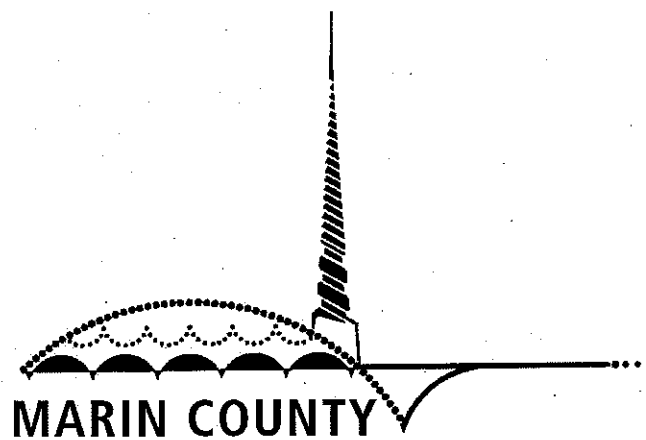


EQUAL EMPLOYMENT REPORT



Fiscal Year 2008-2009

COUNTY OF MARIN

EQUAL EMPLOYMENT ANNUAL REPORT

Fiscal Year 2008-2009

Prepared by:

Equal Employment Division of the Human Resources Department

Staff:

Carrie Ann Colton
Equal Employment/ Diversity Officer
E-mail: ccolton@co.marin.ca.us

Khanh Huynh
Personnel Technician

April 7, 2010

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BACKGROUND

The County of Marin has a longstanding commitment to equal employment opportunity as the County's Board of Supervisors (BOS) first put into place the major components of an Affirmative Action Program between 1975 and 1978. Recognizing the need to remedy past discrimination impacting people of historically underrepresented groups, and to promote ethnic/racial and gender diversity in the workforce, the BOS issued an Affirmative Action Policy Statement ("Policy") in 1976 reaffirming the County's commitment to "ensuring equality of opportunity to each employee and all applicants for employment." It included the establishment of the Affirmative Action Advisory Committee (AACC), the creation of an Affirmative Action Officer position and the adoption of an Affirmative Action Plan ("Plan").

In 1980, the County and the National Organization of Women ("NOW") crafted and entered into a Consent decree ("Consent Decree") as part of a settlement of a federal lawsuit filed by NOW. The lawsuit alleged discrimination and disparate treatment of women by the County of Marin with regard to employment opportunities and conditions. The Consent Decree, among other things, prohibits the County from discriminating against any individual on the basis of gender, provides for the establishment of an Affirmative Action Officer, and sets forth steps the County must take to achieve parity between men and women in its workforce. The Court continues to retain jurisdiction to enforce the terms of the Consent Decree. Currently, the County, in conjunction with the Marin Women's Commission, is in the process of reviewing the County's compliance with the terms set forth in the Decree and creating a responsive action plan.

In 1996, California voters approved proposition 209, codified as Article 1, section 31 of the California Constitution. Proposition 209 provides, in part, that "[t]he state shall not discriminate against, or grant preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment." In order to comply with Article 1, Section 31 of the California Constitution, in 2005 the Affirmative Action Advisory Committee was renamed to the Equal Employment Advisory Committee (EEAC) and the title of the Affirmative Action/Diversity officer was changed to the Equal Employment/Diversity Officer. At the same time, the BOS approved a 2005-2010 Plan, which was developed in full compliance with Article I, Section 31 and all other applicable laws and regulations. Currently, the Equal Employment Division is preparing a new five year plan which, upon approval, will be effective July 1, 2010 through June 30, 2015.

In addition to the Plan, the Department of Human Resources, with input from the EEAC, has presented an annual or biennial Equal Employment Report (Report) since 1980. This Report helps to assess how successfully the directives stated in the Policy have been carried out in the previous year or two. Additionally, the Report aids in evaluating the County's progress in executing its Plan.

TERMINOLOGY

CONVERSIONS: Current employees who successfully and openly compete for a job with the County.

LABOR MARKET AVAILABILITY (LMA): For this report, labor market availability data was compiled from Census 2000 statistics for the six counties in which 85% of the County's job applicants reside: Marin (40%), Sonoma (18%), San Francisco (8%), Contra Costa (7%), Alameda (7%), and Solano (5%) counties. (Counties providing less than 5% of Marin County applicants are dropped from the analysis as not having a significant impact.) Labor market availability is provided for men, women and the race and ethnic groups listed below.

RACE AND ETHNIC GROUPS:

- **White** (not of Hispanic origin): All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- **Black:** (Not of Hispanic origin.) All persons having origins in any of the Black racial groups of Africa.
- **Hispanic:** All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.
- **Asian:** All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, India, Japan, Korea, the Philippine Islands, and Samoa.
- **American Indian or Alaskan Native:** All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.

UNDERUTILIZATION: The condition that exists when the gender or ethnic/racial group is not represented at a level similar to the group's presence in the labor market, as identified by the LMA. Underutilization is consequential and has practical statistical significance *only* if the variance exceeds **three** people.

EEO JOB CATEGORIES:

- **Officials and Administrators (10):** Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district, or area basis. Includes: department heads, directors, assistant directors, chief assistant directors, deputy directors, sheriffs, risk managers, principal personnel analysts, fire chiefs and similar workers.

- **Professionals (20):** Occupations that require specialized and theoretical knowledge that is acquired through college training, or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, administrative services managers, dietitians, attorneys, deputy probation officers, probation supervisors, librarians, principal systems analysts, social service workers, systems support analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, fire captains and lieutenants and similar workers.
- **Technicians (30):** Occupations which require a combination of basic scientific or technical knowledge and manual skills which can be obtained through specialized post-secondary school education, or through on-the-job training. Includes: appraisers, auditor appraisers, computer specialist/technicians, eligibility workers, licensed technicians, reprographic technicians, police service and fire sergeants and similar workers.
- **Protective Service Workers (40):** Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: fire fighters, fire fighter paramedics, deputy sheriffs, correctional officers, detectives, and similar workers.
- **Paraprofessionals (50):** Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually requires less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Includes: administrative services associates, child support officers and specialists, parking enforcement officers, personnel technicians, library assistants, and similar workers.
- **Administrative Support (Office/Clerical) (60):** Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. Includes: clerk-typists, deputy clerks, elections clerks, legal process assistants, secretaries, statistical clerks, dispatchers, and similar workers.
- **Skilled Craft Workers (70):** Occupations in which workers perform jobs which require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience, or through apprenticeship, or other format training programs. Includes: building maintenance worker, garage supervisor, mechanic and repairer, maintenance electrician, heavy equipment operator, stationary engineer, park ranger, stage technician, and similar workers.
- **Service-Maintenance (80):** Occupations in which workers perform duties which result in, or contribute to, the comfort, convenience, hygiene, or safety of the general public, or which contribute to the upkeep and care of buildings, facilities, or grounds of public property. Workers in this group may operate machinery. Includes: custodians, landscape services workers, road maintenance workers, utility workers, gardeners and groundskeepers, and similar workers.

SECTION I

EXECUTIVE SUMMARY

EXECUTIVE SUMMARY

The County is not only dedicated to diversity in the overall County workforce, but it is also dedicated to ensuring that there is parity within each of the following eight EEO Job categories:

Officials and Administrators
Professionals
Technicians
Protective Service Workers
Para-professionals
Administrative Support (including clerical)
Skilled Craft Workers
Service-Maintenance

In Fiscal Year 2009 the County of Marin had 1871 regular full-time employees and 204 regular part-time employees. Of the regular full-time employees, 892 (47.7%) were men and 979 (52.3%) were women. Of the part-time employees, 22 (10.8%) were men and 182 (89.2%) were women.

1378 (73.7%) of the Marin County regular full-time employees were White, 112 (6.0%) were Black, 218 (11.7%) were Hispanic, 148 (7.9%) were Asian and 15 (.8%) were American Indian/Alaskan Native.

156 (76.5%) of the Marin County regular part-time employees were White, 5 (2.5%) were Black, 26 (12.7%) were Hispanic, 16 (7.8%) were Asian, and 1(.5%) was American Indian/Alaskan Native.

The FY 2009 Equal Employment Report continues to rely upon Census 2000 data.

Where EEO job category underutilization exists, the cell in the Workforce Composition charts and tables in Section I and County Department Profiles in Section II are shaded for emphasis.

FINDINGS

The total number of underutilized departmental EEO job categories has varied slightly and has increased by one. See appendix – Summary of Department Underutilization of Women and Minorities by EEO Job Category, page 56.

The full time regular hire workforce statistics show a minor increase in the percentage of women hired (up 1.1% from last year) and a slight decrease in the percentage of minorities hired (down 0.6% from last year) for FY 08/09. However, overall the County workforce increased in its numbers of women and minorities: 52.3% of the workforce was comprised of women, compared to 51.7% last year, and 26.3% was comprised of minorities as compared to 25.9% last year.

The part-time appointments confirm that women were appointed at a rate of 92.5% (an increase of 25.6% over FY 07/08) and minorities were appointed at a rate of 25.6% (a decrease of 14.4% from the previous year).

This year, women earned 64.0% of all full-time promotions, an increase of 18.6% from 45.4% in the previous year. Minorities earned 34.7% of all full-time promotions, an increase of 17.7% from 17.0% in the previous year.

Respectively, separation of full-time women and minorities decreased by 13.6% and 0.5%; Separations of part-time women and minorities also decreased by 11.6% and 23.2%. See Section III for further summary and analysis of employment activities which includes appointments, promotions, separations, and turnover rates for full and part-time employees.

Combined, minority new hires and minority promotions to full-time regular positions increased from 24% to 32.1%.

Four Year Retrospective

For the past four years, the County has used the same labor market availability numbers. The chart on pages 48-55 was created as a four year look back to enable analysis of underutilization trends. Thirteen departments show no underutilization for that time period: Agricultural Weights and Measures, Department of Finance (Auditor Controller), Board of Supervisors, Child Support Services, Coroner, County Administrator's Office, County Counsel, Cultural Services, District Attorney, Farm Advisor, Human Resources, Public Defender, and Retirement.

Two departments show underutilization for only one year during this period. The Community Development Agency showed no underutilization for FY 05-06, 06-07 and 07-08, but shows underutilization of Women Professionals for FY 08-09. Probation only showed underutilization of Women Professionals for FY 05-06, but has had no underutilization since that time.

Information Services Technology (IST), Health and Human Services (HHS), Library and Treasurer/Tax Collector all showed underutilization for three out of the last four years. Neither IST nor Library showed any discernible trend. HHS showed a trend of underutilization in Black and Asian Professionals, but this was corrected for FY 08-09. Treasurer/Tax Collector showed a trend of underutilization for Women Administrative Support, which was also corrected for FY 08-09.

The following departments show underutilization for all of the past four years: Fire, Parks, Public Works and Sheriff. Out of those, Parks showed the least amount of underutilization for this group with a trend of underutilization for Hispanic Service/Maintenance employees for all four years and Women Professionals for FY 06-07 and FY 07-08 which was corrected for FY 08-09.

Fire remained consistent from year to year with 3 EEO categories underutilized each year: Women Professionals, Women Protective Services and Black Protective Services.

As compared to the other departments, both Public Works and Sheriff show significant underutilization. In addition to some sporadic underutilization, Public Works showed labor market availability was not met for EEO job categories for all four years as follows:

Public Works
4 Year Underutilization

-Women Technicians
-Women Skilled Crafts
-Women Service/Maintenance
-Hispanic Service/Maintenance

Public Works
Sporadic Underutilization

-Women Official/Administrator
-Black Service/Maintenance
-Hispanic Skilled Crafts

The Sheriff Department had the most historic underutilization for this time period, showing labor market availability was not met for EEO job categories for all four years as follows:

Sheriff
4 Year Underutilization

-Women Professionals
-Women Technicians
-Black Protective Services
-Black Administrative Support
-Hispanic Service/Maintenance
-Asian Protective Services

Sheriff
Sporadic Underutilization

-Hispanic Administrative Support
-Hispanic Protective Services

The only overall historic trends, other than those departmental trends mentioned above, appear to be a difficulty in meeting the LMA for Women Professionals and Hispanic Service Maintenance within the departments showing underutilization during the four year period. These were the two most underutilized EEO categories for women and minorities.

Department Underutilization

The following Departments continue to show underutilization from FY 07/08 into FY 08/09 as follows: (see Appendix - page 56 for this year Summary of Department Underutilization of Women and Minorities by EEO Job Category)

1. <u>Assessor/Recorder</u>	<u>Women/Administrative Support</u>
2. <u>Fire</u>	<u>Women/Professionals</u>
	<u>Women/Protective Services</u>
	<u>Black/Protective Services</u>
3. <u>Library</u>	<u>Asian/Para-Professionals (Part-time)</u>
4. <u>Parks & Open Space</u>	<u>Hispanic/Services & Maintenance</u>
5. <u>Public Works</u>	<u>Women/Technicians</u>
	<u>Women/Skilled Crafts</u>
	<u>Women/Services & Maintenance</u>
	<u>Hispanic/Services & Maintenance</u>

6. Sheriff

Women/Professionals
Women/Technicians
Black/Protective Services
Asian/Protective Services
Black/ Administrative Support
Hispanic/Services & Maintenance

OVERVIEW AND COMMENT

The Board's policy and history of strong support for the County Equal Employment Plan is making a difference. There was an increase in the overall number of minority and women employees in the workforce and in the percent of women hired. Full-time promotions for women and minorities both increased. Perhaps more importantly, separations for full and part-time women and minorities decreased for the second successive year, showing a better retention rate of these employees.

However, there was an increase, though slight, in the number of EEO categories within departments showing underutilization. The four year retrospective shows continuing underutilization. These numbers show that the Equal Employment plan should continue to be a viable part of the County commitment to achieving a workforce which reflects the diversity of the available qualified labor pool and the importance of annually tracking workforce composition.

For each recruitment of an open position, including underutilized positions, the job announcement is sent to a specialized mailing and email list which includes EEO recommended sources. Further, for underutilized positions, additional internet sources are researched. If posting is free or funding is available, the position is posted on the site. The recruitment email outreach list was successfully expanded during this past year to include more local non-profits and grassroots organizations in Marin County.

Another change is that workforce statistics, including the workforce makeup and underutilization statistics, have been incorporated into the Department Head evaluations held annually with the Board of Supervisors. The statistics include not only the diversity breakdown of the department's workforce, but also the breakdown for appointments of new hires, conversions, and promotions.

One challenge will be to continue and improve recruitment outreach, which will pave the way for success in achieving parity with labor market availability. The dramatic economic downturn, which has adversely impacted the County budget, is an unforeseen factor which could have unanticipated effects on the workforce makeup which are unrelated to the County's past and continuing equal employment efforts. It is not possible to predict the impact of the voluntary separation incentive program or potential lay-offs on the workforce composition. Additional obstacles to recruitment have included, and may continue to include, the following: the high cost of living and housing in Marin, commute, commute distances and the perception of Marin County as an employer given the existence of underutilization.

In Section II, following the summary of recommendations below, the Equal Employment Advisory Committee (EEAC), which advises the Personnel Commission, produces its own findings, concerns and recommendations. The EEAC specifically expresses support for the Equal Employment Officer's (EEO) recommendations two through eleven

below. In addition, the EEAC makes recommendations which exceed the scope of this report.

SUMMARY OF RECOMMENDATIONS

1. We ask the Board of Supervisors to re-affirm their commitment to the County of Marin Five-Year Equal Employment Plan July 1, 2005 - June 30, 2010, which sets forth the County of Marin's commitment to equal employment opportunity to all people and to diversity in the workforce, in compliance with all applicable laws and regulations. A new five year plan is being created which will cover July 1, 2010 - June 30, 2015.
2. The outreach recruiting efforts be continued and intensified for all ethnic/racial minorities and women in the categories and departments which are not fully utilized to the labor market availability, but this may require additional funding. Continue to utilize popular internet recruiting sites, when funding provides, to advertise historically underutilized positions. The popular internet recruiting sites include those targeted at a specific group, such as a site specifically aimed at jobs for women in law enforcement. These sites may have associated costs due to the current popularity and apparent success of diverse-oriented internet recruiting techniques. Use the updated email outreach list for each applicable underutilized position that opens for recruitment. Continue to update the email outreach list by adding contacts from surrounding counties.
3. Continue the new practice of providing workforce statistics such as the diversity makeup of the department's workforce, new hires, conversions and promotions to the Department Heads and Board of Supervisors when evaluating Department Heads annually for their contribution and commitment to equal employment opportunity principles and diversity in the workforce.
4. In addition to providing the Department Heads with notice of any underutilization in their department, begin a new practice of also providing them with all job classifications which are included in an underutilized EEO category and the number of employees required to correct the underutilization.
5. Proactively use the consent decree to reduce and eliminate underutilization of women. Actively analyze and monitor the County's compliance with the NOW Consent Decree, and initiate necessary action, through a committee, to attain and sustain full compliance. This recommendation has been incorporated into the Human Resources annual Performance Plan for FY 2010-2011.
6. Examine the workforce of surrounding Bay Area Counties for any trends in underutilization in EEO job categories in which Marin shows historical underutilization. Compare and investigate whether other Counties are able to meet LMA. This could provide some insight in assessing the suitability of the LMA being used by Marin County and any unique characteristics that hinder Marin in meeting LMA.
7. Evaluate all certification lists for any underutilized recruitment. Identify whether the certification list contained applicants who were members of the underutilized protected class. Further, track whether a woman or minority applicant was selected.

This information should be provided on an annual basis to each Department Head for departments wherein underutilization exists.

8. Continue to ensure that all oral boards include at least one woman where there is a female candidate. This will ensure compliance with the NOW Consent Decree. Where practical and feasible, have a woman on all oral boards, as the County workforce is comprised of more than 50% women.
9. Continue to strive to include at least one person who is an ethnic minority on all oral boards, where feasible and practical, in order to promote the County's diverse workforce and to represent diverse viewpoints when recruiting applicants.
10. Reaffirm the County's goal of providing a workplace free from discrimination, harassment and retaliation, which will help attract a more diverse, qualified pool of applicants, by supporting a continued increase of efforts to achieve full compliance with the mandatory Rights and Responsibilities (R&R) class. This class educates each County employee regarding anti-harassment, anti-discrimination, anti-retaliation and equal employment policies of the County. Support the initiation of a more strenuous R&R training compliance requirement: All new employees, employees who have never taken R&R, and employees who took R&R prior to July 31, 2005, must attend. In addition, all employees are required to attend a mandatory refresher course every five years.
11. Annually track NOW Release Time usage by County female employees.
12. Revise the heritage month celebrations to be all inclusive by establishing an annual Diversity Day Celebration for employees.
13. Create and implement a campaign promoting the County as an equal opportunity employer, welcoming diversity.
14. Going forward, support creation of the equal employment report every two years. This will allow time for the above recommendations to be implemented and analyzed for results. The underutilization statistics will still be made available to the department heads for review on an annual basis, but the full report will only be presented to the Board biennially.

SECTION II

COUNTY WORKFORCE COMPOSITION

WORKFORCE COMPOSITION Fiscal Year 2008-2009

Full-Time / Part-Time

EEO Job Category			GENDER												WHITE											
			Full-time						Part-time						Full-time				Part-time							
			Men	Actual %	LMA %	Women	Actual %	LMA %	Men	Actual %	LMA %	Women	Actual %	LMA %	Men	Women	Total	Actual %	LMA %	Men	Women	Total	Actual %	LMA %		
Officials/ Administrator	96	2	58	60.4	64.9	38	39.6	35.1	0	0.0	64.9	2	100.0	2	100.0	35.1	48	31	79	82.3	82.3	0	2	2	100.0	82.3
Professionals	674	108	305	45.3	51.1	369	54.7	48.9	13	12.0	51.1	95	88.0	95	88.0	48.9	224	264	488	72.4	76.1	10	77	87	80.6	76.1
Technicians	254	21	123	48.4	58.1	131	51.6	41.9	1	4.8	58.1	20	95.2	20	95.2	41.9	94	80	174	68.5	69.6	0	9	9	42.9	69.6
Protective Services	217	0	179	82.5	85.5	38	17.5	14.5	0	0.0	85.5	0	0.0	0	0.0	14.5	155	35	190	87.6	75.2	0	0	0	0.0	75.2
Para-Professionals	129	45	25	19.4	20.9	104	80.6	79.1	7	15.6	20.9	38	84.4	38	84.4	79.1	17	69	86	66.7	66.9	5	33	38	84.4	66.9
Administrative Support	350	26	60	17.1	16.0	290	82.9	84.0	1	3.8	16.0	25	96.2	25	96.2	84.0	41	211	252	72.0	75.0	1	19	20	76.9	75.0
Skilled Crafts	61	0	57	93.4	80.9	4	6.6	19.1	0	0.0	80.9	0	0.0	0	0.0	19.1	49	3	52	85.2	68.5	0	0	0	0.0	68.5
Service/ Maintenance	90	2	85	94.4	86.1	5	5.6	13.9	0	0.0	86.1	2	100.0	2	100.0	13.9	55	2	57	63.3	36.7	0	0	0	0.0	36.7
County-Wide Total	1871	204	892	47.7		979	52.3		22	10.8		182	89.2				683	695	1378	73.7		16	140	156	76.5	

Underutilized

WORKFORCE COMPOSITION

Fiscal Year 2008-2009

EEO Job Category	County-Wide	BLACK										HISPANIC									
		Full-time					Part-time					Full-time					Part-time				
		Full-Time	Part-Time	Men	Women	Total	Actual %	LMA%	Men	Women	Total	Actual %	LMA%	Men	Women	Total	Actual %	LMA%	Men	Women	Total
Officials/ Administrator	96	2	1	3	4	4	4.2	5.9	0	0	0	0.0	5.9	5	2	7	7.3	5.3	0	0	0
Professionals	674	108	29	18	47	47	7.0	5.6	2	1	3	2.8	5.6	25	55	80	11.9	8.0	0	9	9
Technicians	254	21	5	8	13	13	5.1	7.3	0	0	0	0.0	7.3	14	34	48	18.9	11.0	1	9	10
Protective Services	217	0	5	0	5	5	2.3	7.4	0	0	0	0.0	7.4	12	2	14	6.5	8.7	0	0	0
Para-Professionals	129	45	2	7	9	9	7.0	7.6	0	0	0	0.0	7.6	3	11	14	10.9	11.4	2	3	5
Administrative Support	350	26	3	22	25	25	7.1	8.7	0	2	2	7.7	8.7	6	31	37	10.6	8.5	0	1	1
Skilled Crafts	61	0	1	0	1	1	1.6	4.0	0	0	0	0.0	4.0	5	0	5	8.2	16.2	0	0	0
Service/Maintenance	90	2	8	0	8	8	8.9	12.7	0	0	0	0.0	12.7	10	3	13	14.4	38.8	0	1	1
County-Wide Total	1871	204	54	58	112	112	6.0		2	3	5	2.5		80	138	218	11.7		3	23	26

Underutilized

WORKFORCE COMPOSITION Fiscal Year 2008-2009

EEO Job Category	County-Wide		ASIAN										AMERICAN INDIAN/ ALASKAN NATIVE									
			Full-time					Part-time					Full-time					Part-time				
	Full-Time	Part-Time	Men	Women	Total	Actual %	LMA%	Men	Women	Total	Actual %	LMA%	Men	Women	Total	Actual %	LMA%	Men	Women	Total	Actual %	LMA%
Officials/ Administrator	96	2	4	2	6	6.3	4.8	0	0	0	0.0	4.8	0	0	0	0.0	0.8	0	0	0	0.0	0.8
Professionals	674	108	26	29	55	8.2	8.1	1	8	9	8.3	8.1	1	3	4	0.6	0.9	0	0	0	0.0	0.9
Technicians	254	21	8	8	16	6.3	9.2	0	2	2	9.5	9.2	2	1	3	1.2	0.8	0	0	0	0.0	0.8
Protective Services	217	0	5	0	5	2.3	5.8	0	0	0	0.0	5.8	2	1	3	1.4	0.4	0	0	0	0.0	0.4
Para-Professionals	129	45	3	16	19	14.7	12.0	0	1	1	2.2	12.0	0	1	1	0.8	0.9	0	1	1	2.2	0.9
Administrative Support	350	26	10	24	34	9.7	6.0	0	3	3	11.5	6.0	0	2	2	0.6	1.0	0	0	0	0.0	1.0
Skilled Crafts	61	0	1	0	1	1.6	8.0	0	0	0	0.0	8.0	1	1	2	3.3	1.2	0	0	0	0.0	1.2
Service/ Maintenance	90	2	12	0	12	13.3	9.2	0	1	1	50.0	9.2	0	0	0	0.0	0.6	0	0	0	0.0	0.6
County-Wide Total	1871	204	69	79	148	7.9		1	15	16	7.8		6	9	15	0.8		0	1	1	0.5	

Underutilized

Comparative Table of County Workforce Composition

Fiscal Year 2008-2009

	Full-Time #	Full-Time Actual %	Part-Time #	Part-Time Actual %
COUNTY-WIDE	1871		204	
Men	892	47.7	22	10.8
Women	979	52.3	182	89.2
White	1378	73.5	154	75.5
Black	112	6.0	5	2.5
Hispanic	218	11.7	26	12.7
Asian	148	7.9	16	7.8
American Indian/ Alaskan Native	15	0.8	1	0.5

Comparative Table of Men Working in the County

County-Wide/ EEO Job Categories

MEN							
EEO Job Category	Full-Time #			LMA %	Part-Time #		
	County-Wide	#	Full-Time Actual %		County-Wide	#	Part-Time Actual %
	1871	892	47.7		204	22	10.8
Officials/Adm.	96	58	60.4	64.9	2	0	0.0
Professionals	674	305	45.3	51.1	108	13	12.0
Technicians	254	123	48.4	58.1	21	1	4.8
Protective Svcs.	217	179	82.5	85.5	0	0	0.0
Para-Prof.	129	25	19.4	20.9	45	7	15.6
Admin. Support	350	60	17.1	16.0	26	1	3.8
Skilled Crafts	61	57	93.4	80.9	0	0	0.0
Service/Maint.	90	85	94.4	86.1	2	0	0.0

Comparative Table of Women Working in the County

County-Wide/ EEO Job Categories

WOMEN							
EEO Job Category	Full-Time #			LMA %	Part-Time #		
	County-Wide	#	Full-Time Actual %		County-Wide	#	Part-Time Actual %
	1871	979	52.3		204	182	89.2
Officials/Adm.	96	38	39.6	35.1	2	2	100.0
Professionals	674	369	54.7	48.9	108	95	88.0
Technicians	254	131	51.6	41.9	21	20	95.2
Protective Svcs.	217	38	17.5	14.5	0	0	0.0
Para-Prof.	129	104	80.6	79.1	45	38	84.4
Admin. Support	350	290	82.9	84.0	26	25	96.2
Skilled Crafts	61	4	6.6	19.1	0	0	0.0
Service/Maint.	90	5	5.6	13.9	2	2	100.0

Comparative Tables of White Working in the County
County-Wide/ EEO Job Categories
Fiscal Year 2008-2009

WHITE											
EEO Job Category	Full-Time #					LMA%	Part-Time #				
	County-Wide	M	F	Total	Full-Time Actual %		County-Wide	M	F	Total	Part-Time Actual %
	1871	683	695	1378	73.7		204	16	140	156	76.5
Officials/Adm.	96	48	31	79	82.3	82.3	2	0	2	2	100.0
Professionals	674	224	264	488	72.4	76.1	108	10	77	87	80.6
Technicians	254	94	80	174	68.5	69.6	21	0	9	9	42.9
Protective Svcs.	217	155	35	190	87.6	75.2	0	0	0	0	0.0
Para-Prof.	129	17	69	86	66.7	66.9	45	5	33	38	84.4
Admin. Support	350	41	211	252	72.0	75.0	26	1	19	20	76.9
Skilled Crafts	61	49	3	52	85.2	68.5	0	0	0	0	0.0
Service/Maint.	90	55	2	57	63.3	36.7	2	0	0	0	0.0

Comparative Tables of Black Working in the County
County-Wide/ EEO Job Categories

BLACK											
EEO Job Category	Full-Time #					LMA%	Part-Time #				
	County-Wide	M	F	Total	Full-Time Actual %		County-Wide	M	F	Total	Part-Time Actual %
	1871	54	58	112	6.0		204	2	3	5	2.5
Officials/Adm.	96	1	3	4	4.2	5.9	2	0	0	0	0.0
Professionals	674	29	18	47	7.0	5.6	108	2	1	3	2.8
Technicians	254	5	8	13	5.1	7.3	21	0	0	0	0.0
Protective Svcs.	217	5	0	5	2.3	7.4	0	0	0	0	0.0
Para-Prof.	129	2	7	9	7.0	7.6	45	0	0	0	0.0
Admin. Support	350	3	22	25	7.1	8.7	26	0	2	2	7.7
Skilled Crafts	61	1	0	1	1.6	4.0	0	0	0	0	0.0
Service/Maint.	90	8	0	8	8.9	12.7	2	0	0	0	0.0

Comparative Table of Hispanic Working in the County
County-Wide/ EEO Job Categories
Fiscal Year 2008-2009

HISPANIC											
EEO Job Category	Full-Time #					LMA%	Part-Time #				
	County-Wide	M	F	Total	Full-Time Actual %		County-wide	M	F	Total	Part-Time Actual %
	1871	80	138	218	11.7		204	3	23	26	12.7
Officials/Adm.	96	5	2	7	7.3	5.3	2	0	0	0	0.0
Professionals	674	25	55	80	11.9	8.0	108	0	9	9	8.3
Technicians	254	14	34	48	18.9	11.0	21	1	9	10	47.6
Protective Svcs.	217	12	2	14	6.5	8.7	0	0	0	0	0.0
Para-Prof.	129	3	11	14	10.9	11.4	45	2	3	5	11.1
Admin. Support	350	6	31	37	10.6	8.5	26	0	1	1	3.8
Skilled Crafts	61	5	0	5	8.2	16.2	0	0	0	0	0.0
Service/Maint.	90	10	3	13	14.4	38.8	2	0	1	1	50.0

Comparative Table of Asian Working in the County
County-Wide/ EEO Job Categories

ASIAN											
EEO Job Category	Full-Time #					LMA %	Part-Time #				
	County-Wide	M	F	Total	Full-Time Actual %		County-Wide	M	F	Total	Part-Time Actual %
	1871	69	79	148	7.9		204	1	15	16	7.8
Officials/Adm.	96	4	2	6	6.3	4.8	2	0	0	0	0.0
Professionals	674	26	29	55	8.2	8.1	108	1	8	9	8.3
Technicians	254	8	8	16	6.3	9.2	21	0	2	2	9.5
Protective Svcs.	217	5	0	5	2.3	5.8	0	0	0	0	0.0
Para-Prof.	129	3	16	19	14.7	12.0	45	0	1	1	2.2
Admin. Support	350	10	24	34	9.7	6.0	26	0	3	3	11.5
Skilled Crafts	61	1	0	1	1.6	8.0	0	0	0	0	0.0
Service/Maint.	90	12	0	12	13.3	9.2	2	0	1	1	50.0

Comparative Table of American Indian/Alaskan Native Working in the County
County-Wide/ EEO Job Categories
Fiscal Year 2008-2009

AMERICAN INDIAN/ ALASKAN NATIVE											
EEO Job Category	Full-Time #					LMA%	Part-Time #				
	County-Wide	M	F	Total	Full-Time Actual %		County-Wide	M	F	Total	Part-Time Actual %
	1871	6	9	15	0.8		204	0	1	1	0.5
Officials/Adm.	96	0	0	0	0.0	0.8	2	0	0	0	0.0
Professionals	674	1	3	4	0.6	0.9	108	0	0	0	0.0
Technicians	254	2	1	3	1.2	0.8	21	0	0	0	0.0
Protective Svcs.	217	2	1	3	1.4	0.4	0	0	0	0	0.0
Para-Prof.	129	0	1	1	0.8	0.9	45	0	1	1	2.2
Admin. Support	350	0	2	2	0.6	1.0	26	0	0	0	0.0
Skilled Crafts	61	1	1	2	3.3	1.2	0	0	0	0	0.0
Service/Maint.	90	0	0	0	0.0	0.6	2	0	0	0	0.0

SECTION III

COUNTY DEPARTMENT PROFILES

COUNTY DEPARTMENT PROFILES
Fiscal Year 2008-2009

Agricultural/Weights and Measures

EEO Job Category/ Code	Male			Female			White			Black			Hispanic			Asian			American Indian/ Alaskan Native		
	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	2	100.0	64.9	0	0.0	35.1	2	100.0	82.3	0	0.0	5.9	0	0.0	5.3	0	0.0	4.8	0	0.0	0.8
Professional (20)	1	0.0	51.1	1	100.0	48.9	1	100.0	76.1	0	0.0	5.6	0	0.0	8.0	0	0.0	8.1	0	0.0	0.9
Technician (30)	7	57.1	58.1	3	42.9	41.9	6	85.7	69.6	0	0.0	7.3	1	14.3	11.0	0	0.0	9.2	0	0.0	0.8
Admin. Supp. (60)	2	0.0	16.0	2	100.0	84.0	1	50.0	75.0	0	0.0	8.7	0	0.0	8.5	0	0.0	6.0	1	50.0	1.0
TOTAL	12	50.0		6	50.0		10	83.3		0	0.0		1	8.3		0	0.0		1	8.3	

COUNTY DEPARTMENT PROFILES
Fiscal Year 2008-2009

Assessor/Recorder

EEO Job Category/ Code	Total Empl.		Male		Female		White		Black		Hispanic		Asian		American Indian/ Alaskan Native	
	#	%	#	LMA %	#	%	#	%	#	%	#	%	#	%	#	%
Official/Adm. (10)	3	33.3	1	64.9	2	66.7	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Professional (20)	3	66.7	2	51.1	1	33.3	2	66.7	0	0.0	1	33.3	0	0.0	0	0.0
Technician (30)	33	54.5	18	58.1	15	45.5	31	93.9	0	0.0	2	6.1	0	0.0	0	0.0
Para-Prof. (50)	1	100.0	1	20.9	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Admin. Supp. (60)	34	32.4	11	16.0	23	67.6	27	79.4	3	8.8	3	8.8	1	2.9	0	0.0
TOTAL	74	44.6	33		41	55.4	64	86.5	3	4.1	6	8.1	1	1.4	0	0.0

Underutilized

COUNTY DEPARTMENT PROFILES
Fiscal Year 2008-2009

Board of Supervisors

EEO Job Cat./ Code	Total Empl.	Male			Female			White			Black			Hispanic			Asian			American Indian/ Alaskan Native		
		#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Admin. Support. (60)	6	0	0.0	16.0	6	100.0	84.0	5	83.3	75.0	0	0.0	8.7	1	16.7	8.5	0	0.0	6.0	0	0.0	1.0
TOTAL	6	0	0.0		6	100.0		5	83.3		0	0.0		1	16.7		0	0.0		0	0.0	

COUNTY DEPARTMENT PROFILES
Fiscal Year 2008-2009

Child Support Services

EEO Job Category/ Code	Total Empl.		Male						Female						White						Black								
	Full-Time	Part-Time	FT			PT			FT			PT			FT			PT			FT			PT					
			#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %			
Official/Adm. (10)	2	0	1	50.0	64.9	0	0.0	64.9	1	50.0	35.1	0	0.0	35.1	0	0.0	82.3	2	100.0	82.3	0	0.0	82.3	0	0.0	5.9	0	0.0	5.9
Professional (20)	4	1	1	25.0	51.1	0	0.0	51.1	3	75.0	48.9	1	0.0	48.9	2	50.0	76.1	2	50.0	76.1	0	0.0	76.1	0	0.0	5.6	0	0.0	5.6
Technician (30)	2	0	1	50.0	58.1	0	0.0	58.1	1	50.0	41.9	0	0.0	41.9	1	50.0	69.6	0	0.0	69.6	1	50.0	7.3	0	0.0	7.3	0	0.0	7.3
Para-Prof. (50)	15	0	3	20.0	20.9	0	0.0	20.9	12	80.0	79.1	0	0.0	79.1	11	73.3	66.9	0	0.0	66.9	1	6.7	7.6	0	0.0	7.6	0	0.0	7.6
Admin. Supp. (60)	9	0	2	22.2	16.0	0	0.0	16.0	7	77.8	84.0	0	0.0	84.0	7	77.8	75.0	0	0.0	75.0	0	0.0	8.7	0	0.0	8.7	0	0.0	8.7
TOTAL	32	1	8	25.0		0	0.0		24	75.0		1	100.0		23	71.9		0	0.0		2	6.3		0	0.0		0	0.0	

EEO Job Category/ Code	Total Empl.		Hispanic						Asian						American Indian/ Alaskan Native					
	Full-Time	Part-Time	FT			PT			FT			PT			FT			PT		
			#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	2	0	2	100.0	5.3	0	0.0	5.3	0	0.0	4.8	0	0.0	4.8	0	0.0	0.8	0	0.0	0.8
Professional (20)	4	1	2	50.0	8.0	0	0.0	8.0	0	0.0	8.1	1	100.0	8.1	0	0.0	0.9	0	0.0	0.9
Technician (30)	2	0	0	0.0	11.0	0	0.0	11.0	0	0.0	9.2	0	0.0	9.2	0	0.0	0.8	0	0.0	0.8
Para-Prof. (50)	15	0	2	13.3	11.4	0	0.0	11.4	1	6.7	12.0	0	0.0	12.0	0	0.0	0.9	0	0.0	0.9
Admin. Supp. (60)	9	0	1	11.1	8.5	0	0.0	8.5	1	11.1	6.0	0	0.0	6.0	0	0.0	1.0	0	0.0	1.0
TOTAL	32	1	7	21.9		0	0.0		2	6.3		1	100.0		0	0.0		0	0.0	

COUNTY DEPARTMENT PROFILES
Fiscal Year 2008-2009

Community Development Agency

EEO Job Category/ Code	Total Empl.		Male						Female						White						Black					
			FT			PT			FT			PT			FT			PT			FT			PT		
	Full-Time	Part-Time	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	4	0	3	75.0	64.9	0	0.0	64.9	1	25.0	35.1	0	0.0	35.1	3	75.0	82.3	0	0.0	82.3	0	0.0	5.9	0	0.0	5.9
Professional (20)	46	2	29	63.0	51.1	0	0.0	51.1	17	37.0	48.9	2	100.0	48.9	35	76.1	76.1	1	50.0	76.1	3	6.5	5.6	0	0.0	5.6
Technician (30)	17	0	7	41.2	58.1	0	0.0	58.1	10	58.8	41.9	0	0.0	41.9	13	76.5	69.6	0	0.0	69.6	2	11.8	7.3	0	0.0	7.3
Para-Prof. (50)	7	0	0	0.0	20.9	0	0.0	20.9	7	100.0	79.1	0	0.0	79.1	5	71.4	66.9	0	0.0	66.9	0	0.0	7.6	0	0.0	7.6
Admin. Supp. (60)	7	0	1	14.3	16.0	0	0.0	16.0	6	85.7	84.0	0	0.0	84.0	7	100.0	75.0	0	0.0	75.0	0	0.0	8.7	0	0.0	8.7
TOTAL	81	2	40	49.4		0	0.0		41	50.6		2	100.0		63	77.8		1	50.0		5	6.2		0	0.0	

EEO Job Category/ Code	Total Empl.		Hispanic						Asian						American Indian/ Alaskan Native					
			FT			PT			FT			PT			FT			PT		
	Full-Time	Part-Time	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	4	0	0	0.0	5.3	0	0.0	5.3	1	25.0	4.8	0	0.0	4.8	0	0.0	0.8	0	0.0	0.8
Professional (20)	46	2	5	10.9	8.0	1	50.0	8.0	2	4.3	8.1	0	0.0	8.1	1	2.2	0.9	0	0.0	0.9
Technician (30)	17	0	1	5.9	11.0	0	0.0	11.0	1	5.9	9.2	0	0.0	9.2	0	0.0	0.8	0	0.0	0.8
Para-Prof. (50)	7	0	1	14.3	11.4	0	0.0	11.4	1	14.3	12.0	0	0.0	12.0	0	0.0	0.9	0	0.0	0.9
Admin. Supp. (60)	7	0	0	0.0	8.5	0	0.0	8.5	0	0.0	6.0	0	0.0	6.0	0	0.0	1.0	0	0.0	1.0
TOTAL	81	2	7	8.6		1	50.0		5	6.2		0	0.0		1	1.2		0	0.0	

Underutilized

COUNTY DEPARTMENT PROFILES
Fiscal Year 2008-2009

Coroner

EEO Job Category/Code	Total Empl.	Male		Female		White		Black		Hispanic		Asian		American Indian/ Alaskan Native		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	LMA %
Protective Svcs. (40)	3	2	66.7	1	33.3	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0.4
Admin. Support (60)	2	1	50.0	1	50.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	1.0
TOTAL	5	3	60.0	2	40.0	5	100.0	0	0.0	0	0.0	0	0.0	0	0.0	

COUNTY DEPARTMENT PROFILES
Fiscal Year 2008-2009

County Administrator

EEO Job Category/Code	Total Empl.	Male		Female		White		Black		Hispanic		Asian		Native American/ Alaskan Native	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
Official/Adm. (10)	6	3	50.0	3	50.0	5	83.3	0	0.0	0	0.0	1	16.7	0	0.0
Professional (20)	8	5	62.5	3	37.5	6	75.0	1	12.5	0	0.0	1	12.5	0	0.0
Para-Prof. (50)	1	0	0.0	1	100.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Admin. Supp. (60)	3	0	0.0	3	100.0	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	18	8	44.4	10	55.6	15	83.3	1	5.6	0	0.0	2	11.1	0	0.0

COUNTY DEPARTMENT PROFILES
Fiscal Year 2008-2009

County Counsel

	Total Empl.		Male						Female						White						Black					
	Full-Time	Part-Time	FT			PT			FT			PT			FT			PT			FT			PT		
			#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
EEO Job Cat./Code																										
Official/Adm. (10)	2	0	2	100.0	64.9	0	0.0	64.9	0	0.0	35.1	0	0.0	35.1	2	100.0	82.3	0	0.0	82.3	0	0.0	5.9	0	0.0	5.9
Professional (20)	12	2	4	33.3	51.1	1	50.0	51.1	8	66.7	48.9	1	50.0	48.9	10	83.3	76.1	2	100.0	76.1	0	0.0	5.6	0	0.0	5.6
Para-Prof. (50)	2	0	1	50.0	20.9	0	0.0	20.9	1	50.0	79.1	0	0.0	79.1	2	100.0	66.9	0	0.0	66.9	0	0.0	7.6	0	0.0	7.6
Admin. Supp. (60)	6	0	0	0.0	16.0	0	0.0	16.0	6	100.0	84.0	0	0.0	84.0	6	100.0	75.0	0	75.0	75.0	0	0.0	8.7	0	0.0	8.7
TOTAL	22	2	7	31.8		1	50.0		15	68.2		1	50.0		20	90.9		2	100.0		0	0.0		0	0.0	

	Total Empl.		Hispanic						Asian						American Indian/ Alaskan Native					
	Full-Time	Part-Time	FT			PT			FT			PT			FT			PT		
			#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
EEO Job Cat./Code																				
Official/Adm. (10)	2	0	0	0.0	5.3	0	0.0	5.3	0	0.0	4.8	0	0.0	4.8	0	0.0	0.8	0	0.0	0.8
Professional (20)	12	2	2	16.7	8.0	0	0.0	8.0	0	0.0	8.1	0	0.0	8.1	0	0.0	0.9	0	0.0	0.9
Para-Prof. (50)	2	0	0	0.0	11.4	0	0.0	11.4	0	0.0	12.0	0	0.0	12.0	0	0.0	0.9	0	0.0	0.9
Admin. Supp. (60)	6	0	0	0.0	8.5	0	0.0	8.5	0	0.0	6.0	0	0.0	6.0	0	0.0	1.0	0	75.0	1.0
TOTAL	22	2	2	9.1		0	0.0		0	0.0		0	50.0		0	0.0		0	0.0	

COUNTY DEPARTMENT PROFILES
Fiscal Year 2008-2009

Cultural Services

EEO Job Cat./ Code	Total Empl.		Male						Female						White						Black					
	Full-Time	Part-Time	FT			PT			FT			PT			FT			PT			FT			PT		
			#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	2	0	1	50.0	64.9	0	0.0	64.9	1	50.0	35.1	0	0.0	35.1	2	100.0	82.3	0	0.0	82.3	0	0.0	5.9	0	0.0	5.9
Para-Prof. (50)	3	2	2	66.7	20.9	1	50.0	20.9	1	33.3	79.1	1	50.0	79.1	3	100.0	66.9	2	100.0	66.9	0	0.0	7.6	0	0.0	7.6
Admin. Supp. (60)	5	1	1	20.0	16.0	0	0.0	16.0	4	80.0	84.0	1	100.0	84.0	4	80.0	75.0	1	100.0	75.0	0	0.0	8.7	0	0.0	8.7
Skilled Crafts (70)	2	0	2	100.0	80.9	0	0.0	80.9	0	0.0	19.1	0	0.0	19.1	2	100.0	68.5	0	0.0	68.5	0	0.0	4.0	0	0.0	4.0
Service/Maint. (80)	4	0	4	100.0	86.1	0	0.0	86.1	0	0.0	13.9	0	0.0	13.9	1	25.0	36.7	0	0.0	36.7	1	25.0	12.7	0	0.0	12.7
TOTAL	16	3	10	62.5		1	33.3		6	37.5		2	66.7		12	75.0		3	100.0		1	6.3		0	0.0	

EEO Job Cat./ Code	Total Empl.		Hispanic						Asian						American Indian/ Alaskan Native					
	Full-Time	Part-Time	FT			PT			FT			PT			FT			PT		
			#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	2	0	0	0.0	5.3	0	0.0	5.3	0	0.0	4.8	0	0.0	4.8	0	0.0	0.8	0	0.0	0.8
Para-Prof. (50)	3	2	0	0.0	11.4	0	0.0	11.4	0	0.0	12.0	0	0.0	12.0	0	0.0	0.9	0	0.0	0.9
Admin. Supp. (60)	5	1	0	0.0	8.5	0	0.0	8.5	1	20.0	6.0	0	0.0	6.0	0	0.0	1.0	0	0.0	1.0
Skilled Crafts (70)	2	0	0	0.0	16.2	0	0.0	16.2	0	0.0	8.0	0	0.0	8.0	0	0.0	1.2	0	0.0	1.2
Service/Maint. (80)	4	0	2	50.0	38.8	0	0.0	38.8	0	0.0	9.2	0	0.0	9.2	0	0.0	0.6	0	0.0	0.6
TOTAL	16	3	2	11.8		0	0.0		1	6.3		0	0.0		0	0.0		0	0.0	

COUNTY DEPARTMENT PROFILES
Fiscal Year 2008-2009

Department of Finance

EEO Job Category/ Code	Total Empl.	Male			Female			White			Black			Hispanic			Asian			American Indian/ Alaskan Native		
		#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Professional (20)	19	12	63.2	51.1	7	36.8	48.9	10	52.6	76.1	0	0.0	5.6	0	0.0	8.0	9	47.4	8.1	0	0.0	0.9
Para-Prof. (50)	4	1	25.0	20.9	3	75.0	79.1	3	75.0	66.9	0	0.0	7.6	0	0.0	11.4	1	25.0	12.0	0	0.0	0.9
Admin. Supp. (60)	6	1	16.7	16.0	5	83.3	84.0	4	66.7	75.0	0	0.0	8.7	0	0.0	8.5	2	33.3	6.0	0	0.0	1.0
TOTAL	29	14	48.3		15	51.7		17	58.6		0	0.0		0	0.0		12	41.4		0	0.0	

COUNTY DEPARTMENT PROFILES
Fiscal Year 2008-2009
District Attorney

EEO Job Category/ Code	Total Empl.		Male						Female						White						Black					
	Full-Time	Part-Time	FT			PT			FT			PT			FT			PT			FT			PT		
			#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	3	0	1	33.3	64.9	0	0.0	64.9	2	66.7	35.1	0	0.0	35.1	3	100.0	82.3	0	0.0	82.3	0	0.0	5.9	0	0.0	5.9
Professional (20)	33	0	17	51.5	51.1	0	0.0	51.1	16	48.5	48.9	0	0.0	48.9	24	72.7	76.1	0	0.0	76.1	2	6.1	5.6	0	0.0	5.6
Protective Svcs. (40)	7	0	6	85.7	85.5	0	0.0	85.5	1	14.3	14.5	0	0.0	14.5	6	85.7	75.2	0	0.0	75.2	0	0.0	7.4	0	0.0	7.4
Para-Prof. (50)	9	0	1	11.1	20.9	0	0.0	20.9	8	88.9	79.1	0	0.0	79.1	2	22.2	66.9	0	0.0	66.9	1	11.1	7.6	0	0.0	7.6
Admin. Support (60)	29	0	1	3.4	16.0	0	0.0	16.0	28	96.6	84.0	0	0.0	84.0	21	72.4	75.0	0	0.0	75.0	2	6.9	8.7	0	0.0	8.7
TOTAL	81	0	26	32.1		0	0.0		55	67.9		0	0.0		56	69.1		0	0.0		5	6.2		0	0.0	

EEO Job Category/ Code	Total Empl.		Hispanic						Asian						American Indian/ Alaskan Native					
	Full-Time	Part-Time	FT			PT			FT			PT			FT			PT		
			#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	3	0	0	0.0	5.3	0	0.0	5.3	0	0.0	4.8	0	0.0	4.8	0	0.0	0.8	0	0.0	0.8
Professional (20)	33	0	3	9.1	8.0	0	0.0	8.0	4	12.1	8.1	0	0.0	8.1	0	0.0	0.9	0	0.0	0.9
Protective Svcs. (40)	7	0	0	0.0	8.7	0	0.0	8.7	1	14.3	5.8	0	0.0	5.8	0	0.0	0.4	0	0.0	0.4
Para-Prof. (50)	9	0	3	33.3	11.4	0	0.0	11.4	2	22.2	12.0	0	0.0	12.0	1	11.1	0.9	0	0.0	0.9
Admin. Support (60)	29	0	1	3.4	8.5	0	0.0	8.5	5	17.2	6.0	0	0.0	6.0	0	0.0	1.0	0	0.0	1.0
TOTAL	81	0	7	8.6		0	0.0		12	14.8		0	0.0		1	1.2		0	0.0	

COUNTY DEPARTMENT PROFILES
Fiscal Year 2008-2009

Farm Advisor

EEO Job Category/Code	Total Empl.	Male			Female			White			Black			Hispanic			Asian			American Indian/ Alaskan Native		
		#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Para-Prof. (50)	1	0	0.0	20.9	1	100.0	79.1	1	100.0	66.9	0	0.0	7.6	0	0.0	11.4	0	0.0	12.0	0	0.0	0.9
Admin. Supp. (60)	1	0	0.0	16.0	1	100.0	84.0	1	100.0	75.0	0	0.0	8.7	0	0.0	8.5	0	0.0	6.0	0	0.0	1.0
TOTAL	2	0	0.0		2	100.0		2	100.0		0	0.0		0	0.0		0	0.0		0	0.0	

COUNTY DEPARTMENT PROFILES
Fiscal Year 2008-2009

Fire

EEO Job Category/Code	Total Empl.	Male		Female		White		Black		Hispanic		Asian		American Indian/ Alaskan Native	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
Official/Adm. (10)	5	5	100.0	0	0.0	4	80.0	0	0.0	1	20.0	0	0.0	0	0.0
Professional (20)	24	23	95.8	1	4.2	20	83.3	0	0.0	4	16.7	0	0.0	0	0.0
Protective Svcs. (40)	51	49	96.1	2	3.9	47	92.2	0	0.0	3	5.9	1	2.0	0	0.0
Admin. Supp. (60)	4	0	0.0	4	100.0	4	100.0	0	0.0	0	0.0	0	0.0	0	0.0
Skilled Crafts (70)	3	3	100.0	0	0.0	3	100.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	87	80	92.0	7	8.0	78	89.7	0	0.0	8	9.2	1	1.1	0	0.0

Underutilized

DEPARTMENT DEMOGRAPHICS
Fiscal Year 2008-2009

Health and Human Services

EEO Job Category/Code	Total Empl.		Male						Female						White						Black					
			FT			PT			FT			PT			FT			PT			FT			PT		
	Full-Time	Part-Time	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	12	1	6	50.0	64.9	0	0.0	64.9	6	50.0	35.1	1	100.0	35.1	12	100.0	82.3	1	100.0	82.3	0	0.0	5.9	0	0.0	5.9
Professional (20)	236	89	72	30.5	51.1	11	12.4	51.1	164	69.5	48.9	78	87.6	48.9	164	69.5	76.1	70	78.7	76.1	12	5.1	5.6	3	3.4	5.6
Technician (30)	107	19	29	27.1	58.1	1	5.3	58.1	78	72.9	41.9	18	94.7	41.9	55	51.4	69.6	7	36.8	69.6	7	6.5	7.3	0	0.0	7.3
Para-Prof. (50)	23	1	3	13.0	20.9	1	100.0	20.9	20	87.0	79.1	0	0.0	79.1	16	69.6	66.9	1	100.0	66.9	1	4.3	7.6	0	0.0	7.6
Admin. Supp. (60)	93	11	20	21.5	16.0	0	0.0	16.0	73	78.5	84.0	11	100.0	84.0	22	23.7	75.0	6	54.5	75.0	9	9.7	8.7	2	18.2	8.7
TOTAL	471	121	130	27.6		13	10.7		341	72.4		108	89.3		269	57.1		85	70.2		29	6.2		5	4.1	

EEO Job Category/Code	Total Empl.		Hispanic						Asian						American Indian/ Alaskan Native					
			FT			PT			FT			PT			FT			PT		
	Full-Time	Part-Time	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	12	1	0	0.0	5.3	0	0.0	5.3	0	0.0	4.8	0	0.0	4.8	0	0.0	0.8	0	0.0	0.8
Professional (20)	236	89	38	16.1	8.0	8	9.0	8.0	20	8.5	8.1	8	9.0	8.1	2	0.8	0.9	0	0.0	0.9
Technician (30)	107	19	36	33.6	11.0	10	52.6	11.0	8	7.5	9.2	2	10.5	9.2	1	0.9	0.8	0	0.0	0.8
Para-Prof. (50)	23	1	2	8.7	11.4	0	0.0	11.4	4	17.4	12.0	0	0.0	12.0	0	0.0	0.9	0	0.0	0.9
Admin. Supp. (60)	93	11	17	18.3	8.5	1	9.1	8.5	11	11.8	6.0	2	18.2	6.0	1	1.1	1.0	0	0.0	1.0
TOTAL	471	121	93	19.7		19	15.7		43	9.1		12	9.9		4	0.8		0	0.0	

Underutilized

COUNTY DEPARTMENT PROFILES
Fiscal Year 2008-2009

Human Resources

EEO Job Category/ Code	Total Empl.		Male						Female						White						Black					
	Full-Time	Part-Time	FT			PT			FT			PT			FT			PT			FT			PT		
			#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	5	0	2	40.0	64.9	0	0.0	64.9	3	60.0	35.1	0	0.0	35.1	4	80.0	82.3	0	0.0	82.3	1	20.0	5.9	0	0.0	5.9
Professional (20)	11	0	1	9.1	51.1	0	0.0	51.1	10	90.9	48.9	0	0.0	48.9	9	81.8	76.1	0	0.0	76.1	0	0.0	5.6	0	0.0	5.6
Para-Prof. (50)	9	2	2	22.2	20.9	0	0.0	20.9	7	77.8	79.1	2	100.0	79.1	4	44.4	66.9	2	100.0	66.9	2	22.2	7.6	0	0.0	7.6
Admin. Support (60)	4	0	0	0.0	16.0	0	0.0	16.0	4	100.0	84.0	0	0.0	84.0	2	50.0	75.0	0	0.0	75.0	1	25.0	8.7	0	0.0	8.7
TOTAL	29	2	5	17.2		0	0.0		24	82.8		2	100.0		19	65.5		2	0.0		4	13.8		0	0.0	

EEO Job Category/ Code	Total Empl.		Hispanic						Asian						American Indian/ Alaskan Native					
	Full-Time	Part-Time	FT			PT			FT			PT			FT			PT		
			#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	5	0	0	0.0	5.3	0	0.0	5.3	0	0.0	4.8	0	0.0	4.8	0	0.0	0.8	0	0.0	0.8
Professional (20)	11	0	1	9.1	8.0	0	0.0	8.0	1	9.1	8.1	0	0.0	8.1	0	0.0	0.9	0	0.0	0.9
Para-Prof. (50)	9	2	0	0.0	11.4	0	0.0	11.4	3	33.3	12.0	0	0.0	12.0	0	0.0	0.9	0	0.0	0.9
Admin. Support (60)	4	0	1	25.0	8.5	0	0.0	8.5	0	0.0	6.0	0	0.0	6.0	0	0.0	1.0	0	0.0	1.0
TOTAL	29	2	2	6.9		0	0.0		4	13.8		0	0.0		0	0.0		0	0.0	

COUNTY DEPARTMENT PROFILES
Fiscal Year 2008-2009

Information Services & Technology

EEO Job Category/ Code	Total Empl.		Male						Female						White						Black					
	Full-Time	Part-Time	FT			PT			FT			PT			FT			PT			FT			PT		
			#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	4	0	2	50.0	64.9	0	0.0	64.9	2	50.0	35.1	0	0.0	35.1	3	75.0	82.3	0	0.0	82.3	0	0.0	5.9	0	0.0	5.9
Professional (20)	64	2	31	48.4	51.1	1	50.0	51.1	33	51.6	48.9	1	50.0	48.9	51	79.7	76.1	2	100.0	76.1	6	9.4	5.6	0	0.0	5.6
Technician (30)	23	0	14	60.9	58.1	0	0.0	58.1	9	39.1	41.9	0	0.0	41.9	15	65.2	69.6	0	0.0	69.6	1	4.3	7.3	0	0.0	7.3
Para-Prof. (50)	2	0	0	0.0	20.9	0	0.0	20.9	2	100.0	79.1	0	0.0	79.1	0	0.0	66.9	0	0.0	66.9	0	0.0	7.6	0	0.0	7.6
Admin. Support (60)	1	0	0	0.0	16.0	0	0.0	16.0	1	100.0	84.0	0	0.0	84.0	1	100.0	75.0	0	0.0	75.0	0	0.0	8.7	0	0.0	8.7
TOTAL	94	2	47	50.0		1	50.0		47	50.0		1	50.0		70	74.5		2	100.0		7	7.4		0	0.0	

EEO Job Category/ Code	Total Empl.		Hispanic						Asian						American Indian/ Alaskan Native					
	Full-Time	Part-Time	FT			PT			FT			PT			FT			PT		
			#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	4	0	0	0.0	5.3	0	0.0	5.3	1	25.0	4.8	0	0.0	4.8	0	0.0	0.8	0	0.0	0.8
Professional (20)	64	2	2	3.1	8.0	0	0.0	8.0	5	7.8	8.1	0	0.0	8.1	0	0.0	0.9	0	0.0	0.9
Technician (30)	23	0	1	4.3	11.0	0	0.0	11.0	6	26.1	9.2	0	0.0	9.2	0	0.0	0.8	0	0.0	0.8
Para-Prof. (50)	2	0	0	0.0	11.4	0	0.0	11.4	2	100.0	12.0	0	0.0	12.0	0	0.0	0.9	0	0.0	0.9
Admin. Support (60)	1	0	0	0.0	8.5	0	0.0	8.5	0	0.0	6.0	0	0.0	6.0	0	0.0	1.0	0	0.0	1.0
TOTAL	94	2	3	3.2		0	0.0		14	14.9		0	0.0		0	0.0		0	0.0	

COUNTY DEPARTMENT PROFILES
Fiscal Year 2008-2009

Library

	Total Empl.		Male						Female						White						Black					
			FT			PT			FT			PT			FT			PT			FT			PT		
	Full-Time	Part-Time	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	3	0	1	33.3	64.9	0	0.0	64.9	2	66.7	35.1	0	0.0	35.1	3	100.0	82.3	0	0.0	82.3	0	0.0	5.9	0	0.0	5.9
Professional (20)	29	9	10	34.5	51.1	0	0.0	51.1	19	65.5	48.9	9	100.0	48.9	23	79.3	76.1	9	100.0	76.1	1	3.4	5.6	0	0.0	5.6
Para-Prof. (50)	20	39	6	30.0	20.9	5	12.8	20.9	14	70.0	79.1	34	87.2	79.1	16	80.0	66.9	32	82.1	66.9	1	5.0	7.6	0	0.0	7.6
Admin. Support (60)	7	4	1	14.3	16.0	0	0.0	16.0	6	85.7	84.0	4	100.0	84.0	3	42.9	75.0	4	100.0	75.0	0	0.0	8.7	0	0.0	8.7
TOTAL	59	52	18	30.5		5	9.6		41	69.5		47	90.4		45	76.3		45	86.5		2	3.4		0	0.0	

	Total Empl.		Hispanic						Asian						American Indian/ Alaskan Native					
			FT			PT			FT			PT			FT			PT		
	Full-Time	Part-Time	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	3	0	0	0.0	5.3	0	0.0	5.3	0	0.0	4.8	0	0.0	4.8	0	0.0	0.8	0	0.0	0.8
Professional (20)	29	9	1	3.4	8.0	0	0.0	8.0	4	13.8	8.1	0	0.0	8.1	0	0.0	0.9	0	0.0	0.9
Para-Prof. (50)	20	39	2	10.0	11.4	5	12.8	11.4	1	5.0	12.0	1	2.6	12.0	0	0.0	0.9	1	2.6	0.9
Admin. Support (60)	7	4	1	14.3	8.5	0	0.0	8.5	3	42.9	6.0	0	0.0	6.0	0	0.0	1.0	0	0.0	1.0
TOTAL	59	52	4	6.8		5	9.6		8	13.6		1	1.9		0	0.0		1	1.9	

Underutilized

COUNTY DEPARTMENT PROFILES
Fiscal Year 2008-2009

Parks and Open Space

EEO Job Category/ Code	Total Empl.		Male						Female						White						Black					
	Full-Time	Part-Time	FT			PT			FT			PT			FT			PT			FT			PT		
			#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	7	1	5	71.4	64.9	0	0.0	64.9	2	28.6	35.1	1	100.0	35.1	7	100.0	82.3	1	0.0	82.3	0	0.0	5.9	0	0.0	5.9
Professional (20)	11	0	8	72.7	51.1	0	0.0	51.1	3	27.3	48.9	0	0.0	48.9	9	81.8	76.1	0	0.0	76.1	0	0.0	5.6	0	0.0	5.6
Para-Prof. (50)	1	0	0	0.0	20.9	0	0.0	20.9	1	100.0	79.1	0	0.0	79.1	0	0.0	66.9	0	0.0	66.9	0	0.0	7.6	0	0.0	7.6
Admin. Supp. (60)	5	1	0	0.0	16.0	0	0.0	16.0	5	100.0	84.0	1	100.0	84.0	2	40.0	75.0	1	100.0	75.0	2	40.0	8.7	0	0.0	8.7
Skilled Crafts (70)	20	0	16	80.0	80.9	0	0.0	80.9	4	20.0	19.1	0	0.0	19.1	16	80.0	68.5	0	0.0	68.5	0	0.0	4.0	0	0.0	4.0
Service/Maint. (80)	16	0	15	93.8	86.1	0	0.0	86.1	1	6.3	13.9	0	0.0	13.9	15	93.8	36.7	0	0.0	36.7	1	6.3	12.7	0	0.0	12.7
TOTAL	60	2	44	73.3		0	0.0		16	26.7		2	100.0		49	81.7		2	100.0		3	5.0		0	0.0	

EEO Job Category/ Code	Total Empl.		Hispanic						Asian						American Indian/ Alaskan Native					
	Full-Time	Part-Time	FT			PT			FT			PT			FT			PT		
			#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	7	1	0	0.0	5.3	0	0.0	5.3	0	0.0	4.8	0	0.0	4.8	0	0.0	0.8	0	0.0	0.8
Professional (20)	11	0	2	18.2	8.0	0	0.0	8.0	0	0.0	8.1	0	0.0	8.1	0	0.0	0.9	0	0.0	0.9
Para-Prof. (50)	1	0	0	0.0	11.4	0	0.0	11.4	1	100.0	12.0	0	0.0	12.0	0	0.0	0.9	0	0.0	0.9
Admin. Supp. (60)	5	1	0	0.0	8.5	0	0.0	8.5	1	20.0	6.0	0	0.0	6.0	0	0.0	1.0	0	0.0	1.0
Skilled Crafts (70)	20	0	2	10.0	16.2	0	0.0	16.2	0	0.0	8.0	0	0.0	8.0	2	10.0	1.2	0	0.0	1.2
Service/Maint. (80)	16	0	0	0.0	38.8	0	0.0	38.8	0	0.0	9.2	0	0.0	9.2	0	0.0	0.6	0	0.0	0.6
TOTAL	60	2	4	6.7		0	0.0		2	3.3		0	0.0		2	3.3		0	0.0	

Underutilized

COUNTY DEPARTMENT PROFILES
Fiscal Year 2008-2009

Probation

EEO Job Category/ Code	Total Empl. Full-Time		Male						Female						White						Black					
			FT			PT			FT			PT			FT			PT			FT			PT		
			#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	5	0	3	60.0	64.9	0	0.0	64.9	2	40.0	35.1	0	0.0	35.1	3	60.0	82.3	0	0.0	82.3	1	20.0	5.9	0	0.0	5.9
Professional (20)	74	0	38	51.4	51.1	0	0.0	51.1	36	48.6	48.9	0	0.0	48.9	41	55.4	76.1	0	0.0	76.1	17	23.0	5.6	0	0.0	5.6
Technician (30)	1	1	0	0.0	58.1	0	0.0	58.1	1	100.0	41.9	1	100.0	41.9	0	0.0	69.6	1	100.0	69.6	0	0.0	7.3	0	0.0	7.3
Para-Prof. (50)	3	0	0	0.0	20.9	0	0.0	20.9	3	100.0	79.1	0	0.0	79.1	1	33.3	66.9	0	0.0	66.9	1	33.3	7.6	0	0.0	7.6
Admin. Supp. (60)	17	2	2	11.8	16.0	0	0.0	16.0	15	88.2	84.0	2	100.0	84.0	11	64.7	75.0	2	100.0	75.0	0	0.0	8.7	0	0.0	8.7
Service/Maint. (80)	2	2	1	50.0	86.1	0	0.0	86.1	1	50.0	13.9	2	100.0	13.9	2	100.0	36.7	0	0.0	36.7	0	0.0	12.7	0	0.0	12.7
TOTAL	102	5	44	43.1		0	0.0		58	56.9		5	100.0		58	56.9		3	60.0		19	18.6		0	0.0	

EEO Job Category/ Code	Total Empl. Full-Time		Hispanic						Asian						American Indian/ Alaskan Native					
			FT			PT			FT			PT			FT			PT		
			#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	5	0	1	20.0	5.3	0	0.0	5.3	0	0.0	4.8	0	0.0	4.8	0	0.0	0.8	0	0.0	0.8
Professional (20)	74	0	11	14.9	8.0	0	0.0	8.0	4	5.4	8.1	0	0.0	8.1	1	1.4	0.9	0	0.0	0.9
Technician (30)	1	1	1	100.0	11.0	0	0.0	11.0	0	0.0	9.2	0	0.0	9.2	0	0.0	0.8	0	0.0	0.8
Para-Prof. (50)	3	0	0	0.0	11.4	0	0.0	11.4	1	33.3	12.0	0	0.0	12.0	0	0.0	0.9	0	0.0	0.9
Admin. Supp. (60)	17	2	4	23.5	8.5	0	0.0	8.5	2	11.8	6.0	0	0.0	6.0	0	0.0	1.0	0	0.0	1.0
Service/Maint. (80)	2	2	0	0.0	38.8	1	50.0	38.8	0	0.0	9.2	1	50.0	9.2	0	0.0	0.6	0	0.0	0.6
TOTAL	102	5	17	16.7		1	20.0		7	6.9		1	20.0		1	1.0		0	0.0	

DEPARTMENT DEMOGRAPHICS
Fiscal Year 2008-2009

Public Defender

EEO Job Category/Code	Total Empl.		Male						Female						White						Black					
	Full-Time	Part-Time	FT			PT			FT			PT			FT			PT			FT			PT		
			#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	4	0	3	75.0	64.9	0	0.0	64.9	1	25.0	35.1	0	0.0	35.1	2	50.0	82.3	0	0.0	82.3	0	0.0	5.9	0	0.0	5.9
Professional (20)	22	3	8	36.4	51.1	0	0.0	51.1	14	63.6	48.9	3	100.0	48.9	18	81.8	76.1	3	100.0	76.1	2	9.1	5.6	0	0.0	5.6
Technician (30)	5	1	2	40.0	58.1	0	0.0	58.1	3	60.0	41.9	1	100.0	41.9	3	60.0	69.6	1	100.0	69.6	1	20.0	7.3	0	0.0	7.3
Admin. Supp. (60)	9	0	2	22.2	16.0	0	0.0	16.0	7	77.8	84.0	0	0.0	84.0	5	55.6	75.0	0	0.0	75.0	1	11.1	8.7	0	0.0	8.7
TOTAL	40	4	15	37.5		0	0.0		25	62.5		4	100.0		28	70.0		4	100.0		4	10.0		0	0.0	

EEO Job Category/Code	Total Empl.		Hispanic						Asian						American Indian/ Alaskan Native					
	Full-Time	Part-Time	FT			PT			FT			PT			FT			PT		
			#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	4	0	2	50.0	5.3	0	0.0	5.3	0	0.0	4.8	0	0.0	4.8	0	0.0	0.8	0	0.0	0.8
Professional (20)	22	3	2	9.1	8.0	0	0.0	8.0	0	0.0	8.1	0	0.0	8.1	0	0.0	0.9	0	0.0	0.9
Technician (30)	5	1	1	20.0	11.0	0	0.0	11.0	0	0.0	9.2	0	0.0	9.2	0	0.0	0.8	0	0.0	0.8
Admin. Supp. (60)	9	0	3	33.3	8.5	0	0.0	8.5	0	0.0	6.0	0	0.0	6.0	0	0.0	1.0	0	0.0	1.0
TOTAL	40	4	8	20.0		0	0.0		0	0.0		0	0.0		0	0.0		0	0.0	

COUNTY DEPARTMENT PROFILES
Fiscal Year 2008-2009

Public Works

EEO Job Category/ Code	Total Empl.	Male						Female						White						Black					
		FT			PT			FT			PT			FT			PT			FT			PT		
		#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	16	0			0	0.0	64.9	3	18.8	35.1	0	0.0	35.1	11	68.8	82.3	0	0.0	82.3	1	6.3	5.9	0	0.0	5.9
Professional (20)	47	0			0	0.0	51.1	23	48.9	48.9	0	0.0	48.9	39	83.0	76.1	0	0.0	76.1	2	4.3	5.6	0	0.0	5.6
Technician (30)	27	0			0	0.0	58.1	4	14.8	41.9	0	0.0	41.9	23	85.2	69.6	0	0.0	69.6	1	3.7	7.3	0	0.0	7.3
Para-Prof. (50)	4	0			0	0.0	20.9	3	75.0	79.1	0	0.0	79.1	3	75.0	66.9	0	0.0	66.9	0	0.0	7.6	0	0.0	7.6
Admin. Supp. (60)	18	1			1	100.0	16.0	15	83.3	84.0	0	0.0	84.0	13	72.2	75.0	0	0.0	75.0	3	16.7	8.7	0	0.0	8.7
Skilled Crafts (70)	36	0			0	0.0	80.9	0	0.0	19.1	0	0.0	19.1	31	86.1	68.5	0	0.0	68.5	1	2.8	4.0	0	0.0	4.0
Service/Maint. (80)	60	0			0	0.0	86.1	3	5.0	13.9	0	0.0	13.9	37	61.7	36.7	0	0.0	36.7	5	8.3	12.7	0	0.0	12.7
TOTAL	208	1			1	100.0		51	24.5		0	0.0		157	75.5		1	100.0		13	6.3		0	0.0	

EEO Job Category/ Code	Total Empl.	Hispanic						Asian						American Indian/ Alaskan Native					
		FT			PT			FT			PT			FT			PT		
		#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	16	0			0	0.0	5.3	2	12.5	4.8	0	0.0	4.8	0	0.0	0.8	0	0.0	0.8
Professional (20)	47	0			0	0.0	8.0	3	6.4	8.1	0	0.0	8.1	0	0.0	0.9	0	0.0	0.9
Technician (30)	27	0			0	0.0	11.0	0	0.0	9.2	0	0.0	9.2	1	3.7	0.8	0	0.0	0.8
Para-Prof. (50)	4	0			0	0.0	11.4	1	25.0	12.0	0	0.0	12.0	0	0.0	0.9	0	0.0	0.9
Admin. Supp. (60)	18	1			0	0.0	8.5	1	5.6	6.0	0	0.0	6.0	0	0.0	1.0	0	0.0	1.0
Skilled Crafts (70)	36	0			0	0.0	16.2	1	2.8	8.0	0	0.0	8.0	0	0.0	1.2	0	0.0	1.2
Service/Maint. (80)	60	0			0	0.0	38.8	7	11.7	9.2	0	0.0	9.2	0	0.0	0.6	0	0.0	0.6
TOTAL	208	1			0	0.0		15	7.2		0	0.0		1	0.5		0	0.0	

Underutilized

COUNTY DEPARTMENT PROFILES
Fiscal Year 2008-2009

Retirement

EEO Job Cat./Code	Total Empl.		Male						Female						White						Black					
	Full-Time	Part-Time	FT			PT			FT			PT			FT			PT			FT			PT		
			#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	1	0	0	0.0	64.9	0	0.0	0.0	0	0.0	35.1	0	0.0	35.1	1	100.0	82.3	0	0.0	82.3	0	0.0	5.9	0	0.0	5.9
Professional (20)	2	0	0	0.0	51.1	0	0.0	0.0	2	100.0	48.9	0	0.0	48.9	2	100.0	76.1	0	0.0	76.1	0	0.0	5.6	0	0.0	5.6
Para-Prof. (50)	1	0	0	0.0	20.9	0	0.0	0.0	1	100.0	79.1	0	0.0	79.1	1	100.0	66.9	0	0.0	66.9	0	0.0	7.6	0	0.0	7.6
Admin. Supp. (60)	6	1	1	16.7	16.0	0	0.0	16.0	5	83.3	84.0	1	100.0	84.0	3	50.0	75.0	0	75.0	75.0	2	33.3	8.7	0	0.0	8.7
TOTAL	10	1	1	10.0		0	0.0		9	90.0		1	100.0		7	70.0		0	0.0		2	20.0		0	0.0	

EEO Job Cat./Code	Total Empl.		Hispanic						Asian						American Indian/ Alaskan Native					
	Full-Time	Part-Time	FT			PT			FT			PT			FT			PT		
			#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	1	0	0	0.0	5.3	0	0.0	0.0	0	0.0	4.8	0	0.0	4.8	0	0.0	0.8	0	0.0	0.8
Professional (20)	2	0	0	0.0	8.0	0	0.0	8.0	0	0.0	8.1	0	0.0	8.1	0	0.0	0.9	0	0.0	0.9
Para-Prof. (50)	1	0	0	0.0	11.4	0	0.0	11.4	0	0.0	12.0	0	0.0	12.0	0	0.0	0.9	0	0.0	0.9
Admin. Supp. (60)	6	1	1	16.7	8.5	0	0.0	8.5	0	0.0	6.0	1	100.0	6.0	0	0.0	1.0	0	75.0	1.0
TOTAL	10	1	1	10.0		0	0.0		0	0.0		1	100.0		0	0.0		0	0.0	

COUNTY DEPARTMENT PROFILES
Fiscal Year 2008-2009
Sheriff

EEO Job Category/ Code	Total Empl.		Male						Female						White						Black					
	Full-Time	Part-Time	FT			PT			FT			PT			FT			PT			FT			PT		
			#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	5	0	3	60.0	64.9	0	0.0	64.9	2	40.0	35.1	0	0.0	35.1	3	60.0	82.3	0	0.0	82.3	1	20.0	5.9	0	0.0	5.9
Professional (20)	24	0	18	75.0	51.1	0	0.0	51.1	6	25.0	48.9	0	0.0	48.9	20	83.3	76.1	0	0.0	76.1	1	4.2	5.6	0	0.0	5.6
Technician (30)	29	0	25	86.2	58.1	0	0.0	58.1	4	13.8	41.9	0	0.0	41.9	25	86.2	69.6	0	0.0	69.6	0	0.0	7.3	0	0.0	7.3
Protective Svcs. (40)	156	0	122	78.2	85.5	0	0.0	85.5	34	21.8	14.5	0	0.0	14.5	134	85.9	75.2	0	0.0	75.2	5	3.2	7.4	0	0.0	7.4
Para-Prof. (50)	20	1	4	20.0	20.9	0	0.0	20.9	16	80.0	79.1	1	100.0	79.1	13	65.0	66.9	1	100.0	66.9	2	10.0	7.6	0	0.0	7.6
Admin. Supp. (60)	60	3	9	15.0	16.0	0	0.0	16.0	51	85.0	84.0	3	100.0	84.0	53	88.3	75.0	3	100.0	75.0	1	1.7	8.7	0	0.0	8.7
Service/Maint. (80)	8	0	8	100.0	86.1	0	0.0	86.1	0	0.0	13.9	0	0.0	13.9	2	25.0	36.7	0	0.0	36.7	1	12.5	12.7	0	0.0	12.7
TOTAL	302	4	189	62.6		0	0.0		113	37.4		4	100.0		250	82.8		4	100.0		11	3.6		0	0.0	

EEO Job Category/ Code	Total Empl.		Hispanic						Asian						American Indian/ Alaskan Native					
	Full-Time	Part-Time	FT			PT			FT			PT			FT			PT		
			#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	5	0	1	20.0	5.3	0	0.0	5.3	0	0.0	4.8	0	0.0	4.8	0	0.0	0.8	0	0.0	0.8
Professional (20)	24	0	2	8.3	8.0	0	0.0	8.0	1	4.2	8.1	0	0.0	8.1	0	0.0	0.9	0	0.0	0.9
Technician (30)	29	0	2	6.9	11.0	0	0.0	11.0	1	3.4	9.2	0	0.0	9.2	1	3.4	0.8	0	0.0	0.8
Protective Svcs. (40)	156	0	11	7.1	8.7	0	0.0	8.7	3	1.9	5.8	0	0.0	5.8	3	1.9	0.4	0	0.0	0.4
Para-Prof. (50)	20	1	4	20.0	11.4	0	0.0	11.4	1	5.0	12.0	0	0.0	12.0	0	0.0	0.9	0	0.0	0.9
Admin. Supp. (60)	60	3	2	3.3	8.5	0	0.0	8.5	4	6.7	6.0	0	0.0	6.0	0	0.0	1.0	0	0.0	1.0
Service/Maint. (80)	8	0	0	0.0	38.8	0	0.0	38.8	5	62.5	9.2	0	0.0	9.2	0	0.0	0.6	0	0.0	0.6
TOTAL	302	4	22	7.3		0	0.0		15	5.0		0	0.0		4	1.3		0	0.0	

Underutilized

COUNTY DEPARTMENT PROFILES
Fiscal Year 2008-2009

Treasurer/ Tax Collector

EEO Job Category/ Code	Total Empl.		Male						Female						White						Black					
	Full-Time	Part-Time	FT			PT			FT			PT			FT			PT			FT			PT		
			#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	5	0	1	20.0	64.9	0	0.0	64.9	4	80.0	35.1	0	0.0	35.1	4	80.0	82.3	0	0.0	82.3	0	0.0	5.9	0	0.0	5.9
Professional (20)	4	0	2	50.0	51.1	0	0.0	51.1	2	50.0	48.9	0	0.0	48.9	2	50.0	76.1	0	0.0	76.1	0	0.0	5.6	0	0.0	5.6
Technician (30)	3	0	0	0.0	58.1	0	0.0	58.1	3	100.0	41.9	0	0.0	41.9	2	66.7	69.6	0	0.0	69.6	0	0.0	7.3	0	0.0	7.3
Para-Prof. (50)	3	0	0	0.0	20.9	0	0.0	20.9	3	100.0	79.1	0	0.0	79.1	3	100.0	66.9	0	0.0	66.9	0	0.0	7.6	0	0.0	7.6
Admin. Supp. (60)	16	2	4	25.0	16.0	0	0.0	16.0	12	75.0	84.0	2	100.0	84.0	12	75.0	75.0	2	100.0	75.0	1	6.3	8.7	0	0.0	8.7
TOTAL	31	2	7	22.6		0	0.0		24	77.4		2	100.0		23	74.2		2	100.0		1	3.2		0	0.0	

EEO Job Category/ Code	Total Empl.		Hispanic						Asian						American Indian/ Alaskan Native					
	Full-Time	Part-Time	FT			PT			FT			PT			FT			PT		
			#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	5	0	0	0.0	5.3	0	0.0	5.3	1	20.0	4.8	0	0.0	4.8	0	0.0	0.8	0	0.0	0.8
Professional (20)	4	0	1	25.0	8.0	0	0.0	8.0	1	25.0	8.1	0	0.0	8.1	0	0.0	0.9	0	0.0	0.9
Technician (30)	3	0	1	33.3	11.0	0	0.0	11.0	0	0.0	9.2	0	0.0	9.2	0	0.0	0.8	0	0.0	0.8
Para-Prof. (50)	3	0	0	0.0	11.4	0	0.0	11.4	0	0.0	12.0	0	0.0	12.0	0	0.0	0.9	0	0.0	0.9
Admin. Supp. (60)	16	2	1	6.3	8.5	0	0.0	8.5	2	12.5	6.0	0	0.0	6.0	0	0.0	1.0	0	0.0	1.0
TOTAL	31	2	3	9.7		0	0.0		4	12.9		0	0.0		0	0.0		0	0.0	

SECTION IV

EMPLOYMENT ACTIVITY

SUMMARY OF EMPLOYMENT ACTIVITY

This section provides a written summary and summary of charts showing employment activity for FY 08/09 with an analysis of the FY 08/09 data as compared to the FY 07/08 data.

Appointments: (Summary Table 1)

- Overall, there were 77 full-time appointments made during the year. Of the 77 appointments, women were selected to fill 45 positions for a rate of 58.4%, an increase of 1.1% as compared to the previous year. Minorities were selected to fill 25 positions for a rate of 32.5% which slightly decreased from the previous year by -0.6%, a rate of 33.1%.
- Of the 13 part-time appointments, women were appointed for 12 positions, a rate of 92.3% while minorities were appointed for 3 positions, a rate of 23.1%. The rate of part-time women appointments increased by 25.6% from 66.7%. The rate of part-time minority appointments decreased by 14.4% from 37.5 in previous year.

Promotions: (Summary Table 2)

- Overall, there were 75 full-time promotions this year. Of the 75 promotions, women were promoted to fill 48 positions for 64.0%, an increase of 18.6% compared to the previous year of 45.4%. Minorities were promoted to fill 26 positions for 34.7%, an increase of 17.7% compared to the previous year of 34.7%.

Separations: (Summary Table 3)

- A total of 116 full-time employees were separated from County employment during the year. Of the 116 separations, 62 (53.4%) were women and 27 (23.3%) were minorities. Compared to the previous year, the separations of women decreased by -13.6% from 67.0% and the separations of minorities decreased by -0.5% from 23.8% in the previous year.
- Thirteen of the 16 part-time separations were women for a rate of 81.3% and 2 separations were minorities for a rate of 12.5%. Compared to the previous year, part-time separations of women decreased by -11.6% from 92.9% last year; and the rate of part-time minority separations also decreased by -23.2% from 35.7% last year.
- The turnover rate of full-time employees was 6.2% this year, a -0.7% decrease from the previous year of 7.1% overall. The turnover rate of part-time employee was 7.8% this year, a decrease of -5.5% from the previous year of 13.3%.

Full-time Minority new hires and promotions to full-time regular positions:

- Minority new hires and promotions to full time regular positions in the fiscal year 2009 were 32.1%, an increase of 8.1% from 24.0% last year.

Summary of Employment Activity Charts

Table 1

APPOINTMENTS	FY 07-08								FY 08-09							
	Full-Time				Part-Time				Full-Time				Part-Time			
	Total	Gender		Minorities	Total	Gender		Minorities	Total	Gender		Minorities	Total	Gender		Minorities
		M	F			M	F			M	F			M	F	
New Hires	101	44	57	34	7	4	3	4	62	27	35	18	4	1	3	0
Conversion	56	23	33	18	17	4	13	5	15	5	10	7	9	0	9	3
Appointments Total	157	67	90	52	24	8	16	9	77	32	45	25	13	1	12	3

Table 2

PROMOTIONS	FY 07-08									FY 08-09							
	Full-Time					Part-Time				Full-Time				Part-Time			
	Total	Gender			Minorities	Total	Gender		Minorities	Total	Gender		Minorities	Total	Gender		Minorities
		Unk.	M	F			M	F			M	F			M	F	
County Promo	0	0	0	0	0	0	0	0	0	4	0	4	1	0	0	0	0
Dept. Promo	52	1	29	22	9	1	0	1	1	25	11	14	8	0	0	0	0
Open List	62	0	36	26	13	4	2	2	1	10	4	6	3	0	0	0	0
Lateral	27	0	11	16	2	2	1	1	0	36	12	24	14	2	0	2	0
Promotions Total	141	0	77	64	24	7	3	4	2	75	27	48	26	2	0	2	0

Table 3

SEPARATIONS	FY 07-08								FY 08-09							
	Full-Time				Part-Time				Full-Time				Part-Time			
	Total	Gender		Minorities	Total	Gender		Minorities	Total	Gender		Minorities	Total	Gender		Minorities
		M	F			M	F			M	F			M	F	
Involuntary	18	5	13	5	3	1	2	1	16	8	8	8	2	0	2	0
Voluntary	112	38	74	26	25	1	24	9	100	46	54	19	14	3	11	2
Separations Total	130	43	87	31	28	2	26	10	116	54	62	27	16	3	13	2

APPOINTMENTS FY 2008-2009

Conversions	EEO Job Cat.	White						Black						Hispanic						Asian						American Indian/ Alaskan Native					
		County-Wide			FT			PT			FT			PT			FT			PT			FT			FT			PT		
		FT	PT	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
	Officials/Adm.	1	0	1	1		0			0			0			0			0			0			0			0			0
	Professionals	3	5	8	1	2	3	4	4	0			0			0			0			0			0			0			0
	Technicians	2	1	3	1	1	2	1	1	2			0			0			0			0			0			0			0
	Protective Svcs.	0	0	0			0			0			0			0			0			0			0			0			0
	Para-Prof.	1	2	3	1	1	2	1	1	2			0			0			0			0			0			0			0
	Admin. Support	5	1	6	1	1	2	1	1	2			0			0			0			0			0			0			0
	Skilled Crafts	1	0	1	1		0			0			0			0			0			0			0			0			0
	Service/Maint.	2	0	2			0			0			0			0			0			0			0			0			0
	Total	15	9	24	2	6	8	0	6	6	0	1	1	0	0	0	2	2	4	0	1	1	2	0	2	2	0	0	0	0	0
					53.3%			66.7%			6.7%			0.0%			26.7%			11.1%			13.3%			0.0%			22.2%		

New	EEO Job Cat.	White						Black						Hispanic						Asian						American Indian/ Alaskan Native					
		County-Wide			FT			PT			FT			PT			FT			PT			FT			FT			PT		
		FT	PT	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
	Officials/Adm.	4	0	4	1	2	3			0			0			0			0			1	1		0			0			0
	Professionals	18	1	19	8	4	12			0			0			0	1	2	3			0	1	2	3			0			0
	Technicians	1	1	2	1	1	2	1	1	2			0			0			0			0			0			0			0
	Protective Svcs.	10	0	10	1	3	4			0	1	1	2			0	2	2	4			0	3	3	6			0			0
	Para-Prof.	3	2	5		2	2			0			0			0			0			1	1		0			0			0
	Admin. Support	21	0	21	3	14	17			0	1	1	2			0		2	2			1	1		0			0			0
	Skilled Crafts	4	0	4	4		0			0			0			0			0			0			0			0			0
	Service/Maint.	1	0	1			0			0	1	1	2			0			0			0			0			0			0
	Total	62	4	66	18	25	43	1	3	4	2	5	7	0	0	0	3	4	7	0	0	4	5	9	0	0	0	0	0	0	0
					69.4%			100.0%			4.8%			0.0%			11.3%			0.0%			14.5%			0.0%			0.0%		
		77	13	90	20	31	51	1	9	10	2	2	4	0	0	0	5	6	11	0	1	1	5	6	11	0	2	2	0	0	0
	Appointments Total				66.2%			76.9%			5.2%			0.0%			14.3%			7.7%			14.3%			0.0%			15.4%		

**PROMOTIONS
FY 2008-2009**

County Promotion	EEO Job Cat.	County-Wide	White						Black						Hispanic						Asian						American Indian/ Alaskan Native					
			FT			PT			FT			PT			FT			PT			FT			PT			FT			PT		
			FT	PT	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total			
	Officials/Adm.	1	0	1	1			0			0					0					0					0			0			
	Professionals	3	0	2	2			0		1	1			0		0				0		0				0			0			
	Technicians	0	0		0			0			0					0					0					0			0			
	Protective Svcs.	0	0		0			0			0					0					0					0			0			
	Para-Prof.	0	0		0			0			0					0					0					0			0			
	Admin. Support	0	0		0			0			0					0					0					0			0			
	Skilled Crafts	0	0		0			0			0					0					0					0			0			
	Service/Maint.	0	0		0			0			0					0					0					0			0			
	Total	4	0	3	3	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
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**PROMOTIONS
FY 2008-2009**

Open List	County-Wide	White						Black						Hispanic						Asian						American Indian/ Alaskan Native											
		FT			PT			FT			PT			FT			PT			FT			PT			FT			PT			FT			PT		
		FT	PT	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total				
EEO Job Cat.																																					
Officials/Adm.	0	0			0			0			0			0			0			0			0			0			0			0					
Professionals	2	0	1	1	2			0			0			0			0			0			0			0			0			0					
Technicians	1	0		1	1			0			0			0			0			0			0			0			0			0					
Protective Svcs.	4	0	2	2	4			0			0			0			0			0			0			0			0			0					
Para-Prof.	2	0			0			0			0			0			0			0			0			0			0			0					
Admin. Support	1	0			0			0			0			0			0			0			0			0			0			0					
Skilled Crafts	0	0			0			0			0			0			0			0			0			0			0			0					
Services/Maint.	0	0			0			0			0			0			0			0			0			0			0			0					
Total	10	0	3	4	7				0	0	0	0	0	1	1	2				0	0	0	0	0	0	0	0	0	0	0	0	0	0				
			70.0%						0.0%			0.0%			10.0%			0.0%			20.0%			0.0%			0.0%			0.0%			0.0%				
Officials/Adm.	1	0	1		1			0			0			0			0			0			0			0			0			0					
Professionals	13	1	2	8	10			1	1	1	0			0			0			0			1	1	2	0			0			0					
Technicians	9	1	2	3	5			1	1	2	0			0			0			0			2	2	2	0			0			0					
Protective Svcs.	3	0	2		2			0			0			0			0			0			1	1	1	0			0			0					
Para-Prof.	2	0		1	1			0			0			0			1	1	0				0	0	0	0			0			0					
Admin. Support	7	0		3	3			0			0			0			1	1	0				2	2	2	0			0			0					
Skilled Crafts	0	0			0			0			0			0			0			0			0	0	0	0			0			0					
Services/Maint.	1	0			0			0			0			0			1	1	0				0	0	0	0			0			0					
Total	36	2	7	15	22			0	2	2	0	4	4	0	0	0	1	2	3	0	0	0	4	3	7	0	0	0	0	0	0	0	0				
			61.1%						100.0%			11.1%			8.3%			0.0%			19.4%			0.0%			0.0%			0.0%			0.0%				
Promotions Total	75	2	17	29	46			0	2	2	3	4	7	0	0	0	1	4	5	0	0	0	6	7	13	0	0	0	0	0	0	0	0				
			61.3%						100.0%			9.3%			6.7%			0.0%			17.3%			0.0%			0.0%			0.0%			0.0%				

**RELEASES FROM PROBATION AND SEPARATIONS
FY 2008-2009**

EEO Job Cat.	County-Wide	White						Black						Hispanic						Asian						American Indian/ Alaskan Native					
		FT			PT			FT			PT			FT			PT			FT			PT			FT			PT		
		M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total			
Officials/Adm.	2	0	1	1	2				0						0				0						0				0		
Professionals	7	0	1	1	2				0			2	2					2	1					0	1			0			
Technicians	0	1			0				1	1			0						0					0				0			
Protective Svcs.	0	0			0				0				0						0					0				0			
Para-Prof.	0	1			0				1	1			0						0					0				0			
Admin. Support	6	0	2	1	3				0			1	1					2	2					0	2			0			
Skilled Crafts	0	0			0				0				0						0					0				0			
Service/Maint.	1	0	1		1				0				0						0					0				0			
Total	16	2	5	3	8			0	2	2	0	3	3	0	0	0	2	0	2	0	0	1	2	3	0	0	0	0	0		
							50.0%							18.8%												0.0%			0.0%		
EEO Job Cat.	County-Wide	White						Black						Hispanic						Asian						American Indian/ Alaskan Native					
		FT			PT			FT			PT			FT			PT			FT			PT			FT			PT		
		M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total			
		8	0	4	4	8				0				0						0				0					0		
		37	9	16	16	32			2	5	7	1	1		0	1	1	2		1	1	1	2		1	1		0			
		7	0	2	4	6				0				0				1		1				0				0			
		17	0	12	2	14				0				0	1	1		2		0	2		2		0			0			
		5	3		3	3				3	3			0				1		0			0		1			0			
		22	1	1	14	15				1	1		2	2		0	5	5		0			0		0			0			
		2	1	2		2			1					0			0		0				0		0			0			
Service/Maint.	2	0	1		1				0			0						0	1		1		0				0				
Total	100	14	38	43	81			3	9	12	1	2	3	0	0	0	2	6	8	0	1	1	5	1	6	0	1	1	0		
							81.0%							3.0%				8.0%													
Separations Total	116	16	43	46	89			3	11	14	1	5	6	0	0	0	4	6	10	0	1	1	6	3	9	0	1	1	0		
							76.7%							5.2%				8.6%													
																													0.0%		

APPENDIX

**FULL TIME REGULAR HIRE WORKFORCE STATISTICS
(1980 - 2009)**

Year	TOTAL			WOMEN				MINORITIES			
	# of Employees	# Change	% Change	# of Women Employees	# Change	% Change	% of Women Employees	# of Minorities	# Change	% Change	% of Minorities
1980	1294	0	0.0%	655	0	0.0%	50.6%	158	0	0.0%	12.2%
1981	1325	31	2.4%	696	41	6.3%	52.5%	159	1	0.6%	12.0%
1982	1269	-56	-4.2%	659	-37	-5.3%	51.9%	163	4	2.5%	12.8%
1983	1286	17	1.3%	664	5	0.8%	51.6%	170	7	4.3%	13.2%
1984	1409	123	9.6%	744	10	1.5%	52.8%	210	40	23.5%	14.9%
1985	1458	49	3.5%	764	20	2.7%	52.4%	218	8	3.8%	15.0%
1986	1487	29	2.0%	782	18	2.4%	52.6%	234	16	7.3%	15.7%
1987	1452	-35	-2.4%	757	-25	-3.2%	52.1%	233	-1	-0.4%	16.1%
1988	1523	71	4.9%	769	12	1.6%	50.5%	231	-2	-0.9%	15.2%
1989	1533	10	1.0%	798	29	3.8%	52.1%	242	11	4.8%	15.8%
1990	1595	62	4.0%	839	41	5.1%	52.6%	268	26	10.7%	16.8%
1991	1592	-3	-0.2%	841	2	0.2%	52.8%	286	18	6.7%	18.0%
1992	1565	-27	-1.7%	828	-13	-1.5%	52.9%	278	-8	-3.0%	17.8%
1993	1512	-53	-3.4%	811	-17	-2.1%	53.6%	277	-1	-0.4%	18.3%
1994	1577	65	4.1%	848	37	4.4%	53.8%	291	14	4.8%	18.5%
1995	1612	35	2.2%	863	15	1.7%	53.5%	297	6	2.0%	18.4%
1996	1649	37	2.2%	877	14	1.6%	53.2%	318	21	6.6%	19.3%
1997	1668	19	1.1%	891	14	1.6%	53.4%	333	15	4.5%	20.0%
1998	1715	47	2.7%	930	39	4.2%	54.2%	349	16	4.6%	20.4%
1999	1776	61	3.4%	980	50	5.1%	55.2%	364	15	4.1%	20.5%
2000	1810	34	1.9%	982	2	0.2%	54.3%	396	32	8.1%	21.9%
2000-01	1841	31	1.7%	990	8	0.8%	53.8%	408	12	2.9%	22.2%
2001-02	1788	-53	-3.0%	926	-64	-6.9%	51.8%	401	-7	-1.7%	22.4%
2002-03	1786	-2	-0.1%	926	0	0	51.8%	410	9	2.2%	23.0%
2003-04	1797	11	0.6%	940	14	1.5%	52.3%	421	11	2.6%	23.4%
2004-05	1802	5	0.3%	952	12	1.3%	52.8%	451	30	6.7%	25.0%
2005-06	1858	56	3.0%	979	27	2.8%	52.7%	474	23	4.9%	25.5%
2006-07	1864	6	0.3%	963	-16	-1.7%	51.7%	465	-9	-1.9%	24.9%
2007-08	1894	30	1.6%	980	17	1.70%	51.7%	490	25	5.1%	25.9%
2008-09	1871	-23	-1.2%	979	-1	-0.1%	52.3%	493	3	0.6%	26.3%

**Department Underutilization
Four Year Retrospective by EEO Job Category and Protected Group**

Department	EEO Job Category	FY 05-06						FY 06-07						FY 07-08						FY 08-09					
		Protected Group						Protected Group						Protected Group						Protected Group					
		Women	Black	Hisp	Asian	Native Amr.		Women	Black	Hisp	Asian	Native Amr.		Women	Black	Hisp	Asian	Native Amr.		Women	Black	Hisp	Asian	Native Amr.	
Agricultural Weights & Meas.	Official/Admin.																								
	Professional																								
	Technician																								
	Protective Svcs.																								
	Para-Prof.																								
	Admin. Support																								
	Skilled Crafts																								
Assessor- Recorder	Service/Maint.																								
	Official/Admin.																								
	Professional																								
	Technician												X					Corrected						X	
	Protective Svcs.																								
	Para-Prof.																								
	Admin. Support													X										X	
Auditor/Controller (Dept. of Finance)	Skilled Crafts																								
	Service/Maint.																								
	Official/Admin.																								
	Professional																								
	Technician																								
	Protective Svcs.																								
	Para-Prof.																								
	Admin. Support																								
	Skilled Crafts																								
	Service/Maint.																								

**Department Underutilization
Four Year Retrospective by EEO Job Category and Protected Group**

Department	EEO Job Category	FY 05-06					FY 06-07					FY 07-08					FY 08-09				
		Protected Group					Protected Group					Protected Group					Protected Group				
		Women	Black	Hisp	Asian	Native Amr.	Women	Black	Hisp	Asian	Native Amr.	Women	Black	Hisp	Asian	Native Amr.	Women	Black	Hisp	Asian	Native Amr.
Board of Supervisors	Official/Admin.																				
	Professional																				
	Technician																				
	Protective Svcs.																				
	Para-Prof.																				
	Admin. Support																				
Child Support Services	Skilled Crafts																				
	Service/Maint.																				
	Official/Admin.																				
	Professional																				
	Technician																				
	Protective Svcs.																				
Community Development Agency	Para-Prof.																				
	Admin. Support																				
	Skilled Crafts																				
	Service/Maint.																				
	Official/Admin.																				
	Professional																X				

**Department Underutilization
Four Year Retrospective by EEO Job Category and Protected Group**

Department	EEO Job Category	FY 05-06					FY 06-07					FY 07-08					FY 08-09				
		Protected Group					Protected Group					Protected Group					Protected Group				
		Women	Black	Hisp	Asian	Native Amr.	Women	Black	Hisp	Asian	Native Amr.	Women	Black	Hisp	Asian	Native Amr.	Women	Black	Hisp	Asian	Native Amr.
Coroner	Official/Admin.																				
	Professional																				
	Technician																				
	Protective Svcs.																				
	Para-Prof.																				
	Admin. Support																				
County Administrator	Skilled Crafts																				
	Service/Maint.																				
	Official/Admin.																				
	Professional																				
	Technician																				
	Protective Svcs.																				
County Counsel	Para-Prof.																				
	Admin. Support																				
	Skilled Crafts																				
	Service/Maint.																				
	Official/Admin.																				
	Professional																				
	Technician																				
	Protective Svcs.																				
	Para-Prof.																				
	Admin. Support																				
	Skilled Crafts																				
	Service/Maint.																				
	Official/Admin.																				
	Professional																				

**Department Underutilization
Four Year Retrospective by EEO Job Category and Protected Group**

Department	EEO Job Category	FY 05-06					FY 06-07					FY 07-08					FY 08-09				
		Protected Group					Protected Group					Protected Group					Protected Group				
		Women	Black	Hisp	Asian	Native Amr.	Women	Black	Hisp	Asian	Native Amr.	Women	Black	Hisp	Asian	Native Amr.	Women	Black	Hisp	Asian	Native Amr.
Cultural Services	Official/Admin.																				
	Professional																				
	Technician																				
	Protective Svcs.																				
	Para-Prof.																				
	Admin. Support																				
District Attorney	Skilled Crafts																				
	Service/Maint.																				
	Official/Admin.																				
	Professional																				
	Technician																				
	Protective Svcs.																				
Farm Advisor	Para-Prof.																				
	Admin. Support																				
	Skilled Crafts																				
	Service/Maint.																				
	Official/Admin.																				
	Professional																				
Farm Advisor	Technician																				
	Protective Svcs.																				
	Para-Prof.																				
	Admin. Support																				
	Skilled Crafts																				
	Service/Maint.																				

**Department Underutilization
Four Year Retrospective by EEO Job Category and Protected Group**

Department	EEO Job Category	FY 05-06					FY 06-07					FY 07-08					FY 08-09				
		Protected Group					Protected Group					Protected Group					Protected Group				
		Women	Black	Hisp	Asian	Native Amr.	Women	Black	Hisp	Asian	Native Amr.	Women	Black	Hisp	Asian	Native Amr.	Women	Black	Hisp	Asian	Native Amr.
Fire	Official/Admin.																				
	Professional	X					X					X					X				
	Technician																				
	Protective Svcs.	X	X				X	X				X	X				X	X			
	Para-Prof.																				
	Admin. Support																				
Health and Human Services	Skilled Crafts																				
	Service/Maint.																				
	Official/Admin.																				
	Professional							X		X			X		X			Corrected		Corrected	
	Technician																				
	Protective Svcs.																				
Human Resources	Para-Prof.																				
	Admin. Support																				
	Skilled Crafts																				
	Service/Maint.																				
	Official/Admin.																				
	Professional																				
Human Resources	Technician																				
	Protective Svcs.																				
	Para-Prof.																				
	Admin. Support																				
	Skilled Crafts																				
	Service/Maint.																				

**Department Underutilization
Four Year Retrospective by EEO Job Category and Protected Group**

Department	EEO Job Category	FY 05-06					FY 06-07					FY 07-08					FY 08-09				
		Protected Group					Protected Group					Protected Group					Protected Group				
		Women	Black	Hisp	Asian	Native Amr.	Women	Black	Hisp	Asian	Native Amr.	Women	Black	Hisp	Asian	Native Amr.	Women	Black	Hisp	Asian	Native Amr.
Information Services & Technology	Official/Admin.																				
	Professional	X					X					Corrected							X		
	Technician																				
	Protective Svcs.																				
	Para-Prof.																				
	Admin. Support																				
	Skilled Crafts																				
Library	Service/Maint.																				
	Official/Admin.																				
	Professional																				
	Technician																				
	Protective Svcs.																				
	Para-Prof.									X			X (PT)		X (PT)			Corrected			X (PT)
	Admin. Support																				
Parks and Open Space	Skilled Crafts																				
	Service/Maint.																				
	Official/Admin.																				
	Professional						X					X					Corrected				
	Technician																				
	Protective Svcs.																				
	Para-Prof.																				
	Admin. Support																				
	Skilled Crafts																				
	Service/Maint.																				

**Department Underutilization
Four Year Retrospective by EEO Job Category and Protected Group**

Department	EEO Job Category	FY 05-06					FY 06-07					FY 07-08					FY 08-09				
		Protected Group					Protected Group					Protected Group					Protected Group				
		Women	Black	Hisp	Asian	Native Amr.	Women	Black	Hisp	Asian	Native Amr.	Women	Black	Hisp	Asian	Native Amr.	Women	Black	Hisp	Asian	Native Amr.
Probation	Official/Admin.																				
	Professional	X					Corrected														
	Technician																				
	Protective Svcs.																				
	Para-Prof.																				
	Admin. Support																				
	Skilled Crafts																				
Public Defender	Service/Maint.																				
	Official/Admin.																				
	Professional																				
	Technician																				
	Protective Svcs.																				
	Para-Prof.																				
	Admin. Support																				
Public Works	Skilled Crafts																				
	Service/Maint.																				
	Official/Admin.	X					X					Corrected									
	Professional																				
	Technician	X					X					X					X				
	Protective Svcs.																				
	Para-Prof.																				
Public Works	Admin. Support																				
	Skilled Crafts	X		X			X		X			X		Corrected			X				
	Service/Maint.	X	X	X			X	X	X			X	X	X	X		X			X	

**Department Underutilization
Four Year Retrospective by EEO Job Category and Protected Group**

Department	EEO Job Category	FY 05-06					FY 06-07					FY 07-08					FY 08-09				
		Protected Group					Protected Group					Protected Group					Protected Group				
		Women	Black	Hisp	Asian	Native Amr.	Women	Black	Hisp	Asian	Native Amr.	Women	Black	Hisp	Asian	Native Amr.	Women	Black	Hisp	Asian	Native Amr.
Retirement	Official/Admin.																				
	Professional																				
	Technician																				
	Protective Svcs.																				
	Para-Prof.																				
	Admin. Support																				
Sheriff	Skilled Crafts																				
	Service/Maint.																				
	Official/Admin.																				
	Professional	X					X					X					X				
	Technician	X					X					X					X				
	Protective Svcs.		X		X			X	X	X			X	X	X			X	Corrected	X	
Treasurer-Tax Collector	Para-Prof.																				
	Admin. Support		X	X				X	X				X					X	X		
	Skilled Crafts																				
	Service/Maint.			X					X					X					X		
	Official/Admin.																				
	Professional																				
Treasurer-Tax Collector	Technician																				
	Protective Svcs.																				
	Para-Prof.																				
	Admin. Support	X					X										Corrected				
	Skilled Crafts																				
	Service/Maint.																				

**Summary of Department Underutilization of Women and Minorities
By EEO Job Category
FY 2009**

Department	EEO Job Category/ Code	Women	Black	Hispanic	Asian	Native American
Assessor/Recorder	Technician (30) Admin. Support (60)	X			X	
Community Development Agency	Professional (20)	X				
Fire	Professional (20) Protective Services (40)	X X	X			
Health & Human Services	Admin. Support (60)	X				
Information Services & Technology	Professional (20)			X		
Library	Para-Professional (50) (Part-Time)				X	
Parks & Open Space	Service/Maint. (80)			X		
Public Works	Technician (30) Skilled Crafts (70) Service/Maint. (80)	X X X		X		
Sheriff	Professional (20) Technician (30) Protective Services (40) Admin. Support (60) Service/Maint. (80)	X X	X X	X X X	X	