

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

RESOLUTION NO. 2010-027

Adopting Multnomah County's Affirmative Action Plan for 2010-2012

The Multnomah County Board of Commissioners Find:

- a. The County's Affirmative Action Plan is revised and updated in accordance with United States Executive Order 11246 and its implementing regulations, 41 CFR § 60-2; to assure fair employment practices and equal opportunity.
- b. The County's current equal opportunity policies prohibit discrimination in any personnel action on the basis of race, color gender identify, source of income, sexual orientation, familial status, age, religion, national origin, political affiliation or physical or mental disability, except when they constitute bona fide occupational qualifications (Multnomah County Code § 3.10.270).
- c. In establishing financial assistance programs, Congress linked the receipt of Federal funding to compliance with Federal civil rights laws. The County is a recipient of federal grants that require written affirmative action plans in strict reliance upon the Guidelines on Affirmative Action issued by the Equal Employment Opportunity Commission (EEOC) (28 C.F.R. § 42.301-308 to comport with the purposes of the Civil Rights Act of 1964, Public Law 88-352, 78 Statute 241 (1964), as amended).

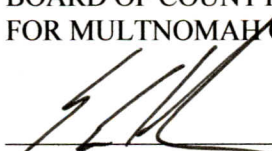
The Multnomah County Board of Commissioners Resolves:

1. The Board adopts the attached Affirmative Action Plan for 2010-2012 that reaffirms and formalizes the County's official policy and strategies on non-discrimination, equal opportunity, affirmative action, and workforce diversity.
2. Each department and office of the County is directed to develop compliance strategies that will bring them into compliance with the intentions of this plan.

ADOPTED this 11th day of March 2010.

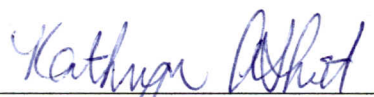


BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON


Ted Wheeler, Chair

REVIEWED:

AGNES SOWLE, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

By 
Kathryn A. Short, Assistant County Attorney

SUBMITTED BY:

Ted Wheeler, Multnomah County Chair

Multnomah County, Oregon
Equal Employment Opportunity/Services Access/Non-Discrimination Policy

AFFIRMATIVE ACTION PLAN

For: Diversity, Equity and Inclusion

(Narrative)



Covered Period: 2010 - 2012 (until revised)

Data Snapshot: June 30, 2008 - July 29, 2009

Ted Wheeler, Chair
Affirmative Action Policy Signer

Robert Phillips
Affirmative Action Officer

Office of Diversity and Equity
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PREFACE

Multnomah County, Oregon, (also referred to as the Government) is fully committed to the concept and practice of equal opportunity, diversity, non-discrimination and affirmative action in all aspects of employment, contracting, program access and service delivery (MCC § 9.060).

This Affirmative Action Plan (AAP) is developed in accordance with the requirements of Executive Order 11246 (as amended), and the implementation guidelines published by the Office of Federal contract Compliance Programs (OFCCP) in 41 CFR 60-2. The plan is also adopted and implemented in good-faith as a management tool, in conformity with, and in reliance upon, the language of the Equal Employment Opportunity Commission's Affirmative Action Guidelines (29 C.F.R. 1608.5).

In the preparation of this AAP, the Government has used the terminology used in Executive Order 11246, as amended, and its implementing regulations as a guide. Therefore, the use of such terms as "underutilization," "deficiency," "statistically significant," "concentration," "affected class," "goal," "problem area," etc. are used in accordance with these regulatory guidelines and should not be construed as an admission by the Government, in whole or in part, that any problem area exists or that either minorities or women have been or are presently being underutilized, concentrated, or discriminated against in any way by the Government in violation of federal, state, or local fair employment practice laws. Furthermore, nothing contained in this AAP or its supporting data should be construed as an admission by the Government, in whole or in part, that it has contravened such federal, state, or local employment practice laws.

In developing and implementing the AAP, the Government has been guided by its established policy of providing equal opportunity and non-discrimination in its employment, service delivery and/or contracting practices. Any placement goals that the Government has established herein are not intended as rigid, inflexible quotas that must be met, but rather as benchmarks reasonably attainable by applying every good faith effort in implementing this AAP. The use of placement goals in this AAP is not intended, nor is the effect of such placement goals intended, to discriminate against an individual or group of individuals with respect to any employment opportunities for which he, she, or they are qualified on the grounds that he, she, or they are not the beneficiaries of affirmative action themselves. Nothing herein is intended to sanction the discriminatory treatment of any person. Indeed, all employment decisions of the Government are made based on job-related/service criteria and operational needs. Thus, this AAP has been developed in strict reliance upon the Guidelines on Affirmative Action issued by the Equal Employment Opportunity Commission (EEOC) (29 C.F.R. Part 1608); Section 503 of the Rehabilitation Act of 1973 (as amended) (29 U.S.C. Section 793) and its implementing OFCCP regulations (41 C.F.R. Part 60-741), and the Vietnam era Veterans' Readjustment Assistance Act of 1974 (as amended) (38 U.S.C. Section 4211 and 4212) and its implementing OFCCP regulations (41 C.F.R. Part 60-250 and 300).

All monitoring system reports as required by federal regulations and laws have been completed (EEO-4). Reports that require specific data such as names of employees and salary information are not an official part of this AAP. This information is maintained by the Diversity and Equity Office as Documentation and Supporting Data for AAP Reports and is available for review only as required by law.

This AAP does not constitute an express or implied contract between the Government and its employees, contractors, job applicants, or other persons. Nothing in this AAP provides any individual or group with a private right of action against Multnomah County, Oregon.

Employment data used in this plan is a snapshot only and has been calculated in accordance with EEOC guidelines for an affirmative action plan. Monitor reports are issued throughout the planning process to keep information current in guiding the program. The Diversity Office will be responsible for disseminating changes and revisions in the policies and/or procedures contained in this plan. This plan is effective upon its adoption and remains in effect until a new plan is subsequently adopted.

Multnomah County is committed to providing a safe, respectful, supportive and welcoming environment for all employees and clients seeking services (Personnel Rules, Chapter 3, Workplace Management, Article 3-40-010). Employees are expected to relate to the public and other employees in a courteous, respectful and professional manner (Personnel Rules – Chapter 3 Workplace Management, Article 3-10-020(E)). The county's complaint/grievance procedures are available to any employee/client who believes that he/she may have been unfairly discriminated against or harassed. Employees are encouraged to contact their HR units, managers, labor relations, and/or the Diversity Office for guidance and assistance (Personnel Rules §3-40-060).

Retaliation against anyone exercising their rights under this plan is strictly forbidden and violations will be treated as a serious breach of this policy and gross misconduct for disciplinary purposes (Personnel Rules – Chapter 3 Workplace Management, Article 3-40-050).

Management is to hold staff accountable for their performance under this plan, and is responsible for assuring that its intent is carried out, as directed by the Board, in the adoption of this Plan.

Users of this Plan should utilize whichever is the most current statistical report for evaluating and assessing the program's performance as published by the Office of Diversity and Equity.

This Plan is effective upon its adoption and remains in effect until the Multnomah County Board of Commissioners adopts a subsequent Plan.

INTRODUCTION

Multnomah County is the state's most populous county with roughly 692,825 residents. Additionally, the county has a higher degree of racial diversity relative to the state, and is home to three-quarters of the state's black and two-thirds of the state's Asian populations. The county's white residents (single race, not Hispanic) make up roughly 75 percent of the total population, compared to 82 percent for the state. Hispanics have been the fastest-growing minority group, growing 10 times as fast as the overall population. Although the median age in Multnomah County is 36, the largest age groups fall within the prime working age of 25 to 54. The aging workforce, with baby-boomers reaching retirement age (the oldest will turn 65 in 2011) and start exiting the labor force, are expected to cause a labor shortage. Employers will need to fill more jobs due to retirement than due to growth.

Multnomah County's equal employment opportunity and affirmative action efforts started over 35 years ago, reflecting the continual national and local concerns regarding fair employment practices, eliminating all forms of inequality, and addressing barriers caused by discrimination. The first Board Resolution #11 on Equal Opportunity and Affirmative Action was adopted on July 31, 1975, committing the county to a program of affirmative action; the board has continued to update plans based on changing regulations, new regulations, and legal interpretation of various affirmative action program concepts.

Equal employment opportunity, through a program of affirmative action, is a part of the way Multnomah County regularly conducts its business, and complements the philosophy and belief that diversity enriches the work of the organization by creating work environments that are inclusive; embraces the uniqueness of others; fosters tolerance, sensitivity, understanding, and mutual respect among employees; and encourages each individual to strive to reach their own potential. The county believes that variety among its many employees strengthens its operations, stimulates creativity, promotes the exchange of diverse ideas, and enriches culturally competent service delivery to our multi-cultural communities.

Ever committed to affirmative action, Multnomah County, Oregon, has prepared this AAP to cover employees reporting to and/or working in its departments and offices.

As detailed in the Job Group Analysis, this AAP currently covers 4487 employees including 952 (21.22%) minorities and 2739 (61.04%) women. It is expected that these employees will help us to reach mutual goals of cultural competent service delivery and efficiency, resulting in both business and personal growth. As described in detail in the Plan that follows, the management of Multnomah County, Oregon has been directed to a continuing commitment to the practice and implemented action of this corporate AAP; which includes developing departmental/offices compliance strategies to address individualized problem areas and promoting the intent of this plan. A guide book has been developed to assist in the preparation of compliance strategies.

STATEMENTS OF POLICY

41 C.F.R. 60-741.44(a), 41 C.F.R. 60-250.1(a), and 41 C.F.R. 60- 300.44(a)

It is the policy of Multnomah County, Oregon, not to discriminate on the basis of any protected status with regard to recruitment or recruitment advertising, hiring, training, promotion, and other terms and conditions of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job. The Government does and will take affirmative action to employ, advance in employment, and otherwise treat qualified individuals with disabilities and Covered Veterans, or any other individual without discrimination based upon their protected status, physical or mental disability, or veterans' status, in all employment practices as follows:

Employment decisions at the Government are based only on job-related criteria. All personnel actions or programs that affect qualified individuals with disabilities, Covered Veterans, or protected individuals such as employment, upgrading, demotion or transfer, recruitment, advertising, termination, rate of pay or other forms of compensation, and selection for training, will be made without discrimination based upon the individual's physical or mental disability or veterans or other protected status.

The Government makes, and will continue to make, reasonable accommodations to promote the employment of qualified individuals with disabilities and disabled veterans, unless such accommodations would impose an undue hardship on the Government's business.

The Affirmative Action Officer for the Government will manage Multnomah County, Oregon's AAP for individuals with disabilities, Covered Veterans, and other protected status persons. The AAP includes an audit and reporting system, which, among other things, measures the effectiveness of the AAP. All managers and supervisors will take an active part in the Government's AAP to ensure that all qualified employees and prospective employees are considered and treated in a non-discriminatory manner with respect to all employment decisions. Furthermore, Multnomah County, Oregon, will solicit the cooperation and support of all employees for the Government's policy and AAP. The Affirmative Action Officer has been assigned responsibility for periodically reviewing progress in the compliance and implementation of the policy of affirmative action. In accordance with public law, the Government's plan of affirmative action is available for inspection in the Human Resources Departments and Diversity Office during regular business hours upon request.

In addition, employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may have engaged in, activities such as filing a complaint, assisting or participating in an investigation, compliance review or hearing, or opposing any act or practice made unlawful, or exercising any other right protected by applicable rules or laws.

Indicator: Impartial treatment of applicants and employees in all aspects of personnel administration. Measuring hiring in relations to labor market availability; and those passing verses those terminated during the probationary period.

TITLE VI – PROGRAMS/SERVICES/ACTIVITIES

It is the policy of Multnomah County to afford equal opportunity to all persons so that no person shall, on the grounds of race, color, sex, physical or mental disability, age, national origin, political affiliation, marital status, sexual orientation, gender identify, source of income, familial status or any other protected status, be excluded from participating in, be denied the benefits of, or be otherwise subjected

to discrimination under any program or activities of Multnomah County, or programs receiving federal grants, that does not constitute a bona fide requirement.

Department directors and program managers are responsible for meeting the objectives of this policy and will promptly take any necessary measures to effectuate compliance with this requirement.

This policy assurance is given in consideration of, and for the purpose of, obtaining any and all state or federal grants and/or other financial assistance.

Indicator: State and federal grants are not denied due to a lack of EEO policy and/or program assurances.

LIMITED ENGLISH PROFICIENCY

Multnomah County is committed to providing equal employment opportunity in all programs and services to ensure full compliance with all civil rights laws, including Title VI which requires non-discrimination on the basis of national origin. Equal opportunity includes physical and program access for persons with disabilities and program access for persons with Limited English Proficiency (LEP). Programs and physical access for persons with disabilities is covered in the ADA and the Rehabilitation Act of 1973 as amended, Section 504.

It is the policy of Multnomah County to provide language access services to populations of persons with Limited English Proficiency (LEP) who are eligible to be served or likely to be directly affected by our programs, services and/or benefits.

Indicator: Programs and services are not denied to qualified individuals, based on disability, program access, or English proficiency skills.

AMERICANS WITH DISABILITIES ACT (ADA) NONDISCRIMINATION

Multnomah County is committed to the purposes and policies of the ADA. The county has been covered by Section 503 and 504 of the Rehabilitation Act of 1973, and has in place policies and procedures to prevent and prohibit discrimination against persons with disabilities and these policies and procedures have been amended to comply with the requirements of the ADA.

Subject to Title II of the ADA, and the regulations promulgated from and after January 26, 1992, no qualified individual with a disability shall, by reason of such disability, be excluded from participation in or be denied the benefits of the services, programs, or activities of Multnomah County, or be subjected to discrimination by Multnomah County.

Furthermore, subject to Title I of the ADA and the regulations promulgated there under, from and after July 26, 1992, Multnomah County practice is not to discriminate against a qualified individual with a disability because of the disability of such individual in regard to employment, advancement, discharge, compensation, training, and other conditions, terms, and privileges of employment.

Title I of the ADA - Grievance Procedures: In the event that specific complaints arise regarding the county's compliance with Title II of the ADA an individual with a potential grievance is encouraged to work with the county's ADA Coordinator, located in the Diversity Office, in an effort to resolve the

matter. The term “grievance” as used in this policy means some action or a failure to act adversely affected the entitlement right under Title I of the ADA.

Indicator: The provisions of this section are carried out according to the policy.

CULTURAL COMPETENCE

Multnomah County is committed to meeting the needs of its residents in all their diversity. The county, through its departments, has dedicated itself to providing services, programs and policies that are appropriate and accessible to our customers, who encompass a broad range of human differences such as ability and disability, age, educational levels, ethnicity, gender, race, religion, sexual orientation, gender identity, socio-economic classes, and values. For Multnomah County, “cultural competence” or “culturally competent” means the ability and the will to respond to the unique needs of an individual client or family that arise from the client’s culture and the ability to use the person’s cultural strengths as resources or tools to assist with the treatment, intervention or helping process. For the organization, cultural competence means the ability to provide meaningful access and quality services to individuals from each cultural and linguistic population served, based on an understanding of each population’s distinct needs. For the professional, the ability to use the client’s culture as a resource will depend, in part, upon knowledge of specific cultures and their histories, skills in cross-cultural and culturally-specific practices, and the ability to communicate effectively.

Additionally, the county recognizes that significant disparities exist between the outcomes experienced by diverse groups versus those experienced by the general population and is committed to overcoming those disparities. Where significant disparities exist, the county expects departments to:

- Hire culturally competent personnel with the appropriate skills, knowledge, and ability to serve diverse populations.
- Design and deliver culturally competent services that include interventions and treatments proven effective with individuals from diverse communities.
- Operate culturally competent organizations with policies, administrative procedures, and management practices designed to ensure access to culturally appropriate services and competent personnel.

Departmental program efforts should be directed towards any cultural group:

- Whose understanding of health, mental health, illness, or disability is sufficiently different from the mainstream as to create a risk of sub-optimal service;
- Whose family customs, social patterns, child-rearing practices, and religious values are sufficiently different from the mainstream as to create a risk of inaccurate assessing family functions;
- Whose primary language is not English or whose means of communications is sufficiently different from mainstream as to risk misunderstanding essential elements of the clinical or professional interaction; or
- Whose history of experiencing war or ethnic, racial, social, or class-related discrimination is likely to have produced trauma or stressors beyond the norm, that act as a barrier to receiving available services.

For the purpose of this section, compelling barriers include the inability to communicate with professionals and support staff who are providers of various services; the inability of the organization to accurately determine a client’s needs; failure to determine or appropriately identify treatment needs or

services; unavailability of needed services; inability to provide services in a manner that is effective; and inability to understand and interpret services in a manner that makes them available to diverse clients.

Indicator: Staff able to deliver services to a diverse client base and the extent of flexible programs that respond to diverse needs.

QUALIFIED PROTECTED VETERANS

It is the policy of Multnomah County not to discriminate against any employee or applicant for employment because he or she is a disabled veteran, a newly separated veteran or an armed forces service medal veteran. It is also the policy of Multnomah County to take affirmative action to employ and advance in employment, all persons regardless of their status as qualified protected veterans, and to base all employment decisions only on valid job requirements. This policy applies to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training.

Indicator: Programs and services exist that respond to the need and service requirements of veterans.

SEXUAL ORIENTATION/GENDER IDENTITY/FAMILIAL STATUS/SOURCE OF INCOME/OTHER CATEGORIES

County policies prohibit any form of discrimination based upon an individual's expression of his/her gender identity; familial status; sexual orientation; political affiliation; union involvement, or any other category protected by rules, regulations or law. The county will not tolerate personnel actions or behaviors that discriminate, harass or treat employees or applicants in a biased manner based on their protected status, and as covered by its policies. Department Human Resources Managers and their designees are available to respond to questions about these guidelines and or to carry out Personnel Rule 3-40, Discrimination and Harassment Free Workplace expectations.

Indicator: Those persons falling within this group find the county to be a safe and respectful place of employment.

RELIGIOUS EXERCISE AND EXPRESSION

Multnomah County does not discriminate against employees on the basis of religion, lack of a religion, or require religious participation or non-participation as a condition of employment, or permit religious harassment. Employees are required to treat all fellow employees and clients with the same respect and consideration, regardless of their religion or lack thereof. Additionally, the county does not restrict or control the free exercise and enjoyment of religious opinions, or interfere with the rights of conscience. Religious symbols displays or art may be restricted if they create the appearance or reasonable impression that the government is sponsoring, endorsing, favoring or disfavoring a particular religion. Secular symbols would not fall under the restrictions, as long as they are judged to be in good taste.

Indicator: Religious belief or non-belief is respected and tolerated.

DIVERSITY

Multnomah County firmly believes that diversity in all its aspects is essential to our ability to accomplish our mission of achieving a higher level of service excellence and accountability to our culturally diverse public. Diversity embodies all of the similarities and differences that make us unique individuals by including people of different races, ethnicity, cultures, sexual orientation, gender, gender identity, religion, age, personal style, appearance, and physical ability as well as people of diverse opinions, perspectives, lifestyles, ideas and thinking that enriches and gives creative meaning to our program and service. Multnomah County is committed to creating and maintaining a culture that promote and support diversity throughout the organization, including programs, services, contracting opportunities, and service provider contracting.

Indicator: Annual reports will be issued by departments/offices, utilizing our affinity groups for evaluation input, detailing their progress during the fiscal year to promote and carry out the principles in this policy.

RULES

Multnomah County Code 9.060

Equal Employment Opportunity. **Discrimination is prohibited in any employment action** on the basis of race, color, gender identity, source of income, sex, sexual orientation, familial status, marital status, age, religion, national origin, political affiliation or physical or mental disability, except when it constitutes bona fide occupational qualification. All decisions about employment and promotion for classified service will be made in accordance with the principles of equal employment opportunity by utilizing job-related requirements for these opportunities.

Multnomah County Personnel Rules

Rule 1-10-040, Definitions: **Defines Affirmative Action** as: Identifying existing or potential discriminatory conditions and making specific goal oriented corrective actions to eliminate and prevent unlawful discrimination.

Rule 2-55-015, Non-Discrimination: **Prohibits discrimination** on the basis of race, color, sex, age, religion, national origin, political affiliation, marital status, sexual orientation, gender identity, source of income, familial status, physical or mental disability or other protected status **in any decision regarding catastrophic leave program eligibility and administration.**

Rule 3-40-020, Discrimination And Harassment-Free Workplace Policy: **Prohibits workplace harassment and discrimination** on the basis of race, color, sex, age, religion, national origin, political affiliation, marital status, sexual orientation, gender identity, source of income, familial status, or physical or mental disability or other protected status in any personnel action and in accordance with applicable law.

Rule 5-20-005, Recruitment and Examination Policy Statement: **Commits the county to achieving a workforce representative of the county's diversity and being a leader in providing applicants and employees fair and equal employment opportunities.** Accordingly, department directors will ensure that equal employment opportunities are afforded to all applicants and employees and that employment related decisions are non-discriminatory. Directors will ensure that employment practices are consistent with the county's Affirmative Action Plan and with state and federal laws designed to promote good faith efforts to achieve established affirmative action goals, including for persons with disabilities. Directors will take proactive steps to develop diverse applicant pools for position vacancies.

APPLICATION AND SCOPE

The provisions of this plan apply to all county organizational units required to develop and implement EEO/AA programs; to employees and applicants for employment; to contractors seeking to provide goods and services to the county; and to service providers working with or assisting clients of Multnomah County.

REQUEST FOR SELF-IDENTIFICATION

41 C.F.R. 60-741.42, 41 C.F.R. 60-250.42, 41 C.F.R. 60-300.42

Following an offer of employment but prior to an individual beginning other employment duties, Multnomah County, Oregon, invites job applicants to identify their race and sex, along with those with disabilities or Covered Veterans who believe they are covered by the Rehabilitation Act of 1973, as amended, or the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, in order to receive the protective benefits of affirmative action and/or reasonable accommodations.

RACIAL/ETHNIC CATEGORIES

For the purposes of this plan, racial/ethnic categories are used as identified by the United States Office of Management and Budget (OMB) issued in Circular No-4, Exhibits A and B. However, we recognize that the concept of race as used in the document does not denote clear cut scientific definitions of anthropological origins. Racial/Ethnic data captured is utilized to monitor and evaluate various elements required for program conformance.

REVIEW OF PHYSICAL AND MENTAL JOB REQUIREMENTS

41 C.F.R. 60-741.44(c), 41 C.F.R. 60-250.44(c), 41 C.F.R. 60-300.44(c)

Multnomah County, Oregon, reviews physical and mental job qualification requirements to ensure that qualification requirements do not screen out qualified individuals with disabilities or qualified disabled veterans for reasons that are not job-related, consistent with business necessity and the safe performance of the essential functions of the job.

To the extent that any physical or mental job qualification measurements tend to screen out qualified individuals with disabilities or qualified disabled veterans in the selection of employees or applicants for employment or in other change in employment status such as promotion or training, Multnomah County, Oregon, will assure that the requirements are related to the specific job(s) for which the individual is being considered and are consistent with business necessity and the safe performance of the job.

ACCOMMODATIONS

41 C.F.R. 60-741.44(d), 41 C.F.R. 60-250.44(d), 41 C.F.R. 60-300.44(d)

Multnomah County, Oregon, has made and will continue to make reasonable accommodations, which do not impose undue hardships on its business, to the known physical and mental limitations of otherwise qualified employees and job applicants.

Included among the specific accommodations for individuals with disabilities and disabled veterans that have been implemented are the following:

1. Short- and long-term disability programs that provide pay for eligible employees absent due to disability.
2. A personal leave policy that enables eligible employees to accumulate paid time off to be used for medical appointments, personal illness, or any other reason.
3. A medical leave of absence is available to any employee who provides medical documentation of disability.
4. Should reasonable accommodations be necessary to facilitate access to work areas by employees or applicants who are qualified individuals with disabilities or qualified disabled veterans, the Government has established procedures towards taking reasonable steps to provide such accommodations.
5. If necessary to accommodate a disability, the Government may redesign jobs to eliminate nonessential functions unless the redesign creates an undue hardship.
6. The Government will consider arranging suitable work hours for employees returning from sick leave, leave of absence, and long-term disability where that arrangement is reasonable.
7. The Government will consider accommodating employees with disabilities by allowing a reasonable amount of time off for physicians' visits related to the disability.
8. Special parking for individuals with disabilities or disabled veterans is available at Multnomah County, Oregon.

If an individual has a disability or is a disabled veteran, he or she is encouraged to tell us about (i) any special methods, skills, and procedures which qualify him or her for positions which he or she might not otherwise be able to do so that he or she will be considered for any position of that kind, and (ii) the accommodations which would enable him or her to perform the job properly and safely, including special equipment, changes in the physical layout of the job, elimination of certain duties related to the job, provision of personal assistance services, or other accommodations. These individuals may contact their Human Resources Unit for assistance.

When any employee with a known disability is having significant difficulty performing his/her job and the Government reasonably concludes that the performance issues may be related to the known disability, the Government will notify the employee of the performance problem and confidentially inquire whether the problem is related to the employee's disability. If the employee indicates that his/her disability is impacting his/her performance, the Government will engage in a confidential interactive discussion(s) with the employee regarding reasonable accommodations to improve performance.

ACCOUNTABILITY, MONITORING, AND EVALUATION (INTERNAL/EXTERNAL)

INTERNAL:

The Affirmative Action Plan serves as a working document for monitoring and evaluating statistical data, with a diagnostic component that includes a number of quantitative analyses designed to evaluate the composition of the workforce, compared to the composition of the relevant labor pools. The Plan

appraises individual and organizational performance, as appropriate, taking into consideration such factors as meeting affirmative action attainment targets and equal employment opportunity objectives.

The Annual Updates of the program assess the success of prior-year actions and to guide the organization in meeting equal employment opportunity objectives.

The Six Months Performance Monitoring Report evaluates program performance in relation to the placement goals.

EXTERNAL:

The county is required to prepare several reports for external agencies throughout the year. Each report analyzes the county's progress towards meeting its Affirmative Action goals according to the regulations for the reporting agency. These include:

EEO-4 Reports which are required under Title VII of the Civil Rights Act of 1964, are filed every two years with the Equal Employment Opportunity Commission (EEOC) and cover full and part-time employees and applicants for employment at the county.

Justice Assistance Grants (JAG) require recipients of financial assistance from the Office of Justice Programs (OJP) to prepare Equal Employment Opportunity Plans in accordance with 28 C.F.R. §§ 42.301-.308.

State of Oregon Department of Health and Human Services (Grants) annually audits EEO Plan and ADA compliance.

AVAILABILITY OF EEO PLANS AND REPORTS

Multnomah County's EEO/AA plans and reports are public documents which, upon request, or a visit to the Diversity and Equity Office MINT site are available for anyone to review. As a matter of practice, all Human Resources Departments will have plans available for review within their organizations.

STATISTICAL DATA

All statistical monitoring reports necessary for evaluating the program's performance are maintained by the Diversity and Equity Office, in accordance with federal reporting requirements. Additionally, Multnomah County has complied with Public Law 88-352, Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, and has provided required EEO-4 reports to the Equal Employment Opportunity Commission.

The statistical components of Multnomah County's AAP were developed by application of information contained in the computerized program of Berkshire - Balance Affirmative Action Plan, 8930 Route 108, Suite D, Columbia, Maryland, 21045. This data meets the minimum requirements of the Office of Federal Contract Compliance Programs (OFCCP) for a narrowly tailored program to comply with the remedial intent of the equal employment opportunity regulations and to mirror the intent of Title VII. The quantitative data is separated from the narrative portion of the plan, and is updated and reviewed bi-annually.

DISSEMINATION OF STATEMENT OF POLICY

1. INTERNAL

- A.** The County's Equal Employment Policy, set forth previously in this Plan, is available for all employees to review. It is published on the county's web-site for the Office of Diversity and Equity.
- B.** Supervisors and managers are responsible for both affirmative action compliance and program implementation. They will continue to be trained in the area of equal employment and fair labor practices. Included in this training will be information on the evolving issue of unlawful harassment, with emphasis on commitment to our policy that strictly forbids this activity in any form.
- C.** The policy will continue to be discussed in any new employee and supervisor orientation.
- D.** Management will communicate updates covering EEO, as well as share information related to the county's affirmative action program.
- E.** The policy will continue to be clearly posted on Multnomah County bulletin boards.
- F.** Advertisements for Multnomah County employment opportunities will include communicating such opportunities in communities that serve minorities, females, and people with disabilities.
- G.** Management makes and will continue to make known to all employees the existence of the AAP, and will make available such elements of the Plan as will enable employees to know of and to avail themselves of its benefits.

2. EXTERNAL

Multnomah County will continue to inform recruitment sources of its commitment to EEO and affirmative action. In doing so, the county makes clear that all applicants will be treated without regard to their protected status. Furthermore, these recruitment sources are informed that the county actively seeks qualified women, people with disabilities, veterans, and minorities for employment.

RESPONSIBILITY FOR IMPLEMENTATION

41 C.F.R. 60-2.17

Chair Ted Wheeler, or his designee, has overall responsibility for implementation of the Equal Employment Opportunity Policy and the AAP. The Government has assigned primary management responsibility and accountability for ensuring full compliance with the Plan to the Affirmative Action Officer, an official of the Government. The Affirmative Action Officer has the authority, resources, support of and access to top management necessary to ensure the effective implementation of the AAP. Chair Wheeler, or his designee, actively supports the program and provides assistance whenever it is needed, making managers and supervisors aware of the program and requesting their cooperation and assistance.

1. The duties of the **Affirmative Action Officer** include:

- A. Developing policy statements, AAP methods, and internal and external communication techniques. Affirmative action policies and procedures will continue to be developed to ensure an efficient yet positive interaction between the Affirmative Action Officer and the managers charged with employment responsibility.
- B. Assisting in the identification of problem areas, and developing strategies to eliminate any problems identified.
- C. Assisting line management and supervisors in devising solutions to equal employment problems, including counseling and training, to ensure full understanding of affirmative action and EEO policies and procedures.
- D. Designing and implementing monitoring and reporting methods that will:
 - Measure the effectiveness of the Government's equal employment and AAP.
 - Indicate any need for remedial action.
 - Determine the degree to which the Government's placement goals and objectives are being attained.
 - Provide management with a working understanding of the Government's AAP placement goals and objectives.
- E. Meeting with managers, supervisors, and employees to ensure that the Government's EEO policies are being followed.
- F. Ensuring that supervisors understand that their work performance is being evaluated in part on the basis of their demonstrated commitment to equal employment opportunity, and that it is their responsibility to prevent all types of unlawful workplace harassment.
- G. Serving as a liaison between the Government and enforcement agencies.
- H. Serving as a liaison between the Government and appropriate minority and women's organizations, and community action groups concerned with employment opportunities of minorities and women.

- I. Making contact with predominately female and minority high schools, colleges, and technical schools in the area as needed.
- J. Keeping management informed of developments in the equal employment opportunity and affirmative action area.
- K. Conducting a periodic audit to ensure that the Government complies in the following ways:
 - 1. EEO posters are properly displayed.
 - 2. All employees are afforded the opportunity and are encouraged to participate in all Government-sponsored educational, training, recreation, and social activities.
- 2. The Government recognizes that the cooperation of department supervisors and line managers is required to reach the full potential of this AAP. Therefore, **supervisors and managers** are expected to:
 - A. Assist the Affirmative Action Officer in the identification of any problem areas and help to eliminate any barriers to equal employment opportunity.
 - B. Whenever possible, become involved in local minority organizations, women's organizations, community action groups, and community service programs.
 - C. Work with the Affirmative Action Officer to periodically review hiring and promotion patterns and training programs to isolate impediments to the attainment of affirmative action placement goals and objectives. Results from these reviews are communicated through appropriate management meetings.
 - D. Review the qualifications of employees to ensure that minorities and women are given full opportunity for transfers and promotions.
 - E. Provide career counseling and mentoring opportunities for employees as needed.
 - F. Adhere to the Government's policy of equal employment opportunity for all employees and ensure that the policy is understood, supported and adhered to by the employees they supervise.
 - G. Take action to prevent the harassment of employees based on protected characteristics or due to a perception that an individual might have been the beneficiary of the Government's affirmative action efforts.

3. The Office of Diversity and Equity: is responsible for promoting diversity, preventing and eliminating discriminatory barriers, and implementing strategies that ensure equity of access, opportunity for all, and cultural competency models. The office is responsible for reporting departments'/offices' program efforts and accomplishments in accordance with the requirements contained in this Plan.

4. All Human Resources Sections: are responsible for the equal employment opportunity and affirmative action program in support of the County's Affirmative Action Officer. As responsible parties of our personnel systems, specific duties include:

- Administering the county's personnel system in accordance with merit and equal opportunity principles.
- Reviewing personnel policies and processes to determine if practices are supportive and consistent with the county's EEO/AA Policy.
- Taking appropriate action to correct and eliminate any barriers hindering the implementation of the EEO policy.
- Recruiting in a manner that ensures that underutilized groups are afforded an equal opportunity to apply and compete for available positions.
- Taking action to eliminate any adverse impact found in any part of the hiring process that cannot be validated as job related and essential for the job.
- Assisting in processing, investigating and monitoring actions associated with discrimination/harassment/disability complaints.
- Advising and assisting managers/supervisors in carrying out their EEO responsibilities.
- Completing reports required to assure that the departments/offices are in compliance with their obligations under this Plan.

5. The responsibilities of Labor Relations: are to manage issues involving bargaining contracts and grievances resulting from employee disputes regarding contract issues. Labor Relations will advise management on matters of discipline resulting from substandard performance and/or misconduct. Additionally, Labor Relations will be the point office for ADA reasonable accommodation issues.

6. The Office of County Attorney: is responsible for reviewing and advising on all legal matters and handling all suits, matters, and proceedings in which the county may have a legal interest. The Office of County Attorney provides legal counsel to the Affirmative Action Officer and human resources professionals on all issues relating to the implementation of this Plan. Responses to EEOC and /or BOLI are coordinated and managed by this office.

7. County Employees: are responsible for being familiar with the affirmative action program; complying with the objectives stated in the Plan; demonstrating sensitivity and respect to fellow employees and the public around cultural diversity issues; acting in accordance with the precepts of the law and various ordinances of the county; and assisting in the investigation and/or resolution of complaints.

8. Departments/Offices Specific Strategies: Each department/office of the county shall develop compliance strategies towards meeting the objectives of this corporate plan. Those strategies will be submitted, reviewed, and approved by the Affirmative Action Officer.

ORGANIZATIONAL PROFILE

41 C.F.R. 60-2.11

As one of the diagnostic components of Multnomah County, Oregon's AAP and to conform to applicable regulations, the Government has completed a profile of the workforce at the PMSA (Primary Metropolitan Statistical Area) - Oregon establishment. The organizational profile is an overview of the staffing patterns at this establishment and is used to determine whether there are areas in the workforce where minorities or women are underrepresented or concentrated. To complete our organizational profile we have elected to follow the **workforce** analysis/organizational display methodology.

The following chart sets forth the Organizational Display for the PMSA - Oregon establishment. For each appropriate organizational unit we have identified the following: the name of the unit, the job title, gender, race/ethnicity of the supervisor, the total number of male and female incumbents; and the total number of male and female incumbents by racial/ethnic group.

Multnomah County, Oregon

Multnomah County

fy20082009After adding row 2a COPY OF: FY2008-2009 Regular (Multnomah County)

Organizational Display

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7005 - MCSO - Executive Office Total 9 - (3 WM / 4 WF / 1 BM / 1 HF)
7010 - MCSO - Enforcement Total 121 - (80 WM / 28 WF / 2 BM / 2 BF / 6 AM / 3 HM)
7015 - MCSO - Support Total 72 - (30 WM / 34 WF / 2 BM / 3 BF / 2 AF / 1 HM)
7020 - MCSO - Corrections Total 561 - (340 WM / 136 WF / 35 BM / 10 BF / 11 AM / 4 AF / 1 IM / 14 HM / 10 HF)
7025 - MCSO - Professional Standards Total 7 - (3 WM / 4 WF)
9000 - DA - Executive Office Total 3 - (1 WM / 2 WF)
9005 - DA - Office Administration Total 16 - (3 WM / 5 WF / 2 BF / 4 AF / 2 HF)
9010 - DA - Felony Court Total 72 - (29 WM / 38 WF / 1 BM / 2 BF / 1 AM / 1 AF)
9015 - DA - Misdemeanor Court Total 33 - (13 WM / 15 WF / 1 BF / 1 AM / 2 AF / 1 HF)
9020 - DA - Family Justice Total 74 - (16 WM / 46 WF / 5 BF / 2 AM / 2 AF / 1 HM / 2 HF)
9025 - DA - Office of Med Examiner Total 9 - (6 WM / 2 WF / 1 AF)
A100 - CHR - Chair's Office Total 15 - (5 WM / 6 WF / 1 BM / 1 AM / 1 HM / 1 HF)
1000 - DCHS - Director's Office Total 11 - (1 WM / 9 WF / 1 HF)
1005 - DHS - Business Services (not staffed)
1030 - DCHS - Operations & Support Srv Total 26 - (6 WM / 13 WF / 1 BM / 2 BF / 1 AM / 1 AF / 1 IF / 1 HM)
1015 - DHS - Developmtl Disabilities Total 129 - (16 WM / 73 WF / 5 BM / 15 BF / 3 AM / 6 AF / 1 IM / 1 IF / 2 HM / 7 HF)
1020 - DCHS - Behavioral Health Total 137 - (29 WM / 89 WF / 2 BM / 3 BF / 2 AF / 1 IM / 1 IF / 6 HM / 4 HF)
1025 - DHS - School Based Health Total 1 - (1 BF)
1035 - DCHS - Human Resources Total 6 - (3 WF / 2 BF / 1 AM)
1040 - DCHS - Verity (MHO) Total 14 - (2 WM / 8 WF / 1 BF / 1 AM / 1 AF / 1 HF)
8005 - ADS - Director's Office (not staffed)
8015 - ADS - Long Term Care Total 296 - (57 WM / 188 WF / 2 BM / 17 BF / 6 AM / 13 AF / 4 HM / 9 HF)
G100 - DSCP - Schools & Comm Prtship Total 48 - (12 WM / 20 WF / 6 BF / 3 AF / 1 HM / 6 HF)
2000 - Health - Director's Office Total 9 - (2 WM / 3 WF / 2 BF / 1 AM / 1 IF)
2005 - Health - Business Services Total 45 - (6 WM / 22 WF / 5 BM / 3 BF / 1 AM / 2 AF / 3 HM / 3 HF)
2015 - Health - Neighborhood Health (not staffed)
2020 - Health - ICS SBC N'hood Health Total 17 - (3 WM / 11 WF / 2 BF / 1 HF)
2025 - Health - Regulatory Health Total 15 - (4 WM / 9 WF / 1 AM / 1 AF)
2030 - Health - ICS Corrections Health Total 102 - (18 WM / 68 WF / 6 BF / 3 AF / 7 HF)
2065 - HD - ICS Total 481 - (52 WM / 249 WF / 3 BM / 25 BF / 10 AM / 31 AF / 1 IF / 26 HM / 84 HF)
2070 - HD - CHS Total 215 - (31 WM / 120 WF / 2 BM / 14 BF / 6 AM / 11 AF / 5 IF / 9 HM / 17 HF)
2075 - HD - CHP3 Total 44 - (9 WM / 20 WF / 3 BF / 1 AM / 4 AF / 1 IF / 1 HM / 5 HF)
3005 - DCJ - Director's Office Total 5 - (2 WM / 3 WF)
3015 - DCJ - Employee & Community Dev Total 4 - (1 WM / 3 WF)
3020 - DCJ - Business Services Total 17 - (1 WM / 9 WF / 2 BF / 1 AM / 1 AF / 1 IF / 1 HM / 1 HF)
3022 - DCJ - Business Applications Total 2 - (1 WM / 1 WF)
3025 - DCJ - Adult Comm Justice Mgmt Total 5 - (2 WM / 2 WF / 1 BM)
3030 - DCJ - ACJ/Central Proc Svcs Total 81 - (14 WM / 51 WF / 3 BM / 4 BF / 1 AM / 2 AF / 2 IF / 1 HM / 3 HF)
3032 - DCJ - ASD East/SW Fld/Com Svcs Total 49 - (17 WM / 21 WF / 5 BM / 1 HM / 5 HF)
3035 - DCJ - ACJ/Supervision Total 57 - (10 WM / 25 WF / 7 BM / 7 BF / 2 AF / 4 HM / 2 HF)
3040 - DCJ - ACJ/Sanctions & Services Total 60 - (13 WM / 30 WF / 3 BM / 6 BF / 3 AM / 2 AF / 3 HF)

Organizational Display

3042 - DCJ - ASD Splzld Sup&Trans Svcs Total 63 - (17 WM / 34 WF / 2 BM / 2 BF / 1 AM / 2 AF / 1 IF / 4 HF)
3045 - DCJ - Juv Comm Justice Mgmt Total 9 - (3 WM / 6 WF)
3050 - DCJ - JCJ/Custody Services Total 68 - (16 WM / 21 WF / 13 BM / 2 BF / 8 AM / 2 AF / 1 IM / 1 IF / 3 HM / 1 HF)
3055 - DCJ - JCJ/Couns & Court Svcs Total 72 - (7 WM / 34 WF / 10 BM / 6 BF / 2 AM / 2 AF / 4 IF / 3 HM / 4 HF)
3060 - DCJ - JCJ/Family Court Svcs Total 11 - (2 WM / 9 WF)
3072 - DCJ - JSD Treatment Svcs Total 28 - (7 WM / 12 WF / 2 BM / 1 BF / 1 AM / 2 AF / 2 HM / 1 HF)
3074 - DCJ - Training & Volunteer Svcs Total 1 - (1 WF)
3080 - DCJ - Research & Evaluation Total 4 - (3 WF / 1 AF)
3082 - DCJ - Human Resources Total 8 - (1 WM / 5 WF / 1 BF / 1 AF)
4055 - DCS - CommSvcs DirectorOfc Total 5 - (2 WF / 2 BF / 1 HM)
4005 - DCS - Animal Services Total 41 - (7 WM / 30 WF / 1 IM / 1 HM / 2 HF)
4011 - DCS - Budget & Ops Support Total 14 - (4 WM / 6 WF / 1 BM / 2 AF / 1 HF)
4015 - DCS - Land Use Planning Total 10 - (7 WM / 2 WF / 1 AF)
4030 - DCS - Elections Total 13 - (4 WM / 5 WF / 1 BM / 1 BF / 1 AM / 1 HF)
4045 - DCS - Road Services Total 78 - (60 WM / 5 WF / 2 BM / 5 AM / 3 IM / 3 HM)
4047 - DCS - Bridge Services Total 38 - (25 WM / 3 WF / 1 BM / 2 AM / 1 IF / 6 HM)
5005 - Library - Director's Office Total 17 - (4 WM / 11 WF / 1 AF / 1 HF)
5010 - Library - Central Library Total 164 - (52 WM / 95 WF / 4 BF / 2 AM / 2 AF / 1 IM / 1 IF / 4 HM / 3 HF)
5015 - Library - Community Services Total 277 - (57 WM / 181 WF / 1 BM / 2 BF / 4 AM / 15 AF / 1 IF / 4 HM / 12 HF)
5020 - Library - Support Services Total 67 - (21 WM / 40 WF / 1 BF / 1 AM / 2 AF / 1 IF / 1 HF)
5025 - Library - Outreach Services Total 36 - (6 WM / 25 WF / 2 BF / 1 AF / 2 HF)
6025 - DCM - Directors Office Total 15 - (3 WM / 8 WF / 1 BM / 1 AF / 1 HM / 1 HF)
6020 - DCM - Human Resources Total 21 - (5 WM / 11 WF / 3 BF / 2 AF)
6030 - DCM - Budget and Quality Total 10 - (2 WM / 6 WF / 1 BM / 1 AM)
6035 - DCM - Information Systems Total 146 - (65 WM / 64 WF / 2 BM / 1 BF / 4 AM / 7 AF / 2 HM / 1 HF)
6040 - DCM - Risk Management Total 15 - (2 WM / 10 WF / 1 BF / 1 IF / 1 HF)
6070 - DCM - Facilities Total 90 - (63 WM / 14 WF / 4 BM / 1 BF / 3 AF / 1 HM / 4 HF)
6075 - DCM - Finance Total 60 - (16 WM / 31 WF / 2 BM / 2 BF / 2 AM / 4 AF / 3 HF)
6080 - DCM - Assessment & Taxation Total 123 - (47 WM / 56 WF / 1 BM / 6 BF / 3 AM / 6 AF / 2 IM / 1 HM / 1 HF)
6085 - DCM - Emergency Management Total 2 - (2 WM)
6090 - DCM - FREDs Total 47 - (29 WM / 8 WF / 2 BM / 1 AM / 1 IM / 5 HM / 1 HF)
A110 - CHR - Public Affairs Office Total 4 - (2 WM / 1 WF / 1 AM)
A115 - CHR - MCCFC Total 6 - (1 WM / 4 WF / 1 AF)
B200 - ND - County Auditor's Office Total 9 - (3 WM / 6 WF)
C300 - Office of County Attorney Total 25 - (6 WM / 15 WF / 1 AF / 1 HM / 2 HF)
E500 - ND - Citizens Involvement Office Total 2 - (1 WM / 1 WF)
E510 - ND - Tax Supervising Total 2 - (1 WM / 1 IF)
A105 - ND - Public Safety Coord Council Total 1 - (1 WF)
D400 - ND - County Commissioner District 1 Total 5 - (1 WM / 3 WF / 1 HM)
D405 - ND - County Commissioner District 2 Total 5 - (2 WM / 2 BF / 1 HF)
D410 - ND - County Commissioner District 3 Total 3 - (1 WM / 2 WF)
D415 - ND - County Commissioner District 4 Total 4 - (2 WM / 2 WF)

Multnomah County, Oregon

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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	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

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

		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		
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

		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	
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

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

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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	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

		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	
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

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

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				
9615	Program Manager 1		1	1	1	1	0	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	0	
9361	Program Supervisor		1	1	0	0	0	0	0	0	0	0	1	1	0	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	0	
6365	Mental Health Consultant		2	6	0	0	0	0	0	0	0	0	6	4	1	0	1	0	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	0	
6073	Data Analyst		3	1	1	0	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	0	0	1	0	0	0	0	0	1	
Total:				14	3	2	0	1	0	0	0	0	11	8	1	1	1	0	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

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

Department: G100 DSCP - Schools & Comm Prtship

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		
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

Department: 2030 Health - ICS Corrections Health

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					
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

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	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	2	2	0	0	0	0	0	0	1		

Workforce Analysis by Departments

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

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

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

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

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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

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

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

		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		
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

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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

		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	
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	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

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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	0	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	0	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

41 C.F.R. 60-2.12

As the second diagnostic component of the AAP a job group analysis has been completed as the first step in comparing the representation of minorities and women in the workforce covered by this AAP with the estimate of the available qualified minorities and women who could be employed by Multnomah County, Oregon, in positions covered by this AAP.

In designing the job groups the following elements was considered:

- Similarity of duties and responsibilities;
- Similarity of compensation, and
- Similarity of opportunities for advancement including training, transfers, promotions, mobility and other career enhancements.

Although not a determinative factor in designing job groups, we also attempted to create job groups that are large enough to conduct appropriate analysis.

The following charts identify the job groups created for this AAP, the job titles that comprise each job group, and the percentage of minority incumbents and the percentage of female incumbents in each job group.

Multnomah County, Oregon

Multnomah County
FY2008-2009 Regular

Job Group Analysis Summary by Job Group

Page 1 of 3

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

Page 2 of 3

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						

AVAILABILITY ANALYSIS

41 C.F.R. 60-2.14

The availability analysis is a part of the Incumbency vs. Estimated Availability Analysis - the final diagnostic component of this AAP. The purpose of the availability analysis is to establish a benchmark against which the demographic composition of Government's workforce may be compared to determine whether barriers to equal employment opportunity may exist within particular job groups.

Pursuant to applicable regulations, the availability analysis for each job group examines two potential areas of availability: Individuals with the requisite skills outside the establishment (external availability) and those within the establishment who are promotable, transferable and/or trainable (internal availability). In determining availability, we have selected our reasonable recruitment area and our pool of promotable, transferable, and trainable employees in such a way as not to exclude qualified minorities and women. Moreover, when determining external availability we have used as our source of data the most current and discrete statistical information available. For this availability analysis, we have used the 2000 census data. Finally, where a job group is composed of different job titles that carry different availability rates, we calculated a composite availability figure. We arrived at the composite availability figure by determining the proportion of the job group incumbents employed in each job title, weighting the availability for each job title by the proportion of incumbents employed in that title, and adding together the weighted availability estimates.

A brief written rationale for the selection of the recruitment areas and internal pools by job group follows:

1A - Executive Management

Factor 1: *United States*- This is the geographical area from which the Government usually seeks or reasonably would seek workers to fill positions in job group 1A - Executive Management. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 1A - Executive Management was chosen based on reasonable paths of progression within the Government and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

1B – Mid Level Management

Factor 1: *Region 8*- This is the geographical area from which the Government usually seeks or reasonably would seek workers to fill positions in job group 1B - Mid Level Management. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 1B - Mid Level Management was chosen based on reasonable paths of progression within the Government and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

1C - Entry Level Management

Factor 1: *PMSA-Oregon & Washington*- This is the geographical area from which the Government usually seeks or reasonably would seek workers to fill positions in job group 1C - Entry Level Management. This area was chosen based on current practices and was drawn in such a way as not to

have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 1C - Entry Level Management was chosen based on reasonable paths of progression within the Government and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

1C1 - Entry Level Mgt: Senior Supervisors

Factor 1: *PMSA-Oregon & Washington*- This is the geographical area from which the Government usually seeks or reasonably would seek workers to fill positions in job group 1C1 - Entry Level Mgt: Senior Supervisors. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 1C1 - Entry Level Mgt: Senior Supervisors was chosen based on reasonable paths of progression within the Government and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2A - Senior Level Professionals

Factor 1: *Region 8*- This is the geographical area from which the Government usually seeks or reasonably would seek workers to fill positions in job group 2A - Senior Level Professionals. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 2A - Senior Level Professionals was chosen based on reasonable paths of progression within the Government and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2A1 - Senior Level Health Professionals

Factor 1: *Region 8*- This is the geographical area from which the Government usually seeks or reasonably would seek workers to fill positions in job group 2A1 - Senior Level Health Professionals. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 2A1 - Senior Level Health Professionals was chosen based on reasonable paths of progression within the Government and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2B - Mid Level Professionals

Factor 1: *PMSA-Oregon & Washington*- This is the geographical area from which the Government usually seeks or reasonably would seek workers to fill positions in job group 2B - Mid Level Professionals. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 2B - Mid Level Professionals was chosen based on reasonable paths of progression within the Government and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2B1 - Mid Level Health Professionals

Factor 1: *PMSA-Oregon & Washington*- This is the geographical area from which the Government usually seeks or reasonably would seek workers to fill positions in job group 2B1 - Mid Level Health Professionals. This area was chosen based on current practices and was drawn in such a way as not to

have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 2B1 - Mid Level Health Professionals was chosen based on reasonable paths of progression within the Government and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2B2 - Mid Level Probation/Parole Officers

Factor 1: *PMSA-Oregon & Washington*- This is the geographical area from which the Government usually seeks or reasonably would seek workers to fill positions in job group 2B2 - Mid Level Probation/Parole Officers. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 2B2 - Mid Level Probation/Parole Officers was chosen based on reasonable paths of progression within the Government and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2C - Entry Level Professionals

Factor 1: *PMSA-Oregon & Washington*- This is the geographical area from which the Government usually seeks or reasonably would seek workers to fill positions in job group 2C - Entry Level Professionals. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 2C - Entry Level Professionals was chosen based on reasonable paths of progression within the Government and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

3A - Senior Level Technician

Factor 1: *PMSA-Oregon & Washington*- This is the geographical area from which the Government usually seeks or reasonably would seek workers to fill positions in job group 3A - Senior Level Technician. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 3A - Senior Level Technician was chosen based on reasonable paths of progression within the Government and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

3B - Mid Level Technician

Factor 1: *PMSA-Oregon & Washington*- This is the geographical area from which the Government usually seeks or reasonably would seek workers to fill positions in job group 3B - Mid Level Technician. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 3B - Mid Level Technician was chosen based on reasonable paths of progression within the Government and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

3C - Entry Level Technician

Factor 1: *PMSA-Oregon & Washington*- This is the geographical area from which the Government usually seeks or reasonably would seek workers to fill positions in job group 3C - Entry Level Technician. This area was chosen based on current practices and was drawn in such a way as not to

have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for job group 3C - Entry Level Technician.

4A - Protective Services: Senior Level Management

Factor 1: *Region 8*- This is the geographical area from which the Government usually seeks or reasonably would seek workers to fill positions in job group 4A - Protective Services: Senior Level Management. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 4A - Protective Services: Senior Level Management was chosen based on reasonable paths of progression within the Government and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

4B - Protective Services: Mid Level Management

Factor 1: *PMSA-Oregon & Washington*- This is the geographical area from which the Government usually seeks or reasonably would seek workers to fill positions in job group 4B - Protective Services: Mid Level Management. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 4B - Protective Services: Mid Level Management was chosen based on reasonable paths of progression within the Government and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

4C - Protective Services: Entry Level Official

Factor 1: *PMSA-Oregon & Washington*- This is the geographical area from which the Government usually seeks or reasonably would seek workers to fill positions in job group 4C - Protective Services: Entry Level Official. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There is no feeder positions for job group 4C - Protective Services: Entry Level Official.

5A - Senior Level Support

Factor 1: *PMSA-Oregon & Washington*- This is the geographical area from which the Government usually seeks or reasonably would seek workers to fill positions in job group 5A - Senior Level Support. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 5A - Senior Level Support was chosen based on reasonable paths of progression within the Government and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

5B - Mid Level Support

Factor 1: *PMSA-Oregon & Washington*- This is the geographical area from which the Government usually seeks or reasonably would seek workers to fill positions in job group 5B - Mid Level Support. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 5B - Mid Level Support

was chosen based on reasonable paths of progression within the Government and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

5C - Entry Level Support

Factor 1: *PMSA-Oregon & Washington*- This is the geographical area from which the Government usually seeks or reasonably would seek workers to fill positions in job group 5C - Entry Level Support. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 5C - Entry Level Support was chosen based on reasonable paths of progression within the Government and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

6A - Senior Level Clerical

Factor 1: *PMSA-Oregon & Washington*- This is the geographical area from which the Government usually seeks or reasonably would seek workers to fill positions in job group 6A - Senior Level Clerical. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 6A - Senior Level Clerical was chosen based on reasonable paths of progression within the Government and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

6B - Mid Level Clerical

Factor 1: *PMSA-Oregon & Washington*- This is the geographical area from which the Government usually seeks or reasonably would seek workers to fill positions in job group 6B - Mid Level Clerical. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 6B - Mid Level Clerical was chosen based on reasonable paths of progression within the Government and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

6C - Entry Level Clerical

Factor 1: *PMSA-Oregon & Washington*- This is the geographical area from which the Government usually seeks or reasonably would seek workers to fill positions in job group 6C - Entry Level Clerical. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There is no feeder positions for job group 6C - Entry Level Clerical.

6C1 - Entry Level Library

Factor 1: *PMSA-Oregon & Washington*- This is the geographical area from which the Government usually seeks or reasonably would seek workers to fill positions in job group 6C1 - Entry Level Library. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There is no feeder positions for job group 6C1 - Entry Level Library.

7A - Senior Level Craft

Factor 1: *PMSA-Oregon & Washington*- This is the geographical area from which the Government usually seeks or reasonably would seek workers to fill positions in job group 7A - Senior Level Craft. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 7A - Senior Level Craft was chosen based on reasonable paths of progression within the Government and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

7B - Mid Level Craft

Factor 1: *PMSA-Oregon & Washington*- This is the geographical area from which the Government usually seeks or reasonably would seek workers to fill positions in job group 7B - Mid Level Craft. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 7B - Mid Level Craft was chosen based on reasonable paths of progression within the Government and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

7C - Entry Level Craft

Factor 1: *PMSA-Oregon & Washington*- This is the geographical area from which the Government usually seeks or reasonably would seek workers to fill positions in job group 7C - Entry Level Craft. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 7C - Entry Level Craft was chosen based on reasonable paths of progression within the Government and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

8A - Senior Level Maintenance

Factor 1: *PMSA-Oregon & Washington*- This is the geographical area from which the Government usually seeks or reasonably would seek workers to fill positions in job group 8A - Senior Level Maintenance. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 8A - Senior Level Maintenance was chosen based on reasonable paths of progression within the Government and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

8B - Mid Level Maintenance

Factor 1: *PMSA-Oregon & Washington*- This is the geographical area from which the Government usually seeks or reasonably would seek workers to fill positions in job group 8B - Mid Level Maintenance. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- This pool of feeder positions for job group 8B - Mid Level Maintenance was chosen based on reasonable paths of progression within the Government and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

8C - Entry Level Maintenance

Factor 1: *PMSA-Oregon & Washington*- This is the geographical area from which the Government usually seeks or reasonably would seek workers to fill positions in job group 8C - Entry Level Maintenance. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There is no feeder positions for job group 8C - Entry Level Maintenance.

COMPARISON OF INCUMBENCY AND AVAILABILITY

41 C.F.R. 60-2.15

Multnomah County, Oregon, has compared the representation of minorities and women in each job group with their representation among those identified in the availability analysis as available for employment in the job group. Where actual representation was less than the calculated availability, the Government conducted a statistical test to determine whether the difference was greater than could reasonably be expected. Where the job group was of a sufficient size to analyze using the two standard deviation test, the Government applied that methodology. Where the use of the two standard deviation test was not appropriate, the Government used the exact binomial methodology. The comparison of availability with actual representation follows:

Multnomah County, Oregon

Multnomah County

fy20082009After adding row 2a COPY OF: FY2008-2009 Regular (Multnomah County)

Availability Factor Computation Form

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Job Group 1A Executive Management

Factor	Raw Statistics					Weight %	Weighted Factor					Source of Statistics
	Fem	Min	Blk	Asi	His		Fem	Min	Blk	Asi	His	
	Ind						Ind					
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	38.70	16.60	6.31	4.50	4.76	33.0	12.77	5.48	2.08	1.48	1.57	United States
	1.06						0.35					
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	61.59	15.86	4.88	6.71	3.96	33.5	20.63	5.31	1.63	2.25	1.33	Feeder Job Computations
	0.30						0.10					
2a. 1a incumb	50.59	14.12	5.88	4.71	3.53	33.5	16.95	4.73	1.97	1.58	1.18	fy2008-2009 incumb vs est avail report
	0.00						0.00					
Availability:							50.35	15.52	5.68	5.31	4.08	
							0.45					

Availability Factor Computation Form

Job Group 1B Mid Level Management

Factor	Raw Statistics					Weight %	Weighted Factor					Source of Statistics
	Fem	Min	Blk	Asi	His		Fem	Min	Blk	Asi	His	
	Ind						Ind					
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	40.91	14.04	2.57	4.66	5.31	33.0	13.50	4.63	0.85	1.54	1.75	Region 8
	1.57						0.52					
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	61.01	18.85	6.35	8.40	3.36	33.5	20.44	6.31	2.13	2.81	1.13	Feeder Job Computations
	0.75						0.25					
2a. 1b incumb	57.67	18.14	6.98	6.05	4.65	33.5	19.32	6.08	2.34	2.03	1.56	fy2008-2009 incumb vs est avail report
	0.47						0.16					
Availability:							53.26	17.02	5.32	6.38	4.44	
							0.93					

Availability Factor Computation Form

Job Group 1C Entry Level Management

Factor	Raw Statistics					Weight %	Weighted Factor					Source of Statistics
	Fem	Min	Blk	Asi	His		Fem	Min	Blk	Asi	His	
	Ind						Ind					
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	36.20	9.00	2.65	2.71	2.59	33.0	11.95	2.97	0.87	0.89	0.85	PMSA_Oregon & Washington
	1.10						0.36					
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	65.79	18.66	6.76	6.60	4.54	33.5	22.04	6.25	2.26	2.21	1.52	Feeder Job Computations
	0.77						0.26					
2a. 1c incumb	56.59	21.26	7.87	8.66	3.15	33.5	18.96	7.12	2.64	2.90	1.06	fy2008-2009 incumb vs est avail report
	1.57						0.53					
Availability:							52.95	16.34	5.77	6.00	3.43	
							1.15					

Availability Factor Computation Form

Job Group 1C1 Entry Level Mgt: Senior Supervisors

Factor	Raw Statistics					Weight %	Weighted Factor					Source of Statistics
	Fem	Min	Blk	Asi	His		Fem	Min	Blk	Asi	His	
	Ind						Ind					
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	36.99	9.68	1.19	3.76	3.21	33.0	12.21	3.19	0.39	1.24	1.06	PMSA_Oregon & Washington
	1.52						0.50					
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	71.63	18.12	6.47	5.61	5.18	33.5	24.00	6.07	2.17	1.88	1.74	Feeder Job Computations
	0.86						0.29					
2a. 1c1 incumb	71.95	26.83	13.41	7.32	4.88	33.5	24.10	8.99	4.49	2.45	1.63	fy2008-2009 incumb vs est avail report
	1.22						0.41					
Availability:							60.31	18.25	7.05	5.57	4.43	
							1.20					

Availability Factor Computation Form

Job Group 2A Senior Level Professionals

Factor	Raw Statistics					Weight %	Weighted Factor					Source of Statistics
	Fem	Min	Blk	Asi	His		Fem	Min	Blk	Asi	His	
	Ind						Ind					
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	45.89	17.50	3.24	7.02	5.63	72.0	33.04	12.60	2.33	5.05	4.05	Region 8
	1.61						1.16					
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	72.00	21.43	8.18	5.60	6.67	14.0	10.08	3.00	1.15	0.78	0.93	Feeder Job Computations
	0.98						0.14					
2a. 2a incumb	55.80	18.30	5.80	8.93	3.13	14.0	7.81	2.56	0.81	1.25	0.44	fy2008-2009 incumb vs est avail report
	0.45						0.06					
Availability:							50.93	18.16	4.29	7.08	5.42	
							1.36					

Availability Factor Computation Form

Job Group 2A1 Senior Level Health Professionals

Factor	Raw Statistics					Weight %	Weighted Factor					Source of Statistics
	Fem	Min	Blk	Asi	His		Fem	Min	Blk	Asi	His	
	Ind						Ind					
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	47.84	16.44	1.87	10.85	3.03	72.0	34.44	11.84	1.35	7.81	2.18	Region 8
	0.69						0.50					
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	89.82	14.37	2.99	5.39	5.39	14.0	12.57	2.01	0.42	0.75	0.75	Feeder Job Computations
	0.60						0.08					
2a. 2a1 incumb	68.93	10.68	0.00	7.77	2.91	14.0	9.65	1.50	0.00	1.09	0.41	fy2008-2009 incumb vs est avail report
	0.00						0.00					
Availability:							56.66	15.35	1.77	9.65	3.34	
							0.58					

Availability Factor Computation Form

Job Group 2B Mid Level Professionals

Factor	Raw Statistics					Weight %	Weighted Factor					Source of Statistics
	Fem	Min	Blk	Asi	His		Fem	Min	Blk	Asi	His	
	Ind						Ind					
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	58.50	11.28	3.29	3.28	3.20	79.0	46.22	8.91	2.60	2.59	2.53	PMSA_Oregon & Washington
	1.45						1.15					
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	74.82	24.82	11.87	6.84	5.40	10.5	7.86	2.61	1.25	0.72	0.57	Feeder Job Computations
	0.72						0.08					
2a. 2b incumb	67.63	18.95	7.24	5.66	5.13	10.5	7.10	1.99	0.76	0.59	0.54	fy2008-2009 incumb vs est avail report
	0.92						0.10					
Availability:							61.18	13.51	4.61	3.90	3.64	
							1.33					

Availability Factor Computation Form

Job Group 2B1 Mid Level Health Professionals

Factor	Raw Statistics					Weight %	Weighted Factor					Source of Statistics
	Fem	Min	Blk	Asi	His		Fem	Min	Blk	Asi	His	
	Ind						Ind					
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.73	7.98	1.28	4.01	1.47	79.0	71.68	6.30	1.01	3.17	1.16	PMSA_Oregon & Washington
	1.22						0.96					
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	76.02	23.98	11.22	6.63	5.61	10.5	7.98	2.52	1.18	0.70	0.59	Feeder Job Computations
	0.51						0.05					
2a. 2b1 incumb	89.82	14.37	2.99	5.39	5.13	10.5	9.43	1.51	0.31	0.57	0.54	fy2008-2009 incumb vs est avail report
	0.92						0.10					
Availability:							89.09	10.33	2.50	4.44	2.29	
							1.11					

Availability Factor Computation Form

Job Group 2B2 Mid Level Probation/Parole Officers

Factor	Raw Statistics					Weight %	Weighted Factor					Source of Statistics
	Fem	Min	Blk	Asi	His		Fem	Min	Blk	Asi	His	
	Ind						Ind					
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	44.74	8.48	0.00	7.71	0.00	79.0	35.34	6.70	0.00	6.09	0.00	PMSA_Oregon & Washington
	0.77						0.61					
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	17.30	15.82	9.28	2.32	3.80	10.5	1.82	1.66	0.97	0.24	0.40	Feeder Job Computations
	0.42						0.04					
2a. 2b2 incumb	56.49	19.85	10.69	3.05	6.11	10.5	5.93	2.08	1.12	0.32	0.64	fy2008-2009 incumb vs est avail report
	0.00						0.00					
Availability:							43.09	10.44	2.09	6.65	1.04	
							0.65					

Availability Factor Computation Form

Job Group 2C Entry Level Professionals

Factor	Raw Statistics					Weight %	Weighted Factor					Source of Statistics
	Fem	Min	Blk	Asi	His		Fem	Min	Blk	Asi	His	
	Ind						Ind					
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	47.46	10.00	2.20	3.00	3.20	76.0	36.07	7.60	1.67	2.28	2.43	PMSA_Oregon & Washington
	1.61						1.22					
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	29.00	32.00	14.00	11.00	6.00	12.0	3.48	3.84	1.68	1.32	0.72	Feeder Job Computations
	1.00						0.12					
2a. 2c incumb	76.02	23.98	11.22	6.63	5.61	12.0	9.12	2.88	1.35	0.80	0.67	fy2008-2009 incumb vs est avail report
	0.51						0.06					
Availability:							48.67	14.32	4.70	4.40	3.82	
							1.40					

Availability Factor Computation Form

Job Group 3A Senior Level Technician

Factor	Raw Statistics					Weight %	Weighted Factor					Source of Statistics
	Fem	Min	Blk	Asi	His		Fem	Min	Blk	Asi	His	
	Ind						Ind					
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	38.42	12.19	2.75	4.74	3.28	58.0	22.28	7.07	1.60	2.75	1.90	PMSA_Oregon & Washington
	1.42						0.82					
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	40.98	22.95	1.64	14.75	6.56	21.0	8.61	4.82	0.34	3.10	1.38	Feeder Job Computations
	0.00						0.00					
2a. 3a incumb	26.47	13.24	4.41	1.47	5.88	21.0	5.56	2.78	0.93	0.31	1.23	fy2008-2009 incumb vs est avail report
	1.47						0.31					
Availability:							36.45	14.67	2.87	6.16	4.51	
							1.13					

Availability Factor Computation Form

Job Group 3B Mid Level Technician

Factor	Raw Statistics					Weight %	Weighted Factor					Source of Statistics
	Fem	Min	Blk	Asi	His		Fem	Min	Blk	Asi	His	
	Ind						Ind					
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	51.22	12.98	3.55	5.02	2.74	83.0	42.51	10.77	2.95	4.17	2.27	PMSA_Oregon & Washington
	1.65						1.37					
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	79.36	25.40	6.35	7.94	11.11	8.5	6.75	2.16	0.54	0.67	0.94	Feeder Job Computations
	0.00						0.00					
2a. 3b incumb	40.98	22.96	1.64	14.75	6.56	8.5	3.48	1.95	0.14	1.25	0.56	fy2008-2009 incumb vs est avail report
	0.00						0.00					
Availability:							52.74	14.88	3.63	6.09	3.77	
							1.37					

Job Group 3C Entry Level Technician

Factor	Raw Statistics					Weight %	Weighted Factor					Source of Statistics
	Fem	Min	Blk	Asi	His		Fem	Min	Blk	Asi	His	
	Ind						Ind					
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	72.76	12.79	3.14	3.81	4.71	76.0	55.30	9.72	2.39	2.90	3.58	PMSA_Oregon & Washington
		1.15						0.87				
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	0.00	0.00	0.00	0.00	0.0	0.00	0.00	0.00	0.00	0.00	Feeder Job Computations
		0.00						0.00				
2a. 3c incumb	79.37	25.40	6.35	7.94	11.11	24.0	19.05	6.10	1.52	1.91	2.67	fy2008-2009 incumb vs est avail report
		0.00						0.00				
Availability:							74.35	15.82	3.91	4.81	6.25	
								0.87				

Availability Factor Computation Form

Job Group 4A Protective Services: Senior Level Management

Factor	Raw Statistics					Weight %	Weighted Factor					Source of Statistics
	Fem	Min	Blk	Asi	His		Fem	Min	Blk	Asi	His	
	Ind						Ind					
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	15.22	13.76	3.65	1.52	5.80	5.0	0.76	0.69	0.18	0.08	0.29	Region 8
	2.78						0.14					
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	19.37	18.50	10.12	3.84	4.01	85.0	16.46	15.72	8.60	3.26	3.41	Feeder Job Computations
	0.52						0.44					
2a. 4a incumb	7.14	0.00	0.00	0.00	0.00	10.0	0.71	0.00	0.00	0.00	0.00	fy2008-2009 incumb vs est avail report
	0.00						0.00					
Availability:							17.93	16.41	8.78	3.34	3.70	
							0.58					

Availability Factor Computation Form

Job Group 4B Protective Services: Mid Level Management

Factor	Raw Statistics					Weight %	Weighted Factor					Source of Statistics
	Fem	Min	Blk	Asi	His		Fem	Min	Blk	Asi	His	
	Ind						Ind					
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	56.00	20.81	10.94	3.68	4.86	43.0	24.08	8.95	4.70	1.58	2.09	PMSA_Oregon & Washington
	1.32						0.57					
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	17.34	15.64	9.30	2.33	3.59	50.0	8.67	7.82	4.65	1.16	1.80	Feeder Job Computations
	0.42						0.21					
2a. 4b incumb	28.71	32.67	13.86	10.89	6.93	7.0	2.01	2.29	0.97	0.76	0.49	fy2008-2009 incumb vs est avail report
	0.99						0.07					
Availability:							34.76	19.06	10.32	3.50	4.38	
							0.85					

Availability Factor Computation Form

Job Group 4C Protective Services: Entry Level Official

Factor	Raw Statistics					Weight %	Weighted Factor					Source of Statistics
	Fem	Min	Blk	Asi	His		Fem	Min	Blk	Asi	His	
	Ind						Ind					
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	27.73	14.32	2.29	2.99	3.96	76.0	21.07	10.88	1.74	2.27	3.01	PMSA_Oregon & Washington
	5.07						3.85					
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	0.00	0.00	0.00	0.00	0.0	0.00	0.00	0.00	0.00	0.00	Feeder Job Computations
	0.00						0.00					
2a. 4c incumb	17.34	15.64	9.30	2.33	3.59	24.0	4.16	3.75	2.23	0.56	0.86	fy2008-2009 incumb vs est avail report
	0.42						0.10					
Availability:							25.23	14.63	3.97	2.83	3.87	
							3.95					

Availability Factor Computation Form

Job Group 5A Senior Level Support

Factor	Raw Statistics					Weight %	Weighted Factor					Source of Statistics
	Fem	Min	Blk	Asi	His		Fem	Min	Blk	Asi	His	
	Ind						Ind					
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	45.56	10.64	2.99	1.67	3.52	58.0	26.42	6.17	1.73	0.97	2.04	PMSA_Oregon & Washington
	2.46						1.43					
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	70.86	32.41	5.78	6.28	19.09	21.0	14.88	6.81	1.21	1.32	4.01	Feeder Job Computations
	1.26						0.26					
2a. 5a incumb	57.69	15.38	7.69	7.69	0.00	21.0	12.11	3.23	1.61	1.61	0.00	fy2008-2009 incumb vs est avail report
	0.00						0.00					
Availability:							53.41	16.21	4.55	3.90	6.05	
							1.69					

Availability Factor Computation Form

Job Group 5B Mid Level Support

Factor	Raw Statistics					Weight %	Weighted Factor					Source of Statistics
	Fem	Min	Blk	Asi	His		Fem	Min	Blk	Asi	His	
	Ind						Ind					
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	71.00	11.71	2.63	3.31	3.53	83.0	58.93	9.72	2.18	2.75	2.93	PMSA_Oregon & Washington
	2.23						1.85					
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	83.54	25.30	6.55	6.09	11.89	8.5	7.10	2.15	0.56	0.52	1.01	Feeder Job Computations
	0.76						0.06					
2a. 5b incumb	70.85	32.41	5.78	6.28	19.10	8.5	6.02	2.75	0.49	0.53	1.62	fy2008-2009 incumb vs est avail report
	1.26						0.11					
Availability:							72.05	14.62	3.23	3.80	5.56	
							2.02					

Job Group 5C Entry Level Support

Factor	Raw Statistics					Weight %	Weighted Factor					Source of Statistics
	Fem	Min	Blk	Asi	His		Fem	Min	Blk	Asi	His	
	Ind						Ind					
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	75.73	8.44	0.44	3.47	2.02	76.0	57.55	6.41	0.33	2.64	1.54	PMSA_Oregon & Washington
	2.50						1.90					
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	62.31	9.23	1.54	3.85	1.54	12.0	7.48	1.11	0.18	0.46	0.18	Feeder Job Computations
	2.31						0.28					
2a. 5c incumb	77.13	19.15	4.26	5.85	8.51	12.0	9.26	2.30	0.51	0.70	1.02	fy2008-2009 incumb vs est avail report
	0.53						0.06					
Availability:							74.29	9.82	1.02	3.80	2.74	
							2.24					

Availability Factor Computation Form

Job Group 6A Senior Level Clerical

Factor	Raw Statistics					Weight %	Weighted Factor					Source of Statistics
	Fem	Min	Blk	Asi	His		Fem	Min	Blk	Asi	His	
	Ind						Ind					
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	84.60	12.83	3.18	4.24	3.92	58.0	49.07	7.44	1.84	2.46	2.27	PMSA_Oregon & Washington
	1.50						0.87					
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	77.13	27.57	5.86	6.05	14.50	21.0	16.20	5.79	1.23	1.27	3.04	Feeder Job Computations
	1.15						0.24					
2a. 6a incumb	86.98	29.59	8.88	4.14	14.79	21.0	18.27	6.21	1.86	0.87	3.11	fy2008-2009 incumb vs est avail report
	1.78						0.37					
Availability:							83.54	19.44	4.93	4.60	8.42	
							1.48					

Availability Factor Computation Form

Job Group 6B Mid Level Clerical

Factor	Raw Statistics					Weight %	Weighted Factor					Source of Statistics
	Fem	Min	Blk	Asi	His		Fem	Min	Blk	Asi	His	
	Ind						Ind					
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	85.97	14.19	2.55	5.22	3.99	83.0	71.36	11.78	2.12	4.33	3.31	PMSA_Oregon & Washington
	2.44						2.03					
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	70.59	18.49	2.94	5.88	8.40	8.5	6.00	1.57	0.25	0.50	0.71	Feeder Job Computations
	1.26						0.11					
2a. 6b incumb	87.16	28.15	7.65	5.93	14.79	8.5	7.41	2.39	0.65	0.50	1.26	fy2008-2009 incumb vs est avail report
	1.78						0.15					
Availability:							84.77	15.74	3.02	5.33	5.28	
							2.29					

Availability Factor Computation Form

Job Group 6C Entry Level Clerical

Factor	Raw Statistics					Weight %	Weighted Factor					Source of Statistics
	Fem	Min	Blk	Asi	His		Fem	Min	Blk	Asi	His	
	Ind						Ind					
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	87.48	10.79	2.36	3.72	3.57	76.0	66.48	8.20	1.79	2.83	2.71	PMSA_Oregon & Washington
	1.13						0.86					
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	0.00	0.00	0.00	0.00	0.0	0.00	0.00	0.00	0.00	0.00	Feeder Job Computations
	0.00						0.00					
2a. 6c incumb	80.56	29.63	4.63	9.29	16.67	24.0	19.33	7.11	1.11	2.23	4.00	fy2008-2009 incumb vs est avail report
	0.00						0.00					
Availability:							85.81	15.31	2.90	5.06	6.71	
							0.86					

Availability Factor Computation Form

Job Group 6C1 Entry Level Library

Factor	Raw Statistics					Weight %	Weighted Factor					Source of Statistics
	Fem	Min	Blk	Asi	His		Fem	Min	Blk	Asi	His	
	Ind						Ind					
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	83.84	12.85	3.49	4.15	3.96	100.0	83.84	12.85	3.49	4.15	3.96	PMSA_Oregon & Washington
		1.25						1.25				
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	0.00	0.00	0.00	0.00	0.0	0.00	0.00	0.00	0.00	0.00	Feeder Job Computations
		0.00						0.00				
Availability:							83.84	12.85	3.49	4.15	3.96	
								1.25				

Availability Factor Computation Form

Job Group 7A Senior Level Craft

Factor	Raw Statistics					Weight %	Weighted Factor					Source of Statistics
	Fem	Min	Blk	Asi	His		Fem	Min	Blk	Asi	His	
	Ind						Ind					
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	3.34	9.50	1.75	1.02	4.81	58.0	1.94	5.51	1.02	0.59	2.79	PMSA_Oregon & Washington
	1.91						1.11					
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	2.94	26.47	2.94	5.88	17.65	21.0	0.62	5.56	0.62	1.23	3.71	Feeder Job Computations
	0.00						0.00					
2a. 7a incumb	0.00	10.00	6.67	0.00	3.33	21.0	0.00	2.10	1.40	0.00	0.70	fy2008-2009 incumb vs est avail report
	0.00						0.00					
Availability:							2.56	13.17	3.03	1.82	7.20	
							1.11					

Availability Factor Computation Form

Job Group 7B Mid Level Craft

Factor	Raw Statistics					Weight %	Weighted Factor					Source of Statistics
	Fem	Min	Blk	Asi	His		Fem	Min	Blk	Asi	His	
	Ind						Ind					
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	14.59	13.20	2.50	2.30	6.48	83.0	12.11	10.96	2.08	1.91	5.38	PMSA_Oregon & Washington
	1.93						1.60					
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	7.14	14.29	0.00	0.00	10.71	8.5	0.61	1.21	0.00	0.00	0.91	Feeder Job Computations
	3.57						0.30					
2a. 7b incumb	2.94	26.47	2.94	5.88	17.65	8.5	0.25	2.25	0.25	0.50	1.50	fy2008-2009 incumb vs est avail report
	0.00						0.00					
Availability:							12.97	14.42	2.32	2.41	7.79	
							1.90					

Availability Factor Computation Form

Job Group 7C Entry Level Craft

Factor	Raw Statistics					Weight %	Weighted Factor					Source of Statistics
	Fem	Min	Blk	Asi	His		Fem	Min	Blk	Asi	His	
	Ind						Ind					
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	6.52	11.48	0.30	1.11	4.68	76.0	4.96	8.72	0.23	0.84	3.56	PMSA_Oregon & Washington
	5.38						4.09					
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	38.10	30.95	11.90	9.52	7.14	12.0	4.57	3.71	1.43	1.14	0.86	Feeder Job Computations
	2.38						0.29					
2a. 7c incumb	7.14	14.29	0.00	0.00	10.71	12.0	0.86	1.71	0.00	0.00	1.29	fy2008-2009 incumb vs est avail report
	3.57						0.43					
Availability:							10.39	14.14	1.66	1.98	5.71	
							4.81					

Availability Factor Computation Form

Job Group 8A Senior Level Maintenance

Factor	Raw Statistics					Weight %	Weighted Factor					Source of Statistics
	Fem	Min	Blk	Asi	His		Fem	Min	Blk	Asi	His	
	Ind						Ind					
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	55.79	11.06	2.45	3.51	3.19	58.0	32.36	6.41	1.42	2.04	1.85	PMSA_Oregon & Washington
	1.94						1.13					
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	23.08	19.23	1.92	3.85	11.54	21.0	4.85	4.04	0.40	0.81	2.42	Feeder Job Computations
	1.92						0.40					
2a. 8a incumb	31.71	14.63	7.32	2.44	2.44	21.0	6.66	3.07	1.54	0.51	0.51	fy2008-2009 incumb vs est avail report
	2.44						0.51					
Availability:							43.87	13.52	3.36	3.36	4.78	
							2.04					

Availability Factor Computation Form

Job Group 8B Mid Level Maintenance

Factor	Raw Statistics					Weight %	Weighted Factor					Source of Statistics
	Fem	Min	Blk	Asi	His		Fem	Min	Blk	Asi	His	
	Ind						Ind					
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	50.00	19.00	1.52	3.53	11.08	83.0	41.50	15.77	1.26	2.93	9.20	PMSA_Oregon & Washington
	2.84						2.36					
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	38.10	30.95	11.90	9.52	7.14	8.5	3.24	2.63	1.01	0.81	0.61	Feeder Job Computations
	2.38						0.20					
2a. 8b incumb	61.11	5.56	0.00	0.00	0.00	8.5	5.19	0.47	0.00	0.00	0.00	fy2008-2009 incumb vs est avail report
	5.56						0.47					
Availability:							49.93	18.87	2.27	3.74	9.81	
							3.03					

Availability Factor Computation Form

Job Group 8C Entry Level Maintenance

Factor	Raw Statistics					Weight %	Weighted Factor					Source of Statistics
	Fem	Min	Blk	Asi	His		Fem	Min	Blk	Asi	His	
	Ind						Ind					
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	29.11	14.26	2.76	3.43	5.61	76.0	22.12	10.84	2.10	2.61	4.26	PMSA_Oregon & Washington
	2.45						1.86					
2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	0.00	0.00	0.00	0.00	0.0	0.00	0.00	0.00	0.00	0.00	Feeder Job Computations
	0.00						0.00					
2a. 8c incumb	38.10	30.95	11.90	9.52	7.14	24.0	9.14	7.43	2.86	2.28	1.71	fy2008-2009 incumb vs est avail report
	2.38						0.57					
Availability:							31.26	18.27	4.96	4.89	5.97	
							2.43					

Multnomah County, Oregon

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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	50.35	15.52	5.68	5.31	4.08	NO	NO	NO	NO	NO
		0.00					0.45					YES				
1B Mid Level Management	215	57.67	18.14	6.98	6.05	4.65	53.26	17.02	5.32	6.38	4.44	NO	NO	NO	NO	NO
		0.47					0.93					YES				
1C Entry Level Management	127	56.69	21.26	7.87	8.66	3.15	52.95	16.34	5.77	6.00	3.43	NO	NO	NO	NO	NO
		1.57					1.15					NO				
1C1 Entry Level Mgt: Senior Supervisors	82	71.95	26.83	13.41	7.32	4.88	60.31	18.25	7.05	5.57	4.43	NO	NO	NO	NO	NO
		1.22					1.20					NO				
2A Senior Level Professionals	224	55.80	18.30	5.80	8.93	3.13	50.93	18.16	4.29	7.08	5.42	NO	NO	NO	NO	YES
		0.45					1.36					YES				
2A1 Senior Level Health Professionals	103	68.93	10.68	0.00	7.77	2.91	56.66	15.35	1.77	9.65	3.34	NO	YES	YES	NO	NO
		0.00					0.58					YES				
2B Mid Level Professionals	760	67.63	18.95	7.24	5.66	5.13	61.18	13.51	4.61	3.90	3.64	NO	NO	NO	NO	NO
		0.92					1.33					YES				
2B1 Mid Level Health Professionals	167	89.82	14.37	2.99	5.39	5.39	89.09	10.33	2.50	4.44	2.29	NO	NO	NO	NO	NO
		0.60					1.11					YES				
2B2 Mid Level Probation/Parole Officers	131	56.49	19.85	10.69	3.05	6.11	43.09	10.44	2.09	6.65	1.04	NO	NO	NO	YES	NO
		0.00					0.65					YES				
2C Entry Level Professionals	196	76.02	23.98	11.22	6.63	5.61	48.67	14.32	4.70	4.40	3.82	NO	NO	NO	NO	NO
		0.51					1.40					YES				
3A Senior Level Technician	68	26.47	13.24	4.41	1.47	5.88	36.45	14.67	2.87	6.16	4.51	YES	NO	NO	YES	NO
		1.47					1.13					NO				
3B Mid Level Technician	61	40.98	22.95	1.64	14.75	6.56	52.74	14.88	3.63	6.09	3.77	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	74.35	15.82	3.91	4.81	6.25	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	17.93	16.41	8.78	3.34	3.70	YES	YES	YES	YES	YES
		0.00					0.58					YES				
4B Protective Services: Mid Level Management	101	28.71	32.67	13.86	10.89	6.93	34.76	19.06	10.32	3.50	4.38	NO	NO	NO	NO	NO
		0.99					0.85					NO				
4C Protective Services: Entry Level Official	473	17.34	15.64	9.30	2.33	3.59	25.23	14.63	3.97	2.83	3.87	YES	NO	NO	NO	NO
		0.42					3.95					YES				
5A Senior Level Support	26	57.69	15.38	7.69	7.69	0.00	53.41	16.21	4.55	3.90	6.05	NO	NO	NO	NO	YES
		0.00					1.69					YES				
5B Mid Level Support	398	70.85	32.41	5.78	6.28	19.10	72.05	14.62	3.23	3.80	5.56	NO	NO	NO	NO	NO
		1.26					2.02					YES				
5C Entry Level Support	188	77.13	19.15	4.26	5.85	8.51	74.29	9.82	1.02	3.80	2.74	NO	NO	NO	NO	NO
		0.53					2.24					YES				
6A Senior Level Clerical	169	86.98	29.59	8.88	4.14	14.79	83.54	19.44	4.93	4.60	8.42	NO	NO	NO	NO	NO
		1.78					1.48					NO				
6B Mid Level Clerical	405	87.16	28.15	7.65	5.93	13.58	84.77	15.74	3.02	5.33	5.28	NO	NO	NO	NO	NO
		0.99					2.29					YES				
6C Entry Level Clerical	108	80.56	29.63	4.63	8.33	16.67	85.81	15.31	2.90	5.06	6.71	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	83.84	12.85	3.49	4.15	3.96	YES	YES	YES	NO	YES
		2.31					1.25					NO				
7A Senior Level Craft	30	0.00	10.00	6.67	0.00	3.33	2.56	13.17	3.03	1.82	7.20	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	12.97	14.42	2.32	2.41	7.79	YES	NO	NO	NO	NO
		0.00					1.90					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	10.39	14.14	1.66	1.98	5.71	YES	NO	YES	YES	NO
		3.57					4.81					YES				
8A Senior Level Maintenance	41	31.71	14.63	7.32	2.44	2.44	43.87	13.52	3.36	3.36	4.78	YES	NO	NO	YES	YES
		2.44					2.04					NO				
8B Mid Level Maintenance	18	61.11	5.56	0.00	0.00	0.00	49.93	18.87	2.27	3.74	9.81	NO	YES	YES	YES	YES
		5.56					3.03					NO				
8C Entry Level Maintenance	42	38.10	30.95	11.90	9.52	7.14	31.26	18.27	4.96	4.89	5.97	NO	NO	NO	NO	NO
		2.38					2.43					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

Multnomah County

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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	NO	NO		0.357		0.248	0.257	NO	NO	NO	NO	NO
	YES					0.620					NO				
1B Mid Level Management	NO	NO	NO	NO	NO				0.200		NO	NO	NO	NO	NO
	YES					0.710					NO				
1C Entry Level Management	NO	NO	NO	NO	NO					0.174	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					1.517	NO	NO	NO	NO	NO
	YES					1.181					NO				
2A1 Senior Level Health Professionals	NO	YES	YES	NO	NO		1.315	1.362	0.647	0.241	NO	NO	NO	NO	NO
	YES					0.775					NO				
2B Mid Level Professionals	NO	NO	NO	NO	NO						NO	NO	NO	NO	NO
	YES					0.984					NO				
2B1 Mid Level Health Professionals	NO	NO	NO	NO	NO						NO	NO	NO	NO	NO
	YES					0.631					NO				
2B2 Mid Level Probation/Parole Officers	NO	NO	NO	YES	NO				1.652		NO	NO	NO	NO	NO
	YES					0.926					NO				
2C Entry Level Professionals	NO	NO	NO	NO	NO						NO	NO	NO	NO	NO
	YES					1.060					NO				
3A Senior Level Technician	YES	NO	NO	YES	NO	1.710	0.334		1.608		NO	NO	NO	NO	NO
	NO										NO				
3B Mid Level Technician	YES	NO	YES	NO	NO	1.839		0.831			NO	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	0.255 E	0.081 E	0.276 E	0.622 E	0.590 E	NO	NO	NO	NO	NO
	YES					0.922 E					NO				
4B Protective Services: Mid Level Management	NO	NO	NO	NO	NO	1.276					NO	NO	NO	NO	NO
	NO										NO				
4C Protective Services: Entry Level Official	YES	NO	NO	NO	NO	3.953			0.662	0.311	YES	NO	NO	NO	NO
	YES					3.938					YES				
5A Senior Level Support	NO	NO	NO	NO	YES		0.584 E			0.197 E	NO	NO	NO	NO	NO
	YES					0.642 E					NO				
5B Mid Level Support	NO	NO	NO	NO	NO	0.532					NO	NO	NO	NO	NO
	YES					1.083					NO				
5C Entry Level Support	NO	NO	NO	NO	NO						NO	NO	NO	NO	NO
	YES					1.583					NO				
6A Senior Level Clerical	NO	NO	NO	NO	NO				0.284		NO	NO	NO	NO	NO
	NO										NO				
6B Mid Level Clerical	NO	NO	NO	NO	NO						NO	NO	NO	NO	NO
	YES					1.752					NO				
6C Entry Level Clerical	NO	NO	NO	NO	NO	1.565					NO	NO	NO	NO	NO
	YES					0.968					NO				
6C1 Entry Level Library	YES	YES	YES	NO	YES	6.670	1.233	1.212	0.174	1.416	YES	NO	NO	NO	NO
	NO										NO				
7A Senior Level Craft	YES	YES	NO	YES	YES	0.888	0.513		0.746	0.819	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	1.741					NO	NO	NO	NO	NO
	YES					0.811					NO				
7C Entry Level Craft	YES	NO	YES	YES	NO	0.432 E		0.626 E	0.571 E		NO	NO	NO	NO	NO
	YES					0.607 E					NO				
8A Senior Level Maintenance	YES	NO	NO	YES	YES	1.569			0.327	0.703	NO	NO	NO	NO	NO
	NO										NO				
8B Mid Level Maintenance	NO	YES	YES	YES	YES		0.120 E	0.661 E	0.504 E	0.156 E	NO	NO	NO	NO	NO
	NO										NO				
8C Entry Level Maintenance	NO	NO	NO	NO	NO						NO	NO	NO	NO	NO
	NO					0.021					NO				

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

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.

PLACEMENT GOALS

41 C.F.R. 60-2.16

As required by applicable regulations, Multnomah County, Oregon, has established departmental/offices placement goals where the actual representation of women or minorities in a job group is less than would be reasonably expected based on calculated availability.

In establishing placement goals, we applied the following principles:

1. When the percentage of minorities or women employed in a particular job group is less than would reasonably be expected given their availability percentage in that job group, the Government established a percentage annual placement goal at least equal to the availability figure derived for women or minorities, as appropriate, for that job group.
2. Placement goals are not quotas that must be met, nor are they to be considered as either a ceiling or a floor for the employment of particular groups.
3. In all employment decisions, the Government makes selections in a nondiscriminatory manner. Placement goals do not provide a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of that individual's race, color, religion, sex, age, disability, veteran status, or national origin.
4. Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.
5. Placement goals are not used to supersede merit selection principles, nor do these placement goals require the Government to hire a person who lacks qualifications to perform the job successfully or hire a less-qualified person in preference to a more-qualified one.
6. The placement goals established in this AAP may reflect the Government's publicly announced permissible preference for American Indians living on or near an Indian reservation.
7. Placement goals are performance indicators use to identify patterns of participation across occupational levels and to insure fair and equal employment opportunity.

As is described in more detail in the Action Oriented Program section of this AAP, where a placement goal is set, departments/offices will develop action oriented steps to increase the recruitment and training of minorities or women, or both.

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	0.45				
1B Mid Level Management	0.93				
1C Entry Level Management					
1C1 Entry Level Mgt: Senior Supervisors					
2A Senior Level Professionals	1.36				5.42
2A1 Senior Level Health Professionals	0.58	15.35	1.77		
2B Mid Level Professionals	1.33				
2B1 Mid Level Health Professionals	1.11				
2B2 Mid Level Probation/Parole Officers	0.65			6.65	
2C Entry Level Professionals	1.40				
3A Senior Level Technician	36.45			6.16	
3B Mid Level Technician	52.74		3.63		
3C Entry Level Technician	1.37				
	0.87				
4A Protective Services: Senior Level Management	17.93	16.41	8.78	3.34	3.70
	0.58				
4B Protective Services: Mid Level Management					
4C Protective Services: Entry Level Official	25.23				
	3.95				
5A Senior Level Support	1.69				6.05
5B Mid Level Support	2.02				
5C Entry Level Support	2.24				
6A Senior Level Clerical					
6B Mid Level Clerical	2.29				
6C Entry Level Clerical	0.86				

Job Group & Name	GOAL %				
	Fem	Min	Blk	Asi	His
	Ind				
6C1 Entry Level Library	83.84	12.85	3.49		3.96
7A Senior Level Craft	2.56	13.17		1.82	7.20
	1.11				
7B Mid Level Craft	12.97				
	1.90				
7C Entry Level Craft	10.39		1.66	1.98	
	4.81				
8A Senior Level Maintenance	43.87			3.36	4.78
8B Mid Level Maintenance		18.87	2.27	3.74	9.81
8C Entry Level Maintenance					

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Sector: DA

Job Group & Name	GOAL %				
	Fem	Min	Blk	Asi	His
	Ind				
1A Executive Management	50.35	15.52	5.68	5.31	4.08
	0.45				
1B Mid Level Management	53.26	17.02	5.32	6.38	4.44
	0.93				
1C Entry Level Management		16.34	5.77	6.00	3.43
	1.15				
2A Senior Level Professionals	50.93	18.16	4.29		5.42
	1.36				
2B Mid Level Professionals			4.61		3.64
	1.33				
2C Entry Level Professionals	48.67				3.82
	1.40				
3A Senior Level Technician	36.45			6.16	4.51
	1.13				
3B Mid Level Technician		14.88	3.63	6.09	3.77
	1.37				
5A Senior Level Support			4.55		6.05
	1.69				
5B Mid Level Support				3.80	5.56
	2.02				
6A Senior Level Clerical		19.44		4.60	8.42
	1.48				
6B Mid Level Clerical					
	2.29				
6C Entry Level Clerical		15.31	2.90	5.06	
	0.86				

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Sector: DCHS

Job Group & Name	GOAL %				
	Fem	Min	Blk	Asi	His
	Ind				
1A Executive Management				5.31	
	0.45				
1B Mid Level Management					
1C Entry Level Management				6.00	3.43
	1.15				
1C1 Entry Level Mgt: Senior Supervisors					
2A Senior Level Professionals				7.08	5.42
2A1 Senior Level Health Professionals		15.35	1.77	9.65	3.34
	0.58				
2B Mid Level Professionals					
	1.33				
2B1 Mid Level Health Professionals		10.33	2.50	4.44	2.29
	1.11				
2C Entry Level Professionals					
	1.40				
3B Mid Level Technician	52.74		3.63		
	1.37				
5B Mid Level Support				3.80	
	2.02				
5C Entry Level Support				3.80	
	2.24				
6A Senior Level Clerical					
	1.48				
6B Mid Level Clerical				5.33	
6C Entry Level Clerical			2.90		
	0.86				

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Sector: DCJ

Job Group & Name	GOAL %				
	Fem	Min	Blk	Asi	His
1A Executive Management	50.35			5.31	4.08
	0.45				
1B Mid Level Management					
	0.93				
1C Entry Level Management				6.00	3.43
	1.15				
2A Senior Level Professionals			4.29		5.42
	1.36				
2B Mid Level Professionals					
2B2 Mid Level Probation/Parole Officers				6.65	
	0.65				
2C Entry Level Professionals				4.40	
	1.40				
4B Protective Services: Mid Level Management					
4C Protective Services: Entry Level Official				2.83	3.87
5A Senior Level Support		16.21	4.55	3.90	6.05
	1.69				
5B Mid Level Support					
5C Entry Level Support			1.02	3.80	2.74
6A Senior Level Clerical				4.60	
	1.48				
6B Mid Level Clerical				5.33	
	2.29				
8B Mid Level Maintenance			2.27	3.74	9.81
8C Entry Level Maintenance					
	2.43				

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Sector: DCM

Job Group & Name	GOAL %				
	Fem	Min	Blk	Asi	His
1A Executive Management	50.35	15.52	5.68		4.08
	0.45				
1B Mid Level Management		17.02	5.32		4.44
	0.93				
1C Entry Level Management					
	1.15				
1C1 Entry Level Mgt: Senior Supervisors	60.31				
	1.20				
2A Senior Level Professionals			4.29		5.42
	1.36				
2B Mid Level Professionals					
	1.33				
2C Entry Level Professionals				4.40	3.82
	1.40				
3A Senior Level Technician	36.45			6.16	
3B Mid Level Technician	52.74		3.63		
	1.37				
3C Entry Level Technician	74.35	15.82	3.91	4.81	
	0.87				
5A Senior Level Support		16.21	4.55	3.90	6.05
	1.69				
5B Mid Level Support		14.62	3.23	3.80	5.56
	2.02				
5C Entry Level Support	74.29			3.80	2.74
	2.24				
6A Senior Level Clerical				4.60	
6B Mid Level Clerical					5.28
	2.29				
6C Entry Level Clerical					
	0.86				
7A Senior Level Craft	2.56			1.82	7.20
	1.11				
7B Mid Level Craft	12.97		2.32	2.41	
	1.90				
7C Entry Level Craft	10.39	14.14	1.66	1.98	5.71
	4.81				
8A Senior Level Maintenance	43.87	13.52	3.36	3.36	4.78
	2.04				
8B Mid Level Maintenance	49.93	18.87	2.27	3.74	9.81

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Sector: DCM

Job Group & Name	GOAL %				
	Fem	Min	Blk	Asi	His
	Ind				
	3.03				
8C Entry Level Maintenance	31.26				

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Sector: DCS

Job Group & Name	GOAL %				
	Fem	Min	Blk	Asi	His
1A Executive Management	50.35			5.31	4.08
	0.45				
1B Mid Level Management	53.26	17.02	5.32	6.38	
	0.93				
1C Entry Level Management	52.95				3.43
1C1 Entry Level Mgt: Senior Supervisors	60.31	18.25	7.05	5.57	4.43
	1.20				
2A Senior Level Professionals	50.93	18.16	4.29		5.42
	1.36				
2A1 Senior Level Health Professionals		15.35	1.77	9.65	3.34
	0.58				
2B Mid Level Professionals	61.18				3.64
2C Entry Level Professionals			4.70		3.82
	1.40				
3A Senior Level Technician	36.45	14.67	2.87	6.16	
	1.13				
3B Mid Level Technician	52.74			6.09	
	1.37				
3C Entry Level Technician	74.35	15.82	3.91	4.81	6.25
	0.87				
5B Mid Level Support			3.23	3.80	
6A Senior Level Clerical					
	1.48				
6B Mid Level Clerical					
	2.29				
6C Entry Level Clerical			2.90		6.71
	0.86				
7A Senior Level Craft	2.56	13.17	3.03	1.82	7.20
	1.11				
7B Mid Level Craft	12.97		2.32		
	1.90				
7C Entry Level Craft	10.39		1.66	1.98	
	4.81				
8A Senior Level Maintenance	43.87		3.36		4.78
8B Mid Level Maintenance		18.87	2.27	3.74	9.81
	3.03				
8C Entry Level Maintenance					
	2.43				

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Sector: Health

Job Group & Name	GOAL %				
	Fem	Min	Blk	Asi	His
1A Executive Management	0.45				
1B Mid Level Management	0.93	17.02	5.32		4.44
1C Entry Level Management	1.15				
1C1 Entry Level Mgt: Senior Supervisors	1.20				4.43
2A Senior Level Professionals	1.36			7.08	
2A1 Senior Level Health Professionals	0.58	15.35	1.77		
2B Mid Level Professionals			4.61		
2B1 Mid Level Health Professionals	1.11				
2C Entry Level Professionals					
3A Senior Level Technician	1.13		2.87		4.51
3B Mid Level Technician	1.37		3.63		3.77
3C Entry Level Technician	0.87				
4B Protective Services: Mid Level Management	34.76		10.32	3.50	
5A Senior Level Support	1.69			3.90	6.05
5B Mid Level Support	2.02				
5C Entry Level Support	2.24				
6A Senior Level Clerical					
6B Mid Level Clerical	2.29				
6C Entry Level Clerical	0.86				
7B Mid Level Craft	12.97			2.41	7.79
	1.90				

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Placement Goals Report

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Sector: Library

Job Group & Name	GOAL %				
	Fem	Min	Blk	Asi	His
1A Executive Management		15.52	5.68	5.31	
	0.45				
1B Mid Level Management		17.02	5.32	6.38	
	0.93				
1C Entry Level Management					3.43
1C1 Entry Level Mgt: Senior Supervisors			7.05		4.43
	1.20				
2A Senior Level Professionals			4.29		5.42
	1.36				
2B Mid Level Professionals			4.61		
	1.33				
2C Entry Level Professionals		14.32	4.70	4.40	
	1.40				
3B Mid Level Technician		14.88	3.63	6.09	3.77
	1.37				
5B Mid Level Support		14.62	3.23		5.56
	2.02				
5C Entry Level Support					
	2.24				
6A Senior Level Clerical		19.44	4.93	4.60	8.42
	1.48				
6B Mid Level Clerical			3.02		5.28
	2.29				
6C1 Entry Level Library	83.84	12.85	3.49		3.96
7B Mid Level Craft	12.97	14.42	2.32	2.41	7.79
	1.90				
8C Entry Level Maintenance		18.27	4.96	4.89	5.97
	2.43				

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Placement Goals Report

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Sector: MCSO

Job Group & Name	GOAL %				
	Fem	Min	Blk	Asi	His
1A Executive Management	50.35	15.52	5.68	5.31	4.08
	0.45				
1B Mid Level Management		17.02	5.32	6.38	4.44
	0.93				
1C Entry Level Management	52.95			6.00	
	1.15				
1C1 Entry Level Mgt: Senior Supervisors				5.57	4.43
	1.20				
2A Senior Level Professionals	50.93				5.42
	1.36				
2B Mid Level Professionals		13.51	4.61	3.90	
	1.33				
2C Entry Level Professionals		14.32	4.70	4.40	3.82
	1.40				
3A Senior Level Technician		14.67	2.87	6.16	4.51
	1.13				
4A Protective Services: Senior Level Management	17.93	16.41	8.78	3.34	3.70
	0.58				
4B Protective Services: Mid Level Management		19.06	10.32	3.50	
	0.85				
4C Protective Services: Entry Level Official	25.23				
	3.95				
5A Senior Level Support		16.21	4.55	3.90	6.05
	1.69				
5B Mid Level Support	72.05				
	2.02				
6A Senior Level Clerical		19.44	4.93		8.42
	1.48				
6B Mid Level Clerical					5.28
	2.29				
6C Entry Level Clerical		15.31	2.90	5.06	6.71
	0.86				
7B Mid Level Craft	12.97	14.42	2.32	2.41	7.79
	1.90				
8A Senior Level Maintenance				3.36	4.78
	2.04				
8C Entry Level Maintenance			4.96		5.97
	2.43				

**IDENTIFICATION OF PROBLEM AREAS BY
ORGANIZATIONAL UNIT AND JOB GROUP
41 C.F.R. 60-2.17(b)**

We have conducted in-depth analyses of our total employment process, including the workforce by organizational unit and job group, personnel activity, compensation, and other personnel procedures to determine whether and where impediments to equal employment opportunity exist.

An analysis of each of these processes follows:

1. Composition of the Workforce by Organizational Unit

Our analysis by organizational unit reveals that minorities and women are not significantly underrepresented or concentrated in any particular organizational unit.

Minorities are employed at a rate of 21.22% and are represented in 82.5% of the Government's 80 departments. Further, minorities are represented in 98.11% of the departments that employ 10 or more people. Women are employed at a rate of 61.04% and are represented in 98.75% of all departments, and 100% of all departments that employ 10 or more people. This analysis suggests that there is no policy or practice excluding minorities or women from participating in any departments, nor is there any indication of overt discrimination in the selection process.

2. Composition of the Workforce by Job Group

Pursuant to the Office of Federal Contract Compliance Programs' (OFCCP) regulations, we have conducted an availability analysis by job group, taking into account both external and internal availability, and have compared incumbency to estimated availability to determine placement goals. The descriptions of Factor 1 and Factor 2 by job group are summarized in the Availability Analysis. Our findings are as follows:

- A. Our analysis of incumbency vs. estimated availability indicates that in some cases, incumbency is less than estimated availability; however, our more detailed analysis concludes that there is no significant problem concerning minority utilization.
- B. Our analysis indicates that, for women, incumbency is less than availability by a statistically significant amount in the following job groups: 3A, 3B, 6C1.
- C. The Government has established affirmative action placement goals and programs to address underutilization, and will continue to make a good faith effort to reach the placement goals established and implement action-oriented programs, which are detailed elsewhere in this AAP.

3. Analysis of Progress towards Prior Year Goals

In establishing departmental/office placement goals, the following principles apply:

- A. When the percentage of minorities or women employed in a particular job group is less than would reasonably be expected given their availability percentage in that job group, the

Government has established an annual percentage placement goal at least equal to the availability figure derived for women or minorities, as appropriate, for that job group.

- B. Placement goals are not quotas that must be met, nor are they to be considered as either a ceiling or a floor for the employment of particular groups.
- C. In all employment decisions, the Government makes selections in a nondiscriminatory manner.
- D. Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.
- E. Placement goals are not used to supersede merit selection principles.

A review of progress and goal attainment by job group for the period from July 1, 2008 - June 30, 2009 reveals the following areas of significant success for minorities and women:

Multnomah County, Oregon

Multnomah County

Goal Attainment for FY2008-2009

Goal Attainment

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Job Group	Target Group	Goal %	New Hire #	New Hire %	Promotion #	Promotion %	Total Opps #	Total Opps %	Achieved?*
1A	Asian	5.07	0 of 10	0.00	1 of 3	33.33	1 of 13	7.69	YES
1A	American Indian	0.46	0 of 10	0.00	0 of 3	0.00	0 of 13	0.00	LIMITED
1B	American Indian	0.89	0 of 10	0.00	0 of 8	0.00	0 of 18	0.00	LIMITED
2A	Hispanic	5.53	0 of 19	0.00	0 of 8	0.00	0 of 27	0.00	NO
2A	American Indian	1.42	1 of 19	5.26	0 of 8	0.00	1 of 27	3.70	YES
2A1	Black	1.88	0 of 15	0.00	0 of 0	N/A	0 of 15	0.00	LIMITED
2A1	American Indian	0.62	0 of 15	0.00	0 of 0	N/A	0 of 15	0.00	LIMITED
2B	American Indian	1.43	0 of 69	0.00	0 of 5	0.00	0 of 74	0.00	NO
2B1	American Indian	1.25	0 of 22	0.00	0 of 0	N/A	0 of 22	0.00	LIMITED
2B2	Asian	6.64	0 of 4	0.00	0 of 3	0.00	0 of 7	0.00	LIMITED
2B2	American Indian	0.65	0 of 4	0.00	0 of 3	0.00	0 of 7	0.00	LIMITED
3A	Female	36.82	0 of 1	0.00	1 of 1	100.00	1 of 2	50.00	YES
3A	Asian	6.64	1 of 1	100.00	0 of 1	0.00	1 of 2	50.00	YES
3B	Black	3.80	0 of 12	0.00	0 of 0	N/A	0 of 12	0.00	LIMITED
3B	American Indian	1.42	0 of 12	0.00	0 of 0	N/A	0 of 12	0.00	LIMITED
3C	American Indian	0.88	0 of 9	0.00	0 of 0	N/A	0 of 9	0.00	LIMITED
4A	Female	18.05	0 of 0	N/A	0 of 3	0.00	0 of 3	0.00	LIMITED
4A	Total Minorities	16.80	0 of 0	N/A	0 of 3	0.00	0 of 3	0.00	LIMITED
4A	Black	8.33	0 of 0	N/A	0 of 3	0.00	0 of 3	0.00	LIMITED
4A	Hispanic	3.93	0 of 0	N/A	0 of 3	0.00	0 of 3	0.00	LIMITED
4A	American Indian	0.57	0 of 0	N/A	0 of 3	0.00	0 of 3	0.00	LIMITED
4C	Female	23.05	6 of 23	26.09	0 of 0	N/A	6 of 23	26.09	YES
4C	American Indian	3.93	0 of 23	0.00	0 of 0	N/A	0 of 23	0.00	LIMITED
5A	Hispanic	7.13	0 of 2	0.00	0 of 0	N/A	0 of 2	0.00	LIMITED
5A	American Indian	1.77	0 of 2	0.00	0 of 0	N/A	0 of 2	0.00	LIMITED
5B	American Indian	2.04	0 of 41	0.00	0 of 7	0.00	0 of 48	0.00	LIMITED
5C	American Indian	2.15	0 of 12	0.00	0 of 2	0.00	0 of 14	0.00	LIMITED
6B	American Indian	2.22	0 of 41	0.00	0 of 2	0.00	0 of 43	0.00	LIMITED

Job Group	Target Group	Goal %	New Hire		Promotion		Total Opps		Achieved?*
			#	%	#	%	#	%	
6C1	Female	83.84	12 of 17	70.59	0 of 0	N/A	12 of 17	70.59	NO
6C1	Total Minorities	12.85	3 of 17	17.65	0 of 0	N/A	3 of 17	17.65	YES
6C1	Black	3.49	2 of 17	11.76	0 of 0	N/A	2 of 17	11.76	YES
6C1	Asian	4.15	1 of 17	5.88	0 of 0	N/A	1 of 17	5.88	YES
7A	Female	1.96	0 of 2	0.00	0 of 0	N/A	0 of 2	0.00	LIMITED
7A	Total Minorities	12.70	1 of 2	50.00	0 of 0	N/A	1 of 2	50.00	YES
7A	Asian	1.72	0 of 2	0.00	0 of 0	N/A	0 of 2	0.00	LIMITED
7A	Hispanic	6.99	0 of 2	0.00	0 of 0	N/A	0 of 2	0.00	LIMITED
7A	American Indian	1.68	0 of 2	0.00	0 of 0	N/A	0 of 2	0.00	LIMITED
7B	Female	12.58	0 of 1	0.00	1 of 1	100.00	1 of 2	50.00	YES
7C	Black	1.52	0 of 2	0.00	0 of 3	0.00	0 of 5	0.00	LIMITED
7C	Asian	1.86	0 of 2	0.00	0 of 3	0.00	0 of 5	0.00	LIMITED
8A	Female	44.76	0 of 0	N/A	0 of 1	0.00	0 of 1	0.00	LIMITED
8A	Asian	3.34	0 of 0	N/A	0 of 1	0.00	0 of 1	0.00	LIMITED
8A	Hispanic	4.60	0 of 0	N/A	0 of 1	0.00	0 of 1	0.00	LIMITED
8A	American Indian	1.45	0 of 0	N/A	1 of 1	100.00	1 of 1	100.00	YES
8B	Total Minorities	19.18	1 of 2	50.00	0 of 1	0.00	1 of 3	33.33	YES
8B	Black	2.24	0 of 2	0.00	0 of 1	0.00	0 of 3	0.00	LIMITED
8B	Asian	3.93	0 of 2	0.00	0 of 1	0.00	0 of 3	0.00	LIMITED
8B	Hispanic	10.44	0 of 2	0.00	0 of 1	0.00	0 of 3	0.00	LIMITED
8B	American Indian	2.57	1 of 2	50.00	0 of 1	0.00	1 of 3	33.33	YES

Note - no goal was required for categories not listed above.

* YES = within one person of exceeding goal

LIMITED = Limited Opportunities. This indicates the placement goal percent multiplied by total opportunities to the job group was less than one person

4. Personnel Activity

The Government has analyzed additional personnel activities to determine whether and where impediments to equal employment opportunity exist and whether there are significant selection disparities by race/ethnicity or gender. These activities include applicant flow, hires, promotions, terminations, and other personnel actions.

A. Applicant Flow

During the plan year, July 1, 2008 through June 30, 2009, the Departments'/Offices' Human Resource Units accepted applications for open positions, and all persons interested in obtaining employment with the Government were advised to apply according to our current policy. Applications and complete records have been kept to ensure goals of equal employment opportunity are being applied to this process.

The Government believes that applicant flow is not and will not be a problem area. Our analysis reveals that the percentage of minority applicants compares very favorably with the general availability in the respective categories. Clearly the Government's success in implementing and communicating affirmative action and outreach efforts is demonstrated by these statistics.

B. Hires

The Human Resources Department develops all procedures and all hiring at the Government is conducted on the basis of nondiscriminatory criteria. Specifically, the following criteria and procedures have resulted in hiring decisions that are free of discrimination:

1. Job descriptions have been reviewed and revised to ensure that duties are accurately described, that the experience and education requirements are strictly job-related, and that all incumbents meet minimum job requirements. Job titles have and will continue to be written without regard to race, color, religion, sex, age, disability, veteran status, national origin, or any other characteristic protected by applicable law.
2. Application forms have been reviewed to ensure that all requested information is job-related, and that the forms comply with all applicable laws. In addition, all forms state that the Government is an Equal Opportunity/Affirmative Action Employer.
3. Tests have been reviewed by HR and are administered and conducted in a non-discriminatory manner.
4. Placing an applicant in a specific job in a department is the responsibility of management

A review of external hires for the prior plan year indicates the presence of equal employment opportunity and a strong commitment to affirmative action. There were 377 new employees hired during the period from July 1, 2008 - June 30, 2009, including 98 minorities at 25.99% and 250 women at 66.31%. The following report summarizes hiring activity by job group:

Multnomah County, Oregon

Multnomah County
FY2008-2009 Regular

Personnel Action Summaries--New Hires by Job Group

Page 1 of 2

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

C. Promotion Practices

A review of promotion data indicates that this area of practices represents a potential area of substantial employment opportunity for minority and female employees. Our analysis reveals that:

1. The Government provides every reasonable opportunity for employees to advance. In this regard, training and other developmental opportunities are offered (i.e., lead or developmental assignments).
2. Employees are encouraged to contact their supervisor and/or the Human Resources Department, at any time, should they desire information relative to another position or growth opportunities within the Government.
3. Most promotional opportunities are posted, providing all interested employees with an opportunity to apply and call their special skills to the attention of the manager.

A summary of promotions actions for the year is included on the following page:

Multnomah County, Oregon

Multnomah County
FY2008-2009 Regular

Personnel Action Summaries--Promotions to/within Job Group

Page 1 of 2

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	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

Page 2 of 2

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

D. Terminations

The Government has evaluated its termination practices to determine whether there are disparities on the basis of gender, race or ethnicity. When terminations or reductions in force are necessary, the Government makes its decisions without regard to race, color, religion, sex, age, disability, veteran status, national origin, or any other characteristic protected by applicable law. A report summarizing terminations by job group follows:

Multnomah County, Oregon

Multnomah County
FY2008-2009 Regular

Personnel Action Summaries--Terminations by Job Group

Page 1 of 2

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

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

5. Technical Phases of Compliance

Our analysis of the technical phases of compliance reveals that the Government complies with all the technical phases of its affirmative action obligations:

- A. Equal Employment Opportunity posters are prominently displayed in each Government location.
- B. The Government notifies all contractors and subcontractors via purchase orders and subcontracts that they may be subject to federal affirmative action obligations.
- C. The Government requires that all of their qualified contractors and subcontractors develop and maintain a written AAP.
- D. The Government's employment application has a statement concerning Equal Employment Opportunity.
- E. All recruitment agencies and area schools and colleges will continue to be notified of the Government's commitment to the goals of affirmative action.
- F. All recruitment advertising includes the solicitation "An Equal Opportunity Employer" or its abbreviation.
- G. All other required affirmative action notices and policy statements are posted on Government bulletin boards and are updated annually.
- H. All personnel and employment records made or kept by the Government are retained for the required period as mandated by OFCCP regulations.
- I. The Government files bi-annual EEO-4 reports with the appropriate agencies.

**DEVELOPMENT AND IMPLEMENTATION
OF ACTION ORIENTED PROGRAMS
41 C.F.R. 60-2.17(c)**

The Government has developed and executed action-oriented programs designed to correct any problem areas that may exist. These programs, which are listed below, demonstrate our good faith efforts to remove identified barriers, expand employment opportunities, and produce measurable results.

1. The Government has analyzed and will continue to analyze all positions and prepare written descriptions to accurately reflect position functions.
2. Job descriptions have been and will continue to be reviewed to determine the knowledge, skills, abilities, and other requirements necessary for the adequate performance of every job. Specifications will continue to be consistent for the same job title in all organizational units and will not contain any requirements that would result in discrimination on the basis of race, color, religion, sex, age, disability, veteran status, national origin, or other characteristic protected by law.
3. Job descriptions are available to incumbents and all members of management involved in the recruiting, screening, selection, and promotion process. Job descriptions are also made available to employees, applicants, and recruiting sources as appropriate.
4. The Government's Human Resources Departments carefully evaluate the selection process to make it free from discrimination and to assure it is merit based.
 - A. We have instructed all supervisory personnel to ensure elimination of discrimination in all personnel actions in which they are involved.
 - B. The tests administered by the Government are job-related and given to all applicants for applicable positions.
 - C. Application forms do not contain questions with potentially discriminatory effects.
 - D. The Government does not and will not use any selection techniques that can be improperly used to discriminate against minority groups or women or the disabled.
5. The Government has evaluated its techniques for improving recruitment and increasing the flow of qualified minority or female applicants through the following:
 - A. Minority and women, as well as non-minority and male, employees are actively encouraged to refer applicants to our organization.
 - B. The Government relies on numerous resources as well as job fairs and recruiting programs sponsored by local community colleges and other community organizations to identify potential job candidates.
 - C. The Government provides an orientation program to inform new employees of their equal employment responsibilities, promotional opportunities, Government rules, ways to alleviate any problems that might arise, and any other issues related to affirmative action

compliance.

- D. Local organizations will continue to be contacted for referrals of potential minority, disabled, and female employees.
- E. The Government utilizes the Internet to identify targeted recruitment sites for qualified minority, disabled, and female applicants.
- F. Furthermore, we plan to take the following additional steps to ensure adequate representation of all minorities, disabled persons, and women:

Where placement goals exist as defined by the OFCCP, we will continue to contact universities and two- and four-year local colleges, vocational technical schools, high schools, local business schools, and state and community organizations which attract qualified minority and female students. We will advise these institutions of our desire to fill job openings in these classifications with minority and female employees. When possible, we will continue to participate in job fair and career day activities and we will consider relevant work experience programs.

- G. We will continue to contact our normal sources of recruitment (e.g., State Employment) and advise them that under the AAP we are specifically seeking to employ minorities, the disabled and/or women for job openings. During the period from July 1, 2008 - June 30, 2009, targeted recruitment activities were conducted utilizing the following sources:

- Just Out
- The Portland Observer
- The Skanner
- El Hispanic News Paper
- The Asian Reporter
- The Oregonian

- 6. The Government has implemented the following programs and procedures to ensure that minority, the disabled and female employees are given equal opportunities for promotion:
 - A. Training is provided to all qualified employees to assist them in developing the necessary knowledge and skills for promotion to higher-level jobs.
 - B. The Government has a formal performance evaluation program for all employees. In addition, management and supervisors are trained on the basic methodology of performance evaluation.
 - C. Neither minority nor female employees are required to possess higher qualifications than those of the lowest qualified incumbent in the job for which they apply.

INTERNAL AUDIT AND REPORTING SYSTEM

41 C.F.R. 60-2.17(d)

The Government has developed and implemented an evaluation/monitoring system that periodically measure the effectiveness of its total AAP.

The Government's monitoring and reporting system is designed to:

- Measure the effectiveness of the AAP;
- Identify any need for remedial action;
- Determine the degree to which the Government's objectives are being attained;
- Measure the Government's compliance with the AAP specific obligations.

The following activities are viewed as critical to the success of the AAP:

1. The Affirmative Action Officer will continue to monitor records of applicant flow, referrals, placements, rejected offers, training, transfers, promotions, terminations, and any layoffs or recalls to ensure that the Government's non-discriminatory policy is carried out. Procedures are reviewed and revised as problems are identified.
2. Top management is and will continue to be informed of any problems that arise in their respective areas so that immediate and appropriate steps can be taken to resolve any issues.
3. The Government recognizes its responsibility to affirmative action and is committed to fulfilling this responsibility by complying with all government regulations and laws pertaining to equal employment opportunity. As part of this commitment, management will be kept abreast of developments in the affirmative action area.
4. The Affirmative Action Officer will generate internal reports on a regular basis to evaluate the degree to which equal employment opportunity and organizational objectives are being obtained.
5. The Government will review report results with all levels of management as to the degree to which their affirmative action goals and compliance are being attained, and will design and implement corrective actions, including adjustments in programs, as needed.
6. Progress on the Government's AAP will be discussed at supervisors meetings, and relevant information will be communicated to employees during regular departmental meetings as appropriate.
7. The Affirmative Action Officer will periodically report to top management on the effectiveness of the program and will submit recommendations for improvement.

Special reports summarizing affirmative action efforts to assist covered employees, descriptions of any formal complaints, etc. will be provided to members of upper management at least annually. This AAP data will be updated annually and will include a summary of the previous year's actions and program results.

HARASSMENT

41 C.F.R. 60-741.44(e), 41 C.F.R. 60-250.44(e), 41 C.F.R. 60-300.44(e)

Multnomah County, Oregon, has developed and implemented procedures to ensure that employees are provided with a workplace that is free of illegal bias, prejudice and harassment which can be found in the Personnel Rules, Chapter 3 Workplace Management, Article 3-40 DISCRIMINATION AND HARASSMENT FREE WORKPLACE.

Harassment is verbal, physical or visual conduct of a sexual, racial, ethnic or other nature which, in the employee's opinion, impairs his or her ability to perform the job, or creates an offensive or hostile work environment. Harassment is contrary to basic standards of conduct between individuals and violates EMPLOYEE RESPONSIBILITIES, as contained in the Personnel Rules, Article 3-10-020(E).

Multnomah County, Oregon, will not condone or tolerate the harassment of its employees by their coworkers, supervisors or any individuals under our control. All employees, regardless of position or title, will be subject to severe discipline, up to and including termination of employment, should the Government determine that an employee is engaged in the unlawful harassment of another employee. The Government will promptly and thoroughly investigate the facts and circumstances of any claim of harassment.

No one will be subject to, and the Government prohibits, any form of discipline or retaliation for reporting incidents of unlawful harassment or pursuing any such claim of harassment. The reporting procedures contained in the Personnel Rules - § 3-40-060 should be followed.

TRAINING

41 C.F.R. 60-741.44(j), 41 C.F.R. 60-250.44(j), 41 C.F.R. 60-300.44(j)

The Government provides periodic trainings on harassment to ensure that the commitments in the Government's AAP are understood and implemented.

COMMUNITY PARTNERSHIP PROGRAMS SUPPORT

1. Multnomah County encourages members of management to serve on merit employment councils, community relations boards, and similar organizations.
2. Multnomah County and its employees participate in a variety of community support programs and/or organizations.
3. Multnomah County encourages its staff to participate in educational workshops and programs that promote employment opportunity and diversity.
4. Multnomah County participates in various community and diversity events such as the Urban League of Portland's Job Fair, Oregon Association for Minority Entrepreneurs, Northwest EEO Association's Seminars and Trainings, Asian Business League, American Indian Chamber, and Hispanic Chamber of Commerce.

5. In addition to our regular program of Corporate Giving, Multnomah County regularly honors requests for donations in the form of contributions, advertising, and services. Multnomah County and its employees plan, sponsor, and participate in numerous community-oriented activities and social programs, including the United Way, the Black United Fund, and Blood Donor Programs.

CONSIDERATION OF MINORITIES AND WOMEN NOT CURRENTLY IN THE WORK FORCE HAVING REQUISITE SKILLS WHO CAN BE RECRUITED THROUGH AFFIRMATIVE ACTION MEASURES (HARD TO REACH POPULATIONS)

Multnomah County takes the following affirmative action measures to reach out to recruit a diverse pool of candidates with requisite skills who are not currently in the workforce:

1. Multnomah County places help-wanted advertisements in newspapers and other likely publications that are likely to reach a diverse labor market not currently in the work force.
2. Multnomah County recruits at schools, colleges, and universities that have a diverse student body.
3. Multnomah County actively encourages employee involvement in community programs that will assist persons interested in employment opportunities with the county.
4. Multnomah County reaches out to various diverse communities for employment to participate in seasonal, temporary, and on-call opportunities. Additionally, where opportunities exist, Multnomah County encourages departments to establish internships targeted to enhance employment opportunities for underutilized and/or diverse groups.

Under this plan, what is the organization allowed to do?

Oregon Administrative Rules 839-005-0045 – Bona Fide Occupational Qualification (BFOQ) and Affirmative Action Plan Exceptions (2), (a), (b), and (c):

Affirmative Action Plans: When discrimination is based on a bona fide voluntary affirmative action plan, it is not unlawful if the plan:

- (a) Is a temporary measure;
- (b) Has the purpose of eliminating the effects of past discrimination; and
- (c) Does not unnecessarily trammel the interests of other protected classes (Stat. Auth.: ORS Ch. 659)

Suggested implementation methods include:

- Utilize workforce data and demographics to compare statistics reported with the civilian labor force. Occupations with under-utilization should be identified and goals set to reduce the barriers causing the under-utilization.
- Incorporate diversity into mentoring efforts, leadership training, lead assignments, and team-based programs.
- Make reviewing your diversity program and efforts an integrated, ongoing and measurable strategy.
- Establish a culturally diverse cross-functional review team to develop strategies and monitor

progress towards meeting the program goals.

- Incorporate diversity-related competencies into position descriptions and evaluations that describe and measure how people deal with people of different cultures and styles, support a positive/respectful workplace, and include diverse people on work teams.
- Create management teams that include a diversity of age, ethnicity, gender, sexual orientation, and people of different backgrounds and experiences.
- Provide training to staff on delivering culturally appropriate services to clients.
- Identify and promote recruitment selection strategies that ensure the acquisition and retention of diverse talents.
- Develop workplace initiatives designed to promote an environment of tolerance and inclusiveness throughout the department/office.
- Establish a Diversity Council to help identify and address the unique diversity challenges of the organization.
- Incorporate diversity principles across business functions and units.

SUMMARY

The revisions made to this affirmative action plan (AAP) are intended to improve our compliance evaluation ability through performance monitoring and program indicators; streamline the affirmative action plan requirements by consolidating the minority/female, disability and Vietnam era Veterans, and service delivery plans into a corporate document, with compliance strategies from the departments/offices

In accordance with the Federal Affirmative Action regulations, Part 60-2-Affirmative Action Programs, (a) Purpose, (1), this affirmative action program is to be a management tool designed to ensure equal employment opportunity and non-discrimination in service delivery. A central premise underlying affirmative action is that over time, absent discrimination, the county's workforce will generally reflect the gender, racial and ethnic profile of the labor pools from which the county recruits and selects.

Through its Diversity and Equity Office, the Government will continue to communicate its policies, both within the organization and to the community. The Affirmative Action Officer has designated authority to take action to implement the plan and to pursue solutions to problems that might impede the progress of this plan.

The Government is mindful of the fact that continued achievements in the area of equal employment opportunity and affirmative action are important. As a result, we have included additional action-oriented plans and programs for recruiting, communication, and reporting, to ensure that our compliance with affirmative action continues in good stead. As outlined in this AAP, Multnomah County, Oregon, is ready and willing to make affirmative action and valuing diversity both a commitment and a continued reality.

In closing, despite our progress, we still have much to do. We are a long way from where we were in 1975 when the program started, but we still are not where we need to be in being inclusive, embracing differences, responding to community needs, having a better understanding our clients, responding to our potential employee pool and the community we serve.

This plan will serve as a road map to lead the county forward in reaffirming our commitment to advancing and sustaining an organizational culture and climate that fully welcomes diversity and inclusiveness and builds public confidence in government services. Like any critical initiative, diversity accomplishments and progress requires continuous effort and relentless focus. Multnomah County understands that diversity is not a destination, but a journey that we need to work at every day to produce a high performance and culturally competent organization.

GLOSSARY

Adverse Impact: A substantially different rate of selection that works to the disadvantage of members of a race, sex, or ethnic group.

Affirmative Action: Identifying existing or potential discriminatory conditions and making specific goal oriented corrective actions to eliminate and prevent unlawful discrimination.

Availability Pool: Total of those persons in the relevant work force who meet the minimum qualifications for various jobs.

Benchmark: A benchmark is a device used to measure the organizations performance against an identified outcome.

Compliance: The degree to which the organization carry out the benchmark goals and commitments in the Affirmative Action Plan.

Discrimination: Unequal or different treatment of an individual in any personnel action on the basis of race, color, sex, age, religion, national origin, political affiliation, marital status, sexual orientation, gender identity, source of income, familial status, or physical or mental disability or other protected status in accordance with applicable law.

Discrimination Complaint: A complaint that a personnel action was motivated by discrimination on the basis of race, religion, sexual orientation, sex, age, color, marital status, national origin, physical or mental disability, gender identity, familial status, source of income or political affiliation.

Disparate Treatment: Different treatment of employees or applicants based on their protected status.

Eighty Percent Rule: The “rule of thumb” for determining adverse impact. A selection rate for any group which is less than 80% (four-fifths) of the rate for other groups is evidence of violation of this rule.

Equal Employment Opportunity (EEO): A system of employment practices under which no individuals are excluded from consideration, participation, promotion, or benefit because of a protected factor. The purpose of affirmative action is to achieve equal employment opportunity.

Goals: Are benchmarks established to correct underutilization, which are to be achieved through good-faith efforts.

Good-Faith Efforts: Those actions that may voluntarily be developed to achieve compliance with the equal opportunity and affirmative action objectives.

Harassment: Verbal or physical conduct that is derogatory or shows hostility towards a employee because of race, color, sex, age, religion, national origin, political affiliation, marital status, sexual orientation, gender identity, source of income, familial status, or physical or mental disability or other protected status in accordance with applicable law.

Job Group: A grouping of job classifications in particular occupational areas.

Minorities: All persons classified as Black, Hispanic, Asian or Pacific Islander, or American Indian or Alaskan Native.

Notices to be Posted: Notices to employees, applicants for employment, and union members which describe pertinent provisions of the law or regulations, and information pertaining to the filing of a complaint.

Organizational Unit: A group of closely related jobs or functions (for example, a department, branch, or section) which functions as a single unit.

Placement Goal: Serves as objectives or targets reasonably attainable by means of applying every good faith effort to make all aspects of the entire affirmative action program work.

Protected Class: A group of people protected from employment discrimination under various rules or laws based on a designated characteristic.

Requisite Skills: The skills needed to do a job; those skills that make a person eligible for consideration for employment in a job.

Statistically Significant: A number of persons, or a mathematically significant quantity, that is large enough to allow a judgment to be made based on statistical analysis.

Terms and Conditions of Employment: All aspects of an employee's relationship with an employer.

Underutilization: Having fewer women or minorities in the employer's workforce than could reasonably be expected based on their availability in the labor area.

Utilization Analysis: The comparison of the number of minorities and women in the employer's workforce and the jobs that they occupy, to the availability of minorities and women in the labor area, and, in the case of promotional jobs, those promotable employees in the employer's own workforce.

Workforce: The total number of workers actively employed in the county.

Workforce Analysis: A statistical study of the numbers and percentage of employees by race, sex, ethnic origin, in each job category and rank for all employees of a specific employer.

Workplace: Any place county employees work including all county business locations and premises, all county-owned and leased property, or any place occupied by county employees while on-the-job.