

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

RESOLUTION NO. 04-007

Adopting Multnomah County's Affirmative Action Plan for 2004-2006

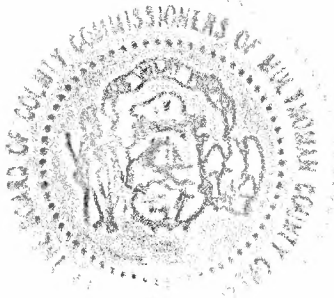
The Multnomah County Board of Commissioners Find:

- a. The legislative purpose of the Equal Employment Opportunity Act of 1972, Public Law 92-261, 86 Statute 103 (1972), as amended, was to encourage voluntary action to correct the effects of past discrimination and to prevent present and future discrimination.
- b. In furtherance of the principles of nondiscrimination, the federal Equal Employment Opportunity Commission (EEOC) has issued guidelines for affirmative action appropriate under Title VII of the Civil Rights Act of 1964, (Title 29, Code of Federal Regulations 1608.7), to remove practices and systems which constituted barriers to equal employment opportunity.
- c. The County's current equal opportunity policies prohibit discrimination in any personnel action on the basis of race, color, gender identity, 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.
- d. The County is a recipient of federal grants which requires written affirmative action plans in strict reliance upon the Guidelines on Affirmative Action issued by the Equal Employment Opportunity Commission (EEOC) (20 C.F.R. Part 1608) to comport with the purposes of the Civil Rights Act of 1964, Public Law 88-352, 78 Statute 241 (1964), as amended.

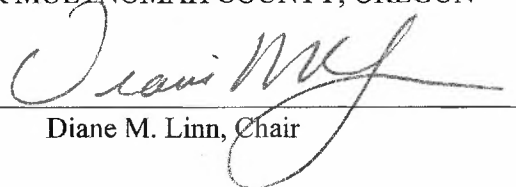
The Multnomah County Board of Commissioners Resolves:

1. The Board adopts the revised Affirmative Action Plan for 2004-2006 and thereby reaffirms and formalizes the County's commitment to equal employment opportunity.
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 22nd day of January, 2004.




BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON


Diane M. Linn, Chair

REVIEWED:

AGNES SOWLE, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

By 
Kathryn A. Short, Assistant County Attorney

**MULTNOMAH COUNTY'S
EQUAL EMPLOYMENT OPPORTUNITY
AND
AFFIRMATIVE ACTION PLAN**

2004-2006



Multnomah County Oregon

TABLE OF CONTENTS

	SECTIONS
Preface	1
Statement of Policy	2
Reaffirmation of Policy	3
Dissemination of Policy	4
Responsibility for Implementation	5
Utilization Analysis	6
<ul style="list-style-type: none">• Organization Chart• Work Force Analysis• Job Group Analysis• Availability Analysis• Utilization Statistics• Goals	
Identification of Problem Areas	7
Development and Implementation of Action Oriented Programs	8
Internal Monitoring & Reporting Systems	9
Sex Discrimination Guidelines	10
Guidelines on Religion and National Origin	11
Action Programs Support	12
Consideration	13
Conclusion	14
Glossary	15

Ever committed to affirmative action, Multnomah County has prepared this Affirmative Action Plan to cover all employees working throughout the organization. As detailed in the Job Group Analysis, this Affirmative Action Plan covers approximately 4,435 regular full-time/part-time employees, including 862 (19.4%) minorities, and 2,644 (59.6%) females. Additionally, on-call, and temporary employees are covered within the scope of the policy.

As described in detail in the Plan that follows, the management of Multnomah County has a continuing commitment to the practice and implementation of this Affirmative Action Plan. All Departments and Offices are expected to make a firm commitment to the principles of equal opportunity and make those principles a fundamental part of the department/office culture. It is the responsibility of each agency head to take such measures as may be necessary to incorporate the principles of equal employment opportunity into the agency's organizational structure and practices.

All statistical monitoring reports necessary for evaluating the programs performance is maintained, 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 - The Great 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 of the Civil Rights Act of 1964. 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-46. However, we recognize that the concept of race as used in the document does not denote clear cut scientific definitions of anthropological origins.

Furthermore, this Affirmative Action Plan does not constitute an express or implied contract between the County and its employees, job applicants, or other persons. Additionally, this AAP is not and does not purport to be a labor agreement between Multnomah County, Oregon and any employees, or employee representatives. Multnomah County reserves the right to unilaterally modify, delete, or add to the plan's content, recommendations, or other language contained herein at any time.

The Diversity and Equity Office will be responsible for disseminating changes and revisions in the policies and/or procedures contained in this plan. Multnomah County encourages its employees and others covered by this plan to utilize its internal complaint procedures to address and resolve complaints of discrimination, including retaliation and harassment.

The internal complaint procedures can be found in the Personnel Rules, Article 3-40. Individual departments/offices may also have complaint procedures specific to their work place and/or various bargaining agreements available to employees through their Human Resources Sections. The County prohibits discrimination towards any person who has opposed discriminatory practices or an act, testified, assisted or participated in any manner in any proceeding(s) regarding prohibited discrimination or has attempted to do so.

Users of this plan should utilize whichever is the most current statistical report for evaluating and accessing the program's performance. This plan is effective upon its adoption and remains in effect until the Multnomah County Board of Commissioners adopts a subsequent plan.

STATEMENT OF POLICY

To further its goal of equal employment opportunity for all employees and prospective employees without regard to federal, state or locally identified protected status, the County states as its policy the following:

It will be the policy of Multnomah County, in accordance with all applicable laws, to recruit, hire, train, and promote persons in all job titles without regard to race, color, religion, sex, age, disability, national origin, sexual orientation, marital status, source of income, gender identity or any other basis prohibited by applicable federal, state, and local laws or internal rules.

All employment decisions shall be consistent with the principle of equal employment opportunity.

Personnel actions, such as compensation, benefits, transfers, social and recreational programs, etc. will be administered without regard to protected status or any other basis prohibited by applicable law or rules.

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

Each department/office and manager/supervisor is expected to assure full compliance with this policy. All employees, without exception, shall fully comply with the intent and requirements contained in this policy. Any violations of the policy should be brought to the attention of the appropriate manager/director/human resources staff in a timely manner so that immediate and appropriate action can be taken to resolve the matter. Issues may also be formally filed with Central Human Resources or the Diversity, Equity, Affirmative Action Office for investigation and resolution. A violation of the policy is considered misconduct and will be subject to disciplinary procedures as prescribed in the Personnel Rules or procedures identified in the various bargaining agreements.

Furthermore, to assure compliance with the plan, Robert Phillips, Affirmative Action Officer, (503) 988-4377, (robert.a.phillips@co.multnomah.or.us), has been designated to administer and monitor compliance with this plan and make reports to Senior Management. The AAP is available for inspection in accordance with applicable regulations.

Diane Linn
Multnomah County Chair

REAFFIRMATION OF EEO POLICY STATEMENT

Multnomah County's policy includes, without limitation, the following commitments:

- To continue to provide equal employment opportunity to all qualified persons, and to recruit, hire, train, promote, and compensate persons in all jobs regardless of their protected status.
- To identify and analyze all areas of its employment process, so as to further the principles of equal employment opportunity. Employment decisions in all areas are made on the basis of furthering the objective of equal employment. Specific examples include:

RECRUITMENT AND SELECTION - In conformity with applicable law, the recruitment, testing and hiring of all personnel will continue to be conducted without discrimination against any individual with regards to their membership in a protected class. All employee selection criteria used by Multnomah County conform to the Uniform Guidelines on Employee Selection Procedures 41 C.F.R. Part 60-3 (1978). Known sources of potential minority, women, persons with disabilities, and veteran applicants will be contacted regularly so as to maximize the pool of diverse applicants.

PROMOTION - Multnomah County ensures that all qualified employees are considered for promotion based on valid occupational qualifications, including abilities, skills, and applicable experiences.

TRANSFERS – When vacancies occur the opportunity to transfer will be made available on a non-discriminatory basis in accordance with personnel rules and appropriate bargaining agreements.

LAYOFFS – If reductions within Multnomah County's work force become necessary, they will be based on non-discriminatory policies contained in Multnomah County's personnel rules (Article 2-80) or for represented employees carried out in accordance with existing bargaining agreements.

- To administer personnel actions affecting employees in areas such as compensation, benefits, transfers, layoffs, returns from layoff, Multnomah County-sponsored training, and education programs without regard to protected status. Multnomah County periodically reviews personnel actions and collects data on a continuing basis for the purpose of monitoring such actions.

- To promulgate and administer Multnomah County's employee benefit plans, including pension, disability, and welfare insurance benefits, in conformity with the regulations of OFCCP, to the extent that such regulations are generally applicable and consistent with federal law. The Affirmative Action Officer meets periodically with appropriate management persons to review the progress made and to develop alternatives if required. The AAP in its entirety is monitored annually and updated every two years.

B. Multnomah County communicates with appropriate minority, disability, veteran, and women's organizations, community agencies, guidance and placement personnel of local high schools, colleges, and other potential sources of applicants, apprising them of Multnomah County's EEO policy and encouraging them to refer candidates for employment consideration. When Multnomah County advertises in newspapers for prospective employees, the advertisement includes the EEO solicitation "An Equal Opportunity/ Affirmative Action Employer" or its abbreviation.

C. Multnomah County will continue to inform prospective employees of the existence of our Affirmative Action Plan and make available to them such elements of the Plan as will enable them to know of and to avail themselves of its benefits.

D. When employees are pictured in consumer or help-wanted advertisements, the diversity of the County's workforce is considered in the representation of various professions.

E. Multnomah County will continue to incorporate the equal opportunity clause, 41 C.F.R. Section 60-1.4, in all purchase orders, leases, contracts, etc.

F. The County will continue to refer a majority of all employment opportunities that are not expected to be filled from within to the State Department of Employment and relevant sources of recruitment.

RESPONSIBILITY FOR IMPLEMENTATION

Diane Linn, Multnomah County Chair, has overall responsibility for implementation of the Equal Employment Opportunity and Affirmative Action Program. The Chair has assigned primary management responsibility and accountability for ensuring full compliance with the program to Robert Phillips, Equal Opportunity/Affirmative Action Officer. The Affirmative Action Officer will have the authority, resources, support of and access to top management to ensure the effective implementation of the affirmative action program.

The Chair actively supports the program and provides assistance whenever it is needed, making managers and supervisors aware of the program and holding them accountable for their cooperation and assistance. The name of the Affirmative Action Officer appears on internal and external communications regarding the County's Equal Employment Opportunity and Affirmative Action Program.

1. The duties of the Affirmative Action Officer include:

A. Developing policy statements, affirmative action program methods, and internal and external communication techniques.

B. Reviewing and evaluating the operation of all department/office's equal employment opportunity programs. Identifying problem areas, and assisting departments/offices in developing strategies to eliminate any problems.

C. Reviewing and approving agency EEO/AA compliance strategies and reports and communicating the results of evaluations to each agency, and directing agencies, as appropriate, to develop additional program objectives that will bring them into compliance with this program.

D. 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.

E. Designing and implementing monitoring and reporting methods that will provide managers and human resources professionals with the information:

- Measure the effectiveness of Multnomah County's Employment and Affirmative Action Program.
- Indicate any need for remedial action.

- Determine the degree to which Multnomah County's goals and objectives are being attained.
- Provide management with a working understanding of Multnomah County's Affirmative Action Plan goals and objectives.

F. Meeting with managers, supervisors, and employees to assure that Multnomah County's EEO policies are being followed.

G. Ensuring that supervisors understand that their work performance is being evaluated in part on the basis of their equal employment opportunity good faith efforts and results, and that it is their responsibility to prevent all types of unlawful workplace harassment.

H. Serving as a liaison between Multnomah County and enforcement agencies.

I. Serving as a liaison between Multnomah County and appropriate minority and women's organizations, and community action groups concerned with employment opportunities of minorities and women.

J. Keeping management informed of developments in the equal employment opportunity and affirmative action area.

K. Conducting a periodic audit to ensure that Multnomah County complies in the following ways:

- EEO posters are properly displayed.
- All employees are afforded the opportunity and are encouraged to participate in all Multnomah County-sponsored educational, training, recreation, and social activities.
- Complaint investigations follow appropriate guidelines.

2. The responsibilities of department directors, supervisors or line managers include the following:

A. Ensuring compliance with the spirit and intent of this plan and its various requirements.

B. Assisting the Affirmative Action Officer in the identification of any problem areas and helping to eliminate any barriers to equal employment opportunity.

C. Whenever possible, becoming involved in local minority organizations, women's organizations, community action groups, and community service programs.

D. Performing periodic reviews of hiring and promotion patterns and training programs to isolate impediments to the attainment of affirmative action goals and objectives. Results from these reviews are communicated through appropriate management meetings.

E. Reviewing the qualifications of employees to ensure that minorities and women are given full opportunity for transfers and promotions.

F. Providing career counseling for employees as needed.

G. Specific actions required include:

- Demonstrated leadership and commitment to the concepts contained in this plan;
- Integration of EEO principles into the department's/office's strategic and service mission;
- Establishing processes for program accountability and barrier removal;
- Report department/office program efforts and performance in accomplishing the objectives of this plan within the designated timelines; and
- Proactive prevention or constructive action to resolve allegations of policy violations related to unlawful acts of discrimination and/or harassment.

3. **The Diversity, Equity and Affirmative Action Office** 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; and to ensure that the organization fully and timely comply with the principles contained herein.

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;
- Periodically 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 our 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; and
- 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.

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.

7. Employee are responsible for being familiar with the affirmative action program; complying with the objectives stated in the plan; demonstrate 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.

Organization Chart

The **Organization Chart** section captures the structure of the organization in relationship to the data contained in the plan.

Multnomah County 2003

Multnomah, Or

July 1, 2002-June 30, 2003

Organization Chart

- 7005 - MCSO - Executive Office
 - 7010 - MCSO - Enforcement
 - 7015 - MCSO - Support
 - 7020 - MCSO - Corrections
 - 7025 - MCSO - Professional Standards
- 9000 - DA - Executive Office (unstaffed)
 - 9005 - DA - Office Administration
 - 9010 - DA - Felony Court
 - 9015 - DA - Misdemeanor Court
 - 9020 - DA - Family Justice
 - 9025 - DA - Office of Med Examiner
- A100 - CHR - Chair's Office (unstaffed)
 - 1000 - DHS - Director's Office
 - 1005 - DHS - Business Services (unstaffed)
 - 1030 - DHS - Operations & Support Srv
 - 1035 - DHS - Human Resources
 - 1045 - DHS - Information Services (unstaffed)
 - 1010 - DHS - Community Progs/P'ships (unstaffed)
 - 1015 - DHS - Developmtl Disabilities
 - 1020 - DHS - Behavioral Health
 - 1025 - DHS - School Based Health
 - 1040 - DHS - Verity (MHO)
 - 8005 - ADS - Director's Office
 - 8010 - ADS - Planning & Spec Projs (unstaffed)
 - 8015 - ADS - Long Term Care
 - 8020 - ADS - Community Services
 - 8025 - ADS - Business Services (unstaffed)
 - 8030 - ADS - Public Guardian
 - 8035 - ADS - Adult Care Home Program (unstaffed)
- 2000 - Health - Director's Office
 - 2005 - Health - Business Services
 - 2010 - Health - Dental Services
 - 2015 - Health - Neighborhood Health
 - 2020 - Health - SBC N'hood Health
 - 2025 - Health - Regulatory Health
 - 2030 - Health - Corrections Health
 - 2035 - Health - Disease Prev & Ctrl
 - 2040 - Health -Primary Care
 - 2050 - Health - Support Services
 - 2055 - Health - Planning & Dvmt
 - 2060 - Health - Organizational Dvmt (unstaffed)
- 3005 - DCJ - Director's Office
 - 3010 - DCJ - Information Systems
 - 3015 - DCJ - Employee & Community Dev
 - 3020 - DCJ - Business Services
 - 3025 - DCJ - Adult Comm Justice Mgmt
 - 3030 - DCJ - ACJ/Central Proc Svcs
 - 3035 - DCJ - ACJ/Supervision
 - 3040 - DCJ - ACJ/Sanctions & Services
 - 3045 - DCJ - Juv Comm Justice Mgmt
 - 3050 - DCJ - JJCJ/Custody Services
 - 3055 - DCJ - JJCJ/Couns & Court Svcs
 - 3060 - DCJ - JJCJ/Family Court Svcs
 - 3065 - DCJ - JJCJ/School Attend Init (unstaffed)
 - 3070 - DCJ - Treatment Services (unstaffed)
- 5005 - Library - Director's Office
 - 5010 - Library - Central Library
 - 5015 - Library - Community Services
 - 5020 - Library - Support Services
 - 5025 - Library - Outreach Services
 - 5030 - Library - Bond Projects (unstaffed)
- 6005 - DBCS - Director's Office
 - 4030 - DBCS - Elections
 - 4040 - DBCS - Property Valuation
 - 4050 - DBCS - Administration (unstaffed)
 - 4005 - DBCS - Animal Control
 - 4010 - DBCS - Facilities
 - 4015 - DBCS - Land Use Planning
 - 4025 - DBCS - Accounting Entities (unstaffed)
 - 4035 - DBCS - FREDS
 - 4045 - DBCS - Transportation
 - 6045 - DBCS - Emergency Management
 - 6020 - DBCS - Human Resources
 - 6010 - DBCS - Affirmative Action
 - 6015 - DBCS - Labor Relations
 - 6040 - DBCS - Risk Management
 - 6025 - DBCS - Finance
 - 4020 - DBCS- Tax Collection
 - 6030 - DBCS - Budget and Quality
 - 6035 - DBCS - Information Systems

Organization Chart

- └─6050 - DBCS - Office of Org'l Learning
 - └─A105 - CHR - LPSCC (unstaffed)
 - └─A110 - CHR - Public Affairs Office
 - └─A115 - CHR - MCCFC
 - └─C300 - Office of County Attorney
- B200 - Office of the Auditor (unstaffed)
- D400 - BCC - Dist. 1 (unstaffed)
- D405 - BCC - Dist. 2 (unstaffed)
- D410 - BCC - Dist. 3 (unstaffed)
- D415 - BCC - Dist. 4 (unstaffed)
- E500 - IND - CIC (unstaffed)
- E505 - IND - MHRC (unstaffed)
- E510 - IND - TSCC (unstaffed)
- G100 - OSCP - Ofc Schools & Comm Prtship

Work Force Analysis

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

Multnomah County 2003

Multnomah, Or

July 1, 2002-June 30, 2003

Workforce Analysis by Departments

Page 1

Department: 7005 MCSO - Executive Office

Top-level

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6033 ADMINISTRATIVE ANALYST	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6034 ADMINISTRATIVE ANALYST/SENIOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9007 CHAPLAIN	N/A	2	1	1	0	1	0	0	0	0	0	0	0	0	0	1
6107 EQUIPMENT/PROPERTY TECHNICIAN	N/A	5	2	1	1	0	0	0	0	1	1	0	0	0	0	0
6027 FISCAL ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6029 FISCAL SPECIALIST 1	N/A	3	4	1	1	0	0	0	0	3	3	0	0	0	0	0
9647 LIEUTENANT/CORRECTIONS	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9720 OPERATIONS ADMINISTRATOR	N/A	5	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9043 RESEARCH/EVALUATION ANALYST/SENIOR	N/A	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0
9452 IT MANAGER 1	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6409 NETWORK ADMINISTRATOR	N/A	2	5	3	3	0	0	0	0	2	2	0	0	0	0	0
6410 NETWORK ADMINISTRATOR, SENIOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Total:			21	12	11	1	0	0	0	9	9	0	0	0	0	1

Workforce Analysis by Departments

Page 2

>>>Department: 7010 MCSO - Enforcement

Reports to: 7005 MCSO - Executive Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6005 ADMINISTRATIVE SECRETARY	N/A	5	2	0	0	0	0	0	0	2	2	0	0	0	0	0
6035 ALARM ORDINANCE UNIT ADMINISTRATOR	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9627 CAPTAIN	N/A	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0
9625 CHIEF DEPUTY	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
2025 DEPUTY SHERIFF	N/A	4	4	4	4	0	0	0	0	0	0	0	0	0	0	0
1122 DEPUTY SHERIFF 2 *	N/A	4	17	16	13	1	1	0	1	1	1	0	0	0	0	3
1123 DEPUTY SHERIFF 3 *	N/A	4	30	26	24	0	1	0	1	4	4	0	0	0	0	2
1136 DEPUTY SHERIFF 3 LG *	N/A	4	9	9	8	0	0	0	1	0	0	0	0	0	0	1
6182 EQUIPMENT MECHANIC 2	N/A	7	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6107 EQUIPMENT/PROPERTY TECHNICIAN	N/A	5	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9705 LIEUTENANT	N/A	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0
6001 OFFICE ASSISTANT 2	N/A	6	2	0	0	0	0	0	0	2	2	0	0	0	0	0
6002 OFFICE ASSISTANT/SENIOR	N/A	6	7	0	0	0	0	0	0	7	7	0	0	0	0	0
1141 SCIENTIFIC INVESTIGATOR 3 LGN/A *	N/A	4	1	1	1	0	0	0	0	0	0	0	0	0	0	0
1131 SERGEANT 3 *	N/A	3	8	7	7	0	0	0	0	1	1	0	0	0	0	0
1146 SERGEANT 3 *	N/A	3	2	2	2	0	0	0	0	0	0	0	0	0	0	0
1158 SERGEANT 3 LG**	N/A	3	2	2	2	0	0	0	0	0	0	0	0	0	0	0
Total:			92	74	68	1	2	0	3	18	18	0	0	0	0	6

>>>Department: 7015 MCSO - Support

Reports to: 7005 MCSO - Executive Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6033 ADMINISTRATIVE ANALYST	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9673 AUXILIARY SERVICES MANAGER	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6248 BACKGROUND INVESTIGATOR	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
2029 CORRECTIONS OFFICER	N/A	4	1	1	1	0	0	0	0	0	0	0	0	0	0	0
1010 CORRECTIONS OFFICER LG *	N/A	4	1	0	0	0	0	0	0	1	1	0	0	0	0	0

Workforce Analysis by Departments

Page 3

1007	CORRECTIONS OFFICER/7% *	N/A	4	1	1	1	0	0	0	0	0	0	0	0	0	0	0
1021	CORRECTIONS SERGEANT/7% LG	N/A	4	1	1	0	0	1	0	0	0	0	0	0	0	0	1
1015	CORRECTIONS SERGEANT/7%LGN/A *	N/A	4	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6266	CORRECTIONS TECHNICIAN	N/A	5	1	1	0	0	1	0	0	0	0	0	0	0	0	1
1120	DEPUTY SHERIFF 1 *	N/A	4	1	1	1	0	0	0	0	0	0	0	0	0	0	0
1122	DEPUTY SHERIFF 2 *	N/A	4	1	1	1	0	0	0	0	0	0	0	0	0	0	0
1123	DEPUTY SHERIFF 3 *	N/A	4	1	1	0	0	0	0	1	0	0	0	0	0	0	1
6107	EQUIPMENT/PROPERTY TECHNICIAN	N/A	5	30	17	17	0	0	0	0	13	11	1	1	0	0	2
9336	FINANCE MANAGER	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6029	FISCAL SPECIALIST 1	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9335	FISCAL SPECIALIST SUPERVISOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9080	HUMAN RESOURCES ANALYST 1	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9670	HUMAN RESOURCES ANALYST 2	N/A	2	4	0	0	0	0	0	0	4	4	0	0	0	0	0
9715	HUMAN RESOURCES MANAGER 1	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9621	HUMAN RESOURCES MANAGER 2	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9024	LAUNDRY SUPERVISOR	N/A	8	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9202	MCSO CORRECTIONS PROGRAM ADMIN	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9622	MCSO CORRECTIONS PROGRAM MANAGER	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6150	MCSO RECORDS TECHNICIAN	N/A	6	18	4	2	1	1	0	0	14	10	3	0	0	1	6
9646	MCSO RECORDS UNIT MANAGER	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9640	MCSO VOLUNTEER PROGRAM COORDINATOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	11	1	1	0	0	0	0	10	8	1	0	0	1	2
6002	OFFICE ASSISTANT/SENIOR	N/A	6	5	1	1	0	0	0	0	4	4	0	0	0	0	0
9025	OPERATIONS SUPERVISOR	N/A	6	1	1	0	1	0	0	0	0	0	0	0	0	0	1
6020	PROGRAM DEVELOPMENT TECH	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9362	PROGRAM MANAGER/SENIOR	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6112	PURCHASING SPECIALIST 1	N/A	5	1	0	0	0	0	0	0	1	0	1	0	0	0	1
1131	SERGEANT 3 *	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0

Workforce Analysis by Departments

Page 4

6245	SEWING SPECIALIST	N/A	8	2	0	0	0	0	0	0	2	1	0	1	0	0	1
6404	DESKTOP SUPPORT SPECIALIST, N/A SENIOR		3	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Total:			99	34	28	2	3	0	1	65	55	6	2	0	2	16	

>>>Department: 7020 MCSO - Corrections

Reports to: 7005 MCSO - Executive Office

			Tot Emp	MALE						FEMALE						Tot Min
Job Code & Title	Grade	EEO		T	W	B	A	N	H	T	W	B	A	N	H	
9627	CAPTAIN	N/A	2	4	2	2	0	0	0	2	2	0	0	0	0	0
9625	CHIEF DEPUTY	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0
1017	CORRECTION OFFICER/4% LG	N/A	4	1	1	1	0	0	0	0	0	0	0	0	0	0
6264	CORRECTIONS HEARINGS OFFICER	N/A	2	2	1	1	0	0	0	1	1	0	0	0	0	0
2029	CORRECTIONS OFFICER	N/A	4	121	100	89	9	1	0	1	21	18	0	0	2	14
1010	CORRECTIONS OFFICER LG *	N/A	4	9	7	5	0	0	0	2	2	0	0	0	0	2
1016	CORRECTIONS OFFICER LG20	N/A	4	4	1	0	1	0	0	3	3	0	0	0	0	1
1006	CORRECTIONS OFFICER/4% *	N/A	4	93	73	64	2	1	0	6	20	17	2	1	0	12
1011	CORRECTIONS OFFICER/4% LG *N/A	4	7	7	7	5	2	0	0	0	0	0	0	0	0	2
1007	CORRECTIONS OFFICER/7% *	N/A	4	80	55	44	8	1	1	25	21	2	0	0	2	15
1018	CORRECTIONS OFFICER/7% LG	N/A	4	18	17	14	3	0	0	1	0	1	0	0	0	4
1012	CORRECTIONS OFFICER/7% LG *N/A	4	64	55	48	5	0	0	2	9	9	0	0	0	0	7
1013	CORRECTIONS SERGEANT LG*	N/A	4	1	1	1	0	0	0	0	0	0	0	0	0	0
1008	CORRECTIONS SERGEANT/4%*	N/A	4	1	1	1	0	0	0	0	0	0	0	0	0	0
1014	CORRECTIONS SERGEANT/4%LGN/A *	4	1	1	1	1	0	0	0	0	0	0	0	0	0	0
1021	CORRECTIONS SERGEANT/7% LG	N/A	4	5	3	1	2	0	0	2	2	0	0	0	0	2
1009	CORRECTIONS SERGEANT/7%*	N/A	4	11	9	8	1	0	0	2	2	0	0	0	0	1
1015	CORRECTIONS SERGEANT/7%LGN/A *	4	23	15	13	1	0	0	1	8	7	1	0	0	0	3
6266	CORRECTIONS TECHNICIAN	N/A	5	3	1	1	0	0	0	2	1	1	0	0	0	1
1123	DEPUTY SHERIFF 3 *	N/A	4	2	2	2	0	0	0	0	0	0	0	0	0	0
1136	DEPUTY SHERIFF 3 LG *	N/A	4	2	1	1	0	0	0	1	1	0	0	0	0	0
9686	FACILITIES DEV & SERVICES MGR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0
6258	FACILITY SECURITY OFFICER	N/A	5	45	28	25	1	1	0	1	17	16	0	1	0	4
9647	LEUTENANT/CORRECTIONS	N/A	2	6	2	2	0	0	0	4	2	2	0	0	0	2

Workforce Analysis by Departments

Page 5

6002	OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
1131	SERGEANT 3 *	N/A	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0
1146	SERGEANT 3 *	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9743	SHERIFF'S OPERATIONS ADMIN	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9650	LIEUTENANT ENHANCED	N/A	2	3	3	3	0	0	0	0	0	0	0	0	0	0	0
Total:			512	389	335	35	4	1	14	123	107	9	2	2	3	70	

>>>Department: 7025 MCSO - Professional Standards

Reports to: 7005 MCSO - Executive Office

				MALE							FEMALE							Tot
Job Code & Title		Grade	EEO	Tot Emp	T	W	B	A	N	H	T	W	B	A	N	H	Min	
9627	CAPTAIN	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
6268	CORRECTIONS COUNSELOR	N/A	2	24	14	13	0	1	0	0	10	8	0	1	0	1	3	
2029	CORRECTIONS OFFICER	N/A	4	8	5	4	0	1	0	0	3	2	0	0	0	1	2	
1006	CORRECTIONS OFFICER/4% *	N/A	4	8	8	6	2	0	0	0	0	0	0	0	0	0	2	
1007	CORRECTIONS OFFICER/7% *	N/A	4	6	5	4	1	0	0	0	1	1	0	0	0	0	1	
1018	CORRECTIONS OFFICER/7% LG	N/A	4	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
1012	CORRECTIONS OFFICER/7% LG *	N/A	4	2	2	2	0	0	0	0	0	0	0	0	0	0	0	
1015	CORRECTIONS SERGEANT/7%LG	N/A	4	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
	*																	
6266	CORRECTIONS TECHNICIAN	N/A	5	4	2	0	1	0	1	0	2	1	0	0	0	1	3	
9202	MCSO CORRECTIONS PROGRAM	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
	ADMIN																	
6151	MCSO RECORDS SUPERVISOR	N/A	6	6	2	2	0	0	0	0	4	3	0	1	0	0	1	
6150	MCSO RECORDS TECHNICIAN	N/A	6	27	10	8	0	1	0	1	17	16	1	0	0	0	3	
6001	OFFICE ASSISTANT 2	N/A	6	4	0	0	0	0	0	0	4	2	0	1	0	1	2	
1131	SERGEANT 3 *	N/A	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
9743	SHERIFF'S OPERATIONS ADMIN	N/A	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0	
Total:				96	52	43	4	3	1	1	44	36	1	3	0	4	17	

Workforce Analysis by Departments

Page 6

Department: 9000 DA - Executive Office (unstaffed)

Top-level

>>>Department: 9005 DA - Office Administration

Reports to: 9000 DA - Executive Office

Job Code & Title		Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
					T	W	B	A	N	H	T	W	B	A	N	H	
9664	D A OPERATIONS MANAGER	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6252	DEPUTY DISTRICT ATTORNEY 2	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6029	FISCAL SPECIALIST 1	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6030	FISCAL SPECIALIST 2	N/A	2	1	0	0	0	0	0	0	1	0	0	1	0	0	1
9335	FISCAL SPECIALIST SUPERVISOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9080	HUMAN RESOURCES ANALYST 1	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9061	HUMAN RESOURCES TECHNICIAN	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6241	LEGAL ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	3	0	0	0	0	0	0	3	2	0	0	0	1	1
6112	PURCHASING SPECIALIST 1	N/A	5	1	0	0	0	0	0	0	1	0	0	1	0	0	1
6404	DESKTOP SUPPORT SPECIALIST, SENIOR	N/A	3	1	0	0	0	0	0	0	1	0	1	0	0	0	1
6405	DEVELOPMENT ANALYST	N/A	2	1	0	0	0	0	0	0	1	0	0	1	0	0	1
9452	IT MANAGER 1	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9451	IT SUPERVISOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6409	NETWORK ADMINISTRATOR	N/A	2	1	0	0	0	0	0	0	1	0	0	1	0	0	1
Total:				17	4	4	0	0	0	0	13	7	1	4	0	1	6

Workforce Analysis by Departments

>>>>Department: 9010 DA - Felony Court

Reports to: 9000 DA - Executive Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6249	D A INVESTIGATOR	N/A	5	3	1	1	0	0	0	0	2	2	0	0	0	0
9445	D A INVESTIGATOR/CHIEF	N/A	3	1	1	0	0	0	0	0	0	0	0	0	0	0
6252	DEPUTY DISTRICT ATTORNEY 2	N/A	2	14	7	7	0	0	0	0	7	5	1	1	0	2
6253	DEPUTY DISTRICT ATTORNEY 3	N/A	2	11	6	5	0	1	0	0	5	5	0	0	0	1
6254	DEPUTY DISTRICT ATTORNEY 4	N/A	2	8	8	8	0	0	0	0	0	0	0	0	0	0
6246	LEGAL ASSISTANT	N/A	6	10	0	0	0	0	0	0	10	10	0	0	0	0
6241	LEGAL ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	6	0	0	0	0	0	0	6	5	1	0	0	1
6002	OFFICE ASSISTANT/SENIOR	N/A	6	11	1	1	0	0	0	0	10	10	0	0	0	0
9025	OPERATIONS SUPERVISOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0
Total:			66	24	23	0	1	0	0	42	39	2	1	0	0	4

>>>>Department: 9015 DA - Misdemeanor Court

Reports to: 9000 DA - Executive Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6251	DEPUTY DISTRICT ATTORNEY 1	N/A	2	14	9	5	0	2	0	2	5	3	1	1	0	6
6253	DEPUTY DISTRICT ATTORNEY 3	N/A	2	3	2	2	0	0	0	0	1	1	0	0	0	0
6254	DEPUTY DISTRICT ATTORNEY 4	N/A	2	2	2	2	0	0	0	0	0	0	0	0	0	0
6246	LEGAL ASSISTANT	N/A	6	2	1	1	0	0	0	0	1	1	0	0	0	0
6241	LEGAL ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	7	0	0	0	0	0	0	7	7	0	0	0	0
6002	OFFICE ASSISTANT/SENIOR	N/A	6	2	0	0	0	0	0	0	2	1	1	0	0	1
Total:			31	14	10	0	2	0	2	17	14	2	1	0	0	7

Workforce Analysis by Departments

Page 8

>>>Department: 9020 DA - Family Justice

Reports to: 9000 DA - Executive Office

Job Code & Title		Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
					T	W	B	A	N	H	T	W	B	A	N	H	
6249	D A INVESTIGATOR	N/A	5	3	2	2	0	0	0	0	1	1	0	0	0	0	0
6251	DEPUTY DISTRICT ATTORNEY 1	N/A	2	4	2	2	0	0	0	0	2	2	0	0	0	0	0
6252	DEPUTY DISTRICT ATTORNEY 2	N/A	2	6	2	2	0	0	0	0	4	4	0	0	0	0	0
6253	DEPUTY DISTRICT ATTORNEY 3	N/A	2	14	7	6	0	0	0	1	7	7	0	0	0	0	1
6254	DEPUTY DISTRICT ATTORNEY 4	N/A	2	4	0	0	0	0	0	0	4	3	0	1	0	0	1
6246	LEGAL ASSISTANT	N/A	6	3	0	0	0	0	0	0	3	3	0	0	0	0	0
6241	LEGAL ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	12	0	0	0	0	0	0	12	9	2	1	0	0	3
6002	OFFICE ASSISTANT/SENIOR	N/A	6	6	0	0	0	0	0	0	6	5	1	0	0	0	1
9720	OPERATIONS ADMINISTRATOR	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9025	OPERATIONS SUPERVISOR	N/A	6	3	0	0	0	0	0	0	3	3	0	0	0	0	0
6250	SUPPORT ENFORCEMENT AGENT	N/A	3	12	1	1	0	0	0	0	11	11	0	0	0	0	0
6247	VICTIM ADVOCATE	N/A	5	7	0	0	0	0	0	0	7	6	1	0	0	0	1
6405	DEVELOPMENT ANALYST	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6409	NETWORK ADMINISTRATOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Total:				78	16	15	0	0	0	1	62	56	4	2	0	0	7

>>>Department: 9025 DA - Office of Med Examiner

Reports to: 9000 DA - Executive Office

Job Code & Title		Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
					T	W	B	A	N	H	T	W	B	A	N	H	
9064	CHIEF DEPUTY MEDICAL EXAMINER	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6282	DEPUTY MEDICAL EXAMINER	N/A	2	5	4	4	0	0	0	0	1	1	0	0	0	0	0
6000	OFFICE ASSISTANT 1	N/A	6	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6002	OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6286	PATHOLOGIST ASSISTANT	N/A	3	2	1	1	0	0	0	0	1	0	0	1	0	0	1
Total:				10	7	7	0	0	0	0	3	2	0	1	0	0	1

Workforce Analysis by Departments

Page 9

Department: A100 CHR - Chair's Office (unstaffed)

Top-level

>>>>Department: 1000 DHS - Director's Office

Reports to: A100 CHR - Chair's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
9610 DEPARTMENT DIRECTOR	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6001 OFFICE ASSISTANT 2	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9720 OPERATIONS ADMINISTRATOR	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6021 PROGRAM DEVELOPMENT SPEC	N/A	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0
9115 PROGRAM DEVELOPMENT SPEC/SR	N/A	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0
9362 PROGRAM MANAGER/SENIOR	N/A	1	2	1	0	1	0	0	0	1	1	0	0	0	0	1
Total:			9	1	0	1	0	0	0	8	8	0	0	0	0	1

>>>>>>Department: 1005 DHS - Business Services (unstaffed)

Reports to: 1000 DHS - Director's Office

>>>>>>>>Department: 1030 DHS - Operations & Support Srv

Reports to: 1005 DHS - Business Services

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6017 CONSTRUCTION PROJECTS SPEC	N/A	2	1	1	0	0	1	0	0	0	0	0	0	0	0	1
9336 FINANCE MANAGER	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6029 FISCAL SPECIALIST 1	N/A	3	7	2	0	0	1	0	0	5	5	0	0	0	0	2
6030 FISCAL SPECIALIST 2	N/A	2	6	4	3	0	0	0	1	2	1	0	1	0	0	2
6032 FISCAL SPECIALIST/SENIOR	N/A	2	3	0	0	0	0	0	0	3	3	0	0	0	0	0
6001 OFFICE ASSISTANT 2	N/A	6	2	1	1	0	0	0	0	1	1	0	0	0	0	0
6002 OFFICE ASSISTANT/SENIOR	N/A	6	3	1	1	0	0	0	0	2	1	1	0	0	0	1
6021 PROGRAM DEVELOPMENT SPEC	N/A	2	5	2	2	0	0	0	0	3	2	1	0	0	0	1

Workforce Analysis by Departments

Page 10

6020	PROGRAM DEVELOPMENT TECH	N/A	5	2	1	1	0	0	0	0	1	1	0	0	0	0	0
6026	BUDGET ANALYST	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Total:				31	14	10	0	2	0	1	17	14	2	1	0	0	7

>>>>>>>Department: 1035 DHS - Human Resources

Reports to: 1005 DHS - Business Services

Job Code & Title		Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
					T	W	B	A	N	H	T	W	B	A	N	H	
9670	HUMAN RESOURCES ANALYST 2	N/A	2	2	1	1	0	0	0	0	1	1	0	0	0	0	0
9748	HUMAN RESOURCES ANALYST/SENIOR	N/A	2	2	0	0	0	0	0	0	2	0	2	0	0	0	2
6101	HUMAN RESOURCES TECHNICIAN	N/A	6	2	1	0	0	1	0	0	1	0	1	0	0	0	2
Total:				6	2	1	0	1	0	0	4	1	3	0	0	0	4

>>>>>>>Department: 1015 DHS - Developmtl Disabilities

Reports to: 1000 DHS - Director's Office

Job Code & Title		Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
					T	W	B	A	N	H	T	W	B	A	N	H	
6299	CASE MANAGEMENT ASSISTANT	N/A	6	6	3	2	1	0	0	0	3	3	0	0	0	0	1
6297	CASE MANAGER 2	N/A	2	45	15	10	2	3	0	0	30	23	5	0	0	2	12
6296	CASE MANAGER/SENIOR	N/A	2	5	1	1	0	0	0	0	4	3	1	0	0	0	1
9745	CFS ADMINISTRATOR	N/A	1	4	2	0	0	1	0	1	2	1	1	0	0	0	3
9008	CFS SUPERVISOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6074	DATA TECHNICIAN	N/A	6	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6322	MEDICAL RECORDS TECH/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	4	1	1	0	0	0	0	3	2	1	0	0	0	1
6002	OFFICE ASSISTANT/SENIOR	N/A	6	3	0	0	0	0	0	0	3	2	0	0	0	1	1
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	12	6	5	1	0	0	0	6	6	0	0	0	0	1
9115	PROGRAM DEVELOPMENT SPEC/SR	N/A	2	1	0	0	0	0	0	0	1	1	0	0		0	0

Workforce Analysis by Departments

Page 11

6020	PROGRAM DEVELOPMENT TECH	N/A	5	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
9360	PROGRAM MANAGER 2	N/A	1	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
9362	PROGRAM MANAGER/SENIOR	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
6088	Program Development Spec,SR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Total:				87	31	22	4	4	0	1	56	45	8	0	0	3	20	

>>>>>>Department: 1020 DHS - Behavioral Health

Reports to: 1000 DHS - Director's Office

Job Code & Title			Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
						T	W	B	A	N	H	T	W	B	A	N	H	
6291	ALCOHOL/DRUG EVALUATION SPEC	N/A	2		11	6	2	1	0	1	2	5	3	1	0	0	1	6
9008	CFS SUPERVISOR	N/A	2		6	2	0	1	0	1	0	4	3	0	0	0	1	3
6321	MEDICAL RECORDS TECHNICIAN	N/A	6		2	0	0	0	0	0	0	2	1	1	0	0	0	1
6365	MENTAL HEALTH CONSULTANT	N/A	2		38	13	11	1	0	0	1	25	20	2	2	0	1	7
6001	OFFICE ASSISTANT 2	N/A	6		10	2	2	0	0	0	0	8	5	1	0	0	1	3
6002	OFFICE ASSISTANT/SENIOR	N/A	6		2	0	0	0	0	0	0	2	2	0	0	0	0	0
6021	PROGRAM DEVELOPMENT SPEC	N/A	2		4	1	1	0	0	0	0	3	3	0	0	0	0	0
6020	PROGRAM DEVELOPMENT TECH	N/A	5		1	0	0	0	0	0	0	1	1	0	0	0	0	0
9362	PROGRAM MANAGER/SENIOR	N/A	1		1	0	0	0	0	0	0	1	0	0	0	0	1	1
6086	RESEARCH/EVALUATION ANALYST 2	N/A	2		1	1	1	0	0	0	0	0	0	0	0	0	0	0
Total:					76	25	17	3	0	2	3	51	38	5	2	0	5	21

Workforce Analysis by Departments

Page 12

>>>>>Department: 1025 DHS - School Based Health

Reports to: 1000 DHS - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6365	MENTAL HEALTH CONSULTANTN/A	2	14	3	2	0	0	0	1	11	10	0	0	0	1	2
Total:			14	3	2	0	0	0	1	11	10	0	0	0	1	2

>>>>>Department: 1040 DHS - Verity (MHO)

Reports to: 1000 DHS - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
9530	EMS MEDICAL DIRECTOR	N/A	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9008	CFS SUPERVISOR	N/A	2	0	0	0	0	0	0	2	2	0	0	0	0	0
6073	DATA ANALYST	N/A	3	0	0	0	0	0	0	1	1	0	0	0	0	0
6074	DATA TECHNICIAN	N/A	6	0	0	0	0	0	0	1	1	0	0	0	0	0
6030	FISCAL SPECIALIST 2	N/A	2	1	1	0	0	0	0	0	0	0	0	0	0	0
6365	MENTAL HEALTH CONSULTANTN/A	2	18	5	2	2	1	0	0	13	10	0	3	0	0	6
6001	OFFICE ASSISTANT 2	N/A	6	0	0	0	0	0	0	1	1	0	0	0	0	0
6002	OFFICE ASSISTANT/SENIOR	N/A	6	0	0	0	0	0	0	1	1	0	0	0	0	0
6021	PROGRAM DEVELOPMENT SPECN/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6020	PROGRAM DEVELOPMENT TECH	N/A	5	1	0	0	1	0	0	1	0	0	1	0	0	2
9615	PROGRAM MANAGER 1	N/A	2	1	1	0	0	0	0	0	0	0	0	0	0	0
6088	Program Development Spec,SR	N/A	2	0	0	0	0	0	0	2	1	1	0	0	0	1
6085	RESEARCH/EVALUATION ANALYST 1	N/A	3	0	0	0	0	0	0	1	1	0	0	0	0	0
Total:			33	9	5	2	2	0	0	24	19	1	4	0	0	9

Workforce Analysis by Departments

Page 13

>>>>>>Department: 8005 ADS - Director's Office

Reports to: 1000 DHS - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6103 HUMAN RESOURCES ANALYST 2	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6001 OFFICE ASSISTANT 2	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9720 OPERATIONS ADMINISTRATOR	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9615 PROGRAM MANAGER 1	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9360 PROGRAM MANAGER 2	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9362 PROGRAM MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	0	1	0	1	0	0	0	1
9063 PROJECT MANAGER	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6086 RESEARCH/EVALUATION ANALYST 2	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Total:			8	1	1	0	0	0	0	7	6	1	0	0	0	1

>>>>>>>>Department: 8015 ADS - Long Term Care

Reports to: 8005 ADS - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6299 CASE MANAGEMENT ASSISTANT	N/A	6	6	0	0	0	0	0	0	6	5	0	1	0	0	1
6298 CASE MANAGER 1	N/A	5	16	3	2	0	1	0	0	13	9	3	1	0	0	5
6297 CASE MANAGER 2	N/A	2	46	12	10	1	1	0	0	34	30	2	2	0	0	6
6296 CASE MANAGER/SENIOR	N/A	2	31	7	5	0	1	0	1	24	19	5	0	0	0	7
6003 CLERICAL UNIT SUPERVISOR	N/A	6	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6315 COMMUNITY HEALTH NURSE	N/A	2	5	1	1	0	0	0	0	4	4	0	0	0	0	0
6013 COMMUNITY INFORMATION SPEC	N/A	3	1	0	0	0	0	0	0	1	0	0	0	0	1	1
6292 DEPUTY PUBLIC GUARDIAN	N/A	2	5	2	1	1	0	0	0	3	3	0	0	0	0	1
6058 HEARINGS SPECIALIST	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6009 MEDICAL SERVICES CLERK	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6001 OFFICE ASSISTANT 2	N/A	6	21	1	1	0	0	0	0	20	17	0	2	0	1	3
6002 OFFICE ASSISTANT/SENIOR	N/A	6	3	1	1	0	0	0	0	2	2	0	0	0	0	0
6021 PROGRAM DEVELOPMENT SPEC	N/A	2	10	1	0	0	0	0	1	9	8	1	0	0	0	2
6020 PROGRAM DEVELOPMENT	N/A	5	3	2	1	1	0	0	0	1	1	0	0	0	0	1

Workforce Analysis by Departments

Page 14

TECH																	
9615	PROGRAM MANAGER 1	N/A	2	3	1	1	0	0	0	0	2	2	0	0	0	0	0
9360	PROGRAM MANAGER 2	N/A	1	2	1	1	0	0	0	0	1	1	0	0	0	0	0
9362	PROGRAM MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9361	PROGRAM SUPERVISOR	N/A	2	7	3	1	0	1	0	1	4	4	0	0	0	0	2
6088	Program Development Spec,SR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6295	SOCIAL WORKER	N/A	2	7	2	2	0	0	0	0	5	4	0	0	0	1	1
6290	VETERANS SERVICES OFFICER	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Total:			172	41	31	3	4	0	3	131	111	11	6	0	3	30	

>>>>>>>>Department: 8020 ADS - Community Services

Reports to: 8005 ADS - Director's Office

			Tot Emp	MALE						FEMALE						Tot Min
Job Code & Title	Grade	EEO		T	W	B	A	N	H	T	W	B	A	N	H	
6033	ADMINISTRATIVE ANALYST	N/A	2	1	0	0	0	0	0	1	1	0	0	0	0	0
6299	CASE MANAGEMENT ASSISTANT	N/A	6	3	1	1	0	0	0	2	1	1	0	0	0	1
6298	CASE MANAGER 1	N/A	5	29	7	7	0	0	0	22	16	2	3	0	1	6
6297	CASE MANAGER 2	N/A	2	26	5	5	0	0	0	21	18	1	0	0	2	3
6296	CASE MANAGER/SENIOR	N/A	2	12	3	3	0	0	0	9	8	0	1	0	0	1
6315	COMMUNITY HEALTH NURSE	N/A	2	3	0	0	0	0	0	3	3	0	0	0	0	0
6013	COMMUNITY INFORMATION SPEC	N/A	3	1	0	0	0	0	0	1	1	0	0	0	0	0
6058	HEARINGS SPECIALIST	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	17	2	2	0	0	0	15	12	2	0	0	1	3
6002	OFFICE ASSISTANT/SENIOR	N/A	6	4	0	0	0	0	0	4	3	0	0	0	1	1
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	2	1	0	0	1	0	1	1	0	0	0	0	1
6020	PROGRAM DEVELOPMENT TECH	N/A	5	2	0	0	0	0	0	2	2	0	0	0	0	0
9360	PROGRAM MANAGER 2	N/A	1	2	1	1	0	0	0	1	1	0	0	0	0	0
9361	PROGRAM SUPERVISOR	N/A	2	4	1	1	0	0	0	3	3	0	0	0	0	0
6087	RESEARCH/EVALUATION ANALYST/SENIOR	N/A	2	1	0	0	0	0	0	1	1	0	0	0	0	0
Total:			108	22	21	0	1	0	0	86	71	6	4	0	5	16

Workforce Analysis by Departments

Page 15

>>>>>>>Department: 8030 ADS - Public Guardian

Reports to: 8005 ADS - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6003 CLERICAL UNIT SUPERVISOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Total:			1	0	0	0	0	0	0	1	1	0	0	0	0	0

>>>Department: 2000 Health - Director's Office

Reports to: A100 CHR - Chair's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6005 ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9610 DEPARTMENT DIRECTOR	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9619 DEPUTY DIRECTOR	N/A	1	1	0	0	0	0	0	0	1	0	0	1	0	0	1
9693 HEALTH SERVICES ADMINISTRATOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9694 HEALTH SERVICES MANAGER	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9695 HEALTH SERVICES MANAGER/SENIOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9696 HEALTH SERVICES SPECIALIST	N/A	3	2	0	0	0	0	0	0	2	0	2	0	0	0	2
6001 OFFICE ASSISTANT 2	N/A	6	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Total:			9	3	3	0	0	0	0	6	3	2	1	0	0	3

>>>>>>>Department: 2005 Health - Business Services

Reports to: 2000 Health - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
9730 BUDGET ANALYST	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6315 COMMUNITY HEALTH NURSE	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6300 ELIGIBILITY SPECIALIST	N/A	5	14	3	0	1	0	0	2	11	3	3	2	0	3	11
6027 FISCAL ASSISTANT/SENIOR	N/A	6	11	4	0	1	1	1	1	7	5	1	0	0	1	6
6029 FISCAL SPECIALIST 1	N/A	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6030 FISCAL SPECIALIST 2	N/A	2	3	2	2	0	0	0	0	1	1	0	0	0	0	0

Workforce Analysis by Departments

Page 16

9335	FISCAL SPECIALIST SUPERVISOR	N/A	2	3	2	2	0	0	0	0	1	1	0	0	0	0	0
9693	HEALTH SERVICES ADMINISTRATOR	N/A	2	1	0	0	0	0	0	0	1	0	1	0	0	0	1
9695	HEALTH SERVICES MANAGER/SENIOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9696	HEALTH SERVICES SPECIALIST	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9080	HUMAN RESOURCES ANALYST 1	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9670	HUMAN RESOURCES ANALYST 2	N/A	2	3	2	1	1	0	0	0	1	1	0	0	0	0	1
9748	HUMAN RESOURCES ANALYST/SENIOR	N/A	2	2	1	0	0	0	0	1	1	0	0	0	0	1	2
9621	HUMAN RESOURCES MANAGER 2	N/A	1	1	0	0	0	0	0	0	1	0	1	0	0	0	1
9061	HUMAN RESOURCES TECHNICIAN	N/A	6	1	1	0	1	0	0	0	0	0	0	0	0	0	1
6001	OFFICE ASSISTANT 2	N/A	6	5	0	0	0	0	0	0	5	2	0	1	1	0	3
6002	OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
7232	PRODUCTION/GRAPHIC DESIGN	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	2	0	0	0	0	0	0	2	1	1	0	0	0	1
9115	PROGRAM DEVELOPMENT SPEC/SR	N/A	2	2	1	1	0	0	0	0	1	1	0	0	0	0	0
6020	PROGRAM DEVELOPMENT TECH	N/A	5	1	0	0	0	0	0	0	1	0	1	0	0	0	1
9615	PROGRAM MANAGER 1	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6112	PURCHASING SPECIALIST 1	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Total:			59	19	9	4	1	1	4	40	22	8	3	1	5	28	

Workforce Analysis by Departments

Page 17

>>>>>>Department: 2010 Health - Dental Services

Reports to: 2000 Health - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6005 ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	1	0	1	0	0	0	1
6047 COMMUNITY HEALTH WORKER 2	N/A	5	1	0	0	0	0	0	0	1	0	0	0	0	1	1
6347 DENTAL ASSISTANT/RECEPTIONIST	N/A	3	26	0	0	0	0	0	0	26	19	2	4	0	1	7
9500 DENTAL HEALTH OFFICER	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6348 DENTAL HYGIENIST	N/A	3	9	2	2	0	0	0	0	7	5	0	2	0	0	2
9390 DENTIST	N/A	2	11	4	3	0	0	0	0	7	5	0	2	0	0	3
9430 DENTIST/SENIOR	N/A	2	3	1	1	0	0	0	0	2	2	0	0	0	0	0
6294 HEALTH ASSISTANT	N/A	5	5	2	1	0	0	0	1	3	2	0	0	0	1	2
6352 HEALTH EDUCATOR	N/A	2	2	1	1	0	0	0	0	1	1	0	0	0	0	0
9692 HEALTH OPERATIONS SUPERVISOR	N/A	6	4	0	0	0	0	0	0	4	4	0	0	0	0	0
9696 HEALTH SERVICES SPECIALIST	N/A	3	2	0	0	0	0	0	0	2	2	0	0	0	0	0
6001 OFFICE ASSISTANT 2	N/A	6	5	2	0	0	0	0	2	3	1	0	0	0	2	4
6002 OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Total:			71	13	9	0	0	0	3	58	42	3	8	0	5	20

>>>>>>Department: 2015 Health - Neighborhood Health

Reports to: 2000 Health - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6005 ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6315 COMMUNITY HEALTH NURSE	N/A	2	65	0	0	0	0	0	0	65	56	4	3	0	1	9
6046 COMMUNITY HEALTH WORKER 1	N/A	5	5	0	0	0	0	0	0	5	1	1	0	0	3	4
6047 COMMUNITY HEALTH WORKER 2	N/A	5	13	1	1	0	0	0	0	12	6	2	0	0	4	6
6030 FISCAL SPECIALIST 2	N/A	2	1	0	0	0	0	0	0	1	0	0	0	0	1	1
6294 HEALTH ASSISTANT	N/A	5	1	0	0	0	0	0	0	1	0	0	0	0	1	1
9693 HEALTH SERVICES ADMINISTRATOR	N/A	2	5	0	0	0	0	0	0	5	5	0	0	0	0	0

Workforce Analysis by Departments

Page 18

9695	HEALTH SERVICES MANAGER/SENIOR	N/A	2	1	0	0	0	0	0	0	1	0	0	0	0	1	1
9696	HEALTH SERVICES SPECIALIST	N/A	3	5	1	0	0	0	0	1	4	3	0	0	0	0	2
6321	MEDICAL RECORDS TECHNICIAN	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6314	NURSE PRACTITIONER	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6342	NUTRITION ASSISTANT	N/A	5	15	1	1	0	0	0	0	14	2	2	3	0	7	12
6340	NUTRITIONIST	N/A	2	5	0	0	0	0	0	0	5	4	0	0	0	0	1
6001	OFFICE ASSISTANT 2	N/A	6	18	1	0	0	1	0	0	17	8	2	2	0	5	10
6002	OFFICE ASSISTANT/SENIOR	N/A	6	12	4	4	0	0	0	0	8	6	0	0	0	1	2
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	3	0	0	0	0	0	0	3	1	1	0	0	1	2
6020	PROGRAM DEVELOPMENT TECH	N/A	5	1	0	0	0	0	0	0	1	0	0	1	0	0	1
9360	PROGRAM MANAGER 2	N/A	1	2	0	0	0	0	0	0	2	1	1	0	0	0	1
6087	RESEARCH/EVALUATION ANALYST/SENIOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Total:			156	9	7	0	1	0	1	1	147	96	13	9	0	25	53

Department: 2020 Health - SBC N'hood Health

Reports to: 2015 Health - Neighborhood Health

Job Code & Title		Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
					T	W	B	A	N	H	T	W	B	A	N	H	
6315	COMMUNITY HEALTH NURSE	N/A	2	5	0	0	0	0	0	0	5	4	1	0	0	0	1
6047	COMMUNITY HEALTH WORKER 2	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6294	HEALTH ASSISTANT	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6352	HEALTH EDUCATOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9692	HEALTH OPERATIONS SUPERVISOR	N/A	6	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9693	HEALTH SERVICES ADMINISTRATOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9696	HEALTH SERVICES SPECIALIST	N/A	3	2	0	0	0	0	0	0	2	2	0	0	0	0	0
6303	LICENSED COMM PRACTICAL NURSE	N/A	3	2	0	0	0	0	0	0	2	2	0	0	0	0	0
6314	NURSE PRACTITIONER	N/A	2	6	1	1	0	0	0	0	5	5	0	0	0	0	0
6002	OFFICE ASSISTANT/SENIOR	N/A	6	5	0	0	0	0	0	0	5	4	1	0	0	0	1
6086	RESEARCH/EVALUATION ANALYST 2	N/A	2	1	0	0	0	0	0	0	1	1	0	0		0	0

Workforce Analysis by Departments

Page 19

Total: 26 3 3 0 0 0 0 23 21 2 0 0 0 2

>>>>>Department: 2025 Health - Regulatory Health

Reports to: 2000 Health - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
9530 EMS MEDICAL DIRECTOR	N/A	1	1	1	0	0	1	0	0	0	0	0	0	0	0	1
6005 ADMINISTRATIVE SECRETARY	N/A	5	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6073 DATA ANALYST	N/A	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9550 HEALTH OFFICER	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9694 HEALTH SERVICES MANAGER	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9490 PHYSICIAN	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6021 PROGRAM DEVELOPMENT SPECN/A	N/A	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0
Total:			8	5	4	0	1	0	0	3	3	0	0	0	0	1

>>>>>Department: 2030 Health - Corrections Health

Reports to: 2000 Health - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6033 ADMINISTRATIVE ANALYST	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6315 COMMUNITY HEALTH NURSE	N/A	2	64	12	12	0	0	0	0	52	49	0	2	1	0	3
6347 DENTAL ASSISTANT/RECEPTIONIST	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9430 DENTIST/SENIOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6294 HEALTH ASSISTANT	N/A	5	2	0	0	0	0	0	0	2	1	0	0	0	1	1
9692 HEALTH OPERATIONS SUPERVISOR	N/A	6	2	0	0	0	0	0	0	2	2	0	0	0	0	0
9693 HEALTH SERVICES ADMINISTRATOR	N/A	2	3	1	1	0	0	0	0	2	2	0	0	0	0	0
9695 HEALTH SERVICES MANAGER/SENIOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6303 LICENSED COMM PRACTICAL NURSE	N/A	3	2	0	0	0	0	0	0	2	2	0	0	0	0	0
6321 MEDICAL RECORDS TECHNICIAN	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0

Workforce Analysis by Departments

Page 20

6365	MENTAL HEALTH CONSULTANT	N/A	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0
6314	NURSE PRACTITIONER	N/A	2	3	0	0	0	0	0	0	3	2	1	0	0	0	1
6001	OFFICE ASSISTANT 2	N/A	6	15	2	2	0	0	0	0	13	11	0	0	1	1	2
6002	OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9720	OPERATIONS ADMINISTRATOR	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9355	PHARMACIST	N/A	2	2	1	1	0	0	0	0	1	0	0	0	0	0	1
6119	PHARMACY TECHNICIAN	N/A	3	2	0	0	0	0	0	0	2	1	1	0	0	0	1
9490	PHYSICIAN	N/A	2	5	4	4	0	0	0	0	1	1	0	0	0	0	0
Total:			109	24	24	0	0	0	0	0	85	76	2	2	2	2	9

>>>>>Department: 2035 Health - Disease Prev & Ctrl

Reports to: 2000 Health - Director's Office

Job Code & Title		Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
					T	W	B	A	N	H	T	W	B	A	N	H	
6005	ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6093	CHEMICAL APPLICATOR OPERATOR	N/A	7	3	3	2	0	0	0	0	0	0	0	0	0	0	1
6315	COMMUNITY HEALTH NURSE	N/A	2	21	6	5	1	0	0	0	15	11	0	2	0	2	5
6047	COMMUNITY HEALTH WORKER 2	N/A	5	17	7	1	1	2	0	3	10	4	2	1	1	2	12
9747	DATA ANALYST/SENIOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6356	ENVIRONMENTAL HEALTH SPECIALIST	N/A	2	17	13	8	0	4	0	0	4	2	0	0	0	2	7
9062	ENVIRONMENTAL HEALTH SUPERVISOR	N/A	2	1	1	0	0	1	0	0	0	0	0	0	0	0	1
6294	HEALTH ASSISTANT	N/A	5	3	0	0	0	0	0	0	3	1	0	0	0	2	2
6352	HEALTH EDUCATOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6024	HEALTH INFORMATION SPEC/SENIOR	N/A	5	4	1	0	0	0	0	1	3	2	1	0	0	0	2
9692	HEALTH OPERATIONS SUPERVISOR	N/A	6	4	2	1	0	1	0	0	2	2	0	0	0	0	1
9693	HEALTH SERVICES ADMINISTRATOR	N/A	2	8	1	0	0	1	0	0	7	7	0	0	0	0	1
9695	HEALTH SERVICES MANAGER/SENIOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9696	HEALTH SERVICES SPECIALIST	N/A	3	9	1	1	0	0	0	0	8	7	0	0	1	0	1
6359	NUISANCE ENFORCEMENT OFFICER	N/A	4	1	1	0	0	0	0	1	0	0	0	0		0	1

Workforce Analysis by Departments

Page 21

6314	NURSE PRACTITIONER	N/A	2	5	1	1	0	0	0	0	4	4	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	20	6	4	0	0	0	2	14	10	0	0	0	4	6
6002	OFFICE ASSISTANT/SENIOR	N/A	6	4	0	0	0	0	0	0	4	4	0	0	0	0	0
9355	PHARMACIST	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9490	PHYSICIAN	N/A	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0
6316	PHYSICIAN ASSISTANT	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	6	4	4	0	0	0	0	2	2	0	0	0	0	0
6020	PROGRAM DEVELOPMENT TECH	N/A	5	3	1	1	0	0	0	0	2	2	0	0	0	0	0
9615	PROGRAM MANAGER 1	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6085	RESEARCH/EVALUATION ANALYST 1	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6295	SOCIAL WORKER	N/A	2	3	0	0	0	0	0	0	3	2	0	0	0	1	1
6336	X-RAY TECHNICIAN	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6012	CLINIC MEDICAL ASSISTANT	N/A	5	1	0	0	0	0	0	0	1	0	1	0	0	0	1
Total:			141	53	33	2	9	0	7	88	66	4	3	2	13	42	

>>>>>>Department: 2040 Health -Primary Care

Reports to: 2000 Health - Director's Office

Job Code & Title		Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
					T	W	B	A	N	H	T	W	B	A	N	H	
6005	ADMINISTRATIVE SECRETARY	N/A	5	2	0	0	0	0	0	0	2	0	1	0	0	1	2
6315	COMMUNITY HEALTH NURSE	N/A	2	52	5	4	0	1	0	0	47	40	3	2	0	0	8
6047	COMMUNITY HEALTH WORKER	N/A	5	3	1	1	0	0	0	0	2	0	0	0	0	2	2
	2																
6030	FISCAL SPECIALIST 2	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6294	HEALTH ASSISTANT	N/A	5	40	12	1	2	2	0	7	28	11	1	1	0	14	28
9692	HEALTH OPERATIONS	N/A	6	5	3	3	0	0	0	0	2	1	0	1	0	0	1
	SUPERVISOR																
9693	HEALTH SERVICES	N/A	2	9	2	1	0	1	0	0	7	5	2	0	0	0	3
	ADMINISTRATOR																
9695	HEALTH SERVICES	N/A	2	1	0	0	0	0	0	0	1	0	1	0	0	0	1
	MANAGER/SENIOR																
9696	HEALTH SERVICES SPECIALIST	N/A	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6333	LABORATORY TECHNICIAN	N/A	3	5	1	1	0	0	0	0	4	3	0	0	0	1	1
6303	LICENSED COMM PRACTICAL	N/A	3	12	1	1	0	0	0	0	11	9	1	0	0	1	2
	NURSE																
9520	MEDICAL DIRECTOR	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0

Workforce Analysis by Departments

Page 22

6321	MEDICAL RECORDS TECHNICIAN	N/A	6	6	0	0	0	0	0	0	6	5	0	1	0	0	1
6314	NURSE PRACTITIONER	N/A	2	21	0	0	0	0	0	0	21	21	0	0	0	0	0
6340	NUTRITIONIST	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	42	9	3	0	0	0	5	33	18	2	2	0	11	21
6002	OFFICE ASSISTANT/SENIOR	N/A	6	15	3	0	2	0	0	1	12	5	2	2	0	3	10
9720	OPERATIONS ADMINISTRATOR	N/A	5	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9490	PHYSICIAN	N/A	2	19	9	7	0	2	0	0	10	7	0	1	0	1	5
6316	PHYSICIAN ASSISTANT	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6295	SOCIAL WORKER	N/A	2	5	0	0	0	0	0	0	5	3	0	0	0	2	2
6336	X-RAY TECHNICIAN	N/A	3	1	1	0	0	1	0	0	0	0	0	0	0	0	1
6012	CLINIC MEDICAL ASSISTANT	N/A	5	11	1	0	0	0	0	1	10	5	0	2	0	2	6
Total:				255	51	25	4	7	0	14	204	136	13	12	0	38	94

>>>>>>Department: 2050 Health - Support Services

Reports to: 2000 Health - Director's Office

Job Code & Title		Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
					T	W	B	A	N	H	T	W	B	A	N	H	
6017	CONSTRUCTION PROJECTS SPEC	N/A	2	1	0	0	0	0	0	0	1	0	0	0	0	1	1
6030	FISCAL SPECIALIST 2	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6294	HEALTH ASSISTANT	N/A	5	9	3	2	0	0	0	1	6	2	0	1	0	3	5
6019	HEALTH INFORMATION SPECIALIST 1	N/A	3	6	1	0	0	0	0	1	5	3	0	1	0	1	3
9026	HEALTH INFORMATION SUPERVISOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9692	HEALTH OPERATIONS SUPERVISOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9694	HEALTH SERVICES MANAGER	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9696	HEALTH SERVICES SPECIALIST	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6335	LABORATORY SPECIALIST	N/A	2	6	2	1	0	0	0	0	4	4	0	0	0	0	1
6333	LABORATORY TECHNICIAN	N/A	3	2	0	0	0	0	0	0	2	2	0	0	0	0	0
6322	MEDICAL RECORDS TECH/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6002	OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	0	1	0	0	0	1
9355	PHARMACIST	N/A	2	10	6	5	0	0	0	1	4	3	0	1	0	0	2
9357	PHARMACY SERVICES MANAGER	N/A	2	1	0	0	0	0	0	0	1	1	0	0		0	0

Workforce Analysis by Departments

Page 23

6119	PHARMACY TECHNICIAN	N/A	3	8	1	1	0	0	0	0	7	6	0	1	0	0	1
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Total:				51	14	10	0	0	0	3	37	27	1	4	0	5	14

>>>>>>Department: 2055 Health - Planning & Dvmt

Reports to: 2000 Health - Director's Office

Job Code & Title			Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
						T	W	B	A	N	H	T	W	B	A	N	H	
6005	ADMINISTRATIVE SECRETARY	N/A	5	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6047	COMMUNITY HEALTH WORKER	N/A	5	1	0	0	0	0	0	0	0	1	0	0	0	0	1	1
	2																	
9693	HEALTH SERVICES	N/A	2	4	1	1	1	0	0	0	0	3	2	0	1	0	0	1
	ADMINISTRATOR																	
9695	HEALTH SERVICES	N/A	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
	MANAGER/SENIOR																	
9696	HEALTH SERVICES SPECIALIST	N/A	3	2	0	0	0	0	0	0	0	2	1	0	0	0	1	1
6001	OFFICE ASSISTANT 2	N/A	6	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
6002	OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
9798	PRINCIPAL INVESTIGATOR	N/A	2	3	2	2	2	0	0	0	0	1	1	0	0	0	0	0
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	2	1	1	1	0	0	0	0	1	1	0	0	0	0	0
6020	PROGRAM DEVELOPMENT	N/A	5	3	0	0	0	0	0	0	0	3	1	1	0	0	1	2
	TECH																	
6085	RESEARCH/EVALUATION	N/A	3	1	1	1	0	0	1	0	0	0	0	0	0	0	0	1
	ANALYST 1																	
6086	RESEARCH/EVALUATION	N/A	2	5	2	2	2	0	0	0	0	3	3	0	0	0	0	0
	ANALYST 2																	
6087	RESEARCH/EVALUATION	N/A	2	2	1	1	1	0	0	0	0	1	0	0	1	0	0	1
	ANALYST/SENIOR																	
9041	RESEARCH/EVALUATION	N/A	2	7	2	2	2	0	0	0	0	5	4	0	1	0	0	1
	SUPERVISOR																	
Total:				34	11	10	0	1	0	0	0	23	16	1	3	0	3	8

Workforce Analysis by Departments

Page 24

>>>>Department: 3005 DCJ - Director's Office

Reports to: A100 CHR - Chair's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6054	ADMINISTRATIVE ASSISTANT	N/A	5	1	0	0	0	0	0	1	1	0	0	0	0	0
6005	ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	1	1	0	0	0	0	0
9610	DEPARTMENT DIRECTOR	N/A	1	1	0	0	0	0	0	1	1	0	0	0	0	0
9710	MANAGEMENT ASSISTANT	N/A	2	2	2	1	1	0	0	0	0	0	0	0	0	1
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	1	0	0	0	0	0	1	1	0	0	0	0	0
Total:			6	2	1	1	0	0	0	4	4	0	0	0	0	1

>>>>>>Department: 3010 DCJ - Information Systems

Reports to: 3005 DCJ - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6003	CLERICAL UNIT SUPERVISOR	N/A	6	1	0	0	0	0	0	1	0	1	0	0	0	1
6157	JUVENILE RECORDS TECHNICIAN	N/A	5	4	0	0	0	0	0	4	4	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	5	0	0	0	0	0	5	4	1	0	0	0	1
6002	OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	1	1	0	0	0	0	0
9720	OPERATIONS ADMINISTRATOR	N/A	5	1	0	0	0	0	0	1	1	0	0	0	0	0
9361	PROGRAM SUPERVISOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0
Total:			13	1	1	0	0	0	0	12	10	2	0	0	0	2

Workforce Analysis by Departments

Page 25

>>>>>Department: 3015 DCJ - Employee & Community Dev

Reports to: 3005 DCJ - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
9670 HUMAN RESOURCES ANALYST 2	N/A	2	3	0	0	0	0	0	0	3	2	0	1	0	0	1
9748 HUMAN RESOURCES ANALYST/SENIOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9621 HUMAN RESOURCES MANAGER 2	N/A	1	2	1	1	0	0	0	0	1	1	0	0	0	0	0
6101 HUMAN RESOURCES TECHNICIAN	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6002 OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9362 PROGRAM MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9361 PROGRAM SUPERVISOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6263 VOLUNTEER COORDINATOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Total:			11	2	2	0	0	0	0	9	8	0	1	0	0	1

>>>>>Department: 3020 DCJ - Business Services

Reports to: 3005 DCJ - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6029 FISCAL SPECIALIST 1	N/A	3	4	0	0	0	0	0	0	4	3	0	1	0	0	1
6030 FISCAL SPECIALIST 2	N/A	2	2	2	0	0	1	1	0	0	0	0	0	0	0	2
9335 FISCAL SPECIALIST SUPERVISOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6021 PROGRAM DEVELOPMENT SPEC	N/A	2	5	1	1	0	0	0	0	4	2	1	0	1	0	2
6020 PROGRAM DEVELOPMENT TECH	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9360 PROGRAM MANAGER 2	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9361 PROGRAM SUPERVISOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6112 PURCHASING SPECIALIST 1	N/A	5	1	0	0	0	0	0	0	1	0	1	0	0	0	1
6085 RESEARCH/EVALUATION ANALYST 1	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6086 RESEARCH/EVALUATION ANALYST 2	N/A	2	3	0	0	0	0	0	0	3	1	0	1	1	0	2

Workforce Analysis by Departments

Page 26

6087	RESEARCH/EVALUATION ANALYST/SENIOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9041	RESEARCH/EVALUATION SUPERVISOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6026	BUDGET ANALYST	N/A	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0
Total:				24	5	3	0	1	1	0	19	13	2	2	2	0	8

>>>>>>Department: 3025 DCJ - Adult Comm Justice Mgmt

Reports to: 3005 DCJ - Director's Office

Job Code & Title		Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
					T	W	B	A	N	H	T	W	B	A	N	H	
6005	ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9362	PROGRAM MANAGER/SENIOR	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9361	PROGRAM SUPERVISOR	N/A	2	2	1	1	0	0	0	0	1	1	0	0	0	0	0
Total:				5	2	2	0	0	0	0	3	3	0	0	0	0	0

>>>>>>>>Department: 3030 DCJ - ACJ/Central Proc Svcs

Reports to: 3025 DCJ - Adult Comm Justice Mgmt

				Tot Emp	MALE						FEMALE						Tot Min
Job Code & Title		Grade	EEO		T	W	B	A	N	H	T	W	B	A	N	H	
6003	CLERICAL UNIT SUPERVISOR	N/A	6	2	0	0	0	0	0	0	2	1	1	0	0	0	1
6267	COMMUNITY WORKS LEADER	N/A	4	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6268	CORRECTIONS COUNSELOR	N/A	2	2	1	0	0	0	0	1	1	1	0	0	0	0	1
6266	CORRECTIONS TECHNICIAN	N/A	5	27	4	4	0	0	0	0	23	20	1	1	1	0	3
6001	OFFICE ASSISTANT 2	N/A	6	13	0	0	0	0	0	0	13	9	2	1	0	1	4
6002	OFFICE ASSISTANT/SENIOR	N/A	6	5	0	0	0	0	0	0	5	4	0	0	0	1	1
9720	OPERATIONS ADMINISTRATOR	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6276	PROBATION/PAROLE OFFICER	N/A	2	24	8	8	0	0	0	0	16	15	0	0	0	1	1
9615	PROGRAM MANAGER 1	N/A	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0
9360	PROGRAM MANAGER 2	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9361	PROGRAM SUPERVISOR	N/A	2	1	1	0	1	0	0	0	0	0	0	0	0	0	1
Total:				79	17	15	1	0	0	1	62	52	4	2	3		12

Workforce Analysis by Departments

>>>>>>>Department: 3035 DCJ - ACJ/Supervision

Reports to: 3025 DCJ - Adult Comm Justice Mgmt

Job Code & Title		Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
					T	W	B	A	N	H	T	W	B	A	N	H	
6003	CLERICAL UNIT SUPERVISOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6036	CLINICAL SUPERVISOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6268	CORRECTIONS COUNSELOR	N/A	2	2	1	0	0	1	0	0	1	1	0	0	0	0	1
6266	CORRECTIONS TECHNICIAN	N/A	5	11	4	4	0	0	0	0	7	7	0	0	0	0	0
6272	JUVENILE COUNSELOR	N/A	2	1	1	0	1	0	0	0	0	0	0	0	0	0	1
6001	OFFICE ASSISTANT 2	N/A	6	21	0	0	0	0	0	0	21	18	2	0	1	0	3
6002	OFFICE ASSISTANT/SENIOR	N/A	6	4	0	0	0	0	0	0	4	3	1	0	0	0	1
9720	OPERATIONS ADMINISTRATOR	N/A	5	2	0	0	0	0	0	0	2	1	1	0	0	0	1
6276	PROBATION/PAROLE OFFICER	N/A	2	95	45	30	9	1	0	5	50	43	5	1	0	1	22
9615	PROGRAM MANAGER 1	N/A	2	6	2	0	2	0	0	0	4	4	0	0	0	0	2
9360	PROGRAM MANAGER 2	N/A	1	2	1	0	0	1	0	0	1	1	0	0	0	0	1
9361	PROGRAM SUPERVISOR	N/A	2	7	6	6	0	0	0	0	1	1	0	0	0	0	0
6088	Program Development Spec,SR	N/A	2	1	1	0	1	0	0	0	0	0	0	0	0	0	1
Total:				154	62	41	13	3	0	5	92	80	9	1	1	1	33

>>>>>>>Department: 3040 DCJ - ACJ/Sanctions & Services

Reports to: 3025 DCJ - Adult Comm Justice Mgmt

[illegible]

Workforce Analysis by Departments

Page 28

Total: 63 27 21 6 0 0 0 36 29 3 2 1 1 13

>>>>>>Department: 3045 DCJ - Juv Comm Justice Mgmt

Reports to: 3005 DCJ - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6005 ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6272 JUVENILE COUNSELOR	N/A	2	3	0	0	0	0	0	0	3	1	1	1	0	0	2
9615 PROGRAM MANAGER 1	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9361 PROGRAM SUPERVISOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Total:			6	2	2	0	0	0	0	4	2	1	1	0	0	2

>>>>>>>>Department: 3050 DCJ - JCJ/Custody Services

Reports to: 3045 DCJ - Juv Comm Justice Mgmt

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6344 BASIC SKILLS EDUCATOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6003 CLERICAL UNIT SUPERVISOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6272 JUVENILE COUNSELOR	N/A	2	5	2	2	0	0	0	0	3	3	0	0	0	0	0
6273 JUVENILE CUSTODY SERVICES SPEC	N/A	4	65	39	22	8	6	0	3	26	19	3	3	1	0	24
6365 MENTAL HEALTH CONSULTANT	N/A	2	2	1	1	0	0	0	0	1	1	0	0	0	0	0
6001 OFFICE ASSISTANT 2	N/A	6	5	0	0	0	0	0	0	5	5	0	0	0	0	0
6002 OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9615 PROGRAM MANAGER 1	N/A	2	1	0	0	0	0	0	0	1	0	0	1	0	0	1
9362 PROGRAM MANAGER/SENIOR	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9361 PROGRAM SUPERVISOR	N/A	2	5	4	0	2	0	0	2	1	1	0	0	0	0	4
Total:			87	48	27	10	6	0	5	39	31	3	4	1	0	29

Workforce Analysis by Departments

Page 29

>>>>>>>>Department: 3055 DCJ - JCJ/Couns & Court Svcs

Reports to: 3045 DCJ - Juv Comm Justice Mgmt

				Tot	MALE						FEMALE						Tot
Job Code & Title		Grade	EEO	Emp	T	W	B	A	N	H	T	W	B	A	N	H	Min
6267	COMMUNITY WORKS LEADER	N/A	4	8	6	2	4	0	0	0	2	2	0	0	0	0	4
6266	CORRECTIONS TECHNICIAN	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6285	JUVENILE COUNSELING ASSISTANT	N/A	5	11	4	1	2	1	0	0	7	5	0	1	0	1	5
6272	JUVENILE COUNSELOR	N/A	2	41	15	7	6	2	0	0	26	20	2	0	2	2	14
6365	MENTAL HEALTH CONSULTANT	N/A	2	3	1	0	1	0	0	0	2	2	0	0	0	0	1
6001	OFFICE ASSISTANT 2	N/A	6	4	0	0	0	0	0	0	4	2	0	0	1	1	2
6002	OFFICE ASSISTANT/SENIOR	N/A	6	10	1	1	0	0	0	0	9	8	0	1	0	0	1
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	3	1	1	0	0	0	0	2	2	0	0	0	0	0
9615	PROGRAM MANAGER 1	N/A	2	2	1	1	0	0	0	0	1	1	0	0	0	0	0
9360	PROGRAM MANAGER 2	N/A	1	1	1	0	0	1	0	0	0	0	0	0	0	0	1
9361	PROGRAM SUPERVISOR	N/A	2	7	3	3	0	0	0	0	4	2	1	1	0	0	2
Total:				91	33	16	13	4	0	0	58	45	3	3	3	4	30

>>>>>>>>Department: 3060 DCJ - JCJ/Family Court Svcs

Reports to: 3045 DCJ - Juv Comm Justice Mgmt

Job Code & Title		Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
					T	W	B	A	N	H	T	W	B	A	N	H	
9684	FAMILY SERVICES MANAGER	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6369	MARRIAGE AND FAMILY COUNSELOR	N/A	2	4	1	1	0	0	0	0	3	3	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	3	0	0	0	0	0	0	3	3	0	0	0	0	0
Total:				8	1	1	0	0	0	0	7	7	0	0	0	0	0

Workforce Analysis by Departments

Page 30

>>>>Department: 5005 Library - Director's Office

Reports to: A100 CHR - Chair's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
9006	ADMINISTRATIVE ANALYST	N/A	2	1	0	0	0	0	0	1	0	1	0	0	0	1
9610	DEPARTMENT DIRECTOR	N/A	1	1	0	0	0	0	0	1	1	0	0	0	0	0
7207	GRAPHIC DESIGNER	N/A	2	1	0	0	0	0	0	1	1	0	0	0	0	0
9782	LIBRARY MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	1	1	0	0	0	0	0
7209	PRINTING SPECIALIST	N/A	3	1	1	0	0	0	0	0	0	0	0	0	0	0
7230	PRODUCTION ASSISTANT	N/A	6	1	0	0	0	0	0	1	0	0	0	1	0	1
9677	PRODUCTION SUPERVISOR	N/A	2	1	1	0	0	0	0	0	0	0	0	0	0	0
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	1	0	0	0	0	0	1	1	0	0	0	0	0
9115	PROGRAM DEVELOPMENT SPEC/SR	N/A	2	1	0	0	0	0	0	1	0	0	1	0	0	1
6020	PROGRAM DEVELOPMENT TECH	N/A	5	1	1	0	0	0	0	0	0	0	0	0	0	0
9790	PUBLIC RELATIONS COORDINATOR	N/A	1	1	0	0	0	0	0	1	1	0	0	0	0	0
7208	PUBLICATION SPECIALIST	N/A	5	1	0	0	0	0	0	1	1	0	0	0	0	0
Total:			12		3	3	0	0	0	9	6	1	1	1	0	3

>>>>>>Department: 5010 Library - Central Library

Reports to: 5005 Library - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6005	ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	1	1	0	0	0	0	0
9804	ASSOCIATE DIRECTOR/CENTRAL	N/A	1	1	0	0	0	0	0	1	1	0	0	0	0	0
7222	LIBRARIAN 2	N/A	2	32	8	8	0	0	0	24	24	0	0	0	0	0
7211	LIBRARY ASSISTANT	N/A	5	33	8	8	0	0	0	25	23	1	1	0	0	2
7202	LIBRARY CLERK	N/A	5	30	9	9	0	0	0	21	17	3	1	0	0	4
9782	LIBRARY MANAGER/SENIOR	N/A	1	3	0	0	0	0	0	3	3	0	0	0	0	0
7203	LIBRARY PAGE	N/A	5	54	25	23	0	2	1	28	22	0	4	1	1	9
7204	LIBRARY PAGE/SENIOR	N/A	3	1	1	1	0	0	0	0	0	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	1	0	0	0	0	0	1	1	0	0		0	0
6002	OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	1	0	0	1		0	1

Workforce Analysis by Departments

Page 31

9720	OPERATIONS ADMINISTRATOR	N/A	5	1	1	0	0	0	0	1	0	0	0	0	0	0	1
9025	OPERATIONS SUPERVISOR	N/A	6	5	2	2	0	0	0	0	3	3	0	0	0	0	0
9792	STACKS ADMINISTRATOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9789	TEAM DEVELOPER/LIBRARY	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9777	LIBRARY ADMINISTRATOR/CEN	N/A	1	3	0	0	0	0	0	0	3	3	0	0	0	0	0
Total:				168	56	52	0	2	1	1	112	99	4	7	1	1	17

>>>>>>Department: 5015 Library - Community Services

Reports to: 5005 Library - Director's Office

				Tot	MALE						FEMALE						Tot
Job Code & Title		Grade	EEO	Emp.	T	W	B	A	N	H	T	W	B	A	N	H	Min
7222	LIBRARIAN 2	N/A	2	25	1	1	0	0	0	0	24	23	0	1	0	0	1
9776	LIBRARY	N/A	1	2	0	0	0	0	0	0	2	1	1	0	0	0	1
	ADMINISTRATOR/BRANCH																
7211	LIBRARY ASSISTANT	N/A	5	43	13	13	0	0	0	0	30	28	0	2	0	0	2
7202	LIBRARY CLERK	N/A	5	83	21	19	0	0	0	2	62	58	0	3	0	1	6
9780	LIBRARY MANAGER/BRANCH	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
7203	LIBRARY PAGE	N/A	5	63	16	11	0	3	0	0	47	44	0	2	0	1	8
9784	LIBRARY SUPERVISOR/BRANCH	N/A	2	16	4	4	0	0	0	0	12	12	0	0	0	0	0
9789	TEAM DEVELOPER/LIBRARY	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Total:				234	55	48	0	3	0	2	179	168	1	8	0	2	18

>>>>>>Department: 5020 Library - Support Services

Reports to: 5005 Library - Director's Office

Job Code & Title		Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
					T	W	B	A	N	H	T	W	B	A	N	H	
6033	ADMINISTRATIVE ANALYST	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6005	ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9773	CATALOGING ADMINISTRATOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6124	DRIVER	N/A	8	5	5	5	0	0	0	0	0	0	0	0	0	0	0
9686	FACILITIES DEV & SERVICES MGR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6030	FISCAL SPECIALIST 2	N/A	2	2	1	1	0	0	0	0	1	1	0	0	0	0	0
9335	FISCAL SPECIALIST SUPERVISOR	N/A	2	1	0	0	0	0	0	0	1	0	0	1	0	0	1

Workforce Analysis by Departments

Page 32

9080	HUMAN RESOURCES ANALYST N/A	2	2	0	0	0	0	0	0	0	2	1	0	1	0	0	1
1																	
9670	HUMAN RESOURCES ANALYST N/A	2	2	0	0	0	0	0	0	0	2	1	1	0	0	0	1
2																	
9715	HUMAN RESOURCES MANAGER N/A	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
1																	
6101	HUMAN RESOURCES N/A	6	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
	TECHNICIAN																
7222	LIBRARIAN 2 N/A	2	7	2	2	0	0	0	0	0	5	5	0	0	0	0	0
7211	LIBRARY ASSISTANT N/A	5	10	0	0	0	0	0	0	0	10	9	0	0	0	1	1
7202	LIBRARY CLERK N/A	5	11	2	2	0	0	0	0	0	9	9	0	0	0	0	0
7225	LIBRARY EVENTS N/A	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
	COORDINATOR																
9782	LIBRARY MANAGER/SENIOR N/A	1	2	0	0	0	0	0	0	0	2	2	0	0	0	0	0
7224	LIBRARY MATERIALS N/A	5	3	0	0	0	0	0	0	0	3	2	0	0	0	1	1
	PROCESSOR																
7203	LIBRARY PAGE N/A	5	4	3	3	0	0	0	0	0	1	1	0	0	0	0	0
7204	LIBRARY PAGE/SENIOR N/A	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
9784	LIBRARY SUPERVISOR/BRANCH N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
9786	LIBRARY SUPPORT SERVICES N/A	1	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
	ADMIN																
6001	OFFICE ASSISTANT 2 N/A	6	1	0	0	0	0	0	0	0	1	0	1	0	0	0	1
6002	OFFICE ASSISTANT/SENIOR N/A	6	3	0	0	0	0	0	0	0	3	3	0	0	0	0	0
9720	OPERATIONS ADMINISTRATOR N/A	5	2	1	1	0	0	0	0	0	1	1	0	0	0	0	0
6022	PROGRAM COORDINATOR N/A	2	3	0	0	0	0	0	0	0	3	3	0	0	0	0	0
6020	PROGRAM DEVELOPMENT N/A	5	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
	TECH																
6111	PURCHASING SPECIALIST 2 N/A	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
6088	Program Development Spec,SR N/A	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
9789	TEAM DEVELOPER/LIBRARY N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
6109	WAREHOUSE WORKER N/A	8	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	Total:	73	19	19	0	0	0	0	0	0	54	48	2	2	0	2	6

Workforce Analysis by Departments

Page 33

>>>>>Department: 5025 Library - Outreach Services

Reports to: 5005 Library - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
7222 LIBRARIAN 2	N/A	2	5	0	0	0	0	0	0	5	5	0	0	0	0	0
7211 LIBRARY ASSISTANT	N/A	5	6	1	1	0	0	0	0	5	4	0	0	0	1	1
7202 LIBRARY CLERK	N/A	5	3	0	0	0	0	0	0	3	3	0	0	0	0	0
9782 LIBRARY MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
7223 LIBRARY OUTREACH SPECIALIST	N/A	2	8	2	1	1	0	0	0	6	5	0	0	0	0	2
7203 LIBRARY PAGE	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9784 LIBRARY SUPERVISOR/BRANCH	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
7206 OUTREACH DRIVER	N/A	8	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9115 PROGRAM DEVELOPMENT SPEC/SR	N/A	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0
9361 PROGRAM SUPERVISOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Total:			29	4	3	1	0	0	0	25	23	0	0	0	1	3

>>>>Department: 6005 DBCS - Director's Office

Reports to: A100 CHR - Chair's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6054 ADMINISTRATIVE ASSISTANT	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9610 DEPARTMENT DIRECTOR	N/A	1	1	0	0	0	0	0	0	1	0	1	0	0	0	1
9710 MANAGEMENT ASSISTANT	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6021 PROGRAM DEVELOPMENT SPEC	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9362 PROGRAM MANAGER/SENIOR	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Total:			5	1	1	0	0	0	0	4	3	1	0	0	0	1

Workforce Analysis by Departments

>>>>>Department: 4030 DBCS - Elections

Reports to: 6005 DBCS - Director's Office

Job Code & Title		Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
					T	W	B	A	N	H	T	W	B	A	N	H	
9607	ADMINISTRATIVE SERV OFFICER	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6003	CLERICAL UNIT SUPERVISOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6013	COMMUNITY INFORMATION SPEC	N/A	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9665	ELECTIONS ADMINISTRATOR	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9666	ELECTIONS MANAGER	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6029	FISCAL SPECIALIST 1	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	4	2	1	1	0	0	0	2	2	0	0	0	0	1
6002	OFFICE ASSISTANT/SENIOR	N/A	6	3	1	0	0	1	0	0	2	1	1	0	0	0	2
6022	PROGRAM COORDINATOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Total:				14	5	3	1	1	0	0	9	8	1	0	0	0	3

>>>>>>>Department: 4040 DBCS - Property Valuation

Reports to: 4030 DBCS - Elections

[illegible]

Workforce Analysis by Departments

Page 35

6042	PROPERTY APPRAISER/RESIDENTIAL	N/A	2	21	14	13	1	0	0	0	7	6	0	1	0	0	2
6045	TAX EXEMPTION SPECIALIST	N/A	5	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6079	DATA ANALYST SENIOR	N/A	2	3	2	2	0	0	0	0	1	1	0	0	0	0	0
Total:				67	33	30	1	1	0	1	34	27	1	6	0	0	10

>>>>>>>Department: 4050 DBCS - Administration (unstaffed)

Reports to: 6005 DBCS - Director's Office

>>>>>>>>>Department: 4005 DBCS - Animal Control

Reports to: 4050 DBCS - Administration

			Tot Emp	MALE						FEMALE						Tot Min
Job Code & Title	Grade	EEO		T	W	B	A	N	H	T	W	B	A	N	H	
6062	ANIMAL CARE AIDE	N/A	8	2	2	1	1	0	0	0	0	0	0	0	0	1
6065	ANIMAL CARE TECHNICIAN	N/A	8	6	0	0	0	0	0	6	6	0	0	0	0	0
9616	ANIMAL CONTROL MANAGER	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0
6067	ANIMAL CONTROL OFFICER	N/A	5	11	3	1	0	0	1	8	7	0	0	1	0	3
6066	ANIMAL HEALTH TECHNICIAN	N/A	3	2	0	0	0	0	0	2	2	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	9	1	1	0	0	0	8	8	0	0	0	0	0
9720	OPERATIONS ADMINISTRATOR	N/A	5	2	2	2	0	0	0	0	0	0	0	0	0	0
9025	OPERATIONS SUPERVISOR	N/A	6	1	0	0	0	0	0	1	1	0	0	0	0	0
Total:				34	9	6	1	0	1	1	25	24	0	0	1	4

>>>>>>>>>Department: 4010 DBCS - Facilities

Reports to: 4050 DBCS - Administration

			Tot Emp	MALE						FEMALE						Tot Min
Job Code & Title	Grade	EEO		T	W	B	A	N	H	T	W	B	A	N	H	
6005	ADMINISTRATIVE SECRETARY	N/A	5	2	0	0	0	0	0	2	2	0	0	0	0	0
6155	ALARM TECHNICIAN	N/A	3	4	4	4	0	0	0	0	0	0	0	0	0	0
6147	CARPENTER	N/A	7	6	6	6	0	0	0	0	0	0	0	0	0	0
6149	CARPENTER/LOCKSMITH	N/A	7	3	3	3	0	0	0	0	0	0	0	0	0	0
6017	CONSTRUCTION PROJECTS SPEC	N/A	2	19	14	12	1	0	0	5	2	1	1	0	1	5

Workforce Analysis by Departments

Page 36

6016	CONSTRUCTION PROJECTS SPEC/SR	N/A	2	11	9	9	0	0	0	0	2	2	0	0	0	0	0
3061	ELECTRICIAN	N/A	7	6	6	5	0	1	0	0	0	0	0	0	0	0	1
6097	FAC MAINT DISPATCH/SCHEDULER	N/A	6	5	2	2	0	0	0	0	3	3	0	0	0	0	0
6094	FACILITIES MAINTENANCE WORKER	N/A	8	6	6	4	2	0	0	0	0	0	0	0	0	0	2
6027	FISCAL ASSISTANT/SENIOR	N/A	6	2	0	0	0	0	0	0	2	2	0	0	0	0	0
6029	FISCAL SPECIALIST 1	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6030	FISCAL SPECIALIST 2	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6032	FISCAL SPECIALIST/SENIOR	N/A	2	1	0	0	0	0	0	0	1	0	0	1	0	0	1
6121	HVAC ENGINEER	N/A	7	12	12	10	2	0	0	0	0	0	0	0	0	0	2
6002	OFFICE ASSISTANT/SENIOR	N/A	6	5	1	1	0	0	0	0	4	3	0	0	0	1	1
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9615	PROGRAM MANAGER 1	N/A	2	4	2	2	0	0	0	0	2	2	0	0	0	0	0
9360	PROGRAM MANAGER 2	N/A	1	2	1	1	0	0	0	0	1	1	0	0	0	0	0
9362	PROGRAM MANAGER/SENIOR	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9361	PROGRAM SUPERVISOR	N/A	2	8	6	4	1	0	1	0	2	2	0	0	0	0	2
6109	WAREHOUSE WORKER	N/A	8	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6026	BUDGET ANALYST	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6114	PROPERTY MANAGEMENT SPEC. , SENIOR	N/A	2	1	0	0	0	0	0	0	1	0	0	0	0	1	1
Total:				103	76	67	6	1	1	0	27	21	1	2	0	3	15

>>>>>>>Department: 4015 DBCS - Land Use Planning

Reports to: 4050 DBCS - Administration

[illegible]

Workforce Analysis by Departments

Page 37

Total: 13 9 9 0 0 0 0 4 3 0 1 0 0 1

>>>>>>>Department: 4035 DBCS - FREDs

Reports to: 4050 DBCS - Administration

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
9607 ADMINISTRATIVE SERV OFFICER	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6133 BLACKSMITH	N/A	7	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6181 BODY AND FENDER MECHANIC	N/A	7	2	2	2	0	0	0	0	0	0	0	0	0	0	0
6073 DATA ANALYST	N/A	3	1	1	0	0	1	0	0	0	0	0	0	0	0	1
9663 DISTRIBUTION SUPERVISOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6124 DRIVER	N/A	8	7	4	3	1	0	0	0	3	2	0	0	0	0	2
6143 ELECTRONIC TECHNICIAN	N/A	3	4	4	3	0	0	0	1	0	0	0	0	0	0	1
6142 ELECTRONIC TECHNICIAN ASST	N/A	5	2	2	2	0	0	0	0	0	0	0	0	0	0	0
6144 ELECTRONIC TECHNICIAN/CHIEF	N/A	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6180 EQUIPMENT MECHANIC 1	N/A	7	2	2	0	0	0	0	2	0	0	0	0	0	0	2
6182 EQUIPMENT MECHANIC 2	N/A	7	8	8	6	0	0	0	1	0	0	0	0	0	0	2
6027 FISCAL ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	0	0	0	0	1	1
6032 FISCAL SPECIALIST/SENIOR	N/A	2	1	0	0	0	0	0	0	1	0	0	0	0	1	1
6184 FLEET & SUPPORT SERVICES SPEC	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9689 FLEET MAINTENANCE SUPERVISOR	N/A	7	1	1	0	0	0	0	0	0	0	0	0	0	0	1
6125 GARAGE ATTENDANT	N/A	8	3	3	1	1	1	0	0	0	0	0	0	0	0	2
6002 OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6021 PROGRAM DEVELOPMENT SPEC	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9362 PROGRAM MANAGER/SENIOR	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6116 RECORDS ADMINISTRATION ASST	N/A	5	1	1	0	1	0	0	0	0	0	0	0	0	0	1
9732 RECORDS ADMINISTRATOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6109 WAREHOUSE WORKER	N/A	8	2	2	1	0	0	1	0	0	0	0	0	0	0	1
Total:			44	35	23	3	2	1	4	9	6	0	0	0	2	15

Workforce Analysis by Departments

>>>>>>>Department: 4045 DBCS - Transportation

Reports to: 4050 DBCS - Administration

[illegible]

Workforce Analysis by Departments

Page 39

9025	OPERATIONS SUPERVISOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6022	PROGRAM COORDINATOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9615	PROGRAM MANAGER 1	N/A	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0
9360	PROGRAM MANAGER 2	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9361	PROGRAM SUPERVISOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6111	PURCHASING SPECIALIST 2	N/A	2	2	1	1	0	0	0	0	1	1	0	0	0	0	0
6211	RIGHT OF WAY PERMITS/CHIEF	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9140	ROAD MAINTENANCE SUPERVISOR	N/A	2	4	4	4	0	0	0	0	0	0	0	0	0	0	0
6311	SENIOR ENGINEER	N/A	2	3	3	3	0	0	0	0	0	0	0	0	0	0	0
3105	SIGN FABRICATOR	N/A	7	3	3	3	0	0	0	0	0	0	0	0	0	0	0
6098	STRIPER OPERATOR	N/A	8	4	4	4	0	0	0	0	0	0	0	0	0	0	0
6091	SURVEY SPECIALIST	N/A	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9674	SURVEY SUPERVISOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9757	TRANSPORTATION MANAGER/SENIOR	N/A	1	1	1	0	1	0	0	0	0	0	0	0	0	0	1
6076	TRANSPORTATION PLANNING SPECIALIST	N/A	2	3	2	2	0	0	0	0	1	1	0	0	0	0	0
6173	TRUCK DRIVER	N/A	8	10	10	7	0	0	1	2	0	0	0	0	0	0	3
6109	WAREHOUSE WORKER	N/A	8	1	1	0	0	0	1	0	0	0	0	0	0	0	1
Total:				163	138	115	5	6	5	7	25	20	0	2	2	1	28

>>>>>>>Department: 6045 DBCS - Emergency Management

Reports to: 4050 DBCS - Administration

[illegible]

Workforce Analysis by Departments

>>>>>>Department: 6020 DBCS - Human Resources

Reports to: 6005 DBCS - Director's Office

Job Code & Title		Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
					T	W	B	A	N	H	T	W	B	A	N	H	
6027	FISCAL ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9080	HUMAN RESOURCES ANALYST	N/A	2	1	0	0	0	0	0	0	1	0	1	0	0	0	1
1																	
9670	HUMAN RESOURCES ANALYST	N/A	2	2	1	1	0	0	0	0	1	1	0	0	0	0	0
2																	
9748	HUMAN RESOURCES ANALYST/SENIOR	N/A	2	6	2	2	0	0	0	0	4	4	0	0	0	0	0
9715	HUMAN RESOURCES MANAGER	N/A	2	3	1	1	0	0	0	0	2	2	0	0	0	0	0
1																	
9621	HUMAN RESOURCES MANAGER	N/A	1	2	0	0	0	0	0	0	2	1	1	0	0	0	1
2																	
9669	HUMAN RESOURCES MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	0	1	0	0	0	1	0	1
6101	HUMAN RESOURCES TECHNICIAN	N/A	6	4	0	0	0	0	0	0	4	4	0	0	0	0	0
9061	HUMAN RESOURCES TECHNICIAN	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6002	OFFICE ASSISTANT/SENIOR	N/A	6	2	0	0	0	0	0	0	2	0	1	0	1	0	2
Total:				23	4	4	0	0	0	0	19	14	3	0	2	0	5

>>>>>>>>Department: 6010 DBCS - Affirmative Action

Reports to: 6020 DBCS - Human Resources

Job Code & Title		Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
					T	W	B	A	N	H	T	W	B	A	N	H	
9603	AA/EEO OFFICER	N/A	2	1	1	0	1	0	0	0	0	0	0	0	0	0	1
6101	HUMAN RESOURCES TECHNICIAN	N/A	6	1	0	0	0	0	0	0	1	0	1	0	0	0	1
Total:				2	1	0	1	0	0	0	1	0	1	0	0	0	2

Workforce Analysis by Departments

Page 41

>>>>>>>>Department: 6015 DBCS - Labor Relations

Reports to: 6020 DBCS - Human Resources

Job Code & Title		Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
					T	W	B	A	N	H	T	W	B	A	N	H	
9080	HUMAN RESOURCES ANALYST	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
	1																
9670	HUMAN RESOURCES ANALYST	N/A	2	1	0	0	0	0	0	0	1	0	1	0	0	0	1
	2																
9715	HUMAN RESOURCES MANAGER	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
	1																
9621	HUMAN RESOURCES MANAGER	N/A	1	2	0	0	0	0	0	0	2	2	0	0	0	0	0
	2																
9362	PROGRAM MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
				Total:	6	1	1	0	0	0	5	4	1	0	0	0	1

>>>>>>>>Department: 6040 DBCS - Risk Management

Reports to: 6020 DBCS - Human Resources

Job Code & Title		Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
					T	W	B	A	N	H	T	W	B	A	N	H	
6103	HUMAN RESOURCES ANALYST	N/A	2	3	2	2	0	0	0	0	1	1	0	0	0	0	0
	2																
9670	HUMAN RESOURCES ANALYST	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
	2																
9748	HUMAN RESOURCES ANALYST/SENIOR	N/A	2	3	1	0	0	0	0	0	2	2	0	0	0	0	1
				Total:	7	3	2	0	0	0	4	4	0	0	0	0	1

Workforce Analysis by Departments

>>>>>>Department: 6025 DBCS - Finance

Reports to: 6005 DBCS - Director's Office

Job Code & Title		Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
					T	W	B	A	N	H	T	W	B	A	N	H	
9006	ADMINISTRATIVE ANALYST	N/A	2	2	1	0	1	0	0	0	1	1	0	0	0	0	1
6034	ADMINISTRATIVE ANALYST/SENIOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6055	BUSINESS ANALYST/SENIOR	N/A	2	8	1	1	0	0	0	0	7	6	1	0	0	0	1
6104	EQUIPMENT/PROPERTY COORDINATOR	N/A	5	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9336	FINANCE MANAGER	N/A	1	6	4	3	0	1	0	0	2	2	0	0	0	0	1
6027	FISCAL ASSISTANT/SENIOR	N/A	6	3	1	1	0	0	0	0	2	2	0	0	0	0	0
6029	FISCAL SPECIALIST 1	N/A	3	10	0	0	0	0	0	0	10	6	0	4	0	0	4
6030	FISCAL SPECIALIST 2	N/A	2	10	3	3	0	0	0	0	7	4	0	2	0	1	3
9335	FISCAL SPECIALIST SUPERVISOR	N/A	2	5	2	1	1	0	0	0	3	3	0	0	0	0	1
6032	FISCAL SPECIALIST/SENIOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6002	OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	1	0	0	0	0	0	0	1	0	0	1	0	0	1
6020	PROGRAM DEVELOPMENT TECH	N/A	5	2	0	0	0	0	0	0	2	1	1	0	0	0	1
9362	PROGRAM MANAGER/SENIOR	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6112	PURCHASING SPECIALIST 1	N/A	5	2	0	0	0	0	0	0	2	1	0	1	0	0	1
6111	PURCHASING SPECIALIST 2	N/A	2	7	4	3	1	0	0	0	3	3	0	0	0	0	1
6109	WAREHOUSE WORKER	N/A	8	3	3	2	1	0	0	0	0	0	0	0	0	0	1
6110	WAREHOUSE WORKER/CHIEF	N/A	8	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Total:				66	22	17	4	1	0	0	44	33	2	8	0	1	16

Workforce Analysis by Departments

Page 43

>>>>>>>>Department: 4020 DBCS- Tax Collection

Reports to: 6025 DBCS - Finance

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
9005 ADMINISTRATIVE ANALYST/SENIOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6005 ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6082 CARTOGRAPHER	N/A	3	4	3	2	0	0	1	0	1	1	0	0	0	0	1
6003 CLERICAL UNIT SUPERVISOR	N/A	6	2	0	0	0	0	0	0	2	2	0	0	0	0	0
6027 FISCAL ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	0	0	1	0	0	1
6029 FISCAL SPECIALIST 1	N/A	3	2	0	0	0	0	0	0	2	1	0	1	0	0	1
6030 FISCAL SPECIALIST 2	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9335 FISCAL SPECIALIST SUPERVISOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6001 OFFICE ASSISTANT 2	N/A	6	23	5	3	0	2	0	0	18	15	2	0	0	0	5
6002 OFFICE ASSISTANT/SENIOR	N/A	6	10	1	1	0	0	0	0	9	6	3	0	0	0	3
9720 OPERATIONS ADMINISTRATOR	N/A	5	2	0	0	0	0	0	0	2	2	0	0	0	0	0
9025 OPERATIONS SUPERVISOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9752 TAX COLL/RECORD MANAGER/SENIOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6025 TAX COLLECTION SPECIALIST	N/A	5	2	1	1	0	0	0	0	1	1	0	0	0	0	0
9691 TAX COLLECTION/RECORDS ADMIN	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Total:			53	11	8	0	2	1	0	42	34	5	2	0	0	11

>>>>>>>>Department: 6030 DBCS - Budget and Quality

Reports to: 6025 DBCS - Finance

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6005 ADMINISTRATIVE SECRETARY	N/A	5	1	1	0	1	0	0	0	0	0	0	0	0	0	1
9730 BUDGET ANALYST	N/A	2	3	2	1	0	1	0	0	1	1	0	0	0	0	1
9734 BUDGET ANALYST/PRINCIPAL	N/A	2	2	1	1	0	0	0	0	1	1	0	0	0	0	0
9360 PROGRAM MANAGER 2	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9362 PROGRAM MANAGER/SENIOR	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6087 RESEARCH/EVALUATION ANALYST/SENIOR	N/A	2	3	1	1	0	0	0	0	2	1	0	1	0	0	1

Workforce Analysis by Departments

Page 44

Total: 11 6 4 1 1 0 0 5 4 0 1 0 0 3

>>>>>>Department: 6035 DBCS - Information Systems

Reports to: 6005 DBCS - Director's Office

Job Code & Title		Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
					T	W	B	A	N	H	T	W	B	A	N	H	
6005	ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9455	CHIEF INFORMATION OFFICER	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6073	DATA ANALYST	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9336	FINANCE MANAGER	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6029	FISCAL SPECIALIST 1	N/A	3	2	0	0	0	0	0	0	2	2	0	0	0	0	0
6030	FISCAL SPECIALIST 2	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6191	INFORMATION SYSTEMS SPECIALIST 1	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9457	ISD ADMINISTRATOR	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9710	MANAGEMENT ASSISTANT	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6053	NETWORK ANALYST 3	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	2	0	0	0	0	0	0	2	2	0	0	0	0	0
6002	OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9115	PROGRAM DEVELOPMENT SPEC/SR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6079	DATA ANALYST SENIOR	N/A	2	1	1	0	0	0	1	0	0	0	0	0	0	0	1
6407	DATABASE ADMINISTRATOR	N/A	2	4	3	2	0	1	0	0	1	0	0	1	0	0	2
6408	DBA, SENIOR	N/A	2	5	2	2	0	0	0	0	3	3	0	0	0	0	0
6403	DESKTOP SUPPORT SPECIALIST, N/A SENIOR	N/A	2	19	12	12	0	0	0	0	7	6	0	0	0	1	1
6404	DESKTOP SUPPORT SPECIALIST, N/A SENIOR	N/A	3	6	4	2	1	0	0	1	2	2	0	0	0	0	2
6405	DEVELOPMENT ANALYST	N/A	2	20	7	5	0	2	0	0	13	8	0	5	0	0	7
6406	DEVELOPMENT ANALYST/SENIOR	N/A	2	21	10	10	0	0	0	0	11	7	0	4	0	0	4
9452	IT MANAGER 1	N/A	2	11	7	6	0	1	0	0	4	4	0	0	0	0	1
9453	IT MANAGER 2	N/A	1	3	0	0	0	0	0	0	3	3	0	0	0	0	0
9454	IT MANAGER, SENIOR	N/A	1	4	3	3	0	0	0	0	1	1	0	0	0	0	0
9451	IT SUPERVISOR	N/A	2	12	8	8	0	0	0	0	4	4	0	0	0	0	0
6409	NETWORK ADMINISTRATOR	N/A	2	27	17	14	1	1	0	1	10	8	1	1	0	0	5
6410	NETWORK ADMINISTRATOR, SENIOR	N/A	2	12	8	8	0	0	0	0	4	4	0	0		0	0

Workforce Analysis by Departments

Page 45

6411	SYSTEMS ADMINISTRATOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6412	SYSTEMS ADMINISTRATOR, SENIOR	N/A	2	13	7	7	0	0	0	0	6	5	0	1	0	0	1
6401	SYSTEMS OPERATOR	N/A	5	5	2	2	0	0	0	0	3	2	0	1	0	0	1
6402	SYSTEMS OPERATOR, SENIOR	N/A	3	3	1	1	0	0	0	0	2	2	0	0	0	0	0
Total:			182	94	84	2	5	1	2	88	73	1	13	0	1	25	

>>>>>>Department: 6050 DBCS - Office of Org'l Learning

Reports to: 6005 DBCS - Director's Office

Job Code & Title		Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
					T	W	B	A	N	H	T	W	B	A	N	H	
6102	HUMAN RESOURCES ANALYST 1	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9748	HUMAN RESOURCES ANALYST/SENIOR	N/A	2	1	0	0	0	0	0	0	1	0	0	1	0	0	1
9715	HUMAN RESOURCES MANAGER 1	N/A	2	1	0	0	0	0	0	0	1	0	0	1	0	0	1
6056	LEARNING SYSTEMS ANALYST/SENIOR	N/A	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0
9360	PROGRAM MANAGER 2	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Total:				6	0	0	0	0	0	0	6	4	0	2	0	0	2

>>>Department: A110 CHR - Public Affairs Office

Reports to: A100 CHR - Chair's Office

Job Code & Title		Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
					T	W	B	A	N	H	T	W	B	A	N	H	
9634	ADMINISTRATIVE SECRETARY/NR	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
7207	GRAPHIC DESIGNER	N/A	2	1	1	0	0	1	0	0	0	0	0	0	0	0	1
9361	PROGRAM SUPERVISOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6089	PUBLIC AFFAIRS COORDINATOR	N/A	2	2	1	1	0	0	0	0	1	1	0	0	0	0	0
Total:				5	2	1	0	1	0	0	3	3	0	0	0	0	1

Workforce Analysis by Departments

>>>Department: A115 CHR - MCCFC

Reports to: A100 CHR - Chair's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
9634 ADMINISTRATIVE SECRETARY/NR	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6037 DEVELOP/COMMUNICATIONS COODINATOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6001 OFFICE ASSISTANT 2	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6021 PROGRAM DEVELOPMENT SPEC	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9360 PROGRAM MANAGER 2	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6088 Program Development Spec,SR	N/A	2	5	0	0	0	0	0	0	5	3	0	2	0	0	2
6087 RESEARCH/EVALUATION ANALYST/SENIOR	N/A	2	1	1	0	1	0	0	0	0	0	0	0	0	0	1
Total:			11	2	1	1	0	0	0	9	7	0	2	0	0	3

>>>Department: C300 Office of County Attorney

Reports to: A100 CHR - Chair's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6005 ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9060 ASST COUNTY ATTORNEY 1	N/A	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0
9190 ASST COUNTY ATTORNEY 2	N/A	2	4	1	1	0	0	0	0	3	2	0	0	0	1	1
9440 ASST COUNTY ATTORNEY/SENIOR	N/A	2	5	3	3	0	0	0	0	2	2	0	0	0	0	0
9631 DEPUTY COUNTY ATTORNEY	N/A	2	2	1	1	0	0	0	0	1	1	0	0	0	0	0
9055 LAW CLERK	N/A	2	2	0	0	0	0	0	0	2	1	0	1	0	0	1
6246 LEGAL ASSISTANT	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6001 OFFICE ASSISTANT 2	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6212 PARALEGAL ASSISTANT/COUNTY ATTORNEY	N/A	6	2	1	1	0	0	0	0	1	1	0	0	0	0	0
Total:			20	8	8	0	0	0	0	12	10	0	1	0	1	2

Workforce Analysis by Departments

Page 47

Department: G100 OSCP - Ofc Schools & Comm Prtship

Top-level

Job Code & Title		Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
					T	W	B	A	N	H	T	W	B	A	N	H	
9006	ADMINISTRATIVE ANALYST	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9612	CFS MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	0	1	0	0	1	0	0	1
6313	CFS SPECIALIST	N/A	2	4	1	1	0	0	0	0	3	2	0	0	0	1	1
9008	CFS SUPERVISOR	N/A	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0
9610	DEPARTMENT DIRECTOR	N/A	1	1	1	0	1	0	0	0	0	0	0	0	0	0	1
6305	FAMILY INTERVENTION SPECIALIST	N/A	2	3	2	0	1	0	0	1	1	0	0	0	0	1	3
6029	FISCAL SPECIALIST 1	N/A	3	2	2	2	0	0	0	0	0	0	0	0	0	0	0
6030	FISCAL SPECIALIST 2	N/A	2	2	0	0	0	0	0	0	2	1	1	0	0	0	1
6083	HOUSING DEVELOPMENT SPECIALIST	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9710	MANAGEMENT ASSISTANT	N/A	2	1	0	0	0	0	0	0	1	0	1	0	0	0	1
6001	OFFICE ASSISTANT 2	N/A	6	6	0	0	0	0	0	0	6	4	1	1	0	0	2
6002	OFFICE ASSISTANT/SENIOR	N/A	6	2	0	0	0	0	0	0	2	2	0	0	0	0	0
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	13	2	2	0	0	0	0	11	7	4	0	0	0	4
6020	PROGRAM DEVELOPMENT TECH	N/A	5	3	0	0	0	0	0	0	3	3	0	0	0	0	0
9360	PROGRAM MANAGER 2	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6088	Program Development Spec,SR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6085	RESEARCH/EVALUATION ANALYST 1	N/A	3	2	0	0	0	0	0	0	2	1	1	0	0	0	1
6086	RESEARCH/EVALUATION ANALYST 2	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6084	WEATHERIZATION INSPECTOR	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6080	WEATHERIZATION SPECIALIST	N/A	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Total:				49	10	7	2	0	0	1	39	27	8	2	0	2	15

Job Group Analysis

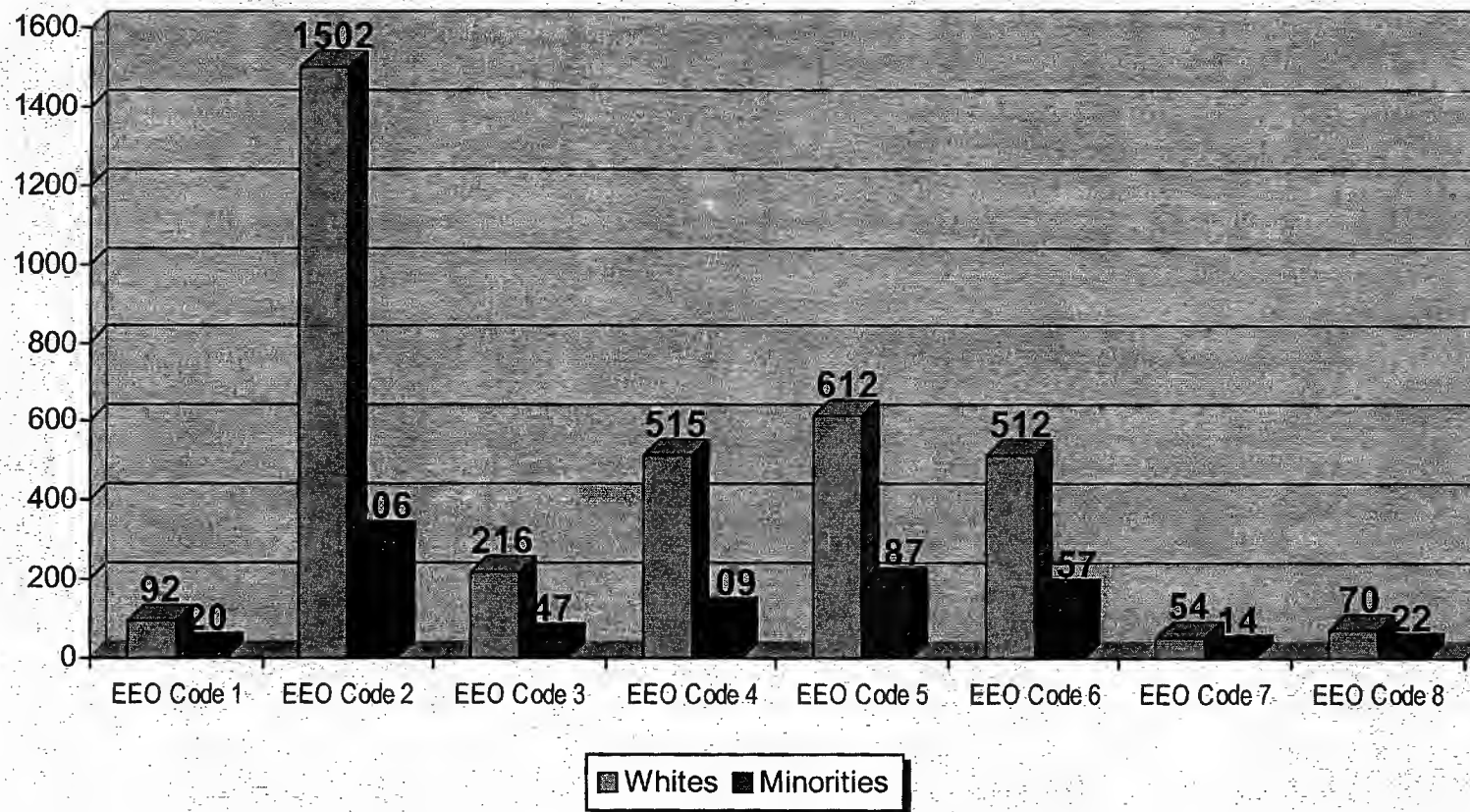
The **Job Group Analysis** section arranges job classifications with similar responsibilities into job group categories, for affirmative action purposes. The EEOC has identified eight job group categories for local government and have required categorical breakdowns of specific job groups into high level,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

Multnomah County 2003

Multnomah, Or

July 1, 2002-June 30, 2003

Job Group Analysis

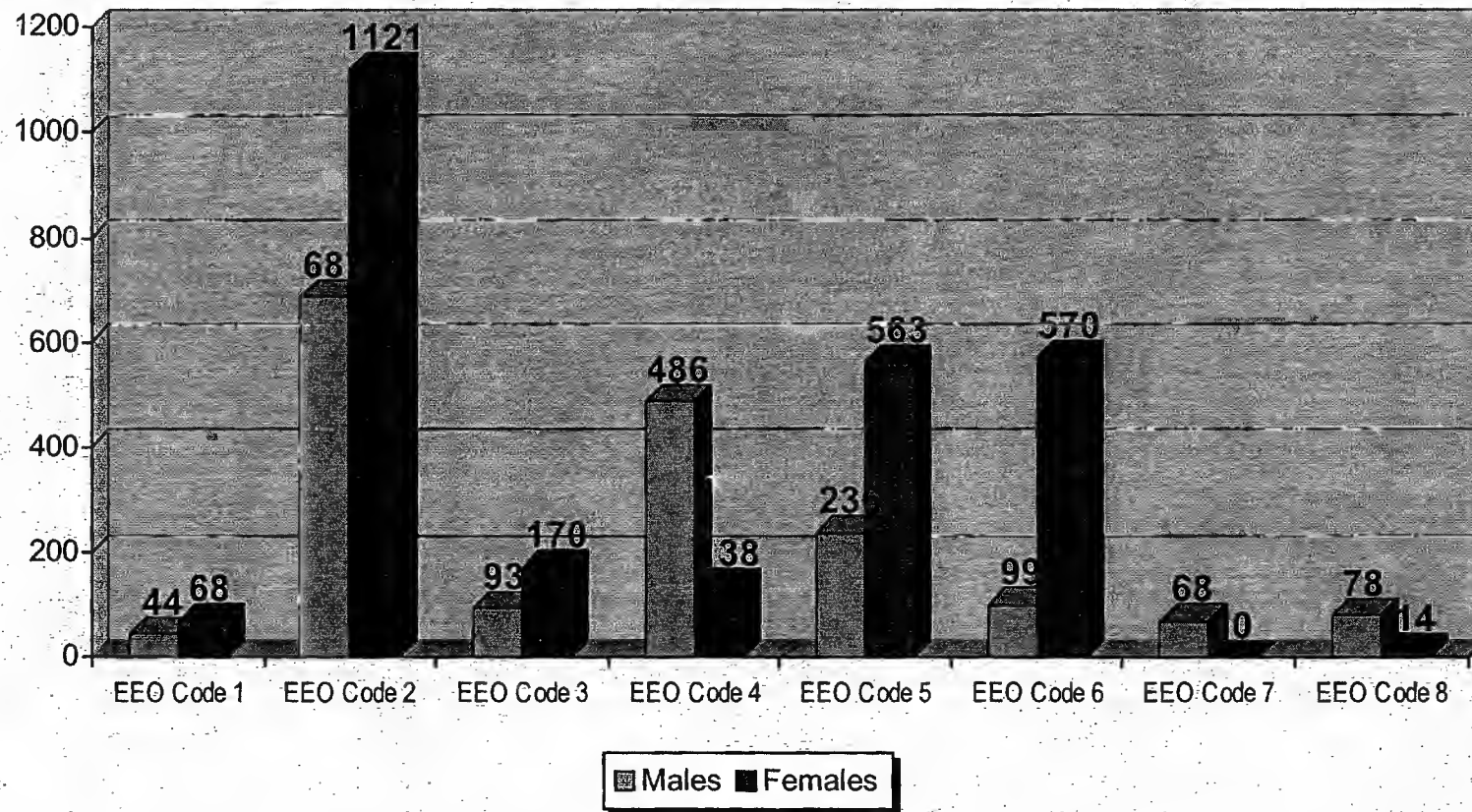


Multnomah County 2003

Multnomah, Or

July 1, 2002-June 30, 2003

Job Group Analysis



Multnomah County 2003

Multnomah, Or

July 1, 2002-June 30, 2003

Job Group Analysis Summary by EEO Category

Page 1

EEO		Tot Emp	Black # %	Asian # %	Nat Amer # %	Hispanic # %	Tot Min # %	Female # %
1	Officials & Administrators	112	10 8.93	7 6.25	1 0.89	2 1.79	20 17.86	68 60.71
2	Professionals	1808	117 6.47	105 5.81	11 0.61	61 3.37	306 16.92	1121 62.00
3	Technicians	263	10 3.80	20 7.60	3 1.14	12 4.56	47 17.87	170 64.64
4	Protective Service Workers	624	62 9.94	17 2.72	5 0.80	25 4.01	109 17.47	138 22.12
5	Paraprofessionals	799	46 5.76	51 6.38	7 0.88	79 9.89	187 23.40	563 70.46
6	Administrative Support	669	54 8.07	35 5.23	7 1.05	56 8.37	157 23.47	570 85.20
7	Skilled Craft Workers	68	3 4.41	3 4.41	2 2.94	3 4.41	14 20.59	0 0.00
8	Service-Maintenance	92	8 8.70	5 5.43	4 4.35	4 4.35	22 23.91	14 15.22
Grand Total		4435	310 6.99	243 5.48	40 0.90	242 5.46	862 19.44	2644 59.62

Multnomah County 2003

Multnomah, Or

July 1, 2002-June 30, 2003

Job Group Analysis Summary by Job Group

Page 1

Job Group & Name		EEO	Tot Emp	Black # %	Asian # %	Nat Amer # %	Hispanic # %	Tot Min # %	Female # %
1A	Executive Management	1	47	5 10.64	4 8.51	0 0.00	1 2.13	10 21.28	23 48.94
1B	Mid Level Management	1	65	5 7.69	3 4.62	1 1.54	1 1.54	10 15.38	45 69.23
2A	Senior Level Professionals	2	558	38 6.81	30 5.38	2 0.36	25 4.48	98 17.56	324 58.06
2B	Mid Level Professionals	2	867	66 7.61	51 5.88	8 0.92	28 3.23	154 17.76	512 59.05
2B1	Mid Level Health Professionals	2	260	9 3.46	16 6.15	1 0.38	6 2.31	38 14.62	211 81.15
2C	Entry Level Professionals	2	123	4 3.25	8 6.50	0 0.00	2 1.63	16 13.01	74 60.16
3A	Senior Level Technician	3	73	3 4.11	1 1.37	0 0.00	3 4.11	7 9.59	35 47.95
3B	Mid Level Technician	3	107	4 3.74	6 5.61	3 2.80	6 5.61	20 18.69	63 58.88
3C	Entry Level Technician	3	83	3 3.61	13 15.66	0 0.00	3 3.61	20 24.10	72 86.75
4B	Mid Level Management	4	123	16 13.01	10 8.13	1 0.81	6 4.88	33 26.83	40 32.52
4C	Entry Level Official	4	501	46 9.18	7 1.40	4 0.80	19 3.79	76 15.17	98 19.56
5A	Senior/ Mid Level Support	5	173	18 10.40	10 5.78	1 0.58	18 10.40	47 27.17	119 68.79
5B	Entry Level Support	5	626	28 4.47	41 6.55	6 0.96	61 9.74	140 22.36	444 70.93
6A	Senior Level Clerical	6	30	2 6.67	1 3.33	0 0.00	1 3.33	4 13.33	24 80.00
6B	Mid Level Clerical	6	282	26 9.22	15 5.32	3 1.06	15 5.32	60 21.28	234 82.98
6C	Entry Level Clerical	6	357	26 7.28	19 5.32	4 1.12	40 11.20	93 26.05	312 87.39
7A	Senior/Mid Level Craft	7	21	0 0.00	1 4.76	1 4.76	1 4.76	4 19.05	0 0.00
7B	Entry Level Craft	7	47	3 6.38	2 4.26	1 2.13	2 4.26	10 21.28	0 0.00
8A	Senior/ Mid Level Maintenance	8	40	3 7.50	4 10.00	1 2.50	2 5.00	10 25.00	9 22.50
8B	Entry Level Maintenance	8	52	5 9.62	1 1.92	3 5.77	2 3.85	12 23.08	5 9.62
Grand Total			4435	310 6.99	243 5.48	40 0.90	242 5.46	862 19.44	2644 59.62

Multnomah County 2003

Multnomah, Or

July 1, 2002-June 30, 2003

Job Group Analysis

Page 1

Job Group 1A Executive Management

Job Code & Title		EEO	Tot Emp	Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
				#	%	#	%	#	%	#	%	#	%	#	%
9064	CHIEF DEPUTY MEDICAL EXAMINER	1	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9336	FINANCE MANAGER	1	9	0	0.00	1	11.11	0	0.00	0	0.00	1	11.11	4	44.44
9362	PROGRAM MANAGER/SENIOR	1	17	2	11.76	0	0.00	0	0.00	1	5.88	3	17.65	7	41.18
9455	CHIEF INFORMATION OFFICER	1	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
9457	ISD ADMINISTRATOR	1	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9520	MEDICAL DIRECTOR	1	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
9530	EMS MEDICAL DIRECTOR	1	2	0	0.00	1	50.00	0	0.00	0	0.00	1	50.00	0	0.00
9550	HEALTH OFFICER	1	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9610	DEPARTMENT DIRECTOR	1	6	2	33.33	0	0.00	0	0.00	0	0.00	2	33.33	5	83.33
9612	CFS MANAGER/SENIOR	1	1	0	0.00	1	100.00	0	0.00	0	0.00	1	100.00	1	100.00
9619	DEPUTY DIRECTOR	1	1	0	0.00	1	100.00	0	0.00	0	0.00	1	100.00	1	100.00
9630	CHIEF APPRAISER/RESIDENTIAL	1	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9666	ELECTIONS MANAGER	1	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9667	EMERGENCY MANAGEMENT ADMIN	1	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9776	LIBRARY ADMINISTRATOR/BRANCH	1	2	1	50.00	0	0.00	0	0.00	0	0.00	1	50.00	2	100.00
9780	LIBRARY MANAGER/BRANCH	1	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
Group Total			47	5	10.64	4	8.51	0	0.00	1	2.13	10	21.28	23	48.94

Job Group Analysis

Page 2

Job Group 1B Mid Level Management

Job Code & Title		EEO	Tot Emp		Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
			#	%	#	%	#	%	#	%	#	%	#	%		
9453	IT MANAGER 2	1	3	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	3	100.00	
9454	IT MANAGER, SENIOR	1	4	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	25.00	
9777	LIBRARY ADMINISTRATOR/CEN	1	3	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	3	100.00	
6035	ALARM ORDINANCE UNIT ADMINISTRATOR	1	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	
6211	RIGHT OF WAY PERMITS/CHIEF	1	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
9360	PROGRAM MANAGER 2	1	20	1	5.00	2	10.00	0	0.00	0	0.00	3	15.00	13	65.00	
9500	DENTAL HEALTH OFFICER	1	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
9616	ANIMAL CONTROL MANAGER	1	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
9621	HUMAN RESOURCES MANAGER 2	1	8	2	25.00	0	0.00	0	0.00	0	0.00	2	25.00	7	87.50	
9622	MCSO CORRECTIONS PROGRAM MANAGER	1	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	
9625	CHIEF DEPUTY	1	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
9665	ELECTIONS ADMINISTRATOR	1	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	
9669	HUMAN RESOURCES MANAGER/SENIOR	1	1	0	0.00	0	0.00	1	100.00	0	0.00	1	100.00	1	100.00	
9673	AUXILIARY SERVICES MANAGER	1	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	
9684	FAMILY SERVICES MANAGER	1	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	
9745	CFS ADMINISTRATOR	1	4	1	25.00	1	25.00	0	0.00	1	25.00	3	75.00	2	50.00	
9757	TRANSPORTATION MANAGER/SENIOR	1	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	
9763	ASSESSMENT MANAGER/SENIOR	1	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
9782	LIBRARY MANAGER/SENIOR	1	7	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	7	100.00	
9786	LIBRARY SUPPORT SERVICES ADMIN	1	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	
9790	PUBLIC RELATIONS COORDINATOR	1	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	
9804	ASSOCIATE DIRECTOR/CENTRAL	1	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	
Group Total			65	5	7.69	3	4.62	1	1.54	1	1.54	10	15.38	45	69.23	

Job Group Analysis

Job Group 2A Senior Level Professionals

Job Code & Title		EEO	Tot		Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
			Emp		#	%	#	%	#	%	#	%	#	%	#	%
6079	DATA ANALYST SENIOR	2	4	0	0.00	0	0.00	1	25.00	0	0.00	1	25.00	1	25.00	
6114	PROPERTY MANAGEMENT SPEC. , SENIOR	2	1	0	0.00	0	0.00	0	0.00	1	100.00	1	100.00	1	100.00	
6403	DESKTOP SUPPORT SPECIALIST, SENIOR	2	19	0	0.00	0	0.00	0	0.00	1	5.26	1	5.26	7	36.84	
6406	DEVELOPMENT ANALYST/SENIOR	2	21	0	0.00	4	19.05	0	0.00	0	0.00	4	19.05	11	52.38	
6407	DATABASE ADMINISTRATOR	2	4	0	0.00	2	50.00	0	0.00	0	0.00	2	50.00	1	25.00	
6408	DBA, SENIOR	2	5	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	3	60.00	
6410	NETWORK ADMINISTRATOR, SENIOR	2	13	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	4	30.77	
6412	SYSTEMS ADMINISTRATOR, SENIOR	2	13	0	0.00	1	7.69	0	0.00	0	0.00	1	7.69	6	46.15	
9650	LIEUTENANT ENHANCED	2	3	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
6022	PROGRAM COORDINATOR	2	6	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	5	83.33	
6032	FISCAL SPECIALIST/SENIOR	2	6	0	0.00	1	16.67	0	0.00	1	16.67	2	33.33	6	100.00	
6034	ADMINISTRATIVE ANALYST/SENIOR	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00	
6053	NETWORK ANALYST 3	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
6055	BUSINESS ANALYST/SENIOR	2	8	1	12.50	0	0.00	0	0.00	0	0.00	1	12.50	7	87.50	
6056	LEARNING SYSTEMS ANALYST/SENIOR	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	100.00	
6058	HEARINGS SPECIALIST	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
6078	PLANNER/SENIOR	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
6087	RESEARCH/EVALUATION ANALYST/SENIOR	2	9	1	11.11	2	22.22	0	0.00	0	0.00	3	33.33	5	55.56	
6088	Program Development Spec,SR	2	13	2	15.38	2	15.38	0	0.00	0	0.00	4	30.77	9	69.23	
6254	DEPUTY DISTRICT ATTORNEY 4	2	14	0	0.00	1	7.14	0	0.00	0	0.00	1	7.14	4	28.57	
6264	CORRECTIONS HEARINGS OFFICER	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00	
6276	PROBATION/PAROLE OFFICER	2	125	14	11.20	2	1.60	0	0.00	7	5.60	23	18.40	69	55.20	
6295	SOCIAL WORKER	2	15	0	0.00	0	0.00	0	0.00	4	26.67	4	26.67	13	86.67	
6296	CASE MANAGER/SENIOR	2	48	6	12.50	2	4.17	0	0.00	1	2.08	9	18.75	37	77.08	
6311	SENIOR ENGINEER	2	3	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
6365	MENTAL HEALTH CONSULTANT	2	77	6	7.79	6	7.79	0	0.00	4	5.19	16	20.78	52	67.53	
6369	MARRIAGE AND FAMILY COUNSELOR	2	4	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	3	75.00	
9005	ADMINISTRATIVE ANALYST/SENIOR	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00	
9007	CHAPLAIN	2	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	
9008	CFS SUPERVISOR	2	11	1	9.09	0	0.00	1	9.09	1	9.09	3	27.27	9	81.82	
9043	RESEARCH/EVALUATION ANALYST/SENIOR	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	100.00	
9063	PROJECT MANAGER	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
9115	PROGRAM DEVELOPMENT SPEC/SR	2	10	0	0.00	1	10.00	0	0.00	0	0.00	1	10.00	8	80.00	
9357	PHARMACY SERVICES MANAGER	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	

Job Group Analysis

9390	DENTIST	2	11	0	0.00	2	18.18	0	0.00	0	0.00	3	27.27	7	63.64
9430	DENTIST/SENIOR	2	4	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	50.00
9440	ASST COUNTY ATTORNEY/SENIOR	2	5	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	40.00
9490	PHYSICIAN	2	27	0	0.00	3	11.11	0	0.00	1	3.70	5	18.52	12	44.44
9603	AA/EEO OFFICER	2	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00
9607	ADMINISTRATIVE SERV OFFICER	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	100.00
9624	BRIDGE SERVICES MANAGER	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9627	CAPTAIN	2	7	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	28.57
9646	MCSO RECORDS UNIT MANAGER	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
9649	COUNTY SURVEYOR	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9664	D A OPERATIONS MANAGER	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
9671	ENGINEERING SERVICES ADMIN	2	5	0	0.00	0	0.00	0	0.00	1	20.00	1	20.00	0	0.00
9672	ENGINEERING SERVICES MANAGER	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9694	HEALTH SERVICES MANAGER	2	3	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9695	HEALTH SERVICES MANAGER/SENIOR	2	7	1	14.29	0	0.00	0	0.00	1	14.29	2	28.57	4	57.14
9710	MANAGEMENT ASSISTANT	2	5	2	40.00	0	0.00	0	0.00	0	0.00	2	40.00	3	60.00
9734	BUDGET ANALYST/PRINCIPAL	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00
9743	SHERIFF'S OPERATIONS ADMIN	2	3	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	3	100.00
9747	DATA ANALYST/SENIOR	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
9748	HUMAN RESOURCES ANALYST/SENIOR	2	15	2	13.33	1	6.67	0	0.00	2	13.33	6	40.00	11	73.33
9752	TAX COLL/RECORD MANAGER/SENIOR	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
9773	CATALOGING ADMINISTRATOR	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
9798	PRINCIPAL INVESTIGATOR	2	3	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	33.33
Group Total			558	38	6.81	30	5.38	2	0.36	25	4.48	98	17.56	324	58.06

Job Group Analysis

Job Group 2B Mid Level Professionals

Job Code & Title		EEO	Tot Emp	Black # %	Asian # %	Nat Amer # %	Hispanic # %	Tot Min # %	Female # %
6026	BUDGET ANALYST	2	4	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	2 50.00
6405	DEVELOPMENT ANALYST	2	22	0 0.00	8 36.36	0 0.00	0 0.00	8 36.36	14 63.64
6409	NETWORK ADMINISTRATOR	2	34	2 5.88	3 8.82	0 0.00	1 2.94	6 17.65	13 38.24
6411	SYSTEMS ADMINISTRATOR	2	1	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00
9451	IT SUPERVISOR	2	13	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	4 30.77
6021	PROGRAM DEVELOPMENT SPEC	2	80	10 12.50	2 2.50	1 1.25	2 2.50	15 18.75	57 71.25
6030	FISCAL SPECIALIST 2	2	33	1 3.03	5 15.15	1 3.03	3 9.09	10 30.30	19 57.58
6033	ADMINISTRATIVE ANALYST	2	5	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	3 60.00
6037	DEVELOP/COMMUNICATIONS COORDINATOR	2	1	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00
6042	PROPERTY APPRAISER/RESIDENTIAL	2	21	1 4.76	1 4.76	0 0.00	0 0.00	2 9.52	7 33.33
6050	PROPERTY APPRAISER/PERSONAL	2	2	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
6075	PLANNER	2	6	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 16.67
6076	TRANSPORTATION PLANNING SPECIALIST	2	3	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 33.33
6083	HOUSING DEVELOPMENT SPECIALIST	2	1	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
6086	RESEARCH/EVALUATION ANALYST 2	2	12	0 0.00	1 8.33	1 8.33	0 0.00	2 16.67	9 75.00
6089	PUBLIC AFFAIRS COORDINATOR	2	2	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 50.00
6103	HUMAN RESOURCES ANALYST 2	2	5	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	2 40.00
6111	PURCHASING SPECIALIST 2	2	10	1 10.00	0 0.00	0 0.00	0 0.00	1 10.00	5 50.00
6236	CIVIL ENGINEER/ASSOCIATE	2	6	0 0.00	1 16.67	1 16.67	0 0.00	2 33.33	1 16.67
6251	DEPUTY DISTRICT ATTORNEY 1	2	18	1 5.56	3 16.67	0 0.00	2 11.11	6 33.33	7 38.89
6252	DEPUTY DISTRICT ATTORNEY 2	2	21	1 4.76	1 4.76	0 0.00	0 0.00	2 9.52	11 52.38
6253	DEPUTY DISTRICT ATTORNEY 3	2	28	0 0.00	1 3.57	0 0.00	1 3.57	2 7.14	13 46.43
6263	VOLUNTEER COORDINATOR	2	1	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00
6268	CORRECTIONS COUNSELOR	2	49	4 8.16	4 8.16	0 0.00	2 4.08	10 20.41	24 48.98
6272	JUVENILE COUNSELOR	2	50	10 20.00	3 6.00	2 4.00	2 4.00	17 34.00	32 64.00
6282	DEPUTY MEDICAL EXAMINER	2	5	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 20.00
6290	VETERANS SERVICES OFFICER	2	1	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
6291	ALCOHOL/DRUG EVALUATION SPEC	2	11	2 18.18	0 0.00	1 9.09	3 27.27	6 54.55	5 45.45
6292	DEPUTY PUBLIC GUARDIAN	2	5	1 20.00	0 0.00	0 0.00	0 0.00	1 20.00	3 60.00
6297	CASE MANAGER 2	2	117	11 9.40	6 5.13	0 0.00	4 3.42	21 17.95	85 72.65
6305	FAMILY INTERVENTION SPECIALIST	2	3	1 33.33	0 0.00	0 0.00	2 66.67	3 100.00	1 33.33
6313	CFS SPECIALIST	2	4	0 0.00	0 0.00	0 0.00	1 25.00	1 25.00	3 75.00
6344	BASIC SKILLS EDUCATOR	2	6	0 0.00	1 16.67	0 0.00	0 0.00	1 16.67	5 83.33
7222	LIBRARIAN 2	2	69	0 0.00	1 1.45	0 0.00	0 0.00	1 1.45	58 84.06

Job Group Analysis

Page 6

7223	LIBRARY OUTREACH SPECIALIST	2	8	1	12.50	0	0.00	0	0.00	0	0.00	2	25.00	6	75.00
9006	ADMINISTRATIVE ANALYST	2	4	2	50.00	0	0.00	0	0.00	0	0.00	2	50.00	3	75.00
9140	ROAD MAINTENANCE SUPERVISOR	2	4	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9146	PLANNER/PRINCIPAL	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
9190	ASST COUNTY ATTORNEY 2	2	4	0	0.00	0	0.00	0	0.00	1	25.00	1	25.00	3	75.00
9202	MCSO CORRECTIONS PROGRAM ADMIN	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9335	FISCAL SPECIALIST SUPERVISOR	2	15	1	6.67	1	6.67	0	0.00	0	0.00	2	13.33	7	46.67
9361	PROGRAM SUPERVISOR	2	52	6	11.54	2	3.85	1	1.92	3	5.77	12	23.08	23	44.23
9615	PROGRAM MANAGER 1	2	28	2	7.14	1	3.57	0	0.00	0	0.00	3	10.71	13	46.43
9631	DEPUTY COUNTY ATTORNEY	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00
9640	MCSO VOLUNTEER PROGRAM COORDINATOR	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
9647	LIEUTENANT/CORRECTIONS	2	7	2	28.57	0	0.00	0	0.00	0	0.00	2	28.57	4	57.14
9670	HUMAN RESOURCES ANALYST 2	2	18	3	16.67	1	5.56	0	0.00	0	0.00	4	22.22	14	77.78
9674	SURVEY SUPERVISOR	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9677	PRODUCTION SUPERVISOR	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9686	FACILITIES DEV & SERVICES MGR	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9691	TAX COLLECTION/RECORDS ADMIN	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
9693	HEALTH SERVICES ADMINISTRATOR	2	32	3	9.38	3	9.38	0	0.00	0	0.00	6	18.75	27	84.38
9705	LIEUTENANT	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9726	APPRAISAL SUPR/PERSONALPROP	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9730	BUDGET ANALYST	2	4	0	0.00	1	25.00	0	0.00	0	0.00	1	25.00	2	50.00
9732	RECORDS ADMINISTRATOR	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9739	APPRAISAL SUPR/RESIDENTIAL	2	5	0	0.00	1	20.00	0	0.00	1	20.00	2	40.00	1	20.00
9784	LIBRARY SUPERVISOR/BRANCH	2	18	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	13	72.22
9789	TEAM DEVELOPER/LIBRARY	2	3	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	66.67
9792	STACKS ADMINISTRATOR	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Group Total			867	66	7.61	51	5.88	8	0.92	28	3.23	154	17.76	512	59.05

Job Group Analysis

Page 7

Job Group 2B1 Mid Level Health Professionals

Job Code & Title		EEO	Tot Emp		Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%
6036	CLINICAL SUPERVISOR	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0.00
6315	COMMUNITY HEALTH NURSE	2	216	9	4.17	10	4.63	1	0.46	3	1.39	26	12.04	192	88.89	
6340	NUTRITIONIST	2	6	0	0.00	0	0.00	0	0.00	0	0.00	1	16.67	6	100.00	
6352	HEALTH EDUCATOR	2	4	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	50.00	
6356	ENVIRONMENTAL HEALTH SPECIALIST	2	17	0	0.00	4	23.53	0	0.00	2	11.76	7	41.18	4	23.53	
9026	HEALTH INFORMATION SUPERVISOR	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	
9062	ENVIRONMENTAL HEALTH SUPERVISOR	2	1	0	0.00	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00	
9355	PHARMACIST	2	13	0	0.00	1	7.69	0	0.00	1	7.69	3	23.08	6	46.15	
Group Total			260	9	3.46	16	6.15	1	0.38	6	2.31	38	14.62	211	81.15	

Job Group Analysis

Page 8

Job Group 2C Entry Level Professionals

Job Code & Title		EEO	Tot Emp	Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
				#	%	#	%	#	%	#	%	#	%	#	%
9452	IT MANAGER 1	2	13	0	0.00	1	7.69	0	0.00	0	0.00	1	7.69	4	30.77
6016	CONSTRUCTION PROJECTS SPEC/SR	2	11	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	18.18
6017	CONSTRUCTION PROJECTS SPEC	2	21	2	9.52	2	9.52	0	0.00	2	9.52	7	33.33	6	28.57
6102	HUMAN RESOURCES ANALYST 1	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
6235	CIVIL ENGINEER/ASSISTANT	2	3	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
6314	NURSE PRACTITIONER	2	36	1	2.78	0	0.00	0	0.00	0	0.00	1	2.78	34	94.44
6316	PHYSICIAN ASSISTANT	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00
6335	LABORATORY SPECIALIST	2	6	0	0.00	0	0.00	0	0.00	0	0.00	1	16.67	4	66.67
7207	GRAPHIC DESIGNER	2	2	0	0.00	1	50.00	0	0.00	0	0.00	1	50.00	1	50.00
7225	LIBRARY EVENTS COORDINATOR	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
7232	PRODUCTION/GRAPHIC DESIGN	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
9041	RESEARCH/EVALUATION SUPERVISOR	2	8	0	0.00	1	12.50	0	0.00	0	0.00	1	12.50	5	62.50
9055	LAW CLERK	2	2	0	0.00	1	50.00	0	0.00	0	0.00	1	50.00	2	100.00
9060	ASST COUNTY ATTORNEY 1	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9080	HUMAN RESOURCES ANALYST 1	2	7	1	14.29	1	14.29	0	0.00	0	0.00	2	28.57	7	100.00
9715	HUMAN RESOURCES MANAGER 1	2	7	0	0.00	1	14.29	0	0.00	0	0.00	1	14.29	5	71.43
Group Total			123	4	3.25	8	6.50	0	0.00	2	1.63	16	13.01	74	60.16

Job Group Analysis

Job Group 3A Senior Level Technician

Job Code & Title		EEO	Tot Emp	Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
				#	%	#	%	#	%	#	%	#	%	#	%
6402	SYSTEMS OPERATOR, SENIOR	3	3	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	66.67
6404	DESKTOP SUPPORT SPECIALIST, SENIOR	3	8	2	25.00	0	0.00	0	0.00	1	12.50	3	37.50	4	50.00
1131	SERGEANT 3 *	3	11	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	18.18
1146	SERGEANT 3 *	3	3	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	33.33
6013	COMMUNITY INFORMATION SPEC	3	3	0	0.00	0	0.00	0	0.00	1	33.33	1	33.33	2	66.67
6080	WEATHERIZATION SPECIALIST	3	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
6084	WEATHERIZATION INSPECTOR	3	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
6119	PHARMACY TECHNICIAN	3	10	1	10.00	1	10.00	0	0.00	0	0.00	2	20.00	9	90.00
6143	ELECTRONIC TECHNICIAN	3	4	0	0.00	0	0.00	0	0.00	1	25.00	1	25.00	0	0.00
6144	ELECTRONIC TECHNICIAN/CHIEF	3	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
6233	ENGINEER TECHNICIAN/SENIOR	3	11	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	3	27.27
6234	ENGINEER TECHNICIAN/PRINCIPAL	3	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
6250	SUPPORT ENFORCEMENT AGENT	3	12	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	11	91.67
7204	LIBRARY PAGE/SENIOR	3	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9445	D A INVESTIGATOR/CHIEF	3	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Group Total			73	3	4.11	1	1.37	0	0.00	3	4.11	7	9.59	35	47.95

Job Group Analysis

Job Group 3B Mid Level Technician

Job Code & Title		EEO	Tot		Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
			Emp		#	%	#	%	#	%	#	%	#	%	#	%
1158	SERGEANT 3 LG**	3	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0	0.00
6019	HEALTH INFORMATION SPECIALIST 1	3	6	0	0.00	1	16.67	0	0.00	2	33.33	3	50.00	5	83.33	
6043	APPRAISAL SPECIALIST	3	8	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	5	62.50	
6066	ANIMAL HEALTH TECHNICIAN	3	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	100.00	
6073	DATA ANALYST	3	6	0	0.00	1	16.67	0	0.00	0	0.00	1	16.67	3	50.00	
6082	CARTOGRAPHER	3	4	0	0.00	0	0.00	1	25.00	0	0.00	1	25.00	1	25.00	
6091	SURVEY SPECIALIST	3	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
6155	ALARM TECHNICIAN	3	4	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
6232	ENGINEER TECHNICIAN/ASSOCIATE	3	19	1	5.26	0	0.00	1	5.26	1	5.26	3	15.79	1	5.26	
6286	PATHOLOGIST ASSISTANT	3	2	0	0.00	1	50.00	0	0.00	0	0.00	1	50.00	1	50.00	
6303	LICENSED COMM PRACTICAL NURSE	3	16	1	6.25	0	0.00	0	0.00	1	6.25	2	12.50	15	93.75	
6336	X-RAY TECHNICIAN	3	2	0	0.00	1	50.00	0	0.00	0	0.00	1	50.00	1	50.00	
6348	DENTAL HYGIENIST	3	9	0	0.00	2	22.22	0	0.00	0	0.00	2	22.22	7	77.78	
7209	PRINTING SPECIALIST	3	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
9696	HEALTH SERVICES SPECIALIST	3	25	2	8.00	0	0.00	1	4.00	2	8.00	6	24.00	22	88.00	
Group Total			107	4	3.74	6	5.61	3	2.80	6	5.61	20	18.69	63	58.88	

Job Group Analysis

Page 11

Job Group 3C Entry Level Technician

Job Code & Title		EEO	Tot Emp	Black # %		Asian # %		Nat Amer # %		Hispanic # %		Tot Min # %		Female # %	
6029	FISCAL SPECIALIST 1	3	39	0	0.00	8	20.51	0	0.00	0	0.00	9	23.08	33	84.62
6085	RESEARCH/EVALUATION ANALYST 1	3	6	1	16.67	1	16.67	0	0.00	0	0.00	2	33.33	5	83.33
6191	INFORMATION SYSTEMS SPECIALIST 1	3	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
6231	ENGINEER TECHNICIAN/ASSISTANT	3	3	0	0.00	0	0.00	0	0.00	1	33.33	1	33.33	0	0.00
6333	LABORATORY TECHNICIAN	3	7	0	0.00	0	0.00	0	0.00	1	14.29	1	14.29	6	85.71
6347	DENTAL ASSISTANT/RECEPTIONIST	3	27	2	7.41	4	14.81	0	0.00	1	3.70	7	25.93	27	100.00
Group Total			83	3	3.61	13	15.66	0	0.00	3	3.61	20	24.10	72	86.75

Job Group Analysis

Job Group 4B Mid Level Management

Job Code & Title		EEO	Tot Emp	Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
				#	%	#	%	#	%	#	%	#	%	#	%
1008	CORRECTIONS SERGEANT/4%*	4	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
1009	CORRECTIONS SERGEANT/7%*	4	11	1	9.09	0	0.00	0	0.00	0	0.00	1	9.09	2	18.18
1013	CORRECTIONS SERGEANT LG*	4	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
1014	CORRECTIONS SERGEANT/4%LG *	4	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
1015	CORRECTIONS SERGEANT/7%LG *	4	25	2	8.00	0	0.00	0	0.00	1	4.00	3	12.00	9	36.00
1021	CORRECTIONS SERGEANT/7% LG	4	6	2	33.33	1	16.67	0	0.00	0	0.00	3	50.00	2	33.33
1136	DEPUTY SHERIFF 3 LG *	4	11	0	0.00	0	0.00	0	0.00	1	9.09	1	9.09	1	9.09
1141	SCIENTIFIC INVESTIGATOR 3 LG *	4	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
6273	JUVENILE CUSTODY SERVICES SPEC	4	65	11	16.92	9	13.85	1	1.54	3	4.62	24	36.92	26	40.00
6359	NUISANCE ENFORCEMENT OFFICER	4	1	0	0.00	0	0.00	0	0.00	1	100.00	1	100.00	0	0.00
Group Total			123	16	13.01	10	8.13	1	0.81	6	4.88	33	26.83	40	32.52

Job Group Analysis

Job Group 4C Entry Level Official

Job Code & Title		EEO	Tot		Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
			Emp	#	%	#	%	#	%	#	%	#	%	#	%	
1006	CORRECTIONS OFFICER/4% *	4	101	6	5.94	2	1.98	0	0.00	6	5.94	14	13.86	20	19.80	
1007	CORRECTIONS OFFICER/7% *	4	87	11	12.64	1	1.15	1	1.15	3	3.45	16	18.39	26	29.89	
1010	CORRECTIONS OFFICER LG *	4	10	0	0.00	0	0.00	0	0.00	2	20.00	2	20.00	3	30.00	
1011	CORRECTIONS OFFICER/4% LG *	4	7	2	28.57	0	0.00	0	0.00	0	0.00	2	28.57	0	0.00	
1012	CORRECTIONS OFFICER/7% LG *	4	66	5	7.58	0	0.00	0	0.00	2	3.03	7	10.61	9	13.64	
1016	CORRECTIONS OFFICER LG20	4	4	1	25.00	0	0.00	0	0.00	0	0.00	1	25.00	3	75.00	
1017	CORRECTION OFFICER/4% LG	4	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
1018	CORRECTIONS OFFICER/7% LG	4	19	4	21.05	0	0.00	0	0.00	0	0.00	4	21.05	2	10.53	
1120	DEPUTY SHERIFF 1 *	4	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
1122	DEPUTY SHERIFF 2 *	4	18	1	5.56	1	5.56	0	0.00	1	5.56	3	16.67	1	5.56	
1123	DEPUTY SHERIFF 3 *	4	33	0	0.00	1	3.03	0	0.00	2	6.06	3	9.09	4	12.12	
2025	DEPUTY SHERIFF	4	4	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
2029	CORRECTIONS OFFICER	4	130	9	6.92	2	1.54	2	1.54	3	2.31	16	12.31	24	18.46	
6267	COMMUNITY WORKS LEADER	4	20	7	35.00	0	0.00	1	5.00	0	0.00	8	40.00	6	30.00	
Group Total			501	46	9.18	7	1.40	4	0.80	19	3.79	76	15.17	98	19.56	

Job Group Analysis

Job Group 5A Senior/ Mid Level Support

Job Code & Title		EEO	Tot Emp	Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
				#	%	#	%	#	%	#	%	#	%	#	%
6005	ADMINISTRATIVE SECRETARY	5	23	3	13.04	1	4.35	0	0.00	1	4.35	5	21.74	20	86.96
6020	PROGRAM DEVELOPMENT TECH	5	28	4	14.29	3	10.71	0	0.00	1	3.57	8	28.57	22	78.57
6024	HEALTH INFORMATION SPEC/SENIOR	5	4	1	25.00	0	0.00	0	0.00	1	25.00	2	50.00	3	75.00
6025	TAX COLLECTION SPECIALIST	5	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00
6047	COMMUNITY HEALTH WORKER 2	5	36	5	13.89	3	8.33	1	2.78	13	36.11	22	61.11	27	75.00
6054	ADMINISTRATIVE ASSISTANT	5	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	100.00
6104	EQUIPMENT/PROPERTY COORDINATOR	5	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
6107	EQUIPMENT/PROPERTY TECHNICIAN	5	33	1	3.03	1	3.03	0	0.00	0	0.00	2	6.06	14	42.42
6247	VICTIM ADVOCATE	5	7	1	14.29	0	0.00	0	0.00	0	0.00	1	14.29	7	100.00
6248	BACKGROUND INVESTIGATOR	5	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
6249	D A INVESTIGATOR	5	6	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	3	50.00
6285	JUVENILE COUNSELING ASSISTANT	5	11	2	18.18	2	18.18	0	0.00	1	9.09	5	45.45	7	63.64
9720	OPERATIONS ADMINISTRATOR	5	19	1	5.26	0	0.00	0	0.00	1	5.26	2	10.53	12	63.16
Group Total			173	18	10.40	10	5.78	1	0.58	18	10.40	47	27.17	119	68.79

Job Group Analysis

Page 15

Job Group 5B Entry Level Support

Job Code & Title		EEO	Tot		Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
			Emp	%	#	%	#	%	#	%	#	%	#	%	#	%
6012	CLINIC MEDICAL ASSISTANT	5	12		1	8.33	2	16.67	0	0.00	3	25.00	7	58.33	11	91.67
6401	SYSTEMS OPERATOR	5	5		0	0.00	1	20.00	0	0.00	0	0.00	1	20.00	3	60.00
6045	TAX EXEMPTION SPECIALIST	5	1		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
6046	COMMUNITY HEALTH WORKER 1	5	5		1	20.00	0	0.00	0	0.00	3	60.00	4	80.00	5	100.00
6067	ANIMAL CONTROL OFFICER	5	11		0	0.00	0	0.00	2	18.18	1	9.09	3	27.27	8	72.73
6112	PURCHASING SPECIALIST 1	5	6		2	33.33	2	33.33	0	0.00	0	0.00	4	66.67	6	100.00
6116	RECORDS ADMINISTRATION ASST	5	1		1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00
6142	ELECTRONIC TECHNICIAN ASST	5	2		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
6157	JUVENILE RECORDS TECHNICIAN	5	4		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	4	100.00
6258	FACILITY SECURITY OFFICER	5	45		1	2.22	2	4.44	0	0.00	1	2.22	4	8.89	17	37.78
6266	CORRECTIONS TECHNICIAN	5	52		4	7.69	2	3.85	2	3.85	1	1.92	9	17.31	38	73.08
6294	HEALTH ASSISTANT	5	61		3	4.92	4	6.56	0	0.00	31	50.82	39	63.93	44	72.13
6298	CASE MANAGER 1	5	45		5	11.11	5	11.11	0	0.00	1	2.22	11	24.44	35	77.78
6300	ELIGIBILITY SPECIALIST	5	14		4	28.57	2	14.29	0	0.00	5	35.71	11	78.57	11	78.57
6342	NUTRITION ASSISTANT	5	15		2	13.33	3	20.00	0	0.00	7	46.67	12	80.00	14	93.33
7202	LIBRARY CLERK	5	127		3	2.36	4	3.15	0	0.00	3	2.36	10	7.87	95	74.80
7203	LIBRARY PAGE	5	122		0	0.00	11	9.02	2	1.64	2	1.64	17	13.93	77	63.11
7208	PUBLICATION SPECIALIST	5	1		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
7211	LIBRARY ASSISTANT	5	92		1	1.09	3	3.26	0	0.00	2	2.17	6	6.52	70	76.09
7224	LIBRARY MATERIALS PROCESSOR	5	3		0	0.00	0	0.00	0	0.00	1	33.33	1	33.33	3	100.00
9634	ADMINISTRATIVE SECRETARY/NR	5	2		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	100.00
Group Total			626		28	4.47	41	6.55	6	0.96	61	9.74	140	22.36	444	70.93

Job Group Analysis

Job Group 6A Senior Level Clerical

Job Code & Title		EEO	Tot Emp	Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
				#	%	#	%	#	%	#	%	#	%	#	%
6003	CLERICAL UNIT SUPERVISOR	6	11	2	18.18	0	0.00	0	0.00	1	9.09	3	27.27	10	90.91
6074	DATA TECHNICIAN	6	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00
6097	FAC MAINT DISPATCH/SCHEDULER	6	5	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	3	60.00
6151	MCSO RECORDS SUPERVISOR	6	6	0	0.00	1	16.67	0	0.00	0	0.00	1	16.67	4	66.67
6241	LEGAL ASSISTANT/SENIOR	6	4	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	4	100.00
6322	MEDICAL RECORDS TECH/SENIOR	6	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	100.00
Group Total			30	2	6.67	1	3.33	0	0.00	1	3.33	4	13.33	24	80.00

Job Group Analysis

Page 17

Job Group 6B Mid Level Clerical

Job Code & Title		EEO	Tot Emp	Black # %	Asian # %	Nat Amer # %	Hispanic # %	Tot Min # %	Female # %
6002	OFFICE ASSISTANT/SENIOR	6	152	15 9.87	7 4.61	1 0.66	9 5.92	33 21.71	136 89.47
6027	FISCAL ASSISTANT/SENIOR	6	22	2 9.09	3 13.64	1 4.55	4 18.18	10 45.45	17 77.27
6101	HUMAN RESOURCES TECHNICIAN	6	9	2 22.22	1 11.11	0 0.00	0 0.00	3 33.33	8 88.89
6150	MCSO RECORDS TECHNICIAN	6	45	5 11.11	2 4.44	0 0.00	2 4.44	9 20.00	31 68.89
6212	PARALEGAL ASSISTANT/COUNTY ATTORNEY	6	2	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 50.00
6246	LEGAL ASSISTANT	6	16	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	15 93.75
7230	PRODUCTION ASSISTANT	6	1	0 0.00	0 0.00	1 100.00	0 0.00	1 100.00	1 100.00
9025	OPERATIONS SUPERVISOR	6	14	1 7.14	0 0.00	0 0.00	0 0.00	1 7.14	11 78.57
9061	HUMAN RESOURCES TECHNICIAN	6	3	1 33.33	0 0.00	0 0.00	0 0.00	1 33.33	2 66.67
9663	DISTRIBUTION SUPERVISOR	6	1	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00
9692	HEALTH OPERATIONS SUPERVISOR	6	17	0 0.00	2 11.76	0 0.00	0 0.00	2 11.76	11 64.71
Group Total			282	26 9.22	15 5.32	3 1.06	15 5.32	60 21.28	234 82.98

Job Group Analysis

Job Group 6C Entry Level Clerical

Job Code & Title		EEO	Tot Emp	Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
				#	%	#	%	#	%	#	%	#	%	#	%
6000	OFFICE ASSISTANT 1	6	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
6001	OFFICE ASSISTANT 2	6	329	23	6.99	17	5.17	4	1.22	40	12.16	88	26.75	289	87.84
6009	MEDICAL SERVICES CLERK	6	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
6184	FLEET & SUPPORT SERVICES SPEC	6	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
6299	CASE MANAGEMENT ASSISTANT	6	15	2	13.33	1	6.67	0	0.00	0	0.00	3	20.00	11	73.33
6321	MEDICAL RECORDS TECHNICIAN	6	10	1	10.00	1	10.00	0	0.00	0	0.00	2	20.00	10	100.00
Group Total			357	26	7.28	19	5.32	4	1.12	40	11.20	93	26.05	312	87.39

Job Group Analysis

Job Group 7A Senior/Mid Level Craft

Job Code & Title		EEO	Tot		Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
			Emp		#	%	#	%	#	%	#	%	#	%	#	%
3105	SIGN FABRICATOR	7	3		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
6149	CARPENTER/LOCKSMITH	7	3		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
6177	HEAVY EQUIPMENT OPERATOR	7	5		0	0.00	1	20.00	1	20.00	0	0.00	2	40.00	0	0.00
6182	EQUIPMENT MECHANIC 2	7	9		0	0.00	0	0.00	0	0.00	1	11.11	2	22.22	0	0.00
9623	BRIDGE MAINTENANCE SUPERVISOR	7	1		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Group Total			21		0	0.00	1	4.76	1	4.76	1	4.76	4	19.05	0	0.00

Job Group Analysis

Job Group 7B Entry Level Craft

Job Code & Title		EEO	Tot		Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
			Emp		#	%	#	%	#	%	#	%	#	%	#	%
3061	ELECTRICIAN	7	11		0	0.00	1	9.09	0	0.00	0	0.00	1	9.09	0	0.00
6060	BRIDGE MAINTENANCE MECHANIC	7	7		1	14.29	1	14.29	1	14.29	0	0.00	3	42.86	0	0.00
6093	CHEMICAL APPLICATOR OPERATOR	7	4		0	0.00	0	0.00	0	0.00	0	0.00	1	25.00	0	0.00
6121	HVAC ENGINEER	7	12		2	16.67	0	0.00	0	0.00	0	0.00	2	16.67	0	0.00
6133	BLACKSMITH	7	1		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
6147	CARPENTER	7	7		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
6180	EQUIPMENT MECHANIC 1	7	2		0	0.00	0	0.00	0	0.00	2	100.00	2	100.00	0	0.00
6181	BODY AND FENDER MECHANIC	7	2		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9689	FLEET MAINTENANCE SUPERVISOR	7	1		0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00
Group Total			47		3	6.38	2	4.26	1	2.13	2	4.26	10	21.28	0	0.00

Job Group Analysis

Job Group 8A Senior/ Mid Level Maintenance

Job Code & Title		EEO	Tot Emp	Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
				#	%	#	%	#	%	#	%	#	%	#	%
6065	ANIMAL CARE TECHNICIAN	8	6	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	6	100.00
6092	MAINTENANCE WORKER	8	20	1	5.00	1	5.00	1	5.00	2	10.00	5	25.00	1	5.00
6094	FACILITIES MAINTENANCE WORKER	8	6	2	33.33	0	0.00	0	0.00	0	0.00	2	33.33	0	0.00
6096	MAINTENANCE CREW LEADER	8	5	0	0.00	2	40.00	0	0.00	0	0.00	2	40.00	0	0.00
6110	WAREHOUSE WORKER/CHIEF	8	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
6245	SEWING SPECIALIST	8	2	0	0.00	1	50.00	0	0.00	0	0.00	1	50.00	2	100.00
Group Total			40	3	7.50	4	10.00	1	2.50	2	5.00	10	25.00	9	22.50

Job Group 8B Entry Level Maintenance

Job Code & Title		EEO	Tot		Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
			Emp	%	#	%	#	%	#	%	#	%	#	%	#	%
6059	BRIDGE OPERATOR	8	11		1	9.09	0	0.00	0	0.00	0	0.00	1	9.09	2	18.18
6062	ANIMAL CARE AIDE	8	2		1	50.00	0	0.00	0	0.00	0	0.00	1	50.00	0	0.00
6098	STRIPER OPERATOR	8	4		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
6109	WAREHOUSE WORKER	8	8		1	12.50	0	0.00	2	25.00	0	0.00	3	37.50	0	0.00
6124	DRIVER	8	12		1	8.33	0	0.00	0	0.00	0	0.00	2	16.67	3	25.00
6125	GARAGE ATTENDANT	8	3		1	33.33	1	33.33	0	0.00	0	0.00	2	66.67	0	0.00
6173	TRUCK DRIVER	8	10		0	0.00	0	0.00	1	10.00	2	20.00	3	30.00	0	0.00
7206	OUTREACH DRIVER	8	1		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9024	LAUNDRY SUPERVISOR	8	1		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Group Total			52		5	9.62	1	1.92	3	5.77	2	3.85	12	23.08	5	9.62

Availability Analysis

The **Availability Analysis** section estimates the amount of people available within the targeted recruitment area to fill positions and determines the organization's level of work force utilization.

Multnomah County 2003

Multnomah, Or

July 1, 2002-June 30, 2003

Availability Factor Computation Form

Page 1

Job Group 1A - Executive Management

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	4.25	6.61	0.69	7.74	19.41	45.23	75.0	3.19	4.96	0.52	5.81	14.56	33.92	Western Region - 5 state combined & weighted
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	8.41	7.48	0.93	1.87	18.69	63.55	25.0	2.10	1.87	0.23	0.47	4.67	15.89	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	5.29	6.83	0.75	6.27	19.23	49.81
Employment #:	5	4	0	1	10	23 (47 total)
Employment %:	10.64	8.51	0.00	2.13	21.28	48.94
Underutilized:	NO	NO	YES	YES	NO	NO

Availability Factor Computation Form

Page 2

Job Group 1B - Mid Level Management

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	1.60	2.13	0.38	1.90	6.07	48.04	50.0	0.80	1.07	0.19	0.95	3.04	24.02	Portland, OR PMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	9.70	4.48	0.75	2.99	17.91	50.75	50.0	4.85	2.24	0.38	1.50	8.96	25.38	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	5.65	3.31	0.57	2.45	11.99	49.40
Employment #:	5	3	1	1	10	45 (65 total)
Employment %:	7.69	4.62	1.54	1.54	15.38	69.23
Underutilized:	NO	NO	NO	YES	NO	NO

Availability Factor Computation Form

Page 3

Job Group 2A - Senior Level Professionals

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	0.94	2.55	0.31	1.41	5.30	44.53	78.0	0.73	1.99	0.24	1.10	4.13	34.73	Portland--Vancouver, OR--WA CMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	7.04	5.23	1.07	3.31	17.61	69.26	22.0	1.55	1.15	0.24	0.73	3.87	15.24	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	2.28	3.14	0.48	1.83	8.01	49.97	
Employment #:	38	30	2	25	98	324	(558 total)
Employment %:	6.81	5.38	0.36	4.48	17.56	58.06	
Underutilized:	NO	NO	YES	NO	NO	NO	

Availability Factor Computation Form

Page 4

Job Group 2B - Mid Level Professionals

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	3.12	3.06	0.66	1.56	8.50	55.63	80.0	2.50	2.45	0.53	1.25	6.80	44.50	Portland, OR PMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	7.34	7.52	0.92	8.81	25.69	80.73	20.0	1.47	1.50	0.18	1.76	5.14	16.15	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	3.96	3.95	0.71	3.01	11.94	60.65
Employment #:	66	51	8	28	154	512 (867 total)
Employment %:	7.61	5.88	0.92	3.23	17.76	59.05
Underutilized:	NO	NO	NO	NO	NO	NO

Availability Factor Computation Form

Page 5

Job Group 2B1 - Mid Level Health Professionals

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	1.17	3.50	0.61	1.60	6.88	86.55	85.0	0.99	2.98	0.52	1.36	5.85	73.57	Portland, OR PMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	2.27	0.00	0.00	0.00	4.55	88.64	15.0	0.34	0.00	0.00	0.00	0.68	13.30	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	1.34	2.98	0.52	1.36	6.53	86.86	
Employment #:	9	16	1	6	38	211	(260 total)
Employment %:	3.46	6.15	0.38	2.31	14.62	81.15	
Underutilized:	NO	NO	YES	NO	NO	NO	

Availability Factor Computation Form

Page 6

Job Group 2C - Entry Level Professionals

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	1.46	2.62	0.88	2.58	7.59	47.85	90.0	1.31	2.36	0.79	2.32	6.83	43.07	Portland--Vancouver, OR--WA CMSA
2. The 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	50.00	10.0	0.00	0.00	0.00	0.00	0.00	5.00	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	1.31	2.36	0.79	2.32	6.83	48.07
Employment #:	4	8	0	2	16	74 (123 total)
Employment %:	3.25	6.50	0.00	1.63	13.01	60.16
Underutilized:	NO	NO	YES	YES	NO	NO

Availability Factor Computation Form

Page 7

Job Group 3A - Senior Level Technician

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	1.35	3.01	0.50	2.38	7.23	33.13	33.0	0.45	0.99	0.17	0.79	2.39	10.93	Portland--Vancouver, OR--WA CMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	4.74	4.74	2.11	1.58	13.16	52.63	67.0	3.18	3.18	1.41	1.06	8.82	35.26	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	3.62	4.17	1.58	1.84	11.20	46.20
Employment #:	3	1	0	3	7	35 (73 total)
Employment %:	4.11	1.37	0.00	4.11	9.59	47.95
Underutilized:	NO	YES	YES	NO	NO	NO

Availability Factor Computation Form

Page 8

Job Group 3B - Mid Level Technician

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	1.70	1.89	1.06	2.07	6.83	58.90	70.0	1.19	1.32	0.74	1.45	4.78	41.23	Portland, OR PMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	9.57	5.65	0.43	5.65	21.74	87.83	30.0	2.87	1.70	0.13	1.70	6.52	26.35	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	4.06	3.02	0.87	3.14	11.30	67.58
Employment #:	4	6	3	6	20	63 (107 total)
Employment %:	3.74	5.61	2.80	5.61	18.69	58.88
Underutilized:	NO	NO	NO	NO	NO	NO

Availability Factor Computation Form

Page 9

Job Group 3C - Entry Level Technician

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	1.72	1.53	0.11	1.55	4.92	68.50	85.0	1.46	1.30	0.09	1.32	4.18	58.23	Portland, OR PMSA
2. The 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	0.00	15.0	0.00	0.00	0.00	0.00	0.00	0.00	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	1.46	1.30	0.09	1.32	4.18	58.23
Employment #:	3	13	0	3	20	72 (83 total)
Employment %:	3.61	15.66	0.00	3.61	24.10	86.75
Underutilized:	NO	NO	YES	NO	NO	NO

Availability Factor Computation Form

Page 10

Job Group 4B - Mid Level Management

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	2.19	4.70	0.90	3.15	12.60	17.44	60.0	1.31	2.82	0.54	1.89	7.56	10.46	Portland, OR PMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	9.18	1.40	0.80	3.79	15.17	19.56	40.0	3.67	0.56	0.32	1.52	6.07	7.82	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	4.99	3.38	0.86	3.41	13.63	18.29	
Employment #:	16	10	1	6	33	40	(123 total)
Employment %:	13.01	8.13	0.81	4.88	26.83	32.52	
Underutilized:	NO	NO	NO	NO	NO	NO	

Availability Factor Computation Form

Page 11

Job Group 4C - Entry Level Official

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	2.59	4.54	0.84	3.02	12.60	20.05	90.0	2.33	4.09	0.76	2.72	11.34	18.05	Portland, OR PMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	11.20	1.60	0.00	5.60	18.40	55.20	10.0	1.12	0.16	0.00	0.56	1.84	5.52	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	3.45	4.25	0.76	3.28	13.18	23.57
Employment #:	46	7	4	19	76	98 (501 total)
Employment %:	9.18	1.40	0.80	3.79	15.17	19.56
Underutilized:	NO	YES	NO	NO	NO	NO

Availability Factor Computation Form

Page 12

Job Group 5A - Senior/ Mid Level Support

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	2.00	1.95	0.60	1.30	5.84	66.98	43.0	0.86	0.84	0.26	0.56	2.51	28.80	Portland--Vancouver, OR--WA CMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	7.07	7.74	0.34	21.89	37.37	73.74	57.0	4.03	4.41	0.19	12.48	21.30	42.03	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below
80% of availability.

Availability:	4.89	5.25	0.45	13.04	23.81	70.83
Employment #:	18	10	1	18	47	119 (173 total)
Employment %:	10.40	5.78	0.58	10.40	27.17	68.79
Underutilized:	NO	NO	NO	YES	NO	NO

Availability Factor Computation Form

Page 13

Job Group 5B - Entry Level Support

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	2.58	3.10	0.83	2.37	8.85	73.81	90.0	2.32	2.79	0.75	2.13	7.97	66.43	Portland--Vancouver, OR--WA CMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	6.74	4.61	0.82	8.55	21.55	85.53	10.0	0.67	0.46	0.08	0.86	2.16	8.55	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	3.00	3.25	0.83	2.99	10.12	74.98	
Employment #:	28	41	6	61	140	444	(626 total)
Employment %:	4.47	6.55	0.96	9.74	22.36	70.93	
Underutilized:	NO	NO	NO	NO	NO	NO	

Availability Factor Computation Form

Page 14

Job Group 6A - Senior Level Clerical

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	2.48	2.74	0.41	2.40	8.06	74.46	63.5	1.57	1.74	0.26	1.52	5.12	47.28	Portland, OR PMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	8.12	5.23	1.08	9.93	25.27	86.46	36.5	2.96	1.91	0.39	3.62	9.22	31.56	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	4.54	3.65	0.65	5.15	14.34	78.84
Employment #:	2	1	0	1	4	24 (30 total)
Employment %:	6.67	3.33	0.00	3.33	13.33	80.00
Underutilized:	NO	NO	YES	YES	NO	NO

Availability Factor Computation Form

Page 15

Job Group 6B - Mid Level Clerical

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	3.94	3.18	1.04	2.28	10.41	79.95	51.0	2.01	1.62	0.53	1.16	5.31	40.77	Portland, OR PMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.66	4.79	0.87	9.37	21.57	84.31	49.0	2.77	2.35	0.43	4.59	10.57	41.31	Feeder Job Composition
Eighty-Percent Rule: Underutilization is declared when employment is below 80% of availability.								Availability: Employment #: Employment %: Underutilized:	4.78 26 9.22 NO	3.97 15 5.32 NO	0.96 3 1.06 NO	5.75 15 5.32 NO	15.88 60 21.28 NO	82.09 234 (282 total) 82.98 NO

Availability Factor Computation Form

Page 16

Job Group 6C - Entry Level Clerical

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	5.59	3.48	1.03	2.04	12.03	83.37	100.0	5.59	3.48	1.03	2.04	12.03	83.37	Portland, OR PMSA
2. The 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	0.00	0.0	0.00	0.00	0.00	0.00	0.00	0.00	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	5.59	3.48	1.03	2.04	12.03	83.37	
Employment #:	26	19	4	40	93	312	(357 total)
Employment %:	7.28	5.32	1.12	11.20	26.05	87.39	
Underutilized:	NO	NO	NO	NO	NO	NO	

Availability Factor Computation Form

Page 17

Job Group 7A - Senior/Mid Level Craft

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	2.31	1.89	2.93	1.80	8.89	14.08	45.0	1.04	0.85	1.32	0.81	4.00	6.34	Portland—Vancouver, OR—WA CMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.88	0.00	0.00	5.88	14.71	0.00	55.0	3.23	0.00	0.00	3.23	8.09	0.00	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	4.27	0.85	1.32	4.04	12.09	6.34	
Employment #:	0	1	1	1	4	0	(21 total)
Employment %:	0.00	4.76	4.76	4.76	19.05	0.00	
Underutilized:	YES	NO	NO	NO	NO	YES	

Availability Factor Computation Form

Page 18

Job Group 7B - Entry Level Craft

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	2.11	1.29	0.95	4.00	8.35	14.09	100.0	2.11	1.29	0.95	4.00	8.35	14.09	Portland, OR PMSA
2. The 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	0.00	0.0	0.00	0.00	0.00	0.00	0.00	0.00	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	2.11	1.29	0.95	4.00	8.35	14.09
Employment #:	3	2	1	2	10	0 (47 total)
Employment %:	6.38	4.26	2.13	4.26	21.28	0.00
Underutilized:	NO	NO	NO	NO	NO	YES

Availability Factor Computation Form

Page 19

Job Group 8A - Senior/ Mid Level Maintenance

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	3.99	1.68	1.16	4.90	11.71	22.00	75.0	2.99	1.26	0.87	3.68	8.78	16.50	Portland, OR PMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	3.07	7.36	3.07	1.84	17.18	52.76	25.0	0.77	1.84	0.77	0.46	4.30	13.19	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	3.76	3.10	1.64	4.14	13.08	29.69	
Employment #:	3	4	1	2	10	9	(40 total)
Employment %:	7.50	10.00	2.50	5.00	25.00	22.50	
Underutilized:	NO	NO	NO	NO	NO	YES	

Availability Factor Computation Form

Job Group 8B - Entry Level Maintenance

Factor	Raw Statistics						%	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	3.32	1.58	0.74	1.85	7.54	20.05	100.0	3.32	1.58	0.74	1.85	7.54	20.05	Portland, OR PMSA
2. The 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	0.00	0.0	0.00	0.00	0.00	0.00	0.00	0.00	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	3.32	1.58	0.74	1.85	7.54	20.05
Employment #:	5	1	3	2	12	5 (52 total)
Employment %:	9.62	1.92	5.77	3.85	23.08	9.62
Underutilized:	NO	NO	NO	NO	NO	YES

Utilization Analysis

The **Utilization Analysis** section makes a determination if based on the three (3) previous analyses, job groups exist in which qualified and available members of protected classes are underutilized, or not obtaining opportunities for hire in proportion to their availability in the job market.

Multnomah County 2003

Multnomah, Or

July 1, 2002-June 30, 2003

Utilization Analysis

Page 1

Job Group & Name		Tot Emp	EMPLOYMENT %						AVAILABILITY %						UNDER- UTILIZED?					
			Blk	Asi	Nat	His	Min	Fem	Blk	Asi	Nat	His	Min	Fem	Blk	Asi	Nat	His	Min	Fem
1A	Executive Management	47	10.64	8.51	0.00	2.13	21.28	48.94	4.05	5.55	0.68	7.73	18.08	57.98	NO	NO	YES	YES	NO	NO
1B	Mid Level Management	65	7.69	4.62	1.54	1.54	15.38	69.23	0.82	0.58	0.04	0.74	2.16	15.83	NO	NO	NO	NO	NO	NO
2A	Senior Level Professionals	558	6.81	5.38	0.36	4.48	17.56	58.06	0.83	3.02	0.27	1.11	5.21	29.00	NO	NO	NO	NO	NO	NO
2B	Mid Level Professionals	867	7.61	5.88	0.92	3.23	17.76	59.05	3.94	3.43	0.74	1.27	9.41	52.11	NO	NO	NO	NO	NO	NO
2B1	Mid Level Health Professionals	260	3.46	6.15	0.38	2.31	14.62	81.15	1.01	3.20	0.54	1.30	6.02	77.61	NO	NO	YES	NO	NO	NO
2C	Entry Level Professionals	123	3.25	6.50	0.00	1.63	13.01	60.16	1.17	2.16	0.45	1.17	5.13	83.43	NO	NO	YES	NO	NO	YES
3A	Senior Level Technician	73	4.11	1.37	0.00	4.11	9.59	47.95	0.92	1.01	0.08	0.74	2.77	17.90	NO	NO	YES	NO	NO	NO
3B	Mid Level Technician	107	3.74	5.61	2.80	5.61	18.69	58.88	2.09	0.57	0.15	1.41	4.24	52.98	NO	NO	NO	NO	NO	NO
3C	Entry Level Technician	83	3.61	15.66	0.00	3.61	24.10	86.75	0.14	2.01	0.00	1.84	4.00	74.00	NO	NO	NO	NO	NO	NO
4B	Mid Level Management	123	13.01	8.13	0.81	4.88	26.83	32.52	1.26	3.00	0.60	2.04	8.04	9.06	NO	NO	NO	NO	NO	NO
4C	Entry Level Official	501	9.18	1.40	0.80	3.79	15.17	19.56	9.72	0.00	0.00	0.00	9.72	72.36	NO	NO	NO	NO	NO	YES
5A	Senior/ Mid Level Support	173	10.40	5.78	0.58	10.40	27.17	68.79	1.20	1.71	0.33	0.89	4.16	27.20	NO	NO	NO	NO	NO	NO
5B	Entry Level Support	626	4.47	6.55	0.96	9.74	22.36	70.93	2.39	2.64	0.67	2.57	8.16	71.90	NO	NO	NO	NO	NO	NO
6A	Senior Level Clerical	30	6.67	3.33	0.00	3.33	13.33	80.00	0.00	0.00	0.00	0.00	0.00	0.00	NO	NO	NO	NO	NO	NO
6B	Mid Level Clerical	282	9.22	5.32	1.06	5.32	21.28	82.98	1.88	1.40	0.54	1.14	4.98	41.19	NO	NO	NO	NO	NO	NO
6C	Entry Level Clerical	357	7.28	5.32	1.12	11.20	26.05	87.39	4.21	2.90	1.01	1.93	10.12	71.69	NO	NO	NO	NO	NO	NO
7A	Senior/Mid Level Craft	21	0.00	4.76	4.76	4.76	19.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	NO	NO	NO	NO	NO	NO
7B	Entry Level Craft	47	6.38	4.26	2.13	4.26	21.28	0.00	0.00	0.00	0.00	0.00	0.00	47.40	NO	NO	NO	NO	NO	YES
8A	Senior/ Mid Level Maintenance	40	7.50	10.00	2.50	5.00	25.00	22.50	0.00	0.00	0.00	0.00	0.00	0.00	NO	NO	NO	NO	NO	NO
8B	Entry Level Maintenance	52	9.62	1.92	5.77	3.85	23.08	9.62	0.90	0.73	0.17	0.90	2.72	31.36	NO	NO	NO	NO	NO	YES

Total Employees:

4435

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Multnomah County 2003

Multnomah, Or

July 1, 2002-June 30, 2003

Significance of Utilization Statistics

Page 1

Job Group & Name		UNDERUTILIZED?						STANDARD DEVIATION						STATISTICALLY SIGNIFICANT?					
		Blk	Asi	Nat	His	Min	Fem	Blk	Asi	Nat	His	Min	Fem	Blk	Asi	Nat	His	Min	Fem
1A	Executive Management	NO	NO	YES	YES	NO	NO			0.57	1.44		1.26	NO	NO	NO	NO	NO	NO
1B	Mid Level Management	NO	NO	NO	NO	NO	NO							NO	NO	NO	NO	NO	NO
2A	Senior Level Professionals	NO	NO	NO	NO	NO	NO							NO	NO	NO	NO	NO	NO
2B	Mid Level Professionals	NO	NO	NO	NO	NO	NO							NO	NO	NO	NO	NO	NO
2B1	Mid Level Health Professionals	NO	NO	YES	NO	NO	NO			0.34				NO	NO	NO	NO	NO	NO
2C	Entry Level Professionals	NO	NO	YES	NO	NO	YES			0.75			6.94	NO	NO	NO	NO	NO	YES
3A	Senior Level Technician	NO	NO	YES	NO	NO	NO			0.24				NO	NO	NO	NO	NO	NO
3B	Mid Level Technician	NO	NO	NO	NO	NO	NO							NO	NO	NO	NO	NO	NO
3C	Entry Level Technician	NO	NO	NO	NO	NO	NO							NO	NO	NO	NO	NO	NO
4B	Mid Level Management	NO	NO	NO	NO	NO	NO							NO	NO	NO	NO	NO	NO
4C	Entry Level Official	NO	NO	NO	NO	NO	YES	0.41					26.43	NO	NO	NO	NO	NO	YES
5A	Senior/ Mid Level Support	NO	NO	NO	NO	NO	NO							NO	NO	NO	NO	NO	NO
5B	Entry Level Support	NO	NO	NO	NO	NO	NO						0.54	NO	NO	NO	NO	NO	NO
6A	Senior Level Clerical	NO	NO	NO	NO	NO	NO							NO	NO	NO	NO	NO	NO
6B	Mid Level Clerical	NO	NO	NO	NO	NO	NO							NO	NO	NO	NO	NO	NO
6C	Entry Level Clerical	NO	NO	NO	NO	NO	NO							NO	NO	NO	NO	NO	NO
7A	Senior/Mid Level Craft	NO	NO	NO	NO	NO	NO							NO	NO	NO	NO	NO	NO
7B	Entry Level Craft	NO	NO	NO	NO	NO	YES						6.51	NO	NO	NO	NO	NO	YES
8A	Senior/ Mid Level Maintenance	NO	NO	NO	NO	NO	NO							NO	NO	NO	NO	NO	NO
8B	Entry Level Maintenance	NO	NO	NO	NO	NO	YES						3.38	NO	NO	NO	NO	NO	YES

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Standard deviations of 2.00 or greater are generally regarded as statistically significant.

Goals

The **Goals** section outlines the benchmarks for measuring the organizations performance in correcting areas of underutilization.

Multnomah County 2003

Multnomah, Or

July 1, 2002-June 30, 2003

Goals Report

Page 1

		GOAL %					
Job Group & Name		Blk	Asi	Nat	His	Min	Fem
1A	Executive Management			0.68	7.73		
1B	Mid Level Management						
2A	Senior Level Professionals						
2B	Mid Level Professionals						
2B1	Mid Level Health Professionals			0.54			
2C	Entry Level Professionals			0.45			83.43
3A	Senior Level Technician			0.08			
3B	Mid Level Technician						
3C	Entry Level Technician						
4B	Mid Level Management						
4C	Entry Level Official						72.36
5A	Senior/ Mid Level Support						
5B	Entry Level Support						
6A	Senior Level Clerical						
6B	Mid Level Clerical						
6C	Entry Level Clerical						
7A	Senior/Mid Level Craft						
7B	Entry Level Craft						47.40
8A	Senior/ Mid Level Maintenance						
8B	Entry Level Maintenance						31.36

IDENTIFICATION OF PROBLEM AREAS BY ORGANIZATIONAL UNIT AND JOB GROUP

The County has conducted in-depth analyses of our total employment process, including an analysis of our 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 Work Force by Organizational Unit and Job Group:

- A. 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 19.4% and are represented in 94% of Multnomah County's departments. Further, minorities are represented in 100% of the departments that employ 10 or more people. Women are employed at a rate of 59.6% and are represented in 99% of all departments, and 100% of all departments that employ 10 or more persons. This analysis suggests that there is no policy or practice of excluding minorities or women from any departments.

- B. 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 availability to determine underutilization. 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. A brief written rationale for the selection of the recruitment areas and internal pools by job group follows:

1A - Executive Management

Factor 1: Western Region - 5 states combined & weighted - This is the geographical area from which Multnomah County 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. The County is using govjobs.com to expand its recruitment and outreach to a national pool of candidates to consider for executive level positions.

Factor 2: Feeder Job Composition - This pool of feeder positions for job group 1A - Executive Management was chosen based on reasonable paths of progression within Multnomah County 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: Portland, OR PMSA - This is the geographical area from which Multnomah County 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 Composition - This pool of feeder positions for job group 1B – Mid Level Management was chosen based on reasonable paths of progression within Multnomah County 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: Portland--Vancouver, OR--WA CMSA - This is the geographical area from which Multnomah County 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 Composition - This pool of feeder positions for job group 2A - Senior Level Professionals was chosen based on reasonable paths of progression within Multnomah County 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: Portland, OR PMSA - This is the geographical area from which Multnomah County 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 Composition - This pool of feeder positions for job group 2B – Mid Level Professionals was chosen based on reasonable paths of progression within Multnomah County 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: Portland, OR PMSA - This is the geographical area from which Multnomah County 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 Composition - This pool of feeder positions for job group 2B1 - Mid Level Health Professionals was chosen based on reasonable paths of progression within Multnomah County 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: Portland--Vancouver, OR--WA CMSA - This is the geographical area from which Multnomah County 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 Composition - This pool of feeder positions for job group 2C - Entry Level Professionals was chosen based on reasonable paths of progression within Multnomah County 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: Portland--Vancouver, OR--WA CMSA - This is the geographical area from which Multnomah County 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 Composition - This pool of feeder positions for job group 3A - Senior Level Technician was chosen based on reasonable paths of progression within Multnomah County 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: Portland, OR PMSA - This is the geographical area from which Multnomah County 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 Composition - This pool of feeder positions for job group 3B - Mid Level Technician was chosen based on reasonable paths of progression within Multnomah County 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: Portland, OR PMSA - This is the geographical area from which Multnomah County 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 Composition - This pool of feeder positions for job group 3C - Entry Level Technician was chosen based on reasonable paths of progression within Multnomah County 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 - Mid Level Management

Factor 1: Portland, OR PMSA - This is the geographical area from which Multnomah County usually seeks or reasonably would seek workers to fill positions in job group 4B - 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 Composition - This pool of feeder positions for job group 4B - Mid Level Management was chosen based on reasonable paths of progression within Multnomah County 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 - Entry Level Official

Factor 1: Portland, OR PMSA - This is the geographical area from which Multnomah County usually seeks or reasonably would seek workers to fill positions in job group 4C - 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 Composition - This pool of feeder positions for job group 4C - Entry Level Official was chosen based on reasonable paths of progression within Multnomah County 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.

5A - Senior/ Mid Level Support

Factor 1: Portland--Vancouver, OR--WA CMSA - This is the geographical area from which Multnomah County usually seeks or reasonably would seek workers to fill positions in job group 5A - Senior/ 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 Composition - This pool of feeder positions for job group 5A - Senior/ Mid Level Support was chosen based on reasonable paths of progression within Multnomah County 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 - Entry Level Support

Factor 1: Portland--Vancouver, OR--WA CMSA - This is the geographical area from which Multnomah County usually seeks or reasonably would seek workers to fill positions in job group 5B - 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 Composition - This pool of feeder positions for job group 5B - Entry Level Support was chosen based on reasonable paths of progression within Multnomah County 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: Portland, OR PMSA - This is the geographical area from which Multnomah County 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 Composition - This pool of feeder positions for job group 6A - Senior Level Clerical was chosen based on reasonable paths of progression within Multnomah County 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: Portland, OR PMSA - This is the geographical area from which Multnomah County 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 Composition - This pool of feeder positions for job group 6B - Mid Level Clerical was chosen based on reasonable paths of progression within Multnomah County 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: Portland, OR PMSA - This is the geographical area from which Multnomah County 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 Composition - This pool of feeder positions for job group 6C - Entry Level Clerical was chosen based on reasonable paths of progression within Multnomah County 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.

7A - Senior/Mid Level Craft

Factor 1: Portland--Vancouver, OR--WA CMSA - This is the geographical area from which Multnomah County usually seeks or reasonably would seek workers to fill positions in job group 7A - Senior/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 Composition - This pool of feeder positions for job group 7A - Senior/Mid Level Craft was chosen based on reasonable paths of progression within Multnomah County 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 - Entry Level Craft

Factor 1: Portland, OR PMSA - This is the geographical area from which Multnomah County usually seeks or reasonably would seek workers to fill positions in job group 7B - 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 Composition - This pool of feeder positions for job group 7B - Entry Level Craft was chosen based on reasonable paths of progression within Multnomah County 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/ Mid Level Maintenance

Factor 1: Portland, OR PMSA - This is the geographical area from which Multnomah County usually seeks or reasonably would seek workers to fill positions in job group 8A - Senior/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 Composition - This pool of feeder positions for job group 8A - Senior/ Mid Level Maintenance was chosen based on reasonable paths of progression within Multnomah County 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 - Entry Level Maintenance

Factor 1: Portland, OR PMSA - This is the geographical area from which Multnomah County usually seeks or reasonably would seek workers to fill positions in job group 8B - 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 Composition - This pool of feeder positions for job group 8B - Entry Level Maintenance was chosen based on reasonable paths of progression within Multnomah County 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.

1. Our analysis, conducted in accordance with OFCCP regulations, reveals that significant underutilization by job group is not a problem for minorities countywide, but may exist in some departments.
2. Our analysis, conducted in accordance with OFCCP regulations, reveals that significant underutilization by job group is not a problem for women as women are underutilized only in Job Group(s):

2C Entry Level Professionals, 4C Entry Level Official, 7B Entry Level Craft, 8B Entry Level Maintenance

3. As determined by the utilization analysis, any other areas of underutilization are clearly not statistically significant. To ensure the full and successful implementation of the Affirmative Action Program, Multnomah County has set benchmarks for activities to attract minorities and women in identified areas of underutilization.
4. Multnomah County has established affirmative action benchmarks and programs to correct any deficiencies as defined by the OFCCP, and will continue to make a good faith effort to reach these benchmarks and implement action-oriented programs, which are detailed elsewhere in the Affirmative Action Plan.

In establishing benchmarks, the following principles apply:

- (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, Multnomah County has established percentage annual benchmarks at least equal to the availability figure derived for women or minorities, as appropriate, for that job group.
- (2) Benchmarks are not rigid and inflexible 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, Multnomah County makes selections in a nondiscriminatory manner. Benchmarks 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 protected status;
- (4) Benchmarks do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results;
- (5) Benchmarks are not used to supersede merit selection principles, nor do these benchmarks require Multnomah County 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.

A review of progress and benchmarks by job group for the period from July 01, 2002 - June 30, 2003 reveals the following areas of significant success for minorities and women:

Goal Attainment

Multnomah County 2003

Multnomah, Or

July 1, 2002-June 30, 2003

Goal Attainment Report

Page 1

Job Group	Target Group	Goal %	Hires	%	Promos	%	Total Opps	%	Achieved? *
1A	Asian	5.55	0 of 4	0.00	0 of 4	0.00	0 of 8	0.00	LIMITED
1A	Native American	0.68	0 of 4	0.00	0 of 4	0.00	0 of 8	0.00	LIMITED
1B	Asian	0.58	0 of 1	0.00	1 of 4	25.00	1 of 5	20.00	YES
1B	Native American	0.04	0 of 1	0.00	0 of 4	0.00	0 of 5	0.00	LIMITED
1B	Hispanic	0.74	0 of 1	0.00	0 of 4	0.00	0 of 5	0.00	LIMITED
2A	Asian	3.02	3 of 15	20.00	0 of 6	0.00	3 of 21	14.29	YES
2A	Native American	0.27	0 of 15	0.00	0 of 6	0.00	0 of 21	0.00	LIMITED
2B	Native American	0.74	2 of 20	10.00	1 of 10	10.00	3 of 30	10.00	YES
2B1	Hispanic	1.30	0 of 11	0.00	0 of 0	0.00	0 of 11	0.00	LIMITED
2C	Black	1.17	0 of 8	0.00	0 of 1	0.00	0 of 9	0.00	LIMITED
2C	Asian	2.16	0 of 8	0.00	0 of 1	0.00	0 of 9	0.00	LIMITED
A	Native American	0.08	0 of 4	0.00	0 of 2	0.00	0 of 6	0.00	LIMITED
3A	Hispanic	0.74	0 of 4	0.00	0 of 2	0.00	0 of 6	0.00	LIMITED
3B	Native American	0.15	0 of 2	0.00	0 of 2	0.00	0 of 4	0.00	LIMITED
3C	Asian	2.01	1 of 8	12.50	0 of 0	0.00	1 of 8	12.50	YES
3C	Hispanic	1.84	0 of 8	0.00	0 of 0	0.00	0 of 8	0.00	LIMITED
4B	Native American	0.60	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
4C	Female	72.36	0 of 3	0.00	0 of 0	0.00	0 of 3	0.00	NO
5A	Native American	0.33	0 of 2	0.00	0 of 2	0.00	0 of 4	0.00	LIMITED
5B	Native American	0.67	0 of 29	0.00	0 of 0	0.00	0 of 29	0.00	LIMITED
6B	Asian	1.40	0 of 5	0.00	0 of 4	0.00	0 of 9	0.00	LIMITED
6B	Native American	0.54	0 of 5	0.00	0 of 4	0.00	0 of 9	0.00	LIMITED
6B	Hispanic	1.14	0 of 5	0.00	1 of 4	25.00	1 of 9	11.11	YES
6C	Native American	1.01	0 of 10	0.00	0 of 1	0.00	0 of 11	0.00	LIMITED
7B	Female	47.40	0 of 4	0.00	0 of 0	0.00	0 of 4	0.00	NO
8B	Asian	0.73	0 of 2	0.00	0 of 2	0.00	0 of 4	0.00	LIMITED
8B	Native American	0.17	0 of 2	0.00	0 of 2	0.00	0 of 4	0.00	LIMITED
8B	Hispanic	0.90	0 of 2	0.00	1 of 2	50.00	1 of 4	25.00	YES

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

* YES = within one person of exceeding goal

LIMITED = Limited opportunities. This indicates the goal percent times total opportunities to the job group was less than one person.

2. Personnel Activity

Multnomah County 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 or gender. These activities include applicant flow, hires, promotions, terminations, and other personnel actions.

A. Applicant Flow

During the plan year, July 01, 2002 - June 30, 2003, Multnomah County posted the majority of all open positions with the Oregonian Newspaper. Additionally, information on position openings was shared with media and organizations like the National Forum for Black Public Administrators, Portland Urban League, and the Oregon Tradeswomen to broaden and diversify the applicant pools for job openings. Applications for open positions were accepted by the Human Resources Department, and all persons interested in obtaining employment with Multnomah County 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.

B. Hires

All hiring at Multnomah County is conducted on the basis of nondiscriminatory criteria and procedures are developed by the Central Human Resources Division. 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 any protected factor.
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 Multnomah County is an Equal Opportunity Employer.
3. Interviews are conducted by persons who are briefed in the law with regard to equal employment opportunity and affirmative action.
4. Tests are administered and conducted in a non-discriminatory manner.
5. All employees are encouraged to refer qualified applicants to Multnomah County for employment. In addition, Multnomah County has formal recruitment procedures to apprise various diverse groups, educational institutions, and other referral sources of openings.

Personnel Action Summary: New Hires

July 1, 2002-June 30, 2003

Page 1

For Period: 07/01/2002 to 06/30/2003

[illegible]

Personnel Action Summaries--New Hires

Page 2

For Period: 07/01/2002 to 06/30/2003

Job Group		Male							Female						Min
EEO Category		TOT	Tot	Wht	Blk	Asi	Nat	His	Tot	Wht	Blk	Asi	Nat	His	Tot
5A	Senior/ Mid Level Support	2	1	0	0	1	0	0	1	0	1	0	0	0	2
5B	Entry Level Support	29	10	3	0	1	0	5	19	14	2	1	0	2	12
EEO 5		31	11	3	0	2	0	5	20	14	3	1	0	2	14
% Tot			35.48	9.68	0.00	6.45	0.00	16.13	64.52	45.16	9.68	3.23	0.00	6.45	45.16
6A	Senior Level Clerical	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6B	Mid Level Clerical	5	2	2	0	0	0	0	3	1	1	0	0	0	2
6C	Entry Level Clerical	10	0	0	0	0	0	0	10	6	0	0	0	4	4
EEO 6		16	2	2	0	0	0	0	14	8	1	0	0	4	6
% Tot			12.50	12.50	0.00	0.00	0.00	0.00	87.50	50.00	6.25	0.00	0.00	25.00	37.50
7B	Entry Level Craft	4	4	2	1	0	0	0	0	0	0	0	0	0	2
EEO 7		4	4	2	1	0	0	0	0	0	0	0	0	0	2
% Tot			100.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00
8A	Senior/ Mid Level Maintenance	1	0	0	0	0	0	0	1	1	0	0	0	0	0
8B	Entry Level Maintenance	2	1	1	0	0	0	0	1	0	0	0	0	0	1
EEO 8		3	1	1	0	0	0	0	2	1	0	0	0	0	1
% Tot			33.33	33.33	0.00	0.00	0.00	0.00	66.67	33.33	0.00	0.00	0.00	0.00	33.33
Report Total		130	49	31	1	3	1	6	81	56	6	7	2	7	43
% Tot			37.69	23.85	0.77	2.31	0.77	4.62	62.31	43.08	4.62	5.38	1.54	5.38	33.08

6. Placing an applicant in a specific job in a department is the responsibility of management. Hiring decisions are based on the applicant's knowledge, skills, abilities, and any other job-related criteria.

A review of external hires for the prior plan year indicates the presence of equal employment opportunity and a strong commitment to affirmative action. As noted previously, 130 new employees were hired during the period from July 01, 2002 - June 30, 2003, including 43 minorities at 33% and 81 women at 62%. This activity is further summarized by job group in the following report:

C. Promotion Practices:

A review of promotion data indicates that these practices represent an area of substantial employment opportunity for minority and female employees. Promotion practices are not problem areas for minorities and women in any job group. Our analysis reveals that neither minorities nor women are being treated disparately in promotions because:

- Multnomah County provides every reasonable opportunity for employees to advance. In this regard, training and other developmental opportunities are offered.
- Employees are encouraged to contact their supervisor and/or the Human Resources Department, at any time, should they desire information relative to another position within Multnomah County.
- Management-initiated promotions are based on performance and other job-related criteria without discrimination on account of any protected factor.

All of these factors strongly indicate that promotions represent an area of substantial employment opportunity for minority and female employees. A summary of promotion actions for the year is included on the following page:

D. Compensation Systems

As part of its affirmative action obligations, Multnomah County has and continues to evaluate its compensation structure to determine whether there are pay disparities based on gender, race, or ethnicity. According to our analysis, we have not identified any significant problem areas. If Multnomah County discovers significant salary differences between men and women or non-minorities and minorities, it will determine whether they are the result of legitimate, nondiscriminatory factors such as tenure, time in job, performance, education, previous experience, etc. Where appropriate, Multnomah County will take all reasonable and immediate steps to make any necessary adjustments.

E. Terminations

Multnomah County 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, Multnomah County makes its decisions without regard to any protected factor. A report summarizing terminations by job group follows:

3. Technical Phases of Compliance

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

- (a) Equal Employment Opportunity posters are prominently displayed in each Multnomah County location.
- (b) Multnomah County notifies all contractors and subcontractors via purchase orders and subcontracts that they may be subject to federal affirmative action obligations.
- (c) Multnomah County requires that all of their qualified contractors and subcontractors develop and maintain a written affirmative action program.
- (d) Multnomah County'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 Multnomah County'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 Multnomah County bulletin boards and are updated when the plan is revised or new laws create additional posting requirements.
- (h) All personnel and employment records made or kept by Multnomah County are retained for the required period as mandated by OFCCP regulations.
- (i) Multnomah County files bi-annual EEO-4 reports with the Federal Equal Employment Opportunity Commission.

Personnel Action Summary: Terminations

Multnomah County 2003

Multnomah, Or

July 1, 2002-June 30, 2003

Personnel Action Summaries--Terminations

Page 1

For Period: 07/01/2002 to 06/30/2003

Job Group		Male							Female						Min
EEO Category		TOT	Tot	Wht	Blk	Asi	Nat	His	Tot	Wht	Blk	Asi	Nat	His	Tot
1A	Executive Management	6	3	3	0	0	0	0	3	3	0	0	0	0	0
1B	Mid Level Management	10	6	5	1	0	0	0	4	3	1	0	0	0	2
1C	Entry Level Management	1	1	1	0	0	0	0	0	0	0	0	0	0	0
EEO 1		17	10	9	1	0	0	0	7	6	1	0	0	0	2
% Tot			58.82	52.94	5.88	0.00	0.00	0.00	41.18	35.29	5.88	0.00	0.00	0.00	11.76
2A	Senior Level Professionals	94	29	25	2	2	0	0	65	57	3	3	0	1	12
2B	Mid Level Professionals	128	55	39	13	1	0	1	73	53	11	6	1	2	36
2B1	Mid Level Health Professionals	30	5	5	0	0	0	0	25	20	1	0	0	4	5
2C	Entry Level Professionals	18	4	4	0	0	0	0	14	14	0	0	0	0	0
EEO 2		270	93	73	15	3	0	1	177	144	15	9	1	7	53
% Tot			34.44	27.04	5.56	1.11	0.00	0.37	65.56	53.33	5.56	3.33	0.37	2.59	19.63
3A	Senior Level Technician	6	1	1	0	0	0	0	5	2	0	1	1	1	3
3B	Mid Level Technician	17	5	3	1	0	0	1	12	10	0	1	0	1	4
3C	Entry Level Technician	10	1	1	0	0	0	0	9	6	0	2	0	1	3
EEO 3		33	7	5	1	0	0	1	26	18	0	4	1	3	10
% Tot			21.21	15.15	3.03	0.00	0.00	3.03	78.79	54.55	0.00	12.12	3.03	9.09	30.30
4B	Mid Level Management	9	7	5	2	0	0	0	2	2	0	0	0	0	2
4C	Entry Level Official	36	27	24	1	1	0	1	9	7	1	0	0	1	5
EEO 4		45	34	29	3	1	0	1	11	9	1	0	0	1	7
% Tot			75.56	64.44	6.67	2.22	0.00	2.22	24.44	20.00	2.22	0.00	0.00	2.22	15.56

Personnel Action Summaries--Terminations

Page 2

For Period: 07/01/2002 to 06/30/2003

Job Group		Male							Female					Min	
EEO Category		TOT	Tot	Wht	Blk	Asi	Nat	His	Tot	Wht	Blk	Asi	Nat	His	Tot
5A	Senior/ Mid Level Support	29	11	6	1	1	1	2	18	11	5	0	1	1	12
5B	Entry Level Support	70	16	12	2	0	0	1	54	40	2	4	1	7	18
EEO 5		99	27	18	3	1	1	3	72	51	7	4	2	8	30
% Tot			27.27	18.18	3.03	1.01	1.01	3.03	72.73	51.52	7.07	4.04	2.02	8.08	30.30
6A	Senior Level Clerical	2	0	0	0	0	0	0	2	1	0	0	1	0	1
6B	Mid Level Clerical	24	3	3	0	0	0	0	21	17	2	1	1	0	4
6C	Entry Level Clerical	68	18	14	2	0	0	2	50	36	5	2	0	7	18
EEO 6		94	21	17	2	0	0	2	73	54	7	3	2	7	23
% Tot			22.34	18.09	2.13	0.00	0.00	2.13	77.66	57.45	7.45	3.19	2.13	7.45	24.47
7A	Senior/Mid Level Craft	1	1	1	0	0	0	0	0	0	0	0	0	0	0
7B	Entry Level Craft	4	4	4	0	0	0	0	0	0	0	0	0	0	0
EEO 7		5	5	5	0	0	0	0	0	0	0	0	0	0	0
% Tot			100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8A	Senior/ Mid Level Maintenance	3	3	2	0	0	0	1	0	0	0	0	0	0	1
8B	Entry Level Maintenance	3	3	3	0	0	0	0	0	0	0	0	0	0	0
EEO 8		6	6	5	0	0	0	1	0	0	0	0	0	0	1
% Tot			100.00	83.33	0.00	0.00	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	16.67
Report Total		569	203	161	25	5	1	9	366	282	31	20	6	26	126
% Tot			35.68	28.30	4.39	0.88	0.18	1.58	64.32	49.56	5.45	3.51	1.05	4.57	22.14

DEVELOPMENT AND IMPLEMENTATION OF ACTION ORIENTED PROGRAMS

Multnomah County 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. Multnomah County has and will continue to analyze all positions and prepare written descriptions to accurately reflect position functions. Due to the use of a position description format, they are and will continue to be consistent for the same position from one organizational unit to another.
2. Job descriptions have been and will continue to be reviewed to determine what knowledge, skills, abilities, and other requirements are 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 any protected factor.
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 and recruiting sources as appropriate.
4. The selection process is carefully reviewed to assure the various stages are free from discrimination.
 - A. All supervisory personnel have been instructed to ensure elimination of discrimination in all personnel actions in which they are involved.
 - B. The tests administered by Multnomah County are job-related.
 - C. Application forms do not contain questions with potential discriminatory effects.
 - D. Multnomah County does not and will not use any selection techniques that can be improperly used to discriminate against minority groups, persons with disabilities, or women.
5. Multnomah County has evaluated its techniques for improving recruitment and increasing the flow of qualified minority or female applicants through the following:
 - A. Minority and female, as well as non-minority and male, employees are actively encouraged to refer applicants to our organization.

F. Special internal training programs are provided as necessary to ensure the achievement of our goals. The following programs are offered to eligible employees without regard to their protected status:

- EEO Management Training
- Harassment Training
- ADA Training
- Wind Mills Disability Training
- A World of Difference
- Annual Diversity Conference

G. The County will continue to participate in targeted external training programs such as the following:

- Bureau of Labor and Industries Civil Rights Division trainings
- Northwest Equal Employment Opportunity Association trainings
- National Employment Law Institute trainings
- Berkshire and Associates Affirmative Action trainings

INTERNAL MONITORING AND REPORTING SYSTEMS

Multnomah County has developed and implemented a monitoring system that periodically measures the effectiveness of the entire Affirmative Action Program. Multnomah County views the activities that are listed below as critical to the success of the Affirmative Action Program.

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 Multnomah County's non-discrimination policy is carried out. Procedures are reviewed and revised as problems are identified.
2. Top management is and continues 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. Multnomah County 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. The primary vehicle for communication with management will be periodic affirmative action briefings and information posted on the Diversity, Equity, and Affirmative Action Office's web-site.
4. Multnomah County 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 design and implement corrective actions, including adjustments in programs, as needed.
5. Progress on Multnomah County's Affirmative Action Plan will be discussed at supervisor's meetings, and relevant information will be communicated to employees during regular departmental meetings, including employee network groups and the Countywide Diversity Committee.
6. The Affirmative Action Officer will periodically report to the Multnomah County Chair and other appropriate top management on the effectiveness of the program and will submit recommendations for improvement.

SEX DISCRIMINATION GUIDELINES

Multnomah County complies with the Sex Discrimination Guidelines contained in 41 C.F.R. Section 60-20, and the controlling federal court decisions involving these guidelines; more specifically, Multnomah County will do the following:

1. Multnomah County will continue to recruit employees of both sexes for all positions as they open.
2. When advertising in the newspapers or other media for job openings, Multnomah County will not express any sex preference or place advertisements in columns headed "Male" or "Female." Additionally, when employment advertisements are published, they include the statement "An Equal Opportunity Employer/M/F/D/V" or its abbreviation, to promote awareness of Multnomah County's strong affirmative action commitment.
3. All written personnel policies relating to job policies and practices will not discriminate against employees on the bases of sex.
4. Multnomah County makes no distinction based upon sex in employment opportunities, wages, hours, or other conditions of employment. In the area of employee contributions for insurance, pensions, welfare programs, and other "fringe benefits," both men and women are treated on an equal basis.
5. No distinctions are made between genders with regard to marital status and/or domestic partnerships. This applies to job applicants with young children.
6. Multnomah County maintains appropriate physical facilities for both sexes, including those who are transgender.
7. Women at Multnomah County will not be unlawfully penalized in conditions of employment because they require time away from work on account of child bearing. Multnomah County fully complies with the Family and Medical Leave Act (FMLA).
8. Multnomah County does not maintain a policy of mandatory termination or retirement because of age for either sex.
9. Multnomah County's wage schedules are not related to or based upon the sex of its employees.
10. Multnomah County makes every effort to avoid the concentration of members of one sex in any job classification. Multnomah County makes jobs available to all qualified applicants in all classifications without regard to gender.

11. Multnomah County has planned affirmative action (detailed elsewhere in this Plan) to recruit women to apply for jobs where they may be or may have been underutilized.
12. Multnomah County makes no distinctions based on sex in training programs. Access to training programs is not dependent on one's sex.
13. Multnomah County has a policy prohibiting sexual harassment in the work force.
14. Disabilities due to pregnancy are treated the same as any other disability.

COMPLIANCE WITH GUIDELINES ON DISCRIMINATION BECAUSE OF RELIGION OR NATIONAL ORIGIN

1. Equal Employment Policy

Multnomah County does the following to ensure that no applicants and employees are discriminated against because of religion or national origin:

The Affirmative Action Officer reviews employment practices:

A. To determine whether members of various religious and/or ethnic groups are given equal job opportunities, giving particular attention to those employed in or applying for positions in management job groups.

B. To ensure non-discrimination without regard to religion or national origin, the following activities are conducted:

- 1.** Multnomah County communicates its obligation to provide equal employment opportunity without regard to religion or national origin to all employees. Supervisory personnel receive management training in the area of equal employment and fair labor practices.

- 2.** Internal procedures exist at Multnomah County to implement equal employment opportunity without regard to religion or national origin.

- 3.** A variety of recruitment sources are used to ensure equal employment opportunity without regard to religion and national origin.

2. Accommodations to Religious Observance and Practice

Multnomah County acts in good-faith to accommodate, where reasonable, the religious observances and practices of employees, except where such accommodation causes undue hardship on the conduct of Multnomah County business. The extent of our obligation is determined by Multnomah County needs, financial costs and expenses, and resulting personnel problems, in conformity with applicable law.

3. Non-discrimination

In implementing its equal employment opportunity policy regarding non-discrimination because of religion or national origin, Multnomah County does not discriminate against any qualified employee or applicant because of race, color, religion, sex, disability, or national origin.

ACTION PROGRAMS SUPPORT

- 1. Multnomah County encourages members of management to serve on merit employment councils, community relation 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 lectures promoting employment opportunity in the County.**
- 4. Multnomah County forward to diverse newspapers proclamations recognizing diversity heritage months, events and programs.**
- 5. 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, and Hispanic Chamber of Commerce.**
- 6. 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 (OPTIONAL)**

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

1. Multnomah County places help-wanted advertisements in newspapers 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 internships targeted to enhance employment opportunities for underutilized and/or diverse groups.

CONCLUSION

The Affirmative Action Plan Year, July 1, 2002 - June 30, 2003, shows a continued commitment to equal employment opportunity and affirmative action, and strong plans to ensure corporate, departmental, and employee success.

Through its Affirmative Action Officer, Robert Phillips, Multnomah County will continue to communicate its policies, both within the organization and to the community to which the County serves. Multnomah County Chair affords the Affirmative Action Officer full authority to take action to implement the Plan and to pursue solutions to problems that might impede the progress of this Plan.

At the close of Multnomah County's most recent plan year, an analysis of the composition of the work force was undertaken. The workforce was analyzed by job group and by department to benchmark the utilization levels of minorities and females, and to determine if any underutilization exists when compared to the appropriate external workforce. This analysis revealed that the majority of the work force making up females and minorities are representative of our recruiting populations. Nonetheless, Multnomah County has identified areas to benchmark for improving its overall affirmative action and diversity posture.

Multnomah County 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.

Finally, it should be noted that Multnomah County's thorough analysis of its work force reveals that Multnomah County is in compliance with the various non-discrimination guidelines and that there is an effort to eliminate any form of discrimination and /or barrier to equal employment opportunities. As outlined in this Affirmative Action Plan, Multnomah County is committed to making equal employment opportunity and fair employment practices a continued reality.

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.

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