

**Appointing Authorities Utilization Analysis**

Provided by the Office of Human Rights

January 2016

Explanation from Paul Valenti, Director, Office of Human Rights:

- Line 1 for each occupational group is our workforce.
- Line 2 for each occupational group is the available community workforce.
- Line 3 (yellow) for each occupational group is the percentage underutilization (if any) between our workforce and the available community workforce (where a deficiency exists, it is highlighted in yellow).
- Line 4 (red) is the number of persons (rounded down to the next whole person) required to address the underutilization (as highlighted in red).

# **EEO Analysis - BoCC Workforce, Summary, January 2016**

EEO Category	Total	Males	%Male	Fems.	%Fem.	Whites	%White	Blacks	%Black	AI/ AN	%AI/ AN	Asians	%Asian	Hisps.	%Hisp.
<b>ADMIN SUPPT</b>	<b>220</b>	<b>32</b>	<b>14.55%</b>	<b>188</b>	<b>85.45%</b>	<b>160</b>	<b>72.73%</b>	<b>42</b>	<b>19.09%</b>	<b>1</b>	<b>0.45</b>	<b>4</b>	<b>1.82%</b>	<b>10</b>	<b>4.55%</b>
Cmnty Wkfc			37.00%		63.00%		81.00%		9.00%		0.00		2.00%		7.00%
% Difference			22.45%				8.27%						0.18%		2.45%
# Difference		49				18								5	
<b>OFFICIAL/ADM</b>	<b>201</b>	<b>125</b>	<b>62.19%</b>	<b>76</b>	<b>37.81%</b>	<b>177</b>	<b>88.06%</b>	<b>14</b>	<b>6.97%</b>	<b>1</b>	<b>0.50</b>	<b>2</b>	<b>1.00%</b>	<b>7</b>	<b>3.48%</b>
Cmnty Wkfc			60.00%		40.00%		86.00%		5.00%		0.00		2.00%		5.00%
% Difference					2.20%								1.00%		1.52%
# Difference				4								2		3	
<b>PARA-PROF</b>	<b>78</b>	<b>17</b>	<b>21.79%</b>	<b>61</b>	<b>78.21%</b>	<b>65</b>	<b>83.33%</b>	<b>11</b>	<b>14.10%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>2</b>	<b>2.56%</b>
Cmnty Wkfc			41.00%		59.00%		75.00%		11.00%		0.00		4.00%		8.00%
% Difference			19.21%										4.00%		5.44%
# Difference		14										3		4	
<b>PROFESS</b>	<b>316</b>	<b>137</b>	<b>43.35%</b>	<b>179</b>	<b>56.65%</b>	<b>244</b>	<b>77.22%</b>	<b>45</b>	<b>14.24%</b>	<b>0</b>	<b>0.00</b>	<b>8</b>	<b>2.53%</b>	<b>18</b>	<b>5.70%</b>
Cmnty Wkfc			44.00%		56.00%		83.00%		6.00%		0.00		4.00%		6.00%
% Difference			0.65%				5.78%						1.47%		0.30%
# Difference		2				18						4			
<b>PROT. SVCS.</b>	<b>127</b>	<b>91</b>	<b>71.65%</b>	<b>36</b>	<b>28.35%</b>	<b>111</b>	<b>87.40%</b>	<b>13</b>	<b>10.24%</b>	<b>1</b>	<b>0.79</b>	<b>0</b>	<b>0.00%</b>	<b>2</b>	<b>1.57%</b>
Cmnty Wkfc			43.00%		57.00%		73.00%		17.00%		0.00		3.00%		4.00%
% Difference					28.65%				6.76%				3.00%		2.43%
# Difference				36				8				3		3	
<b>SERV/MAINT</b>	<b>85</b>	<b>79</b>	<b>92.94%</b>	<b>6</b>	<b>7.06%</b>	<b>41</b>	<b>48.24%</b>	<b>36</b>	<b>42.35%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>8</b>	<b>9.41%</b>
Cmnty Wkfc			55.00%		45.00%		66.00%		14.00%		0.00		5.00%		13.00%
% Difference					37.94%		17.76%						5.00%		3.59%
# Difference				32		15						4		3	
<b>SKILLED CRAFT</b>	<b>344</b>	<b>314</b>	<b>91.28%</b>	<b>29</b>	<b>8.43%</b>	<b>238</b>	<b>69.19%</b>	<b>94</b>	<b>27.33%</b>	<b>1</b>	<b>0.29</b>	<b>1</b>	<b>0.29%</b>	<b>8</b>	<b>2.33%</b>
Cmnty Wkfc			94.00%		6.00%		79.00%		6.00%		0.00		3.00%		12.00%
% Difference			2.72%				9.81%						2.71%		9.67%
# Difference		9				33						9		33	
<b>TECHS</b>	<b>390</b>	<b>296</b>	<b>75.90%</b>	<b>93</b>	<b>23.85%</b>	<b>326</b>	<b>83.59%</b>	<b>40</b>	<b>10.26%</b>	<b>0</b>	<b>0.00</b>	<b>3</b>	<b>0.77%</b>	<b>19</b>	<b>4.87%</b>
Cmnty Wkfc			41.00%		59.00%		75.00%		11.00%		0.00		4.00%		8.00%
% Difference					35.15%				0.74%				3.23%		3.13%
# Difference				137				2				12		12	
<b>Grand Total</b>	<b>1,761</b>	<b>1,091</b>	<b>61.95%</b>	<b>668</b>	<b>37.93%</b>	<b>1362</b>	<b>77.34%</b>	<b>295</b>	<b>16.75%</b>	<b>4</b>	<b>0.23</b>	<b>18</b>	<b>1.02%</b>	<b>74</b>	<b>4.20%</b>
# Difference		74		209		84		10				37		63	

# **EEO Analysis - Airport, December 31, 2015**

EEO Job Category	Total	Males	%Male	Fems.	%Fems.	Whites	%White	Blacks	%Black	AI/ AN	%AI/ AN	Asians	%Asian	Hisp.	%Hisp.
<b>ADMIN SUPPT</b>	<b>5</b>	<b>1</b>	<b>20.00%</b>	<b>4</b>	<b>80.00%</b>	<b>4</b>	<b>80.00%</b>	<b>1</b>	<b>20.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			37.00%		63.00%		81.00%		9.00%		0.00		2.00%		7.00%
% Difference			17.00%				1.00%						2.00%		7.00%
# Difference															
<b>OFFICIAL/ADM</b>	<b>8</b>	<b>6</b>	<b>75.00%</b>	<b>2</b>	<b>25.00%</b>	<b>8</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			60.00%		40.00%		86.00%		5.00%				2.00%		5.00%
% Difference					15.00%				5.00%				2.00%		5.00%
# Difference				1											
<b>PROFESS</b>	<b>14</b>	<b>12</b>	<b>85.71%</b>	<b>2</b>	<b>14.29%</b>	<b>13</b>	<b>92.86%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00</b>	<b>1</b>	<b>7.14%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			44.00%		56.00%		83.00%		6.00%				4.00%		6.00%
% Difference					41.71%				6.00%						6.00%
# Difference				5											
<b>PROT.SVCS.</b>	<b>15</b>	<b>13</b>	<b>86.67%</b>	<b>2</b>	<b>13.33%</b>	<b>13</b>	<b>86.67%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>2</b>	<b>13.33%</b>
Cmnty Wkfc			43.00%		57.00%		73.00%		17.00%		0.00		3.00%		4.00%
% Difference					43.67%				17.00%				3.00%		
# Difference				6				2							
<b>SERV/MAINT</b>	<b>2</b>	<b>2</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>1</b>	<b>50.00%</b>	<b>1</b>	<b>50.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			55.00%		45.00%		66.00%		14.00%		0.00		5.00%		13.00%
% Difference							16.00%								
# Difference															
<b>SKILLED CRAFT</b>	<b>12</b>	<b>11</b>	<b>91.67%</b>	<b>1</b>	<b>8.33%</b>	<b>8</b>	<b>66.67%</b>	<b>3</b>	<b>25.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>1</b>	<b>8.33%</b>
Cmnty Wkfc			94.00%		6.00%		79.00%		6.00%		0.00		3.00%		12.00%
% Difference			2.33%				12.33%						3.00%		3.67%
# Difference						1									
<b>TECHS</b>	<b>2</b>	<b>2</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>1</b>	<b>50.00%</b>	<b>1</b>	<b>50.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			41.00%		59.00%		75.00%		11.00%				4.00%		8.00%
% Difference					59.00%		25.00%						4.00%		8.00%
# Difference				1											
<b>Grand Total</b>	<b>58</b>	<b>47</b>	<b>81.03%</b>	<b>11</b>	<b>18.97%</b>	<b>48</b>	<b>82.76%</b>	<b>6</b>	<b>10.34%</b>	<b>0</b>	<b>0.00</b>	<b>1</b>	<b>1.72%</b>	<b>3</b>	<b>5.17%</b>
# Difference				13		1		2							

# **EEO Analysis - Animal Services, December 31, 2015**

EEO Job Category	Total	Males	%Male	Fems.	%Fems.	Whites	%White	Blacks	%Black	AI/ AN	% AI/ AN	Asians	%Asian	Hisps.	%Hisp.
<b>ADMIN SUPP.</b>	<b>4</b>	<b>0</b>	<b>0.00%</b>	<b>4</b>	<b>100.00%</b>	<b>4</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			37.00%		63.00%		81.00%		9.00%		0.00		2.00%		0.00%
% Difference			37.00%						9.00%				2.00%		
# Difference		1													
<b>OFFICIAL/ADM</b>	<b>1</b>	<b>1</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>1</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			60.00%		40.00%		86.00%		5.00%				2.00%		5.00%
% Difference				40.00%					5.00%				2.00%		5.00%
# Difference															
<b>PARA-PROF</b>	<b>14</b>	<b>4</b>	<b>28.57%</b>	<b>10</b>	<b>71.43%</b>	<b>10</b>	<b>71.43%</b>	<b>4</b>	<b>28.57%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			41.00%		59.00%		75.00%		11.00%				4.00%		8.00%
% Difference			12.43%				3.57%						4.00%		8.00%
# Difference		1												1	
<b>PROFESS</b>	<b>6</b>	<b>1</b>	<b>16.67%</b>	<b>5</b>	<b>83.33%</b>	<b>5</b>	<b>83.33%</b>	<b>1</b>	<b>16.67%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			44.00%		56.00%		83.00%		6.00%				4.00%		6.00%
% Difference			27.33%										4.00%		6.00%
# Difference		1													
<b>PROT.SRVCS.</b>	<b>17</b>	<b>10</b>	<b>58.82%</b>	<b>7</b>	<b>41.18%</b>	<b>16</b>	<b>94.12%</b>	<b>1</b>	<b>5.88%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			43.00%		57.00%		73.00%		17.00%		0.00		3.00%		4.00%
% Difference				15.82%					11.12%				3.00%		4.00%
# Difference				2				1							
<b>SERV.MAINT.</b>	<b>8</b>	<b>4</b>	<b>50.00%</b>	<b>4</b>	<b>50.00%</b>	<b>7</b>	<b>87.50%</b>	<b>1</b>	<b>12.50%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			55.00%		45.00%		66.00%		14.00%		0.00		5.00%		13.00%
% Difference			5.00%						1.50%				5.00%		13.00%
# Difference														1	
<b>TECH.</b>	<b>2</b>	<b>0</b>	<b>0.00%</b>	<b>2</b>	<b>100.00%</b>	<b>2</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			41.00%		59.00%		75.00%		11.00%				4.00%		8.00%
% Difference			41.00%						11.00%				4.00%		8.00%
# Difference															
<b>Grand Total</b>	<b>52</b>	<b>20</b>	<b>38.46%</b>	<b>32</b>	<b>61.54%</b>	<b>45</b>	<b>86.54%</b>	<b>7</b>	<b>13.46%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
# Difference		3		2				1						2	

# **EEO Analysis - Building Services, December 31, 2015**

EEO Job Category	Total	Males	%Male	Fems.	%Fems.	Whites	%White	Blacks	%Black	AI/ AN	%AI/ AN	Asians	%Asian	Hisps.	%Hisp.
<b>ADMIN SUPPT</b>	<b>4</b>	<b>1</b>	<b>25.00%</b>	<b>3</b>	<b>75.00%</b>	<b>4</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			37.00%		63.00%		81.00%		9.00%				2.00%		7.00%
% Difference			12.00%						9.00%				2.00%		7.00%
# Difference															
<b>OFFICIAL/ADM</b>	<b>5</b>	<b>5</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>5</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			60.00%		40.00%		86.00%		5.00%				2.00%		5.00%
% Difference					40.00%				5.00%				2.00%		5.00%
# Difference				2											
<b>PARA-PROF</b>	<b>14</b>	<b>2</b>	<b>14.29%</b>	<b>12</b>	<b>85.71%</b>	<b>12</b>	<b>85.71%</b>	<b>2</b>	<b>14.29%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			41.00%		59.00%		75.00%		11.00%				4.00%		8.00%
% Difference			26.71%										4.00%		8.00%
# Difference		3												1	
<b>PROFESS</b>	<b>7</b>	<b>6</b>	<b>85.71%</b>	<b>1</b>	<b>14.29%</b>	<b>6</b>	<b>85.71%</b>	<b>1</b>	<b>14.29%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			44.00%		56.00%		83.00%		6.00%				4.00%		6.00%
% Difference					41.71%								4.00%		6.00%
# Difference				2											
<b>TECH</b>	<b>25</b>	<b>22</b>	<b>88.00%</b>	<b>2</b>	<b>8.00%</b>	<b>23</b>	<b>92.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>1</b>	<b>4.00%</b>
Cmnty Wkfc			41.00%		59.00%		75.00%		11.00%				4.00%		8.00%
% Difference					51.00%				11.00%				4.00%		4.00%
# Difference				12				2				1		1	
<b>Grand Total</b>	<b>55</b>	<b>36</b>	<b>65.45%</b>	<b>18</b>	<b>32.73%</b>	<b>50</b>	<b>90.91%</b>	<b>3</b>	<b>5.45%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>1</b>	<b>1.82%</b>
# Difference		3		16				2				1		2	

## EEO Analysis - Communications, December 31, 2015

[illegible]



**EEO Analysis - County Administrator's Office, December 31, 2015**

[illegible]



## EEO Analysis - Human Services, December 31, 2015

[illegible]

# **EEO Analysis - Dept. Safety and Emergency Services, December 31, 2015**

EEO Job Category	Total	Males	%Male	Fems.	%Fem.	Whites	%White	Blacks	%Black	AI/ AN	%AI/ AN	Asians	%Asian	Hisp.	%Hisp.
<b>ADMIN SUPPT</b>	<b>64</b>	<b>13</b>	<b>20.31%</b>	<b>51</b>	<b>79.69%</b>	<b>46</b>	<b>71.88%</b>	<b>11</b>	<b>17.19%</b>	<b>0</b>	<b>0.00</b>	<b>1</b>	<b>1.56%</b>	<b>6</b>	<b>9.38%</b>
Cmnty Wkfc			37.00%		63.00%		81.00%		9.00%				2.00%		7.00%
% Difference			16.69%				9.12%						0.44%		
# Difference		10				5									
<b>OFFICIAL/ADM</b>	<b>10</b>	<b>6</b>	<b>60.00%</b>	<b>4</b>	<b>40.00%</b>	<b>9</b>	<b>90.00%</b>	<b>1</b>	<b>10.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			60.00%		40.00%		86.00%		5.00%				2.00%		5.00%
% Difference													2.00%		5.00%
# Difference															
<b>PARA-PROF</b>	<b>1</b>	<b>1</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>1</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			41.00%		59.00%		75.00%		11.00%				4.00%		8.00%
% Difference					59.00%				11.00%				4.00%		8.00%
# Difference															
<b>PROFESS</b>	<b>9</b>	<b>4</b>	<b>44.44%</b>	<b>5</b>	<b>55.56%</b>	<b>5</b>	<b>55.56%</b>	<b>4</b>	<b>44.44%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			44.00%		56.00%		83.00%		6.00%				4.00%		6.00%
% Difference					0.44%		27.44%						4.00%		6.00%
# Difference						2									
<b>TECHS</b>	<b>61</b>	<b>30</b>	<b>49.18%</b>	<b>31</b>	<b>50.82%</b>	<b>59</b>	<b>96.72%</b>	<b>2</b>	<b>3.28%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			41.00%		59.00%		75.00%		11.00%				4.00%		8.00%
% Difference					8.18%				7.72%				4.00%		8.00%
# Difference				4				4				2		4	
<b>Grand Total</b>	<b>145</b>	<b>54</b>	<b>37.24%</b>	<b>91</b>	<b>62.76%</b>	<b>120</b>	<b>82.76%</b>	<b>18</b>	<b>12.41%</b>	<b>0</b>	<b>0.00</b>	<b>1</b>	<b>0.69%</b>	<b>6</b>	<b>4.14%</b>
# Difference		10		4		7		4				2		4	

**EEO Analysis - Development Review Services, December 31, 2015**

[illegible]

## EEO Analysis - Economic Development, December 31, 2015

[illegible]

## EEO Analysis - Emergency Management, December 31, 2015

[illegible]

# **EEO Analysis - Office of Engineering and Technical Support, December 31, 2015**

EEO Job Category	Total	Males	%Male	Fems.	%Fem.	Whites	%White	Blacks	%Black	AI/ AN	%AI/ AN	Asians	%Asian	Hisps.	%Hisp.
<b>ADMIN SUPPT</b>	<b>7</b>	<b>1</b>	<b>14.29%</b>	<b>6</b>	<b>85.71%</b>	<b>7</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			37.00%		63.00%		81.00%		9.00%				2.00%		7.00%
% Difference			22.71%						9.00%				2.00%		7.00%
# Difference		1													
<b>OFFICIAL/ADM</b>	<b>13</b>	<b>11</b>	<b>84.62%</b>	<b>2</b>	<b>15.38%</b>	<b>10</b>	<b>76.92%</b>	<b>1</b>	<b>7.69%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>2</b>	<b>15.38%</b>
Cmnty Wkfc			60.00%		40.00%		86.00%		5.00%				2.00%		5.00%
% Difference					24.62%		9.08%						2.00%		
# Difference				3		1									
<b>PARA-PROF</b>	<b>4</b>	<b>2</b>	<b>50.00%</b>	<b>2</b>	<b>50.00%</b>	<b>3</b>	<b>75.00%</b>	<b>1</b>	<b>25.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			41.00%		59.00%		75.00%		11.00%				4.00%		8.00%
% Difference					9.00%								4.00%		8.00%
# Difference															
<b>PROFESS</b>	<b>34</b>	<b>24</b>	<b>70.59%</b>	<b>10</b>	<b>29.41%</b>	<b>29</b>	<b>85.29%</b>	<b>2</b>	<b>5.88%</b>	<b>0</b>	<b>0.00</b>	<b>2</b>	<b>5.88%</b>	<b>1</b>	<b>2.94%</b>
Cmnty Wkfc			44.00%		56.00%		83.00%		6.00%	0		0	4.00%		6.00%
% Difference					26.59%				0.12%						3.06%
# Difference				9										1	
<b>TECHS</b>	<b>43</b>	<b>38</b>	<b>88.37%</b>	<b>5</b>	<b>11.63%</b>	<b>38</b>	<b>88.37%</b>	<b>2</b>	<b>4.65%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>3</b>	<b>6.98%</b>
Cmnty Wkfc			41.00%		59.00%		75.00%		11.00%				4.00%		8.00%
% Difference					47.37%				6.35%				4.00%		1.02%
# Difference				20				2				1			
<b>Grand Total</b>	<b>101</b>	<b>76</b>	<b>75.25%</b>	<b>25</b>	<b>24.75%</b>	<b>87</b>	<b>86.14%</b>	<b>6</b>	<b>5.94%</b>	<b>0</b>	<b>0.00</b>	<b>2</b>	<b>1.98%</b>	<b>6</b>	<b>5.94%</b>
# Difference		1		32		1		2				1		1	

**EEO Analysis Office of Management and Budget, December 30, 2015**

EEO Job Category	Total	Males	%Male	Fems.	%Fem.	Whites	%White	Blacks	%Blacks	AI/ AN	% AI/ AN	Asians	%Asian	Hisps.	%Hisp.
<b>ADMIN SUPPT</b>	<b>3</b>	<b>0</b>	<b>0.00%</b>	<b>3</b>	<b>100.00%</b>	<b>3</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			37.00%		63.00%		81.00%		9.00%				2.00%		7.00%
% Difference			37.00%						9.00%				2.00%		7.00%
# Difference		1													
<b>OFFICIAL/ADM</b>	<b>7</b>	<b>2</b>	<b>28.57%</b>	<b>5</b>	<b>71.43%</b>	<b>7</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			60.00%		40.00%		86.00%		5.00%				2.00%		5.00%
% Difference			31.43%						5.00%				2.00%		5.00%
# Difference		2													
<b>PROFESS</b>	<b>26</b>	<b>5</b>	<b>19.23%</b>	<b>21</b>	<b>80.77%</b>	<b>22</b>	<b>84.62%</b>	<b>2</b>	<b>7.69%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>2</b>	<b>7.69%</b>
Cmnty Wkfc			44.00%		56.00%		83.00%		6.00%				4.00%		6.00%
% Difference			24.77%										4.00%		
# Difference		6										1			
<b>Grand Total</b>	<b>36</b>	<b>7</b>	<b>19.44%</b>	<b>29</b>	<b>80.56%</b>	<b>32</b>	<b>88.89%</b>	<b>2</b>	<b>5.56%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>2</b>	<b>5.56%</b>
# Difference		9										1			

# **EEO Analysis - Parks and Conservation Resources, December 31, 2015**

EEO Job Category	Total	Males	%Male	Fems.	%Fem.	Whites	%White	Blacks	%Black	AI/ AN	%AI/ AN	Asians	%Asians	Hisps.	%Hisp.
<b>ADMIN SUPPT</b>	<b>14</b>	<b>0</b>	<b>0.00%</b>	<b>14</b>	<b>100.00%</b>	<b>14</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			37.00%		63.00%		81.00%		9.00%				2.00%		7.00%
% Difference			37.00%						9.00%				2.00%		7.00%
# Difference		5						1							
<b>OFFICIAL/ADM</b>	<b>12</b>	<b>7</b>	<b>58.33%</b>	<b>5</b>	<b>41.67%</b>	<b>11</b>	<b>91.67%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00</b>	<b>1</b>	<b>8.33%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			60.00%		40.00%		86.00%		5.00%				2.00%		5.00%
% Difference			1.67%						5.00%						5.00%
# Difference															
<b>PARA-PROF</b>	<b>2</b>	<b>0</b>	<b>0.00%</b>	<b>2</b>	<b>100.00%</b>	<b>2</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			41.00%		59.00%		75.00%		11.00%				4.00%		8.00%
% Difference			41.00%						11.00%				4.00%		8.00%
# Difference															
<b>PROFESS</b>	<b>21</b>	<b>13</b>	<b>61.90%</b>	<b>8</b>	<b>38.10%</b>	<b>19</b>	<b>90.48%</b>	<b>1</b>	<b>4.76%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>1</b>	<b>4.76%</b>
Cmnty Wkfc			44.00%		56.00%		83.00%		6.00%				4.00%		6.00%
% Difference					17.90%				1.24%				4.00%		1.24%
# Difference				3											
<b>PROT.SRVCS.</b>	<b>82</b>	<b>61</b>	<b>74.39%</b>	<b>21</b>	<b>25.61%</b>	<b>73</b>	<b>89.02%</b>	<b>8</b>	<b>9.76%</b>	<b>1</b>	<b>1.22</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			43.00%		57.00%		73.00%		17.00%				3.00%		4.00%
% Difference					31.39%				7.24%				3.00%		4.00%
# Difference				25				5				2		3	
<b>SERV/MAINT</b>	<b>21</b>	<b>21</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>11</b>	<b>52.38%</b>	<b>9</b>	<b>42.86%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>1</b>	<b>4.76%</b>
Cmnty Wkfc			55.00%		45.00%		66.00%		14.00%				5.00%		13.00%
% Difference					45.00%		13.62%						5.00%		8.24%
# Difference				9		2						1		1	
<b>SKILLED CRAFT</b>	<b>24</b>	<b>23</b>	<b>95.83%</b>	<b>1</b>	<b>4.17%</b>	<b>20</b>	<b>83.33%</b>	<b>3</b>	<b>12.50%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>1</b>	<b>4.17%</b>
Cmnty Wkfc			94.00%		6.00%		79.00%		6.00%				3.00%		12.00%
% Difference					1.83%								3.00%		7.83%
# Difference														1	
<b>TECHS</b>	<b>10</b>	<b>4</b>	<b>40.00%</b>	<b>6</b>	<b>60.00%</b>	<b>9</b>	<b>90.00%</b>	<b>1</b>	<b>10.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			41.00%		59.00%		75.00%		11.00%				4.00%		8.00%
% Difference			1.00%						1.00%				4.00%		8.00%
# Difference															
<b>Grand Total</b>	<b>186</b>	<b>129</b>	<b>69.35%</b>	<b>57</b>	<b>30.65%</b>	<b>159</b>	<b>85.48%</b>	<b>22</b>	<b>11.83%</b>	<b>1</b>	<b>0.54</b>	<b>1</b>	<b>0.54%</b>	<b>3</b>	<b>1.61%</b>
# Difference		5		37		2		6				3		5	



**EEO Analysis - Planning Department, December 30, 2015**

[illegible]

# **EEO Analysis - Public Works, December 31, 2015**

EEO Job Category	Total	Males	%Male	Fems.	%Fem.	Whites	%White	Blacks	%Black	AI/ AN	%AI/ AN	Asians	%Asian	Hisps.	%Hisp.
<b>ADMIN SUPPT</b>	<b>13</b>	<b>4</b>	<b>30.77%</b>	<b>9</b>	<b>69.23%</b>	<b>9</b>	<b>69.23%</b>	<b>4</b>	<b>30.77%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			37.00%		63.00%		81.00%		9.00%				2.00%		7.00%
% Difference			6.23%				11.77%						2.00%		7.00%
# Difference						1									
<b>OFFICIAL/ADM</b>	<b>25</b>	<b>21</b>	<b>84.00%</b>	<b>4</b>	<b>16.00%</b>	<b>23</b>	<b>92.00%</b>	<b>1</b>	<b>4.00%</b>	<b>1</b>	<b>4.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			60.00%		40.00%		86.00%		5.00%				2.00%		5.00%
% Difference					24.00%				1.00%				2.00%		5.00%
# Difference				6										1	
<b>PARA-PROF</b>	<b>4</b>	<b>2</b>	<b>50.00%</b>	<b>2</b>	<b>50.00%</b>	<b>4</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			41.00%		59.00%		75.00%		11.00%				4.00%		8.00%
% Difference					9.00%				11.00%				4.00%		8.00%
# Difference															
<b>PROFESS</b>	<b>35</b>	<b>22</b>	<b>62.86%</b>	<b>13</b>	<b>37.14%</b>	<b>34</b>	<b>97.14%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>1</b>	<b>2.86%</b>
Cmnty Wkfc			44.00%		56.00%		83.00%		6.00%				4.00%		6.00%
% Difference					18.86%				6.00%				4.00%		3.14%
# Difference				6				2				1		1	
<b>SERV/MAINT</b>	<b>29</b>	<b>28</b>	<b>96.55%</b>	<b>1</b>	<b>3.45%</b>	<b>13</b>	<b>44.83%</b>	<b>13</b>	<b>44.83%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>3</b>	<b>10.34%</b>
Cmnty Wkfc			55.00%		45.00%		66.00%		14.00%				5.00%		13.00%
% Difference					41.55%		21.17%						5.00%		2.66%
# Difference				12		6						1			
<b>SKILLED CRAFT</b>	<b>85</b>	<b>78</b>	<b>91.76%</b>	<b>7</b>	<b>8.24%</b>	<b>58</b>	<b>68.24%</b>	<b>26</b>	<b>30.59%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>1</b>	<b>1.18%</b>
Cmnty Wkfc			94.00%		6.00%		79.00%		6.00%				3.00%		12.00%
% Difference			2.24%				10.76%						3.00%		10.82%
# Difference		1				9						2		9	
<b>TECHS</b>	<b>81</b>	<b>63</b>	<b>77.78%</b>	<b>18</b>	<b>22.22%</b>	<b>66</b>	<b>81.48%</b>	<b>11</b>	<b>13.58%</b>	<b>0</b>	<b>0.00</b>	<b>1</b>	<b>1.23%</b>	<b>3</b>	<b>3.70%</b>
Cmnty Wkfc			41.00%		59.00%		75.00%		11.00%				4.00%		8.00%
% Difference					36.78%								3.77%		4.30%
# Difference				29								3		3	
<b>Grand Total</b>	<b>272</b>	<b>218</b>	<b>80.15%</b>	<b>54</b>	<b>19.85%</b>	<b>207</b>	<b>76.10%</b>	<b>55</b>	<b>20.22%</b>	<b>1</b>	<b>0.37</b>	<b>1</b>	<b>0.37%</b>	<b>8</b>	<b>2.94%</b>
# Difference		1		53		16		2				7		14	

### EEO Analysis - Purchasing, December 31, 2015

[illegible]

# **EEO Analysis - Real Estate Management, December 31, 2015**

EEO Job Category	Total	Males	%Male	Fems.	%Fem	Whites	%White	Blacks	%Black	AI/ AN	%AI/ AN	Asians	%Asian	Hisps.	%Hisp.
<b>ADMIN SUPPT</b>	<b>11</b>	<b>1</b>	<b>9.09%</b>	<b>10</b>	<b>90.91%</b>	<b>6</b>	<b>54.55%</b>	<b>3</b>	<b>27.27%</b>	<b>1</b>	<b>9.09</b>	<b>0</b>	<b>0.00%</b>	<b>1</b>	<b>9.09%</b>
Cmnty Wkfc			37.00%		63.00%		81.00%		9.00%		0.00		2.00%		7.00%
% Difference			27.91%				26.45%						2.00%		
# Difference		3				2									
<b>OFFICIAL/ADM</b>	<b>15</b>	<b>11</b>	<b>73.33%</b>	<b>4</b>	<b>26.67%</b>	<b>11</b>	<b>73.33%</b>	<b>3</b>	<b>20.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>1</b>	<b>6.67%</b>
Cmnty Wkfc			60.00%		40.00%		86.00%		5.00%				2.00%		5.00%
% Difference					13.33%		12.67%						2.00%		
# Difference				1		1									
<b>PARA-PROF</b>	<b>1</b>	<b>0</b>	<b>0.00%</b>	<b>1</b>	<b>100.00%</b>	<b>1</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			41.00%		59.00%		75.00%		11.00%				4.00%		8.00%
% Difference			41.00%						11.00%				4.00%		8.00%
# Difference															
<b>PROFESS</b>	<b>14</b>	<b>6</b>	<b>42.86%</b>	<b>8</b>	<b>57.14%</b>	<b>9</b>	<b>64.29%</b>	<b>4</b>	<b>28.57%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>1</b>	<b>7.14%</b>
Cmnty Wkfc			44.00%		56.00%		83.00%		6.00%				4.00%		6.00%
% Difference			1.14%				18.71%						4.00%		
# Difference						2									
<b>SKILLED CRAFT</b>	<b>75</b>	<b>72</b>	<b>96.00%</b>	<b>3</b>	<b>4.00%</b>	<b>53</b>	<b>70.67%</b>	<b>16</b>	<b>21.33%</b>	<b>1</b>	<b>1.33</b>	<b>0</b>	<b>0.00%</b>	<b>5</b>	<b>6.67%</b>
Cmnty Wkfc			94.00%		6.00%		79.00%		6.00%		0.00		3.00%		12.00%
% Difference					2.00%		8.33%						3.00%		5.33%
# Difference				1		6						2		3	
<b>TECHS</b>	<b>27</b>	<b>27</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>26</b>	<b>96.30%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>1</b>	<b>3.70%</b>
Cmnty Wkfc			41.00%		59.00%		75.00%		11.00%				4.00%		8.00%
% Difference					59.00%				11.00%				4.00%		4.30%
# Difference				15				2				1		1	
<b>Grand Total</b>	<b>143</b>	<b>117</b>	<b>81.82%</b>	<b>26</b>	<b>18.18%</b>	<b>106</b>	<b>74.13%</b>	<b>26</b>	<b>18.18%</b>	<b>2</b>	<b>1.40</b>	<b>0</b>	<b>0.00%</b>	<b>9</b>	<b>6.29%</b>
# Difference		3		17		11		2				3		4	

## EEO Analysis - Risk Management, December 30, 2015

[illegible]

## EEO Analysis - Solid Waste, December 31, 3015

[illegible]

# **EEO Analysis - Utilities, December 31, 2015**

EEO Job Category	Total	Males	%Male	Fems.	%Fem.	Whites	%White	Blacks	%Black	AI/ AN	%AI/ AN	Asians	%Asian	Hisps.	%Hisp.
<b>ADMIN SUPPT</b>	<b>43</b>	<b>7</b>	<b>16.28%</b>	<b>36</b>	<b>83.72%</b>	<b>33</b>	<b>76.74%</b>	<b>6</b>	<b>13.95%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>2</b>	<b>4.65%</b>
Cmnty Wkfc			37.00%		63.00%		81.00%		9.00%				2.00%		7.00%
% Difference			20.72%				4.26%						2.00%		2.35%
# Difference		8				1								1	
<b>OFFICIAL/ADM</b>	<b>19</b>	<b>10</b>	<b>52.63%</b>	<b>9</b>	<b>47.37%</b>	<b>18</b>	<b>94.74%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00</b>	<b>1</b>	<b>5.26%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			60.00%		40.00%		86.00%		6.00%				4.00%		6.00%
% Difference			7.63%						6.00%						6.00%
# Difference		1						1						1	
<b>PARA-PROF</b>	<b>8</b>	<b>2</b>	<b>25.00%</b>	<b>6</b>	<b>75.00%</b>	<b>8</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			41.00%		59.00%		75.00%		11.00%				4.00%		8.00%
% Difference			16.00%						11.00%				4.00%		8.00%
# Difference		1													
<b>PROFESS</b>	<b>34</b>	<b>16</b>	<b>47.06%</b>	<b>18</b>	<b>52.94%</b>	<b>25</b>	<b>73.53%</b>	<b>5</b>	<b>14.71%</b>	<b>0</b>	<b>0.00</b>	<b>1</b>	<b>2.94%</b>	<b>2</b>	<b>5.88%</b>
Cmnty Wkfc			44.00%		56.00%		83.00%		6.00%				4.00%		6.00%
% Difference					3.06%		9.47%						1.06%		0.12%
# Difference				1		3									
<b>SERV/MAINT</b>	<b>25</b>	<b>24</b>	<b>96.00%</b>	<b>1</b>	<b>4.00%</b>	<b>10</b>	<b>40.00%</b>	<b>12</b>	<b>48.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>3</b>	<b>12.00%</b>
Cmnty Wkfc			55.00%		45.00%		66.00%		14.00%				5.00%		13.00%
% Difference					41.00%		26.00%						5.00%		1.00%
# Difference				10		6						1			
<b>SKILLED CRAFT</b>	<b>128</b>	<b>114</b>	<b>89.06%</b>	<b>13</b>	<b>10.16%</b>	<b>81</b>	<b>63.28%</b>	<b>43</b>	<b>33.59%</b>	<b>0</b>	<b>0.00</b>	<b>2</b>	<b>1.56%</b>	<b>1</b>	<b>0.78%</b>
Cmnty Wkfc			94.00%		6.00%		79.00%		6.00%				3.00%		12.00%
% Difference			4.94%				15.72%						1.44%		11.22%
# Difference		6				20						1		14	
<b>TECHS</b>	<b>85</b>	<b>76</b>	<b>89.41%</b>	<b>9</b>	<b>10.59%</b>	<b>62</b>	<b>72.94%</b>	<b>12</b>	<b>14.12%</b>	<b>0</b>	<b>0.00</b>	<b>2</b>	<b>2.35%</b>	<b>8</b>	<b>9.41%</b>
Cmnty Wkfc			41.00%		59.00%		75.00%		11.00%				4.00%		8.00%
% Difference					48.41%		2.06%						1.65%		
# Difference				41		1						1			
<b>Grand Total</b>	<b>342</b>	<b>249</b>	<b>72.81%</b>	<b>92</b>	<b>26.90%</b>	<b>237</b>	<b>69.30%</b>	<b>78</b>	<b>22.81%</b>	<b>0</b>	<b>0.00</b>	<b>6</b>	<b>1.75%</b>	<b>16</b>	<b>4.68%</b>
# Difference		16		52		31		1				3		16	

# **EEO Analysis - BTS, January 2016**

EEO Job Category	Total	Males	%Male	Fems.	%Fem.	Whites	%White	Blacks	%Black	AI/ AN	%AI/ AN	Asians	%Asian	Hisps.	%Hisp.
<b>ADMIN SUPPT</b>	<b>4</b>	<b>0</b>	<b>0.00%</b>	<b>4</b>	<b>100.00%</b>	<b>3</b>	<b>75.00%</b>	<b>1</b>	<b>25.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			37.00%		63.00%		81.00%		9.00%				2.00%		7.00%
% Difference			37.00%				6.00%						2.00%		7.00%
# Difference		1													
<b>OFFICIAL/ADM</b>	<b>15</b>	<b>10</b>	<b>66.67%</b>	<b>5</b>	<b>33.33%</b>	<b>11</b>	<b>73.33%</b>	<b>2</b>	<b>13.33%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>1</b>	<b>6.67%</b>
Cmnty Wkfc			60.00%		40.00%		86.00%		5.00%				2.00%		5.00%
% Difference					6.67%		12.67%						2.00%		
# Difference				1		1									
<b>PROFESS</b>	<b>69</b>	<b>52</b>	<b>75.36%</b>	<b>17</b>	<b>24.64%</b>	<b>62</b>	<b>89.86%</b>	<b>5</b>	<b>7.25%</b>	<b>0</b>	<b>0.00</b>	<b>2</b>	<b>2.90%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			44.00%		56.00%		83.00%		6.00%				4.00%		6.00%
% Difference					31.36%								1.10%		6.00%
# Difference				21										4	
<b>TECHS</b>	<b>60</b>	<b>39</b>	<b>65.00%</b>	<b>21</b>	<b>35.00%</b>	<b>47</b>	<b>78.33%</b>	<b>5</b>	<b>8.33%</b>	<b>0</b>	<b>0.00</b>	<b>5</b>	<b>8.33%</b>	<b>2</b>	<b>3.33%</b>
Cmnty Wkfc			41.00%		59.00%		75.00%		11.00%				4.00%		8.00%
% Difference					24.00%				2.67%						4.67%
# Difference				14				1						2	
<b>Grand Total</b>	<b>148</b>	<b>101</b>	<b>68.24%</b>	<b>47</b>	<b>31.76%</b>	<b>123</b>	<b>83.11%</b>	<b>13</b>	<b>8.78%</b>	<b>0</b>	<b>0.00</b>	<b>7</b>	<b>4.73%</b>	<b>3</b>	<b>2.03%</b>
# Difference		1		36		1		1						6	



### EEO Analysis - Clerk of the Court, January 2016

EEO Job Category	Total	Males	%Male	Fems.	%Fem.	Whites	%White	Blacks	%Black	AI/ AN	%AI/ AN	Asians	%Asian	Hisps.	%Hisp.
<b>ADMIN SUPPT</b>	<b>293</b>	<b>59</b>	<b>20.14%</b>	<b>234</b>	<b>79.86%</b>	<b>225</b>	<b>76.79%</b>	<b>48</b>	<b>16.38%</b>	<b>0</b>	<b>0.00</b>	<b>5</b>	<b>1.71%</b>	<b>15</b>	<b>5.12%</b>
Cmnty Wkfc			37.00%		63.00%		81.00%		9.00%				2.00%		7.00%
% Difference			16.86%				4.21%						0.29%		1.88%
# Difference		49				12								5	
<b>OFFICIAL/ADM</b>	<b>38</b>	<b>17</b>	<b>44.74%</b>	<b>21</b>	<b>55.26%</b>	<b>25</b>	<b>65.79%</b>	<b>11</b>	<b>28.95%</b>	<b>0</b>	<b>0.00</b>	<b>1</b>	<b>2.63%</b>	<b>1</b>	<b>2.63%</b>
Cmnty Wkfc			60.00%		40.00%		86.00%		5.00%				2.00%		5.00%
% Difference			15.26%				20.21%								2.37%
# Difference		5				7									
<b>PARA-PROF</b>	<b>129</b>	<b>25</b>	<b>19.38%</b>	<b>104</b>	<b>80.62%</b>	<b>91</b>	<b>70.54%</b>	<b>28</b>	<b>21.71%</b>	<b>0</b>	<b>0.00</b>	<b>1</b>	<b>0.78%</b>	<b>9</b>	<b>6.98%</b>
Cmnty Wkfc			41.00%		59.00%		75.00%		11.00%				4.00%		8.00%
% Difference			21.62%				4.46%						3.22%		1.02%
# Difference		27				5						4		1	
<b>PROFESS</b>	<b>50</b>	<b>17</b>	<b>34.00%</b>	<b>33</b>	<b>66.00%</b>	<b>46</b>	<b>92.00%</b>	<b>4</b>	<b>8.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			44.00%		56.00%		83.00%		6.00%				4.00%		6.00%
% Difference			10.00%										4.00%		6.00%
# Difference		5										2		3	
<b>SKILL CRFT</b>	<b>5</b>	<b>4</b>	<b>80.00%</b>	<b>1</b>	<b>20.00%</b>	<b>5</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			94.00%		6.00%		79.00%		6.00%				3.00%		12.00%
% Difference			14.00%						6.00%				3.00%		12.00%
# Difference															
<b>TECHS</b>	<b>12</b>	<b>4</b>	<b>33.33%</b>	<b>8</b>	<b>66.67%</b>	<b>10</b>	<b>83.33%</b>	<b>1</b>	<b>8.33%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>1</b>	<b>8.33%</b>
Cmnty Wkfc			41.00%		59.00%		75.00%		11.00%				4.00%		8.00%
% Difference			7.67%						2.67%				4.00%		
# Difference															
<b>Grand Total</b>	<b>527</b>	<b>126</b>	<b>23.91%</b>	<b>401</b>	<b>76.09%</b>	<b>402</b>	<b>76.28%</b>	<b>92</b>	<b>17.46%</b>	<b>0</b>	<b>0.00</b>	<b>7</b>	<b>1.33%</b>	<b>26</b>	<b>4.93%</b>
# Difference		86				24						6		9	

**EEO Analysis - County Attorney, January 2016**

[illegible]

### EEO Analysis - Human Resources, January 2016

EEO Job Category	Total	Males	%Male	Fems.	%Fem.	Whites	%White	Blacks	%Black	AI/ AN	%AI/ AN	Asians	%Asian	Hisps.	%Hisp.
<b>ADMIN SUPPT</b>	<b>1</b>	<b>0</b>	<b>0.00%</b>	<b>1</b>	<b>100.00%</b>	<b>1</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			37.00%		63.00%		81.00%		9.00%				2.00%		7.00%
% Difference			37.00%						9.00%				2.00%		7.00%
# Difference															
<b>OFFICIAL/ADM</b>	<b>3</b>	<b>2</b>	<b>66.67%</b>	<b>1</b>	<b>33.33%</b>	<b>2</b>	<b>66.67%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			60.00%		40.00%		86.00%		5.00%				2.00%		5.00%
% Difference					6.67%		19.33%		5.00%				2.00%		5.00%
# Difference															
<b>PARA-PROF</b>	<b>2</b>	<b>1</b>	<b>50.00%</b>	<b>1</b>	<b>50.00%</b>	<b>1</b>	<b>50.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>1</b>	<b>50.00%</b>
Cmnty Wkfc			41.00%		59.00%		75.00%		11.00%				4.00%		8.00%
% Difference					9.00%		25.00%		11.00%				4.00%		
# Difference															
<b>PROFESS</b>	<b>26</b>	<b>6</b>	<b>23.08%</b>	<b>20</b>	<b>76.92%</b>	<b>19</b>	<b>73.08%</b>	<b>6</b>	<b>23.08%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>1</b>	<b>3.85%</b>
Cmnty Wkfc			44.00%		56.00%		83.00%		6.00%				4.00%		6.00%
% Difference			20.92%				9.92%						4.00%		2.15%
# Difference		5				2						1			
<b>Grand Total</b>	<b>32</b>	<b>9</b>	<b>28.13%</b>	<b>23</b>	<b>71.88%</b>	<b>23</b>	<b>71.88%</b>	<b>6</b>	<b>18.75%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>2</b>	<b>6.25%</b>
# Difference		5				2						1			

**EEO Analysis - Human Rights, January 2016**

[illegible]

## EEO Analysis - Construction Licensing Board, January 2016

[illegible]

**EEO Analysis - Planning Council, January 2016**

[illegible]

### EEO Analysis - Property Appraiser, January 2016

EEO Job Category	Total	Males	%Male	Fems.	%Fem.	Whites	%Whites	Blacks	%Black	AI/AN	%AI/AN	Asians	%Asian	Hisps.	%Hisp.
<b>ADMIN SUPPT</b>	<b>1</b>	<b>1</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>1</b>	<b>100.00%</b>
Cmnty Wkfc			37.00%		63.00%		81.00%		9.00%				2.00%		7.00%
% Difference					63.00%		81.00%		9.00%				2.00%		
# Difference															
<b>OFFICIAL/ADM</b>	<b>15</b>	<b>8</b>	<b>53.33%</b>	<b>7</b>	<b>46.67%</b>	<b>13</b>	<b>86.67%</b>	<b>1</b>	<b>6.67%</b>	<b>0</b>	<b>0.00</b>	<b>1</b>	<b>6.67%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			60.00%		40.00%		86.00%		5.00%				2.00%		5.00%
% Difference			6.67%												5.00%
# Difference		1													
<b>PARA-PROF</b>	<b>61</b>	<b>23</b>	<b>37.70%</b>	<b>38</b>	<b>62.30%</b>	<b>44</b>	<b>72.13%</b>	<b>8</b>	<b>13.11%</b>	<b>0</b>	<b>0.00</b>	<b>2</b>	<b>3.28%</b>	<b>6</b>	<b>9.84%</b>
Cmnty Wkfc			41.00%		59.00%		75.00%		11.00%				4.00%		8.00%
% Difference			3.30%				2.87%						0.72%		
# Difference		2				1									
<b>PROFESS</b>	<b>27</b>	<b>15</b>	<b>55.56%</b>	<b>12</b>	<b>44.44%</b>	<b>26</b>	<b>96.30%</b>	<b>1</b>	<b>3.70%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			44.00%		56.00%		83.00%		6.00%				4.00%		6.00%
% Difference					11.56%				2.30%				4.00%		6.00%
# Difference				3								1		1	
<b>TECHS</b>	<b>24</b>	<b>10</b>	<b>41.67%</b>	<b>14</b>	<b>58.33%</b>	<b>22</b>	<b>91.67%</b>	<b>1</b>	<b>4.17%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>1</b>	<b>4.17%</b>
Cmnty Wkfc			41.00%		59.00%		75.00%		11.00%				4.00%		8.00%
% Difference					0.67%				6.83%				4.00%		3.83%
# Difference								1							
<b>Grand Total</b>	<b>128</b>	<b>57</b>	<b>44.53%</b>	<b>71</b>	<b>55.47%</b>	<b>105</b>	<b>82.03%</b>	<b>11</b>	<b>8.59%</b>	<b>0</b>	<b>0.00</b>	<b>3</b>	<b>2.34%</b>	<b>8</b>	<b>6.25%</b>
# Difference		3		3		1		1				1		1	

## EEO Analysis - Supervisor of Elections, January 2016

[illegible]



# **EEO Analysis, Tax Collector, January 2016**

EEO Job Category	Total	Males	%Male	Fems.	%Fem.	Whites	%White	Blacks	%Black	AI/ AN	%AI/ AN	Asians	%Asians	Hisps.	%Hisps.
<b>ADMIN SUPPT</b>	<b>132</b>	<b>36</b>	<b>27.27%</b>	<b>95</b>	<b>71.97%</b>	<b>95</b>	<b>71.97%</b>	<b>23</b>	<b>17.42%</b>	<b>1</b>	<b>0.76</b>	<b>2</b>	<b>1.52%</b>	<b>6</b>	<b>4.55%</b>
Cmnty Wkfc			37.00%		63.00%		81.00%		9.00%		0.00		2.00%		7.00%
% Difference			9.73%				9.03%						0.48%		2.45%
# Difference		12				11								3	
<b>OFFICIAL/ADM</b>	<b>23</b>	<b>7</b>	<b>30.43%</b>	<b>16</b>	<b>69.57%</b>	<b>19</b>	<b>82.61%</b>	<b>3</b>	<b>13.04%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>1</b>	<b>4.35%</b>
Cmnty Wkfc			60.00%		40.00%		86.00%		5.00%		0.00		2.00%		5.00%
% Difference			29.57%				3.39%						2.00%		0.65%
# Difference		6													
<b>PARA-PROF</b>	<b>3</b>	<b>0</b>	<b>0.00%</b>	<b>3</b>	<b>100.00%</b>	<b>3</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			41.00%		59.00%		75.00%		11.00%		0.00		4.00%		8.00%
% Difference			41.00%						11.00%				4.00%		8.00%
# Difference		1													
<b>PROFESS</b>	<b>90</b>	<b>16</b>	<b>17.78%</b>	<b>74</b>	<b>82.22%</b>	<b>71</b>	<b>78.89%</b>	<b>9</b>	<b>10.00%</b>	<b>1</b>	<b>1.11</b>	<b>0</b>	<b>0.00%</b>	<b>9</b>	<b>10.00%</b>
Cmnty Wkfc			44.00%		56.00%		83.00%		6.00%		0.00		4.00%		6.00%
% Difference			26.22%				4.11%						4.00%		
# Difference		23				3						3			
<b>TECHS</b>	<b>9</b>	<b>5</b>	<b>55.56%</b>	<b>4</b>	<b>44.44%</b>	<b>8</b>	<b>88.89%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00</b>	<b>1</b>	<b>11.11%</b>	<b>0</b>	<b>0.00%</b>
Cmnty Wkfc			41.00%		59.00%		75.00%		11.00%		0.00		4.00%		8.00%
% Difference					15.00%				11.00%						8.00%
# Difference				1											
<b>Grand Total</b>	<b>257</b>	<b>64</b>	<b>24.90%</b>	<b>192</b>	<b>74.71%</b>	<b>196</b>	<b>76.26%</b>	<b>35</b>	<b>13.62%</b>	<b>2</b>	<b>0.78</b>	<b>3</b>	<b>1.17%</b>	<b>16</b>	<b>6.23%</b>
# Difference		42		1		14						3		3	