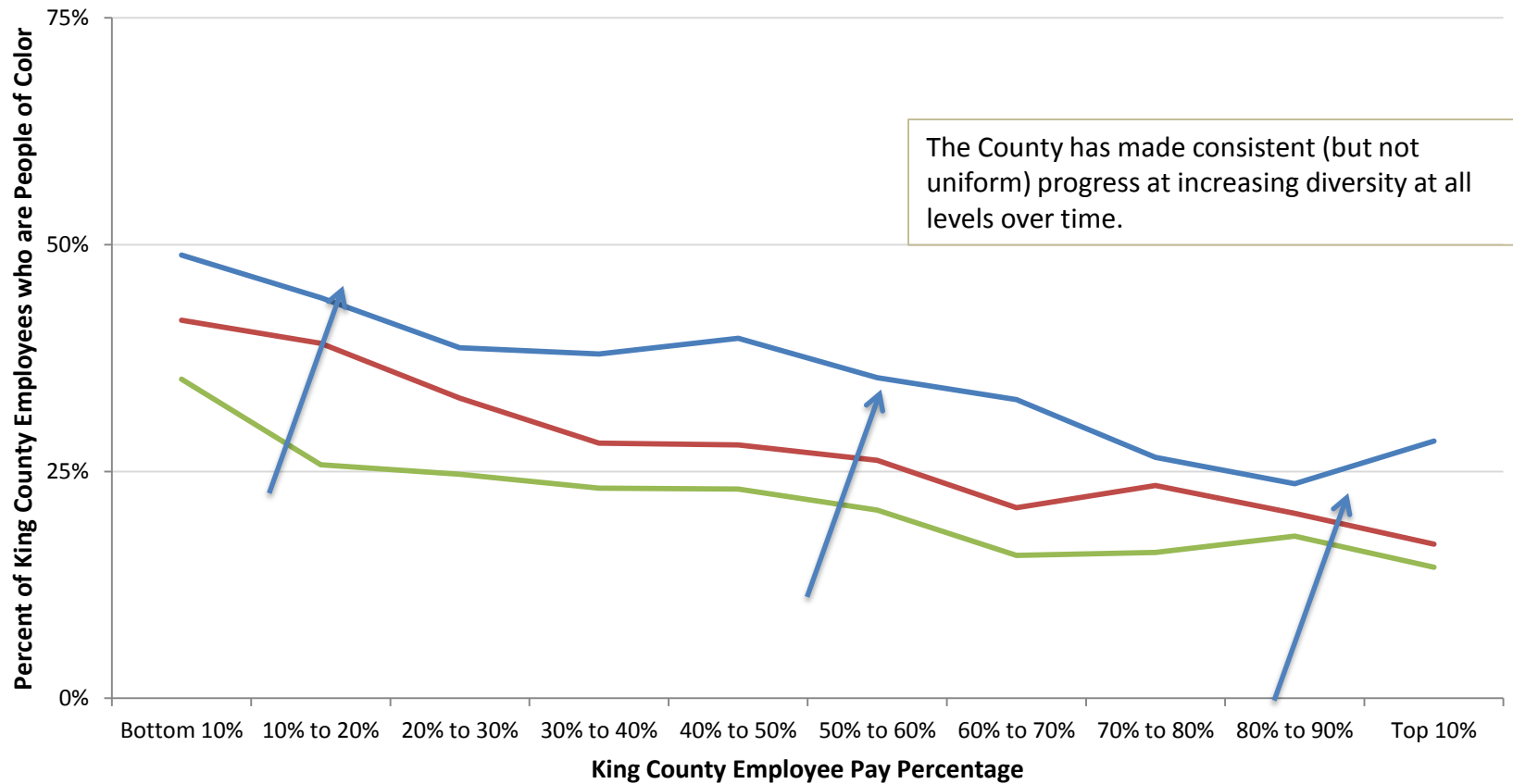
# King County Employees of Color by Hourly Rate



- King County has opportunities to increase diversity at higher pay thresholds
- The County is actively training managers, supervisors and recruiters to prevent implicit bias in recruiting processes
- Our goal at HRD is to have a diverse set of qualified candidates at each step of the hiring process

# Percent King County Employees of Color by Pay Band Over Time

— 2013 — 2000 — 1990



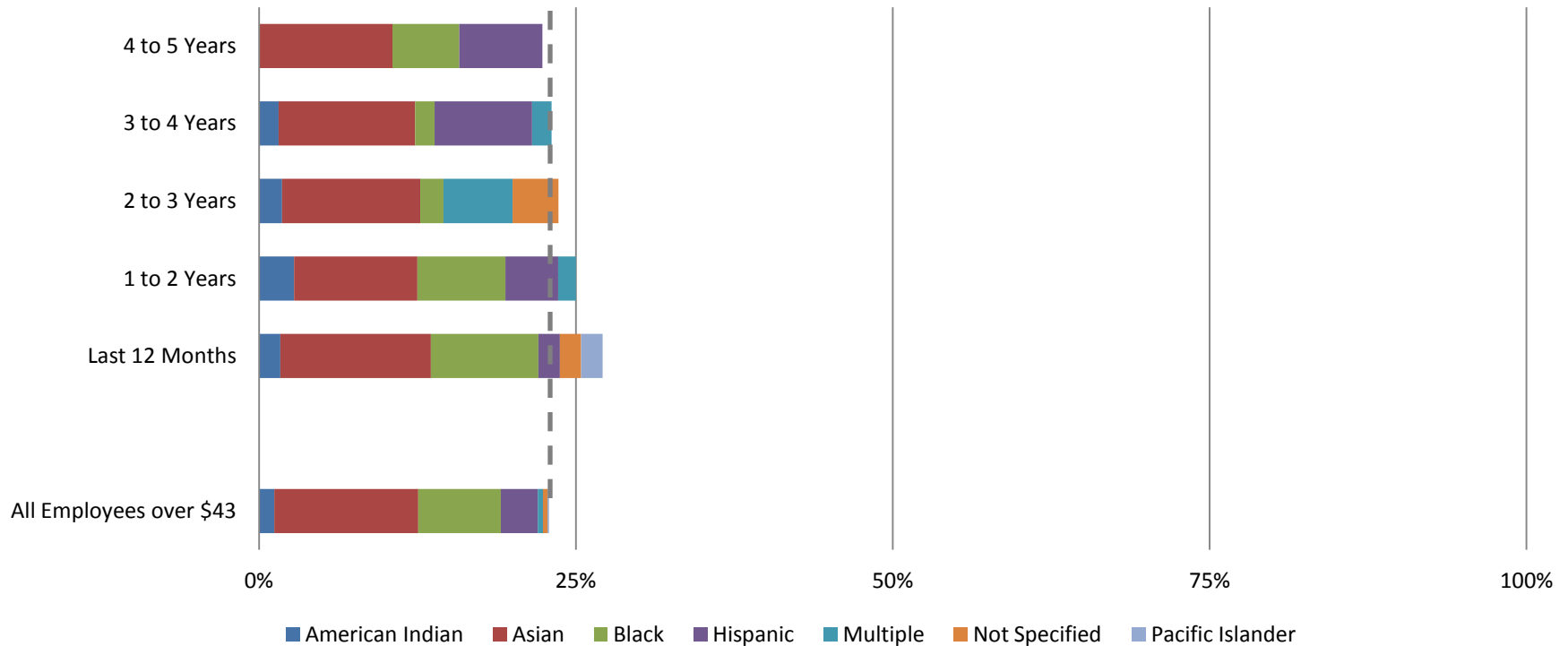
# Pay Consistency Across Ethnicities Within Classifications (Top 10)



- Within a particular classification, King County provides equal pay for equal work
- There are fewer than 100 employees countywide in the Multiple, Not Specified and Pacific Islander Categories. Thus, in the charts above you may have only a single individual represented from those ethnicities resulting in greater deviation from the average



## New (External) Employees of Color by Tenure Over \$43 per Hour



- For recent (external) hires in the Top 20% of pay, King County has seen a slight increase in the diversity of our hires
- There are still opportunity to increase the diversity of our employees at these top pay thresholds

## Efforts to Promote Diversity

- King County's EEO/AA policies require that we:
  - Ensure equal pay for equal work
  - Monitor the workforce to identify areas where protected classes are not fully represented or "utilized"
  - Take proactive steps to attract, hire, promote, and retain a diverse county workforce
- Diversity in Recruiting seminar and outreach efforts
- Have to look beyond just recruiting and promotions and look at the market place in general – how do we play a leadership role in transforming the region's workforce ?

## Efforts to Promote Diversity

- Partnership to Achieve Comprehensive Equity (PACE) in Transit



- EMS outreach for Paramedic Education