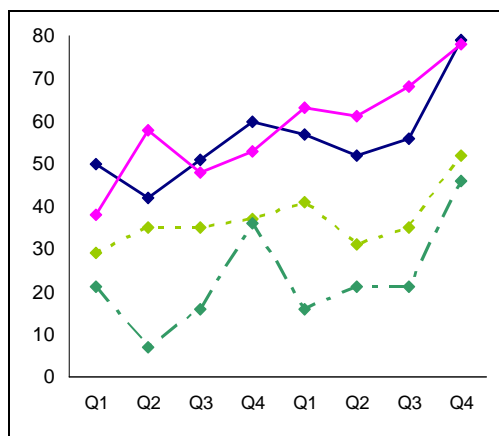


MULTNOMAH COUNTY AFFIRMATIVE ACTION REPORT

COUNTYWIDE REGULAR FULL-TIME/PART-TIME EMPLOYEES



REPORTING PERIOD
July 1, 2008 – June 30, 2009

Prepared by the Office of Diversity and Equity
November 2009

Multnomah County
Affirmative Action Performance Monitoring Report

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NOTICE TO THE READER

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- This document is prepared for internal use to evaluate the organizations performance in assuring equal employment opportunity, measure accomplishments and determine where further challenges exist.
- Nothing in this document should be interpreted or assumed to have identified discriminatory practices in whole or in part of the organization's employment practices. Terms such as availability, underutilization, statistical significances, and targeted goals are terms used by compliance agencies and may or may not reflect the current employment status of the organization.
- Due to departmental and sectional restructuring, organizational reporting lines and staffing assignments may not have occurred within SAP for the downloaded information to be current within this report. Thus, some of the data may not reflect the current structure or staffing for an operating unit.

Questions related to this report should be forwarded to:

Robert Phillips, Affirmative Action Office or call 503-988-4377 Ext. 84377.

Affirmative Action Performance Monitoring Reports

Countywide Summary

FY2008-2009

**Created by Office of Diversity and Equity
November 2009**

Workforce

This information compares the county's workforce by gender and racial/ethnic status with the Civilian Labor Force of the Portland/Vancouver metropolitan area and Multnomah County population.

As of June 30, 2009, 4487 regular full-time/part-time employees were working in the county.

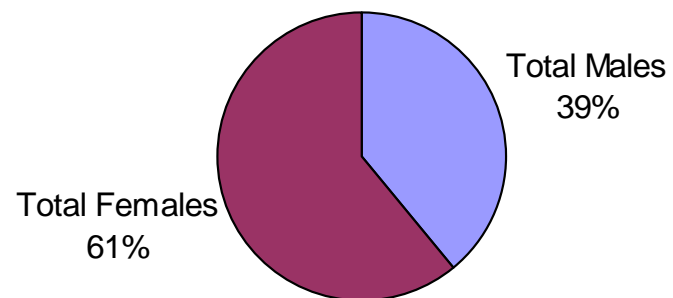
	FY2008-2009 Workforce		Civilian Labor Force*	Multnomah County Population^
	County			
Total	4487			
Total Males	1748	39.0%	54.6%	49.7%
Total Females	2739	61.0%	45.4%	50.3%
Total Whites	3535	78.8%	81.4%	74.0%
Total Minorities	952	21.2%	18.6%	26.0%
Blacks	313	7.0%	2.4%	6.0%
Asian/ Pacific Islanders	258	5.7%	5.4%	6.5%
Hispanics	343	7.6%	8.2%	10.5%
American Indians/ Native Alaskans	38	0.8%	0.8%	1.0%

* Civilian Labor Force is the local labor pool for county employees. From State of Oregon 2002 estimates (PMSA, Oregon portion)

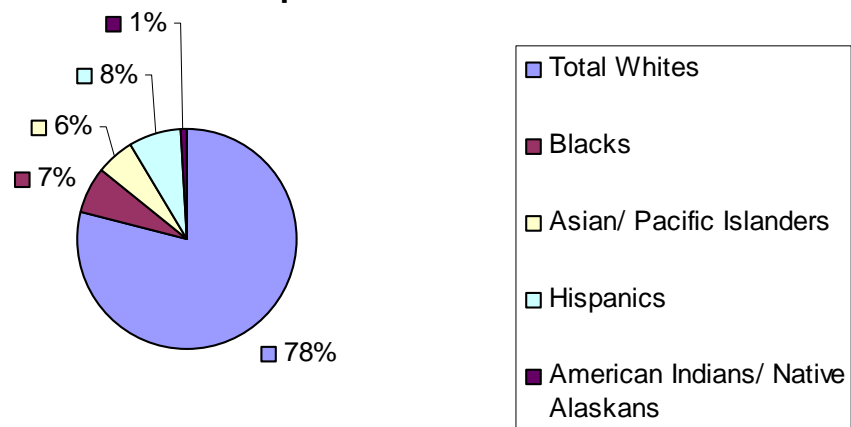
^ Population is the population of the county's service area. From State of Oregon 2002 estimates (Multnomah County)

- Note that U.S. Census race breakouts for labor force and population are White only-not Hispanic, Black only-not Hispanic, American Indian only-not Hispanic, Asian only-not Hispanic, Pacific Islander only-not Hispanic, Two or more races-not Hispanic, and Hispanic.

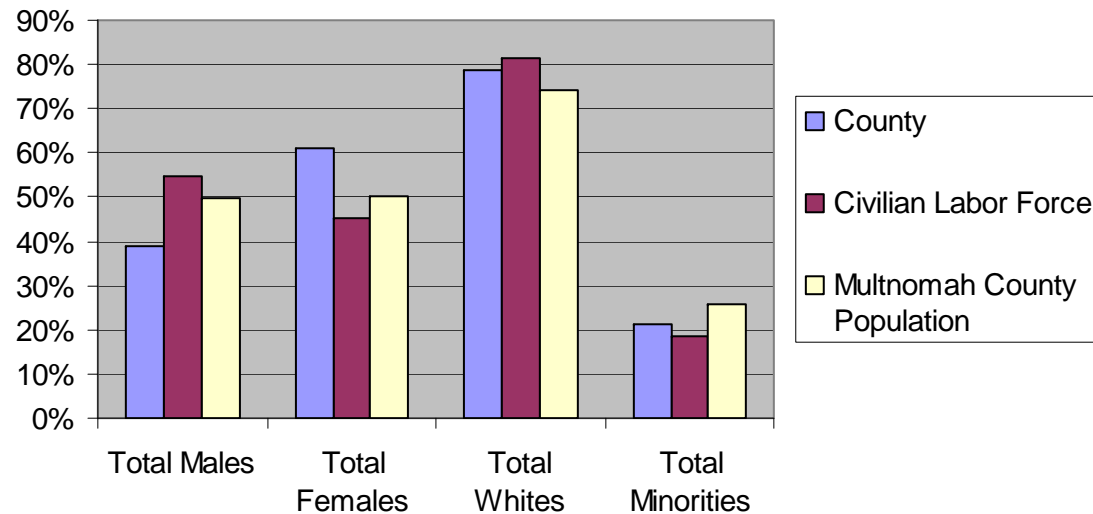
FY2008-2009 County Workforce Gender Representation



FY2008-2009 County Workforce Minority Group Representation

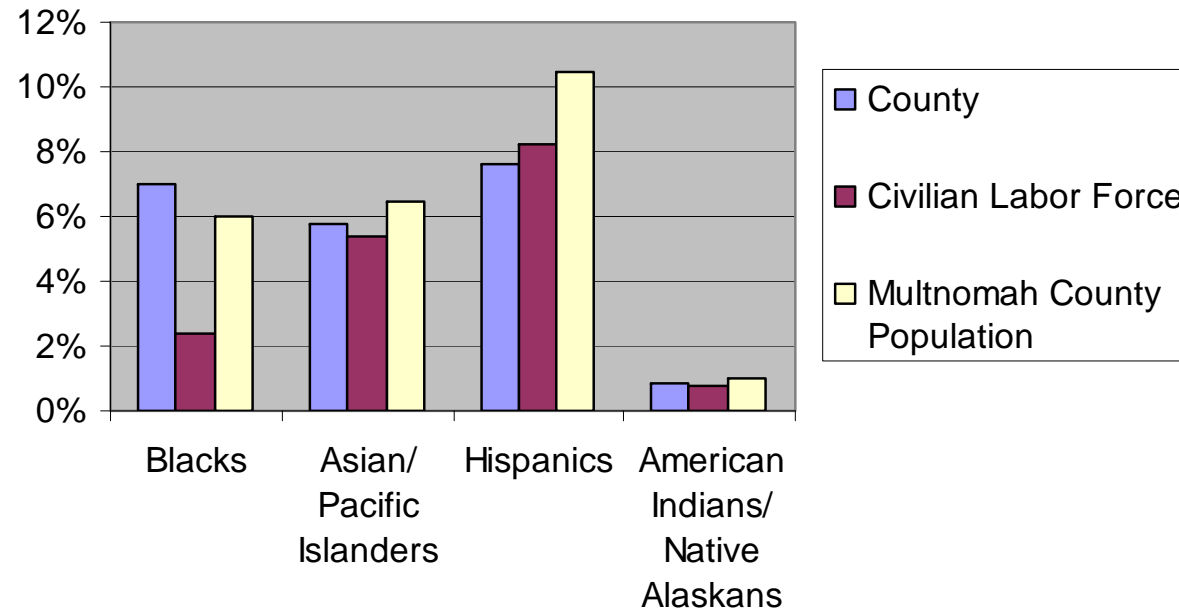


Gender and Minority Comparisons with Labor Force and Population



- The county's Total Males representation was lower than both the labor force and the county population.
- The county's percentage of Total Females was higher than both the civilian labor force and the county population.
- County Total Whites representation is lower than the labor force but higher than the county population.
- The percentage of Total Minorities was higher than the civilian labor force but lower than the county population.

Minority Breakout Comparison to Labor Force and Population



- The percentage of Blacks was higher than the labor force and the county population.
 - Asian/Pacific Islanders representation was higher than the labor force, but lower than the population.
 - Hispanic representation is lower than both the labor force and the population.
 - American Indian/Alaska Natives representation is equal to the labor force and slightly lower than the population.
- Please note that these numbers are small.

Department/Office Analysis of County Workforce

FY2008-2009 Workforce by Department/Office

	FY2008-2009 Workforce																				Civilian Labor Force	Multnomah County Population
	County		DA		DCHS		DCJ		DCM		DCS		Health		Library		MCSO		ND			
Total	4487		207		668		544		529		199		928		561		770		81			
Total Males	1748	39.0%	74	35.7%	161	24.1%	193	35.5%	271	51.2%	135	67.8%	194	20.9%	157	28.0%	532	69.1%	31	38.3%	54.6%	49.7%
Total Females	2739	61.0%	133	64.3%	507	75.9%	351	64.5%	258	48.8%	64	32.2%	734	79.1%	404	72.0%	238	30.9%	50	61.7%	45.4%	50.3%
Total Whites	3535	78.8%	176	85.0%	526	78.7%	384	70.6%	442	83.6%	160	80.4%	627	67.6%	492	87.7%	662	86.0%	66	81.5%	81.4%	74.0%
Total Minorities	952	21.2%	31	15.0%	142	21.3%	160	29.4%	87	16.4%	39	19.6%	301	32.4%	69	12.3%	108	14.0%	15	18.5%	18.6%	26.0%
Blacks	313	7.0%	11	5.3%	57	8.5%	77	14.2%	27	5.1%	8	4.0%	65	7.0%	10	1.8%	55	7.1%	3	3.7%	2.4%	6.0%
Asian/ Pacific Islanders	258	5.7%	14	6.8%	38	5.7%	34	6.3%	34	6.4%	11	5.5%	72	7.8%	28	5.0%	23	3.0%	4	4.9%	5.4%	6.5%
Hispanics	343	7.6%	6	2.9%	42	6.3%	39	7.2%	22	4.2%	15	7.5%	156	16.8%	27	4.8%	29	3.8%	7	8.6%	8.2%	10.5%
American Indians/ Native Alaskans	38	0.8%	0	0.0%	5	0.7%	10	1.8%	4	0.8%	5	2.5%	8	0.9%	4	0.7%	1	0.1%	1	1.2%	0.8%	1.0%

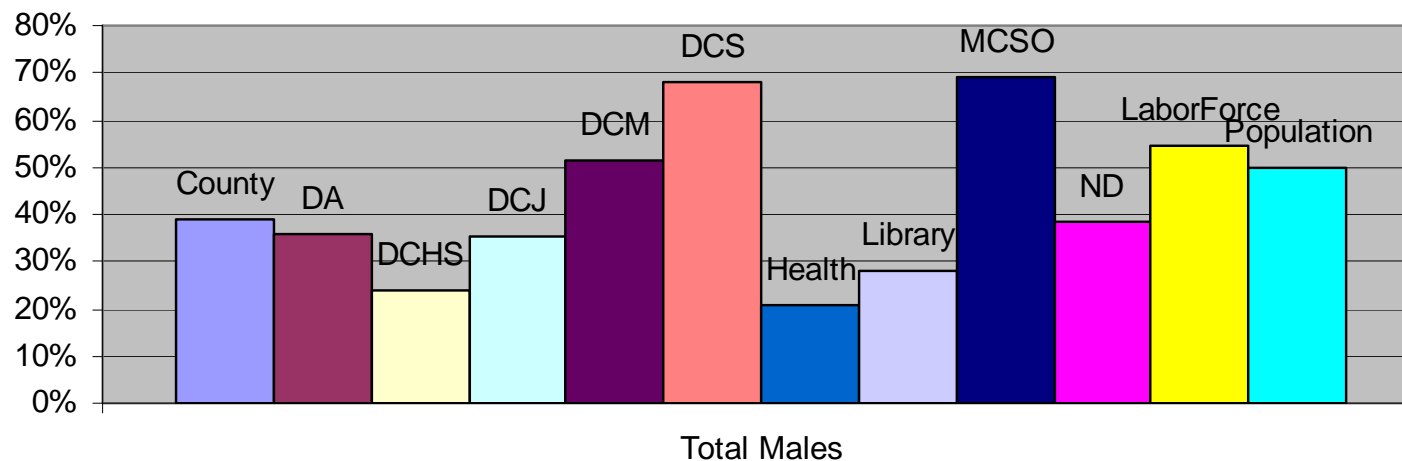
- The highest percentage of Males was in MCSO and DCS, while the largest number of Males was in MCSO and DCM.
- The highest percentage of Females was in Health and DCHS, as was the largest number of Females.
- The highest percentage of Whites was in Library and MCSO, while the largest number of Whites was in Health and MCSO.
- The highest percentage of Minorities was in Health and DCJ, as was the largest number of Minorities.
- The DA's Office was the only department/office without cross-sectional minority representation (no identified American Indian/Alaska Natives).

County workforce ranked by department/office:

Departments/Offices Ranked by Workforce				
	FY2008-2009			
County	4487	Rank	Percent	Cumulative
Health	928	1	20.7%	20.7%
MCSO	770	2	17.2%	37.8%
DCHS	668	3	14.9%	52.7%
Library	561	4	12.5%	65.2%
DCJ	544	5	12.1%	77.4%
DCM	529	6	11.8%	89.1%
DA	207	7	4.6%	93.8%
DCS	199	8	4.4%	98.2%
ND	81	9	1.8%	100.0%

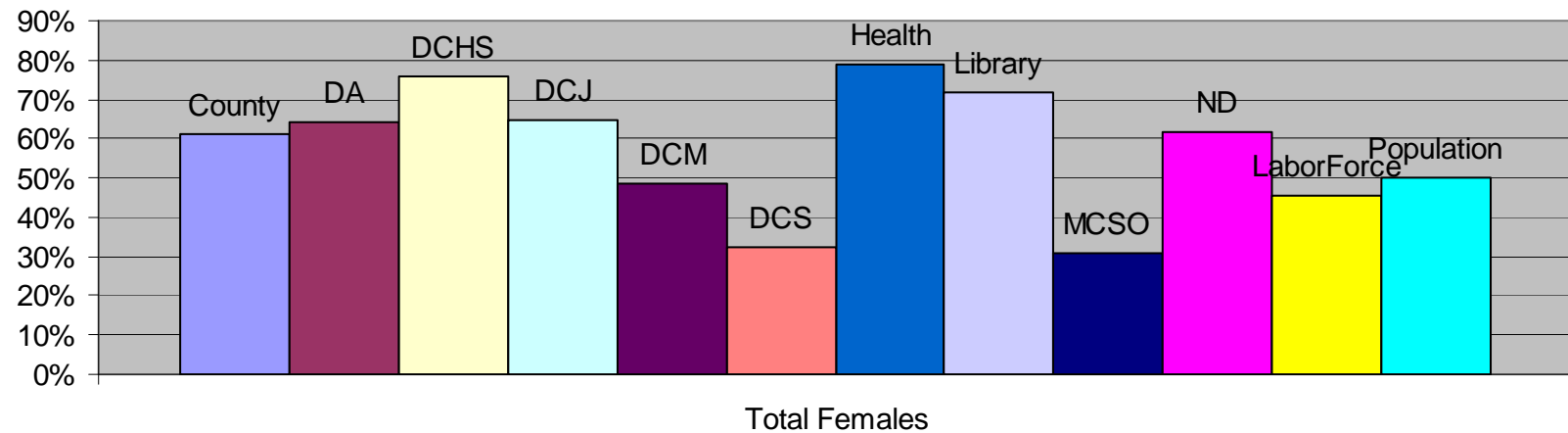
- The four largest departments/offices in the county are Health (928), MCSO (770), and DCHS (668), making up over half (53%) of the total county workforce.
- These three departments/offices account for most of the representation we see reflected in countywide figures.

Males Comparison to Labor Force and Population



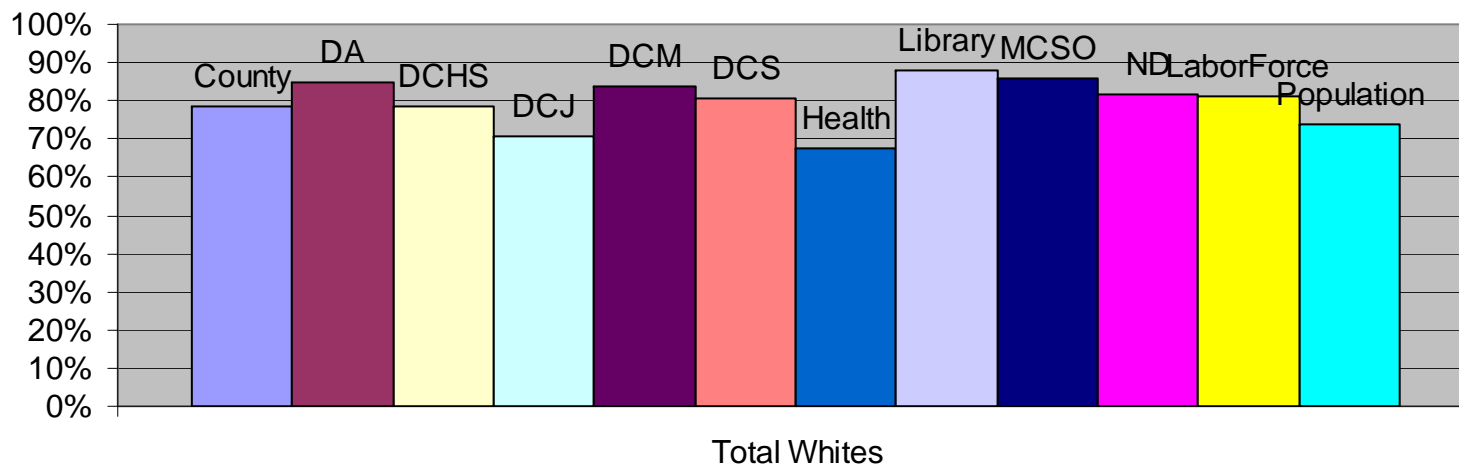
- The low county percentage of Total Males as compared to the labor market and the county population was mainly accounted for by the low numbers and percentages in DCHS, Health, and the Library, and was partially offset by the high number and percentages of Males in MCSO.

Females Comparison to Labor Force and Population



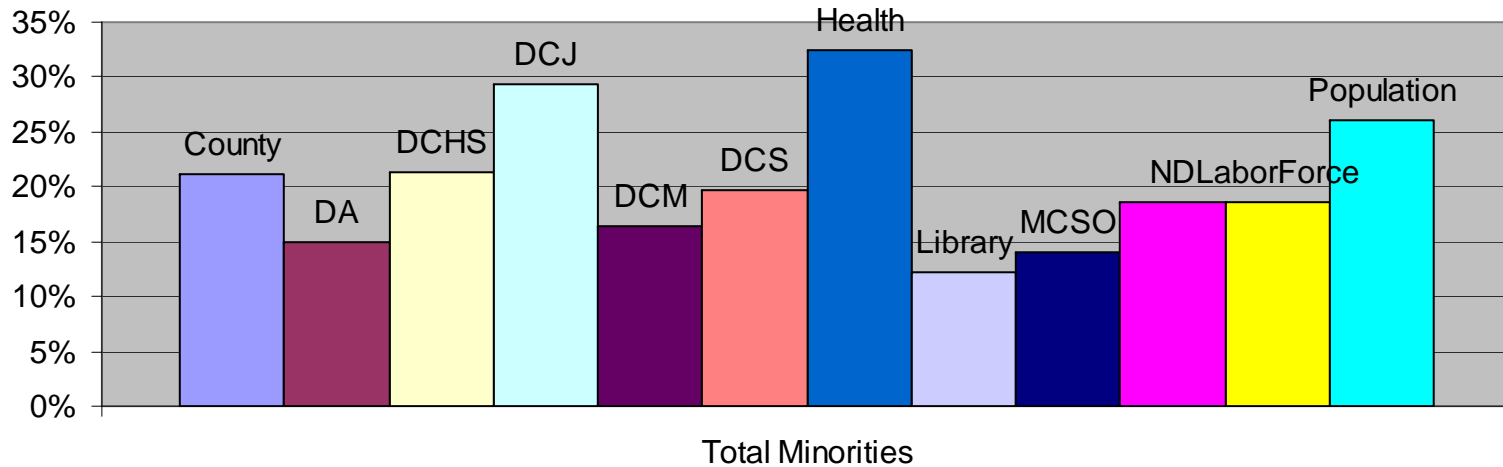
- The high county percentage of Total Females as compared to the labor market and the county population, was mainly accounted for by the high numbers and percentages in DCHS, Health, and the Library, and was partially offset by the low number and percentages of Females in MCSO.

Whites Comparison to Labor Force and Population



- The low county percentage of Total Whites as compared to the civilian labor force, was mainly accounted for by the low numbers and percentages in Health and DCJ, and was partially offset by the high number and percentages of Whites in MCSO and the Library.

Minorities Comparison to Labor Force and Population



- The high county percentage of Total Minorities as compared to the civilian labor force, was mainly accounted for by the high numbers and percentages in Health and DCJ, and was partially offset by the low number and percentages of Minorities in MCSO and the Library.

Job Group Analysis

The following tables show the workforce broken out by EEO categories. Each of the eight EEO categories is further broken out by Senior, Mid, and Entry Level groups. This table corresponds to the Job Group Analysis by Job Group table in the monitoring report.

County		FY2008-2009 Job Group Summary																	
Job Group & Name		Total		Males		Females		Whites		Minorities		Blacks		Asian/ Pacific Islanders		Hispanics		American Indian/ Alaska Natives	
1A	Executive Management	85	1.9%	42	49.4%	43	50.6%	73	85.9%	12	14.1%	5	5.9%	4	4.7%	3	3.5%	0	0.0%
1B	Mid Level Management	215	4.8%	91	42.3%	124	57.7%	176	81.9%	39	18.1%	15	7.0%	13	6.1%	10	4.7%	1	0.5%
1C	Entry Level Management	127	2.8%	55	43.3%	72	56.7%	100	78.7%	27	21.3%	10	7.9%	11	8.7%	4	3.2%	2	1.6%
1C1	Entry Level Mgt: Senior Supervisors	82	1.8%	23	28.0%	59	72.0%	60	73.2%	22	26.8%	11	13.4%	6	7.3%	4	4.9%	1	1.2%
	Total Management	509	11.3%	211	41.5%	298	58.5%	409	80.4%	100	19.6%	41	8.1%	34	6.7%	21	4.1%	4	0.8%
2A	Senior Level Professionals	224	5.0%	99	44.2%	125	55.8%	183	81.7%	41	18.3%	13	5.8%	20	8.9%	7	3.1%	1	0.5%
2A1	Senior Level Health Professionals	103	2.3%	32	31.1%	71	68.9%	92	89.3%	11	10.7%	0	0.0%	8	7.8%	3	2.9%	0	0.0%
2B	Mid Level Professionals	760	16.9%	246	32.4%	514	67.6%	616	81.1%	144	19.0%	55	7.2%	43	5.7%	39	5.1%	7	0.9%
2B1	Mid Level Health Professionals	167	3.7%	17	10.2%	150	89.8%	143	85.6%	24	14.4%	5	3.0%	9	5.4%	9	5.4%	1	0.6%
2B2	Mid Level Probation/Parole Officers	131	2.9%	57	43.5%	74	56.5%	105	80.2%	26	19.9%	14	10.7%	4	3.1%	8	6.1%	0	0.0%
2C	Entry Level Professionals	196	4.4%	47	24.0%	149	76.0%	149	76.0%	47	24.0%	22	11.2%	13	6.6%	11	5.6%	1	0.5%
	Total Professional	1581	35.2%	498	31.5%	1083	68.5%	1288	81.5%	293	18.5%	109	6.9%	97	6.1%	77	4.9%	10	0.6%
3A	Senior Level Technician	68	1.5%	50	73.5%	18	26.5%	59	86.8%	9	13.2%	3	4.4%	1	1.5%	4	5.9%	1	1.5%
3B	Mid Level Technician	61	1.4%	36	59.0%	25	41.0%	47	77.0%	14	23.0%	1	1.6%	9	14.8%	4	6.6%	0	0.0%
3C	Entry Level Technician	63	1.4%	13	20.6%	50	79.4%	47	74.6%	16	25.4%	4	6.4%	5	7.9%	7	11.1%	0	0.0%
	Total Technician	192	4.3%	99	51.6%	93	48.4%	153	79.7%	39	20.3%	8	4.2%	15	7.8%	15	7.8%	1	0.5%
4A	Protective Services: Senior Level Management	14	0.3%	13	92.9%	1	7.1%	14	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
4B	Protective Services: Mid Level Management	101	2.3%	72	71.3%	29	28.7%	68	67.3%	33	32.7%	14	13.9%	11	10.9%	7	6.9%	1	1.0%
4C	Protective Services: Entry Level Official	473	10.5%	391	82.7%	82	17.3%	399	84.4%	74	15.6%	44	9.3%	11	2.3%	17	3.6%	2	0.4%
	Total Protective Services	588	13.1%	476	81.0%	112	19.0%	481	81.8%	107	18.2%	58	9.9%	22	3.7%	24	4.1%	3	0.5%

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Job Group Analysis, cont'd

County		FY2008-2009 Job Group Summary																	
Job Group & Name		Total		Males		Females		Whites		Minorities		Blacks		Asian/ Pacific Islanders		Hispanics		American Indian/ Alaska Natives	
5A	Senior Level Support	26	0.6%	11	42.3%	15	57.7%	22	84.6%	4	15.4%	2	7.7%	2	7.7%	0	0.0%	0	0.0%
5B	Mid Level Support	398	8.9%	116	29.1%	282	70.9%	269	67.6%	129	32.4%	23	5.8%	25	6.3%	76	19.1%	5	1.3%
5C	Entry Level Support	188	4.2%	43	22.9%	145	77.1%	152	80.9%	36	19.2%	8	4.3%	11	5.9%	16	8.5%	1	0.5%
	Total Support	612	13.6%	170	27.8%	442	72.2%	443	72.4%	169	27.6%	33	5.4%	38	6.2%	92	15.0%	6	1.0%
6A	Senior Level Clerical	169	3.8%	22	13.0%	147	87.0%	119	70.4%	50	29.6%	15	8.9%	7	4.1%	25	14.8%	3	1.8%
6B	Mid Level Clerical	405	9.0%	52	12.8%	353	87.2%	291	71.9%	114	28.2%	31	7.7%	24	5.9%	55	13.6%	4	1.0%
6C	Entry Level Clerical	108	2.4%	21	19.4%	87	80.6%	76	70.4%	32	29.6%	5	4.6%	9	8.3%	18	16.7%	0	0.0%
6C1	Entry Level Library	130	2.9%	49	37.7%	81	62.3%	118	90.8%	12	9.2%	2	1.5%	5	3.9%	2	1.5%	3	2.3%
	Total Clerical	812	18.1%	144	17.7%	668	82.3%	604	74.4%	208	25.6%	53	6.5%	45	5.5%	100	12.3%	10	1.2%
7A	Senior Level Craft	30	0.7%	30	100.0%	0	0.0%	27	90.0%	3	10.0%	2	6.7%	0	0.0%	1	3.3%	0	0.0%
7B	Mid Level Craft	34	0.8%	33	97.1%	1	2.9%	25	73.5%	9	26.5%	1	2.9%	2	5.9%	6	17.7%	0	0.0%
7C	Entry Level Craft	28	0.6%	26	92.9%	2	7.1%	24	85.7%	4	14.3%	0	0.0%	0	0.0%	3	10.7%	1	3.6%
	Total Craft	92	2.1%	89	96.7%	3	3.3%	76	82.6%	16	17.4%	3	3.3%	2	2.2%	10	10.9%	1	1.1%
8A	Senior Level Maintenance	41	0.9%	28	68.3%	13	31.7%	35	85.4%	6	14.6%	3	7.3%	1	2.4%	1	2.4%	1	2.4%
8B	Mid Level Maintenance	18	0.4%	7	38.9%	11	61.1%	17	94.4%	1	5.6%	0	0.0%	0	0.0%	0	0.0%	1	5.6%
8C	Entry Level Maintenance	42	0.9%	26	61.9%	16	38.1%	29	69.0%	13	31.0%	5	11.9%	4	9.5%	3	7.1%	1	2.4%
	Total Maintenance	101	2.3%	61	60.4%	40	39.6%	81	80.2%	20	19.8%	8	7.9%	5	5.0%	4	4.0%	3	3.0%
	TOTAL	4487	100.0%	1748	39.0%	2739	61.0%	3535	78.8%	952	21.2%	313	7.0%	258	5.8%	343	7.6%	38	0.9%

- In the Executive Management group, Females held 51% of positions and Males 49%; Whites held 86% of positions and Minorities 14%.
- In the Mid Level Management group, Females held 58% of positions and Males 42%; Whites held 82% of positions and Minorities 18%.
- In the Entry Level Management group, Females held 57% of positions and Males 43%; Whites held 79% of positions and Minorities 21%.
- In the Entry Level Management: Senior Supervisors group, Females held 72% of positions and Males 28%; Whites held 73% of positions and Minorities 27%.
- At the Total Management level (EEO group 1), Females held 58% of positions and Males 42%; Whites held 80% of positions and Minorities 20%.

- At the Total Professional level (EEO group 2), Females held 68% of positions and Males 32%; Whites held 82% of positions and Minorities 18%.
- At the Total Technician level (EEO group 3), Males held 52% of positions and Females 48%; Whites held 80% of positions and Minorities 20%.
- At the Total Protective Services level (EEO group 4), Males held 81% of positions and Females 19%; Whites held 82% of positions and Minorities 18%.
- At the Total Support level (EEO group 5), Females held 72% of positions and Males 28%; Whites held 72% of positions and Minorities 28%.
- At the Total Clerical level (EEO group 6), Females held 82% of positions and Males 18%; Whites held 74% of positions and Minorities 26%.
- At the Total Craft level (EEO group 7), Males held 97% of positions and Females 3%; Whites held 83% of positions and Minorities 17%.
- At the Total Maintenance level (EEO group 8), Males held 60% of positions and Females 40%; Whites held 80% and Minorities 20%.

Job Group Analysis: Management Levels (EEO Group 1) by Department/Office

Executive Management

			FY2008-2009 Job Group Summary																	
			Total (% of Total Employees in Office/ Dept)		Males		Females		Whites		Minorities		Blacks		Asian/ Pacific Islanders		Hispanics		American Indian/ Alaska Natives	
County	1A	Executive Management	85	1.9%	42	49.4%	43	50.6%	73	85.9%	12	14.1%	5	5.9%	4	4.7%	3	3.5%	0	0.0%
DA	1A	Executive Management	3	1.4%	3	100.0%	0	0.0%	3	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DCHS	1A	Executive Management	8	1.2%	4	50.0%	4	50.0%	6	75.0%	2	25.0%	1	12.5%	0	0.0%	1	12.5%	0	0.0%
DCJ	1A	Executive Management	6	1.1%	4	66.7%	2	33.3%	5	83.3%	1	16.7%	1	16.7%	0	0.0%	0	0.0%	0	0.0%
DCM	1A	Executive Management	25	4.7%	15	60.0%	10	40.0%	23	92.0%	2	8.0%	0	0.0%	2	8.0%	0	0.0%	0	0.0%
DCS	1A	Executive Management	5	2.5%	3	60.0%	2	40.0%	4	80.0%	1	20.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%
Health	1A	Executive Management	13	1.4%	3	23.1%	10	76.9%	8	61.5%	5	38.5%	2	15.4%	2	15.4%	1	7.7%	0	0.0%
Library	1A	Executive Management	11	2.0%	1	9.1%	10	90.9%	10	90.9%	1	9.1%	0	0.0%	0	0.0%	1	9.1%	0	0.0%
MCSO	1A	Executive Management	5	0.6%	5	100.0%	0	0.0%	5	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ND	1A	Executive Management	9	11.1%	5	55.6%	4	44.4%	4	44.4%	5	55.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

- Executive Management positions made up 1.9% of all county positions.
- The departments/offices with the highest percentages of Executive Management positions to total positions were DCM (4.7%) and DCS (2.5%).
- The county's 49% of Executive Management positions held by Males was mainly accounted for by the high percentages of Males combined in DA, MCSO, and DCJ (12 of 14 combined, for 86%), offset by DCM's 60%.
- The county's 51% of Executive Management positions held by Females was mainly accounted for by the high percentages of Females in the Library (91%) and Health (77%), offset by DCM's 40% Females percentage.
- The departments/offices with zero Female executive managers were departments/offices with low Executive Management positions overall (DA, MCSO).
- The county's 86% of Executive Management positions held by Whites was mainly accounted for by the high percentages of Whites in DA, MCSO, Library, and DCM (91-100%), offset by low percentages in Health (62%) and DCHS (75%).

- The county's 14% of Executive Management positions held by Minorities was mainly accounted for by the high percentages in Health (38%) and DCHS (25%), offset by the low percentages in all other departments/offices.
- The departments/offices with zero Minority executive managers were departments/offices with low Executive Management positions overall (DA, MCSO).

Mid Level Management

			FY2008-2009 Job Group Summary																	
	Job Group & Name		Total (% of Total Employees in Office/ Dept)		Males		Females		Whites		Minorities		Blacks		Asian/ Pacific Islanders		Hispanics		American Indian/ Alaska Natives	
County	1B	Mid Level Management	215	4.8%	91	42.3%	124	57.7%	176	81.9%	39	18.1%	15	7.0%	13	6.1%	10	4.7%	1	0.5%
DA	1B	Mid Level Management	3	1.4%	2	66.7%	1	33.3%	3	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DCHS	1B	Mid Level Management	33	4.9%	15	45.5%	18	54.6%	23	69.7%	10	30.3%	3	9.1%	3	9.1%	3	9.1%	1	3.0%
DCJ	1B	Mid Level Management	51	9.4%	25	49.0%	26	51.0%	34	66.7%	17	33.3%	10	19.6%	3	5.9%	4	7.8%	0	0.0%
DCM	1B	Mid Level Management	34	6.4%	18	52.9%	16	47.1%	31	91.2%	3	8.8%	0	0.0%	2	5.9%	1	2.9%	0	0.0%
DCS	1B	Mid Level Management	11	5.5%	10	90.9%	1	9.1%	10	90.9%	1	9.1%	0	0.0%	0	0.0%	1	9.1%	0	0.0%
Health	1B	Mid Level Management	54	5.8%	15	27.8%	39	72.2%	49	90.7%	5	9.3%	1	1.9%	4	7.4%	0	0.0%	0	0.0%
Library	1B	Mid Level Management	24	4.3%	5	20.8%	19	79.2%	21	87.5%	3	12.5%	1	4.2%	1	4.2%	1	4.2%	0	0.0%
MCSO	1B	Mid Level Management	4	0.5%	1	25.0%	3	75.0%	4	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
ND	1B	Mid Level Management	1	1.2%	1	100.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

- Mid Level Management positions made up 4.8% of all county positions.
- The departments/offices with the highest percentages of Mid Level Management positions to total positions were DCJ (9.4%) and DCM (6.4%).
- The county's 42% of Mid Level Management positions held by Males was mainly accounted for by the high percentages of Males in DCS (91%) and DCM (53%), offset by the Library's 21% and Health's 28%.
- The county's 58% of Mid Level Management positions held by Females was mainly accounted for by the high percentages of Females in the Library (79%) and Health (72%), offset by DCJ's 51% and DCHS's 55%.
- The county's 82% of Mid Level Management positions held by Whites was mainly accounted for by the high percentages of Whites in DA, MCSO, DCS, Health, and DCM (91-100%), offset by low percentages in DCJ (67%) and DCHS (70%).
- The county's 18% of Mid Level Management positions held by Minorities was mainly accounted for by the high percentages in DCJ (33%) and DCHS (30%), offset by the low percentages in all other departments/offices.

Entry Level Management (excluding Senior Supervisors)

			FY2008-2009 Job Group Summary																	
	Job Group & Name		Total (% of Total Employees in Office/ Dept)		Males		Females		Whites		Minorities		Blacks		Asian/ Pacific Islanders		Hispanics		American Indian/ Alaska Natives	
County	1C	Entry Level Management	127	2.8%	55	43.3%	72	56.7%	100	78.7%	27	21.3%	10	7.9%	11	8.7%	4	3.2%	2	1.6%
DA	1C	Entry Level Management	8	3.9%	2	25.0%	6	75.0%	8	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DCHS	1C	Entry Level Management	4	0.6%	1	25.0%	3	75.0%	3	75.0%	1	25.0%	1	25.0%	0	0.0%	0	0.0%	0	0.0%
DCJ	1C	Entry Level Management	2	0.4%	0	0.0%	2	100.0%	1	50.0%	1	50.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%
DCM	1C	Entry Level Management	19	3.6%	5	26.3%	14	73.7%	15	78.9%	4	21.1%	2	10.5%	1	5.3%	1	5.3%	0	0.0%
DCS	1C	Entry Level Management	12	6.0%	8	66.7%	4	33.3%	9	75.0%	3	25.0%	1	8.3%	1	8.3%	0	0.0%	1	8.3%
Health	1C	Entry Level Management	39	4.2%	15	38.5%	24	61.5%	29	74.4%	10	25.6%	2	5.1%	6	15.4%	2	5.1%	0	0.0%
Library	1C	Entry Level Management	17	3.0%	8	47.1%	9	52.9%	14	82.4%	3	17.7%	1	5.9%	1	5.9%	0	0.0%	1	5.9%
MCSO	1C	Entry Level Management	25	3.2%	16	64.0%	9	36.0%	21	84.0%	4	16.0%	2	8.0%	1	4.0%	1	4.0%	0	0.0%
ND	1C	Entry Level Management	1	1.2%	1	100.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%

- Entry Level Management positions made up 2.8% of all county positions.
- The departments/offices with the highest percentages of Entry Level Management positions to total positions were DCS (6.0%) and Health (4.2%).
- The county's 43% of Entry Level Management positions held by Males was mainly accounted for by the high percentages of Males in DCS (67%) and MCSO (64%), offset by DCM's 26% and Health's 38%.
- The county's 57% of Entry Level Management positions held by Females was mainly accounted for by the high percentages of Females in the Health (62%) and DCM (74%), offset by DCS's 33% and MCSO's 36%.
- The county's 79% of Entry Level Management positions held by Whites was mainly accounted for by the high percentages of Whites in MCSO (84%) and Library (82%), offset by low percentages in Health (74%) and DCS (75%).
- The county's 21% of Entry Level Management positions held by Minorities was mainly accounted for by the high percentages in Health (26%) and DCS (25%), offset by the low percentages in MCSO (16%) and Library (18%).

Entry Level Management: Senior Supervisors

			FY2008-2009 Job Group Summary																	
			Total (% of Total Employees in Office/ Dept)		Males		Females		Whites		Minorities		Blacks		Asian/ Pacific Islanders		Hispanics		American Indian/ Alaska Natives	
	Job Group & Name																			
County	1C1	Entry Level Mgt: Senior Supervisors	82	1.8%	23	28.0%	59	72.0%	60	73.2%	22	26.8%	11	13.4%	6	7.3%	4	4.9%	1	1.2%
DCHS	1C1	Entry Level Mgt: Senior Supervisors	31	4.6%	10	32.3%	21	67.7%	24	77.4%	7	22.6%	2	6.5%	2	6.5%	2	6.5%	1	3.2%
DCM	1C1	Entry Level Mgt: Senior Supervisors	10	1.9%	6	60.0%	4	40.0%	7	70.0%	3	30.0%	1	10.0%	1	10.0%	1	10.0%	0	0.0%
DCS	1C1	Entry Level Mgt: Senior Supervisors	3	1.5%	3	100.0%	0	0.0%	3	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Health	1C1	Entry Level Mgt: Senior Supervisors	29	3.1%	3	10.3%	26	89.7%	20	69.0%	9	31.0%	6	20.7%	2	6.9%	1	3.5%	0	0.0%
Library	1C1	Entry Level Mgt: Senior Supervisors	5	0.9%	0	0.0%	5	100.0%	4	80.0%	1	20.0%	0	0.0%	1	20.0%	0	0.0%	0	0.0%
MCSO	1C1	Entry Level Mgt: Senior Supervisors	4	0.5%	1	25.0%	3	75.0%	2	50.0%	2	50.0%	2	50.0%	0	0.0%	0	0.0%	0	0.0%

- Senior Supervisors positions made up 1.8% of all county positions.
- The departments/offices with the highest percentages of Senior Supervisors positions to total positions were DCHS (4.6%) and Health (3.1%).
- The county's 28% of Senior Supervisors positions held by Males was mainly accounted for by the high numbers/percentages of Males in all departments except Health (10%) and Library (zero).
- The county's 72% of Senior Supervisors positions held by Females was mainly accounted for by the high percentages of Females in Health (89%), Library (100%), and MCSO (75%), offset by low percentages in DCHS (68%) and DCM (40%).
- The county's 73% of Senior Supervisors positions held by Whites was mainly accounted for by the high percentages of Whites in DCHS (77%) and Library (80%), offset by low percentages in Health (69%) and DCM (70%).
- The county's 27% of Senior Supervisors positions held by Minorities was mainly accounted for by the high percentages in Health (31%) and DCM (30%), offset by the low percentages in DCHS (23%) and Library (20%).

Total Management: EEO Group 1

			FY2008-2009 Job Group Summary																	
			Total (% of Total Employees in Office/ Dept)		Males		Females		Whites		Minorities		Blacks		Asian/ Pacific Islanders		Hispanics		American Indian/ Alaska Natives	
County		Total Management	509	11.3%	211	41.5%	298	58.5%	409	80.4%	100	19.6%	41	8.1%	34	6.7%	21	4.1%	4	0.8%
DA		Total Management	14	6.8%	7	50.0%	7	50.0%	14	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
DCHS		Total Management	76	11.4%	30	39.5%	46	60.5%	56	73.7%	20	26.3%	7	9.2%	5	6.6%	6	7.9%	2	2.6%
DCJ		Total Management	59	10.8%	29	49.2%	30	50.8%	40	67.8%	19	32.2%	12	20.3%	3	5.1%	4	6.8%	0	0.0%
DCM		Total Management	88	16.6%	44	50.0%	44	50.0%	76	86.4%	12	13.6%	3	3.4%	6	6.8%	3	3.4%	0	0.0%
DCS		Total Management	31	15.6%	24	77.4%	7	22.6%	26	83.9%	5	16.1%	2	6.5%	1	3.2%	1	3.2%	1	3.2%
Health		Total Management	135	14.5%	36	26.7%	99	73.3%	106	78.5%	29	21.5%	11	8.1%	14	10.4%	4	3.0%	0	0.0%
Library		Total Management	57	10.2%	14	24.6%	43	75.4%	49	86.0%	8	14.0%	2	3.5%	3	5.3%	2	3.5%	1	1.8%
MCSO		Total Management	38	4.9%	23	60.5%	15	39.5%	32	84.2%	6	15.8%	4	10.5%	1	2.6%	1	2.6%	0	0.0%
ND		Total Management	11	13.6%	7	63.6%	4	36.4%	4	36.4%	7	63.6%	0	0.0%	1	9.1%	0	0.0%	0	0.0%

- Total Management positions made up 11% of all county positions.
- The departments/offices with the highest percentages of Total Management positions to total positions were DCM (16.6%), DCS (15.6%), Health (14.5%) and Non-Departmental units (13.6%).
- The county's 42% of Total Management positions held by Males was mainly accounted for by the high percentages of Males in DCS (77%) and MCSO (60%), offset by Health's 27% and Library's 25%.
- The county's 58% of Total Management positions held by Females was mainly accounted for by the high percentages of Females in the Library (75%) and Health (73%), offset by DCJ's 51% and DCM's 50%.
- The county's 80% of Total Management positions held by Whites was mainly accounted for by the high percentages of Whites in DCM (86%) and Library (86%), offset by low percentages in Health (78%), DCHS (74%), and DCJ (68%).
- The county's 20% of Total Management positions held by Minorities was mainly accounted for by the high percentages in DCJ (32%), Health (22%), and DCHS (26%), offset by the low percentages in all other departments/offices.
- The DA's Office had no identified minorities in Total Management positions.

Utilization Analysis

Incumbency versus Estimated Availability*

The following table shows in which job groups Females and Minorities were underutilized on a countywide basis. Availability percentages were calculated using weighted external (U.S. Census) and internal (promotion track) factors.

FY2008-2009 County Job Group & Name	Females		Minorities		Blacks		Asian/ Pacific Islanders		Hispanics		American Indian/ Alaska Natives	
	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail
1A Executive Management	50.6%	53.9%	14.1%	15.8%	5.9%	5.4%	4.7%	6.0%	3.5%	4.2%	0.0%	1.7%
1B Mid Level Management	57.7%	54.2%	18.1%	16.8%	7.0%	5.1%	6.1%	7.2%	4.7%	4.0%	0.5%	2.0%
1C Entry Level Management	56.7%	56.2%	21.3%	15.1%	7.9%	5.4%	8.7%	5.3%	3.2%	3.9%	1.6%	1.4%
1C1 Entry Level Mgt: Senior Supervisors	72.0%	59.4%	26.8%	16.2%	13.4%	5.0%	7.3%	5.5%	4.9%	5.2%	1.2%	2.3%
2A Senior Level Professionals	55.8%	52.5%	18.3%	17.4%	5.8%	4.6%	8.9%	6.6%	3.1%	5.9%	0.5%	5.3%
2A1 Senior Level Health Professionals	68.9%	59.2%	10.7%	15.4%	0.0%	2.2%	7.8%	9.3%	2.9%	3.7%	0.0%	8.0%
2B Mid Level Professionals	67.6%	61.2%	19.0%	13.0%	7.2%	5.1%	5.7%	4.0%	5.1%	3.7%	0.9%	2.7%
2B1 Mid Level Health Professionals	89.8%	86.7%	14.4%	10.4%	3.0%	3.4%	5.4%	4.6%	5.4%	2.3%	0.6%	3.3%
2B2 Mid Level Probation/Parole Officers	56.5%	39.0%	19.9%	9.4%	10.7%	2.0%	3.1%	6.6%	6.1%	0.8%	0.0%	6.2%
2C Entry Level Professionals	76.0%	42.5%	24.0%	14.1%	11.2%	5.0%	6.6%	4.9%	5.6%	3.9%	0.5%	2.5%
3A Senior Level Technician	26.5%	39.2%	13.2%	15.9%	4.4%	2.3%	1.5%	8.9%	5.9%	4.7%	1.5%	2.8%
3B Mid Level Technician	41.0%	55.7%	23.0%	13.7%	1.6%	4.0%	14.8%	5.5%	6.6%	4.2%	0.0%	4.2%
3C Entry Level Technician	79.4%	54.7%	25.4%	8.9%	6.4%	2.4%	7.9%	2.9%	11.1%	3.6%	0.0%	2.9%
4A Protective Services: Senior Level Management	7.1%	19.2%	0.0%	18.1%	0.0%	9.8%	0.0%	3.7%	0.0%	4.1%	0.0%	0.6%
4B Protective Services: Mid Level Management	28.7%	33.8%	32.7%	17.3%	13.9%	10.0%	10.9%	2.9%	6.9%	4.1%	1.0%	1.8%
4C Protective Services: Entry Level Official	17.3%	19.0%	15.6%	7.0%	9.3%	1.7%	2.3%	2.3%	3.6%	3.0%	0.4%	2.3%

*Highlighted cells indicate underutilization (Incumbency percentages lower than 80% of the Availability percentages).

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Incumbency versus Estimated Availability*, cont'd

FY2008-2009 County Job Group & Name	Females		Minorities		Blacks		Asian/ Pacific Islanders		Hispanics		American Indian/ Alaska Natives	
	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail
5A Senior Level Support	57.7%	55.7%	15.4%	18.4%	7.7%	4.2%	7.7%	3.6%	0.0%	10.1%	0.0%	1.5%
5B Mid Level Support	70.9%	71.7%	32.4%	12.1%	5.8%	3.3%	6.3%	3.8%	19.1%	5.0%	1.3%	2.9%
5C Entry Level Support	77.1%	70.8%	19.2%	6.8%	4.3%	0.7%	5.9%	3.6%	8.5%	1.9%	0.5%	3.2%
6A Senior Level Clerical	87.0%	80.6%	29.6%	18.2%	8.9%	4.3%	4.1%	5.0%	14.8%	8.4%	1.8%	2.9%
6B Mid Level Clerical	87.2%	81.7%	28.2%	12.9%	7.7%	2.6%	5.9%	5.3%	13.6%	4.7%	1.0%	4.5%
6C Entry Level Clerical	80.6%	65.7%	29.6%	7.3%	4.6%	1.8%	8.3%	2.8%	16.7%	2.7%	0.0%	2.8%
6C1 Entry Level Library	62.3%	78.5%	9.2%	11.0%	1.5%	3.3%	3.9%	3.9%	1.5%	3.8%	2.3%	3.9%
7A Senior Level Craft	0.0%	3.2%	10.0%	15.5%	6.7%	2.2%	0.0%	3.1%	3.3%	10.2%	0.0%	0.6%
7B Mid Level Craft	2.9%	13.2%	26.5%	11.8%	2.9%	2.1%	5.9%	1.9%	17.7%	7.2%	0.0%	2.5%
7C Entry Level Craft	7.1%	13.3%	14.3%	12.1%	0.0%	3.1%	0.0%	3.1%	10.7%	5.3%	3.6%	1.4%
8A Senior Level Maintenance	31.7%	41.6%	14.6%	13.4%	7.3%	2.2%	2.4%	3.7%	2.4%	6.7%	2.4%	2.8%
8B Mid Level Maintenance	61.1%	46.6%	5.6%	18.7%	0.0%	3.3%	0.0%	4.6%	0.0%	10.4%	5.6%	3.3%
8C Entry Level Maintenance	38.1%	21.5%	31.0%	9.0%	11.9%	2.1%	9.5%	2.6%	7.1%	4.3%	2.4%	2.6%

*Highlighted cells indicate underutilization (Incumbency percentages lower than 80% of the Availability percentages).

- At the county level, Females were underutilized in Senior and Mid Level Technician, all Craft job groups, Entry Level Library, and Senior Level Maintenance.
- Blacks were underutilized in Senior Level Health Professional, Mid Level Technician, Protective Services: Senior Level Management, Entry Level Library, Entry Level Craft, and Mid Level Maintenance.
- Asian/Pacific Islanders were underutilized in Executive Management, Mid Level Probation/Parole Officers, Senior Level Technician, Protective Services: Senior Level Management, Senior Level Craft, Entry Level Craft, and Senior and Mid Level Maintenance.
- Hispanics were underutilized in Senior Level Professional, Senior Level Health Professional, Protective Services: Senior Level Management, Senior Level Support, Entry Level Library, Senior Level Craft, and Senior and Mid Level Maintenance.
- American Indian/Alaska Natives were underutilized in all job groups EXCEPT Entry Level Management, Entry Level Craft, and the three Maintenance job groups.

Incumbency versus Estimated Availability*: By Department/Office

Females

FY2008-2009 Females Job Group & Name	County		DA		DCHS		DCJ		DCM		DCS		Health		Library		MCSO		ND	
	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail
1A Executive Management	51%	54%	0%	54%	50%	54%	33%	54%	40%	54%	40%	54%	77%	54%	91%	54%	0%	54%	56%	54%
1B Mid Level Management	58%	54%	33%	54%	55%	54%	51%	54%	47%	54%	9%	54%	72%	54%	79%	54%	75%	54%	100%	54%
1C Entry Level Management	57%	56%	75%	56%	75%	56%	100%	56%	74%	56%			62%	56%	53%	56%	36%	56%	100%	56%
1C1 Entry Level Mgt: Senior Supervisors	72%	59%			68%	60%			40%	60%	0%	60%	90%	60%	100%	60%	75%	60%		
2A Senior Level Professionals	56%	52%	31%	53%	70%	53%	75%	53%	51%	53%	20%	53%	82%	53%	50%	53%	40%	53%	64%	53%
2A1 Senior Level Health Professionals	69%	59%			100%	59%					100%	59%	68%	59%						
2B Mid Level Professionals	68%	61%	50%	61%	74%	61%	70%	61%	56%	61%	30%	61%	76%	61%	79%	61%	56%	61%	48%	61%
2B1 Mid Level Health Professionals	90%	87%			86%	87%							90%	87%						
2B2 Mid Level Probation/Parole Officers	56%	39%					56%	39%												
2C Entry Level Professionals	76%	43%	38%	43%	84%	43%	93%	43%	43%	43%	43%	43%	73%	43%	100%	43%	67%	43%	100%	43%
3A Senior Level Technician	26%	39%	29%	39%					26%	39%	7%	39%	67%	39%			50%	39%		
3B Mid Level Technician	41%	56%	100%	56%	18%	56%			22%	56%	0%	56%	76%	56%	50%	56%			0%	56%
3C Entry Level Technician	79%	55%							56%	55%	0%	55%	91%	55%						
4A Protective Services: Senior Level Management	7%	19%															7%	19%		
4B Protective Services: Mid Level Management	29%	34%					29%	34%					0%	34%			30%	34%		
4C Protective Services: Entry Level Official	17%	19%					29%	19%									17%	19%		

*Highlighted cells indicate underutilization (Incumbency percentages lower than 80% of the Availability percentages).

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Incumbency versus Estimated Availability*: By Department/Office

Females, cont'd

FY2008-2009 Females Job Group & Name	County		DA		DCHS		DCJ		DCM		DCS		Health		Library		MCSO		ND	
	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail
5A Senior Level Support	58%	56%	44%	56%			100%	56%	50%	56%			60%	56%			80%	56%		
5B Mid Level Support	71%	72%	100%	72%	79%	72%	77%	72%	100%	72%	58%	72%	76%	72%	72%	72%	42%	72%		
5C Entry Level Support	77%	71%			100%	71%	75%	71%	50%	71%			100%	71%	75%	71%				
6A Senior Level Clerical	87%	81%	94%	81%	88%	81%	90%	81%	75%	81%	70%	81%	85%	81%	100%	81%	86%	81%	100%	81%
6B Mid Level Clerical	87%	82%	90%	82%	84%	82%	95%	82%	86%	82%	88%	82%	86%	82%	100%	82%	82%	82%	100%	82%
6C Entry Level Clerical	81%	66%	92%	66%	93%	66%			70%	66%	100%	66%	78%	66%			100%	66%	100%	66%
6C1 Entry Level Library	62%	78%													62%	78%				
7A Senior Level Craft	0%	3%							0%	3%	0%	3%								
7B Mid Level Craft	3%	13%							0%	13%	8%	13%	0%	13%	0%	13%	0%	13%		
7C Entry Level Craft	7%	13%							0%	13%	8%	13%								
8A Senior Level Maintenance	32%	42%							17%	42%	0%	42%					40%	42%		
8B Mid Level Maintenance	61%	47%					60%	47%	0%	47%	73%	47%								
8C Entry Level Maintenance	38%	21%					80%	21%	20%	21%	43%	21%			29%	21%	100%	21%		

*Highlighted cells indicate underutilization (Incumbency percentages lower than 80% of the Availability percentages).

- Of the departments/offices with Senior and Mid Level Technician employees, DCS had the lowest percentage of Females in those groups.
- No departments/offices had Females in the Senior Level Crafts group.
- DCM had no Females in any of the Crafts groups.
- MCSO's 40% Females in the Senior Level Maintenance group was offset by low percentages in DCM and DCS.

Incumbency versus Estimated Availability*: By Department/Office

Blacks

FY2008-2009 Blacks Job Group & Name	County		DA		DCHS		DCJ		DCM		DCS		Health		Library		MCSO		ND	
	Inc	Avai l	Inc	Avai l	Inc	Avai l	Inc	Avai l	Inc	Avai l	Inc	Avai l	Inc	Avai l	Inc	Avai l	Inc	Avai l	Inc	Avai l
1A Executive Management	6%	5%	0%	5%	13 %	5%	17 %	5%	0%	5%	20 %	5%	15 %	5%	0%	5%	0%	5%	0%	5%
1B Mid Level Management	7%	5%	0%	5%	9%	5%	20 %	5%	0%	5%	0%	5%	2%	5%	4%	5%	0%	5%	0%	5%
1C Entry Level Management	8%	5%	0%	5%	25 %	5%	50 %	5%	11 %	5%			5%	5%	6%	5%	8%	5%	0%	5%
1C1 Entry Level Mgt: Senior Supervisors	13 %	5%			6%	5%			10 %	5%	0%	5%	21 %	5%	0%	5%	50 %	5%		
2A Senior Level Professionals	6%	5%	0%	5%	16 %	5%	0%	5%	3%	5%	0%	5%	5%	5%	0%	5%	20 %	5%	0%	5%
2A1 Senior Level Health Professionals	0%	2%			0%	2%					0%	2%	0%	2%						
2B Mid Level Professionals	7%	5%	3%	5%	7%	5%	18 %	5%	6%	5%	10 %	5%	3%	5%	3%	5%	0%	5%	8%	5%
2B1 Mid Level Health Professionals	3%	3%			0%	3%							3%	3%						
2B2 Mid Level Probation/Parole Officers	11 %	2%					11 %	2%												
2C Entry Level Professionals	11 %	5%	6%	5%	14 %	5%	7%	5%	14 %	5%	0%	5%	18 %	5%	0%	5%	0%	5%	0%	5%
3A Senior Level Technician	4%	2%	14 %	2%					5%	2%	0%	2%	0%	2%			0%	2%		
3B Mid Level Technician	2%	4%	0%	4%	0%	4%			0%	4%	8%	4%	0%	4%	0%	4%			0%	4%
3C Entry Level Technician	6%	2%							0%	2%	0%	2%	9%	2%						
4A Protective Services: Senior Level Management	0%	10%															0%	10%		
4B Protective Services: Mid Level Management	14 %	10%					20 %	10%					0%	10%			7%	10%		
4C Protective Services: Entry Level Official	9%	2%					43 %	2%									8%	2%		

*Highlighted cells indicate underutilization (Incumbency percentages lower than 80% of the Availability percentages).

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Incumbency versus Estimated Availability*: By Department/Office

Blacks, cont'd

FY2008-2009 Blacks	County		DA		DCHS		DCJ		DCM		DCS		Health		Library		MCSO		ND	
Job Group & Name	Inc	Avai I	Inc	Avai I	Inc	Avai I	Inc	Avai I	Inc	Avai I	Inc	Avai I	Inc	Avai I	Inc	Avai I	Inc	Avai I	Inc	Avai I
5A Senior Level Support	8%	4%	0%	4%			0%	4%	0%	4%			40%	4%			0%	4%		
5B Mid Level Support	6%	3%	14%	3%	7%	3%	7%	3%	0%	3%	0%	3%	9%	3%	0%	3%	4%	3%		
5C Entry Level Support	4%	1%			17%	1%	0%	1%	17%	1%			17%	1%	2%	1%				
6A Senior Level Clerical	9%	4%	6%	4%	12%	4%	7%	4%	25%	4%	10%	4%	13%	4%	0%	4%	0%	4%	0%	4%
6B Mid Level Clerical	8%	3%	10%	3%	3%	3%	12%	3%	5%	3%	6%	3%	10%	3%	0%	3%	5%	3%	0%	3%
6C Entry Level Clerical	5%	2%	0%	2%	0%	2%			6%	2%	0%	2%	7%	2%			0%	2%	0%	2%
6C1 Entry Level Library	2%	3%													2%	3%				
7A Senior Level Craft	7%	2%							7%	2%	0%	2%								
7B Mid Level Craft	3%	2%							0%	2%	0%	2%	17%	2%	0%	2%	0%	2%		
7C Entry Level Craft	0%	3%							0%	3%	0%	3%								
8A Senior Level Maintenance	7%	2%							0%	2%	0%	2%					10%	2%		
8B Mid Level Maintenance	0%	3%					0%	3%	0%	3%	0%	3%								
8C Entry Level Maintenance	12%	2%					20%	2%	13%	2%	14%	2%			0%	2%	0%	2%		

*Highlighted cells indicate underutilization (Incumbency percentages lower than 80% of the Availability percentages).

- Nearly all underutilization occurred because the department/office had zero identified Blacks within job groups.
- The DA's Office had no identified Blacks in any of the Management groups.
- DCS had no identified Blacks in any of the Craft groups.
- The Library had no identified Blacks in their Senior and Mid Level Clerical groups.
- DCM had no identified Blacks in the Senior and Mid Level Maintenance groups.
- Some areas where incumbency was high versus availability were Entry Level Management for DCHS and DCJ; Senior Supervisors for MCSO, Entry Level Officials for DCJ, Senior Level Support for Health, and Senior Level Clerical for DCM.

Incumbency versus Estimated Availability*: By Department/Office

Asian/Pacific Islanders

FY2008-2009 Asian/Pacific Islander Job Group & Name	County		DA		DCHS		DCJ		DCM		DCS		Health		Library		MCSO		ND	
	Inc	Avai l	Inc	Avai l	Inc	Avai l	Inc	Avai l	Inc	Avai l	Inc	Avai l	Inc	Avai l	Inc	Avai l	Inc	Avai l	Inc	Avai l
1A Executive Management	5%	6%	0%	6%	0%	6%	0%	6%	8%	6%	0%	6%	15 %	6%	0%	6%	0%	6%	0%	6%
1B Mid Level Management	6%	7%	0%	7%	9%	7%	6%	7%	6%	7%	0%	7%	7%	7%	4%	7%	0%	7%	0%	7%
1C Entry Level Management	9%	5%	0%	5%	0%	5%	0%	5%	5%	5%			15 %	5%	6%	5%	4%	5%	100 %	5%
1C1 Entry Level Mgt: Senior Supervisors	7%	5%			6%	5%			10 %	5%	0%	5%	7%	5%	20 %	5%	0%	5%		
2A Senior Level Professionals	9%	7%	13 %	7%	2%	7%	75 %	7%	10 %	7%	10 %	7%	5%	7%	25 %	7%	10 %	7%	0%	7%
2A1 Senior Level Health Professionals	8%	9%			0%	9%					0%	9%	8%	9%						
2B Mid Level Professionals	6%	4%	10 %	4%	6%	4%	4%	4%	7%	4%	10 %	4%	6%	4%	4%	4%	0%	4%	3%	4%
2B1 Mid Level Health Professionals	5%	5%			0%	5%							6%	5%						
2B2 Mid Level Probation/Parole Officers	3%	7%					3%	7%												
2C Entry Level Professionals	7%	5%	6%	5%	8%	5%	0%	5%	0%	5%	14 %	5%	9%	5%	0%	5%	0%	5%	33%	5%
3A Senior Level Technician	1%	9%	0%	9%					0%	9%	0%	9%	17 %	9%			0%	9%		
3B Mid Level Technician	15 %	6%	0%	6%	9%	6%			11 %	6%	0%	6%	24 %	6%	0%	6%			100 %	6%
3C Entry Level Technician	8%	3%							0%	3%	0%	3%	11 %	3%						
4A Protective Services: Senior Level Management	0%	4%															0%	4%		
4B Protective Services: Mid Level Management	11 %	3%					18 %	3%					0%	3%			2%	3%		
4C Protective Services: Entry Level Official	2%	2%					0%	2%									2%	2%		

*Highlighted cells indicate underutilization (Incumbency percentages lower than 80% of the Availability percentages).

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Incumbency versus Estimated Availability*: By Department/Office

Asian/Pacific Islanders, cont'd

FY2008-2009 Asian/Pacific Islander Job Group & Name	County		DA		DCHS		DCJ		DCM		DCS		Health		Library		MCSO		ND	
	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail
5A Senior Level Support	8%	4%	22%	4%			0%	4%	0%	4%			0%	4%			0%	4%		
5B Mid Level Support	6%	4%	0%	4%	0%	4%	13%	4%	0%	4%	0%	4%	7%	4%	4%	4%	6%	4%		
5C Entry Level Support	6%	4%			0%	4%	0%	4%	0%	4%			17%	4%	6%	4%				
6A Senior Level Clerical	4%	5%	0%	5%	8%	5%	3%	5%	0%	5%	10%	5%	4%	5%	0%	5%	5%	5%	0%	5%
6B Mid Level Clerical	6%	5%	6%	5%	2%	5%	2%	5%	16%	5%	6%	5%	5%	5%	50%	5%	7%	5%	0%	5%
6C Entry Level Clerical	8%	3%	0%	3%	13%	3%			6%	3%	100%	3%	10%	3%			0%	3%	0%	3%
6C1 Entry Level Library	4%	4%													4%	4%				
7A Senior Level Craft	0%	3%							0%	3%	0%	3%								
7B Mid Level Craft	6%	2%							0%	2%	15%	2%	0%	2%	0%	2%	0%	2%		
7C Entry Level Craft	0%	3%							0%	3%	0%	3%								
8A Senior Level Maintenance	2%	4%							0%	4%	20%	4%					0%	4%		
8B Mid Level Maintenance	0%	5%					0%	5%	0%	5%	0%	5%								
8C Entry Level Maintenance	10%	3%					20%	3%	7%	3%	7%	3%			0%	3%	100%	3%		

*Highlighted cells indicate underutilization (Incumbency percentages lower than 80% of the Availability percentages).

- Most underutilization occurred because the department/office had zero identified Asian/Pacific Islanders within job groups.
- The DA's Office had no identified Asian/Pacific Islanders in any of the Management groups.
- DCM and Health were the only departments with identified Asian/Pacific Islanders in the Executive Management group.
- DCS had no identified Asian/Pacific Islanders in their Technician groups.
- DCM had no identified Asian/Pacific Islanders in their Craft groups or Senior/Mid Level Maintenance groups.

Incumbency versus Estimated Availability*: By Department/Office

Hispanics

FY2008-2009 Hispanics Job Group & Name	County		DA		DCHS		DCJ		DCM		DCS		Health		Library		MCSO		ND	
	Inc	Avai I	Inc	Avai I	Inc	Avai I	Inc	Avai I	Inc	Avai I	Inc	Avai I	Inc	Avai I	Inc	Avai I	Inc	Avai I	Inc	Avai I
1A Executive Management	4%	4%	0%	4%	13 %	4%	0%	4%	0%	4%	0%	4%	8%	4%	9%	4%	0%	4%	0%	4%
1B Mid Level Management	5%	4%	0%	4%	9%	4%	8%	4%	3%	4%	9%	4%	0%	4%	4%	4%	0%	4%	0%	4%
1C Entry Level Management	3%	4%	0%	4%	0%	4%	0%	4%	5%	4%			5%	4%	0%	4%	4%	4%	0%	4%
1C1 Entry Level Mgt: Senior Supervisors	5%	5%			6%	5%			10 %	5%	0%	5%	3%	5%	0%	5%	0%	5%		
2A Senior Level Professionals	3%	6%	0%	6%	2%	6%	0%	6%	2%	6%	0%	6%	18%	6%	0%	6%	0%	6%	0%	6%
2A1 Senior Level Health Professionals	3%	4%			0%	4%					0%	4%	3%	4%						
2B Mid Level Professionals	5%	4%	2%	4%	5%	4%	6%	4%	4%	4%	0%	4%	6%	4%	4%	4%	4%	4%	13 %	4%
2B1 Mid Level Health Professionals	5%	2%			0%	2%							6%	2%						
2B2 Mid Level Probation/Parole Officers	6%	1%					6%	1%												
2C Entry Level Professionals	6%	4%	0%	4%	7%	4%	7%	4%	0%	4%	0%	4%	5%	4%	8%	4%	0%	4%	33 %	4%
3A Senior Level Technician	6%	5%	0%	5%					8%	5%	7%	5%	0%	5%			0%	5%		
3B Mid Level Technician	7%	4%	0%	4%	18 %	4%			11 %	4%	8%	4%	0%	4%	0%	4%			0%	4%
3C Entry Level Technician	11 %	4%							6%	4%	0%	4%	13%	4%						
4A Protective Services: Senior Level Management	0%	4%															0%	4%		
4B Protective Services: Mid Level Management	7%	4%					7%	4%					100 %	4%			5%	4%		
4C Protective Services: Entry Level Official	4%	3%					0%	3%									4%	3%		

*Highlighted cells indicate underutilization (Incumbency percentages lower than 80% of the Availability percentages).

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Incumbency versus Estimated Availability*: By Department/Office

Hispanics, cont'd

FY2008-2009 Hispanics Job Group & Name	County		DA		DCHS		DCJ		DCM		DCS		Health		Library		MCSO		ND	
	Inc	Avai I	Inc	Avai I	Inc	Avai I	Inc	Avai I	Inc	Avai I	Inc	Avai I	Inc	Avai I	Inc	Avai I	Inc	Avai I	Inc	Avai I
5A Senior Level Support	0%	10%	0%	10%			0%	10%	0%	10%			0%	10%			0%	10%		
5B Mid Level Support	19%	5%	0%	5%	7%	5%	9%	5%	0%	5%	8%	5%	37%	5%	4%	5%	12%	5%		
5C Entry Level Support	9%	2%			6%	2%	0%	2%	0%	2%			17%	2%	9%	2%				
6A Senior Level Clerical	15%	8%	0%	8%	16%	8%	10%	8%	13%	8%	10%	8%	33%	8%	0%	8%	0%	8%	0%	8%
6B Mid Level Clerical	14%	5%	8%	5%	5%	5%	12%	5%	0%	5%	18%	5%	32%	5%	0%	5%	2%	5%	17%	5%
6C Entry Level Clerical	17%	3%	8%	3%	7%	3%			6%	3%	0%	3%	34%	3%			0%	3%	0%	3%
6C1 Entry Level Library	2%	4%													2%	4%				
7A Senior Level Craft	3%	10%							4%	10%	0%	10%								
7B Mid Level Craft	18%	7%							23%	7%	23%	7%	0%	7%	0%	7%	0%	7%		
7C Entry Level Craft	11%	5%							0%	5%	12%	5%								
8A Senior Level Maintenance	2%	7%							0%	7%	0%	7%					3%	7%		
8B Mid Level Maintenance	0%	10%					0%	10%	0%	10%	0%	10%								
8C Entry Level Maintenance	7%	4%					20%	4%	7%	4%	7%	4%			0%	4%	0%	4%		

*Highlighted cells indicate underutilization (Incumbency percentages lower than 80% of the Availability percentages).

- Most underutilization occurred because the department/office had zero identified Hispanics within job groups.
- The DA's Office had no identified Hispanics in any of the Management groups.
- DCS had no identified Hispanics in their Professional groups.
- DCM had no identified Hispanics in their Support groups or Senior/Mid Level Maintenance groups.
- DCHS, Health, and Library had higher incumbency than availability of Hispanics in Executive Management.

Incumbency versus Estimated Availability*: By Department/Office

American Indian/Alaska Natives**

FY2008-2009 American Indian/Alaska Natives Job Group & Name	County		DA		DCHS		DCJ		DCM		DCS		Health		Library		MCSO		ND	
	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail
1A Executive Management	0%	2%	0%	2%	0%	2%	0%	2%	0%	2%	0%	2%	0%	2%	0%	2%	0%	2%	0%	2%
1B Mid Level Management	0%	2%	0%	2%	3%	2%	0%	2%	0%	2%	0%	2%	0%	2%	0%	2%	0%	2%	0%	2%
1C Entry Level Management	2%	1%	0%	1%	0%	1%	0%	1%	0%	1%			0%	1%	6%	1%	0%	1%	0%	1%
1C1 Entry Level Mgt: Senior Supervisors	1%	2%			3%	2%			0%	2%	0%	2%	0%	2%	0%	2%	0%	2%		
2A Senior Level Professionals	0%	5%	0%	5%	2%	5%	0%	5%	0%	5%	0%	5%	0%	5%	0%	5%	0%	5%	0%	5%
2A1 Senior Level Health Professionals	0%	8%			0%	8%					0%	8%	0%	8%						
2B Mid Level Professionals	1%	3%	0%	3%	0%	3%	3%	3%	1%	3%	10%	3%	3%	3%	0%	3%	0%	3%	3%	3%
2B1 Mid Level Health Professionals	1%	3%			0%	3%							1%	3%						
2B2 Mid Level Probation/Parole Officers	0%	6%					0%	6%												
2C Entry Level Professionals	1%	3%	0%	3%	0%	3%	0%	3%	0%	3%	0%	3%	5%	3%	0%	3%	0%	3%	0%	3%
3A Senior Level Technician	1%	3%	0%	3%					3%	3%	0%	3%	0%	3%			0%	3%		
3B Mid Level Technician	0%	4%	0%	4%	0%	4%			0%	4%	0%	4%	0%	4%	0%	4%			0%	4%
3C Entry Level Technician	0%	3%							0%	3%	0%	3%	0%	3%						
4A Protective Services: Senior Level Management	0%	1%															0%	1%		
4B Protective Services: Mid Level Management	1%	2%					2%	2%					0%	2%			0%	2%		
4C Protective Services: Entry Level Official	0%	2%					7%	2%									0%	2%		

*Highlighted cells indicate underutilization (Incumbency percentages lower than 80% of the Availability percentages).

**Tan cells with 0% indicate percentages greater than zero but less than half of one percent.

Incumbency versus Estimated Availability*: By Department/Office

American Indian/Alaska Natives, cont'd

FY2008-2009 American Indian/Alaska Natives Job Group & Name	County		DA		DCHS		DCJ		DCM		DCS		Health		Library		MCSO		ND	
	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail	Inc	Avail
5A Senior Level Support	0%	2%	0%	2%			0%	2%	0%				0%	2%			0%	2%		
5B Mid Level Support	1%	3%	0%	3%	0%	3%	4%	3%	0%	3%	8%	3%	1%	3%	0%	3%	0%	3%		
5C Entry Level Support	1%	3%			0%	3%	25%	3%	0%	3%			0%	3%	0%	3%				
6A Senior Level Clerical	2%	3%	0%	3%	0%	3%	0%	3%	13%	3%	0%	3%	4%	3%	0%	3%	0%	3%	0%	3%
6B Mid Level Clerical	1%	5%	0%	5%	3%	5%	2%	5%	0%	5%	0%	5%	1%	5%	0%	5%	0%	5%	0%	5%
6C Entry Level Clerical	0%	3%	0%	3%	0%	3%			0%	3%	0%	3%	0%	3%			0%	3%	0%	3%
6C1 Entry Level Library	2%	4%													2%	4%				
7A Senior Level Craft	0%	1%							0%	1%	0%	1%								
7B Mid Level Craft	0%	3%							0%	3%	0%	3%	0%	3%	0%	3%	0%	3%		
7C Entry Level Craft	4%	1%							0%	1%	4%	1%								
8A Senior Level Maintenance	2%	3%							0%	3%	20%	3%					0%	3%		
8B Mid Level Maintenance	6%	3%					20%	3%	0%	3%	0%	3%								
8C Entry Level Maintenance	2%	3%					0%	3%	7%	3%	0%	3%			0%	3%	0%	3%		

*Highlighted cells indicate underutilization (Incumbency percentages lower than 80% of the Availability percentages).

- Nearly all underutilization occurred because the department/office had zero identified American Indian/Alaska Natives within job groups.
- The only departments with identified American Indian/Alaska Natives in any of the Management groups were DCHS and Library.
- High percentages (greater than 3%) for American Indian/Alaska Natives were attributable to low base numbers: for example, DCJ's 25% in Entry Level Support was accounted for by one employee out of four in the group.

Department/Office Underutilization

The following table summarizes the number of job groups (categories 1A-Executive Management through 8C-Entry level Maintenance) showing underutilization of protected groups, based on a comparison of incumbency versus availability.

	FY2008-2009 Utilization: # Job Groups with Underutilization																	
	Total of These Dept/Offices		DA		DCHS		DCJ		DCM		DCS		Health		Library		MCSO	
Total # of Job Groups	141		13		15		16		22		21		20		15		19	
Total Females	40	28.4%	5	38.5%	1*	6.7%	1	6.3%	10	45.5%	13*	61.9%	2	10.0%	2	13.3%	6*	31.6%
Total Minorities	47	33.3%	6	46.2%	2	13.3%	1	6.3%	9	40.9%	8	38.1%	2	10.0%	8	53.3%	11	57.9%
Blacks	71	50.4%	8	61.5%	4	26.7%	4	25.0%	11	50.0%	14	66.7%	6	30.0%	12	80.0%	12	63.2%
Asian/Pacific Islanders	74	52.5%	8	61.5%	8	53.3%	10	62.5%	12	54.5%	11	52.4%	5	25.0%	7	46.7%	13	68.4%
Hispanics	74	52.5%	11	84.6%	3	20.0%	7	43.8%	12	54.5%	12	57.1%	6	30.0%	9	60.0%	14	73.7%
American Indian/Alaska Natives	121	85.8%	13	100.0%	13*	86.7%	10*	62.5%	19*	86.4%	16	76.2%	17*	85.0%	14*	93.3%	19*	100.0%

*Indicates that the underutilization for at least one job group is statistically significant.

- American Indian/Alaska Natives was the most underutilized of minority groups: overall, excluding non-departmental units, this group experienced underutilization in 86% of job groups.
- Blacks, Hispanics, and Asian/Pacific Islanders experienced about 50% underutilization overall.
- Females experienced about 26% underutilization overall.

Department/Office Statistically Significant Underutilization

The following table summarizes the placement goals for each department/office, based on an analysis of utilization versus availability for statistical significance.

FY2008-2009 Statistically Significant Underutilization				Incumbency
Dept/Office	Protected Group	Job Group	Placement Goal	
DA	n/a	n/a	n/a	n/a
DCHS	Total Females	Mid Level Technician	56%	18%
	American Indian/ Alaska Natives	Mid Level Professionals	3%	0%
DCJ	American Indian/ Alaska Natives	Mid Level Probation/ Parole Officers	6%	0%
DCM	American Indian/ Alaska Natives	Senior Level Professionals	5%	0%
DCS	Total Females	Mid Level Management	54%	9%
	Total Females	Senior Level Technician	40%	7%
	Total Females	Mid Level Technician	56%	0%
Health	American Indian/ Alaska Natives	Senior Level Health Professionals	8%	0%
Library	American Indian/ Alaska Natives	Entry Level Support	3%	0%
MCSO	Total Females	Executive Management	54%	0%
	Total Females	Mid Level Support	72%	42%
	American Indian/ Alaska Natives	Entry Level Official	2%	0%

Staffed Units

The county had a total of 80 staffed units, of which 53 were staffed with 10 or more employees.

Number of units that include females and minorities:

FY2008-2009 Staffed Units		
	80 total units	53 units with 10+ employees
Total Females	79 (98.8%)	53 (100%)
Total Minorities	66 (82.5%)	52 (98.1%)
Blacks	54 (67.5%)	46 (86.8%)
Asian/Pacific Islanders	54 (67.5%)	47 (88.7%)
Hispanics	51 (63.8%)	47 (88.7%)
American Indian/Alaska Natives	23 (28.8%)	21 (39.6%)

- Females are included in all units with 10 or more employees, and in 99% of all units.
- Minorities are included in 98% of units with 10 or more employees, and in 82% of all units.
- Among minority groups, Hispanics, Asian/Pacific Islanders and Blacks were included in over 80% of units with 10 or more employees, and over 60% of all units.
- American Indian/Alaska Natives were included in 40% of units with 10 or more employees and 29% of all units.

Personnel Actions (Hires, Terminations, Promotions, Demotions)

Hires

A total of 377 new hires and rehires took place during the covered period.

	FY2008-2009 Hires		FY2008-2009 County Workforce
	County		
Total	377		
Total Males	127	33.7%	39.0%
Total Females	250	66.3%	61.0%
Total Whites	279	74.0%	78.8%
Total Minorities	98	26.0%	21.2%
Blacks	27	7.2%	7.0%
Asian/Pacific Islanders	21	5.6%	5.7%
Hispanics	46	12.2%	7.6%
American Indian/Alaska Natives	4	1.1%	0.8%

- Total Females hiring percentage was higher than workforce representation (66% hiring vs. 61% workforce).
- Total Minorities hiring percentage was higher than workforce representation (26% hiring vs. 22% workforce).
- Among minority groups, Hispanics had the highest number of hires (46).

Hires by Department/Office

	FY2008-2009 Hires																			
	County		DA		DCHS		DCJ		DCM		DCS		Health		Library		MCSO		ND	
Total	377		12		86		23		30		11		120		41		37		17	
Total Males	127	33.7%	5	41.7%	18	20.9%	15	65.2%	22	73.3%	5	45.5%	27	22.5%	11	26.8%	19	51.4%	5	29.4%
Total Females	250	66.3%	7	58.3%	68	79.1%	8	34.8%	8	26.7%	6	54.5%	93	77.5%	30	73.2%	18	48.6%	12	70.6%
Total Whites	279	74.0%	9	75.0%	68	79.1%	12	52.2%	24	80.0%	8	72.7%	81	67.5%	31	75.6%	31	83.8%	15	88.2%
Total Minorities	98	26.0%	3	25.0%	18	20.9%	11	47.8%	6	20.0%	3	27.3%	39	32.5%	10	24.4%	6	16.2%	2	11.8%
Blacks	27	7.2%	1	8.3%	6	7.0%	4	17.4%	1	3.3%	0	0.0%	9	7.5%	2	4.9%	3	8.1%	1	5.9%
Asian/Pacific Islanders	21	5.6%	0	0.0%	4	4.7%	2	8.7%	2	6.7%	1	9.1%	8	6.7%	3	7.3%	1	2.7%	0	0.0%
Hispanics	46	12.2%	2	16.7%	6	7.0%	4	17.4%	3	10.0%	2	18.2%	21	17.5%	5	12.2%	2	5.4%	1	5.9%
American Indian/Alaska Natives	4	1.1%	0	0.0%	2	2.3%	1	4.3%	0	0.0%	0	0.0%	1	0.8%	0	0.0%	0	0.0%	0	0.0%

- The county's 66% Total Females hiring percentage was due in large part to high Females hiring in DCHS (79%) and Health (78%), partially offset by low hiring percentages in DCM (27%), DCJ (35%).
- Almost half of DCJ's hires (48%) were of Minority employees, contributing to the county's Total Minorities hiring percentage of 26%. Most other departments/offices had Minority hiring percentages of ~20-25%. MCSO's Minority hiring rate was slightly less than 20%.
- The county's 34% Total Males hiring percentage can be attributed to low Males hiring in DCHS (21%) and Health (22%), partially offset by high Male hiring in DCM (73%) and DCJ (65%).
- The county's 74% Total Whites hiring percentage was due to high Whites hiring in MCSO (84%), DCM (80%), and DCHS (79%), and partially offset by low hiring percentages in Health (68%) and DCJ (52%).
- Among minority groups, Hispanics had the highest hiring percentage in the county. Five departments/offices (DA, DCJ, DCS, Health, Library) had hiring percentages for Hispanics greater than the county's 12%; these higher percentages were offset by the two largest departments/offices (DCHS, MCSO) having hiring percentages lower than the county's.

- DCJ's high hiring percentages of Black employees (17%) was offset by low hiring percentages for DCHS (7%), Health (7%), and Library (5%). DCS hired no Black employees.
- Most hiring of Asian/Pacific Islanders occurred in the Health department (8 of 21 Asian/Pacific Islanders total hires). These 8 hires represented 7% of Health hires, higher than the county's 6%. The other two largest departments/offices, DCHS and MCSO, had hiring percentages lower than the county's (5% and 3%, respectively).
- The county's 4 American Indian/Alaska Natives hires occurred in DCHS (2), DCJ (1), and Health (1).

Terminations

A total of 340 employees terminated their employment during the covered period.

	FY2008-2009 Terminations		FY2008-2009 County Workforce
	County		
Total	340		
Total Males	122	35.9%	39.0%
Total Females	218	64.1%	61.0%
Total Whites	255	75.0%	78.8%
Total Minorities	85	25.0%	21.2%
Blacks	22	6.5%	7.0%
Asian/Pacific Islanders	26	7.6%	5.7%
Hispanics	32	9.4%	7.6%
American Indian/Alaska Natives	5	1.5%	0.8%

- Both Total Females and Total Minorities percentages of terminations were higher than workforce representation, but to a lesser extent than the hiring percentages, so the result in a net gain in employees.
- Among minority groups, Hispanics had the most terminations (32) followed closely by Asian/Pacific Islanders (26) and Blacks (22).

Terminations by Department/Office

	FY2008-2009 Terminations																			
	County		DA		DCHS		DCJ		DCM		DCS		Health		Library		MCSO		ND	
Total	340		23		47		31		35		21		88		34		47		14	
Total Males	122	35.9%	6	26.1%	10	21.3%	16	51.6%	21	60.0%	11	52.4%	17	19.3%	4	11.8%	31	66.0%	6	42.9%
Total Females	218	64.1%	17	73.9%	37	78.7%	15	48.4%	14	40.0%	10	47.6%	71	80.7%	30	88.2%	16	34.0%	8	57.1%
Total Whites	255	75.0%	19	82.6%	35	74.5%	20	64.5%	27	77.1%	20	95.2%	60	68.2%	26	76.5%	38	80.9%	10	71.4%
Total Minorities	85	25.0%	4	17.4%	12	25.5%	11	35.5%	8	22.9%	1	4.8%	28	31.8%	8	23.5%	9	19.1%	4	28.6%
Blacks	22	6.5%	2	8.7%	4	8.5%	5	16.1%	1	2.9%	0	0.0%	7	8.0%	0	0.0%	2	4.3%	1	7.1%
Asian/Pacific Islanders	26	7.6%	0	0.0%	1	2.1%	1	3.2%	6	17.1%	1	4.8%	11	12.5%	2	5.9%	3	6.4%	1	7.1%
Hispanics	32	9.4%	2	8.7%	4	8.5%	5	16.1%	0	0.0%	0	0.0%	10	11.4%	5	14.7%	4	8.5%	2	14.3%
American Indian/Alaska Natives	5	1.5%	0	0.0%	3	6.4%	0	0.0%	1	2.9%	0	0.0%	0	0.0%	1	2.9%	0	0.0%	0	0.0%

- The county's 64% Total Females termination percentage was due in large part to high Female terminations in the Library (88%), Health (81%), and DCHS (79%), partially offset by low termination percentages in MCSO (34%) and DCM (40%).
- The county's 25% Total Minorities termination percentage was due in large part to high Minority terminations in DCJ (36%), Health (32%), and DCHS (26%), partially offset by low termination percentages in DCS (5%) and MCSO (19%).
- The county's 36% Total Males termination percentage can be attributed to low Male terminations in the Library (12%), DCHS (21%) and Health (19%), partially offset by high Male terminations in MCSO (66%) and DCM (60%).
- The county's 75% Total Whites terminations percentage was due to high Whites terminations in DCS (95%), DA (83%), and MCSO (81%), and partially offset by low termination percentages in DCJ (64%) and Health (68%).
- Among minority groups, Hispanics had the highest termination percentage in the county (9%). The Health department accounted for over a third (10 of 32) of Hispanic terminations, with 11% of their terminations being of Hispanic employees.
- Most terminations of Blacks occurred in DCJ and Health (together accounting for over half of Blacks terminations).
- Most terminations of Asian/Pacific Islanders occurred in the Health and DCM (together, 17 of 26 terminations).

- The county's 5 American Indian/Alaska Natives terminations occurred in DCHS (3), DCM (1), and Library (1).

Net Effect of Hires and Terminations (exclusive of promotions and transfers)

Net gains or losses from hires and terminations during covered period:

	FY2008-2009 Net Gains/Losses from Hires & Terminations: County				Net gain or loss
	Hires		Terminations		
Total	377		340		37
Total Males	127	33.7%	122	35.9%	5
Total Females	250	66.3%	218	64.1%	32
Total Whites	279	74.0%	255	75.0%	24
Total Minorities	98	26.0%	85	25.0%	13
Blacks	27	7.2%	22	6.5%	5
Asian/Pacific Islanders	21	5.6%	26	7.6%	-5
Hispanics	46	12.2%	32	9.4%	14
American Indian/Alaska Natives	4	1.1%	5	1.5%	-1

- Total Females had a net gain of 32 employees over the covered period.
- Total Minorities had a net gain of 13 employees over the covered period.
- Among minority groups, Hispanics showed the highest net gain of 14 employees.
- Asian/Pacific Islanders had a net loss of 5 employees.

Net Gain/Losses by Department/Office

	FY2008-2009 Net Gains/Losses from Hires & Terminations									
	County	DA	DCHS	DCJ	DCM	DCS	Health	Library	MCSO	ND
Total Hires	377	12	86	23	30	11	120	41	37	17
Total Terminations	340	23	47	31	35	21	88	34	47	14
Total Difference	37	-11	39	-8	-5	-10	32	7	-10	3
Total Males	5	-1	8	-1	1	-6	10	7	-12	-1
Total Females	32	-10	31	-7	-6	-4	22	0	2	4
Total Whites	24	-10	33	-8	-3	-12	21	5	-7	5
Total Minorities	13	-1	6	0	-2	2	11	2	-3	-2
Blacks	5	-1	2	-1	0	0	2	2	1	0
Asian/Pacific Islanders	-5	0	3	1	-4	0	-3	1	-2	-1
Hispanics	14	0	2	-1	3	2	11	0	-2	-1
American Indian/Alaska Natives	-1	0	-1	1	-1	0	1	-1	0	0

- The county's net gain of 32 Female employees was due mainly to the gains of 31 in DCHS and 22 in the Health department, offset by losses in DA and DCM.
- The net gain of 13 Minority employees was due mainly to the gains of 11 in the Health department and 6 in DCHS.
- The net gain of 5 Black employees was due mainly gains in DCHS, Health, and the Library.
- The net loss of 5 Asian/Pacific Islanders was due mainly to losses in DCM and the Health department, offset somewhat by a gain in DCHS.
- The net gain of 14 Hispanic employees was due mainly to the gain of 11 in the Health department.
- The net loss of 1 American Indian/Alaska Native is the result of gains and losses of 1 employee in various departments/offices.

Breakdown of terminations by reason. Voluntary and Involuntary reasons sorted from highest to lowest by Total:

	FY2008-2009 Reasons for Termination								
	Total	Total Males	Total Females	Total Whites	Total Minorities	Black	Asian	Hispanic	Indian
Total	340	122	218	255	85	22	26	32	5
Total Voluntary	255	94	161	202	53	13	18	18	4
% Voluntary	75.0%	77.0%	73.9%	79.2%	62.4%	59.1%	69.2%	56.3%	80.0%
V-Retirement (reg. or disab)	91	45	46	81	10	2	4	3	1
V-Other Employment	82	29	53	59	23	8	6	8	1
V-Other Voluntary Resignation	44	12	32	32	12	3	3	4	2
V-School	18	5	13	12	6	0	3	3	0
V-Family Demands-Staying Home	7	0	7	6	1	0	1	0	0
V-Personal Health	5	0	5	4	1	0	1	0	0
V-Death	4	2	2	4	0	0	0	0	0
V-Job Abandonment	2	1	1	2	0	0	0	0	0
V-Permanent Disability	2	0	2	2	0	0	0	0	0
Total Involuntary	85	28	57	53	32	9	8	14	1
% Involuntary	25.0%	23.0%	26.1%	20.8%	37.6%	40.9%	30.8%	43.8%	20.0%
I-Layoff/Position Eliminated	39	13	26	26	13	6	2	5	0
I-Prob Dis/Dischg/Invol Resig	27	6	21	14	13	3	5	4	1
I-End Temp/On-Call/Limitd Dur	5	3	2	4	1	0	0	1	0
I-Look in File - further info.	4	2	2	3	1	0	0	1	0
I-Probationary - Layoff	3	0	3	2	1	0	0	1	0
I-Failed Background Check	2	1	1	2	0	0	0	0	0
I-Performance Exp. Not Met	2	0	2	0	2	0	1	1	0
I-Other Invol. Termination	2	2	0	2	0	0	0	0	0
I-Policy violation	1	1	0	0	1	0	0	1	0

- The most common reason for Voluntary terminations among Total Males, Total Females, and Total Whites was Retirement.

- Forty percent (81 of 202) of Total Whites Voluntary terminations were from Retirements, whereas only 19% (10 of 53) of Total Minorities Voluntary terminations were from Retirements.
- The highest percentage of Voluntary terminations for Total Minorities was from Other Employment (43%, 23 of 53).
- The most common reason among all categories for Involuntary terminations was Layoffs.
- One third of Minorities (34%) terminations were Involuntary, with Involuntary terminations of Asian/Pacific Islanders at 29%, Blacks at 33%, Hispanics at 40%, and American Indian/Alaska Natives at 20%.
- The most common reason for Involuntary termination for Asian/Pacific Islanders was Probationary Discharge.

Breakout of Layoffs and Probationary Discharges

County	Breakout of FY2008-2009 Reasons for Termination					
	Total Layoff/ Probationary Discharge		Layoff/Position Eliminated		Probationary Discharge	
Total	66		39		27	
Total Males	19	28.8%	13	33.3%	6	22.2%
Total Females	47	71.2%	26	66.7%	21	77.8%
Total Whites	40	60.6%	26	66.7%	14	51.9%
Total Minorities	26	39.4%	13	33.3%	13	48.1%
Blacks	9	13.6%	6	15.4%	3	11.1%
Asian/Pacific Islanders	7	10.6%	2	5.1%	5	18.5%
Hispanics	9	13.6%	5	12.8%	4	14.8%
American Indian/Alaska Natives	1	1.5%	0	0.0%	1	3.7%

- Two-thirds of layoffs (67%) and three-quarters of probationary discharges (78%) occurred among Females.
- One third of layoffs (33%) and almost half of probationary discharges (48%) occurred among minorities.
- 14% of total layoffs/probationary discharges occurred among Blacks and Hispanics.
- Among minority groups, Asian/Pacific Islanders had the most probationary discharges (5 of 27 for 18%).

Involuntary Termination Percent by Department/Office

	FY2008-2009 Involuntary Terminations (Total terminations in parentheses)																			
	County (340)		DA (23)		DCHS (47)		DCJ (31)		DCM (35)		DCS (21)		Health (88)		Library (34)		MCSO (47)		ND (14)	
	21.7% of total terms		21.7% of total terms		29.8% of total terms		38.8% of total terms		17.1% of total terms		4.8% of total terms		29.5% of total terms		11.8% of total terms		25.5% of total terms		52.2% of total terms	
Total	85		5	5.9%	14	16.5%	12	14.1%	6	7.1%	1	1.2%	26	30.6%	4	4.7%	12	14.1%	5	5.9%
Total Males	28	32.9%	2	40.0%	5	35.7%	7	58.3%	4	66.7%	0	0.0%	0	0.0%	0	0.0%	7	58.3%	3	60.0%
Total Females	57	67.1%	3	60.0%	9	64.3%	5	41.7%	2	33.3%	1	100.0%	26	100.0%	4	100.0%	5	41.7%	2	40.0%
Total Whites	53	62.4%	3	60.0%	8	57.1%	6	50.0%	4	66.7%	0	0.0%	20	76.9%	1	25.0%	7	58.3%	4	80.0%
Total Minorities	32	37.6%	2	40.0%	6	42.9%	6	50.0%	2	33.3%	1	100.0%	6	23.1%	3	75.0%	5	41.7%	1	20.0%
Blacks	9	10.6%	1	20.0%	3	21.4%	2	16.7%	0	0.0%	0	0.0%	1	3.8%	0	0.0%	1	8.3%	1	20.0%
Asian/Pacific Islanders	8	9.4%	0	0.0%	0	0.0%	1	8.3%	2	33.3%	1	100.0%	1	3.8%	1	25.0%	2	16.7%	0	0.0%
Hispanics	14	16.5%	1	20.0%	2	14.3%	3	25.0%	0	0.0%	0	0.0%	4	15.4%	2	50.0%	2	16.7%	0	0.0%
American Indian/Alaska Natives	1	1.2%	0	0.0%	1	7.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

- The departments/offices with the highest percentages of Involuntary terminations were DCJ (39%), DCHS (30%), and Health (30%).
- Involuntary terminations accounted for over half (52%) of terminations in the Non-departmental units. This is reflective of a small base number of terminations (14).
- The county's 67% rate of Involuntary terminations among Total Females is mainly accounted for by the Health department's 100% Involuntary termination rate among Females. The Health department accounts for 46% of Females Involuntary terminations.
 - DCM (67%) and MCSO (58%) had the highest percentages of Total Males Involuntary terminations.
 - Three out of 4 Involuntary terminations in the Library were Minorities.
 - Among minority groups, Hispanics had the most Involuntary terminations in the county (14), most occurring in the Health department (4).
 - The numbers for other specific minority group breakouts are too low for meaningful analysis.

Promotions

There were 150 promotional opportunities during the covered period.

	FY2008-2009 Promotions		FY2008-2009 County Workforce
	County		
	150		
Total Males	57	38.0%	39.0%
Total Females	93	62.0%	61.0%
Total Whites	10	72.0%	78.4%
Total Minorities	42	28.0%	21.6%
Blacks	13	8.7%	7.0%
Asian/Pacific Islanders	10	6.7%	5.7%
Hispanics	16	10.7%	7.6%
American Indian/Alaska Natives	3	2.0%	0.8%

- Promotions among Total Females and Total Minorities was higher than workforce representation:
 - Females promotions 62% vs. workforce 61%
 - Minorities promotions 28% vs. workforce 22%
- Among minority groups, Hispanics had the highest number of promotions.

Promotions by Department/Office

	FY2008-2009 Promotions																			
	County		DA		DCHS		DCJ		DCM		DCS		Health		Library		MCSO		ND	
	150		6		37		16		34		8		26		13		8		2	
Total Males	57	38.0%	1	16.7%	12	32.4%	3	18.8%	16	47.1%	7	87.5%	7	26.9%	3	23.1%	8	100.0%	0	0.0%
Total Females	93	62.0%	5	83.3%	25	67.6%	13	81.2%	18	52.9%	1	12.5%	19	73.1%	10	76.9%	0	0.0%	2	100.0%
Total Whites	108	72.0%	5	83.3%	22	59.5%	9	56.2%	32	94.1%	5	62.5%	15	57.7%	10	76.9%	8	100.0%	2	100.0%
Total Minorities	42	28.0%	1	16.7%	15	40.5%	7	43.8%	2	5.9%	3	37.5%	11	42.3%	3	23.1%	0	0.0%	0	0.0%
Blacks	13	8.7%	0	0.0%	6	16.2%	1	6.2%	2	5.9%	0	0.0%	3	11.5%	1	7.7%	0	0.0%	0	0.0%
Asian/Pacific Islanders	10	6.7%	0	0.0%	4	10.8%	3	18.8%	0	0.0%	0	0.0%	3	1.5%	0	0.0%	0	0.0%	0	0.0%
Hispanics	16	10.7%	1	16.7%	3	8.1%	3	18.8%	0	0.0%	2	25.0%	5	19.2%	2	15.4%	0	0.0%	0	0.0%
American Indian/Alaska Natives	3	2.0%	0	0.0%	2	5.4%	0	0.0%	0	0.0%	1	12.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

- The county's 62% Total Females promotion percentage was due in large part to high Female promotions in Health (73%) and DCHS (68%), partially offset by low promotion percentages in MCSO (0%) and DCS (12%).
- The county's 28% Total Minorities promotion percentage was due in large part to high Minority promotions in Health (42%) and DCHS (40%), partially offset by low promotions percentages in MCSO (0%) and DCM (6%).
- The county's 38% Total Males promotion percentage can be attributed to high Male promotions in MCSO (100%) and DCS (88%), partially offset by low Male promotions in DA (17%) and DCJ (19%).
- The county's 72% Total Whites promotion percentage can be attributed to high White promotions in MCSO (100%), DCM (94%), and DA (83%), partially offset by low White promotions in the Library (7%) and all other departments/offices with less than 50% White promotions.
- The promotion frequencies for minority group breakouts are too low for detailed percentage analysis:
 - The 13 Black promotions occurred in DCHS (6), Health (3), DCM (2), and 1 each in DCJ and Library.
 - The 10 Asian/Pacific Islander promotions occurred in DCHS (4), and 3 each in DCJ and Health.
 - The 16 Hispanic promotions occurred in Health (5), DCHS (3), DCJ (3), DCS (2), Library (2), and DA (1).
 - The 3 American Indian/Alaska Native promotions occurred in DCHS (2) and DCS (1).

Promotions by Job Group

County		FY2008-2009 Promotions to/within Job Group								
EEO Job Group		Total	Total Males	Total Females	Total Whites	Total Minorities	Blacks	Asian/ Pacific Islander	Hispanics	American Indian/ Alaska Natives
Total		150	57	93	108	42	13	10	16	3
% Tot			38.00	62.00	72.00	28.00	8.67	6.67	10.67	2.00
1A	Executive Management	21	11	10	19	2	0	1	1	0
1B	Mid Level Management	16	7	9	10	6	1	3	2	0
1C	Entry Level Management	13	6	7	11	2	1	1	0	0
1C1	Entry Level Mgt: Senior Supervisors	10	2	8	5	5	4	0	0	1
EEO 1		60	26	34	45	15	6	5	3	1
% Tot			43.33	56.67	75.00	25.00	10.00	8.33	5.00	1.67
2A	Senior Level Professionals	10	3	7	7	3	1	2	0	0
2A1	Senior Level Health Professionals	1	0	1	1	0	0	0	0	0
2B	Mid Level Professionals	15	1	14	10	5	1	2	2	0
2B2	Mid Level Probation/Parole Officers	4	2	2	3	1	1	0	0	0
2C	Entry Level Professionals	12	4	8	7	5	3	1	0	1
EEO 2		42	10	32	28	14	6	5	2	1
% Tot			23.81	76.19	66.67	33.33	14.29	11.90	4.76	2.38
3A	Senior Level Technician	1	0	1	1	0	0	0	0	0
EEO 3		1	0	1	1	0	0	0	0	0
% Tot			0.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00
4A	Protective Services: Senior Level Management	3	3	0	3	0	0	0	0	0
4B	Protective Services: Mid Level Management	4	4	0	4	0	0	0	0	0
EEO 4		7	7	0	7	0	0	0	0	0
% Tot			100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00

Cont'd on next page

Promotions by Job Group, cont'd

County		FY2008-2009 Promotions to/within Job Group								
EEO Job Group		Total	Total Males	Total Females	Total Whites	Total Minorities	Blacks	Asian/ Pacific Islander	Hispanics	American Indian/ Alaska Natives
5B	Mid Level Support	8	2	6	5	3	0	0	3	0
5C	Entry Level Support	2	0	2	2	0	0	0	0	0
EEO 5		10	2	8	7	3	0	0	3	0
% Tot			20.00	80.00	70.00	30.00	0.00	0.00	30.00	0.00
6A	Senior Level Clerical	8	2	6	3	5	1	0	4	0
6B	Mid Level Clerical	6	1	5	5	1	0	0	1	0
6C	Entry Level Clerical	5	1	4	3	2	0	0	2	0
EEO 6		19	4	15	11	8	1	0	7	0
% Tot			21.05	78.95	57.89	42.11	5.26	0.00	36.84	0.00
7B	Mid Level Craft	1	0	1	1	0	0	0	0	0
7C	Emtry Level Craft	5	5	0	4	1	0	0	1	0
EEO 7		6	5	1	5	1	0	0	1	0
% Tot			83.33	16.67	83.33	16.67	0.00	0.00	16.67	0.00
8A	Senior Level Maintenance	1	1	0	0	1	0	0	0	1
8B	Mid Level Maintenance	1	1	0	1	0	0	0	0	0
8C	Entry Level Maintenance	3	1	2	3	0	0	0	0	0
EEO 8		5	3	2	4	1	0	0	0	1
% Tot			60.00	40.00	80.00	20.00	0.00	0.00	0.00	20.00

- Sixty of the 150 promotions were among Management groups (EEO Group 1).
- The job group with the highest number of promotions was 1A: Executive Management, with 21 promotions.
- Of those 21 Executive Management promotions, 11 promotions went to Males and 10 to Females; 19 went to Whites and 2 to Minorities.

Promotions: Management Levels (EEO Group 1) by Department/Office

Executive Management

	FY2008-2009 Promotions to/within Job Group																			
	Job Group 1A: Executive Management																			
	County		DA		DCHS		DCJ		DCM		DCS		Health		Library		MCSO		ND	
Total	21		0		1		0		16		0		2		1		0		1	
Total Males	11	52.4%	0	0.0%	1	100.0%	0	0.0%	9	56.3%	0	0.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%
Total Females	10	47.6%	0	0.0%	0	0.0%	0	0.0%	7	43.8%	0	0.0%	1	50.0%	1	100.0%	0	0.0%	1	100.0%
Total Whites	19	90.5%	0	0.0%	0	0.0%	0	0.0%	16	100.0%	0	0.0%	1	50.0%	1	100.0%	0	0.0%	1	100.0%
Total Minorities	2	9.5%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%
Blacks	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian/Pacific Islanders	1	4.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%
Hispanics	1	4.8%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
American Indian/Alaska Natives	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

- Overall, 52% of promotions at the Executive Management level went to Males, 48% to Females, and 90% to Whites, 10% to Minorities.
- The department/office with the highest number of Executive Management promotions was DCM (16), of which 56% went to Males, 44% to Females, and all went to Whites.

Mid Level Management

	FY2008-2009 Promotions to/within Job Group																			
	Job Group 1B: Mid Level Management																			
	County		DA		DCHS		DCJ		DCM		DCS		Health		Library		MCSO		ND	
Total	16		0		4		3		2		1		3		2		0		1	
Total Males	7	43.8%	0	0.0%	3	75.0%	1	33.3%	1	50.0%	1	100.0%	1	33.3%	0	0.0%	0	0.0%	0	0.0%
Total Females	9	56.3%	0	0.0%	1	25.0%	2	66.7%	1	50.0%	0	0.0%	2	66.7%	2	100.0%	0	0.0%	1	100.0%
Total Whites	10	62.5%	0	0.0%	2	50.0%	1	33.3%	2	100.0%	0	0.0%	2	66.7%	2	100.0%	0	0.0%	1	100.0%
Total Minorities	6	37.5%	0	0.0%	2	50.0%	2	66.7%	0	0.0%	1	100.0%	1	33.3%	0	0.0%	0	0.0%	0	0.0%
Blacks	1	6.3%	0	0.0%	1	25.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Asian/Pacific Islanders	3	18.8%	0	0.0%	1	25.0%	1	33.3%	0	0.0%	0	0.0%	1	33.3%	0	0.0%	0	0.0%	0	0.0%
Hispanics	2	12.5%	0	0.0%	0	0.0%	1	33.3%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
American Indian/Alaska Natives	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

- Overall, 44% of promotions at the Mid Management level went to Males, 56% to Females, and 62% to Whites, 38% to Minorities.
- The department/office with the highest number of Mid Level Management promotions was DCHS (4), of which 75% went to Males, 25% to Females, and 50% to Whites/50% to Minorities.

Entry Level Management (excluding Senior Supervisors)

	FY2008-2009 Promotions to/within Job Group																			
	Job Group 1C: Entry Level Management																			
	County		DA		DCHS		DCJ		DCM		DCS		Health		Library		MCSO		ND	
Total	13		0		0		0		3		0		6		3		1		0	
Total Males	6	46.2%	0	0.0%	0	0.0%	0	0.0%	1	33.3%	0	0.0%	2	33.3%	2	66.7%	1	100.0%	0	0.0%
Total Females	7	53.8%	0	0.0%	0	0.0%	0	0.0%	2	66.7%	0	0.0%	4	66.7%	1	33.3%	0	0.0%	0	0.0%
Total Whites	11	84.6%	0	0.0%	0	0.0%	0	0.0%	3	100.0%	0	0.0%	5	83.3%	2	66.7%	1	100.0%	0	0.0%
Total Minorities	2	15.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	16.7%	1	33.3%	0	0.0%	0	0.0%
Blacks	1	7.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	33.3%	0	0.0%	0	0.0%
Asian/Pacific Islanders	1	7.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	16.7%	0	0.0%	0	0.0%	0	0.0%
Hispanics	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
American Indian/Alaska Natives	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

- Overall, 46% of promotions at the Entry Management level went to Males, 54% to Females, and 85% to Whites, 15% to Minorities.
- The department/office with the highest number of Entry Level Management promotions was Health (6), of which 33% went to Males, 67% to Females, and 83% to Whites, 17% to Minorities.

Entry Level Management: Senior Supervisors

	FY2008-2009 Promotions to/within Job Group																			
	Job Group 1C1: Entry Level Management: Senior Supervisors																			
	County		DA		DCHS		DCJ		DCM		DCS		Health		Library		MCSO		ND	
Total	10		0		6		0		0		0		4		0		0		0	
Total Males	2	20.0%	0	0.0%	2	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total Females	8	80.0%	0	0.0%	4	66.7%	0	0.0%	0	0.0%	0	0.0%	4	100.0%	0	0.0%	0	0.0%	0	0.0%
Total Whites	5	50.0%	0	0.0%	3	50.0%	0	0.0%	0	0.0%	0	0.0%	2	50.0%	0	0.0%	0	0.0%	0	0.0%
Total Minorities	5	50.0%	0	0.0%	3	50.0%	0	0.0%	0	0.0%	0	0.0%	2	50.0%	0	0.0%	0	0.0%	0	0.0%
Blacks	4	40.0%	0	0.0%	2	33.3%	0	0.0%	0	0.0%	0	0.0%	2	50.0%	0	0.0%	0	0.0%	0	0.0%
Asian/Pacific Islanders	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Hispanics	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
American Indian/Alaska Natives	1	10.0%	0	0.0%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

- Overall, 20% of promotions at the Senior Supervisor level went to Males, 80% to Females, and 50% to Whites, 50% to Minorities.
- The department/office with the highest number of Senior Supervisor promotions was DCHS (6), of which 33% went to Males, 67% to Females, and 50% to Whites, 50% to Minorities.

Demotions

This is a new section of the report. We currently do not track demotions separately; they are included in the Transfers summaries.

There were 40 demotions during the covered period.

Reason	FY2008-2009 Demotions (#s only)								
	Total	Total Males	Total Females	Total Whites	Total Minorities	Black	Asian	Hispanic	Indian
Total	40	10	30	26	14	0	4	10	0
0221 Demotion - due to bumping	17	5	12	13	4	0	2	2	0
0206 Demotion - Voluntary	12	4	8	9	3	0	1	1	0
ZK03 Reclassification/ Supervisor req.- downward result	7	1	6	1	6	0	0	6	0
0231 Demotion - Vol/FTE Change	3	0	3	3	0	0	0	0	0
0205 Demotion - Involuntary	1	0	1	0	1	0	0	1	0

- Total Females made up 75% (30 of 40) of the demotions, while Total Minorities made up 35% (14 of 40).
- Most demotions were due to bumping.

Demotions by Department/Office

	FY2008-2009 Demotions									
	County	DA	DCHS	DCJ	DCM	DCS	Health	Library	MCSO	ND
Total	40	0	6	11	6	1	13	1	2	0
Total Males	10	0	1	4	2	1	0	0	2	0
Total Females	30	0	5	7	4	0	13	1	0	0
Total Whites	26	0	5	8	3	1	6	1	2	0
Total Minorities	14	0	1	3	3	0	7	0	0	0
Blacks	0	0	0	0	0	0	0	0	0	0
Asian/Pacific Islanders	4	0	0	1	2	0	1	0	0	0
Hispanics	10	0	1	2	1	0	6	0	0	0
American Indian/Alaska Natives	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0

- Most demotions occurred in the Health and DCJ departments.
- All demotions in the Health department occurred among Females, split evenly between Whites and Minorities.
- Most demotions in DCJ went to Females and Whites.
- Among minority groups, Hispanics experienced the most demotions (10), 6 of which occurred in the Health department.

School-Year Term Employees

These employees are recalled at the beginning of the school year and laid off at the end of the school year. This pattern recurs from year to year.

These employees are not included in the full workforce figures because they were not active employees as of the end of the covered period (June 30).

The employees in the following table are those who were recalled at the beginning of the school year in 2008 and laid off at the end of the school year in 2009. These employees are not accounted for in the Workforce, Hires, Transfers, and Terminations tables.

	FY2008-2009 School-year Employees					
	County		DCHS		Health	
Total	47		17		30	
Total Males	10	21.3%	3	17.6%	7	23.3%
Total Females	37	78.7%	14	82.4%	23	76.7%
Total Whites	38	80.9%	13	76.5%	25	83.3%
Total Minorities	9	19.1%	4	23.5%	5	16.7%
Blacks	5	10.6%	4	23.5%	1	3.3%
Asian/Pacific Islanders	2	4.3%	0	0.0%	2	6.7%
Hispanics	2	4.3%	0	0.0%	2	6.7%
American Indian/Alaska Natives	0	0.0%	0	0.0%	0	0.0%

Department Analysis

Multnomah County, Oregon

Multnomah County
FY2008-2009 Regular

Department Analysis

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Department Code & Title		Count	Total Emp	Fem		Min		Blk		Asi		His	
				#	%	#	%	#	%	#	%	#	%
				Ind		Oth							
				#	%	#	%	#	%	#	%	#	%
7020	MCSO - Corrections	1	561	160	28.52	85	15.15	45	8.02	15	2.67	24	4.28
				1	0.18	0	0.00						
2065	HD - ICS	2	481	390	81.08	180	37.42	28	5.82	41	8.52	110	22.87
				1	0.21	0	0.00						
8015	ADS - Long Term Care	3	296	227	76.69	51	17.23	19	6.42	19	6.42	13	4.39
				0	0.00	0	0.00						
5015	Library - Community Services	4	277	211	76.17	39	14.08	3	1.08	19	6.86	16	5.78
				1	0.36	0	0.00						
2070	HD - CHS	5	215	167	77.67	64	29.77	16	7.44	17	7.91	26	12.09
				5	2.33	0	0.00						
5010	Library - Central Library	6	164	105	64.02	17	10.37	4	2.44	4	2.44	7	4.27
				2	1.22	0	0.00						
6035	DCM - Information Systems	7	146	73	50.00	17	11.64	3	2.05	11	7.53	3	2.05
				0	0.00	0	0.00						
1020	DCHS - Behavioral Health	8	137	99	72.26	19	13.87	5	3.65	2	1.46	10	7.30
				2	1.46	0	0.00						
1015	DHS - Developmtl Disabilities	9	129	102	79.07	40	31.01	20	15.50	9	6.98	9	6.98
				2	1.55	0	0.00						
6080	DCM - Assessment & Taxation	10	123	69	56.10	20	16.26	7	5.69	9	7.32	2	1.63
				2	1.63	0	0.00						
7010	MCSO - Enforcement	11	121	30	24.79	13	10.74	4	3.31	6	4.96	3	2.48
				0	0.00	0	0.00						
2030	Health - ICS Corrections Health	12	102	84	82.35	16	15.69	6	5.88	3	2.94	7	6.86
				0	0.00	0	0.00						
6070	DCM - Facilities	13	90	22	24.44	13	14.44	5	5.56	3	3.33	5	5.56
				0	0.00	0	0.00						
3030	DCJ - ACJ/Central Proc Svcs	14	81	62	76.54	16	19.75	7	8.64	3	3.70	4	4.94

Department Analysis

Department Code & Title		Count	Total Emp	Fem		Min		Blk		Asi		His	
				#	%	#	%	#	%	#	%	#	%
				Ind		Oth							
				#	%	#	%						
4045	DCS - Road Services	15	78	5	6.41	13	16.67	2	2.56	5	6.41	3	3.85
9020	DA - Family Justice	16	74	55	74.32	12	16.22	5	6.76	4	5.41	3	4.05
9010	DA - Felony Court	17	72	41	56.94	5	6.94	3	4.17	2	2.78	0	0.00
3055	DCJ - JCJ/Couns & Court Svcs	18	72	50	69.44	31	43.06	16	22.22	4	5.56	7	9.72
7015	MCSO - Support	19	72	39	54.17	8	11.11	5	6.94	2	2.78	1	1.39
3050	DCJ - JCJ/Custody Services	20	68	27	39.71	31	45.59	15	22.06	10	14.71	4	5.88
5020	Library - Support Services	21	67	45	67.16	6	8.96	1	1.49	3	4.48	1	1.49
3042	DCJ - ASD Splzd Sup&Trans Svcs	22	63	43	68.25	12	19.05	4	6.35	3	4.76	4	6.35
3040	DCJ - ACJ/Sanctions & Services	23	60	41	68.33	17	28.33	9	15.00	5	8.33	3	5.00
6075	DCM - Finance	24	60	40	66.67	13	21.67	4	6.67	6	10.00	3	5.00
3035	DCJ - ACJ/Supervision	25	57	36	63.16	22	38.60	14	24.56	2	3.51	6	10.53
3032	DCJ - ASD East/SW Fld/Com Svcs	26	49	26	53.06	11	22.45	5	10.20	0	0.00	6	12.24
G100	DCHS - Schools & Comm Prtship	27	48	35	72.92	16	33.33	6	12.50	3	6.25	7	14.58
6090	DCM - FREDs	28	47	9	19.15	10	21.28	2	4.26	1	2.13	6	12.77
2005	Health - Business Services	29	45	30	66.67	17	37.78	8	17.78	3	6.67	6	13.33

Department Analysis

Department Code & Title		Count	Total Emp	Fem		Min		Blk		Asi		His	
				#	%	#	%	#	%	#	%	#	%
				Ind		Oth							
				#	%	#	%						%
2075	HD - CHP3	30	44	33	75.00	15	34.09	3	6.82	5	11.36	6	13.64
					1	2.27	0	0.00					
4005	DCS - Animal Services	31	41	32	78.05	4	9.76	0	0.00	0	0.00	3	7.32
					1	2.44	0	0.00					
4047	DCS - Bridge Services	32	38	4	10.53	10	26.32	1	2.63	2	5.26	6	15.79
					1	2.63	0	0.00					
5025	Library - Outreach Services	33	36	30	83.33	5	13.89	2	5.56	1	2.78	2	5.56
					0	0.00	0	0.00					
9015	DA - Misdemeanor Court	34	33	19	57.58	5	15.15	1	3.03	3	9.09	1	3.03
					0	0.00	0	0.00					
3072	DCJ - JSD Treatment Svcs	35	28	16	57.14	9	32.14	3	10.71	3	10.71	3	10.71
					0	0.00	0	0.00					
1030	DCHS - Operations & Support Srv	36	26	17	65.38	7	26.92	3	11.54	2	7.69	1	3.85
					1	3.85	0	0.00					
C300	Office of County Attorney	37	25	18	72.00	4	16.00	0	0.00	1	4.00	3	12.00
					0	0.00	0	0.00					
6020	DCM - Human Resources	38	21	16	76.19	5	23.81	3	14.29	2	9.52	0	0.00
					0	0.00	0	0.00					
3020	DCJ - Business Services	39	17	14	82.35	7	41.18	2	11.76	2	11.76	2	11.76
					1	5.88	0	0.00					
2020	Health - ICS SBC N'hood Health	40	17	14	82.35	3	17.65	2	11.76	0	0.00	1	5.88
					0	0.00	0	0.00					
5005	Library - Director's Office	41	17	13	76.47	2	11.76	0	0.00	1	5.88	1	5.88
					0	0.00	0	0.00					
9005	DA - Office Administration	42	16	13	81.25	8	50.00	2	12.50	4	25.00	2	12.50
					0	0.00	0	0.00					
A100	CHR - Chair's Office	43	15	7	46.67	4	26.67	1	6.67	1	6.67	2	13.33
					0	0.00	0	0.00					
6025	DCM - Directors Office	44	15	10	66.67	4	26.67	1	6.67	1	6.67	2	13.33
					0	0.00	0	0.00					
6040	DCM - Risk Management	45	15	13	86.67	3	20.00	1	6.67	0	0.00	1	6.67

Department Analysis

Department Code & Title		Count	Total Emp	Fem		Min		Blk		Asi		His		
				#	%	#	%	#	%	#	%	#	%	
				Ind		Oth								
					1	6.67		0	0.00					
2025	Health - Regulatory Health	46	15	10	66.67	2	13.33		0	0.00	2	13.33	0	0.00
					0	0.00		0	0.00					
1040	DCHS - Verity (MHO)	47	14	11	78.57	4	28.57		1	7.14	2	14.29	1	7.14
					0	0.00		0	0.00					
4011	DCS - Budget & Ops Support	48	14	9	64.29	4	28.57		1	7.14	2	14.29	1	7.14
					0	0.00		0	0.00					
4030	DCS - Elections	49	13	7	53.85	4	30.77		2	15.38	1	7.69	1	7.69
					0	0.00		0	0.00					
1000	DCHS - Director's Office	50	11	10	90.91	1	9.09		0	0.00	0	0.00	1	9.09
					0	0.00		0	0.00					
3060	DCJ - JCJ/Family Court Svcs	51	11	9	81.82	0	0.00		0	0.00	0	0.00	0	0.00
					0	0.00		0	0.00					
6030	DCM - Budget and Quality	52	10	6	60.00	2	20.00		1	10.00	1	10.00	0	0.00
					0	0.00		0	0.00					
4015	DCS - Land Use Planning	53	10	3	30.00	1	10.00		0	0.00	1	10.00	0	0.00
					0	0.00		0	0.00					
9025	DA - Office of Med Examiner	54	9	3	33.33	1	11.11		0	0.00	1	11.11	0	0.00
					0	0.00		0	0.00					
3045	DCJ - Juv Comm Justice Mgmt	55	9	6	66.67	0	0.00		0	0.00	0	0.00	0	0.00
					0	0.00		0	0.00					
2000	Health - Director's Office	56	9	6	66.67	4	44.44		2	22.22	1	11.11	0	0.00
					1	11.11		0	0.00					
7005	MCSO - Executive Office	57	9	5	55.56	2	22.22		1	11.11	0	0.00	1	11.11
					0	0.00		0	0.00					
B200	ND - County Auditor's Office	58	9	6	66.67	0	0.00		0	0.00	0	0.00	0	0.00
					0	0.00		0	0.00					
3082	DCJ - Human Resources	59	8	7	87.50	2	25.00		1	12.50	1	12.50	0	0.00
					0	0.00		0	0.00					
7025	MCSO - Professional Standards	60	7	4	57.14	0	0.00		0	0.00	0	0.00	0	0.00
					0	0.00		0	0.00					

Department Analysis

Department Code & Title		Count	Total Emp	Fem		Min		Blk		Asi		His	
				#	%	#	%	#	%	#	%	#	%
				Ind #	%	Oth #	%						
A115	CHR - MCCFC	61	6	5	83.33	1	16.67	0	0.00	1	16.67	0	0.00
					0	0.00	0	0.00					
1035	DCHS - Human Resources	62	6	5	83.33	3	50.00	2	33.33	1	16.67	0	0.00
					0	0.00	0	0.00					
3025	DCJ - Adult Comm Justice Mgmt	63	5	2	40.00	1	20.00	1	20.00	0	0.00	0	0.00
					0	0.00	0	0.00					
3005	DCJ - Director's Office	64	5	3	60.00	0	0.00	0	0.00	0	0.00	0	0.00
					0	0.00	0	0.00					
4055	DCS - CommSvcs DirectorOfc	65	5	4	80.00	3	60.00	2	40.00	0	0.00	1	20.00
					0	0.00	0	0.00					
D400	ND - County Commissioner District 1	66	5	3	60.00	1	20.00	0	0.00	0	0.00	1	20.00
					0	0.00	0	0.00					
D405	ND - County Commissioner District 2	67	5	3	60.00	3	60.00	2	40.00	0	0.00	1	20.00
					0	0.00	0	0.00					
A110	CHR - Public Affairs Office	68	4	1	25.00	1	25.00	0	0.00	1	25.00	0	0.00
					0	0.00	0	0.00					
3015	DCJ - Employee & Community Dev	69	4	3	75.00	0	0.00	0	0.00	0	0.00	0	0.00
					0	0.00	0	0.00					
3080	DCJ - Research & Evaluation	70	4	4	100.00	1	25.00	0	0.00	1	25.00	0	0.00
					0	0.00	0	0.00					
D415	ND - County Commissioner District 4	71	4	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00
					0	0.00	0	0.00					
9000	DA - Executive Office	72	3	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00
					0	0.00	0	0.00					
D410	ND - County Commissioner District 3	73	3	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00
					0	0.00	0	0.00					
3022	DCJ - Business Applications	74	2	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
					0	0.00	0	0.00					
6085	DCM - Emergency Management	75	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
					0	0.00	0	0.00					
E500	ND - Citizens Involvement Office	76	2	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00

Department Analysis

Department Code & Title		Count	Total Emp	Fem		Min		Blk		Asi		His	
				#	%	#	%	#	%	#	%	#	%
				Ind #	%	Oth #	%						
E510	ND - Tax Supervising	77	2	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00
3074	DCJ - Training & Volunteer Svcs	78	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
1025	DHS - School Based Health	79	1	1	100.00	1	100.00	1	100.00	0	0.00	0	0.00
A105	ND - Public Safety Coord Council	80	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Employment Totals:		4,487	2,739	61.04	952	21.22	313	6.98	258	5.75	343	7.64	

Department Totals:

Total Staffed Departments:	80
Number of Staffed Departments with Fem:	79 98.75
Number of Staffed Departments with Min:	66 82.50
Number of Staffed Departments with Blk:	54 67.50
Number of Staffed Departments with Asi:	54 67.50
Number of Staffed Departments with His:	51 63.75
Number of Staffed Departments with Ind:	23 28.75
Number of Staffed Departments with Oth:	0 0.00

Total Staffed Departments (10 or more employees) :	53
Number of (10+) Staffed Departments with Fem:	53 100.00
Number of (10+) Staffed Departments with Min:	52 98.11
Number of (10+) Staffed Departments with Blk:	46 86.79
Number of (10+) Staffed Departments with Asi:	47 88.68
Number of (10+) Staffed Departments with His:	47 88.68
Number of (10+) Staffed Departments with Ind:	21 39.62
Number of (10+) Staffed Departments with Oth:	0 0.00

Work Force Analysis

The **Work Force Analysis** section is displayed by department and/or appropriate organizational unit, showing all job titles as they appear in the payroll records and/or collective bargaining agreements. Totals of all employees, including male, female, and minority representation is presented for each classification.

Multnomah County, Oregon

Multnomah County
FY2008-2009 Regular

Workforce Analysis by Departments

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Department: 7005 MCSO - Executive Office

Top-level

		MALE												FEMALE							Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min	
9710	Management Assistant	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
9626	Undersheriff	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
9460	Executive Assistant	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
9007	Chaplain	2	2	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
9001	Legislative/Admin Secretary	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
6002	Office Assistant/Senior	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
6001	Office Assistant 2	6	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	1	
5004	Sheriff	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
		Total:	9	4	3	1	0	0	0	0	0	5	4	0	0	1	0	0	0	2	

Department: 7010 MCSO - Enforcement

Reports to: 7005 MCSO - Executive Office

		MALE												FEMALE								Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min		
9705	Lieutenant	1	3	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1		
9647	Lieutenant/Corrections	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
9627	Captain	1	3	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
9625	Chief Deputy	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
9361	Program Supervisor	1	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1		
6280	Investigative Technician	5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6259	Civil Deputy	4	6	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6256	Civil Deputy/Senior	4	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6182	Fleet Maintenance Technician 3	7	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6151	Mcso Records Supervisor	6	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6150	Mcso Records Technician	6	14	2	1	0	1	0	0	0	0	12	11	1	0	0	0	0	0	2		

Workforce Analysis by Departments

6035	Alarm Ordinance Coordinator	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6002	Office Assistant/Senior	6	7	0	0	0	0	0	0	0	0	7	7	0	0	0	0	0	0
6001	Office Assistant 2	6	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
2025	Deputy Sheriff	4	64	60	51	2	4	3	0	0	0	4	4	0	0	0	0	0	9
2005	Sergeant	4	13	12	12	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Total:			121	91	80	2	6	3	0	0	0	30	28	2	0	0	0	0	13

Department: 7015 MCSO - Support

Reports to: 7005 MCSO - Executive Office

Job Code & Title		Grade	EEO	Tot	MALE								FEMALE								Tot Min
					T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	
9670	Human Resources Analyst 2		2	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
9640	Mcs0 Volunteer Program Coordinator		2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9621	Human Resources Manager 2		1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9452	It Manager 1		1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9451	It Supervisor		1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9362	Program Manager/Senior		1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9361	Program Supervisor		1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
9360	Program Manager 2		1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9080	Human Resources Analyst 1		2	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
9043	Research/Evaluation Analyst/Senior Nr		2	4	3	3	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1
9025	Operations Supervisor		1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9024	Laundry Supervisor		2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9005	Administrative Analyst/Senior		2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6414	Systems Administrator		2	3	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6412	Systems Administrator/Senior		2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6404	Desktop Support Specialist/Senior		3	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6248	Background Investigator		5	3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0
6245	Sewing Specialist		8	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1
6111	Procurement Analyst/Sr		2	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1
6108	Logistics Evidence Tech		8	3	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6107	Equipment/Property Technician		8	27	15	13	1	0	1	0	0	0	12	10	2	0	0	0	0	0	4
6033	Administrative Analyst		2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6032	Finance Specialist/Senior		2	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0

Workforce Analysis by Departments

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6030	Finance Specialist 2	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6029	Finance Specialist 1	6	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
6027	Finance Technician	6	4	0	0	0	0	0	0	0	0	4	4	0	0	0	0	0	0	0
6002	Office Assistant/Senior	6	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
6001	Office Assistant 2	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
Total:		72	33	30	2	0	1	0	0	0	0	39	34	3	2	0	0	0	0	8

Department: 7020 MCSO - Corrections

Reports to: 7005 MCSO - Executive Office

Job Code & Title		Grade	EEO	Tot	MALE								FEMALE								Tot Min
					T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	
9647	Lieutenant/Corrections		1	7	3	1	1	0	1	0	0	0	4	3	1	0	0	0	0	0	3
9627	Captain		1	5	3	3	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
9625	Chief Deputy		1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9361	Program Supervisor		1	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
9360	Program Manager 2		1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9202	Mcso Corrections Program Admin		1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6268	Corrections Counselor		2	19	8	8	0	0	0	0	0	0	11	10	0	0	1	0	0	0	1
6266	Corrections Technician		5	5	2	1	0	1	0	0	0	0	3	1	1	0	1	0	0	0	3
6264	Corrections Hearings Officer		5	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6258	Facility Security Officer		5	46	28	24	1	1	2	0	0	0	18	14	0	1	3	0	0	0	8
6151	Mcso Records Supervisor		6	4	1	1	0	0	0	0	0	0	3	2	0	1	0	0	0	0	1
6150	Mcso Records Technician		6	33	8	6	0	2	0	0	0	0	25	23	2	0	0	0	0	0	4
6002	Office Assistant/Senior		6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6001	Office Assistant 2		6	2	0	0	0	0	0	0	0	0	2	1	0	1	0	0	0	0	1
4055	Corrections Sergeant		4	44	31	27	2	1	1	0	0	0	13	11	1	0	1	0	0	0	6
2029	Corrections Officer		4	384	312	265	31	6	10	0	0	0	72	62	5	1	4	0	0	0	57
2025	Deputy Sheriff		4	3	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
Total:			560	400	340	35	11	14	0	0	0	0	160	136	10	4	10	0	0	0	84

Department: 7025 MCSO - Professional Standards

Reports to: 7005 MCSO - Executive Office

Job Code & Title		Grade	EEO	Tot	MALE								FEMALE								Tot Min
					T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	

Workforce Analysis by Departments

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9705	Lieutenant	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9627	Captain	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6102	Human Resources Analyst 1	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6002	Office Assistant/Senior	6	3	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
2025	Deputy Sheriff	4	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total:		7	3	3	0	0	0	0	0	0	0	4	4	0	0	0	0	0	0	0

Department: 9000 DA - Executive Office

Top-level

		MALE										FEMALE										Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min		
9001	Legislative/Admin Secretary	6	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0		
5053	District Attorney	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Total:		3	3	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0		

Department: 9005 DA - Office Administration

Reports to: 9000 DA - Executive Office

		MALE										FEMALE										Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min		
9452	It Manager 1	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
9451	It Supervisor	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
9360	Program Manager 2	1	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9080	Human Resources Analyst 1	2	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1		
6409	Network Administrator	2	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1		
6405	Development Analyst	2	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1		
6404	Desktop Support Specialist/Senior	3	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1		
6246	Legal Assistant 2	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6112	Procurement Analyst	2	2	0	0	0	0	0	0	0	0	2	1	0	1	0	0	0	0	1		
6073	Data Analyst	3	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6032	Finance Specialist/Senior	2	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1		
6029	Finance Specialist 1	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6001	Office Assistant 2	6	2	0	0	0	0	0	0	0	0	2	0	0	0	2	0	0	0	2		
		Total:	16	3	3	0	0	0	0	0	0	13	5	2	4	2	0	0	0	8		

Workforce Analysis by Departments

Department: 9010 DA - Felony Court

Reports to: 9000 DA - Executive Office

Job Code & Title	Grade	EEO	Tot	MALE								FEMALE								Tot Min
				T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	
9450 Deputy District Attorney/Chief		1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9445 D A Investigator/Chief		1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9025 Operations Supervisor		1	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
6254 Deputy District Attorney 4		2	8	7	7	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6253 Deputy District Attorney 3		2	13	7	6	0	1	0	0	0	0	6	5	1	0	0	0	0	0	2
6252 Deputy District Attorney 2		2	17	9	8	1	0	0	0	0	0	8	8	0	0	0	0	0	0	1
6249 D A Investigator		5	4	3	3	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6246 Legal Assistant 2		6	4	0	0	0	0	0	0	0	0	4	4	0	0	0	0	0	0	0
6243 Legal Assistant 1		6	8	1	1	0	0	0	0	0	0	7	7	0	0	0	0	0	0	0
6241 Legal Assistant/Senior		6	5	1	1	0	0	0	0	0	0	4	4	0	0	0	0	0	0	0
6002 Office Assistant/Senior		6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6001 Office Assistant 2		6	8	1	1	0	0	0	0	0	0	7	5	1	1	0	0	0	0	2
Total:			72	31	29	1	1	0	0	0	0	41	38	2	1	0	0	0	0	5

Department: 9015 DA - Misdemeanor Court

Reports to: 9000 DA - Executive Office

Job Code & Title	Grade	EEO	Tot	MALE								FEMALE								Tot Min
				T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	
9720 Operations Administrator		1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6254 Deputy District Attorney 4		2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6253 Deputy District Attorney 3		2	3	1	1	0	0	0	0	0	0	2	1	0	1	0	0	0	0	1
6252 Deputy District Attorney 2		2	2	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
6251 Deputy District Attorney 1		2	11	8	8	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0
6243 Legal Assistant 1		6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6241 Legal Assistant/Senior		6	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
6002 Office Assistant/Senior		6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6001 Office Assistant 2		6	10	1	1	0	0	0	0	0	0	9	6	1	1	1	0	0	0	3
Total:			33	14	13	0	1	0	0	0	0	19	15	1	2	1	0	0	0	5

Workforce Analysis by Departments

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Department: 9020 DA - Family Justice

Reports to: 9000 DA - Executive Office

		MALE										FEMALE										Tot
Job Code & Title		Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min	
9720	Operations Administrator		1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
9450	Deputy District Attorney/Chief		1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
9025	Operations Supervisor		1	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	
6409	Network Administrator		2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
6406	Development Analyst/Senior		2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
6254	Deputy District Attorney 4		2	4	1	1	0	0	0	0	0	0	3	2	0	1	0	0	0	0	1	
6253	Deputy District Attorney 3		2	12	5	4	0	0	1	0	0	0	7	7	0	0	0	0	0	0	1	
6252	Deputy District Attorney 2		2	6	4	4	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	
6251	Deputy District Attorney 1		2	3	2	1	0	1	0	0	0	0	1	1	0	0	0	0	0	0	1	
6250	Support Enforcement Agent		6	10	3	3	0	0	0	0	0	0	7	7	0	0	0	0	0	0	0	
6249	D A Investigator		5	3	1	0	0	1	0	0	0	0	2	2	0	0	0	0	0	0	1	
6247	Victim Advocate		5	7	0	0	0	0	0	0	0	0	7	6	1	0	0	0	0	0	1	
6246	Legal Assistant 2		6	2	0	0	0	0	0	0	0	0	2	0	1	1	0	0	0	0	2	
6243	Legal Assistant 1		6	4	0	0	0	0	0	0	0	0	4	3	0	0	1	0	0	0	1	
6241	Legal Assistant/Senior		6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
6022	Program Coordinator		2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
6002	Office Assistant/Senior		6	4	0	0	0	0	0	0	0	0	4	3	1	0	0	0	0	0	1	
6001	Office Assistant 2		6	11	0	0	0	0	0	0	0	0	11	8	2	0	1	0	0	0	3	
Total:				74	19	16	0	2	1	0	0	0	55	46	5	2	2	0	0	0	12	

Department: 9025 DA - Office of Med Examiner

Reports to: 9000 DA - Executive Office

		MALE												FEMALE							Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min	
6286	Pathologist Assistant	5	2	1	1	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1	
6282	Deputy Medical Examiner	3	6	5	5	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
6002	Office Assistant/Senior	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
Total:			9	6	6	0	0	0	0	0	0	3	2	0	1	0	0	0	0	1	

Workforce Analysis by Departments

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Department: A100 CHR - Chair's Office

Top-level

		MALE										FEMALE										Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min		
9634	Administrative Specialist/Nr	6	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	1		
9400	Staff Assistant	2	12	7	4	1	1	1	0	0	0	5	5	0	0	0	0	0	0	3		
9015	Board Clerk	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
5001	County Chair	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
		Total:	15	8	5	1	1	1	0	0	0	7	6	0	0	1	0	0	0	4		

Department: 1000 DCHS - Director's Office

Reports to: A100 CHR - Chair's Office

		MALE												FEMALE							Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min	
9615	Program Manager 1	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
9613	Department Director 2	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
6088	Program Development Spec/Sr	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
6085	Research/Evaluation Analyst 1	2	2	0	0	0	0	0	0	0	0	2	1	0	0	1	0	0	0	1	
6033	Administrative Analyst	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
6022	Program Coordinator	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
6021	Program Development Spec	2	3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0	
6020	Program Development Tech	5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
		Total:	11	1	1	0	0	0	0	0	0	10	9	0	0	1	0	0	0	1	

Department: 1030 DCHS - Operations & Support Srv

Reports to: 1005 DHS - Business Services

		MALE												FEMALE							Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min	
9790	Public Relations Coordinator	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
9362	Program Manager/Senior	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
9361	Program Supervisor	1	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1	
9335	Finance Supervisor	1	2	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1	

Workforce Analysis by Departments

9043	Research/Evaluation Analyst/Senior Nr	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6088	Program Development Spec/Sr	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6032	Finance Specialist/Senior	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6030	Finance Specialist 2	2	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
6029	Finance Specialist 1	6	5	2	1	0	1	0	0	0	0	3	3	0	0	0	0	0	1
6026	Budget Analyst	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6015	Contract Specialist	5	7	0	0	0	0	0	0	0	0	7	6	1	0	0	0	0	1
6011	Contract Technician	6	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6001	Office Assistant 2	6	3	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
Total:		25	9	6	1	1	1	0	0	0	0	16	13	2	1	0	0	0	6

Department: 1015 DHS - Developmtl Disabilities

Reports to: 1000 DCHS - Director's Office

Job Code & Title		Grade	EEO	Tot	MALE								FEMALE								Tot Min
					T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	
9615	Program Manager 1		1	4	3	1	1	0	1	0	0	0	1	1	0	0	0	0	0	0	2
9362	Program Manager/Senior		1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9361	Program Supervisor		1	8	2	2	0	0	0	0	0	0	6	4	1	0	1	0	0	0	2
9360	Program Manager 2		1	3	1	0	0	1	0	0	0	0	2	1	1	0	0	0	0	0	2
9063	Project Manager		1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9025	Operations Supervisor		1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9005	Administrative Analyst/Senior		2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6456	Data Analyst Sr		2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6301	Human Services Investigator		2	8	3	2	1	0	0	0	0	0	5	3	2	0	0	0	0	0	3
6298	Case Manager 1		2	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	1
6297	Case Manager 2		2	57	5	2	2	0	1	0	0	0	52	38	6	5	3	0	0	0	17
6296	Case Manager/Senior		2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6295	Social Worker		2	4	2	1	1	0	0	0	0	0	2	0	1	1	0	0	0	0	3
6088	Program Development Spec/Sr		2	6	2	1	0	1	0	0	0	0	4	4	0	0	0	0	0	0	1
6033	Administrative Analyst		2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6030	Finance Specialist 2		2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6022	Program Coordinator		2	2	1	0	0	1	0	0	0	0	1	0	1	0	0	0	0	0	2
6021	Program Development Spec		2	13	3	3	0	0	0	0	0	0	10	8	2	0	0	0	0	0	2
6020	Program Development Tech		5	2	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0	1

Workforce Analysis by Departments

6002	Office Assistant/Senior	6	4	0	0	0	0	0	0	0	0	4	3	0	0	1	0	0	0	1
6001	Office Assistant 2	6	7	1	1	0	0	0	0	0	0	6	5	0	0	1	0	0	0	1
Total:		127	26	16	5	3	2	0	0	0	0	101	73	15	6	7	0	0	0	38

Department: 1020 DCHS - Behavioral Health

Reports to: 1000 DCHS - Director's Office

			MALE											FEMALE								Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min		
9744	Mental Health Director	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
9615	Program Manager 1	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9491	Psychiatrist	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9362	Program Manager/Senior	1	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1		
9361	Program Supervisor	1	7	3	2	0	0	1	0	0	0	4	3	0	1	0	0	0	0	2		
9360	Program Manager 2	1	5	3	2	1	0	0	0	0	0	2	2	0	0	0	0	0	0	1		
9025	Operations Supervisor	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9005	Administrative Analyst/Senior	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6365	Mental Health Consultant	2	85	23	20	1	0	2	0	0	0	62	57	1	1	3	0	0	0	8		
6322	Health Information Technician/Seni	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6321	Health Information Technician	6	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1		
6315	Community Health Nurse	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6297	Case Manager 2	2	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0		
6291	Addiction Specialist	2	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1		
6088	Program Development Spec/Sr	2	5	1	1	0	0	0	0	0	0	4	4	0	0	0	0	0	0	0		
6087	Research/Evaluation Analyst/Senior	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6074	Data Technician	5	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6073	Data Analyst	3	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1		
6033	Administrative Analyst	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6030	Finance Specialist 2	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6021	Program Development Spec	2	3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0		
6020	Program Development Tech	5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6005	Administrative Specialist	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6002	Office Assistant/Senior	6	5	0	0	0	0	0	0	0	0	5	3	1	0	1	0	0	0	2		
6001	Office Assistant 2	6	6	1	1	0	0	0	0	0	0	5	5	0	0	0	0	0	0	0		
Total:			135	37	29	2	0	6	0	0	0	98	89	3	2	4	0	0	0	17		

Workforce Analysis by Departments

Department: 1025 DHS - School Based Health

Reports to: 1000 DCHS - Director's Office

Job Code & Title		Grade	EEO	Tot	T	W	B	MALE					2	T	W	B	FEMALE					2	Tot Min
								A	H	I	P	A					H	I	P				
6365	Mental Health Consultant		2	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1		
			Total:	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1		

Department: 1035 DCHS - Human Resources

Reports to: 1000 DCHS - Director's Office

		MALE												FEMALE						Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min
9748	Human Resources Analyst/Senior	2	2	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0	1
9670	Human Resources Analyst 2	2	2	1	0	0	1	0	0	0	0	1	1	0	0	0	0	0	0	1
9621	Human Resources Manager 2	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9061	Human Resources Technician	5	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1
Total:			6	1	0	0	1	0	0	0	0	5	3	2	0	0	0	0	0	3

Department: 1040 DCHS - Verity (MHO)

Reports to: 1000 DCHS - Director's Office

		MALE											FEMALE							Tot Min
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	
9615	Program Manager 1	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9530	EMS Medical Director	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9361	Program Supervisor	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6456	Data Analyst Sr	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6365	Mental Health Consultant	2	6	0	0	0	0	0	0	0	0	6	4	1	0	1	0	0	0	2
6074	Data Technician	5	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
6073	Data Analyst	3	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
6021	Program Development Spec	2	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1
		Total:	14	3	2	0	1	0	0	0	0	11	8	1	1	1	0	0	0	4

Workforce Analysis by Departments

Department: 8015 ADS - Long Term Care

Reports to: 8005 ADS - Director's Office

		MALE										FEMALE										Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min		
9615	Program Manager 1	1	8	4	3	0	0	1	0	0	0	4	4	0	0	0	0	0	0	1		
9607	Administrative Serv Officer	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9362	Program Manager/Senior	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9361	Program Supervisor	1	11	4	4	0	0	0	0	0	0	7	6	1	0	0	0	0	0	1		
9360	Program Manager 2	1	3	1	0	0	1	0	0	0	0	2	2	0	0	0	0	0	0	1		
9005	Administrative Analyst/Senior	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6315	Community Health Nurse	2	6	1	1	0	0	0	0	0	0	5	5	0	0	0	0	0	0	0		
6301	Human Services Investigator	2	22	8	7	0	1	0	0	0	0	14	11	2	0	1	0	0	0	4		
6300	Eligibility Specialist	5	6	2	2	0	0	0	0	0	0	4	4	0	0	0	0	0	0	0		
6299	Case Management Assistant	6	15	1	1	0	0	0	0	0	0	14	11	0	2	1	0	0	0	3		
6298	Case Manager 1	2	47	7	6	0	1	0	0	0	0	40	25	7	4	4	0	0	0	16		
6297	Case Manager 2	2	66	20	17	1	2	0	0	0	0	46	40	1	5	0	0	0	0	9		
6296	Case Manager/Senior	2	26	5	4	0	0	1	0	0	0	21	18	3	0	0	0	0	0	4		
6295	Social Worker	2	6	3	3	0	0	0	0	0	0	3	2	1	0	0	0	0	0	1		
6292	Deputy Public Guardian	2	4	1	1	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0		
6290	Veterans Services Officer	2	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0		
6088	Program Development Spec/Sr	2	2	1	0	0	0	1	0	0	0	1	1	0	0	0	0	0	0	1		
6087	Research/Evaluation Analyst/Senior	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6086	Research/Evaluation Analyst 2	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6033	Administrative Analyst	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6030	Finance Specialist 2	2	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1		
6029	Finance Specialist 1	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6026	Budget Analyst	2	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1		
6022	Program Coordinator	2	3	0	0	0	0	0	0	0	0	3	2	0	1	0	0	0	0	1		
6021	Program Development Spec	2	10	1	1	0	0	0	0	0	0	9	9	0	0	0	0	0	0	0		
6020	Program Development Tech	5	3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0		
6013	Community Information Spec	5	3	0	0	0	0	0	0	0	0	3	2	0	0	1	0	0	0	1		
6003	Clerical Unit Supervisor	6	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6002	Office Assistant/Senior	6	9	2	1	0	1	0	0	0	0	7	5	1	0	1	0	0	0	3		
6001	Office Assistant 2	6	34	4	3	0	0	1	0	0	0	30	28	1	0	1	0	0	0	3		

Workforce Analysis by Departments

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Total: 296 69 57 2 6 4 0 0 0 227 188 17 13 9 0 0 0 0 51

Department: G100 DSCP - Schools & Comm Prtship

Reports to: 1000 DCHS - Director's Office

			MALE										FEMALE										Tot Min
Job Code & Title		Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2			
9615	Program Manager 1		1	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	1		
9361	Program Supervisor		1	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0		
9360	Program Manager 2		1	2	0	0	0	0	0	0	0	0	2	1	0	1	0	0	0	0	1		
6456	Data Analyst Sr		2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6305	Family Intervention Specialist		2	4	0	0	0	0	0	0	0	0	4	2	0	0	2	0	0	0	2		
6088	Program Development Spec/Sr		2	4	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0		
6085	Research/Evaluation Analyst 1		2	2	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1		
6084	Weatherization Inspector		3	8	7	6	0	0	1	0	0	0	1	1	0	0	0	0	0	0	1		
6083	Housing Development Specialist		2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6073	Data Analyst		3	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6030	Finance Specialist 2		2	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1		
6021	Program Development Spec		2	10	3	3	0	0	0	0	0	0	7	3	3	0	1	0	0	0	4		
6020	Program Development Tech		5	3	0	0	0	0	0	0	0	0	3	2	0	0	1	0	0	0	1		
6015	Contract Specialist		5	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1		
6002	Office Assistant/Senior		6	5	0	0	0	0	0	0	0	0	5	2	1	1	1	0	0	0	3		
6001	Office Assistant 2		6	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0		
Total:				48	13	12	0	0	1	0	0	0	35	20	6	3	6	0	0	0	16		

Department: 2000 Health - Director's Office

Reports to: A100 CHR - Chair's Office

		MALE												FEMALE								Tot
Job Code & Title		Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min	
9710	Management Assistant		1	2	1	0	0	1	0	0	0	0	1	1	0	0	0	0	0	0	1	
9619	Deputy Director		1	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1	
9613	Department Director 2		1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
6054	Administrative Assistant		6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
6017	Facilities Specialist 2		3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
6005	Administrative Specialist		6	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1	

Workforce Analysis by Departments

6002	Office Assistant/Senior	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6001	Office Assistant 2	6	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total:		8	3	2	0	1	0	0	0	0	0	5	3	2	0	0	0	0	0	3

Department: 2005 Health - Business Services

Reports to: 2000 Health - Director's Office

Job Code & Title		Grade	EEO	Tot	MALE								FEMALE								Tot Min
					T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	
9748	Human Resources Analyst/Senior		2	2	1	0	1	0	0	0	0	0	1	0	0	0	1	0	0	0	2
9715	Human Resources Manager 1		1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
9670	Human Resources Analyst 2		2	2	1	0	0	0	1	0	0	0	1	1	0	0	0	0	0	0	1
9621	Human Resources Manager 2		1	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1
9615	Program Manager 1		1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
9361	Program Supervisor		1	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1
9360	Program Manager 2		1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9336	Finance Manager		1	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9335	Finance Supervisor		1	3	2	0	1	0	1	0	0	0	1	1	0	0	0	0	0	0	2
9080	Human Resources Analyst 1		2	2	1	0	1	0	0	0	0	0	1	1	0	0	0	0	0	0	1
9061	Human Resources Technician		5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
7207	Graphic Designer		3	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6200	Program Communications & Web Spec/		2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6112	Procurement Analyst		2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6073	Data Analyst		3	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1
6032	Finance Specialist/Senior		2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6030	Finance Specialist 2		2	5	0	0	0	0	0	0	0	0	5	4	0	0	1	0	0	0	1
6029	Finance Specialist 1		6	4	1	1	0	0	0	0	0	0	3	1	1	0	1	0	0	0	2
6027	Finance Technician		6	8	3	1	1	0	1	0	0	0	5	4	0	1	0	0	0	0	3
6026	Budget Analyst		2	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6015	Contract Specialist		5	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
6005	Administrative Specialist		6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6002	Office Assistant/Senior		6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
Total:			45	15	6	5	1	3	0	0	0	0	30	22	3	2	3	0	0	0	17

Workforce Analysis by Departments

Department: 2020 Health - ICS SBC N'hood Health

Reports to: 2015 Health - Neighborhood Health

		MALE												FEMALE								Tot
Job Code & Title		Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min	
9720	Operations Administrator		1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
9615	Program Manager 1		1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
9361	Program Supervisor		1	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	
6315	Community Health Nurse		2	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1	
6314	Nurse Practitioner		2	5	1	1	0	0	0	0	0	0	4	4	0	0	0	0	0	0	0	
6303	Licensed Comm Practical Nurse		5	3	1	1	0	0	0	0	0	0	2	1	1	0	0	0	0	0	1	
6002	Office Assistant/Senior		6	4	0	0	0	0	0	0	0	0	4	3	0	0	1	0	0	0	1	
Total:				17	3	3	0	0	0	0	0	0	14	11	2	0	1	0	0	0	3	

Department: 2025 Health - Regulatory Health

Reports to: 2000 Health - Director's Office

		MALE												FEMALE								Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min		
9694	Health Services Manager	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
9615	Program Manager 1	1	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0		
9550	Health Officer	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
9540	Deputy Health Officer	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
9530	EMS Medical Director	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1		
9063	Project Manager	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6073	Data Analyst	3	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6022	Program Coordinator	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6021	Program Development Spec	2	4	0	0	0	0	0	0	0	0	4	3	0	1	0	0	0	0	1		
6005	Administrative Specialist	6	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6002	Office Assistant/Senior	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
		Total:	15	5	4	0	1	0	0	0	0	10	9	0	1	0	0	0	0	2		

Workforce Analysis by Departments

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Department: 2030 Health - ICS Corrections Health

Reports to: 2000 Health - Director's Office

		MALE										FEMALE										Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min		
9695	Health Services Manager/Senior	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9615	Program Manager 1	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
9607	Administrative Serv Officer	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9490	Physician	2	3	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9430	Dentist/Senior	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
9361	Program Supervisor	1	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9360	Program Manager 2	1	3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0		
9025	Operations Supervisor	1	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0		
6365	Mental Health Consultant	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6346	Dental Assistant/Efda	3	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6321	Health Information Technician	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6315	Community Health Nurse	2	52	9	9	0	0	0	0	0	0	43	39	0	2	2	0	0	0	4		
6314	Nurse Practitioner	2	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6304	Medication Aide/Cna	5	12	1	1	0	0	0	0	0	0	11	8	1	1	1	0	0	0	3		
6294	Health Assistant 2	5	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	1		
6027	Finance Technician	6	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1		
6012	Clinic Medical Assistant	5	3	0	0	0	0	0	0	0	0	3	0	1	0	2	0	0	0	3		
6005	Administrative Specialist	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6002	Office Assistant/Senior	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6001	Office Assistant 2	6	11	0	0	0	0	0	0	0	0	11	7	3	0	1	0	0	0	4		
		Total:	102	18	18	0	0	0	0	0	0	84	68	6	3	7	0	0	0	16		

Department: 2065 HD - ICS

Reports to: 2000 Health - Director's Office

		MALE												FEMALE							Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min	
9720	Operations Administrator	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
9699	Ics Director	1	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1	
9697	Nutritionist Supervisor	1	3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0	

Workforce Analysis by Departments

9695	Health Services Manager/Senior	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9615	Program Manager 1	1	9	2	2	0	0	0	0	0	0	7	7	0	0	0	0	0	0
9520	Medical Director	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
9499	Dental Director/Clinical	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9490	Physician	2	30	15	14	0	1	0	0	0	0	15	13	0	1	1	0	0	3
9430	Dentist/Senior	2	7	2	2	0	0	0	0	0	0	5	4	0	1	0	0	0	1
9390	Dentist	2	11	4	4	0	0	0	0	0	0	7	4	0	3	0	0	0	3
9362	Program Manager/Senior	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9361	Program Supervisor	1	11	1	1	0	0	0	0	0	0	10	7	3	0	0	0	0	3
9360	Program Manager 2	1	6	1	1	0	0	0	0	0	0	5	5	0	0	0	0	0	0
9357	Pharmacy Services Director	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9355	Pharmacist	2	13	5	4	0	0	1	0	0	0	8	7	0	1	0	0	0	2
9354	Pharmacy Program Administrator	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9335	Finance Supervisor	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
9025	Operations Supervisor	1	14	5	4	0	0	1	0	0	0	9	8	0	1	0	0	0	2
6456	Data Analyst Sr	2	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
6348	Dental Hygienist	3	9	0	0	0	0	0	0	0	0	9	7	0	2	0	0	0	2
6347	Dental Assistant	3	6	0	0	0	0	0	0	0	0	6	2	1	2	1	0	0	4
6346	Dental Assistant/Efda	3	21	1	1	0	0	0	0	0	0	20	12	3	1	4	0	0	8
6342	Nutrition Assistant	6	18	1	1	0	0	0	0	0	0	17	6	1	2	8	0	0	11
6340	Nutritionist	2	3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0
6336	X-Ray Technician	3	3	2	1	0	1	0	0	0	0	1	1	0	0	0	0	0	1
6335	Medical Technologist	3	6	2	1	0	1	0	0	0	0	4	4	0	0	0	0	0	1
6333	Medical Laboratory Technician	3	7	2	2	0	0	0	0	0	0	5	3	0	2	0	0	0	2
6321	Health Information Technician	6	6	0	0	0	0	0	0	0	0	6	5	0	1	0	0	0	1
6316	Physician Assistant	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6315	Community Health Nurse	2	36	5	3	1	1	0	0	0	0	31	27	0	2	2	0	0	6
6314	Nurse Practitioner	2	23	0	0	0	0	0	0	0	0	23	21	0	1	1	0	0	2
6303	Licensed Comm Practical Nurse	5	15	2	2	0	0	0	0	0	0	13	11	0	0	2	0	0	2
6300	Eligibility Specialist	5	14	1	0	0	0	1	0	0	0	13	3	4	3	3	0	0	11
6295	Social Worker	2	11	0	0	0	0	0	0	0	0	11	10	0	0	1	0	0	1
6294	Health Assistant 2	5	18	3	0	0	1	2	0	0	0	15	5	0	1	9	0	0	13
6293	Health Assistant 1	6	13	5	3	0	0	2	0	0	0	8	5	0	1	2	0	0	5
6119	Pharmacy Technician	3	16	2	1	0	0	1	0	0	0	14	12	0	2	0	0	0	3
6088	Program Development Spec/Sr	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0

Workforce Analysis by Departments

6086	Research/Evaluation Analyst 2	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6073	Data Analyst	3	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6047	Community Health Specialist 2	5	2	0	0	0	0	0	0	0	0	2	0	0	0	2	0	0	2
6029	Finance Specialist 1	6	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
6021	Program Development Spec	2	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
6012	Clinic Medical Assistant	5	46	10	1	0	0	9	0	0	0	36	17	4	1	14	0	0	28
6005	Administrative Specialist	6	3	0	0	0	0	0	0	0	0	3	1	1	0	1	0	0	2
6002	Office Assistant/Senior	6	27	5	0	1	0	4	0	0	0	22	8	3	2	9	0	0	19
6001	Office Assistant 2	6	55	9	2	0	3	4	0	0	0	46	17	4	1	24	0	0	36
Total:			480	91	52	3	10	26	0	0	0	389	249	25	31	84	0	0	179

Department: 2070 HD - CHS

Reports to: 2000 Health - Director's Office

Job Code & Title		Grade	EEO	Tot	MALE								FEMALE								Tot Min
					T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	
9720	Operations Administrator		1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9615	Program Manager 1		1	10	3	2	0	1	0	0	0	0	7	6	0	1	0	0	0	0	2
9540	Deputy Health Officer		1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9362	Program Manager/Senior		1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9361	Program Supervisor		1	12	1	0	0	0	1	0	0	0	11	8	2	1	0	0	0	0	4
9360	Program Manager 2		1	5	1	1	0	0	0	0	0	0	4	4	0	0	0	0	0	0	0
9063	Project Manager		1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9062	Environmental Health Supervisor		1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
9025	Operations Supervisor		1	3	2	1	0	1	0	0	0	0	1	1	0	0	0	0	0	0	1
9006	Administrative Analyst		2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6359	Nuisance Enforcement Officer		4	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
6358	Environmental Health Specialist Sr		1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6356	Environmental Health Specialist		5	14	12	10	0	2	0	0	0	0	2	1	0	0	1	0	0	0	3
6355	Public Health Ecologist		2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6354	Environmental Health Trainee		3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6352	Health Educator		5	3	1	0	1	0	0	0	0	0	2	1	1	0	0	0	0	0	2
6316	Physician Assistant		2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6315	Community Health Nurse		2	70	2	2	0	0	0	0	0	0	68	56	3	4	5	0	0	0	12
6314	Nurse Practitioner		2	3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0

Workforce Analysis by Departments

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6295	Social Worker	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6294	Health Assistant 2	5	3	0	0	0	0	0	0	0	0	3	1	0	1	1	0	0	2
6293	Health Assistant 1	6	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	1
6093	Public Health Vector Specialist	7	6	6	5	1	0	0	0	0	0	0	0	0	0	0	0	0	1
6088	Program Development Spec/Sr	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6087	Research/Evaluation Analyst/Senior	2	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	1
6086	Research/Evaluation Analyst 2	2	4	0	0	0	0	0	0	0	0	4	3	0	1	0	0	0	1
6085	Research/Evaluation Analyst 1	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6047	Community Health Specialist 2	5	17	7	1	0	1	5	0	0	0	10	4	2	0	4	0	0	12
6024	Disease Intervention Specialist	5	5	2	1	0	0	1	0	0	0	3	3	0	0	0	0	0	1
6022	Program Coordinator	2	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	1
6021	Program Development Spec	2	4	0	0	0	0	0	0	0	0	4	3	1	0	0	0	0	1
6020	Program Development Tech	5	2	0	0	0	0	0	0	0	0	2	0	1	1	0	0	0	2
6005	Administrative Specialist	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6002	Office Assistant/Senior	6	10	2	2	0	0	0	0	0	0	8	4	2	0	2	0	0	4
6001	Office Assistant 2	6	21	2	1	0	0	1	0	0	0	19	14	1	1	3	0	0	6
Total:			210	48	31	2	6	9	0	0	0	162	120	14	11	17	0	0	59

Department: 2075 HD - CHP3

Reports to: 2000 Health - Director's Office

Job Code & Title		Grade	EEO	Tot	MALE								FEMALE								Tot Min
					T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	
9798	Principal Investigator		2	4	2	1	0	0	1	0	0	0	2	2	0	0	0	0	0	0	1
9698	Health Services Development Administrato		1	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9615	Program Manager 1		1	3	0	0	0	0	0	0	0	0	3	2	0	1	0	0	0	0	1
9362	Program Manager/Senior		1	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	1
9361	Program Supervisor		1	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1
9360	Program Manager 2		1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9041	Research/Evaluation Supervisor		1	5	1	1	0	0	0	0	0	0	4	3	0	1	0	0	0	0	1
6352	Health Educator		5	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6088	Program Development Spec/Sr		2	2	0	0	0	0	0	0	0	0	2	0	1	1	0	0	0	0	2
6087	Research/Evaluation Analyst/Senior		2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6086	Research/Evaluation Analyst 2		2	5	3	3	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
6085	Research/Evaluation Analyst 1		2	3	1	0	0	1	0	0	0	0	2	2	0	0	0	0	0	0	1

Workforce Analysis by Departments

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6047	Community Health Specialist 2	5	4	0	0	0	0	0	0	0	0	4	1	2	0	1	0	0	0	3
6032	Finance Specialist/Senior	2	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	1
6021	Program Development Spec	2	3	1	1	0	0	0	0	0	0	2	1	0	0	1	0	0	0	1
6020	Program Development Tech	5	2	0	0	0	0	0	0	0	0	2	1	0	0	1	0	0	0	1
6005	Administrative Specialist	6	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6002	Office Assistant/Senior	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
Total:		43	11	9	0	1	1	0	0	0	0	32	20	3	4	5	0	0	0	14

Department: 3005 DCJ - Director's Office

Reports to: A100 CHR - Chair's Office

		MALE										FEMALE								Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min
9790	Public Relations Coordinator	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9610	Department Director 1	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9454	It Manager/Senior	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6200	Program Communications & Web Spec/	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6054	Administrative Assistant	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
Total:		5	2	2	2	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0

Department: 3015 DCJ - Employee & Community Dev

Reports to: 3005 DCJ - Director's Office

		MALE										FEMALE								Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min
9620	Community Justice Manager	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9362	Program Manager/Senior	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6033	Administrative Analyst	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6005	Administrative Specialist	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
Total:		4	1	1	1	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0

Department: 3020 DCJ - Business Services

Reports to: 3005 DCJ - Director's Office

		MALE										FEMALE								Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min

Workforce Analysis by Departments

9360	Program Manager 2	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9336	Finance Manager	1	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	1
6112	Procurement Analyst	2	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	1
6033	Administrative Analyst	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6032	Finance Specialist/Senior	2	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
6030	Finance Specialist 2	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6029	Finance Specialist 1	6	3	0	0	0	0	0	0	0	0	3	2	0	1	0	0	0	1
6026	Budget Analyst	2	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
6020	Program Development Tech	5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6015	Contract Specialist	5	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6002	Office Assistant/Senior	6	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
6001	Office Assistant 2	6	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	1
Total:		16	3	1	0	1	1	0	0	0	0	13	9	2	1	1	0	0	6

Department: 3022 DCJ - Business Applications

Reports to: 3020 DCJ - Business Services

		MALE										FEMALE										Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min		
9620	Community Justice Manager	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6022	Program Coordinator	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Total:		2	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		

Department: 3025 DCJ - Adult Comm Justice Mgmt

Reports to: 3005 DCJ - Director's Office

		MALE												FEMALE							Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min	
9620	Community Justice Manager	1	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
9362	Program Manager/Senior	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
6276	Probation/Parole Officer	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
6005	Administrative Specialist	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
Total:		5	3	2	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0	1	

Workforce Analysis by Departments

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Department: 3030 DCJ - ACJ/Central Proc Svcs

Reports to: 3025 DCJ - Adult Comm Justice Mgmt

		MALE										FEMALE										Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min		
9620	Community Justice Manager	1	5	3	3	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0		
9360	Program Manager 2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6291	Addiction Specialist	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6276	Probation/Parole Officer	2	25	8	6	1	0	1	0	0	0	17	17	0	0	0	0	0	0	2		
6266	Corrections Technician	5	28	5	2	2	1	0	0	0	0	23	20	1	2	0	0	0	0	6		
6157	Records Technician	6	9	0	0	0	0	0	0	0	0	9	6	2	0	1	0	0	0	3		
6003	Clerical Unit Supervisor	6	3	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0		
6002	Office Assistant/Senior	6	3	0	0	0	0	0	0	0	0	3	1	1	0	1	0	0	0	2		
6001	Office Assistant 2	6	4	0	0	0	0	0	0	0	0	4	3	0	0	1	0	0	0	1		
		Total:	79	19	14	3	1	1	0	0	0	60	51	4	2	3	0	0	0	14		

Department: 3032 DCJ - ASD East/SW Fld/Com Svcs

Reports to: 3030 DCJ - ACJ/Central Proc Svcs

		MALE										FEMALE										Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min		
9620	Community Justice Manager	1	3	2	2	0	0	0	0	0	0	1	0	0	0	1	0	0	0	1		
9360	Program Manager 2	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1		
6276	Probation/Parole Officer	2	21	10	8	1	0	1	0	0	0	11	9	0	0	2	0	0	0	4		
6267	Community Works Leader	4	10	8	5	3	0	0	0	0	0	2	2	0	0	0	0	0	0	3		
6266	Corrections Technician	5	7	2	2	0	0	0	0	0	0	5	4	0	0	1	0	0	0	1		
6157	Records Technician	6	4	0	0	0	0	0	0	0	0	4	3	0	0	1	0	0	0	1		
6021	Program Development Spec	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6003	Clerical Unit Supervisor	6	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0		
		Total:	49	23	17	5	0	1	0	0	0	26	21	0	0	5	0	0	0	11		

Workforce Analysis by Departments

Department: 3035 DCJ - ACJ/Supervision

Reports to: 3025 DCJ - Adult Comm Justice Mgmt

		MALE												FEMALE							Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min	
9620	Community Justice Manager	1	6	4	3	1	0	0	0	0	0	2	1	1	0	0	0	0	0	2	
9360	Program Manager 2	1	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1	
6276	Probation/Parole Officer	2	34	14	6	5	0	3	0	0	0	20	17	2	1	0	0	0	0	11	
6266	Corrections Technician	5	4	2	1	1	0	0	0	0	0	2	0	0	0	2	0	0	0	3	
6157	Records Technician	6	8	1	0	0	0	1	0	0	0	7	5	2	0	0	0	0	0	3	
6003	Clerical Unit Supervisor	6	2	0	0	0	0	0	0	0	0	2	1	0	1	0	0	0	0	1	
6002	Office Assistant/Senior	6	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1	
6001	Office Assistant 2	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
		Total:	57	21	10	7	0	4	0	0	0	36	25	7	2	2	0	0	0	22	

Department: 3040 DCJ - ACJ/Sanctions & Services

Reports to: 3025 DCJ - Adult Comm Justice Mgmt

		MALE										FEMALE										Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min		
9620	Community Justice Manager	1	3	0	0	0	0	0	0	0	0	3	2	1	0	0	0	0	0	1		
9360	Program Manager 2	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6344	Basic Skills Educator	2	5	0	0	0	0	0	0	0	0	5	5	0	0	0	0	0	0	0		
6276	Probation/Parole Officer	2	15	9	7	1	1	0	0	0	0	6	3	2	1	0	0	0	0	5		
6272	Juvenile Counselor	2	4	2	2	0	0	0	0	0	0	2	1	1	0	0	0	0	0	1		
6268	Corrections Counselor	2	18	4	2	2	0	0	0	0	0	14	12	1	0	1	0	0	0	4		
6266	Corrections Technician	5	6	3	1	0	2	0	0	0	0	3	2	0	1	0	0	0	0	3		
6157	Records Technician	6	3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0		
6033	Administrative Analyst	2	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	1		
6002	Office Assistant/Senior	6	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6001	Office Assistant 2	6	2	0	0	0	0	0	0	0	0	2	0	1	0	1	0	0	0	2		
Total:			60	19	13	3	3	0	0	0	0	41	30	6	2	3	0	0	0	17		

Workforce Analysis by Departments

Department: 3042 DCJ - ASD Splzd Sup&Trans Svcs

Reports to: 3040 DCJ - ACJ/Sanctions & Services

		MALE										FEMALE										Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min		
9620	Community Justice Manager	1	4	0	0	0	0	0	0	0	0	4	4	0	0	0	0	0	0	0		
9360	Program Manager 2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6276	Probation/Parole Officer	2	35	15	13	1	1	0	0	0	0	20	18	1	0	1	0	0	0	4		
6268	Corrections Counselor	2	8	3	2	1	0	0	0	0	0	5	3	1	1	0	0	0	0	3		
6266	Corrections Technician	5	5	0	0	0	0	0	0	0	0	5	2	0	1	2	0	0	0	3		
6157	Records Technician	6	5	0	0	0	0	0	0	0	0	5	4	0	0	1	0	0	0	1		
6036	Clinical Coordinator	2	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6002	Office Assistant/Senior	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6001	Office Assistant 2	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
		Total:	62	20	17	2	1	0	0	0	0	42	34	2	2	4	0	0	0	11		

Department: 3045 DCJ - Juv Comm Justice Mgmt

Reports to: 3005 DCJ - Director's Office

		MALE										FEMALE										Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min		
9620	Community Justice Manager	1	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
9362	Program Manager/Senior	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6022	Program Coordinator	2	3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0		
6021	Program Development Spec	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6005	Administrative Specialist	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6002	Office Assistant/Senior	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
		Total:	9	3	3	0	0	0	0	0	0	6	6	0	0	0	0	0	0	0		

Department: 3050 DCJ - JCJ/Custody Services

Reports to: 3045 DCJ - Juv Comm Justice Mgmt

		MALE										FEMALE										Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min		
9620	Community Justice Manager	1	5	5	1	3	0	1	0	0	0	0	0	0	0	0	0	0	0	4		

Workforce Analysis by Departments

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9360	Program Manager 2	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9020	Nutrition Services Manager	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6273	Juvenile Custody Services Spec	4	44	32	13	10	7	2	0	0	0	12	9	1	2	0	0	0	22
6272	Juvenile Counselor	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6261	Food Service Worker	8	5	1	0	0	1	0	0	0	0	4	2	1	0	1	0	0	3
6260	Cook	8	4	1	1	0	0	0	0	0	0	3	3	0	0	0	0	0	0
6033	Administrative Analyst	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6003	Clerical Unit Supervisor	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6002	Office Assistant/Senior	6	3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0
Total:		66	40	16	13	8	3	0	0	0	0	26	21	2	2	1	0	0	29

Department: 3055 DCJ - JCJ/Couns & Court Svcs

Reports to: 3045 DCJ - Juv Comm Justice Mgmt

		MALE										FEMALE								Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min
9620	Community Justice Manager	1	4	1	0	0	0	1	0	0	0	3	1	1	1	0	0	0	0	3
9360	Program Manager 2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
9025	Operations Supervisor	1	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1
6344	Basic Skills Educator	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6272	Juvenile Counselor	2	40	15	5	8	1	1	0	0	0	25	19	2	1	3	0	0	0	16
6267	Community Works Leader	4	3	2	0	2	0	0	0	0	0	1	0	1	0	0	0	0	0	3
6266	Corrections Technician	5	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6157	Records Technician	6	5	0	0	0	0	0	0	0	0	5	5	0	0	0	0	0	0	0
6005	Administrative Specialist	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6002	Office Assistant/Senior	6	6	0	0	0	0	0	0	0	0	6	5	0	0	1	0	0	0	1
6001	Office Assistant 2	6	5	2	1	0	0	1	0	0	0	3	2	1	0	0	0	0	0	2
Total:		68	22	7	10	2	3	0	0	0	0	46	34	6	2	4	0	0	0	27

Department: 3060 DCJ - JCJ/Family Court Svcs

Reports to: 3045 DCJ - Juv Comm Justice Mgmt

		MALE										FEMALE								Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min
9360	Program Manager 2	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6369	Marriage And Family Counselor	2	5	2	2	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0

Workforce Analysis by Departments

6266	Corrections Technician	5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6022	Program Coordinator	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6002	Office Assistant/Senior	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6001	Office Assistant 2	6	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
Total:		11	2	2	0	0	0	0	0	0	0	9	9	0	0	0	0	0	0

Department: 3072 DCJ - JSD Treatment Svcs

Reports to: 3005 DCJ - Director's Office

		MALE												FEMALE							Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min	
9620	Community Justice Manager	1	2	1	0	1	0	0	0	0	0	1	1	0	0	0	0	0	0	1	
9360	Program Manager 2	1	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1	
6365	Mental Health Consultant	2	11	3	1	1	1	0	0	0	0	8	6	1	0	1	0	0	0	4	
6273	Juvenile Custody Services Spec	4	11	8	6	0	0	2	0	0	0	3	2	0	1	0	0	0	0	3	
6272	Juvenile Counselor	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
6002	Office Assistant/Senior	6	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	
Total:			28	12	7	2	1	2	0	0	0	16	12	1	2	1	0	0	0	9	

Department: 3074 DCJ - Training & Volunteer Svcs

Reports to: 3005 DCJ - Director's Office

		MALE										FEMALE										Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min		
6103	Human Resources Analyst 2	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
		Total:	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		

Department: 3080 DCJ - Research & Evaluation

Reports to: 3005 DCJ - Director's Office

		MALE												FEMALE							Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min	
9360	Program Manager 2	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
6456	Data Analyst Sr	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
6087	Research/Evaluation Analyst/Senior	2	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1	
6085	Research/Evaluation Analyst 1	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	

Workforce Analysis by Departments

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Total: 4 0 0 0 0 0 0 0 0 0 0 4 3 0 1 0 0 0 0 1

Department: 3082 DCJ - Human Resources

Reports to: 3005 DCJ - Director's Office

		MALE										FEMALE										Tot
Job Code & Title		Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min	
9748	Human Resources Analyst/Senior		2	2	0	0	0	0	0	0	0	0	2	1	0	1	0	0	0	0	1	
9670	Human Resources Analyst 2		2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
9640	Mcso Volunteer Program Coordinator		2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
9621	Human Resources Manager 2		1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
9080	Human Resources Analyst 1		2	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1	
9061	Human Resources Technician		5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
6248	Background Investigator		5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
Total:				8	1	1	0	0	0	0	0	0	7	5	1	1	0	0	0	0	2	

Department: 4055 DCS - CommSvcs DirectorOfc

Reports to: A100 CHR - Chair's Office

		MALE												FEMALE							Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min	
9710	Management Assistant	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
9670	Human Resources Analyst 2	2	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1	
9621	Human Resources Manager 2	1	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	
9610	Department Director 1	1	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1	
9006	Administrative Analyst	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
Total:			5	1	0	0	0	1	0	0	0	4	2	2	0	0	0	0	0	3	

Department: 4005 DCS - Animal Services

Reports to: 4055 DCS - CommSvcs DirectorOfc

		MALE										FEMALE										Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min		
9746	Veterinarian	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9720	Operations Administrator	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9361	Program Supervisor	1	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		

Workforce Analysis by Departments

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9360	Program Manager 2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6263	Volunteer Coordinator	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6072	Animal Control Dispatcher	6	2	0	0	0	0	0	0	0	0	2	1	0	0	1	0	0	0	1
6069	Animal Control Aide	8	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6067	Animal Control Officer	5	8	4	3	0	0	1	0	0	0	4	4	0	0	0	0	0	0	1
6066	Animal Health Technician	5	3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0
6065	Animal Care Technician	8	8	0	0	0	0	0	0	0	0	8	8	0	0	0	0	0	0	0
6062	Animal Care Aide	8	4	0	0	0	0	0	0	0	0	4	4	0	0	0	0	0	0	0
6005	Administrative Specialist	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6001	Office Assistant 2	6	7	0	0	0	0	0	0	0	0	7	6	0	0	1	0	0	0	1
Total:		40	8	7	0	0	1	0	0	0	0	32	30	0	0	2	0	0	0	3

Department: 4011 DCS - Budget & Ops Support

Reports to: 4055 DCS - CommSvcs DirectorOfc

Job Code & Title		Grade	EEO	Tot	MALE								FEMALE								Tot Min
					T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	
9710	Management Assistant		1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
9607	Administrative Serv Officer		1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9361	Program Supervisor		1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9360	Program Manager 2		1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9335	Finance Supervisor		1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6054	Administrative Assistant		6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6029	Finance Specialist 1		6	3	0	0	0	0	0	0	0	0	3	1	0	1	1	0	0	0	2
6027	Finance Technician		6	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1
6022	Program Coordinator		2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6002	Office Assistant/Senior		6	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6001	Office Assistant 2		6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
Total:			14	5	4	1	0	0	0	0	0	0	9	6	0	2	1	0	0	0	4

Department: 4015 DCS - Land Use Planning

Reports to: 4055 DCS - CommSvcs DirectorOfc

Job Code & Title		Grade	EEO	Tot	MALE								FEMALE								Tot Min
					T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	
9362	Program Manager/Senior		1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0

Workforce Analysis by Departments

6078	Planner/Senior	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6075	Planner	2	5	3	3	0	0	0	0	0	0	2	1	0	1	0	0	0	0	1
6021	Program Development Spec	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total:			10	7	7	0	0	0	0	0	0	3	2	0	1	0	0	0	0	1

Department: 4030 DCS - Elections

Reports to: 4055 DCS - CommSvcs DirectorOfc

Job Code & Title		Grade	EEO	Tot	MALE								FEMALE								Tot Min
					T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	
9666	Elections Manager		1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9665	Elections Administrator		1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6200	Program Communications & Web Spec/		2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6088	Program Development Spec/Sr		2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6054	Administrative Assistant		6	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6029	Finance Specialist 1		6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6003	Clerical Unit Supervisor		6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6002	Office Assistant/Senior		6	2	1	0	0	1	0	0	0	0	1	0	1	0	0	0	0	0	2
6001	Office Assistant 2		6	4	2	1	1	0	0	0	0	0	2	1	0	0	1	0	0	0	2
Total:				13	6	4	1	1	0	0	0	0	7	5	1	0	1	0	0	0	4

Department: 4045 DCS - Road Services

Reports to: 4055 DCS - CommSvcs DirectorOfc

Job Code & Title		Grade	EEO	Tot	MALE								FEMALE								Tot Min
					T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	
9674	Survey Supervisor		1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9672	Engineering Services Manager 2		1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9649	County Surveyor		1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9615	Program Manager 1		1	3	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9362	Program Manager/Senior		1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9146	Planner/Principal		1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9140	Road Operations Supervisor		1	3	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
6456	Data Analyst Sr		2	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
6311	Engineer 3		2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Workforce Analysis by Departments

6236	Engineer 2	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6233	Engineering Technician 3	3	7	6	6	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6232	Engineering Technician 2	3	8	8	7	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
6231	Engineering Technician 1	3	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6211	Right-Of-Way Permits Specialist	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6177	Maintenance Specialist 2	7	3	3	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
6176	Maintenance Specialist 1	7	22	20	18	0	0	2	0	0	0	2	2	0	0	0	0	0	0	2
6147	Carpenter	7	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6105	Arborist/Vegetation Specialist	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6098	Striper Operator	8	3	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6096	Maintenance Specialist/Senior	8	4	4	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
6092	Maintenance Worker	8	2	2	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	2
6091	Survey Specialist	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6076	Transportation Planning Specialist	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6021	Program Development Spec	2	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
6002	Office Assistant/Senior	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
3105	Sign Fabricator	7	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total:		75	70	60	2	5	3	0	0	0	5	5	0	0	0	0	0	0	0	10

Department: 4047 DCS - Bridge Services

Reports to: 4055 DCS - CommSvc DirectorOfc

Job Code & Title		Grade	EEO	Tot	MALE								FEMALE								Tot Min
					T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	
9720	Operations Administrator		1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9672	Engineering Services Manager 2		1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9623	Bridge Maintenance Supervisor		1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9362	Program Manager/Senior		1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6311	Engineer 3		2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6236	Engineer 2		2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6235	Engineer 1(Intern)		2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6234	Transportation Project Specialist		3	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6233	Engineering Technician 3		3	3	3	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
6232	Engineering Technician 2		3	4	4	3	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
6176	Maintenance Specialist 1		7	3	3	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1

Workforce Analysis by Departments

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6060	Bridge Maintenance Mechanic	7	8	7	3	0	2	2	0	0	0	1	1	0	0	0	0	0	0	4
6059	Bridge Operator	8	7	5	3	1	0	1	0	0	0	2	2	0	0	0	0	0	0	2
3061	Electrician	7	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total:			37	34	25	1	2	6	0	0	0	3	3	0	0	0	0	0	0	9

Department: 5005 Library - Director's Office

Reports to: A100 CHR - Chair's Office

		MALE										FEMALE										Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min		
9790	Public Relations Coordinator	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9782	Library Manager/Senior	1	3	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0		
9677	Production Supervisor	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
9619	Deputy Director	1	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	1		
9613	Department Director 2	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9361	Program Supervisor	1	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1		
9006	Administrative Analyst	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
7232	Creative Media Coordinator	3	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
7230	Production Assistant	8	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
7209	Printing Specialist	7	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6200	Program Communications & Web Spec/	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6178	Program Communications & Web Spec	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6021	Program Development Spec	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6020	Program Development Tech	5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
		Total:	17	4	4	0	0	0	0	0	0	13	11	0	1	1	0	0	0	2		

Department: 5010 Library - Central Library

Reports to: 5005 Library - Director's Office

		MALE										FEMALE										Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min		
9792	Access Services Administrator	1	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0		
9782	Library Manager/Senior	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9777	Library Administrator/Central	1	4	1	1	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0		
9025	Operations Supervisor	1	4	1	1	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0		

Workforce Analysis by Departments

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9005	Administrative Analyst/Senior	2	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
7222	Librarian	2	31	5	5	0	0	0	0	0	0	26	24	1	0	1	0	0	2
7211	Library Assistant	5	30	11	10	0	0	1	0	0	0	19	19	0	0	0	0	0	1
7203	Library Page	6	49	26	24	0	1	1	0	0	0	23	23	0	0	0	0	0	2
7202	Library Clerk	5	36	13	11	0	1	1	0	0	0	23	17	3	1	2	0	0	8
6088	Program Development Spec/Sr	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6005	Administrative Specialist	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6002	Office Assistant/Senior	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6001	Office Assistant 2	6	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	1
Total:			162	58	52	0	2	4	0	0	0	104	95	4	2	3	0	0	15

Department: 5015 Library - Community Services

Reports to: 5005 Library - Director's Office

		MALE										FEMALE										Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min		
9784	Library Supervisor	1	4	2	1	1	0	0	0	0	0	2	2	0	0	0	0	0	0	1		
9782	Library Manager/Senior	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9780	Library Manager/Branch	1	4	1	0	0	0	1	0	0	0	3	3	0	0	0	0	0	0	1		
9776	Library Administrator/Branch	1	12	1	1	0	0	0	0	0	0	11	9	1	1	0	0	0	0	2		
9615	Program Manager 1	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
9025	Operations Supervisor	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
7222	Librarian	2	27	4	4	0	0	0	0	0	0	23	20	0	2	1	0	0	0	3		
7211	Library Assistant	5	50	15	14	0	1	0	0	0	0	35	29	0	3	3	0	0	0	7		
7203	Library Page	6	72	19	19	0	0	0	0	0	0	53	47	1	4	1	0	0	0	6		
7202	Library Clerk	5	100	21	15	0	3	3	0	0	0	79	67	0	5	7	0	0	0	18		
6063	Project Manager - Represented	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6022	Program Coordinator	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6002	Office Assistant/Senior	6	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0		
Total:			276	66	57	1	4	4	0	0	0	210	181	2	15	12	0	0	0	38		

Department: 5020 Library - Support Services

Reports to: 5005 Library - Director's Office

		MALE										FEMALE										Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min		

Workforce Analysis by Departments

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9789	Team Developer/Library	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9786	Library Support Services Admin	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9784	Library Supervisor	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9782	Library Manager/Senior	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9773	Cataloging Administrator	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9748	Human Resources Analyst/Senior	2	2	1	1	0	0	0	0	0	0	1	0	0	1	0	0	0	1
9686	Facilities Dev & Services Mgr	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9621	Human Resources Manager 2	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9361	Program Supervisor	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9335	Finance Supervisor	1	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	1
9080	Human Resources Analyst 1	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9025	Operations Supervisor	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9005	Administrative Analyst/Senior	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
7222	Librarian	2	7	4	3	0	1	0	0	0	0	3	3	0	0	0	0	0	1
7211	Library Assistant	5	8	0	0	0	0	0	0	0	0	8	8	0	0	0	0	0	0
7203	Library Page	6	5	3	3	0	0	0	0	0	0	2	1	1	0	0	0	0	1
7202	Library Clerk	5	15	4	4	0	0	0	0	0	0	11	10	0	0	1	0	0	1
6124	Driver	8	5	4	4	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6111	Procurement Analyst/Sr	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6101	Human Resources Technician	5	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
6033	Administrative Analyst	2	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
6030	Finance Specialist 2	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6022	Program Coordinator	2	4	0	0	0	0	0	0	0	0	4	4	0	0	0	0	0	0
6002	Office Assistant/Senior	6	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
Total:		66	22	21	0	1	0	0	0	0	0	44	40	1	2	1	0	0	5

Department: 5025 Library - Outreach Services

Reports to: 5005 Library - Director's Office

Job Code & Title	Grade	EEO	Tot	MALE								FEMALE								Tot Min
				T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	
9782	Library Manager/Senior	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9615	Program Manager 1	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9361	Program Supervisor	1	3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0
7223	Library Outreach Specialist	2	12	3	3	0	0	0	0	0	0	9	5	2	1	1	0	0	0	4

Workforce Analysis by Departments

7222	Librarian	2	9	1	1	0	0	0	0	0	0	8	8	0	0	0	0	0	0	0
7211	Library Assistant	5	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
7203	Library Page	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
7202	Library Clerk	5	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6124	Driver	8	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6088	Program Development Spec/Sr	2	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
6022	Program Coordinator	2	2	0	0	0	0	0	0	0	0	2	1	0	0	1	0	0	0	1
Total:		36	6	6	0	0	0	0	0	0	0	30	25	2	1	2	0	0	0	5

Department: 6025 DCM - Directors Office

Reports to: A100 CHR - Chair's Office

		MALE												FEMALE							Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min	
9748	Human Resources Analyst/Senior	2	2	1	0	0	0	1	0	0	0	1	1	0	0	0	0	0	0	1	
9710	Management Assistant	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
9670	Human Resources Analyst 2	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
9621	Human Resources Manager 2	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
9610	Department Director 1	1	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1	
9603	Aa/Eeo Officer	2	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
9515	County Web Manager	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
9080	Human Resources Analyst 1	2	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
9063	Project Manager	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
9005	Administrative Analyst/Senior	2	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
6021	Program Development Spec	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
6002	Office Assistant/Senior	6	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	1	
Total:		15	5	3	1	0	1	0	0	0	0	10	8	0	1	1	0	0	0	4	

Department: 6020 DCM - Human Resources

Reports to: 6025 DCM - Directors Office

		MALE										FEMALE										Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min		
9748	Human Resources Analyst/Senior	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9715	Human Resources Manager 1	1	4	0	0	0	0	0	0	0	0	4	2	2	0	0	0	0	0	2		
9670	Human Resources Analyst 2	2	2	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1		

Workforce Analysis by Departments

9669	Human Resources Manager/Senior	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9668	Human Resources Director	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9621	Human Resources Manager 2	1	6	3	3	0	0	0	0	0	0	3	1	0	2	0	0	0	2
9061	Human Resources Technician	5	3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0
9005	Administrative Analyst/Senior	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6101	Human Resources Technician	5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6001	Office Assistant 2	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Total:		21	5	5	0	0	0	0	0	0	0	16	11	3	2	0	0	0	5

Department: 6030 DCM - Budget and Quality

Reports to: 6025 DCM - Directors Office

		MALE										FEMALE								Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min
9734	Budget Analyst/Principal	2	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
9730	Budget Analyst/Senior	2	4	1	0	0	1	0	0	0	0	3	3	0	0	0	0	0	0	1
9362	Program Manager/Senior	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9360	Program Manager 2	1	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6054	Administrative Assistant	6	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Total:		10	4	2	1	1	0	0	0	0	0	6	6	0	0	0	0	0	0	2

Department: 6035 DCM - Information Systems

Reports to: 6025 DCM - Directors Office

		MALE										FEMALE								Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min
9634	Administrative Specialist/Nr	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9458	It Project Manager 1	1	3	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9455	Chief Information Officer	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9454	It Manager/Senior	1	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9453	It Manager 2	1	13	7	7	0	0	0	0	0	0	6	6	0	0	0	0	0	0	0
9451	It Supervisor	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6414	Systems Administrator	2	6	3	3	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0
6412	Systems Administrator/Senior	2	13	9	9	0	0	0	0	0	0	4	3	0	1	0	0	0	0	1
6410	Network Administrator/Senior	2	12	6	6	0	0	0	0	0	0	6	5	0	1	0	0	0	0	1
6409	Network Administrator	2	8	4	2	1	1	0	0	0	0	4	4	0	0	0	0	0	0	2

Workforce Analysis by Departments

6408	Database Administrator/Senior	2	6	4	4	0	0	0	0	0	0	2	1	0	1	0	0	0	0	1
6407	Database Administrator	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6406	Development Analyst/Senior	2	22	14	10	1	3	0	0	0	0	8	6	0	2	0	0	0	0	6
6405	Development Analyst	2	11	4	4	0	0	0	0	0	0	7	5	0	2	0	0	0	0	2
6404	Desktop Support Specialist/Senior	3	11	8	7	0	0	1	0	0	0	3	3	0	0	0	0	0	0	1
6403	Desktop Support Specialist	3	7	3	3	0	0	0	0	0	0	4	3	0	0	1	0	0	0	1
6402	System Operator/Senior	3	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
6401	Systems Operator	3	7	2	2	0	0	0	0	0	0	5	5	0	0	0	0	0	0	0
6198	It Business Consultant/Sr	2	8	3	3	0	0	0	0	0	0	5	5	0	0	0	0	0	0	0
6194	It Business Consultant	2	4	0	0	0	0	0	0	0	0	4	3	1	0	0	0	0	0	1
6115	Procurement Associate	5	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6073	Data Analyst	3	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6030	Finance Specialist 2	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6029	Finance Specialist 1	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6026	Budget Analyst	2	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
6001	Office Assistant 2	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
Total:			146	73	65	2	4	2	0	0	0	73	64	1	7	1	0	0	0	17

Department: 6040 DCM - Risk Management

Reports to: 6025 DCM - Directors Office

Job Code & Title		Grade	EEO	Tot	MALE								FEMALE								Tot Min
					T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	
9748	Human Resources Analyst/Senior		2	5	2	2	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0
9715	Human Resources Manager 1		1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9670	Human Resources Analyst 2		2	4	0	0	0	0	0	0	0	0	4	4	0	0	0	0	0	0	0
9621	Human Resources Manager 2		1	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	1
9080	Human Resources Analyst 1		2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6103	Human Resources Analyst 2		2	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1
6002	Office Assistant/Senior		6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
Total:				14	2	2	0	0	0	0	0	0	12	10	1	0	1	0	0	0	2

Workforce Analysis by Departments

Department: 6070 DCM - Facilities

Reports to: 6025 DCM - Directors Office

		MALE										FEMALE										Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min		
9710	Management Assistant	1	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1		
9615	Program Manager 1	1	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9362	Program Manager/Senior	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
9361	Program Supervisor	1	4	2	1	1	0	0	0	0	0	2	1	0	0	1	0	0	0	2		
9360	Program Manager 2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6456	Data Analyst Sr	2	2	0	0	0	0	0	0	0	0	2	1	0	1	0	0	0	0	1		
6155	Alarm Technician	8	5	4	4	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6149	Locksmith	7	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6147	Carpenter	7	8	8	7	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1		
6123	Hvac Assistant	7	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6122	Building Automation System Special	7	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6121	Hvac Engineer	7	10	10	8	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2		
6114	Property Management Specialist/Sen	5	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6113	Property Management Specialist	5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6100	Lighting Technician	7	3	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6097	Fac Maint Dispatch/Scheduler	6	4	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0		
6031	Contract Specialist Senior	5	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6030	Finance Specialist 2	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6029	Finance Specialist 1	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6027	Finance Technician	6	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	1		
6026	Budget Analyst	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6017	Facilities Specialist 2	3	4	3	3	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1		
6016	Facilities Specialist 3	3	22	17	16	1	0	0	0	0	0	5	2	1	0	2	0	0	0	4		
6015	Contract Specialist	5	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6010	Facilities Specialist 1	8	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6005	Administrative Specialist	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
3061	Electrician	7	6	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
		Total:	90	68	63	4	0	1	0	0	0	22	14	1	3	4	0	0	0	13		

Workforce Analysis by Departments

Department: 6075 DCM - Finance

Reports to: 6025 DCM - Directors Office

Job Code & Title		Grade	EEO	Tot	MALE										FEMALE										Tot Min
					T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2					
9810	Chief Financial Officer		1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0				
9362	Program Manager/Senior		1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1				
9337	Payroll Specialist		2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0				
9336	Finance Manager		1	6	4	4	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0				
9335	Finance Supervisor		1	3	1	1	0	0	0	0	0	0	2	1	0	0	1	0	0	0	1				
6408	Database Administrator/Senior		2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
6200	Program Communications & Web Spec/		2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
6115	Procurement Associate		5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0				
6112	Procurement Analyst		2	4	1	0	1	0	0	0	0	0	3	2	0	0	1	0	0	0	2				
6111	Procurement Analyst/Sr		2	5	2	2	0	0	0	0	0	0	3	2	0	1	0	0	0	0	1				
6063	Project Manager - Represented		2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
6055	Business Analyst/Senior		2	8	1	1	0	0	0	0	0	0	7	6	1	0	0	0	0	0	1				
6032	Finance Specialist/Senior		2	3	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0				
6030	Finance Specialist 2		2	11	3	2	0	1	0	0	0	0	8	5	0	2	1	0	0	0	4				
6029	Finance Specialist 1		6	5	0	0	0	0	0	0	0	0	5	4	0	1	0	0	0	0	1				
6027	Finance Technician		6	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
6022	Program Coordinator		2	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1				
6021	Program Development Spec		2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0				
6015	Contract Specialist		5	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1				
6002	Office Assistant/Senior		6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0				
6001	Office Assistant 2		6	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0				
Total:				60	20	16	2	2	0	0	0	0	40	31	2	4	3	0	0	0	13				

Department: 6080 DCM - Assessment & Taxation

Reports to: 6025 DCM - Directors Office

		MALE											FEMALE							Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min
9710	Management Assistant	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0

Workforce Analysis by Departments

9630	Chief Appraiser	1	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9615	Program Manager 1	1	3	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
9459	It Project Manager 2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9362	Program Manager/Senior	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9361	Program Supervisor	1	6	4	3	0	1	0	0	0	0	2	2	0	0	0	0	0	1
9360	Program Manager 2	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9336	Finance Manager	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9025	Operations Supervisor	1	5	2	2	0	0	0	0	0	0	3	3	0	0	0	0	0	0
6456	Data Analyst Sr	2	5	3	3	0	0	0	0	0	0	2	2	0	0	0	0	0	0
6455	A&T Administrative Assistant	6	3	0	0	0	0	0	0	0	0	3	2	0	1	0	0	0	1
6454	A&T Data Verification Opr Senior	6	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	1
6453	A&T Data Verification Operator	6	3	0	0	0	0	0	0	0	0	3	2	0	1	0	0	0	1
6452	A&T Technician 3	6	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6451	A&T Technician 2	6	17	3	2	0	1	0	0	0	0	14	10	2	2	0	0	0	5
6450	A&T Technician 1	6	29	8	7	0	1	0	0	0	0	21	17	2	1	1	0	0	5
6082	Gis Cartographer Sr	3	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6081	Gis Cartographer	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6051	Property Appraiser 1	2	6	4	4	0	0	0	0	0	0	2	1	1	0	0	0	0	1
6045	Tax Exemption Specialist	5	3	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
6042	Property Appraiser Real 2	2	24	17	15	1	0	1	0	0	0	7	7	0	0	0	0	0	2
6032	Finance Specialist/Senior	2	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6029	Finance Specialist 1	6	2	0	0	0	0	0	0	0	0	2	1	0	1	0	0	0	1
6025	A&T Collection Specialist	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Total:		121	52	47	1	3	1	0	0	0	0	69	56	6	6	1	0	0	18

Department: 6085 DCM - Emergency Management

Reports to: 6025 DCM - Directors Office

Job Code & Title		Grade	EEO	Tot	MALE								FEMALE								Tot Min
					T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	
9362	Program Manager/Senior		1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6088	Program Development Spec/Sr		2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total:			2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Workforce Analysis by Departments

Department: 6090 DCM - FREDs

Reports to: 6025 DCM - Directors Office

		MALE										FEMALE										Tot
Job Code & Title		Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min	
9732	Records Administrator		1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
9689	Fleet Maintenance Supervisor		1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
9615	Program Manager 1		1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
9362	Program Manager/Senior		1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
9336	Finance Manager		1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
6182	Fleet Maintenance Technician 3		7	7	7	6	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	
6181	Body And Fender Technician		7	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
6180	Fleet Maintenance Technician 2		7	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2	
6144	Electronic Technician/Chief		3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
6143	Electronic Technician		3	4	4	3	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	
6142	Electronic Technician Asst		3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
6125	Motor Pool Attendant		8	2	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	
6124	Driver		8	7	7	5	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2	
6116	Records Administration Asst		6	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
6111	Procurement Analyst/Sr		2	3	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	
6110	Inventory/Stores Specialist 2		8	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
6109	Inventory/Stores Specialist 1		8	4	2	1	1	0	0	0	0	0	2	2	0	0	0	0	0	0	1	
6104	Inventory/Stores Specialist 3		8	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
6032	Finance Specialist/Senior		2	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	1	
6027	Finance Technician		6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
6022	Program Coordinator		2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
6021	Program Development Spec		2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
6002	Office Assistant/Senior		6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
Total:			46	37	29	2	1	5	0	0	0	9	8	0	0	1	0	0	0	0	9	

Department: A110 CHR - Public Affairs Office

Reports to: A100 CHR - Chair's Office

		MALE										FEMALE										Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min		

Workforce Analysis by Departments

9790	Public Relations Coordinator	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
7232	Creative Media Coordinator	3	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
6089	Public Affairs Coordinator	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total:		4	3	2	0	1	0	0	0	0	0	1	1	0	0	0	0	0	1

Department: A115 CHR - MCCFC

Reports to: A100 CHR - Chair's Office

		MALE										FEMALE								Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min
9634	Administrative Specialist/Nr	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9400	Staff Assistant	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6088	Program Development Spec/Sr	2	3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0
6021	Program Development Spec	2	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1
Total:		6	1	1	1	0	0	0	0	0	0	5	4	0	1	0	0	0	0	1

Department: B200 ND - County Auditor's Office

Reports to: A100 CHR - Chair's Office

		MALE										FEMALE								Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min
9281	Deputy Auditor	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9280	Management Auditor/Senior	2	6	2	2	0	0	0	0	0	0	4	4	0	0	0	0	0	0	0
9001	Legislative/Admin Secretary	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
5014	County Auditor	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total:		9	3	3	3	0	0	0	0	0	0	6	6	0	0	0	0	0	0	0

Department: C300 Office of County Attorney

Reports to: A100 CHR - Chair's Office

		MALE										FEMALE								Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min
9710	Management Assistant	1	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1
9631	Deputy County Attorney	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9510	County Attorney	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9440	Asst County Attorney/Senior	2	8	3	3	0	0	0	0	0	0	5	5	0	0	0	0	0	0	0

Workforce Analysis by Departments

9190	Asst County Attorney 2	2	4	3	2	0	0	1	0	0	0	1	0	0	0	1	0	0	0	2
9060	Asst County Attorney 1	2	2	0	0	0	0	0	0	0	0	2	1	0	0	1	0	0	0	1
9004	Legal Assistant Sr/Nr	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9003	Legal Assistant 2/Nr	6	4	0	0	0	0	0	0	0	0	4	4	0	0	0	0	0	0	0
9002	Legal Assistant 1/Nr	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6054	Administrative Assistant	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6002	Office Assistant/Senior	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
Total:			25	7	6	0	0	1	0	0	0	18	15	0	1	2	0	0	0	4

Department: E500 ND - Citizens Involvement Office

Reports to: A100 CHR - Chair's Office

		MALE										FEMALE								Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min
9400	Staff Assistant	2	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
Total:			2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0

Department: E510 ND - Tax Supervising

Reports to: A100 CHR - Chair's Office

		MALE										FEMALE								Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min
3005	Tax Supr/Admin Officer	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1096	Tax Supr/Budget Analyst	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total:			1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Department: A105 ND - Public Safety Coord Council

Top-level

		MALE										FEMALE								Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min
9400	Staff Assistant	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
Total:			1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0

Workforce Analysis by Departments

Department: D400 ND - County Commissioner District 1

Top-level

		MALE										FEMALE										Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min		
9400	Staff Assistant	2	4	2	1	0	0	1	0	0	0	2	2	0	0	0	0	0	0	1		
5010	County Commissioner	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
		Total:	5	2	1	0	0	1	0	0	0	3	3	0	0	0	0	0	0	1		

Department: D405 ND - County Commissioner District 2

Top-level

		MALE												FEMALE						Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min
9400	Staff Assistant	2	4	1	1	0	0	0	0	0	0	3	0	2	0	1	0	0	0	3
5010	County Commissioner	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		Total:	5	2	2	0	0	0	0	0	0	3	0	2	0	1	0	0	0	3

Department: D410 ND - County Commissioner District 3

Top-level

		MALE										FEMALE										Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min		
9400	Staff Assistant	2	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
5010	County Commissioner	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
		Total:	3	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0		

Department: D415 ND - County Commissioner District 4

Top-level

		MALE										FEMALE							Tot	
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	2	T	W	B	A	H	I	P	2	Min
9400	Staff Assistant	2	3	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
5010	County Commissioner	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
		Total:	4	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0

Job Group Analysis

The **Job Group Analysis** section arranges job classifications with similar responsibilities into job group categories, for affirmative action purposes. The EEOC has identified eight job group categories for local government and have required categorical breakdowns of specific job groups into high-level, mid-level and entry-level positions.

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Job Group Analysis Summary by EEO Category

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EEO		Total Emp	Mal		Fem		Min		Blk		Asi	
			#	%	#	%	#	%	#	%	#	%
				His			Ind					
				#	%		#	%				
1	Officials & Administrators	509	211	41.45	298	58.55	100	19.65	41	8.06	34	6.68
				21	4.13		4	0.79				
2	Professionals	1,581	498	31.50	1,083	68.50	293	18.53	109	6.89	97	6.14
				77	4.87		10	0.63				
3	Technicians	192	99	51.56	93	48.44	39	20.31	8	4.17	15	7.81
				15	7.81		1	0.52				
4	Protective Service Workers	588	476	80.95	112	19.05	107	18.20	58	9.86	22	3.74
				24	4.08		3	0.51				
5	Paraprofessionals	612	170	27.78	442	72.22	169	27.61	33	5.39	38	6.21
				92	15.03		6	0.98				
6	Administrative Support	812	144	17.73	668	82.27	208	25.62	53	6.53	45	5.54
				100	12.32		10	1.23				
7	Skilled Workers	92	89	96.74	3	3.26	16	17.39	3	3.26	2	2.17
				10	10.87		1	1.09				
8	Service	101	61	60.40	40	39.60	20	19.80	8	7.92	5	4.95
				4	3.96		3	2.97				
Group Total:		4,487	1,748	38.96	2,739	61.04	952	21.22	313	6.98	258	5.75
				343	7.64		38	0.85				

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Job Group Analysis Summary by Job Group

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Job Group & Name		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%	#	%				
1A	Executive Management	1	85	42	49.41	43	50.59	12	14.12	5	5.88	4	4.71
				3	3.53	0	0.00						
1B	Mid Level Management	1	215	91	42.33	124	57.67	39	18.14	15	6.98	13	6.05
				10	4.65	1	0.47						
1C	Entry Level Management	1	127	55	43.31	72	56.69	27	21.26	10	7.87	11	8.66
				4	3.15	2	1.57						
1C1	Entry Level Mgt: Senior Supervisors	1	82	23	28.05	59	71.95	22	26.83	11	13.41	6	7.32
				4	4.88	1	1.22						
2A	Senior Level Professionals	2	224	99	44.20	125	55.80	41	18.30	13	5.80	20	8.93
				7	3.13	1	0.45						
2A1	Senior Level Health Professionals	2	103	32	31.07	71	68.93	11	10.68	0	0.00	8	7.77
				3	2.91	0	0.00						
2B	Mid Level Professionals	2	760	246	32.37	514	67.63	144	18.95	55	7.24	43	5.66
				39	5.13	7	0.92						
2B1	Mid Level Health Professionals	2	167	17	10.18	150	89.82	24	14.37	5	2.99	9	5.39
				9	5.39	1	0.60						
2B2	Mid Level Probation/Parole Officers	2	131	57	43.51	74	56.49	26	19.85	14	10.69	4	3.05
				8	6.11	0	0.00						
2C	Entry Level Professionals	2	196	47	23.98	149	76.02	47	23.98	22	11.22	13	6.63
				11	5.61	1	0.51						
3A	Senior Level Technician	3	68	50	73.53	18	26.47	9	13.24	3	4.41	1	1.47
				4	5.88	1	1.47						
3B	Mid Level Technician	3	61	36	59.02	25	40.98	14	22.95	1	1.64	9	14.75
				4	6.56	0	0.00						
3C	Entry Level Technician	3	63	13	20.63	50	79.37	16	25.40	4	6.35	5	7.94
				7	11.11	0	0.00						

Job Group Analysis Summary by Job Group

Job Group & Name		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%						
4A	Protective Services: Senior Level Management	4	14	13	92.86	1	7.14	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
4B	Protective Services: Mid Level Management	4	101	72	71.29	29	28.71	33	32.67	14	13.86	11	10.89
				7	6.93	1	0.99						
4C	Protective Services: Entry Level Official	4	473	391	82.66	82	17.34	74	15.64	44	9.30	11	2.33
				17	3.59	2	0.42						
5A	Senior Level Support	5	26	11	42.31	15	57.69	4	15.38	2	7.69	2	7.69
				0	0.00	0	0.00						
5B	Mid Level Support	5	398	116	29.15	282	70.85	129	32.41	23	5.78	25	6.28
				76	19.10	5	1.26						
5C	Entry Level Support	5	188	43	22.87	145	77.13	36	19.15	8	4.26	11	5.85
				16	8.51	1	0.53						
6A	Senior Level Clerical	6	169	22	13.02	147	86.98	50	29.59	15	8.88	7	4.14
				25	14.79	3	1.78						
6B	Mid Level Clerical	6	405	52	12.84	353	87.16	114	28.15	31	7.65	24	5.93
				55	13.58	4	0.99						
6C	Entry Level Clerical	6	108	21	19.44	87	80.56	32	29.63	5	4.63	9	8.33
				18	16.67	0	0.00						
6C1	Entry Level Library	6	130	49	37.69	81	62.31	12	9.23	2	1.54	5	3.85
				2	1.54	3	2.31						
7A	Senior Level Craft	7	30	30	100.00	0	0.00	3	10.00	2	6.67	0	0.00
				1	3.33	0	0.00						
7B	Mid Level Craft	7	34	33	97.06	1	2.94	9	26.47	1	2.94	2	5.88
				6	17.65	0	0.00						
7C	Entry Level Craft	7	28	26	92.86	2	7.14	4	14.29	0	0.00	0	0.00
				3	10.71	1	3.57						
8A	Senior Level Maintenance	8	41	28	68.29	13	31.71	6	14.63	3	7.32	1	2.44
				1	2.44	1	2.44						
8B	Mid Level Maintenance	8	18	7	38.89	11	61.11	1	5.56	0	0.00	0	0.00
				0	0.00	1	5.56						

Job Group Analysis Summary by Job Group

Job Group & Name		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%						
8C	Entry Level Maintenance	8	42	26	61.90	16	38.10	13	30.95	5	11.90	4	9.52
				3	7.14	1	2.38						
Group Total:		4,487	1,748	38.96	2,739	61.04	952	21.22	313	6.98	258	5.75	
				343	7.64	38	0.85						

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Job Group Analysis

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Job Group 1A Executive Management

Job Code & Title		EEO	Total Emp	Mal		His		Fem		Ind		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%	#	%	#	%
5001	County Chair	1	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
5004	Sheriff	1	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
5010	County Commissioner	1	4	1	25.00	0	0.00	3	75.00	0	0.00	0	0.00	0	0.00	0	0.00
5014	County Auditor	1	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
5053	District Attorney	1	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9357	Pharmacy Services Director	1	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9362	Program Manager/Senior	1	20	11	55.00	2	10.00	9	45.00	4	20.00	1	5.00	1	5.00		
9450	Deputy District Attorney/Chief	1	2	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9453	It Manager 2	1	13	7	53.85	0	0.00	6	46.15	0	0.00	0	0.00	0	0.00	0	0.00
9454	It Manager/Senior	1	3	2	66.67	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00
9455	Chief Information Officer	1	1	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
9499	Dental Director/Clinical	1	1	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
9510	County Attorney	1	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Job Group Analysis

Job Group 1A Executive Management

Job Code & Title	EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
			#	%	#	%	#	%	#	%	#	%
			His		Ind							
			#	%	#	%	#	%				
			0	0.00	0	0.00						
9520 Medical Director	1	1	1	100.00	0	0.00	1	100.00	0	0.00	1	100.00
			0	0.00	0	0.00						
9530 EMS Medical Director	1	2	2	100.00	0	0.00	1	50.00	0	0.00	1	50.00
			0	0.00	0	0.00						
9550 Health Officer	1	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
			0	0.00	0	0.00						
9610 Department Director 1	1	3	1	33.33	2	66.67	2	66.67	1	33.33	1	33.33
			0	0.00	0	0.00						
9613 Department Director 2	1	3	0	0.00	3	100.00	0	0.00	0	0.00	0	0.00
			0	0.00	0	0.00						
9619 Deputy Director	1	2	0	0.00	2	100.00	2	100.00	1	50.00	0	0.00
			1	50.00	0	0.00						
9625 Chief Deputy	1	2	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00
			0	0.00	0	0.00						
9626 Undersheriff	1	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
			0	0.00	0	0.00						
9631 Deputy County Attorney	1	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
			0	0.00	0	0.00						
9666 Elections Manager	1	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
			0	0.00	0	0.00						
9668 Human Resources Director	1	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
			0	0.00	0	0.00						
9695 Health Services Manager/Senior	1	2	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00
			0	0.00	0	0.00						
9699 Ics Director	1	1	0	0.00	1	100.00	1	100.00	1	100.00	0	0.00
			0	0.00	0	0.00						
9744 Mental Health Director	1	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
			0	0.00	0	0.00						

Job Group Analysis

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Job Group 1A Executive Management

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%						
9782	Library Manager/Senior	1	7	1	14.29	6	85.71	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9786	Library Support Services Admin	1	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9790	Public Relations Coordinator	1	4	2	50.00	2	50.00	1	25.00	1	25.00	0	0.00
				0	0.00	0	0.00						
9810	Chief Financial Officer	1	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
Group Total:			85	42	49.41	43	50.59	12	14.12	5	5.88	4	4.71
						3	3.53	0	0.00				

Job Group Analysis

Job Group 1B Mid Level Management

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%	#	%				
9063	Project Manager	1	4	2	50.00	2	50.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9281	Deputy Auditor	1	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9336	Finance Manager	1	11	8	72.73	3	27.27	1	9.09	0	0.00	0	0.00
				1	9.09	0	0.00						
9360	Program Manager 2	1	50	17	34.00	33	66.00	9	18.00	4	8.00	5	10.00
				0	0.00	0	0.00						
9452	It Manager 1	1	2	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9458	It Project Manager 1	1	3	2	66.67	1	33.33	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9459	It Project Manager 2	1	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9540	Deputy Health Officer	1	2	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9607	Administrative Serv Officer	1	3	1	33.33	2	66.67	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9615	Program Manager 1	1	55	22	40.00	33	60.00	9	16.36	1	1.82	4	7.27
				3	5.45	1	1.82						
9620	Community Justice Manager	1	38	20	52.63	18	47.37	12	31.58	8	21.05	1	2.63
				3	7.89	0	0.00						
9621	Human Resources Manager 2	1	14	5	35.71	9	64.29	5	35.71	1	7.14	2	14.29
				2	14.29	0	0.00						
9630	Chief Appraiser	1	2	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9649	County Surveyor	1	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9665	Elections Administrator	1	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00

Job Group Analysis

Job Group 1B Mid Level Management

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%						
				0	0.00	0	0.00						
9669	Human Resources Manager/Senior	1	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9672	Engineering Services Manager 2	1	2	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9686	Facilities Dev & Services Mgr	1	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9694	Health Services Manager	1	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9698	Health Services Development Administrato	1	2	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9776	Library Administrator/Branch	1	12	1	8.33	11	91.67	2	16.67	1	8.33	1	8.33
				0	0.00	0	0.00						
9777	Library Administrator/Central	1	4	1	25.00	3	75.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9780	Library Manager/Branch	1	4	1	25.00	3	75.00	1	25.00	0	0.00	0	0.00
				1	25.00	0	0.00						
Group Total:			215	91	42.33	124	57.67	39	18.14	15	6.98	13	6.05
						10	4.65	1	0.47				

Job Group Analysis

Job Group 1C Entry Level Management

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%						
6358	Environmental Health Specialist Sr	1	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9020	Nutrition Services Manager	1	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9025	Operations Supervisor	1	38	13	34.21	25	65.79	4	10.53	1	2.63	2	5.26
				1	2.63	0	0.00						
9041	Research/Evaluation Supervisor	1	5	1	20.00	4	80.00	1	20.00	0	0.00	1	20.00
				0	0.00	0	0.00						
9062	Environmental Health Supervisor	1	1	1	100.00	0	0.00	1	100.00	0	0.00	1	100.00
				0	0.00	0	0.00						
9140	Road Operations Supervisor	1	4	4	100.00	0	0.00	2	50.00	0	0.00	1	25.00
				0	0.00	1	25.00						
9146	Planner/Principal	1	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9202	Mcso Corrections Program Admin	1	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9335	Finance Supervisor	1	11	5	45.45	6	54.55	6	54.55	2	18.18	2	18.18
				2	18.18	0	0.00						
9445	D A Investigator/Chief	1	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9451	It Supervisor	1	3	1	33.33	2	66.67	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9623	Bridge Maintenance Supervisor	1	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9627	Captain	1	9	6	66.67	3	33.33	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9647	Lieutenant/Corrections	1	8	4	50.00	4	50.00	3	37.50	2	25.00	0	0.00
				1	12.50	0	0.00						
9674	Survey Supervisor	1	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00

Job Group Analysis

Job Group 1C Entry Level Management

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%						
				0	0.00	0	0.00						
9677	Production Supervisor	1	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9689	Fleet Maintenance Supervisor	1	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9697	Nutritionist Supervisor	1	3	0	0.00	3	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9705	Lieutenant	1	4	4	100.00	0	0.00	1	25.00	0	0.00	1	25.00
				0	0.00	0	0.00						
9710	Management Assistant	1	9	2	22.22	7	77.78	4	44.44	1	11.11	3	33.33
				0	0.00	0	0.00						
9715	Human Resources Manager 1	1	6	1	16.67	5	83.33	3	50.00	3	50.00	0	0.00
				0	0.00	0	0.00						
9720	Operations Administrator	1	7	2	28.57	5	71.43	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9732	Records Administrator	1	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9773	Cataloging Administrator	1	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
				0	0.00	1	100.00						
9784	Library Supervisor	1	5	3	60.00	2	40.00	1	20.00	1	20.00	0	0.00
				0	0.00	0	0.00						
9789	Team Developer/Library	1	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9792	Access Services Administrator	1	2	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
Group Total:			127	55	43.31	72	56.69	27	21.26	10	7.87	11	8.66
						4	3.15	2	1.57				

Job Group 1C1 Entry Level Mgt: Senior Supervisors

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%	#	%				
9361	Program Supervisor	1	82	23	28.05	59	71.95	22	26.83	11	13.41	6	7.32
				4	4.88	1	1.22						
Group Total:			82	23	28.05	59	71.95	22	26.83	11	13.41	6	7.32
				4	4.88	1	1.22						

Job Group Analysis

Job Group 2A Senior Level Professionals

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%	#	%				
6032	Finance Specialist/Senior	2	13	5	38.46	8	61.54	4	30.77	0	0.00	2	15.38
				2	15.38	0	0.00						
6055	Business Analyst/Senior	2	8	1	12.50	7	87.50	1	12.50	1	12.50	0	0.00
				0	0.00	0	0.00						
6063	Project Manager - Represented	2	2	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6075	Planner	2	5	3	60.00	2	40.00	1	20.00	0	0.00	1	20.00
				0	0.00	0	0.00						
6078	Planner/Senior	2	2	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6087	Research/Evaluation Analyst/Senior	2	5	1	20.00	4	80.00	2	40.00	0	0.00	2	40.00
				0	0.00	0	0.00						
6111	Procurement Analyst/Sr	2	10	3	30.00	7	70.00	2	20.00	1	10.00	1	10.00
				0	0.00	0	0.00						
6198	It Business Consultant/Sr	2	8	3	37.50	5	62.50	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6254	Deputy District Attorney 4	2	14	10	71.43	4	28.57	1	7.14	0	0.00	1	7.14
				0	0.00	0	0.00						
6295	Social Worker	2	22	5	22.73	17	77.27	5	22.73	3	13.64	1	4.55
				1	4.55	0	0.00						
6296	Case Manager/Senior	2	27	6	22.22	21	77.78	4	14.81	3	11.11	0	0.00
				1	3.70	0	0.00						
6311	Engineer 3	2	3	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6406	Development Analyst/Senior	2	23	15	65.22	8	34.78	6	26.09	1	4.35	5	21.74
				0	0.00	0	0.00						
6408	Database Administrator/Senior	2	7	5	71.43	2	28.57	1	14.29	0	0.00	1	14.29
				0	0.00	0	0.00						
6410	Network Administrator/Senior	2	12	6	50.00	6	50.00	1	8.33	0	0.00	1	8.33

Job Group Analysis

Job Group 2A Senior Level Professionals

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%						
				0	0.00	0	0.00						
6412	Systems Administrator/Senior	2	14	10	71.43	4	28.57	1	7.14	0	0.00	1	7.14
				0	0.00	0	0.00						
9007	Chaplain	2	2	2	100.00	0	0.00	1	50.00	1	50.00	0	0.00
				0	0.00	0	0.00						
9043	Research/Evaluation Analyst/Senior Nr	2	5	3	60.00	2	40.00	2	40.00	0	0.00	1	20.00
				0	0.00	1	20.00						
9280	Management Auditor/Senior	2	6	2	33.33	4	66.67	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9440	Asst County Attorney/Senior	2	8	3	37.50	5	62.50	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9515	County Web Manager	2	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9603	Aa/Eeo Officer	2	1	1	100.00	0	0.00	1	100.00	1	100.00	0	0.00
				0	0.00	0	0.00						
9730	Budget Analyst/Senior	2	4	1	25.00	3	75.00	1	25.00	0	0.00	1	25.00
				0	0.00	0	0.00						
9734	Budget Analyst/Principal	2	2	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9748	Human Resources Analyst/Senior	2	16	5	31.25	11	68.75	6	37.50	2	12.50	2	12.50
				2	12.50	0	0.00						
9798	Principal Investigator	2	4	2	50.00	2	50.00	1	25.00	0	0.00	0	0.00
				1	25.00	0	0.00						
Group Total:			224	99	44.20	125	55.80	41	18.30	13	5.80	20	8.93
						7	3.13	1	0.45				

Job Group Analysis

Job Group 2A1 Senior Level Health Professionals

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%	#	%				
6314	Nurse Practitioner	2	33	2	6.06	31	93.94	2	6.06	0	0.00	1	3.03
				1	3.03	0	0.00						
6316	Physician Assistant	2	2	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9354	Pharmacy Program Administrator	2	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9355	Pharmacist	2	13	5	38.46	8	61.54	2	15.38	0	0.00	1	7.69
				1	7.69	0	0.00						
9390	Dentist	2	11	4	36.36	7	63.64	3	27.27	0	0.00	3	27.27
				0	0.00	0	0.00						
9430	Dentist/Senior	2	8	3	37.50	5	62.50	1	12.50	0	0.00	1	12.50
				0	0.00	0	0.00						
9490	Physician	2	33	17	51.52	16	48.48	3	9.09	0	0.00	2	6.06
				1	3.03	0	0.00						
9491	Psychiatrist	2	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9746	Veterinarian	2	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
Group Total:			103	32	31.07	71	68.93	11	10.68	0	0.00	8	7.77
						3	2.91	0	0.00				

Job Group Analysis

Job Group 2B Mid Level Professionals

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%	#	%				
1096	Tax Supr/Budget Analyst	2	1	0	0.00	1	100.00	1	100.00	0	0.00	0	0.00
				0	0.00			1	100.00				
3005	Tax Supr/Admin Officer	2	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00			0	0.00				
6026	Budget Analyst	2	8	3	37.50	5	62.50	2	25.00	1	12.50	0	0.00
				1	12.50			0	0.00				
6030	Finance Specialist 2	2	27	9	33.33	18	66.67	8	29.63	0	0.00	5	18.52
				3	11.11			0	0.00				
6036	Clinical Coordinator	2	2	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00
				0	0.00			0	0.00				
6042	Property Appraiser Real 2	2	24	17	70.83	7	29.17	2	8.33	1	4.17	0	0.00
				1	4.17			0	0.00				
6076	Transportation Planning Specialist	2	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00			0	0.00				
6083	Housing Development Specialist	2	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
				0	0.00			0	0.00				
6086	Research/Evaluation Analyst 2	2	11	4	36.36	7	63.64	1	9.09	0	0.00	1	9.09
				0	0.00			0	0.00				
6088	Program Development Spec/Sr	2	32	9	28.13	23	71.88	5	15.63	1	3.13	2	6.25
				1	3.13			1	3.13				
6089	Public Affairs Coordinator	2	2	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00			0	0.00				
6103	Human Resources Analyst 2	2	2	0	0.00	2	100.00	1	50.00	1	50.00	0	0.00
				0	0.00			0	0.00				
6105	Arborist/Vegetation Specialist	2	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00			0	0.00				
6112	Procurement Analyst	2	8	1	12.50	7	87.50	4	50.00	2	25.00	1	12.50
				1	12.50			0	0.00				
6178	Program Communications & Web Spec	2	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00

Job Group Analysis

Job Group 2B Mid Level Professionals

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%						
				0	0.00	0	0.00						
6194	It Business Consultant	2	4	0	0.00	4	100.00	1	25.00	1	25.00	0	0.00
				0	0.00	0	0.00						
6200	Program Communications & Web Spec/	2	5	2	40.00	3	60.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6236	Engineer 2	2	4	3	75.00	1	25.00	1	25.00	0	0.00	0	0.00
				0	0.00	1	25.00						
6252	Deputy District Attorney 2	2	25	15	60.00	10	40.00	2	8.00	1	4.00	1	4.00
				0	0.00	0	0.00						
6253	Deputy District Attorney 3	2	28	13	46.43	15	53.57	4	14.29	1	3.57	2	7.14
				1	3.57	0	0.00						
6268	Corrections Counselor	2	45	15	33.33	30	66.67	8	17.78	5	11.11	1	2.22
				2	4.44	0	0.00						
6272	Juvenile Counselor	2	48	18	37.50	30	62.50	19	39.58	11	22.92	2	4.17
				4	8.33	2	4.17						
6290	Veterans Services Officer	2	2	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6291	Addiction Specialist	2	2	2	100.00	0	0.00	1	50.00	0	0.00	0	0.00
				1	50.00	0	0.00						
6292	Deputy Public Guardian	2	4	1	25.00	3	75.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6297	Case Manager 2	2	125	25	20.00	100	80.00	26	20.80	10	8.00	12	9.60
				4	3.20	0	0.00						
6301	Human Services Investigator	2	30	11	36.67	19	63.33	7	23.33	5	16.67	1	3.33
				1	3.33	0	0.00						
6305	Family Intervention Specialist	2	4	0	0.00	4	100.00	2	50.00	0	0.00	0	0.00
				2	50.00	0	0.00						
6340	Nutritionist	2	3	0	0.00	3	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						

Job Group Analysis

Job Group 2B Mid Level Professionals

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%	#	%				
6344	Basic Skills Educator	2	6	0	0.00	6	100.00	1	16.67	0	0.00	0	0.00
				0	0.00			1	16.67				
6355	Public Health Ecologist	2	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00			0	0.00				
6365	Mental Health Consultant	2	105	28	26.67	77	73.33	15	14.29	6	5.71	2	1.90
				7	6.67			0	0.00				
6369	Marriage And Family Counselor	2	5	2	40.00	3	60.00	0	0.00	0	0.00	0	0.00
				0	0.00			0	0.00				
6405	Development Analyst	2	12	4	33.33	8	66.67	3	25.00	0	0.00	3	25.00
				0	0.00			0	0.00				
6407	Database Administrator	2	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
				0	0.00			0	0.00				
6409	Network Administrator	2	10	5	50.00	5	50.00	3	30.00	1	10.00	2	20.00
				0	0.00			0	0.00				
6414	Systems Administrator	2	9	6	66.67	3	33.33	0	0.00	0	0.00	0	0.00
				0	0.00			0	0.00				
6456	Data Analyst Sr	2	15	6	40.00	9	60.00	3	20.00	0	0.00	2	13.33
				0	0.00			1	6.67				
7222	Librarian	2	74	14	18.92	60	81.08	6	8.11	1	1.35	3	4.05
				2	2.70			0	0.00				
7223	Library Outreach Specialist	2	12	3	25.00	9	75.00	4	33.33	2	16.67	1	8.33
				1	8.33			0	0.00				
9005	Administrative Analyst/Senior	2	9	2	22.22	7	77.78	1	11.11	0	0.00	0	0.00
				1	11.11			0	0.00				
9190	Asst County Attorney 2	2	4	3	75.00	1	25.00	2	50.00	0	0.00	0	0.00
				2	50.00			0	0.00				
9337	Payroll Specialist	2	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
				0	0.00			0	0.00				
9400	Staff Assistant	2	29	15	51.72	14	48.28	7	24.14	3	10.34	1	3.45

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Job Group 2B1 Mid Level Health Professionals

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%						
6315	Community Health Nurse	2	167	17	10.18	150	89.82	24	14.37	5	2.99	9	5.39
				9	5.39	1	0.60						
Group Total:			167	17	10.18	150	89.82	24	14.37	5	2.99	9	5.39
				9	5.39	1	0.60						

Job Group 2B2 Mid Level Probation/Parole Officers

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%	#	%				
6276	Probation/Parole Officer	2	131	57	43.51	74	56.49	26	19.85	14	10.69	4	3.05
				8	6.11	0	0.00						
Group Total:			131	57	43.51	74	56.49	26	19.85	14	10.69	4	3.05
				8	6.11	0	0.00						

Job Group Analysis

Job Group 2C Entry Level Professionals

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%						
6021	Program Development Spec	2	62	14	22.58	48	77.42	13	20.97	7	11.29	4	6.45
				2	3.23	0	0.00						
6022	Program Coordinator	2	24	3	12.50	21	87.50	6	25.00	3	12.50	2	8.33
				1	4.17	0	0.00						
6033	Administrative Analyst	2	11	1	9.09	10	90.91	1	9.09	0	0.00	0	0.00
				1	9.09	0	0.00						
6051	Property Appraiser 1	2	6	4	66.67	2	33.33	1	16.67	1	16.67	0	0.00
				0	0.00	0	0.00						
6085	Research/Evaluation Analyst 1	2	10	3	30.00	7	70.00	4	40.00	1	10.00	1	10.00
				1	10.00	1	10.00						
6102	Human Resources Analyst 1	2	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6235	Engineer 1(Intern)	2	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6251	Deputy District Attorney 1	2	14	10	71.43	4	28.57	1	7.14	0	0.00	1	7.14
				0	0.00	0	0.00						
6263	Volunteer Coordinator	2	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6298	Case Manager 1	2	48	7	14.58	41	85.42	17	35.42	7	14.58	5	10.42
				5	10.42	0	0.00						
9006	Administrative Analyst	2	3	1	33.33	2	66.67	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9024	Laundry Supervisor	2	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9060	Asst County Attorney 1	2	2	0	0.00	2	100.00	1	50.00	0	0.00	0	0.00
				1	50.00	0	0.00						
9080	Human Resources Analyst 1	2	10	2	20.00	8	80.00	3	30.00	3	30.00	0	0.00
				0	0.00	0	0.00						
9640	Mcso Volunteer Program Coordinator	2	2	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00

Job Group 2C Entry Level Professionals

Job Code & Title	EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
			#	%	#	%	#	%	#	%	#	%
			His		Ind							
			#	%	#	%	#	%				
			0	0.00			0	0.00				
	Group Total:	196	47	23.98	149	76.02	47	23.98	22	11.22	13	6.63
			11	5.61			1	0.51				

Job Group Analysis

Job Group 3A Senior Level Technician

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%	#	%				
6016	Facilities Specialist 3	3	22	17	77.27	5	22.73	4	18.18	2	9.09	0	0.00
				2	9.09	0	0.00						
6082	Gis Cartographer Sr	3	3	3	100.00	0	0.00	1	33.33	0	0.00	0	0.00
				0	0.00			1	33.33				
6091	Survey Specialist	3	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6144	Electronic Technician/Chief	3	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6211	Right-Of-Way Permits Specialist	3	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6233	Engineering Technician 3	3	10	9	90.00	1	10.00	1	10.00	0	0.00	0	0.00
				1	10.00	0	0.00						
6234	Transportation Project Specialist	3	2	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6282	Deputy Medical Examiner	3	6	5	83.33	1	16.67	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6335	Medical Technologist	3	6	2	33.33	4	66.67	1	16.67	0	0.00	1	16.67
				0	0.00	0	0.00						
6402	System Operator/Senior	3	2	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6404	Desktop Support Specialist/Senior	3	14	9	64.29	5	35.71	2	14.29	1	7.14	0	0.00
				1	7.14	0	0.00						
Group Total:			68	50	73.53	18	26.47	9	13.24	3	4.41	1	1.47
						4	5.88	1	1.47				

Job Group Analysis

Job Group 3B Mid Level Technician

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%	#	%				
6017	Facilities Specialist 2	3	5	4	80.00	1	20.00	1	20.00	0	0.00	1	20.00
				0	0.00	0	0.00						
6073	Data Analyst	3	9	3	33.33	6	66.67	3	33.33	0	0.00	2	22.22
				1	11.11	0	0.00						
6084	Weatherization Inspector	3	8	7	87.50	1	12.50	1	12.50	0	0.00	0	0.00
				1	12.50	0	0.00						
6143	Electronic Technician	3	4	4	100.00	0	0.00	1	25.00	0	0.00	0	0.00
				1	25.00	0	0.00						
6232	Engineering Technician 2	3	12	12	100.00	0	0.00	2	16.67	1	8.33	0	0.00
				1	8.33	0	0.00						
6333	Medical Laboratory Technician	3	7	2	28.57	5	71.43	2	28.57	0	0.00	2	28.57
				0	0.00	0	0.00						
6336	X-Ray Technician	3	3	2	66.67	1	33.33	1	33.33	0	0.00	1	33.33
				0	0.00	0	0.00						
6348	Dental Hygienist	3	9	0	0.00	9	100.00	2	22.22	0	0.00	2	22.22
				0	0.00	0	0.00						
7207	Graphic Designer	3	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
7232	Creative Media Coordinator	3	3	2	66.67	1	33.33	1	33.33	0	0.00	1	33.33
				0	0.00	0	0.00						
Group Total:			61	36	59.02	25	40.98	14	22.95	1	1.64	9	14.75
						4	6.56	0	0.00				

Job Group Analysis

Job Group 3C Entry Level Technician

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%	#	%	#	%	#	%
6081	Gis Cartographer	3	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6119	Pharmacy Technician	3	16	2	12.50	14	87.50	3	18.75	0	0.00	2	12.50
				1	6.25	0	0.00						
6142	Electronic Technician Asst	3	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6231	Engineering Technician 1	3	2	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6346	Dental Assistant/Efda	3	22	1	4.55	21	95.45	8	36.36	3	13.64	1	4.55
				4	18.18	0	0.00						
6347	Dental Assistant	3	6	0	0.00	6	100.00	4	66.67	1	16.67	2	33.33
				1	16.67	0	0.00						
6354	Environmental Health Trainee	3	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6401	Systems Operator	3	7	2	28.57	5	71.43	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6403	Desktop Support Specialist	3	7	3	42.86	4	57.14	1	14.29	0	0.00	0	0.00
				1	14.29	0	0.00						
Group Total:			63	13	20.63	50	79.37	16	25.40	4	6.35	5	7.94
						7	11.11	0	0.00				

Job Group 4A Protective Services: Senior Level Management

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%	#	%	#	%	#	%
2005	Sergeant	4	13	12	92.31	1	7.69	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6256	Civil Deputy/Senior	4	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
Group Total:			14	13	92.86	1	7.14	0	0.00	0	0.00	0	0.00
						0	0.00	0	0.00				

Job Group Analysis

Job Group 4B Protective Services: Mid Level Management

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%	#	%	#	%	#	%
4055	Corrections Sergeant	4	44	31	70.45	13	29.55	6	13.64	3	6.82	1	2.27
				2	4.55	0	0.00						
6273	Juvenile Custody Services Spec	4	56	40	71.43	16	28.57	26	46.43	11	19.64	10	17.86
				4	7.14	1	1.79						
6359	Nuisance Enforcement Officer	4	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00
				1	100.00	0	0.00						
Group Total:			101	72	71.29	29	28.71	33	32.67	14	13.86	11	10.89
						7	6.93	1	0.99				

Job Group 4C Protective Services: Entry Level Official

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%	#	%				
2025	Deputy Sheriff	4	68	62	91.18	6	8.82	9	13.24	2	2.94	4	5.88
				3	4.41	0	0.00						
2029	Corrections Officer	4	385	313	81.30	72	18.70	58	15.06	36	9.35	7	1.82
				14	3.64	1	0.26						
6259	Civil Deputy	4	6	6	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6267	Community Works Leader	4	14	10	71.43	4	28.57	7	50.00	6	42.86	0	0.00
				0	0.00	1	7.14						
Group Total:			473	391	82.66	82	17.34	74	15.64	44	9.30	11	2.33
					17	3.59		2	0.42				

Job Group Analysis

Job Group 5A Senior Level Support

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%						
6031	Contract Specialist Senior	5	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6045	Tax Exemption Specialist	5	3	1	33.33	2	66.67	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6114	Property Management Specialist/Sen	5	2	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6248	Background Investigator	5	4	0	0.00	4	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6249	D A Investigator	5	7	4	57.14	3	42.86	1	14.29	0	0.00	1	14.29
				0	0.00	0	0.00						
6264	Corrections Hearings Officer	5	2	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6286	Pathologist Assistant	5	2	1	50.00	1	50.00	1	50.00	0	0.00	1	50.00
				0	0.00	0	0.00						
6352	Health Educator	5	5	2	40.00	3	60.00	2	40.00	2	40.00	0	0.00
				0	0.00	0	0.00						
Group Total:			26	11	42.31	15	57.69	4	15.38	2	7.69	2	7.69
						0	0.00	0	0.00				

Job Group Analysis

Job Group 5B Mid Level Support

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%	#	%				
6012	Clinic Medical Assistant	5	49	10	20.41	39	79.59	31	63.27	5	10.20	1	2.04
				25	51.02	0	0.00						
6013	Community Information Spec	5	3	0	0.00	3	100.00	1	33.33	0	0.00	0	0.00
				1	33.33	0	0.00						
6024	Disease Intervention Specialist	5	5	2	40.00	3	60.00	1	20.00	0	0.00	0	0.00
				1	20.00	0	0.00						
6047	Community Health Specialist 2	5	24	7	29.17	17	70.83	18	75.00	4	16.67	1	4.17
				12	50.00	1	4.17						
6066	Animal Health Technician	5	3	0	0.00	3	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6067	Animal Control Officer	5	9	5	55.56	4	44.44	2	22.22	0	0.00	0	0.00
				1	11.11	1	11.11						
6074	Data Technician	5	4	1	25.00	3	75.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6101	Human Resources Technician	5	3	0	0.00	3	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6113	Property Management Specialist	5	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6247	Victim Advocate	5	7	0	0.00	7	100.00	1	14.29	1	14.29	0	0.00
				0	0.00	0	0.00						
6258	Facility Security Officer	5	46	28	60.87	18	39.13	8	17.39	1	2.17	2	4.35
				5	10.87	0	0.00						
6266	Corrections Technician	5	60	15	25.00	45	75.00	21	35.00	5	8.33	8	13.33
				6	10.00	2	3.33						
6280	Investigative Technician	5	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6294	Health Assistant 2	5	22	3	13.64	19	86.36	16	72.73	0	0.00	3	13.64
				13	59.09	0	0.00						
6300	Eligibility Specialist	5	20	3	15.00	17	85.00	11	55.00	4	20.00	3	15.00

Job Group Analysis

Job Group 5B Mid Level Support

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%						
				4	20.00	0	0.00						
6303	Licensed Comm Practical Nurse	5	18	3	16.67	15	83.33	3	16.67	1	5.56	0	0.00
				2	11.11	0	0.00						
6304	Medication Aide/Cna	5	12	1	8.33	11	91.67	3	25.00	1	8.33	1	8.33
				1	8.33	0	0.00						
6356	Environmental Health Specialist	5	15	12	80.00	3	20.00	4	26.67	0	0.00	2	13.33
				1	6.67	1	6.67						
7211	Library Assistant	5	90	26	28.89	64	71.11	8	8.89	0	0.00	4	4.44
				4	4.44	0	0.00						
9061	Human Resources Technician	5	6	0	0.00	6	100.00	1	16.67	1	16.67	0	0.00
				0	0.00	0	0.00						
Group Total:			398	116	29.15	282	70.85	129	32.41	23	5.78	25	6.28
				76	19.10	5	1.26						

Job Group Analysis

Job Group 5C Entry Level Support

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%	#	%	#	%	#	%
6015	Contract Specialist	5	16	3	18.75	13	81.25	4	25.00	3	18.75	0	0.00
				0	0.00	1	6.25						
6020	Program Development Tech	5	16	0	0.00	16	100.00	5	31.25	2	12.50	1	6.25
				2	12.50	0	0.00						
6115	Procurement Associate	5	3	1	33.33	2	66.67	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
7202	Library Clerk	5	153	39	25.49	114	74.51	27	17.65	3	1.96	10	6.54
				14	9.15	0	0.00						
Group Total:			188	43	22.87	145	77.13	36	19.15	8	4.26	11	5.85
				16	8.51	1	0.53						

Job Group Analysis

Job Group 6A Senior Level Clerical

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%						
6002	Office Assistant/Senior	6	128	14	10.94	114	89.06	45	35.16	13	10.16	5	3.91
				24	18.75	3	2.34						
6003	Clerical Unit Supervisor	6	10	2	20.00	8	80.00	1	10.00	0	0.00	1	10.00
				0	0.00	0	0.00						
6054	Administrative Assistant	6	6	2	33.33	4	66.67	1	16.67	1	16.67	0	0.00
				0	0.00	0	0.00						
6072	Animal Control Dispatcher	6	2	0	0.00	2	100.00	1	50.00	0	0.00	0	0.00
				1	50.00	0	0.00						
6151	Mcso Records Supervisor	6	6	2	33.33	4	66.67	1	16.67	0	0.00	1	16.67
				0	0.00	0	0.00						
6241	Legal Assistant/Senior	6	8	1	12.50	7	87.50	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6322	Health Information Technician/Seni	6	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6452	A&T Technician 3	6	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6454	A&T Data Verification Opr Senior	6	1	0	0.00	1	100.00	1	100.00	1	100.00	0	0.00
				0	0.00	0	0.00						
9001	Legislative/Admin Secretary	6	4	0	0.00	4	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9004	Legal Assistant Sr/Nr	6	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9015	Board Clerk	6	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
Group Total:			169	22	13.02	147	86.98	50	29.59	15	8.88	7	4.14
						25	14.79	3	1.78				

Job Group Analysis

Job Group 6B Mid Level Clerical

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%	#	%				
6001	Office Assistant 2	6	212	25	11.79	187	88.21	74	34.91	17	8.02	9	4.25
				46	21.70	2	0.94						
6005	Administrative Specialist	6	18	2	11.11	16	88.89	4	22.22	2	11.11	0	0.00
				1	5.56	1	5.56						
6011	Contract Technician	6	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6025	A&T Collection Specialist	6	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6029	Finance Specialist 1	6	30	4	13.33	26	86.67	9	30.00	1	3.33	5	16.67
				3	10.00	0	0.00						
6035	Alarm Ordinance Coordinator	6	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6097	Fac Maint Dispatch/Scheduler	6	4	2	50.00	2	50.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6116	Records Administration Asst	6	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6150	Mcso Records Technician	6	47	10	21.28	37	78.72	6	12.77	3	6.38	3	6.38
				0	0.00	0	0.00						
6157	Records Technician	6	35	1	2.86	34	97.14	9	25.71	4	11.43	0	0.00
				4	11.43	1	2.86						
6246	Legal Assistant 2	6	7	0	0.00	7	100.00	2	28.57	1	14.29	1	14.29
				0	0.00	0	0.00						
6250	Support Enforcement Agent	6	10	3	30.00	7	70.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6321	Health Information Technician	6	8	0	0.00	8	100.00	2	25.00	1	12.50	1	12.50
				0	0.00	0	0.00						
6451	A&T Technician 2	6	17	3	17.65	14	82.35	5	29.41	2	11.76	3	17.65
				0	0.00	0	0.00						
6453	A&T Data Verification Operator	6	3	0	0.00	3	100.00	1	33.33	0	0.00	1	33.33

Job Group Analysis

Job Group 6B Mid Level Clerical

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%						
				0	0.00	0	0.00						
6455	A&T Administrative Assistant	6	3	0	0.00	3	100.00	1	33.33	0	0.00	1	33.33
				0	0.00	0	0.00						
9003	Legal Assistant 2/Nr	6	4	0	0.00	4	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
9634	Administrative Specialist/Nr	6	3	0	0.00	3	100.00	1	33.33	0	0.00	0	0.00
				1	33.33	0	0.00						
Group Total:			405	52	12.84	353	87.16	114	28.15	31	7.65	24	5.93
						55	13.58	4	0.99				

Job Group Analysis

Job Group 6C Entry Level Clerical

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%						
6027	Finance Technician	6	18	5	27.78	13	72.22	6	33.33	2	11.11	2	11.11
				2	11.11	0	0.00						
6243	Legal Assistant 1	6	13	1	7.69	12	92.31	1	7.69	0	0.00	0	0.00
				1	7.69	0	0.00						
6293	Health Assistant 1	6	14	5	35.71	9	64.29	6	42.86	0	0.00	1	7.14
				5	35.71	0	0.00						
6299	Case Management Assistant	6	15	1	6.67	14	93.33	3	20.00	0	0.00	2	13.33
				1	6.67	0	0.00						
6342	Nutrition Assistant	6	18	1	5.56	17	94.44	11	61.11	1	5.56	2	11.11
				8	44.44	0	0.00						
6450	A&T Technician 1	6	29	8	27.59	21	72.41	5	17.24	2	6.90	2	6.90
				1	3.45	0	0.00						
9002	Legal Assistant 1/Nr	6	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
Group Total:			108	21	19.44	87	80.56	32	29.63	5	4.63	9	8.33
						18	16.67	0	0.00				

Job Group 6C1 Entry Level Library

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%	#	%				
7203	Library Page	6	130	49	37.69	81	62.31	12	9.23	2	1.54	5	3.85
				2	1.54	3	2.31						
Group Total:			130	49	37.69	81	62.31	12	9.23	2	1.54	5	3.85
				2	1.54	3	2.31						

Job Group Analysis

Job Group 7A Senior Level Craft

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%	#	%				
3061	Electrician	7	8	8	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6121	Hvac Engineer	7	10	10	100.00	0	0.00	2	20.00	2	20.00	0	0.00
				0	0.00	0	0.00						
6122	Building Automation System Special	7	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6147	Carpenter	7	9	9	100.00	0	0.00	1	11.11	0	0.00	0	0.00
				1	11.11	0	0.00						
6149	Locksmith	7	2	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
Group Total:			30	30	100.00	0	0.00	3	10.00	2	6.67	0	0.00
						1	3.33	0	0.00				

Job Group Analysis

Job Group 7B Mid Level Craft

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%	#	%				
3105	Sign Fabricator	7	2	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6060	Bridge Maintenance Mechanic	7	8	7	87.50	1	12.50	4	50.00	0	0.00	2	25.00
				2	25.00	0	0.00						
6093	Public Health Vector Specialist	7	6	6	100.00	0	0.00	1	16.67	1	16.67	0	0.00
				0	0.00	0	0.00						
6100	Lighting Technician	7	3	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6177	Maintenance Specialist 2	7	3	3	100.00	0	0.00	1	33.33	0	0.00	0	0.00
				1	33.33	0	0.00						
6180	Fleet Maintenance Technician 2	7	2	2	100.00	0	0.00	2	100.00	0	0.00	0	0.00
				2	100.00	0	0.00						
6181	Body And Fender Technician	7	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6182	Fleet Maintenance Technician 3	7	8	8	100.00	0	0.00	1	12.50	0	0.00	0	0.00
				1	12.50	0	0.00						
7209	Printing Specialist	7	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
Group Total:			34	33	97.06	1	2.94	9	26.47	1	2.94	2	5.88
						6	17.65	0	0.00				

Job Group 7C Entry Level Craft

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%						
6123	Hvac Assistant	7	2	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6176	Maintenance Specialist 1	7	26	24	92.31	2	7.69	4	15.38	0	0.00	0	0.00
				3	11.54	1	3.85						
Group Total:			28	26	92.86	2	7.14	4	14.29	0	0.00	0	0.00
						3	10.71	1	3.57				

Job Group Analysis

Job Group 8A Senior Level Maintenance

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%	#	%	#	%	#	%
6096	Maintenance Specialist/Senior	8	5	5	100.00	0	0.00	2	40.00	0	0.00	1	20.00
				0	0.00	1	20.00						
6104	Inventory/Stores Specialist 3	8	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6107	Equipment/Property Technician	8	27	15	55.56	12	44.44	4	14.81	3	11.11	0	0.00
				1	3.70	0	0.00						
6108	Logistics Evidence Tech	8	3	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6155	Alarm Technician	8	5	4	80.00	1	20.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
Group Total:			41	28	68.29	13	31.71	6	14.63	3	7.32	1	2.44
						1	2.44	1	2.44				

Job Group 8B Mid Level Maintenance

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%	#	%				
6065	Animal Care Technician	8	8	0	0.00	8	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6098	Striper Operator	8	3	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6110	Inventory/Stores Specialist 2	8	2	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6260	Cook	8	5	2	40.00	3	60.00	1	20.00	0	0.00	0	0.00
				0	0.00	1	20.00						
Group Total:			18	7	38.89	11	61.11	1	5.56	0	0.00	0	0.00
						0	0.00	1	5.56				

Job Group Analysis

Job Group 8C Entry Level Maintenance

Job Code & Title		EEO	Total Emp	Mal		Fem		Min		Blk		Asi	
				#	%	#	%	#	%	#	%	#	%
				His		Ind							
				#	%	#	%	#	%	#	%	#	%
6010	Facilities Specialist 1	8	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6059	Bridge Operator	8	7	5	71.43	2	28.57	2	28.57	1	14.29	0	0.00
				1	14.29	0	0.00						
6062	Animal Care Aide	8	4	0	0.00	4	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6069	Animal Control Aide	8	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
6092	Maintenance Worker	8	2	2	100.00	0	0.00	2	100.00	1	50.00	1	50.00
				0	0.00	0	0.00						
6109	Inventory/Stores Specialist 1	8	5	3	60.00	2	40.00	2	40.00	1	20.00	0	0.00
				0	0.00	1	20.00						
6124	Driver	8	13	12	92.31	1	7.69	2	15.38	1	7.69	0	0.00
				1	7.69	0	0.00						
6125	Motor Pool Attendant	8	2	2	100.00	0	0.00	1	50.00	0	0.00	1	50.00
				0	0.00	0	0.00						
6245	Sewing Specialist	8	1	0	0.00	1	100.00	1	100.00	0	0.00	1	100.00
				0	0.00	0	0.00						
6261	Food Service Worker	8	5	1	20.00	4	80.00	3	60.00	1	20.00	1	20.00
				1	20.00	0	0.00						
7230	Production Assistant	8	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
				0	0.00	0	0.00						
Group Total:			42	26	61.90	16	38.10	13	30.95	5	11.90	4	9.52
						3	7.14	1	2.38				

Utilization Analysis

The **Utilization Analysis** section makes a determination whether job groups exist in which qualified and available members of protected classes are underutilized, or not obtaining opportunities for hire in proportion to their availability in the job market.

Availability is the “expected” percentage of recruitable people in a reporting group, considering who is available to promote from inside of the company and for hire outside of the company.

External job market availability rates come from U.S. Census data, and internal availability rates come from promotion tracks. Internal and external factors are weighted by job group.

Multnomah County, Oregon

Multnomah County
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Incumbency vs. Estimated Availability

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Job Group & Name	Total Emp	EMPLOYMENT %					AVAILABILITY %					PLACEMENT GOAL?				
		Fem	Min	Blk	Asi	His	Fem	Min	Blk	Asi	His	Fem	Min	Blk	Asi	His
		Ind					Ind					Ind				
1A Executive Management	85	50.59	14.12	5.88	4.71	3.53	54.04	16.11	5.35	5.98	4.22	NO	NO	NO	YES	NO
		0.00					0.55					YES				
1B Mid Level Management	215	57.67	18.14	6.98	6.05	4.65	54.38	17.26	5.10	7.17	4.00	NO	NO	NO	NO	NO
		0.47					1.02					YES				
1C Entry Level Management	127	56.69	21.26	7.87	8.66	3.15	56.03	15.47	5.40	5.31	3.89	NO	NO	NO	NO	NO
		1.57					0.88					NO				
1C1 Entry Level Mgt: Senior Supervisors	82	71.95	26.83	13.41	7.32	4.88	60.20	15.33	4.72	5.00	4.53	NO	NO	NO	NO	NO
		1.22					1.08					NO				
2A Senior Level Professionals	224	55.80	18.30	5.80	8.93	3.13	53.20	18.60	4.62	6.62	5.92	NO	NO	NO	NO	YES
		0.45					1.43					YES				
2A1 Senior Level Health Professionals	103	68.93	10.68	0.00	7.77	2.91	59.59	15.86	2.19	9.32	3.69	NO	YES	YES	NO	YES
		0.00					0.67					YES				
2B Mid Level Professionals	760	67.63	18.95	7.24	5.66	5.13	61.93	14.12	5.09	4.03	3.66	NO	NO	NO	NO	NO
		0.92					1.30					YES				
2B1 Mid Level Health Professionals	167	89.82	14.37	2.99	5.39	5.39	87.64	11.34	3.37	4.56	2.34	NO	NO	NO	NO	NO
		0.60					1.07					YES				
2B2 Mid Level Probation/Parole Officers	131	56.49	19.85	10.69	3.05	6.11	38.97	10.02	1.95	6.58	0.80	NO	NO	NO	YES	NO
		0.00					0.70					YES				
2C Entry Level Professionals	196	76.02	23.98	11.22	6.63	5.61	43.03	15.28	5.03	4.92	3.87	NO	NO	NO	NO	NO
		0.51					1.46					YES				
3A Senior Level Technician	68	26.47	13.24	4.41	1.47	5.88	39.49	16.71	2.29	8.94	4.66	YES	YES	NO	YES	NO
		1.47					0.82					NO				
3B Mid Level Technician	61	40.98	22.95	1.64	14.75	6.56	56.00	15.09	4.03	5.52	4.16	YES	NO	YES	NO	NO

Incumbency vs. Estimated Availability

Job Group & Name	Total Emp	EMPLOYMENT %					AVAILABILITY %					PLACEMENT GOAL?				
		Fem	Min	Blk	Asi	His	Fem	Min	Blk	Asi	His	Fem	Min	Blk	Asi	His
		Ind					Ind					Ind				
		0.00					1.37					YES				
3C Entry Level Technician	63	79.37	25.40	6.35	7.94	11.11	55.30	9.72	2.39	2.90	3.58	NO	NO	NO	NO	NO
		0.00					0.87					YES				
4A Protective Services: Senior Level Management	14	7.14	0.00	0.00	0.00	0.00	19.16	18.27	9.79	3.73	4.10	YES	YES	YES	YES	YES
		0.00					0.63					YES				
4B Protective Services: Mid Level Management	101	28.71	32.67	13.86	10.89	6.93	33.96	17.86	10.00	2.91	4.14	NO	NO	NO	NO	NO
		0.99					0.81					NO				
4C Protective Services: Entry Level Official	473	17.34	15.64	9.30	2.33	3.59	21.07	10.88	1.74	2.27	3.01	NO	NO	NO	NO	NO
		0.42					3.85					YES				
5A Senior Level Support	26	57.69	15.38	7.69	7.69	0.00	56.18	19.78	4.16	3.61	10.06	NO	YES	NO	NO	YES
		0.00					1.96					YES				
5B Mid Level Support	398	70.85	32.41	5.78	6.28	19.10	73.13	14.02	3.29	3.79	4.95	NO	NO	NO	NO	NO
		1.26					1.98					YES				
5C Entry Level Support	188	77.13	19.15	4.26	5.85	8.51	72.50	8.63	0.70	3.56	1.91	NO	NO	NO	NO	NO
		0.53					2.45					YES				
6A Senior Level Clerical	169	86.98	29.59	8.88	4.14	14.79	81.46	19.02	4.30	5.00	8.36	NO	NO	NO	NO	NO
		1.78					1.35					NO				
6B Mid Level Clerical	405	87.16	28.15	7.65	5.93	13.58	83.36	14.92	2.62	5.33	4.74	NO	NO	NO	NO	NO
		0.99					2.24					YES				
6C Entry Level Clerical	108	80.56	29.63	4.63	8.33	16.67	66.48	8.20	1.79	2.83	2.71	NO	NO	NO	NO	NO
		0.00					0.86					YES				
6C1 Entry Level Library	130	62.31	9.23	1.54	3.85	1.54	79.65	12.21	3.32	3.94	3.76	YES	YES	YES	NO	YES
		2.31					1.19					NO				
7A Senior Level Craft	30	0.00	10.00	6.67	0.00	3.33	3.17	16.63	2.24	3.06	10.20	YES	YES	NO	YES	YES
		0.00					1.11					YES				
7B Mid Level Craft	34	2.94	26.47	2.94	5.88	17.65	13.32	13.39	2.07	1.91	7.20	YES	NO	NO	NO	NO
		0.00					2.21					YES				

Incumbency vs. Estimated Availability

Job Group & Name	Total Emp	EMPLOYMENT %					AVAILABILITY %					PLACEMENT GOAL?				
		Fem	Min	Blk	Asi	His	Fem	Min	Blk	Asi	His	Fem	Min	Blk	Asi	His
		Ind					Ind					Ind				
7C Entry Level Craft	28	7.14	14.29	0.00	0.00	10.71	14.10	16.15	3.09	3.12	5.27	YES	NO	YES	YES	NO
		3.57					4.66					YES				
8A Senior Level Maintenance	41	31.71	14.63	7.32	2.44	2.44	42.05	14.49	2.23	3.66	6.70	YES	NO	NO	YES	YES
		2.44					1.94					NO				
8B Mid Level Maintenance	18	61.11	5.56	0.00	0.00	0.00	47.98	21.03	3.28	4.55	10.41	NO	YES	YES	YES	YES
		5.56					2.76					NO				
8C Entry Level Maintenance	42	38.10	30.95	11.90	9.52	7.14	22.12	10.84	2.10	2.61	4.26	NO	NO	NO	NO	NO
		2.38					1.86					NO				
Total Employees:	4,487															

E - Eighty Percent Rule
A placement goal is set when employment is less than 80% of availability.

Multnomah County, Oregon

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Significance of Incumbency vs. Estimated Availability

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Job Group & Name	PLACEMENT GOAL?					STATISTICAL VALUE					STATISTICALLY SIGNIFICANT?				
	Fem	Min	Blk	Asi	His	Fem	Min	Blk	Asi	His	Fem	Min	Blk	Asi	His
	Ind					Ind					Ind				
1A Executive Management	NO	NO	NO	YES	NO	0.639	0.500		0.495	0.317	NO	NO	NO	NO	NO
	YES					0.686					NO				
1B Mid Level Management	NO	NO	NO	NO	NO				0.639		NO	NO	NO	NO	NO
	YES					0.810					NO				
1C Entry Level Management	NO	NO	NO	NO	NO					0.432	NO	NO	NO	NO	NO
	NO										NO				
1C1 Entry Level Mgt: Senior Supervisors	NO	NO	NO	NO	NO						NO	NO	NO	NO	NO
	NO										NO				
2A Senior Level Professionals	NO	NO	NO	NO	YES		0.114			1.773	NO	NO	NO	NO	NO
	YES					1.240					NO				
2A1 Senior Level Health Professionals	NO	YES	YES	NO	YES		1.439	1.519	0.542	0.419	NO	NO	NO	NO	NO
	YES					0.834					NO				
2B Mid Level Professionals	NO	NO	NO	NO	NO						NO	NO	NO	NO	NO
	YES					0.922					NO				
2B1 Mid Level Health Professionals	NO	NO	NO	NO	NO			0.269			NO	NO	NO	NO	NO
	YES					0.592					NO				
2B2 Mid Level Probation/Parole Officers	NO	NO	NO	YES	NO				1.628		NO	NO	NO	NO	NO
	YES					0.961					NO				
2C Entry Level Professionals	NO	NO	NO	NO	NO						NO	NO	NO	NO	NO
	YES					1.109					NO				
3A Senior Level Technician	YES	YES	NO	YES	NO	2.196	0.768		2.159		YES	NO	NO	YES	NO
	NO										NO				
3B Mid Level Technician	YES	NO	YES	NO	NO	2.363		0.949			YES	NO	NO	NO	NO

In the Statistical Value section, standard deviations of 2 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of .05 or less are generally regarded as statistically significant.

Significance of Incumbency vs. Estimated Availability

Job Group & Name	PLACEMENT GOAL?					STATISTICAL VALUE					STATISTICALLY SIGNIFICANT?				
	Fem	Min	Blk	Asi	His	Fem	Min	Blk	Asi	His	Fem	Min	Blk	Asi	His
	Ind					Ind					Ind				
	YES					0.920					NO				
3C Entry Level Technician	NO	NO	NO	NO	NO						NO	NO	NO	NO	NO
	YES					0.744					NO				
4A Protective Services: Senior Level Management	YES	YES	YES	YES	YES	0.220 E	0.059 E	0.236 E	0.587 E	0.556 E	NO	NO	NO	NO	NO
	YES					0.915 E					NO				
4B Protective Services: Mid Level Management	NO	NO	NO	NO	NO	1.114					NO	NO	NO	NO	NO
	NO										NO				
4C Protective Services: Entry Level Official	NO	NO	NO	NO	NO	1.991					NO	NO	NO	NO	NO
	YES					3.874					YES				
5A Senior Level Support	NO	YES	NO	NO	YES		0.394 E			0.064 E	NO	NO	NO	NO	NO
	YES					0.598 E					NO				
5B Mid Level Support	NO	NO	NO	NO	NO	1.024					NO	NO	NO	NO	NO
	YES					1.036					NO				
5C Entry Level Support	NO	NO	NO	NO	NO						NO	NO	NO	NO	NO
	YES					1.701					NO				
6A Senior Level Clerical	NO	NO	NO	NO	NO				0.512		NO	NO	NO	NO	NO
	NO										NO				
6B Mid Level Clerical	NO	NO	NO	NO	NO						NO	NO	NO	NO	NO
	YES					1.703					NO				
6C Entry Level Clerical	NO	NO	NO	NO	NO						NO	NO	NO	NO	NO
	YES					0.968					NO				
6C1 Entry Level Library	YES	YES	YES	NO	YES	4.911	1.038	1.134	0.055	1.332	YES	NO	NO	NO	NO
	NO										NO				
7A Senior Level Craft	YES	YES	NO	YES	YES	0.991	0.975		0.973	1.243	NO	NO	NO	NO	NO
	YES					0.580					NO				

In the Statistical Value section, standard deviations of 2 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of .05 or less are generally regarded as statistically significant.

Significance of Incumbency vs. Estimated Availability

Job Group & Name	PLACEMENT GOAL?					STATISTICAL VALUE					STATISTICALLY SIGNIFICANT?				
	Fem	Min	Blk	Asi	His	Fem	Min	Blk	Asi	His	Fem	Min	Blk	Asi	His
	Ind					Ind					Ind				
7B Mid Level Craft	YES	NO	NO	NO	NO	1.781					NO	NO	NO	NO	NO
	YES					0.877					NO				
7C Entry Level Craft	YES	NO	YES	YES	NO	0.224 E	0.519 E	0.415 E	0.412 E		NO	NO	NO	NO	NO
	YES					0.623 E					NO				
8A Senior Level Maintenance	YES	NO	NO	YES	YES	1.342			0.416	1.091	NO	NO	NO	NO	NO
	NO										NO				
8B Mid Level Maintenance	NO	YES	YES	YES	YES		0.083 E	0.549 E	0.432 E	0.138 E	NO	NO	NO	NO	NO
	NO										NO				
8C Entry Level Maintenance	NO	NO	NO	NO	NO						NO	NO	NO	NO	NO
	NO										NO				

E - Eighty Percent Rule
A placement goal is set when employment is less than 80% of availability.

Goal Reports

The **Goal** section outlines the benchmarks for measuring the organization's performance in correcting areas of underutilization. If utilization in a job group for a protected class falls below availability to the level defined by the Utilization Rule selected, a placement goal will be set for that group equal to its availability percentage.

Multnomah County, Oregon

Multnomah County

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Placement Goals Report

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Job Group & Name	GOAL %				
	Fem	Min	Blk	Asi	His
	Ind				
1A Executive Management				5.98	
	0.55				
1B Mid Level Management					
	1.02				
1C Entry Level Management					
1C1 Entry Level Mgt: Senior Supervisors					
2A Senior Level Professionals					5.92
	1.43				
2A1 Senior Level Health Professionals		15.86	2.19		3.69
	0.67				
2B Mid Level Professionals					
	1.30				
2B1 Mid Level Health Professionals					
	1.07				
2B2 Mid Level Probation/Parole Officers				6.58	
	0.70				
2C Entry Level Professionals					
	1.46				
3A Senior Level Technician	39.49	16.71		8.94	
3B Mid Level Technician	56.00		4.03		
	1.37				
3C Entry Level Technician					
	0.87				
4A Protective Services: Senior Level Management	19.16	18.27	9.79	3.73	4.10
	0.63				
4B Protective Services: Mid Level Management					
4C Protective Services: Entry Level Official					
	3.85				
5A Senior Level Support		19.78			10.06
	1.96				
5B Mid Level Support					
	1.98				
5C Entry Level Support					
	2.45				
6A Senior Level Clerical					
6B Mid Level Clerical					
	2.24				
6C Entry Level Clerical					
	0.86				

Job Group & Name	GOAL %				
	Fem	Min	Blk	Asi	His
	Ind				
6C1 Entry Level Library	79.65	12.21	3.32		3.76
7A Senior Level Craft	3.17	16.63		3.06	10.20
		1.11			
7B Mid Level Craft	13.32				
		2.21			
7C Entry Level Craft	14.10		3.09	3.12	
		4.66			
8A Senior Level Maintenance	42.05			3.66	6.70
8B Mid Level Maintenance		21.03	3.28	4.55	10.41
8C Entry Level Maintenance					

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Number of Persons Required to be Fully Utilized

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Job Group & Name	Total Emp	# EMPLOYED					# AVAILABLE					PERSONS REQUIRED				
		Fem	Min	Blk	Asi	His	Fem	Min	Blk	Asi	His	Fem	Min	Blk	Asi	His
		Ind					Ind					Ind				
1A Executive Management	85	43	12	5	4	3	45.8	13.3	4.5	5.0	3.5	0	0	0	1	0
		0					1.4					2				
1B Mid Level Management	215	124	39	15	13	10	116.4	36.0	10.9	15.4	8.6	0	0	0	0	0
		1					4.3					3				
1C Entry Level Management	127	72	27	10	11	4	71.0	19.1	6.8	6.7	4.9	0	0	0	0	0
		2					1.7					0				
1C1 Entry Level Mgt: Senior Supervisors	82	59	22	11	6	4	49.1	12.1	3.8	4.1	3.7	0	0	0	0	0
		1					1.4					1				
2A Senior Level Professionals	224	125	41	13	20	7	117.6	39.1	10.3	14.8	13.2	0	0	0	0	4
		1					11.9					9				
2A1 Senior Level Health Professionals	103	71	11	0	8	3	61.0	15.8	2.2	9.5	3.8	0	2	2	0	1
		0					8.2					7				
2B Mid Level Professionals	760	514	144	55	43	39	465.1	98.4	38.6	30.6	27.8	0	0	0	0	0
		7					20.8					10				
2B1 Mid Level Health Professionals	167	150	24	5	9	9	144.8	17.3	5.6	7.6	3.9	0	0	0	0	0
		1					5.4					4				
2B2 Mid Level Probation/Parole Officers	131	74	26	14	4	8	51.0	12.3	2.5	8.6	1.0	0	0	0	3	0
		0					8.0					7				
2C Entry Level Professionals	196	149	47	22	13	11	83.3	27.5	9.8	9.6	7.5	0	0	0	0	0
		1					4.9					3				
3A Senior Level Technician	68	18	9	3	1	4	26.6	10.7	1.5	6.0	3.1	4	0	0	4	0
		1					1.8					1				
3B Mid Level Technician	61	25	14	1	9	4	33.9	8.3	2.4	3.3	2.5	3	0	1	0	0
		0					2.5					3				

Number of Persons Required to be Fully Utilized

Job Group & Name	Total Emp	# EMPLOYED					# AVAILABLE					PERSONS REQUIRED				
		Fem	Min	Blk	Asi	His	Fem	Min	Blk	Asi	His	Fem	Min	Blk	Asi	His
		Ind					Ind					Ind				
3C Entry Level Technician	63	50	16	4	5	7	34.4	5.5	1.5	1.8	2.2	0	0	0	0	0
		0					1.8					2				
4A Protective Services: Senior Level Management	14	1	0	0	0	0	2.6	2.5	1.3	0.5	0.5	2	3	2	1	1
		0					0.0					1				
4B Protective Services: Mid Level Management	101	29	33	14	11	7	34.1	17.4	10.1	2.9	4.1	0	0	0	0	0
		1					1.8					1				
4C Protective Services: Entry Level Official	473	82	74	44	11	17	89.7	33.2	8.2	10.7	14.2	0	0	0	0	0
		2					10.7					7				
5A Senior Level Support	26	15	4	2	2	0	14.4	4.7	1.0	0.9	2.6	0	0	0	0	3
		0					0.3					1				
5B Mid Level Support	398	282	129	23	25	76	285.3	48.3	13.0	15.0	19.7	0	0	0	0	0
		5					11.4					5				
5C Entry Level Support	188	145	36	8	11	16	133.0	12.6	1.3	6.6	3.5	0	0	0	0	0
		1					5.9					4				
6A Senior Level Clerical	169	147	50	15	7	25	136.2	30.6	7.2	8.4	14.1	0	0	0	0	0
		3					4.9					1				
6B Mid Level Clerical	405	353	114	31	24	55	330.6	52.2	10.6	21.5	19.1	0	0	0	0	0
		4					18.3					11				
6C Entry Level Clerical	108	87	32	5	9	18	70.9	7.9	1.9	3.0	2.9	0	0	0	0	0
		0					3.0					3				
6C1 Entry Level Library	130	81	12	2	5	2	102.0	14.3	4.3	5.1	4.8	1	0	2	0	2
		3					5.1					2				
7A Senior Level Craft	30	0	3	2	0	1	0.9	4.6	0.6	0.9	3.0	1	1	0	1	2
		0					0.1					1				
7B Mid Level Craft	34	1	9	1	2	6	4.4	4.0	0.7	0.6	2.4	3	0	0	0	0
		0					0.8					1				
7C Entry Level Craft	28	2	4	0	0	3	3.7	3.3	0.8	0.8	1.4	1	0	1	1	0
		1					0.3					0				

Number of Persons Required to be Fully Utilized

Job Group & Name	Total Emp	# EMPLOYED					# AVAILABLE					PERSONS REQUIRED				
		Fem	Min	Blk	Asi	His	Fem	Min	Blk	Asi	His	Fem	Min	Blk	Asi	His
		Ind					Ind					Ind				
8A Senior Level Maintenance	41	13	6	3	1	1	17.0	5.4	0.9	1.5	2.7	1	0	0	1	2
		1					1.1					0				
8B Mid Level Maintenance	18	11	1	0	0	0	8.3	3.3	0.5	0.8	1.8	0	2	1	1	2
		1					0.5					0				
8C Entry Level Maintenance	42	16	13	5	4	3	9.0	3.7	0.8	1.0	1.7	0	0	0	0	0
		1					1.0					0				

E - Eighty Percent Rule
A placement goal is set when employment is less than 80% of availability.

Personnel Action Summaries

Multnomah County, Oregon

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Personnel Action Summaries--New Hires by Job Group

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For Period: 7/1/2008 to 6/30/2009

Job Group		Total Emp	Mal	Fem	Wht	Min	Blk	Asi	His	Ind
EEO Category										
1A	Executive Management	10	6	4	9	1	1	0	0	0
1B	Mid Level Management	10	6	4	8	2	1	0	1	0
1C	Entry Level Management	6	2	4	4	2	0	1	1	0
1C1	Entry Level Mgt: Senior Supervisors	7	2	5	4	3	1	1	1	0
EEO 1		33	16	17	25	8	3	2	3	0
% Tot			48.48	51.52	75.76	24.24	9.09	6.06	9.09	0.00
2A	Senior Level Professionals	19	5	14	17	2	0	1	0	1
2A1	Senior Level Health Professionals	15	4	11	14	1	0	1	0	0
2B	Mid Level Professionals	69	17	52	54	15	4	7	4	0
2B1	Mid Level Health Professionals	22	5	17	16	6	2	2	2	0
2B2	Mid Level Probation/Parole Officers	4	3	1	2	2	1	0	1	0
2C	Entry Level Professionals	28	10	18	24	4	1	1	1	1
EEO 2		157	44	113	127	30	8	12	8	2
% Tot			28.03	71.97	80.89	19.11	5.10	7.64	5.10	1.27
3A	Senior Level Technician	1	1	0	0	1	0	1	0	0
3B	Mid Level Technician	12	8	4	10	2	0	0	2	0
3C	Entry Level Technician	9	1	8	5	4	0	1	3	0
EEO 3		22	10	12	15	7	0	2	5	0
% Tot			45.45	54.55	68.18	31.82	0.00	9.09	22.73	0.00
4C	Protective Services: Entry Level Official	23	17	6	17	6	3	1	2	0
EEO 4		23	17	6	17	6	3	1	2	0
% Tot			73.91	26.09	73.91	26.09	13.04	4.35	8.70	0.00
5A	Senior Level Support	2	0	2	2	0	0	0	0	0
5B	Mid Level Support	41	14	27	25	16	5	2	9	0
5C	Entry Level Support	12	3	9	7	5	0	1	4	0

Personnel Action Summaries--New Hires by Job Group

For Period: 7/1/2008 to 6/30/2009

Job Group		Total								
EEO Category		Emp	Mal	Fem	Wht	Min	Blk	Asi	His	Ind
EEO 5		55	17	38	34	21	5	3	13	0
% Tot			30.91	69.09	61.82	38.18	9.09	5.45	23.64	0.00
6A	Senior Level Clerical	7	0	7	5	2	1	0	0	1
6B	Mid Level Clerical	41	5	36	25	16	4	0	12	0
6C	Entry Level Clerical	5	0	5	5	0	0	0	0	0
6C1	Entry Level Library	17	5	12	14	3	2	1	0	0
EEO 6		70	10	60	49	21	7	1	12	1
% Tot			14.29	85.71	70.00	30.00	10.00	1.43	17.14	1.43
7A	Senior Level Craft	2	2	0	1	1	1	0	0	0
7B	Mid Level Craft	1	1	0	1	0	0	0	0	0
7C	Entry Level Craft	2	2	0	2	0	0	0	0	0
EEO 7		5	5	0	4	1	1	0	0	0
% Tot			100.00	0.00	80.00	20.00	20.00	0.00	0.00	0.00
8B	Mid Level Maintenance	2	2	0	1	1	0	0	0	1
8C	Entry Level Maintenance	10	6	4	7	3	0	0	3	0
EEO 8		12	8	4	8	4	0	0	3	1
% Tot			66.67	33.33	66.67	33.33	0.00	0.00	25.00	8.33
Report Total		377	127	250	279	98	27	21	46	4
% Tot			33.69	66.31	74.01	25.99	7.16	5.57	12.20	1.06

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Personnel Action Summaries--Promotions from/within Job Group

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For Period: 7/1/2008 to 6/30/2009

Job Group		Total Emp	Mal	Fem	Wht	Min	Blk	Asi	His	Ind
EEO Category										
1A	Executive Management	18	9	9	18	0	0	0	0	0
1B	Mid Level Management	9	4	5	5	4	0	3	1	0
1C	Entry Level Management	10	4	6	8	2	0	1	1	0
1C1	Entry Level Mgt: Senior Supervisors	7	4	3	4	3	2	0	0	1
EEO 1		44	21	23	35	9	2	4	2	1
% Tot			47.73	52.27	79.55	20.45	4.55	9.09	4.55	2.27
2A	Senior Level Professionals	6	1	5	3	3	1	1	1	0
2A1	Senior Level Health Professionals	1	1	0	0	1	0	1	0	0
2B	Mid Level Professionals	24	6	18	16	8	4	2	2	0
2B1	Mid Level Health Professionals	3	0	3	2	1	1	0	0	0
2B2	Mid Level Probation/Parole Officers	1	0	1	1	0	0	0	0	0
2C	Entry Level Professionals	11	4	7	7	4	3	0	0	1
EEO 2		46	12	34	29	17	9	4	3	1
% Tot			26.09	73.91	63.04	36.96	19.57	8.70	6.52	2.17
3B	Mid Level Technician	1	0	1	1	0	0	0	0	0
3C	Entry Level Technician	1	1	0	1	0	0	0	0	0
EEO 3		2	1	1	2	0	0	0	0	0
% Tot			50.00	50.00	100.00	0.00	0.00	0.00	0.00	0.00
4B	Protective Services: Mid Level Management	2	0	2	1	1	0	1	0	0
4C	Protective Services: Entry Level Official	8	8	0	8	0	0	0	0	0
EEO 4		10	8	2	9	1	0	1	0	0
% Tot			80.00	20.00	90.00	10.00	0.00	10.00	0.00	0.00
5B	Mid Level Support	6	1	5	3	3	1	0	2	0
5C	Entry Level Support	7	1	6	4	3	1	1	1	0

Personnel Action Summaries--Promotions from/within Job Group

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For Period: 7/1/2008 to 6/30/2009

Job Group		Total								
EEO Category		Emp	Mal	Fem	Wht	Min	Blk	Asi	His	Ind
EEO 5		13	2	11	7	6	2	1	3	0
% Tot			15.38	84.62	53.85	46.15	15.38	7.69	23.08	0.00
6A	Senior Level Clerical	5	1	4	3	2	0	0	2	0
6B	Mid Level Clerical	12	3	9	9	3	0	0	3	0
6C	Entry Level Clerical	6	0	6	4	2	0	0	2	0
6C1	Entry Level Library	1	1	0	1	0	0	0	0	0
EEO 6		24	5	19	17	7	0	0	7	0
% Tot			20.83	79.17	70.83	29.17	0.00	0.00	29.17	0.00
7B	Mid Level Craft	1	1	0	0	1	0	0	0	1
7C	Entry Level Craft	3	2	1	3	0	0	0	0	0
EEO 7		4	3	1	3	1	0	0	0	1
% Tot			75.00	25.00	75.00	25.00	0.00	0.00	0.00	25.00
8C	Entry Level Maintenance	7	5	2	6	1	0	0	1	0
EEO 8		7	5	2	6	1	0	0	1	0
% Tot			71.43	28.57	85.71	14.29	0.00	0.00	14.29	0.00
Report Total		150	57	93	108	42	13	10	16	3
% Tot			38.00	62.00	72.00	28.00	8.67	6.67	10.67	2.00

Multnomah County, Oregon

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Personnel Action Summaries--Promotions to/changing Job Group

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For Period: 7/1/2008 to 6/30/2009

Job Group		Total Emp	Mal	Fem	Wht	Min	Blk	Asi	His	Ind
EEO Category										
1A	Executive Management	3	2	1	1	2	0	1	1	0
1B	Mid Level Management	8	4	4	5	3	1	0	2	0
1C	Entry Level Management	6	3	3	5	1	1	0	0	0
1C1	Entry Level Mgt: Senior Supervisors	6	0	6	3	3	3	0	0	0
EEO 1		23	9	14	14	9	5	1	3	0
% Tot			39.13	60.87	60.87	39.13	21.74	4.35	13.04	0.00
2A	Senior Level Professionals	8	3	5	6	2	1	1	0	0
2B	Mid Level Professionals	5	0	5	4	1	0	1	0	0
2B2	Mid Level Probation/Parole Officers	3	2	1	2	1	1	0	0	0
2C	Entry Level Professionals	6	1	5	4	2	1	1	0	0
EEO 2		22	6	16	16	6	3	3	0	0
% Tot			27.27	72.73	72.73	27.27	13.64	13.64	0.00	0.00
3A	Senior Level Technician	1	0	1	1	0	0	0	0	0
EEO 3		1	0	1	1	0	0	0	0	0
% Tot			0.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00
4A	Protective Services: Senior Level Management	3	3	0	3	0	0	0	0	0
4B	Protective Services: Mid Level Management	4	4	0	4	0	0	0	0	0
EEO 4		7	7	0	7	0	0	0	0	0
% Tot			100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00
5B	Mid Level Support	7	2	5	4	3	0	0	3	0
5C	Entry Level Support	2	0	2	2	0	0	0	0	0
EEO 5		9	2	7	6	3	0	0	3	0
% Tot			22.22	77.78	66.67	33.33	0.00	0.00	33.33	0.00
6A	Senior Level Clerical	7	2	5	3	4	1	0	3	0

Personnel Action Summaries--Promotions to/changing Job Group

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For Period: 7/1/2008 to 6/30/2009

Job Group		Total Emp								
EEO Category			Mal	Fem	Wht	Min	Blk	Asi	His	Ind
6B	Mid Level Clerical	2	1	1	1	1	0	0	1	0
6C	Entry Level Clerical	2	1	1	2	0	0	0	0	0
EEO 6		11	4	7	6	5	1	0	4	0
% Tot			36.36	63.64	54.55	45.45	9.09	0.00	36.36	0.00
7B	Mid Level Craft	1	0	1	1	0	0	0	0	0
7C	Entry Level Craft	3	3	0	2	1	0	0	1	0
EEO 7		4	3	1	3	1	0	0	1	0
% Tot			75.00	25.00	75.00	25.00	0.00	0.00	25.00	0.00
8A	Senior Level Maintenance	1	1	0	0	1	0	0	0	1
8B	Mid Level Maintenance	1	1	0	1	0	0	0	0	0
EEO 8		2	2	0	1	1	0	0	0	1
% Tot			100.00	0.00	50.00	50.00	0.00	0.00	0.00	50.00
Report Total		79	33	46	54	25	9	4	11	1
% Tot			41.77	58.23	68.35	31.65	11.39	5.06	13.92	1.27

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Personnel Action Summaries--Promotions to/within Job Group

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For Period: 7/1/2008 to 6/30/2009

Job Group		Total								
EEO Category		Emp	Mal	Fem	Wht	Min	Blk	Asi	His	Ind
1A	Executive Management	21	11	10	19	2	0	1	1	0
1B	Mid Level Management	16	7	9	10	6	1	3	2	0
1C	Entry Level Management	13	6	7	11	2	1	1	0	0
1C1	Entry Level Mgt: Senior Supervisors	10	2	8	5	5	4	0	0	1
EEO 1		60	26	34	45	15	6	5	3	1
% Tot			43.33	56.67	75.00	25.00	10.00	8.33	5.00	1.67
2A	Senior Level Professionals	11	3	8	8	3	1	2	0	0
2B	Mid Level Professionals	15	1	14	10	5	1	2	2	0
2B2	Mid Level Probation/Parole Officers	4	2	2	3	1	1	0	0	0
2C	Entry Level Professionals	12	4	8	7	5	3	1	0	1
EEO 2		42	10	32	28	14	6	5	2	1
% Tot			23.81	76.19	66.67	33.33	14.29	11.90	4.76	2.38
3A	Senior Level Technician	1	0	1	1	0	0	0	0	0
EEO 3		1	0	1	1	0	0	0	0	0
% Tot			0.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00
4A	Protective Services: Senior Level Management	3	3	0	3	0	0	0	0	0
4B	Protective Services: Mid Level Management	4	4	0	4	0	0	0	0	0
EEO 4		7	7	0	7	0	0	0	0	0
% Tot			100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00
5B	Mid Level Support	8	2	6	5	3	0	0	3	0
5C	Entry Level Support	2	0	2	2	0	0	0	0	0
EEO 5		10	2	8	7	3	0	0	3	0
% Tot			20.00	80.00	70.00	30.00	0.00	0.00	30.00	0.00
6A	Senior Level Clerical	8	2	6	3	5	1	0	4	0

Personnel Action Summaries--Promotions to/within Job Group

For Period: 7/1/2008 to 6/30/2009

Job Group		Total Emp								
EEO Category			Mal	Fem	Wht	Min	Blk	Asi	His	Ind
6B	Mid Level Clerical	6	1	5	5	1	0	0	1	0
6C	Entry Level Clerical	5	1	4	3	2	0	0	2	0
EEO 6		19	4	15	11	8	1	0	7	0
% Tot			21.05	78.95	57.89	42.11	5.26	0.00	36.84	0.00
7B	Mid Level Craft	1	0	1	1	0	0	0	0	0
7C	Entry Level Craft	5	5	0	4	1	0	0	1	0
EEO 7		6	5	1	5	1	0	0	1	0
% Tot			83.33	16.67	83.33	16.67	0.00	0.00	16.67	0.00
8A	Senior Level Maintenance	1	1	0	0	1	0	0	0	1
8B	Mid Level Maintenance	1	1	0	1	0	0	0	0	0
8C	Entry Level Maintenance	3	1	2	3	0	0	0	0	0
EEO 8		5	3	2	4	1	0	0	0	1
% Tot			60.00	40.00	80.00	20.00	0.00	0.00	0.00	20.00
Report Total		150	57	93	108	42	13	10	16	3
% Tot			38.00	62.00	72.00	28.00	8.67	6.67	10.67	2.00

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Personnel Action Summaries--Promotions by Promotion Code

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For Period: 7/1/2008 to 6/30/2009

Code/Reason	Total Emp	Mal	Fem	Wht	Min	Blk	Asi	His	Ind
0201 Employee Reassignment/Promotion	87	29	58	58	29	9	8	11	1
0202 Employee Reassignment/Promotion within MCCOA or DS	7	7	0	7	0	0	0	0	0
0213 Employee Reassignment/Management to Executive	13	7	6	13	0	0	0	0	0
0227 Employee Reassignment/Promotion / FTE Change	3	2	1	2	1	0	1	0	0
ZI03 End Work-out-of-class/Temp App/End due to Promotio	40	12	28	28	12	4	1	5	2
Report Total	150	57	93	108	42	13	10	16	3
% Tot		38.00	62.00	72.00	28.00	8.67	6.67	10.67	2.00

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Personnel Action Summaries--Transfers from/within Job Group

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For Period: 7/1/2008 to 6/30/2009

Job Group		Total Emp	Mal	Fem	Wht	Min	Blk	Asi	His	Ind
EEO Category										
1A	Executive Management	2	0	2	2	0	0	0	0	0
1B	Mid Level Management	14	7	7	11	3	2	0	1	0
1C	Entry Level Management	3	1	2	2	1	0	1	0	0
1C1	Entry Level Mgt: Senior Supervisors	2	0	2	2	0	0	0	0	0
EEO 1		21	8	13	17	4	2	1	1	0
% Tot			38.10	61.90	80.95	19.05	9.52	4.76	4.76	0.00
2A	Senior Level Professionals	8	2	6	6	2	1	0	1	0
2A1	Senior Level Health Professionals	10	2	8	10	0	0	0	0	0
2B	Mid Level Professionals	63	19	44	47	16	6	4	4	2
2B1	Mid Level Health Professionals	23	2	21	17	6	1	1	3	1
2B2	Mid Level Probation/Parole Officers	24	14	10	16	8	4	1	3	0
2C	Entry Level Professionals	29	13	16	23	6	4	1	1	0
EEO 2		157	52	105	119	38	16	7	12	3
% Tot			33.12	66.88	75.80	24.20	10.19	4.46	7.64	1.91
3B	Mid Level Technician	1	1	0	1	0	0	0	0	0
3C	Entry Level Technician	8	0	8	7	1	0	1	0	0
EEO 3		9	1	8	8	1	0	1	0	0
% Tot			11.11	88.89	88.89	11.11	0.00	11.11	0.00	0.00
4B	Protective Services: Mid Level Management	1	0	1	1	0	0	0	0	0
4C	Protective Services: Entry Level Official	4	2	2	4	0	0	0	0	0
EEO 4		5	2	3	5	0	0	0	0	0
% Tot			40.00	60.00	100.00	0.00	0.00	0.00	0.00	0.00
5B	Mid Level Support	35	3	32	20	15	4	2	9	0
5C	Entry Level Support	20	3	17	14	6	0	4	2	0

Personnel Action Summaries--Transfers from/within Job Group

For Period: 7/1/2008 to 6/30/2009

Job Group		Total Emp								
EEO Category			Mal	Fem	Wht	Min	Blk	Asi	His	Ind
EEO 5		55	6	49	34	21	4	6	11	0
% Tot			10.91	89.09	61.82	38.18	7.27	10.91	20.00	0.00
6A	Senior Level Clerical	17	0	17	14	3	0	0	3	0
6B	Mid Level Clerical	50	6	44	36	14	3	4	7	0
6C	Entry Level Clerical	5	0	5	4	1	0	0	1	0
6C1	Entry Level Library	19	9	10	17	2	0	0	2	0
EEO 6		91	15	76	71	20	3	4	13	0
% Tot			16.48	83.52	78.02	21.98	3.30	4.40	14.29	0.00
7B	Mid Level Craft	1	1	0	1	0	0	0	0	0
EEO 7		1	1	0	1	0	0	0	0	0
% Tot			100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00
8A	Senior Level Maintenance	1	1	0	1	0	0	0	0	0
8C	Entry Level Maintenance	2	2	0	2	0	0	0	0	0
EEO 8		3	3	0	3	0	0	0	0	0
% Tot			100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00
Report Total		342	88	254	258	84	25	19	37	3
% Tot			25.73	74.27	75.44	24.56	7.31	5.56	10.82	0.88

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Personnel Action Summaries--Transfers by Transfer Code

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For Period: 7/1/2008 to 6/30/2009

Code/Reason	Total Emp	Mal	Fem	Wht	Min	Blk	Asi	His	Ind
0203 Employee Reassignment/Lateral Transfer	206	53	153	159	47	17	9	19	2
0204 Employee Reassignment/Equivalent Transfer	12	5	7	10	2	0	1	1	0
0205 Employee Reassignment/Demotion - Involuntary	1	0	1	0	1	0	0	1	0
0206 Employee Reassignment/Demotion - Voluntary	12	4	8	9	3	0	2	1	0
0220 Employee Reassignment/Lat Transfr - due to bumping	34	11	23	23	11	7	0	3	1
0221 Employee Reassignment/Demotion - due to bumping	17	5	12	13	4	0	2	2	0
0224 Employee Reassignment/Recall from demotion/bumping	1	0	1	1	0	0	0	0	0
0228 Employee Reassignment/Lateral Transfer / FTE Chang	44	9	35	35	9	0	5	4	0
0231 Employee Reassignment/Demotion - Vol / FTE Change	3	0	3	3	0	0	0	0	0
0232 Employee Reassignment/Lateral Trans/Bumping/FTE Ch	5	0	5	4	1	1	0	0	0
ZK04 Reclassification/Supervisor req-downward result	7	1	6	1	6	0	0	6	0
Report Total	342	88	254	258	84	25	19	37	3
% Tot		25.73	74.27	75.44	24.56	7.31	5.56	10.82	0.88

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Personnel Action Summaries--Terminations by Job Group

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For Period: 7/1/2008 to 6/30/2009

Job Group										
EEO Category		Total	Mal	Fem	Wht	Min	Blk	Asi	His	Ind
1A	Executive Management	9	5	4	8	1	0	0	1	0
1B	Mid Level Management	11	3	8	8	3	3	0	0	0
1C	Entry Level Management	9	7	2	7	2	1	1	0	0
1C1	Entry Level Mgt: Senior Supervisors	4	3	1	3	1	0	0	0	1
EEO 1		33	18	15	26	7	4	1	1	1
% Tot			54.55	45.45	78.79	21.21	12.12	3.03	3.03	3.03
2A	Senior Level Professionals	18	8	10	16	2	2	0	0	0
2A1	Senior Level Health Professionals	13	1	12	10	3	0	2	1	0
2B	Mid Level Professionals	56	19	37	41	15	4	6	5	0
2B1	Mid Level Health Professionals	22	6	16	18	4	2	2	0	0
2B2	Mid Level Probation/Parole Officers	9	6	3	6	3	2	0	1	0
2C	Entry Level Professionals	16	7	9	12	4	2	0	0	2
EEO 2		134	47	87	103	31	12	10	7	2
% Tot			35.07	64.93	76.87	23.13	8.96	7.46	5.22	1.49
3A	Senior Level Technician	3	1	2	2	1	0	1	0	0
3B	Mid Level Technician	2	1	1	2	0	0	0	0	0
3C	Entry Level Technician	6	0	6	2	4	0	3	1	0
EEO 3		11	2	9	6	5	0	4	1	0
% Tot			18.18	81.82	54.55	45.45	0.00	36.36	9.09	0.00
4A	Protective Services: Senior Level Management	1	1	0	1	0	0	0	0	0
4B	Protective Services: Mid Level Management	2	2	0	1	1	0	0	1	0
4C	Protective Services: Entry Level Official	29	22	7	23	6	2	1	3	0
EEO 4		32	25	7	25	7	2	1	4	0
% Tot			78.13	21.88	78.13	21.88	6.25	3.13	12.50	0.00
5A	Senior Level Support	1	0	1	0	1	0	0	1	0

Personnel Action Summaries--Terminations by Job Group

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For Period: 7/1/2008 to 6/30/2009

Job Group										
EEO Category		Total	Mal	Fem	Wht	Min	Blk	Asi	His	Ind
5B	Mid Level Support	25	7	18	16	9	2	1	5	1
5C	Entry Level Support	12	3	9	5	7	0	3	4	0
EEO 5		38	10	28	21	17	2	4	10	1
% Tot			26.32	73.68	55.26	44.74	5.26	10.53	26.32	2.63
6A	Senior Level Clerical	12	1	11	11	1	1	0	0	0
6B	Mid Level Clerical	47	6	41	35	12	1	5	6	0
6C	Entry Level Clerical	7	1	6	6	1	0	0	0	1
6C1	Entry Level Library	12	1	11	9	3	0	1	2	0
EEO 6		78	9	69	61	17	2	6	8	1
% Tot			11.54	88.46	78.21	21.79	2.56	7.69	10.26	1.28
7B	Mid Level Craft	4	4	0	4	0	0	0	0	0
EEO 7		4	4	0	4	0	0	0	0	0
% Tot			100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00
8B	Mid Level Maintenance	3	2	1	3	0	0	0	0	0
8C	Entry Level Maintenance	7	5	2	6	1	0	0	1	0
EEO 8		10	7	3	9	1	0	0	1	0
% Tot			70.00	30.00	90.00	10.00	0.00	0.00	10.00	0.00
Report Total		340	122	218	255	85	22	26	32	5
% Tot			35.88	64.12	75.00	25.00	6.47	7.65	9.41	1.47

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Personnel Action Summaries--Terminations by Termination Code

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For Period: 7/1/2008 to 6/30/2009

Code/Reason	Total	Mal	Fem	Wht	Min	Blk	Asi	His	Ind
1001 V-Other Employment	82	29	53	59	23	8	6	8	1
1002 V-Permanent Disability	2	0	2	2	0	0	0	0	0
1003 V-Retirement (reg. or disab)	91	45	46	81	10	2	4	3	1
1004 V-Family Demands-Staying Home	7	0	7	6	1	0	1	0	0
1008 V-Job Abandonment	2	1	1	2	0	0	0	0	0
1009 V-Death	4	2	2	4	0	0	0	0	0
1010 V-Personal Health	5	0	5	4	1	0	1	0	0
1011 V-School	18	5	13	12	6	0	3	3	0
1014 V-Other Voluntary Resignation	44	12	32	32	12	3	3	4	2
1021 I-Prob Dis/Dischg/Invol Resig	27	6	21	14	13	3	5	4	1
1022 I-End Temp/On-Call/Limitd Dur	5	3	2	4	1	0	0	1	0
1023 I-Failed Background Check	2	1	1	2	0	0	0	0	0
1024 I-Layoff/Position Eliminated	39	13	26	26	13	6	2	5	0
1025 I-Performance Exp. Not Met	2	0	2	0	2	0	1	1	0
1026 I-Policy Violation	1	1	0	0	1	0	0	1	0
1027 I-Other Invol. Termination	2	2	0	2	0	0	0	0	0
1028 I-Look in File - further info.	4	2	2	3	1	0	0	1	0
1030 I-Probationary - Layoff	3	0	3	2	1	0	0	1	0
Report Total	340	122	218	255	85	22	26	32	5
% Tot		35.88	64.12	75.00	25.00	6.47	7.65	9.41	1.47

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Personnel Action Summaries--Involuntary Terms by Job Group

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For Period: 7/1/2008 to 6/30/2009

Job Group										
EEO Category		Total	Mal	Fem	Wht	Min	Blk	Asi	His	Ind
1B	Mid Level Management	3	2	1	3	0	0	0	0	0
EEO 1		3	2	1	3	0	0	0	0	0
% Tot			66.67	33.33	100.00	0.00	0.00	0.00	0.00	0.00
2A1	Senior Level Health Professionals	4	0	4	4	0	0	0	0	0
2B	Mid Level Professionals	14	7	7	8	6	2	2	2	0
2B1	Mid Level Health Professionals	4	0	4	3	1	1	0	0	0
2B2	Mid Level Probation/Parole Officers	3	3	0	1	2	1	0	1	0
2C	Entry Level Professionals	6	3	3	4	2	1	0	0	1
EEO 2		31	13	18	20	11	5	2	3	1
% Tot			41.94	58.06	64.52	35.48	16.13	6.45	9.68	3.23
3C	Entry Level Technician	2	0	2	2	0	0	0	0	0
EEO 3		2	0	2	2	0	0	0	0	0
% Tot			0.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00
4B	Protective Services: Mid Level Management	1	1	0	1	0	0	0	0	0
4C	Protective Services: Entry Level Official	11	8	3	6	5	2	1	2	0
EEO 4		12	9	3	7	5	2	1	2	0
% Tot			75.00	25.00	58.33	41.67	16.67	8.33	16.67	0.00
5B	Mid Level Support	7	0	7	6	1	0	0	1	0
5C	Entry Level Support	3	1	2	0	3	0	2	1	0
EEO 5		10	1	9	6	4	0	2	2	0
% Tot			10.00	90.00	60.00	40.00	0.00	20.00	20.00	0.00
6A	Senior Level Clerical	4	0	4	3	1	1	0	0	0
6B	Mid Level Clerical	15	1	14	7	8	1	3	4	0
6C	Entry Level Clerical	2	1	1	2	0	0	0	0	0
6C1	Entry Level Library	3	0	3	1	2	0	0	2	0

Personnel Action Summaries--Involuntary Terms by Job Group

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For Period: 7/1/2008 to 6/30/2009

Job Group										
EEO Category		Total	Mal	Fem	Wht	Min	Blk	Asi	His	Ind
EEO 6		24	2	22	13	11	2	3	6	0
% Tot			8.33	91.67	54.17	45.83	8.33	12.50	25.00	0.00
8B	Mid Level Maintenance	2	1	1	2	0	0	0	0	0
8C	Entry Level Maintenance	1	0	1	0	1	0	0	1	0
EEO 8		3	1	2	2	1	0	0	1	0
% Tot			33.33	66.67	66.67	33.33	0.00	0.00	33.33	0.00
Report Total		85	28	57	53	32	9	8	14	1
% Tot			32.94	67.06	62.35	37.65	10.59	9.41	16.47	1.18