



Snohomish County Council

Legislation Text

File #: 2023-1265, Version: 1

Executive/Council Action Form (ECAF)

ITEM TITLE:

Motion 23-466, adopting the Snohomish County Executive Branch Equal Employment Opportunity Plan for 2023-2024

DEPARTMENT: Central Human Resources

ORIGINATOR: Sarah Gilliam

EXECUTIVE RECOMMENDATION: Ken Klein 10/17/23

PURPOSE: ADOPTING THE SNOHOMISH COUNTY EXECUTIVE BRANCH EQUAL EMPLOYMENT OPPORTUNITY PLAN FOR 2023-2024

BACKGROUND: Overview: A central goal of the County’s affirmative action efforts is for the County workforce to reflect the qualified members of the overall County population. Reaching this goal involves providing the qualified members of underserved County populations equal opportunities to gain and retain employment with the County in their fields of work. Due to the size of the County workforce, the County is an “EEO4” entity for purposes of gathering and tracking employee demographic information required for federally mandated reports. Definitions provided by the United States Equal Employment Opportunity Commission (EEOC) are applied for purposes of the County’s information tracking efforts and are utilized here to assess the County workforce. Per the EEOC definitions for an EEO4 entity, the federally designated racial and ethnic groups are White (not of Hispanic origin), Black (not of Hispanic Origin), Hispanic, Asian or Pacific Islander, and American Indian or Alaskan Native. Information is also gathered for employees identifying two or more EEO4 ethnicities. Information gathering is voluntary, and a significant percentage of County employees do not self-identify an EEO4 category. The job categories designated by the EEOC for County workers are: Administrative Support; Officials and Administrators; Paraprofessionals; Professionals; Protective Service Workers; Service and Maintenance; Skilled Craft Workers, and; Technicians.

FISCAL IMPLICATIONS:

EXPEND: FUND, AGY, ORG, ACTY, OBJ, AU	CURRENT YR	2ND YR	1ST 6 YRS
TOTAL			

REVENUE: FUND, AGY, ORG, REV, SOURCE	CURRENT YR	2ND YR	1ST 6 YRS
TOTAL			

DEPARTMENT FISCAL IMPACT NOTES: No fiscal impact

CONTRACT INFORMATION:

ORIGINAL _____ CONTRACT# _____ AMOUNT _____
AMENDMENT _____ CONTRACT# _____ AMOUNT _____

Contract Period

ORIGINAL START _____ END _____
AMENDMENT START _____ END _____

OTHER DEPARTMENTAL REVIEW/COMMENTS: Reviewed/approved by: Risk Management (Sheila Barker 10/17/23) and Finance (Nathan Kennedy 10/17/23).