

# EQUAL EMPLOYMENT REPORT



Fiscal Year 2006-2007

COUNTY OF MARIN  
EQUAL EMPLOYMENT ANNUAL REPORT  
Fiscal Year 2006-2007

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In Cooperation with Equal Employment Advisory Committee

Approved by Marin County Personnel Commission

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**COUNTY OF MARIN**  
**EQUAL EMPLOYMENT ADVISORY COMMITTEE**

**Terry Corde, Chair**

**Marna Cohen**

**Robin Barber**

**Mary Anne Hoover**

**Yzaida Miranda**

**George Pegelow**

**Mike Cividanes**

## 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 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 Five Year Equal Employment Plan, which was developed in full compliance with Article I, Section 31 and all other applicable laws and regulations.

In addition to the five-year Equal Employment Plan, the Department of Human Resources, with input from the EEAC, has presented an annual or biennial Equal Employment Report. This Report assesses how successfully the directives stated in the Policy have been carried out in the previous year. Additionally, the Equal Employment Report evaluates the County's progress in executing its BOS-approved Five-Year Equal Employment Plan (Plan).

This FY 2007 Equal Employment Report relies upon Census 2000 data and examines the County's progress toward implementing the 2005-2010 Five-Year Equal Employment Plan.

## TERMINOLOGY

**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.)

### **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.

## EXECUTIVE SUMMARY

In Fiscal Year 2007 the County of Marin had 1864 regular full-time employees and 275 regular part-time employees. Of the regular full-time employees, 901 (48.3%) were men and 963 (51.7%) were women. Women surpassed the Labor Market Availability (LMA) of 46.7%.

1399 (75.1%) of the Marin County regular full-time employees were White, 109 were Black (5.8%), 198 were Hispanic (10.6%), 142 were Asian (7.6%) and 16 were American Indian/Alaskan Native (.7%). On a very positive note, Black employees make up 5.8% of the workforce while the availability is only 4.5%. Additionally, American Indian/Alaskan Native employees make up .7% of the workforce, while the availability is only 0.4%. This year the County did not surpass the LMA for Hispanic and Asian employees. Hispanic employees comprise 10.6% of the County workforce and Asian employees comprise 7.6% of the workforce, while the availabilities, respectively, are 12.5% and 9.0%.

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  
Paraprofessionals  
Administrative Support (including clerical)  
Skilled Craft Workers  
Service-Maintenance

In FY 07 Women were underutilized in the Skilled Craft and Service-Maintenance categories. Representation of Black employees was below the LMA in the Officials and Administrators, Technicians, Protective Service Workers, Administrative Support (including clerical), and Service-Maintenance categories. Representation of Hispanic employees was below the LMA in the Protective Service, Para-professional, Skilled Craft and Service-Maintenance categories. Representation of Asian employees was below the LMA in the Professional, Technician, Protective Service and Skilled Craft categories. Representation of American Indian/Alaskan Native employees was below the LMA in the Administrative Support category.

This year you will notice a few significant changes in the report. These changes include:

- The elimination of the *people of color* designation throughout the report. Reports to the EEOC are made based upon Women, Black, Asian, Hispanic, and American Indian/Alaskan Native. They are not made based upon the combination of these statistics. Combination of the statistics is only a gross indicator and is not something that the EEOC relies upon.
- Underutilization is identified both by EEO job category and by department as a whole. If there is underutilization, the cell will be shaded for emphasis.

- Instead of focusing only on full-time positions, this report also includes statistics on employees in part-time positions, where applicable.
- In past reports, the LMA for Men and White was not included. In an effort to provide all relevant data, this report will include LMA for Men and White, in addition to identifying the LMA for Women, Black, Hispanic, Asian, and American Indian/Alaskan Native.

## **SECTION I**

# **COUNTY WORKFORCE COMPOSITION**

**COUNTY WORKFORCE COMPOSITION**  
**Fiscal Year 2006-2007**

Full-Time / Part-Time

EEO Job Category	County-Wide		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 %
	Full-Time	Part-Time																					
Officials/Administrator	100	1	60	60.0	64.9	40	40.0	35.1	0	0.0	64.9	1	100.0	35.1	52	36	88	88.0	82.3	0	1	1	100.0
Professionals	643	158	295	45.9	51.1	348	54.1	48.9	23	14.6	51.1	135	85.4	48.9	216	255	471	73.3	76.1	19	105	124	78.5
Technicians	250	27	124	49.6	58.1	126	50.4	41.9	3	11.1	58.1	24	88.9	41.9	90	84	174	69.6	69.6	1	10	11	40.7
Protective Services	225	0	188	83.6	85.5	37	16.4	14.5	0	0.0	85.5	0	0.0	14.5	165	32	197	87.6	75.2	0	0	0	0.0
Para-Professionals	117	47	22	18.8	20.9	95	81.2	79.1	7	14.9	20.9	40	85.1	79.1	14	68	82	70.1	66.9	6	35	41	87.2
Administrative Support	371	39	62	16.7	16.0	309	83.3	84.0	4	10.3	16.0	35	89.7	84.0	41	229	270	72.8	75.0	4	25	29	74.4
Skilled Crafts	72	0	69	95.8	80.9	3	4.2	19.1	0	0.0	80.9	0	0.0	19.1	59	2	61	84.7	68.5	0	0	0	0.0
Service/Maintenance	86	3	81	94.2	86.1	5	5.8	13.9	0	0.0	86.1	3	100.0	13.9	54	2	56	65.1	36.7	0	1	1	33.3
County-Wide Total	1864	275	901	48.3	53.1	963	51.7	46.7	37	13.5	53.1	238	86.5	46.7	691	708	1399	75.1	70.4	30	177	207	75.3

Underutilized

**COUNTY WORKFORCE COMPOSITION**  
**Fiscal Year 2006-2007**

Full-Time / Part-Time

EEO Job Category	County-Wide		LMA %	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	Actual %
Officials/Administrator	100	1	82.3	1	2	3	3.0	5.9	0	0	0	0.0	5.9	3	1	4	4.0	5.3	0	0	0	0.0
Professionals	643	158	76.1	27	18	45	7.0	5.6	3	3	6	3.8	5.6	24	50	74	11.5	8.0	0	13	13	8.2
Technicians	250	27	69.6	6	6	12	4.8	7.3	0	1	1	3.7	7.3	15	28	43	17.2	11.0	2	11	13	48.1
Protective Services	225	0	75.2	7	0	7	3.1	7.4	0	0	0	0.0	7.4	10	3	13	5.8	8.7	0	0	0	0.0
Para-Professionals	117	47	66.9	3	8	11	9.4	7.6	0	1	1	2.1	7.6	2	8	10	8.5	11.4	1	2	3	6.4
Administrative Support	371	39	75.0	4	19	23	6.2	8.7	0	3	3	7.7	8.7	4	32	36	9.7	8.5	0	3	3	7.7
Skilled Crafts	72	0	68.5	2	0	2	2.8	4.0	0	0	0	0.0	4	6	0	6	8.3	16.2	0	0	0	0.0
Service/Maintenance	86	3	36.7	6	0	6	7.0	12.7	0	0	0	0.0	12.7	9	3	12	14.0	38.8	0	1	1	33.3
County-Wide Total	1864	275	70.4	56	53	109	5.8	4.5	3	8	11	4.0	4.5	73	125	198	10.6	12.5	3	30	33	12.0

Underutilized

**COUNTY WORKFORCE COMPOSITION**  
**Fiscal Year 2006-2007**

Full-Time / Part-Time

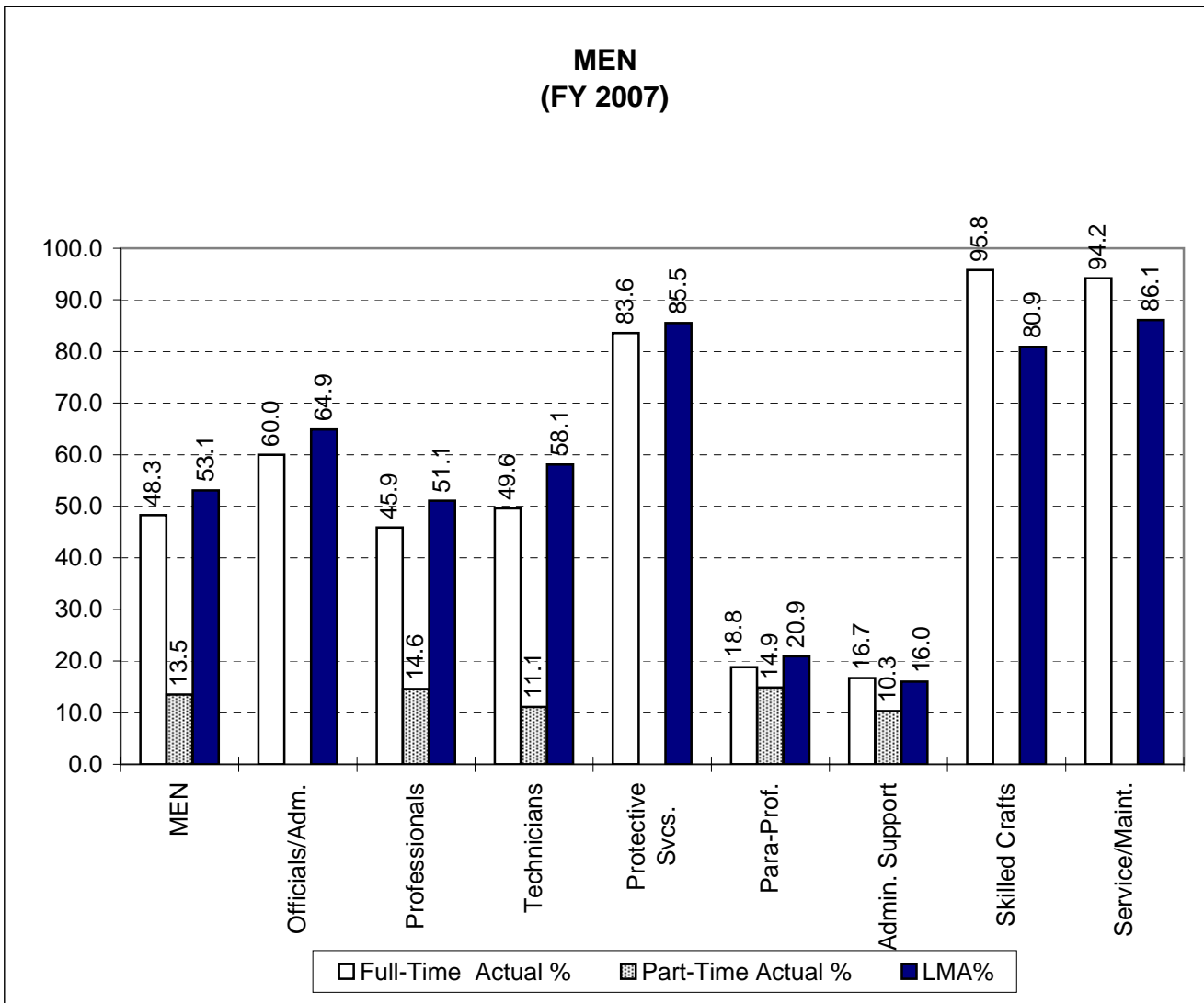
EEO Job Category	County-Wide		ASIAN											AMERICAN INDIAN/ ALASKAN NATIVE									
	Full-Time	Part-Time	LMA%	Full-Time					Part-time					Full-Time					Part-time				
				Men	Women	Total	Actual %	LMA%	Men	Women	Total	Actual %	LMA%	Men	Women	Total	Actual %	LMA%	Men	Women	Total	Actual %	LMA%
Officials/Administrator	100	1	5.3	4	1	5	5.0	4.8	0	0	0	0.0	4.8	0	0	0	0.0	0.8	0	0	0	0.0	0.8
Professionals	643	158	8.0	27	21	48	7.5	8.1	1	13	14	8.9	8.1	1	4	5	0.8	0.9	0	1	1	0.6	0.9
Technicians	250	27	11.0	11	7	18	7.2	9.2	0	2	2	7.4	9.2	2	1	3	1.2	0.8	0	0	0	0.0	0.8
Protective Services	225	0	8.7	4	1	5	2.2	5.8	0	0	0	0.0	5.8	2	1	3	1.3	0.4	0	0	0	0.0	0.4
Para-Professionals	117	47	11.4	3	9	12	10.3	12.0	0	1	1	2.1	12.0	0	2	2	1.7	0.9	0	1	1	2.1	0.9
Administrative Support	371	39	8.5	13	28	41	11.1	6.0	0	4	4	10.3	6.0	0	1	1	0.3	1.0	0	0	0	0.0	1.0
Skilled Crafts	72	0	16.2	1	0	1	1.4	8.0	0	0	0	0.0	8.0	1	1	2	2.8	1.2	0	0	0	0.0	1.2
Service/Maintenance	86	3	38.8	12	0	12	14.0	9.2	0	1	1	33.3	9.2	0	0	0	0.0	0.6	0	0	0	0.0	0.6
County-Wide Total	1864	275	12.5	75	67	142	7.6	9.0	1	21	22	8.0	9.0	6	10	16	0.9	0.4	0	2	2	0.7	0.4

Underutilized

## Comparative Tables and Graphs of Men Working in the County

### County-Wide/ EEO Job Categories

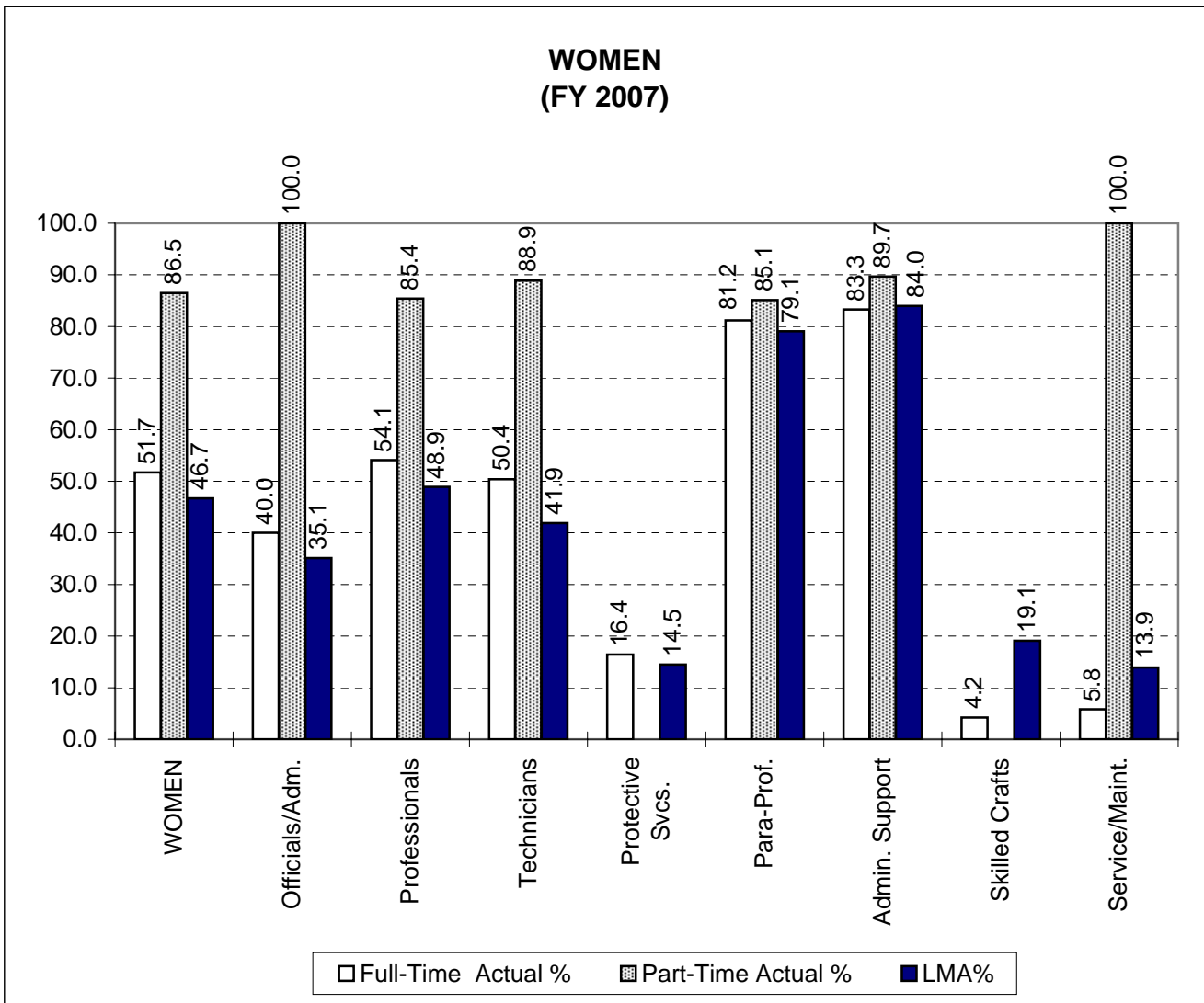
	Full-Time #	Full-Time Actual %	Part-Time #	Part-Time Actual %	LMA%
<b>MEN</b>	<b>901</b>	<b>48.3</b>	<b>37</b>	<b>13.5</b>	<b>53.1</b>
Officials/Adm.	60	60.0	0		64.9
Professionals	295	45.9	23	14.6	51.1
Technicians	124	49.6	3	11.1	58.1
Protective Svcs.	188	83.6	0		85.5
Para-Prof.	22	18.8	7	14.9	20.9
Admin. Support	62	16.7	4	10.3	16.0
Skilled Crafts	69	95.8	0		80.9
Service/Maint.	81	94.2	0		86.1



## Comparative Tables and Graphs of Women Working in the County

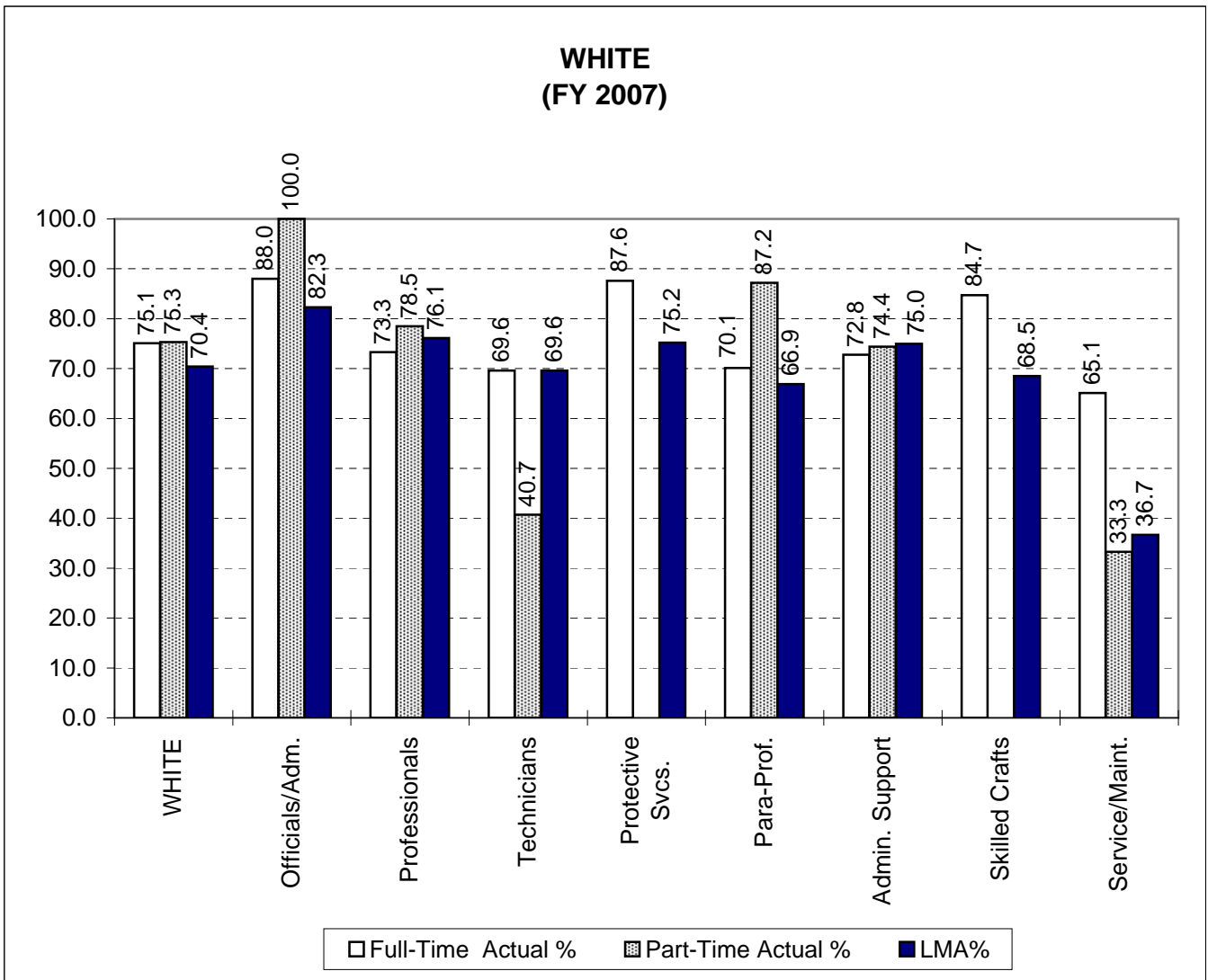
### County-Wide/ EEO Job Categories

	Full-Time #	Full-Time Actual %	Part-Time #	Part-Time Actual %	LMA%
<b>WOMEN</b>	<b>963</b>	<b>51.7</b>	<b>238</b>	<b>86.5</b>	<b>46.7</b>
Officials/Adm.	40	40.0	1	100.0	35.1
Professionals	348	54.1	135	85.4	48.9
Technicians	126	50.4	24	88.9	41.9
Protective Svcs.	37	16.4	0		14.5
Para-Prof.	95	81.2	40	85.1	79.1
Admin. Support	309	83.3	35	89.7	84.0
Skilled Crafts	3	4.2	0		19.1
Service/Maint.	5	5.8	3	100.0	13.9



**Comparative Tables and Graphs of White Working in the County**  
**County-Wide/ EEO Job Categories**

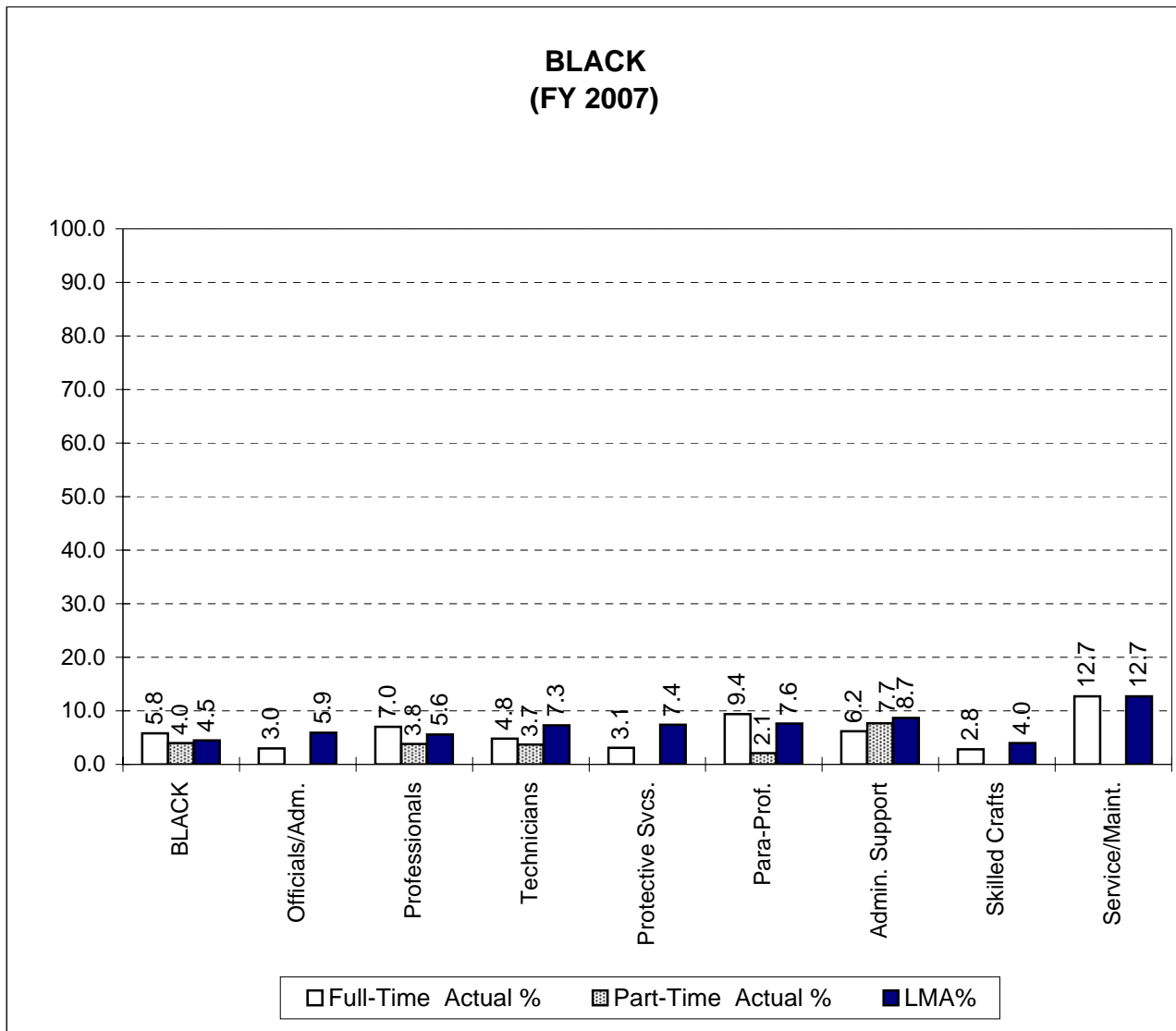
	Full-Time #			Full-Time Actual %	Part-Time #			Part-Time Actual %	LMA%
	M	F	Total		M	F	Total		
<b>WHITE</b>	<b>691</b>	<b>708</b>	<b>1399</b>	<b>75.1</b>	30	177	207	75.3	70.4
Officials/Adm.	52	36	88	88.0	0	1	1	100.0	82.3
Professionals	216	255	471	73.3	19	105	124	78.5	76.1
Technicians	90	84	174	69.6	1	10	11	40.7	69.6
Protective Svcs.	165	32	197	87.6	0	0	0		75.2
Para-Prof.	14	68	82	70.1	6	35	41	87.2	66.9
Admin. Support	41	229	270	72.8	4	25	29	74.4	75.0
Skilled Crafts	59	2	61	84.7	0	0	0		68.5
Service/Maint.	54	2	56	65.1	0	1	1	33.3	36.7



## Comparative Tables and Graphs of Black Working in the County

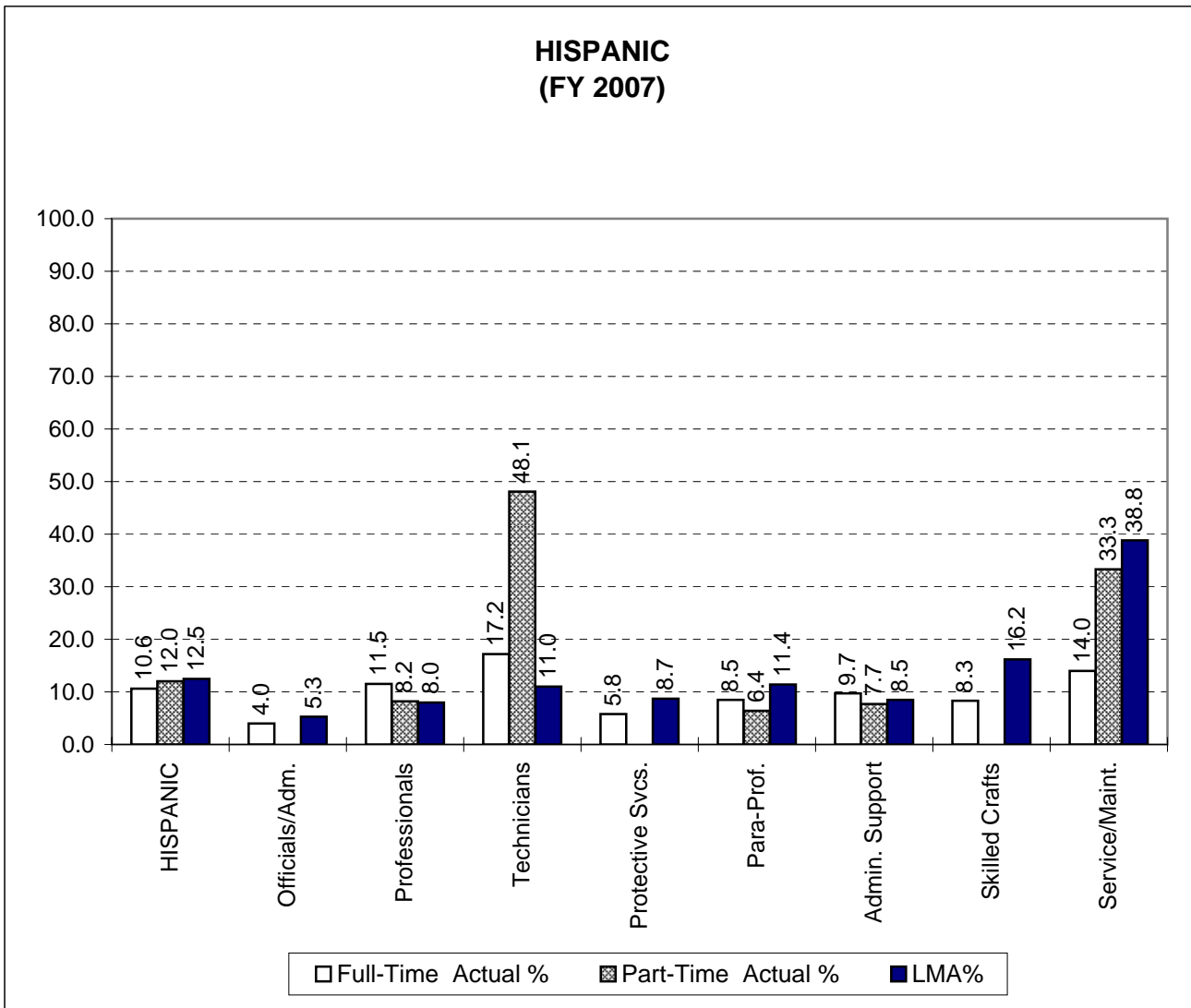
### County-Wide/ EEO Job Categories

	Full-Time #				Part-Time #				LMA%
	M	F	Total	Full-Time Actual %	M	F	Total	Part-Time Actual %	
<b>BLACK</b>	<b>56</b>	<b>53</b>	<b>109</b>	<b>5.8</b>	<b>3</b>	<b>8</b>	<b>11</b>	<b>4.0</b>	<b>4.5</b>
Officials/Adm.	1	2	3	3.0	0	0	0		5.9
Professionals	27	18	45	7.0	3	3	6	3.8	5.6
Technicians	6	6	12	4.8	0	1	1	3.7	7.3
Protective Svcs.	7	0	7	3.1	0	0	0		7.4
Para-Prof.	3	8	11	9.4	0	1	1	2.1	7.6
Admin. Support	4	19	23	6.2	0	3	3	7.7	8.7
Skilled Crafts	2	0	2	2.8	0	0	0		4.0
Service/Maint.	6	0	6	12.7	0	0	0		12.7



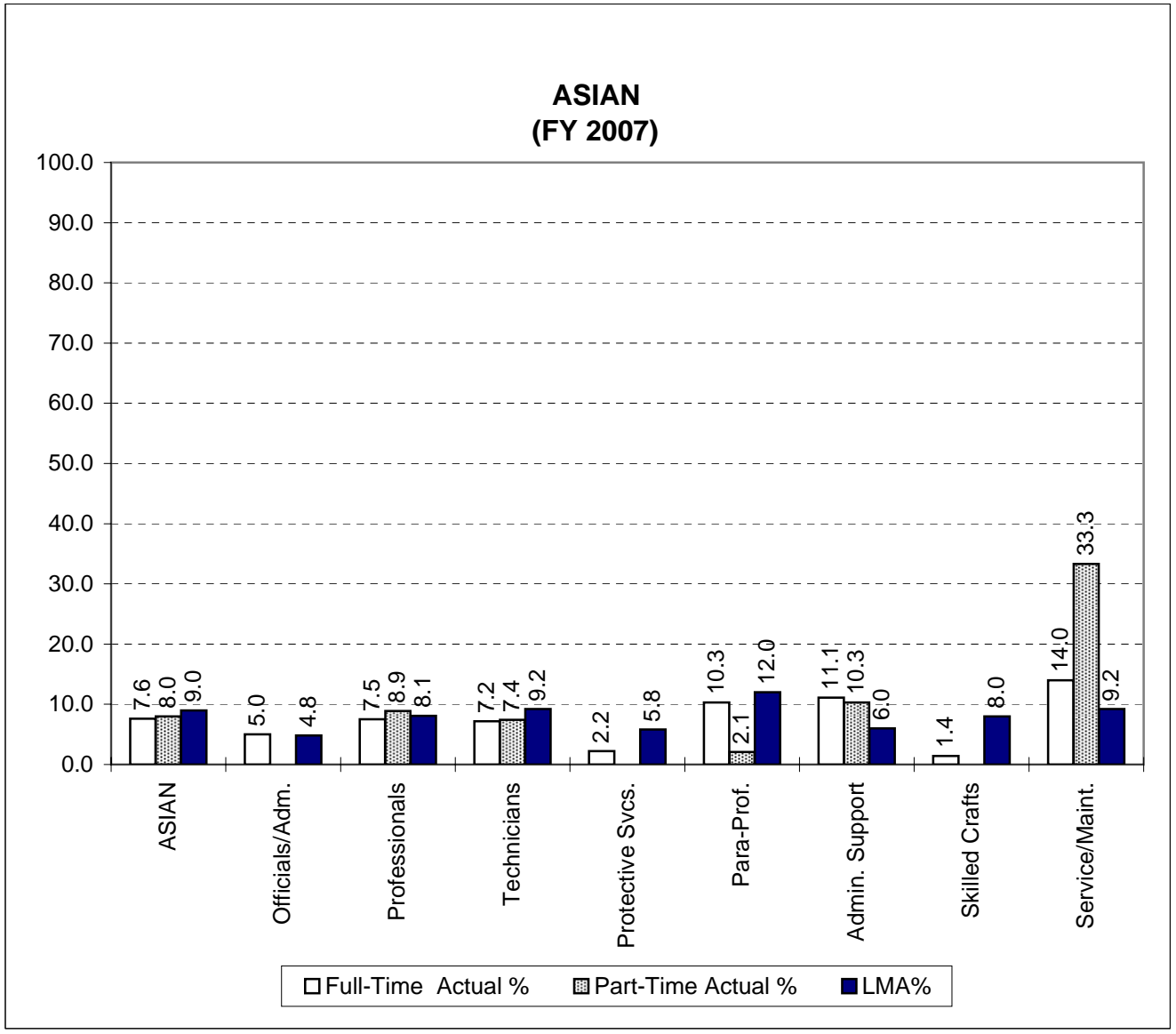
**Comparative Tables and Graphs of Hispanic Working in the County**  
**County-Wide/ EEO Job Categories**

	Full-Time #				Part-Time #				LMA%
	M	F	Total	Full-Time Actual %	M	F	Total	Part-Time Actual %	
<b>HISPANIC</b>	<b>73</b>	<b>125</b>	<b>198</b>	<b>10.6</b>	<b>3</b>	<b>30</b>	<b>33</b>	<b>12.0</b>	<b>12.5</b>
Officials/Adm.	3	1	4	4.0	0	0	0		5.3
Professionals	24	50	74	11.5	0	13	13	8.2	8.0
Technicians	15	28	43	17.2	2	11	13	48.1	11.0
Protective Svcs.	10	3	13	5.8	0	0	0		8.7
Para-Prof.	2	8	10	8.5	1	2	3	6.4	11.4
Admin. Support	4	32	36	9.7	0	3	3	7.7	8.5
Skilled Crafts	6	0	6	8.3	0	0	0		16.2
Service/Maint.	9	3	12	14.0	0	1	1	33.3	38.8



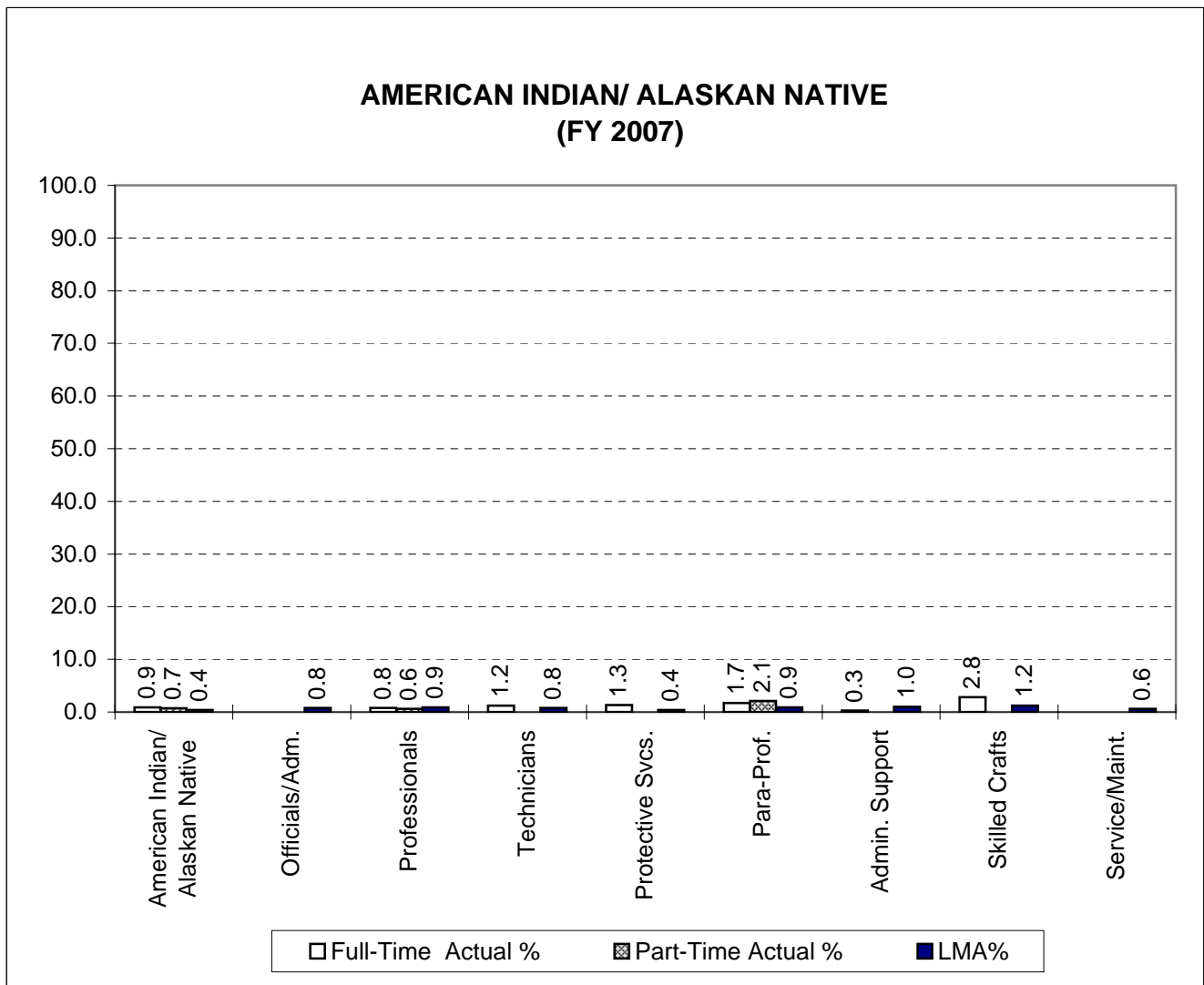
**Comparative Tables and Graphs of Asian Working in the County**  
**County-Wide/ EEO Job Categories**

	Full-Time #				Part-Time #				LMA%
	M	F	Total	Full-Time Actual %	M	F	Total	Part-Time Actual %	
<b>ASIAN</b>	<b>75</b>	<b>67</b>	<b>142</b>	<b>7.6</b>	<b>1</b>	<b>21</b>	<b>22</b>	<b>8.0</b>	<b>9.0</b>
Officials/Adm.	4	1	5	5.0	0	0	0		4.8
Professionals	27	21	48	7.5	1	13	14	8.9	8.1
Technicians	11	7	18	7.2	0	2	2	7.4	9.2
Protective Svcs.	4	1	5	2.2	0	0	0		5.8
Para-Prof.	3	9	12	10.3	0	1	1	2.1	12.0
Admin. Support	13	28	41	11.1	0	4	4	10.3	6.0
Skilled Crafts	1	0	1	1.4	0	0	0		8.0
Service/Maint.	12	0	12	14.0	0	1	1	33.3	9.2



**Comparative Tables and Graphs of Native American/Alaskan Native  
Working in the County  
County-Wide/ EEO Job Categories**

	Full-Time #				Part-Time #			LMA%	
	M	F	Total	Full-Time Actual %	M	F	Total		Part-Time Actual %
<b>American Indian/ Alaskan Native</b>	<b>6</b>	<b>10</b>	<b>16</b>	<b>0.9</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0.7</b>	<b>0.4</b>
Officials/Adm.	0	0	0		0	0	0		0.8
Professionals	1	4	5	0.8	0	1	1	0.6	0.9
Technicians	2	1	3	1.2	0	0	0		0.8
Protective Svcs.	2	1	3	1.3	0	0	0		0.4
Para-Prof.	0	2	2	1.7	0	1	1	2.1	0.9
Admin. Support	0	1	1	0.3	0	0	0		1.0
Skilled Crafts	1	1	2	2.8	0	0	0		1.2
Service/Maint.	0	0	0		0	0	0		0.6



## **SECTION II**

# **COUNTY DEPARTMENT PROFILES**

**COUNTY DEPARTMENT PROFILES**  
**Fiscal Year 2006-2007**

**Agricultural/Weights and Measures**

EEO Job Category/ Code	Total Empl.	Male			Female			White			Black			Hispanic			Asian			American Indian/ Alaskan Native		
	Full-Time	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
		Official/Adm. (10)	2	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
Professional (20)	1	0	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)	6	4	66.7	58.1	2	33.3	41.9	4	66.7	69.6	0	0.0	7.3	1	16.7	11.0	1	16.7	9.2	0	0.0	0.8
Admin. Supp. (60)	2	0	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
<b>TOTAL</b>	<b>11</b>	<b>6</b>	<b>54.5</b>	<b>53.1</b>	<b>5</b>	<b>45.5</b>	<b>46.7</b>	<b>8</b>	<b>72.7</b>	<b>70.4</b>	<b>0</b>	<b>0.0</b>	<b>4.5</b>	<b>1</b>	<b>9.1</b>	<b>12.5</b>	<b>1</b>	<b>9.1</b>	<b>9.0</b>	<b>1</b>	<b>9.1</b>	<b>0.4</b>

**COUNTY DEPARTMENT PROFILES**  
**Fiscal Year 2006-2007**

**Assessor/Recorder**

EEO Job Category/ Code	Total Empl. Full-Time	Male			Female			White			Black			Hispanic			Asian			American Indian/ Alaskan Native		
		#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
		Official/Adm. (10)	3	2	66.7	64.9	1	33.3	35.1	3	100.0	82.3	0	0.0	5.9	0	0.0	5.3	0	0.0	4.8	0
Professional (20)	2	1	50.0	51.1	1	50.0	48.9	2	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)	34	19	55.9	58.1	15	44.1	41.9	32	94.1	69.6	0	0.0	7.3	2	5.9	11.0	0	0.0	9.2	0	0.0	0.8
Para-Prof. (50)	1	1	100.0	20.9	0	0.0	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)	38	11	28.9	16.0	27	71.1	84.0	32	84.2	75.0	3	7.9	8.7	3	7.9	8.5	1	2.6	6.0	0	0.0	1.0
<b>TOTAL</b>	<b>78</b>	<b>34</b>	<b>43.6</b>	<b>53.1</b>	<b>44</b>	<b>56.4</b>	<b>46.7</b>	<b>70</b>	<b>89.7</b>	<b>70.4</b>	<b>3</b>	<b>3.8</b>	<b>4.5</b>	<b>5</b>	<b>6.4</b>	<b>12.5</b>	<b>1</b>	<b>1.3</b>	<b>9.0</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>

 Underutilized

**COUNTY DEPARTMENT PROFILES  
Fiscal Year 2006-2007**

**Auditor/Controler**

EEO Job Category/ Code	Total Empl.  Full-Time	Male			Female			White			Black			Hispanic			Asian			American Indian/ Alaskan Native		
		#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
		Professional (20)	24	10	41.7	51.1	14	58.3	48.9	13	54.2	76.1	0	0.0	5.6	1	4.2	8.0	10	41.7	8.1	0
Technician (30)	1	0	0.0	58.1	1	100.0	41.9	1	100.0	69.6	0	0.0	7.3	0	0.0	11.0	0	0.0	9.2	0	0.0	0.8
Para-Prof. (50)	3	1	33.3	20.9	2	66.7	79.1	3	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)	8	1	12.5	16.0	7	87.5	84.0	5	62.5	75.0	0	0.0	8.7	0	0.0	8.5	3	37.5	6.0	0	0.0	1.0
<b>TOTAL</b>	<b>36</b>	<b>12</b>	<b>33.3</b>	<b>53.1</b>	<b>24</b>	<b>66.7</b>	<b>46.7</b>	<b>22</b>	<b>61.1</b>	<b>70.4</b>	<b>0</b>	<b>0.0</b>	<b>4.5</b>	<b>1</b>	<b>2.8</b>	<b>12.5</b>	<b>13</b>	<b>36.1</b>	<b>9.0</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>

 Underutilized

**COUNTY DEPARTMENT PROFILES**  
**Fiscal Year 2006-2007**

**Board of Supervisors**

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 %
Admin. Support. (60)	5	1	0	0.0	16.0	0	0.0	16.0	5	100.0	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
TOTAL	5	1	0	0.0	53.1	0	0.0	53.1	5	100.0	46.7	1	100.0	46.7	4	80.0	70.4	1	100.0	70.4	0	0.0	4.5	0	0.0	4.5

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 %						
Admin. Support (60)	5	1	1	20.0	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	0	0.0	1.0	0	0.0	1.0
TOTAL	5	1	1	20.0	12.5	0	0.0	12.5	0	0.0	9.0	0	0.0	9.0	0	0.0	0.4	0	0.0	0.4	0	0.0	0.4	0	0.0	0.4

**COUNTY DEPARTMENT PROFILES  
Fiscal Year 2006-2007**

**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	2	100.0	82.3	0	0.0	82.3	0	0.0	5.9	0	0.0	5.9
Professional (20)	5	1	2	40.0	51.1	0	0.0	51.1	3	60.0	48.9	1	100.0	48.9	3	60.0	76.1	0	0.0	76.1	0	0.0	5.6	0	0.0	5.6
Technician (30)	3	0	1	33.3	58.1	0	0.0	58.1	2	66.7	41.9	0	0.0	41.9	2	66.7	69.6	0	0.0	69.6	1	33.3	7.3	0	0.0	7.3
Para-Prof. (50)	16	0	3	18.8	20.9	0	0.0	20.9	13	81.3	79.1	0	0.0	79.1	12	75.0	66.9	0	0.0	66.9	1	6.3	7.6	0	0.0	7.6
Admin. Supp. (60)	6	2	2	33.3	16.0	0	0.0	16.0	4	66.7	84.0	2	100.0	84.0	5	83.3	75.0	1	50.0	75.0	0	0.0	8.7	0	0.0	8.7
<b>TOTAL</b>	<b>32</b>	<b>3</b>	<b>9</b>	<b>28.1</b>	<b>53.1</b>	<b>0</b>	<b>0.0</b>	<b>53.1</b>	<b>23</b>	<b>71.9</b>	<b>46.7</b>	<b>3</b>	<b>100.0</b>	<b>46.7</b>	<b>24</b>	<b>75.0</b>	<b>70.4</b>	<b>1</b>	<b>33.3</b>	<b>70.4</b>	<b>2</b>	<b>6.3</b>	<b>4.5</b>	<b>0</b>	<b>0.0</b>	<b>4.5</b>

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	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	0	0.0	0.8	0	0.0	0.8
Professional (20)	5	1	2	40.0	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	0	0.0	0.9	0	0.0	0.9
Technician (30)	3	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	0	0.0	0.8	0	0.0	0.8
Para-Prof. (50)	16	0	2	12.5	11.4	0	0.0	11.4	1	6.3	12.0	0	0.0	12.0	0	0.0	0.9	0	0.0	0.9	0	0.0	0.9	0	0.0	0.9
Admin. Supp. (60)	6	2	1	16.7	8.5	0	0.0	8.5	0	0.0	6.0	1	50.0	6.0	0	0.0	1.0	0	0.0	1.0	0	0.0	1.0	0	0.0	1.0
<b>TOTAL</b>	<b>32</b>	<b>3</b>	<b>5</b>	<b>15.6</b>	<b>12.5</b>	<b>0</b>	<b>0.0</b>	<b>12.5</b>	<b>1</b>	<b>3.1</b>	<b>9.0</b>	<b>2</b>	<b>66.7</b>	<b>9.0</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>

**DEPARTMENT DEMOGRAPHICS**  
Fiscal Year 2006-2007

**Community Development Agency**

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	4	100.0	64.9	0	0.0	64.9	0	0.0	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)	42	3	23	54.8	51.1	1	33.3	51.1	19	45.2	48.9	2	66.7	48.9	33	78.6	76.1	3	100.0	76.1	3	7.1	5.6	0	0.0	5.6
Technician (30)	17	0	9	52.9	58.1	0	0.0	58.1	8	47.1	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)	3	0	0	0.0	20.9	0	0.0	20.9	3	100.0	79.1	0	0.0	79.1	2	66.7	66.9	0	0.0	66.9	0	0.0	7.6	0	0.0	7.6
Admin. Supp. (60)	9	1	0	0.0	16.0	1	0.0	16.0	9	100.0	84.0	0	0.0	84.0	8	88.9	75.0	1	100.0	75.0	0	0.0	8.7	0	0.0	8.7
<b>TOTAL</b>	<b>75</b>	<b>4</b>	<b>36</b>	<b>48.0</b>	<b>53.1</b>	<b>2</b>	<b>50.0</b>	<b>53.1</b>	<b>39</b>	<b>52.0</b>	<b>46.7</b>	<b>2</b>	<b>50.0</b>	<b>46.7</b>	<b>59</b>	<b>78.7</b>	<b>70.4</b>	<b>4</b>	<b>100.0</b>	<b>70.4</b>	<b>5</b>	<b>6.7</b>	<b>4.5</b>	<b>0</b>	<b>0.0</b>	<b>4.5</b>

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	0	0.0	0.8	0	0.0	0.8
Professional (20)	42	3	4	9.5	8.0	0	0.0	8.0	1	2.4	8.1	0	0.0	8.1	1	2.4	0.9	0	0.0	0.9	0	0.0	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	0	0.0	0.8	0	0.0	0.8
Para-Prof. (50)	3	0	1	33.3	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	0	0.0	0.9	0	0.0	0.9
Admin. Supp. (60)	9	1	0	0.0	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	0	0.0	1.0	0	0.0	1.0
<b>TOTAL</b>	<b>75</b>	<b>4</b>	<b>6</b>	<b>8.0</b>	<b>12.5</b>	<b>0</b>	<b>0.0</b>	<b>12.5</b>	<b>4</b>	<b>5.3</b>	<b>9.0</b>	<b>0</b>	<b>0.0</b>	<b>9.0</b>	<b>1</b>	<b>1.3</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>

Underutilized

**COUNTY DEPARTMENT PROFILES  
Fiscal Year 2006-2007**

**Coroner**

EEO Job Category/Code	Total Empl.	Male			Female			White			Black			Hispanic			Asian			American Indian/ Alaskan Native		
	Full- Time	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Protective Svcs. (40)	3	2	66.7	85.5	1	33.3	14.5	3	100.0	75.2	0	0.0	7.4	0	0.0	8.7	0	0.0	5.8	0	0.0	0.4
Admin. Support (60)	3	1	33.3	16.0	2	66.7	84.0	3	100.0	75.0	0	0.0	8.7	0	0.0	8.5	0	0.0	6.0	0	0.0	1.0
<b>TOTAL</b>	<b>6</b>	<b>3</b>	<b>50.0</b>	<b>53.1</b>	<b>3</b>	<b>50.0</b>	<b>46.7</b>	<b>6</b>	<b>100.0</b>	<b>70.4</b>	<b>0</b>	<b>0.0</b>	<b>4.5</b>	<b>0</b>	<b>0.0</b>	<b>12.5</b>	<b>0</b>	<b>0.0</b>	<b>9.0</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>

**COUNTY DEPARTMENT PROFILES**  
**Fiscal Year 2006-2007**

**County Administrator**

EEO Job Category/Code	Total Empl.	Male			Female			White			Black			Hispanic			Asian			Native American/ Alaskan Native		
	Full-Time	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	5	3	60.0	64.9	2	40.0	35.1	5	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)	9	6	66.7	51.1	3	33.3	48.9	8	88.9	76.1	0	0.0	5.6	0	0.0	8.0	1	11.1	8.1	0	0.0	0.9
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)	3	0	0.0	16.0	3	100.0	84.0	3	100.0	75.0	0	0.0	8.7	0	0.0	8.5	0	0.0	6.0	0	0.0	1.0
<b>TOTAL</b>	<b>18</b>	<b>9</b>	<b>50.0</b>	<b>64.9</b>	<b>9</b>	<b>50.0</b>	<b>46.7</b>	<b>17</b>	<b>94.4</b>	<b>82.3</b>	<b>0</b>	<b>0.0</b>	<b>4.5</b>	<b>0</b>	<b>0.0</b>	<b>12.5</b>	<b>1</b>	<b>5.6</b>	<b>9.0</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>

**COUNTY DEPARTMENT PROFILES**  
**Fiscal Year 2006-2007**

**County Counsel**

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	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	5	41.7	51.1	1	50.0	51.1	7	58.3	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
<b>TOTAL</b>	<b>22</b>	<b>2</b>	<b>8</b>	<b>36.4</b>	<b>53.1</b>	<b>1</b>	<b>50.0</b>	<b>53.1</b>	<b>14</b>	<b>63.6</b>	<b>46.7</b>	<b>1</b>	<b>50.0</b>	<b>46.7</b>	<b>20</b>	<b>90.9</b>	<b>70.4</b>	<b>2</b>	<b>100.0</b>	<b>70.4</b>	<b>0</b>	<b>0.0</b>	<b>4.5</b>	<b>0</b>	<b>0.0</b>	<b>4.5</b>

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
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	2	100.0	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
<b>TOTAL</b>	<b>22</b>	<b>2</b>	<b>2</b>	<b>9.1</b>	<b>12.5</b>	<b>0</b>	<b>0.0</b>	<b>12.5</b>	<b>0</b>	<b>0.0</b>	<b>9.0</b>	<b>0</b>	<b>50.0</b>	<b>9.0</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>	<b>2</b>	<b>100.0</b>	<b>0.4</b>

**COUNTY DEPARTMENT PROFILES**  
**Fiscal Year 2006-2007**

**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
Professional (20)	1	0	0	0.0	51.1	0	0.0	51.1	1	100.0	48.9	0	0.0	48.9	1	100.0	76.1	0	0.0	76.1	0	0.0	5.6	0	0.0	5.6
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	5	100.0	75.0	0	0.0	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
<b>TOTAL</b>	<b>17</b>	<b>3</b>	<b>10</b>	<b>58.8</b>	<b>53.1</b>	<b>1</b>	<b>33.3</b>	<b>53.1</b>	<b>7</b>	<b>41.2</b>	<b>46.7</b>	<b>2</b>	<b>66.7</b>	<b>46.7</b>	<b>14</b>	<b>82.4</b>	<b>70.4</b>	<b>2</b>	<b>66.7</b>	<b>70.4</b>	<b>1</b>	<b>5.9</b>	<b>4.5</b>	<b>0</b>	<b>0.0</b>	<b>4.5</b>

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	0	0.0	0.8	0	0.0	0.8
Professional (20)	1	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	0	0.0	0.9	0	0.0	0.9
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	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	0	0.0	6.0	1	100.0	6.0	0	0.0	1.0	0	0.0	1.0	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	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	0	0.0	0.6	0	0.0	0.6
<b>TOTAL</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>11.8</b>	<b>12.5</b>	<b>0</b>	<b>0.0</b>	<b>12.5</b>	<b>0</b>	<b>0.0</b>	<b>9.0</b>	<b>1</b>	<b>33.3</b>	<b>9.0</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>

**COUNTY DEPARTMENT PROFILES**  
**Fiscal Year 2006-2007**  
**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)	35	0	17	48.6	51.1	0	0.0	51.1	18	51.4	48.9	0	0.0	48.9	26	74.3	76.1	0	0.0	76.1	2	5.7	5.6	0	0.0	5.6
Technician (30)	1	0	1	100.0	58.1	0	0.0	58.1	0	0.0	41.9	0	0.0	41.9	1	100.0	69.6	0	0.0	69.6	0	0.0	7.3	0	0.0	7.3
Protective Svcs. (40)	10	0	8	80.0	85.5	0	0.0	85.5	2	20.0	14.5	0	0.0	14.5	9	90.0	75.2	0	0.0	75.2	0	0.0	7.4	0	0.0	7.4
Para-Prof. (50)	10	1	1	10.0	20.9	0	0.0	20.9	9	90.0	79.1	1	100.0	79.1	4	40.0	66.9	1	100.0	66.9	1	10.0	7.6	0	0.0	7.6
Admin. Support (60)	31	0	1	3.2	16.0	0	0.0	16.0	30	96.8	84.0	0	0.0	84.0	22	71.0	75.0	0	0.0	75.0	2	6.5	8.7	0	0.0	8.7
<b>TOTAL</b>	<b>90</b>	<b>1</b>	<b>29</b>	<b>32.2</b>	<b>53.1</b>	<b>0</b>	<b>0.0</b>	<b>53.1</b>	<b>61</b>	<b>67.8</b>	<b>46.7</b>	<b>1</b>	<b>100.0</b>	<b>46.7</b>	<b>65</b>	<b>72.2</b>	<b>70.4</b>	<b>1</b>	<b>100.0</b>	<b>70.4</b>	<b>5</b>	<b>5.6</b>	<b>4.5</b>	<b>0</b>	<b>0.0</b>	<b>4.5</b>

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	0	0.0	0.8	0	0.0	0.8
Professional (20)	35	0	3	8.6	8.0	0	0.0	8.0	4	11.4	8.1	0	0.0	8.1	0	0.0	0.9	0	0.0	0.9	0	0.0	0.9	0	0.0	0.9
Technician (30)	1	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	0	0.0	0.8	0	0.0	0.8
Protective Svcs. (40)	10	0	0	0.0	8.7	0	0.0	8.7	1	10.0	5.8	0	0.0	5.8	0	0.0	0.4	0	0.0	0.4	0	0.0	0.4	0	0.0	0.4
Para-Prof. (50)	10	1	3	30.0	11.4	0	0.0	11.4	1	10.0	12.0	0	0.0	12.0	1	10.0	0.9	0	0.0	0.9	0	0.0	0.9	0	0.0	0.9
Admin. Support (60)	31	0	2	6.5	8.5	0	0.0	8.5	5	16.1	6.0	0	0.0	6.0	0	0.0	1.0	0	0.0	1.0	0	0.0	1.0	0	0.0	1.0
<b>TOTAL</b>	<b>90</b>	<b>1</b>	<b>8</b>	<b>8.9</b>	<b>12.5</b>	<b>0</b>	<b>0.0</b>	<b>12.5</b>	<b>11</b>	<b>12.2</b>	<b>9.0</b>	<b>0</b>	<b>0.0</b>	<b>9.0</b>	<b>1</b>	<b>1.1</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>

Underutilized

**COUNTY DEPARTMENT PROFILES**  
**Fiscal Year 2006-2007**

**Farm Advisor**

EEO Job Category/Code	Total Empl.	Male			Female			White			Black			Hispanic			Asian			American Indian/ Alaskan Native		
		Full-Time	#	%	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
<b>TOTAL</b>	<b>2</b>	<b>0</b>	<b>0.0</b>	<b>53.1</b>	<b>2</b>	<b>100.0</b>	<b>46.7</b>	<b>2</b>	<b>100.0</b>	<b>70.4</b>	<b>0</b>	<b>0.0</b>	<b>4.5</b>	<b>0</b>	<b>0.0</b>	<b>12.5</b>	<b>0</b>	<b>0.0</b>	<b>9.0</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>

**COUNTY DEPARTMENT PROFILES**  
**Fiscal Year 2006-2007**

**Fire**

EEO Job Category/Code	Total Empl.	Male			Female			White			Black			Hispanic			Asian			American Indian/ Alaskan Native		
	Full-Time	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	5	5	100.0	64.9	0	0.0	35.1	4	80.0	82.3	0	0.0	5.9	1	20.0	5.3	0	0.0	4.8	0	0.0	0.8
Professional (20)	24	23	95.8	51.1	1	4.2	48.9	20	83.3	76.1	0	0.0	5.6	4	16.7	8.0	0	0.0	8.1	0	0.0	0.9
Protective Svcs. (40)	52	49	94.2	85.5	3	5.8	14.5	47	90.4	75.2	0	0.0	7.4	3	5.8	8.7	2	3.8	5.8	0	0.0	0.4
Admin. Supp. (60)	5	0	0.0	16.0	5	100.0	84.0	4	80.0	75.0	1	20.0	8.7	0	0.0	8.5	0	0.0	6.0	0	0.0	1.0
Skilled Crafts (70)	3	3	100.0	80.9	0	0.0	19.1	3	100.0	68.5	0	0.0	4.0	0	0.0	16.2	0	0.0	8.0	0	0.0	1.2
<b>TOTAL</b>	<b>89</b>	<b>80</b>	<b>89.9</b>	<b>53.1</b>	<b>9</b>	<b>10.1</b>	<b>46.7</b>	<b>78</b>	<b>87.6</b>	<b>70.4</b>	<b>1</b>	<b>1.1</b>	<b>4.5</b>	<b>8</b>	<b>9.0</b>	<b>12.5</b>	<b>2</b>	<b>2.2</b>	<b>9.0</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>

Underutilized

**DEPARTMENT DEMOGRAPHICS  
Fiscal Year 2006-2007**

**Health and Human 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)	13	1	5	38.5	64.9	0	0.0	64.9	8	61.5	35.1	1	100.0	35.1	13	100.0	82.3	1	100.0	82.3	0	0.0	5.9	0	0.0	5.9
Professional (20)	215	136	67	31.2	51.1	21	15.4	51.1	148	68.8	48.9	115	84.6	48.9	154	71.6	76.1	104	76.5	76.1	9	4.2	5.6	6	4.4	5.6
Technician (30)	105	25	32	30.5	58.1	3	12.0	58.1	73	69.5	41.9	22	88.0	41.9	59	56.2	69.6	9	36.0	69.6	7	6.7	7.3	1	4.0	7.3
Para-Prof. (50)	20	3	3	15.0	20.9	1	33.3	20.9	17	85.0	79.1	2	66.7	79.1	14	70.0	66.9	2	66.7	66.9	2	10.0	7.6	0	0.0	7.6
Admin. Supp. (60)	103	20	21	20.4	16.0	2	10.0	16.0	82	79.6	84.0	18	90.0	84.0	59	57.3	75.0	12	60.0	75.0	10	9.7	8.7	3	15.0	8.7
<b>TOTAL</b>	<b>456</b>	<b>185</b>	<b>128</b>	<b>28.1</b>	<b>53.1</b>	<b>27</b>	<b>14.6</b>	<b>53.1</b>	<b>328</b>	<b>71.9</b>	<b>46.7</b>	<b>158</b>	<b>85.4</b>	<b>46.7</b>	<b>299</b>	<b>65.6</b>	<b>70.4</b>	<b>128</b>	<b>69.2</b>	<b>70.4</b>	<b>28</b>	<b>6.1</b>	<b>4.5</b>	<b>10</b>	<b>5.4</b>	<b>4.5</b>

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)	13	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	0	0.0	0.8	0	0.0	0.8
Professional (20)	215	136	35	16.3	8.0	13	9.6	8.0	14	6.5	8.1	12	8.8	8.1	3	1.4	0.9	1	0.7	0.9						
Technician (30)	105	25	30	28.6	11.0	13	52.0	11.0	8	7.6	9.2	2	8.0	9.2	1	1.0	0.8	0	0.0	0.8						
Para-Prof. (50)	20	3	0	0.0	11.4	1	33.3	11.4	4	20.0	12.0	0	0.0	12.0	0	0.0	0.9	0	0.0	0.9						
Admin. Supp. (60)	103	20	20	19.4	8.5	3	15.0	8.5	14	13.6	6.0	2	10.0	6.0	0	0.0	1.0	0	0.0	1.0						
<b>TOTAL</b>	<b>456</b>	<b>185</b>	<b>85</b>	<b>18.6</b>	<b>12.5</b>	<b>30</b>	<b>16.2</b>	<b>12.5</b>	<b>40</b>	<b>8.8</b>	<b>9.0</b>	<b>16</b>	<b>8.6</b>	<b>9.0</b>	<b>4</b>	<b>0.9</b>	<b>0.4</b>	<b>1</b>	<b>0.5</b>	<b>0.4</b>						

Underutilized

**COUNTY DEPARTMENT PROFILES**  
**Fiscal Year 2006-2007**

**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)	6	0	1	16.7	64.9	0	0.0	64.9	5	83.3	35.1	0	0.0	35.1	5	83.3	82.3	0	0.0	82.3	1	16.7	5.9	0	0.0	5.9
Professional (20)	10	0	1	10.0	51.1	0	0.0	51.1	9	90.0	48.9	0	0.0	48.9	8	80.0	76.1	0	0.0	76.1	0	0.0	5.6	0	0.0	5.6
Para-Prof. (50)	9	1	2	22.2	20.9	0	0.0	20.9	7	77.8	79.1	1	100.0	79.1	4	44.4	66.9	1	100.0	66.9	2	22.2	7.6	0	0.0	7.6
Admin. Support (60)	6	0	1	16.7	16.0	0	0.0	16.0	5	83.3	84.0	0	0.0	84.0	5	83.3	75.0	0	0.0	75.0	0	0.0	8.7	0	0.0	8.7
<b>TOTAL</b>	<b>31</b>	<b>1</b>	<b>5</b>	<b>16.1</b>	<b>53.1</b>	<b>0</b>	<b>0.0</b>	<b>53.1</b>	<b>26</b>	<b>83.9</b>	<b>46.7</b>	<b>0</b>	<b>0.0</b>	<b>46.7</b>	<b>22</b>	<b>71.0</b>	<b>70.4</b>	<b>1</b>	<b>0.0</b>	<b>70.4</b>	<b>3</b>	<b>9.7</b>	<b>4.5</b>	<b>0</b>	<b>0.0</b>	<b>4.5</b>

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)	6	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	0	0.0	0.8	0	0.0	0.8
Professional (20)	10	0	1	10.0	8.0	0	0.0	8.0	1	10.0	8.1	0	0.0	8.1	0	0.0	0.9	0	0.0	0.9	0	0.0	0.9	0	0.0	0.9
Para-Prof. (50)	9	1	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	0	0.0	0.9	0	0.0	0.9
Admin. Support (60)	6	0	1	16.7	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	0	0.0	1.0	0	0.0	1.0
<b>TOTAL</b>	<b>31</b>	<b>1</b>	<b>2</b>	<b>6.5</b>	<b>12.5</b>	<b>0</b>	<b>0.0</b>	<b>12.5</b>	<b>4</b>	<b>12.9</b>	<b>9.0</b>	<b>0</b>	<b>0.0</b>	<b>9.0</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>

**COUNTY DEPARTMENT PROFILES**  
**Fiscal Year 2006-2007**

**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)	56	0	33	58.9	51.1	0	0.0	51.1	23	41.1	48.9	0	0.0	48.9	43	76.8	76.1	0	0.0	76.1	6	10.7	5.6	0	0.0	5.6
Technician (30)	25	1	16	64.0	58.1	0	0.0	58.1	9	36.0	41.9	1	100.0	41.9	17	68.0	69.6	1	100.0	69.6	1	4.0	7.3	0	0.0	7.3
Para-Prof. (50)	4	0	0	0.0	20.9	0	0.0	20.9	4	100.0	79.1	0	0.0	79.1	2	50.0	66.9	0	0.0	66.9	0	0.0	7.6	0	0.0	7.6
Skilled Crafts (70)	1	0	1	100.0	80.9	0	0.0	80.9	0	0.0	19.1	0	0.0	19.1	1	100.0	68.5	0	0.0	68.5	0	0.0	4.0	0	0.0	4.0
<b>TOTAL</b>	<b>90</b>	<b>1</b>	<b>52</b>	<b>57.8</b>	<b>53.1</b>	<b>0</b>	<b>0.0</b>	<b>53.1</b>	<b>38</b>	<b>42.2</b>	<b>46.7</b>	<b>1</b>	<b>100.0</b>	<b>46.7</b>	<b>66</b>	<b>73.3</b>	<b>70.4</b>	<b>1</b>	<b>100.0</b>	<b>70.4</b>	<b>7</b>	<b>7.8</b>	<b>4.5</b>	<b>0</b>	<b>0.0</b>	<b>4.5</b>

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)	56	0	2	3.6	8.0	0	0.0	8.0	5	8.9	8.1	0	0.0	8.1	0	0.0	0.9	0	0.0	0.9
Technician (30)	25	1	1	4.0	11.0	0	0.0	11.0	6	24.0	9.2	0	0.0	9.2	0	0.0	0.8	0	0.0	0.8
Para-Prof. (50)	4	0	0	0.0	11.4	0	0.0	11.4	2	50.0	12.0	0	0.0	12.0	0	0.0	0.9	0	0.0	0.9
Skilled Crafts (70)	1	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
<b>TOTAL</b>	<b>90</b>	<b>1</b>	<b>3</b>	<b>3.3</b>	<b>12.5</b>	<b>0</b>	<b>0.0</b>	<b>12.5</b>	<b>14</b>	<b>15.6</b>	<b>9.0</b>	<b>0</b>	<b>0.0</b>	<b>9.0</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>

Underutilized

**COUNTY DEPARTMENT PROFILES**  
**Fiscal Year 2006-2007**

**Library**

	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	0	0.0	64.9	0	0.0	64.9	4	100.0	35.1	0	00.0	35.1	4	100.0	82.3	0	0.0	82.3	0	0.0	5.9	0	0.0	5.9
Professional (20)	26	11	9	34.6	51.1	0	0.0	51.1	17	65.4	48.9	11	100.0	48.9	22	84.6	76.1	11	100.0	76.1	1	3.8	5.6	0	0.0	5.6
Para-Prof. (50)	17	39	3	17.6	20.9	5	12.8	20.9	14	82.4	79.1	34	87.2	79.1	14	82.4	66.9	34	87.2	66.9	1	5.9	7.6	1	2.6	7.6
Admin. Support (60)	9	3	1	11.1	16.0	0	0.0	16.0	8	88.9	84.0	3	100.0	84.0	5	55.6	75.0	3	100.0	75.0	0	0.0	8.7	0	0.0	8.7
<b>TOTAL</b>	<b>56</b>	<b>53</b>	<b>13</b>	<b>23.2</b>	<b>53.1</b>	<b>5</b>	<b>9.4</b>	<b>53.1</b>	<b>43</b>	<b>76.8</b>	<b>46.7</b>	<b>48</b>	<b>90.6</b>	<b>46.7</b>	<b>45</b>	<b>80.4</b>	<b>70.4</b>	<b>48</b>	<b>90.6</b>	<b>70.4</b>	<b>2</b>	<b>3.6</b>	<b>4.5</b>	<b>1</b>	<b>1.9</b>	<b>4.5</b>

	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	0	0.0	4.8	0	0.0	4.8	0	0.0	0.8	0	0.0	0.8	0	0.0	0.8	0	0.0	0.8
Professional (20)	26	11	0	0.0	8.0	0	0.0	8.0	3	11.5	8.1	0	0.0	8.1	0	0.0	0.9	0	0.0	0.9	0	0.0	0.0	0	0.0	0.0
Para-Prof. (50)	17	39	1	5.9	11.4	2	5.1	11.4	1	5.9	12.0	1	2.6	12.0	0	0.0	0.9	1	2.6	0.9	1	2.6	0.9	1	2.6	0.9
Admin. Support (60)	9	3	1	11.1	8.5	0	0.0	8.5	3	33.3	6.0	0	0.0	6.0	0	0.0	1.0	0	0.0	1.0	0	0.0	1.0	0	0.0	1.0
<b>TOTAL</b>	<b>56</b>	<b>53</b>	<b>2</b>	<b>3.6</b>	<b>12.5</b>	<b>2</b>	<b>3.8</b>	<b>12.5</b>	<b>7</b>	<b>12.5</b>	<b>9.0</b>	<b>1</b>	<b>1.9</b>	<b>9.0</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>	<b>1</b>	<b>1.9</b>	<b>0.4</b>	<b>1</b>	<b>1.9</b>	<b>0.4</b>	<b>1</b>	<b>1.9</b>	<b>0.4</b>

Underutilized

**COUNTY DEPARTMENT PROFILLES**  
**Fiscal Year 2006-2007**  
**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)	6	0	4	66.7	64.9	0	0.0	64.9	2	33.3	35.1	0	0	35.1	6	100.0	82.3	0	0.0	82.3	0	0.0	5.9	0	0.0	5.9
Professional (20)	10	0	8	80.0	51.1	0	0.0	51.1	2	20.0	48.9	0	0	48.9	9	90.0	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	20.9	1	100.0	79.1	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)	5	1	0	0.0	16.0	0	0.0	16.0	5	100.0	84.0	1	100	84.0	2	40.0	75.0	1	100.0	75.0	1	20.0	8.7	0	0.0	8.7
Skilled Crafts (70)	21	0	18	85.7	80.9	0	0.0	80.9	3	14.3	19.1	0	0	19.1	16	76.2	68.5	0	0.0	68.5	0	0.0	4.0	0	0.0	4.0
Service/Maint. (80)	15	0	14	93.3	86.1	0	0.0	86.1	1	6.7	13.9	0	0	13.9	14	93.3	36.7	0	0.0	36.7	1	6.7	12.7	0	0.0	12.7
<b>TOTAL</b>	<b>58</b>	<b>1</b>	<b>44</b>	<b>75.9</b>	<b>53.1</b>	<b>0</b>	<b>0.0</b>	<b>53.1</b>	<b>14</b>	<b>24.1</b>	<b>46.7</b>	<b>1</b>	<b>100</b>	<b>46.7</b>	<b>48</b>	<b>82.8</b>	<b>70.4</b>	<b>1</b>	<b>100.0</b>	<b>70.4</b>	<b>2</b>	<b>3.4</b>	<b>4.5</b>	<b>0</b>	<b>0.0</b>	<b>4.5</b>

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)	6	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	0	0.0	0.8
Professional (20)	10	0	1	10.0	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	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	0	0.0	0.9
Admin. Supp. (60)	5	1	1	20.0	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	0	0.0	1.0
Skilled Crafts (70)	21	0	3	14.3	16.2	0	0.0	16.2	0	0.0	8.0	0	0.0	8.0	2	9.5	1.2	0	0.0	1.2	0	0.0	1.2
Service/Maint. (80)	15	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	0	0.0	0.6
<b>TOTAL</b>	<b>58</b>	<b>1</b>	<b>5</b>	<b>8.6</b>	<b>12.5</b>	<b>0</b>	<b>0.0</b>	<b>12.5</b>	<b>1</b>	<b>1.7</b>	<b>9.0</b>	<b>0</b>	<b>0.0</b>	<b>9.0</b>	<b>2</b>	<b>3.4</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>

**COUNTY DEPARTMENT PROFILLES**  
**Fiscal Year 2006-2007**

**Probation**

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)	6	0	4	66.7	64.9	0	0.0	64.9	2	33.3	35.1	0	0.0	35.1	4	66.7	82.3	0	0.0	82.3	1	16.7	5.9	0	0.0	5.9
Professional (20)	81	3	43	53.1	51.1	0	0.0	51.1	38	46.9	48.9	3	100.0	48.9	45	55.6	76.1	2	66.7	76.1	18	22.2	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)	2	0	0	0.0	20.9	0	0.0	20.9	2	100.0	79.1	0	0.0	79.1	1	50.0	66.9	0	0.0	66.9	1	50.0	7.6	0	0.0	7.6
Admin. Supp. (60)	22	3	1	4.5	16.0	0	0.0	16.0	21	95.5	84.0	3	100.0	84.0	14	63.6	75.0	3	100.0	75.0	0	0.0	8.7	0	0.0	8.7
Service/Maint. (80)	1	3	1	100.0	86.1	0	0.0	86.1	0	0.0	13.9	3	100.0	13.9	1	100.0	36.7	1	33.3	36.7	0	0.0	12.7	0	0.0	12.7
<b>TOTAL</b>	<b>113</b>	<b>10</b>	<b>49</b>	<b>43.4</b>	<b>53.1</b>	<b>0</b>	<b>0.0</b>	<b>53.1</b>	<b>64</b>	<b>56.6</b>	<b>46.7</b>	<b>10</b>	<b>100.0</b>	<b>46.7</b>	<b>65</b>	<b>57.5</b>	<b>70.4</b>	<b>7</b>	<b>70.0</b>	<b>70.4</b>	<b>20</b>	<b>17.7</b>	<b>4.5</b>	<b>0</b>	<b>0.0</b>	<b>4.5</b>

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)	6	0	1	16.7	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	0	0.0	0.8	0	0.0	0.8
Professional (20)	81	3	12	14.8	8.0	0	0.0	8.0	5	6.2	8.1	1	33.3	8.1	1	1.2	0.9	0	0.0	0.9	0	0.0	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	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	0	0.0	12.0	0	0.0	12.0	0	0.0	0.9	0	0.0	0.9	0	0.0	0.9	0	0.0	0.9
Admin. Supp. (60)	22	3	2	9.1	8.5	0	0.0	8.5	6	27.3	6.0	0	0.0	6.0	0	0.0	1.0	0	0.0	1.0	0	0.0	1.0	0	0.0	1.0
Service/Maint. (80)	1	3	0	0.0	38.8	1	0.0	38.8	0	0.0	9.2	1	33.3	9.2	0	0.0	0.6	0	0.0	0.6	0	0.0	0.6	0	0.0	0.6
<b>TOTAL</b>	<b>113</b>	<b>10</b>	<b>16</b>	<b>14.2</b>	<b>12.5</b>	<b>1</b>	<b>0.0</b>	<b>12.5</b>	<b>11</b>	<b>9.7</b>	<b>9.0</b>	<b>2</b>	<b>20.0</b>	<b>9.0</b>	<b>1</b>	<b>0.9</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>

**COUNTY DEPARTMENT PROFILES**  
**Fiscal Year 2006-2007**

**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)	23	2	8	34.8	51.1	0	0.0	51.1	15	65.2	48.9	2	100.0	48.9	19	82.6	76.1	2	100.0	76.1	2	8.7	5.6	0	0.0	5.6
Technician (30)	5	0	2	40.0	58.1	0	0.0	58.1	3	60.0	41.9	0	0.0	41.9	4	80.0	69.6	0	0.0	69.6	0	0.0	7.3	0	0.0	7.3
Admin. Supp. (60)	10	0	2	20.0	16.0	0	0.0	16.0	8	80.0	84.0	0	0.0	84.0	6	60.0	75.0	0	0.0	75.0	2	20.0	8.7	0	0.0	8.7
<b>TOTAL</b>	<b>42</b>	<b>2</b>	<b>15</b>	<b>35.7</b>	<b>53.1</b>	<b>0</b>	<b>0.0</b>	<b>53.1</b>	<b>27</b>	<b>64.3</b>	<b>46.7</b>	<b>2</b>	<b>100.0</b>	<b>46.7</b>	<b>31</b>	<b>73.8</b>	<b>70.4</b>	<b>2</b>	<b>100.0</b>	<b>70.4</b>	<b>4</b>	<b>9.5</b>	<b>4.5</b>	<b>0</b>	<b>0.0</b>	<b>4.5</b>

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	0	0.0	0.8
Professional (20)	23	2	2	8.7	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	0	0.0	0.9
Technician (30)	5	0	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	0	0.0	0.8
Admin. Supp. (60)	10	0	2	20.0	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	0	0.0	1.0
<b>TOTAL</b>	<b>42</b>	<b>2</b>	<b>7</b>	<b>16.7</b>	<b>12.5</b>	<b>0</b>	<b>0.0</b>	<b>12.5</b>	<b>0</b>	<b>0.0</b>	<b>9.0</b>	<b>0</b>	<b>0.0</b>	<b>9.0</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>

  
Underutilized

**COUNTY DEPARTMENT PROFILLES**  
Fiscal Year 2006-2007

**Public Works**

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)	19	0	16	84.2	64.9	0	0.0	64.9	3	15.8	35.1	0	0.0	35.1	16	84.2	82.3	0	0.0	82.3	1	5.3	5.9	0	0.0	5.9
Professional (20)	38	0	20	52.6	51.1	0	0.0	51.1	18	47.4	48.9	0	0.0	48.9	30	78.9	76.1	0	0.0	76.1	3	7.9	5.6	0	0.0	5.6
Technician (30)	18	0	13	72.2	58.1	0	0.0	58.1	5	27.8	41.9	0	0.0	41.9	15	83.3	69.6	0	0.0	69.6	0	0.0	7.3	0	0.0	7.3
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)	17	2	3	17.6	16.0	1	50.0	16.0	14	82.4	84.0	1	50.0	84.0	13	76.5	75.0	2	100.0	75.0	3	17.6	8.7	0	0.0	8.7
Skilled Crafts (70)	45	0	45	100.0	80.9	0	0.0	80.9	0	0.0	19.1	0	0.0	19.1	39	86.7	68.5	0	0.0	68.5	2	4.4	4.0	0	0.0	4.0
Service/Maint. (80)	58	0	55	94.8	86.1	0	0.0	86.1	3	5.2	13.9	0	0.0	13.9	38	65.5	36.7	0	0.0	36.7	3	5.2	12.7	0	0.0	12.7
<b>TOTAL</b>	<b>197</b>	<b>2</b>	<b>153</b>	<b>77.7</b>	<b>53.1</b>	<b>1</b>	<b>50.0</b>	<b>53.1</b>	<b>44</b>	<b>22.3</b>	<b>46.7</b>	<b>1</b>	<b>50.0</b>	<b>46.7</b>	<b>153</b>	<b>77.7</b>	<b>70.4</b>	<b>2</b>	<b>100.0</b>	<b>70.4</b>	<b>12</b>	<b>6.1</b>	<b>4.5</b>	<b>0</b>	<b>0.0</b>	<b>4.5</b>

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)	19	0	0	0.0	5.3	0	0.0	5.3	2	10.5	4.8	0	0.0	4.8	0	0.0	0.8	0	0.0	0.8	0	0.0	0.8	0	0.0	0.8
Professional (20)	38	0	2	5.3	8.0	0	0.0	8.0	3	7.9	8.1	0	0.0	8.1	0	0.0	0.9	0	0.0	0.9	0	0.0	0.9	0	0.0	0.9
Technician (30)	18	0	2	11.1	11.0	0	0.0	11.0	0	0.0	9.2	0	0.0	9.2	1	5.6	0.8	0	0.0	0.8	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	0	0.0	12.0	0	0.0	12.0	0	0.0	0.9	0	0.0	0.9	0	0.0	0.9	0	0.0	0.9
Admin. Supp. (60)	17	2	0	0.0	8.5	0	0.0	8.5	1	5.9	6.0	0	0.0	6.0	0	0.0	1.0	0	0.0	1.0	0	0.0	1.0	0	0.0	1.0
Skilled Crafts (70)	45	0	3	6.7	16.2	0	0.0	16.2	1	2.2	8.0	0	0.0	8.0	0	0.0	1.2	0	0.0	1.2	0	0.0	1.2	0	0.0	1.2
Service/Maint. (80)	58	0	10	17.2	38.8	0	0.0	38.8	7	12.1	9.2	0	0.0	9.2	0	0.0	0.6	0	0.0	0.6	0	0.0	0.6	0	0.0	0.6
<b>TOTAL</b>	<b>197</b>	<b>2</b>	<b>17</b>	<b>8.6</b>	<b>12.5</b>	<b>0</b>	<b>0.0</b>	<b>12.5</b>	<b>14</b>	<b>7.1</b>	<b>9.0</b>	<b>0</b>	<b>0.0</b>	<b>9.0</b>	<b>1</b>	<b>0.5</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>

Underutilized

**COUNTY DEPARTMENT PROFILLES**  
**Fiscal Year 2006-2007**

**Retirement**

EEO Job Category/ Code	Total Empl.	Male			Female			White			Black			Hispanic			Asian			American Indian/ Alaskan Native		
	Full-Time	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %	#	%	LMA %
Official/Adm. (10)	1	0	0.0	64.9	1	100.0	35.1	1	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)	3	0	0.0	51.1	3	100.0	48.9	3	100.0	76.1	0	0.0	5.6	0	0.0	8.0	0	0.0	8.1	0	0.0	0.9
Admin. Support (60)	3	1	33.3	16.0	2	66.7	84.0	3	100.0	75.0	0	0.0	8.7	0	0.0	8.5	0	0.0	6.0	0	0.0	1.0
<b>TOTAL</b>	<b>7</b>	<b>1</b>	<b>14.3</b>	<b>53.1</b>	<b>6</b>	<b>85.7</b>	<b>46.7</b>	<b>7</b>	<b>100.0</b>	<b>70.4</b>	<b>0</b>	<b>0.0</b>	<b>4.5</b>	<b>0</b>	<b>0.0</b>	<b>12.5</b>	<b>0</b>	<b>0.0</b>	<b>9.0</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>

**COUNTY DEPARTMENT PROFILLES**  
**Fiscal Year 2006-2007**

**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)	4	0	3	75.0	64.9	0	0.0	64.9	1	25.0	35.1	0	0.0	35.1	4	100.0	82.3	0	0.0	82.3	0	0.0	5.9	0	0.0	5.9
Professional (20)	21	0	17	81.0	51.1	0	0.0	51.1	4	19.0	48.9	0	0.0	48.9	18	85.7	76.1	0	0.0	76.1	1	4.8	5.6	0	0.0	5.6
Technician (30)	31	0	27	87.1	58.1	0	0.0	58.1	4	12.9	41.9	0	0.0	41.9	24	77.4	69.6	0	0.0	69.6	1	3.2	7.3	0	0.0	7.3
Protective Svcs. (40)	160	0	129	80.6	85.5	0	0.0	85.5	31	19.4	14.5	0	0.0	14.5	138	86.3	75.2	0	0.0	75.2	7	4.4	7.4	0	0.0	7.4
Para-Prof. (50)	19	1	4	21.1	20.9	0	0.0	20.9	15	78.9	79.1	1	100.0	79.1	12	63.2	66.9	1	100.0	66.9	3	15.8	7.6	0	0.0	7.6
Admin. Supp. (60)	61	3	10	16.4	16.0	0	0.0	16.0	51	83.6	84.0	3	100.0	84.0	56	91.8	75.0	3	100.0	75.0	1	1.6	8.7	0	0.0	8.7
Service/Maint. (80)	8	0	7	87.5	86.1	0	0.0	86.1	1	12.5	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
<b>TOTAL</b>	<b>304</b>	<b>4</b>	<b>197</b>	<b>64.8</b>	<b>53.1</b>	<b>0</b>	<b>0.0</b>	<b>53.1</b>	<b>107</b>	<b>35.2</b>	<b>46.7</b>	<b>4</b>	<b>100.0</b>	<b>46.7</b>	<b>254</b>	<b>83.6</b>	<b>70.4</b>	<b>4</b>	<b>100.0</b>	<b>70.4</b>	<b>14</b>	<b>4.6</b>	<b>4.5</b>	<b>0</b>	<b>0.0</b>	<b>4.5</b>

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	0	0.0	4.8	0	0.0	4.8	0	0.0	0.8	0	0.0	0.8	0	0.0	0.8
Professional (20)	21	0	2	9.5	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	0	0.0	0.9
Technician (30)	31	0	3	9.7	11.0	0	0.0	11.0	2	6.5	9.2	0	0.0	9.2	1	3.2	0.8	0	0.0	0.8	0	0.0	0.8
Protective Svcs. (40)	160	0	10	6.3	8.7	0	0.0	8.7	2	1.3	5.8	0	0.0	5.8	3	1.9	0.4	0	0.0	0.4	0	0.0	0.4
Para-Prof. (50)	19	1	3	15.8	11.4	0	0.0	11.4	0	0.0	12.0	0	0.0	12.0	1	5.3	0.9	0	0.0	0.9	0	0.0	0.9
Admin. Supp. (60)	61	3	1	1.6	8.5	0	0.0	8.5	3	4.9	6.0	0	0.0	6.0	0	0.0	1.0	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	0	0.0	0.6
<b>TOTAL</b>	<b>304</b>	<b>4</b>	<b>19</b>	<b>6.3</b>	<b>12.5</b>	<b>0</b>	<b>0.0</b>	<b>12.5</b>	<b>12</b>	<b>3.9</b>	<b>9.0</b>	<b>0</b>	<b>0.0</b>	<b>9.0</b>	<b>5</b>	<b>1.6</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>


  
Underutilized

**COUNTY DEPARTMENT PROFILES**  
**Fiscal Year 2006-2007**

**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)	5	0	2	40.0	51.1	0	0.0	51.1	3	60.0	48.9	0	0.0	48.9	3	60.0	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)	13	2	5	38.5	16.0	0	0.0	16.0	8	61.5	84.0	2	100.0	84.0	9	69.2	75.0	2	100.0	75.0	0	0.0	8.7	0	0.0	8.7
<b>TOTAL</b>	<b>29</b>	<b>2</b>	<b>8</b>	<b>27.6</b>	<b>53.1</b>	<b>0</b>	<b>0.0</b>	<b>53.1</b>	<b>21</b>	<b>72.4</b>	<b>46.7</b>	<b>2</b>	<b>100.0</b>	<b>46.7</b>	<b>21</b>	<b>72.4</b>	<b>70.4</b>	<b>2</b>	<b>100.0</b>	<b>70.4</b>	<b>0</b>	<b>0.0</b>	<b>4.5</b>	<b>0</b>	<b>0.0</b>	<b>4.5</b>

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	04.8	0	0.0	4.8	0	0.0	0.8	0	0.0	0.8	0	0.0	0.8
Professional (20)	5	0	1	20.0	8.0	0	0.0	8.0	1	20.0	08.1	0	0.0	8.1	0	0.0	0.9	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	09.2	0	0.0	9.2	0	0.0	0.8	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	0	0.0	0.9
Admin. Supp. (60)	13	2	1	7.7	8.5	0	0.0	8.5	3	23.1	06.0	0	0.0	6.0	0	0.0	1.0	0	0.0	1.0	0	0.0	1.0
<b>TOTAL</b>	<b>29</b>	<b>2</b>	<b>3</b>	<b>10.3</b>	<b>12.5</b>	<b>0</b>	<b>0.0</b>	<b>12.5</b>	<b>5</b>	<b>17.2</b>	<b>09.0</b>	<b>0</b>	<b>0.0</b>	<b>9.0</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>	<b>0</b>	<b>0.0</b>	<b>0.4</b>

  
Underutilized

## **SECTION III**

### **EMPLOYMENT ACTIVITY**

**APPOINTMENTS  
FY 2007**

Conversions from Extra-Hire/Part-time	EEO Job Cat.	County-Wide		White						Black						Hispanic						
				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	
	Officials/Adm.	0	1	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	Professionals	25	6	5	14	19	0	4	4	1	1	2	1	0	1	1	3	4	0	0	0	
	Technicians	4	3	2	0	2	0	2	2	0	0	0	0	0	0	0	1	1	0	1	1	
	Protective Svcs.	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Para-Prof.	4	2	0	4	4	1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	
	Admin. Support	13	0	3	6	9	0	0	0	0	2	2	0	0	0	0	2	2	0	0	0	
	Skilled Crafts	5	0	4	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Service/Maint.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	<b>Total</b>	<b>52</b>	<b>12</b>	<b>15</b>	<b>24</b>	<b>39</b>	<b>2</b>	<b>7</b>	<b>9</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>6</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>1</b>	
				<b>75.0%</b>			<b>75.0%</b>			<b>7.7%</b>			<b>8.3%</b>			<b>13.5%</b>			<b>8.3%</b>			
New	EEO Job Cat.	County-Wide		White						Black						Hispanic						
				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	
	Officials/Adm.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Professionals	50	5	14	18	32	1	2	3	1	0	1	0	1	1	2	7	9	0	1	1	
	Technicians	14	1	4	6	10	0	0	0	1	0	1	0	0	0	0	3	3	0	0	0	
	Protective Svcs.	18	0	17	1	18	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Para-Prof.	8	2	1	2	3	0	2	2	1	1	2	0	0	0	1	1	2	0	0	0	
	Admin. Support	35	0	6	22	28	0	0	0	0	2	2	0	0	0	0	2	2	0	0	0	
	Skilled Crafts	8	0	6	0	6	0	0	0	1	0	1	0	0	0	1	0	1	0	0	0	
	Service/Maint.	8	1	5	0	5	0	1	1	1	0	1	0	0	0	1	0	1	0	0	0	
	<b>Total</b>	<b>141</b>	<b>9</b>	<b>53</b>	<b>49</b>	<b>102</b>	<b>1</b>	<b>5</b>	<b>6</b>	<b>5</b>	<b>3</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>13</b>	<b>18</b>	<b>0</b>	<b>1</b>	<b>1</b>	
				<b>72.3%</b>			<b>66.7%</b>			<b>5.7%</b>			<b>11.1%</b>			<b>12.8%</b>			<b>11.1%</b>			
	<b>Appointments Total</b>	<b>193</b>	<b>21</b>	<b>68</b>	<b>73</b>	<b>141</b>	<b>3</b>	<b>12</b>	<b>15</b>	<b>6</b>	<b>6</b>	<b>12</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>6</b>	<b>19</b>	<b>25</b>	<b>0</b>	<b>2</b>	<b>2</b>	
				<b>73.1%</b>			<b>71.4%</b>			<b>6.2%</b>			<b>9.5%</b>			<b>13.0%</b>			<b>9.5%</b>			

**APPOINTMENTS  
FY 2007**

Conversions from Extra-Hire/Part-time	EEO Job Cat.	County-Wide		Asian						American Indian/ Alaskan Native					
		County-Wide		FT			PT			FT			PT		
		FT	PT	M	F	Total	M	F	Total	M	F	Total	M	F	Total
	Officials/Adm.	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	Professionals	25	6	0	0	0	0	1	1	0	0	0	0	0	0
	Technicians	4	3	1	0	1	0	0	0	0	0	0	0	0	0
	Protective Svcs.	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	Para-Prof.	4	2	0	0	0	0	0	0	0	0	0	0	0	0
	Admin. Support	13	0	0	0	0	0	0	0	0	0	0	0	0	0
	Skilled Crafts	5	0	1	0	1	0	0	0	0	0	0	0	0	0
	Service/Maint.	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>Total</b>	<b>52</b>	<b>12</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>3.8%</b>			<b>8.3%</b>			<b>0.0%</b>			<b>0.0%</b>		
New	EEO Job Cat.	County-Wide		Asian						American Indian/ Alaskan Native					
		County-Wide		FT			PT			FT			PT		
		FT	PT	M	F	Total	M	F	Total	M	F	Total	M	F	Total
	Officials/Adm.	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Professionals	50	5	4	3	7	0	0	0	0	1	1	0	0	0
	Technicians	14	1	0	0	0	0	0	0	0	0	0	1	0	1
	Protective Svcs.	18	0	0	0	0	0	0	0	0	0	0	0	0	0
	Para-Prof.	8	2	1	0	1	0	0	0	0	0	0	0	0	0
	Admin. Support	35	0	0	3	3	0	0	0	0	0	0	0	0	0
	Skilled Crafts	8	0	0	0	0	0	0	0	0	0	0	0	0	0
	Service/Maint.	8	1	0	0	0	0	0	0	1	0	1	0	0	0
	<b>Total</b>	<b>141</b>	<b>9</b>	<b>5</b>	<b>6</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>
				<b>7.8%</b>			<b>0.0%</b>			<b>1.4%</b>			<b>11.1%</b>		
	<b>Appointments Total</b>	<b>193</b>	<b>21</b>	<b>7</b>	<b>6</b>	<b>13</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>
				<b>6.7%</b>			<b>4.8%</b>			<b>1.0%</b>			<b>4.8%</b>		

**PROMOTIONS  
FY 2007**

County and Department Promotion	EEO Job Cat.	County-Wide		White						Black						Hispanic						
		County-Wide		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	
County and Department Promotion	Officials/Adm.	5	0	1	2	3	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0
	Professionals	37	5	11	14	25	0	5	5	3	1	4	0	0	0	0	3	3	0	0	0	
	Technicians	11	0	2	3	5	0	0	0	0	0	0	0	0	0	2	4	6	0	0	0	
	Protective Svcs.	4	0	3	1	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Para-Prof.	4	0	0	2	2	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	
	Admin. Support	10	0	1	8	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Skilled Crafts	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Service/Maint.	3	0	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	<b>Total</b>	<b>75</b>	<b>5</b>	<b>22</b>	<b>30</b>	<b>52</b>	<b>0</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>7</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	
				<b>69.3%</b>			<b>100.0%</b>			<b>9.3%</b>			<b>0.0%</b>			<b>12.0%</b>			<b>0.0%</b>			
Open List	Officials/Adm.	2	0	1	0	1	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	
	Professionals	15	2	5	6	11	0	2	2	0	0	0	0	0	0	1	1	2	0	0	0	
	Technicians	2	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Protective Svcs.	3	0	2	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Para-Prof.	4	0	0	2	2	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	
	Admin. Support	7	1	1	5	6	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
	Skilled Crafts	2	0	2	0	2	0	0	0	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	0	0	0	0	0	0	
	<b>Total</b>	<b>35</b>	<b>3</b>	<b>11</b>	<b>16</b>	<b>27</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	
			<b>77.1%</b>			<b>100.0%</b>			<b>2.9%</b>			<b>0.0%</b>			<b>8.6%</b>			<b>0.0%</b>				

**PROMOTIONS  
FY 2007**

	EEO Job Cat.	County-Wide		Asian						American Indian/ Alaskan Native					
				FT			PT			FT			PT		
		FT	PT	M	F	Total	M	F	Total	M	F	Total	M	F	Total
<b>County and Department Promotion</b>	Officials/Adm.	5	0	1	0	1	0	0	0	0	0	0	0	0	0
	Professionals	37	5	1	3	4	0	0	0	0	1	1	0	0	0
	Technicians	11	0	0	0	0	0	0	0	0	0	0	0	0	0
	Protective Svcs.	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	Para-Prof.	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	Admin. Support	10	0	1	0	1	0	0	0	0	0	0	0	0	0
	Skilled Crafts	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	Service/Maint.	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>Total</b>	<b>75</b>	<b>5</b>	<b>3</b>	<b>3</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>8.0%</b>			<b>0.0%</b>			<b>1.3%</b>			<b>0.0%</b>		
<b>Open List</b>	Officials/Adm.	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	Professionals	15	2	0	0	0	0	0	0	1	1	2	0	0	0
	Technicians	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	Protective Svcs.	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	Para-Prof.	4	0	0	1	1	0	0	0	0	0	0	0	0	0
	Admin. Support	7	1	0	1	1	0	0	0	0	0	0	0	0	0
	Skilled Crafts	2	0	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	0	0
	<b>Total</b>	<b>35</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
			<b>5.7%</b>			<b>0.0%</b>			<b>5.7%</b>			<b>0.0%</b>			

**PROMOTIONS  
FY 2007**

	EEO Job Cat.	County-Wide		White						Black						Hispanic					
				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
<b>Sliding Promotion</b>	Officials/Adm.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Professionals	2	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0
	Technicians	4	0	1	1	2	0	0	0	0	1	1	0	0	0	0	1	1	0	0	0
	Protective Svcs.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Para-Prof.	0	1	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	Admin. Support	3	1	0	1	1	0	1	1	0	0	0	0	0	0	0	1	1	0	0	0
	Skilled Crafts	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0
	<b>Total</b>	<b>9</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>
			<b>33.3%</b>			<b>100.0%</b>			<b>11.1%</b>			<b>0.0%</b>			<b>33.3%</b>			<b>0.0%</b>			
<b>Promotions Total</b>	<b>119</b>	<b>10</b>	<b>34</b>	<b>48</b>	<b>82</b>	<b>0</b>	<b>10</b>	<b>10</b>	<b>4</b>	<b>5</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>11</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>0</b>	
			<b>68.9%</b>			<b>100.0%</b>			<b>7.6%</b>			<b>0.0%</b>			<b>12.6%</b>			<b>0.0%</b>			

**PROMOTIONS  
FY 2007**

	EEO Job Cat.	County-Wide		Asian						American Indian/ Alaskan Native					
				FT			PT			FT			PT		
		FT	PT	M	F	Total	M	F	Total	M	F	Total	M	F	Total
<b>Sliding Promotion</b>	Officials/Adm.	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Professionals	2	0	0	1	1	0	0	0	0	0	0	0	0	0
	Technicians	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	Protective Svcs.	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Para-Prof.	0	1	0	0	0	0	0	0	0	0	0	0	0	0
	Admin. Support	3	1	0	1	1	0	0	0	0	0	0	0	0	0
	Skilled Crafts	0	0	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	0	0
	<b>Total</b>	<b>9</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
			<b>22.2%</b>			<b>0.0%</b>			<b>0.0%</b>			<b>0.0%</b>			
<b>Promotions Total</b>	<b>119</b>	<b>10</b>	<b>3</b>	<b>7</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	
			<b>8.4%</b>			<b>0.0%</b>			<b>2.5%</b>			<b>0.0%</b>			

**RELEASES FROM PROBATION AND SEPARATIONS  
FY 2007**

	EEO Job Cat.	County-Wide		White						Black						Hispanic					
				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
<b>Involuntary</b>	Officials/Adm.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Professionals	3	0	1	0	1	0	0	0	0	0	0	0	0	0	1	1	2	0	0	0
	Technicians	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0
	Protective Svcs.	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0
	Para-Prof.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Admin. Support	6	0	1	2	3	0	0	0	0	3	3	0	0	0	0	0	0	0	0	0
	Skilled Crafts	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Service/Maint.	3	0	1	0	1	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
	<b>Total</b>	<b>15</b>	<b>0</b>	<b>4</b>	<b>2</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>40.0%</b>			<b>0.0%</b>			<b>26.7%</b>			<b>0.0%</b>			<b>26.7%</b>			<b>0.0%</b>		
<b>Voluntary</b>	Officials/Adm.	8	0	6	2	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Professionals	49	9	10	23	33	1	7	8	3	2	5	0	0	0	1	3	4	0	1	1
	Technicians	15	1	6	7	13	0	0	0	0	0	0	0	0	0	0	2	2	0	1	1
	Protective Svcs.	9	0	4	5	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Para-Prof.	8	2	1	3	4	0	2	2	0	0	0	0	0	0	0	1	1	0	0	0
	Admin. Support	30	4	6	17	23	0	4	4	0	1	1	0	0	0	0	1	1	0	0	0
	Skilled Crafts	4	0	4	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Service/Maint.	3	2	2	0	2	1	1	2	1	0	1	0	0	0	0	0	0	0	0	0
	<b>Total</b>	<b>126</b>	<b>18</b>	<b>39</b>	<b>57</b>	<b>96</b>	<b>2</b>	<b>14</b>	<b>16</b>	<b>4</b>	<b>3</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>8</b>	<b>0</b>	<b>2</b>	<b>2</b>
				<b>76.2%</b>			<b>88.9%</b>			<b>5.6%</b>			<b>0.0%</b>			<b>6.3%</b>			<b>11.1%</b>		
<b>Separations Total</b>	<b>141</b>	<b>18</b>	<b>43</b>	<b>59</b>	<b>102</b>	<b>2</b>	<b>14</b>	<b>16</b>	<b>5</b>	<b>6</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>9</b>	<b>12</b>	<b>0</b>	<b>2</b>	<b>2</b>	
			<b>72.3%</b>			<b>88.9%</b>			<b>7.8%</b>			<b>0.0%</b>			<b>8.5%</b>			<b>11.1%</b>			

**RELEASES FROM PROBATION AND SEPARATIONS  
FY 2007**

	EEO Job Cat.	County-Wide		Asian						American Indian/ Alaskan Native					
		FT	PT	FT			PT			FT			PT		
				M	F	Total	M	F	Total	M	F	Total	M	F	Total
<b>Involuntary</b>	Officials/Adm.	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Professionals	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	Technicians	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	Protective Svcs.	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	Para-Prof.	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Admin. Support	6	0	0	0	0	0	0	0	0	0	0	0	0	0
	Skilled Crafts	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	Service/Maint.	3	0	0	0	0	0	0	0	1	0	1	0	0	0
	<b>Total</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>0.0%</b>			<b>0.0%</b>			<b>6.7%</b>			<b>0.0%</b>		
<b>Voluntary</b>	Officials/Adm.	8	0	0	0	0	0	0	0	0	0	0	0	0	0
	Professionals	49	9	2	3	5	0	0	0	2	0	2	0	0	0
	Technicians	15	1	0	0	0	0	0	0	0	0	0	0	0	0
	Protective Svcs.	9	0	0	0	0	0	0	0	0	0	0	0	0	0
	Para-Prof.	8	2	2	1	3	0	0	0	0	0	0	0	0	0
	Admin. Support	30	4	0	5	5	0	0	0	0	0	0	0	0	0
	Skilled Crafts	4	0	0	0	0	0	0	0	0	0	0	0	0	0
	Service/Maint.	3	2	0	0	0	0	0	0	0	0	0	0	0	0
	<b>Total</b>	<b>126</b>	<b>18</b>	<b>4</b>	<b>9</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
				<b>10.3%</b>			<b>0.0%</b>			<b>1.6%</b>			<b>0.0%</b>		
<b>Separations Total</b>	<b>141</b>	<b>18</b>	<b>4</b>	<b>9</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	
			<b>9.2%</b>			<b>0.0%</b>			<b>2.1%</b>			<b>0.0%</b>			

# **APPENDIX**

**Underutilization of Protected Group**  
**Departmental Wide**  
**FY 2007**

<b>Department</b>	<b>Women</b>	<b>Black</b>	<b>Hisp.</b>	<b>Asian</b>	<b>Native American</b>
Assessor/Recorder			X	X	
Auditor/Controller			X		
Community Development Agency			X	X	
County Administrator					
County Counsel					
District Attorney			X		
Fire	X	X	X	X	
Information Svs & Techn.	X		X		
Library			X	X	
Parks and Open Space	X			X	
Public Defender				X	
Public Works	X		X	X	
Sheriff	X		X	X	

**Department Underutilization of Protected Group  
By EEO Job Category  
FY 2007**

Department	EEO Job Category/ Code	Women	Black	Hisp.	Asian	Native American
Assessor/Recorder	Technician (30) Admin. Support (60)	X			X	
Fire	Professional (20) Protective Services (40)	X X	X			
Health and Human Services	Professional (20)		X		X	
IST	Professional (20)	X				
Parks & Open Space	Service/Maint. (80)			X		
Public Works	Official/Adm. (10) Skilled Crafts (70) Service/Maint. (80)	X X 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	

**FULL TIME REGULAR HIRE WORKFORCE STATISTICS  
(1980 - 2007)**

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%