



**County of Santa Barbara
Workforce Report
2008-2009**

Equal Employment Opportunity Office
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INTRODUCTION

The County of Santa Barbara is committed providing the highest level of customer service to the community and strives to attract and retain a talented and diverse workforce that is aligned with the County’s core organizational values of Accountability, Customer-focus and Efficiency (ACE Values). The County demonstrates its commitment to equal access to County job opportunities and appointments to County jobs regardless of race, color, age, religion, national origin, sex, medical condition, marital status, sexual orientation, disability or veteran/veteran-disabled status.

The County of Santa Barbara’s Equal Employment Opportunity (EEO) Office works closely with Human Resources and other County staff to strengthen and sustain the County’s commitment to a diverse workforce and monitors the County’s non-discrimination program and policy for efficacy. The EEO Office ensures compliance with federal, state and local laws and ordinances, polices related to non-discrimination, anti-harassment and retaliation and conducts investigations and ongoing training to ensure a discrimination-free workplace.

This report was prepared the County of Santa Barbara EEO Office. It serves as a benchmark for conducting comparisons between the County of Santa Barbara’s workforce and its available labor market. This report also provides a summary of EEO program activities and covers the period from July 1, 2008 through June 30, 2009.

WORKFORCE DIVERSITY

As of June 30, 2009, the County of Santa Barbara employed approximately 4,257 employees from diverse backgrounds, which is a slight increase compared to the previous year’s number of 4,182. The County of Santa Barbara’s racial and gender composition has remained essentially the same as last year and reflects an alignment with the available community labor pool. The following chart demonstrates key characteristics of the County workforce with corresponding community demographics.

Factor	County of Santa Barbara	Community Labor
Male	45%	51%
Female	55%	49%
Caucasian	59%	67%
Black	3%	2%
Hispanic	33%	23%
Asian	4%	4%
American Indian	1%	1%

UTILIZATION ANALYSIS

Under Public Law 88-352, Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, all State and local governments with 15 or more employees are required to collect data and keep records about gender and race/ethnicity by occupational category. This information is reported through an EEO-4 Utilization Summary to the Equal Employment Opportunity Commission (EEOC), which is charged with monitoring agencies' compliance with equal employment opportunity (EEO) laws and procedures.

In compliance with the EEOC's reporting requirements, there are a total of eight (8) occupational categories which include: (1) Executive/Senior Level Managers, (2) First/Mid-level Managers, (3) Professionals, (4) Technicians, (5) Protective Service-Sworn & Non-Sworn, (6) Administrative Support, (7) Skilled Craft Workers and (8) Service Maintenance. A complete listing of the EEO job coding for all classifications is available behind TAB 3.

The EEO-4 Utilization Summary has been used by the County as a tool to evaluate diversity levels of minorities and women in the County workforce and ensure equal employment opportunity. The job group utilization summaries reflect the County's regular employee base in comparison to the 2000 Census Special EEO Tabulation, which reports occupation information by work location and incorporates the County's commuter population from surrounding areas. When the County's employment percentage in a job group is less than the available community labor market, under-utilization is reported.¹ The gender and race percentages in each job group are compared to their local availability percentage. Occupational areas that demonstrated under-utilization are marked with a red diamond in the EEO4 Utilization Summary Chart (TAB 1). Summary charts are also prepared at the department level to provide more detailed information so that each department can identify its own level of diversity (TAB 2).

As the overall goal of this report is to measure the diversity of the County of Santa Barbara's workforce in comparison to the surrounding available community labor pool, the following narrative summarizes the most notable findings regarding any significant levels of under-utilization of women and/or minority groups within each occupational category on the County level.

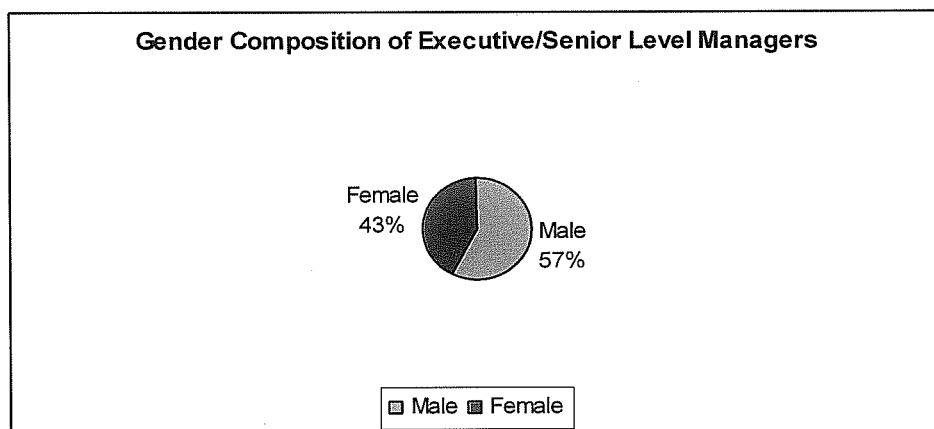
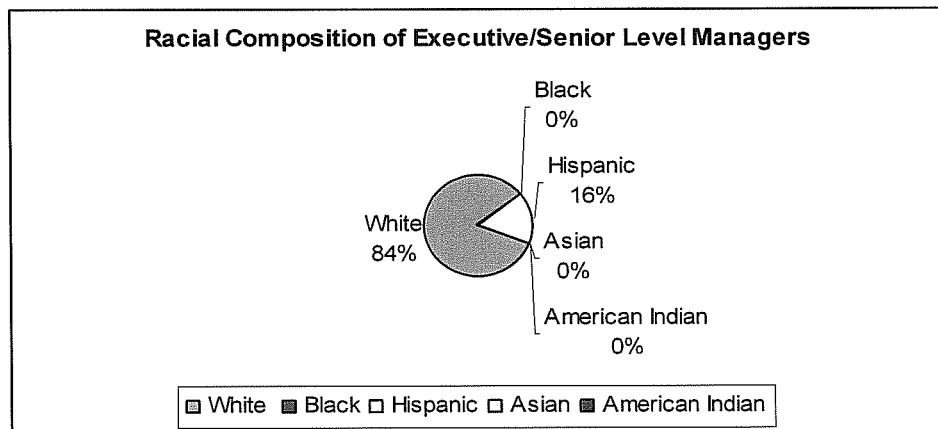
¹ The "80% rule" was used to identify under-utilization when the ratio of a participation rate in comparison to its availability rate is less than 0.80.

EXECUTIVE/SENIOR LEVEL MANAGERS

The first group, Executive/Senior level Managers, is described as managers who plan, direct and formulate policy. These employees are generally within two reporting levels of the CEO. This year, the County of Santa Barbara employed 70 individuals in this job category of which fifty-seven percent (57%) is male and forty-three percent (43%) is female. The racial composition of this category included eighty-four percent (84%) White managers, sixteen percent (16%) Hispanic managers and no managers of Asian, Black or American Indian descent. The race and gender composition of the Executive/Senior Level Managers group is illustrated below.



A utilization challenge remains with Black, Asian and American Indian males and Black, Asian and American Indian females as it was also reported as under-utilized last year. During this fiscal year, a new utilization challenge appeared in the area of Hispanic females.

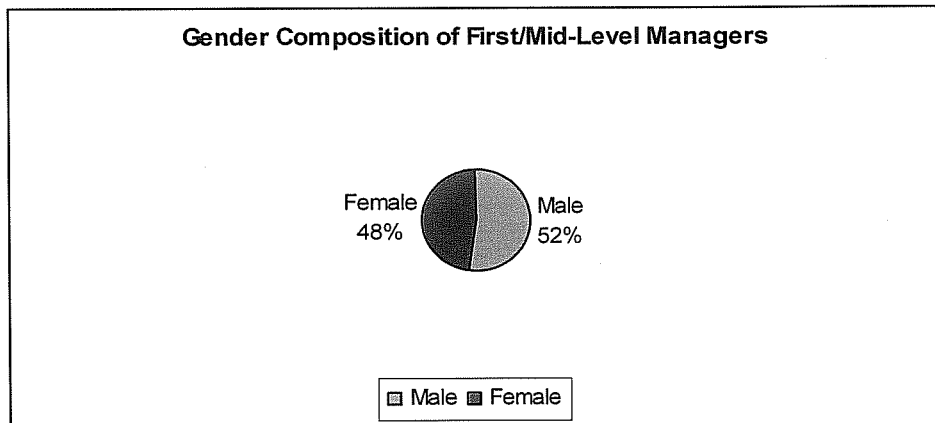
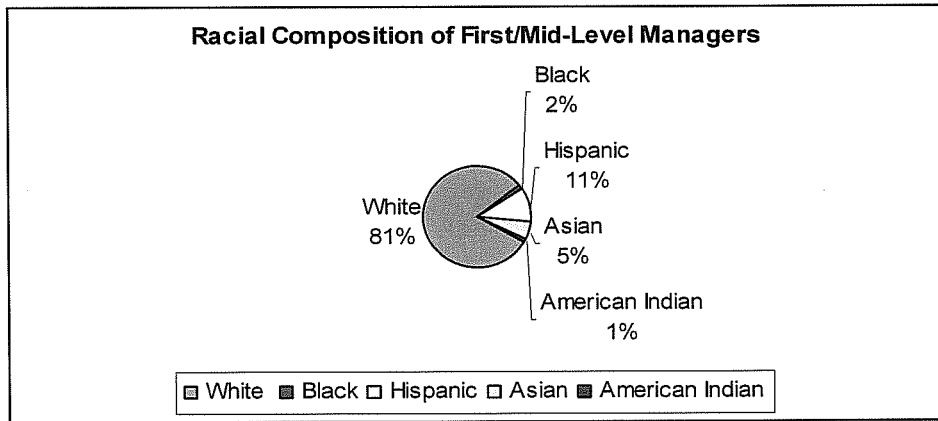


FIRST/MID-LEVEL MANAGERS

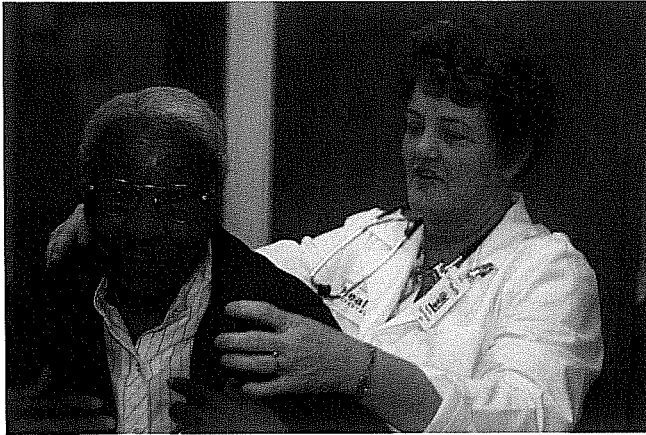


The second group, First/Mid-level Managers, is described as the managers who direct implementation or operations within specific parameters set by the Executive/Senior Level Managers. The County of Santa Barbara employs 195 individuals in this job group of which fifty-two percent (52%) is male and forty-eight percent (48%) is female. The racial composition of this category included eighty-one percent (81%) White managers, two percent (2%) Black managers, eleven percent (11%) Hispanic managers, five percent (5%) Asian managers and one percent (1%) American Indian managers. The race and gender composition of the First/Mid-Level Managers group are illustrated below.

A utilization challenge remains with Hispanic and American Indian females as it was also reported as under-utilized last year. A new under-utilization challenge appeared for White and Black males in this job group.



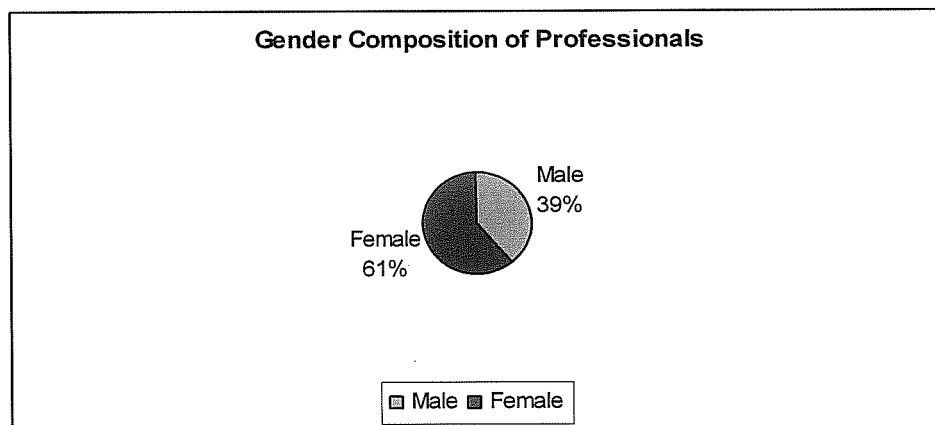
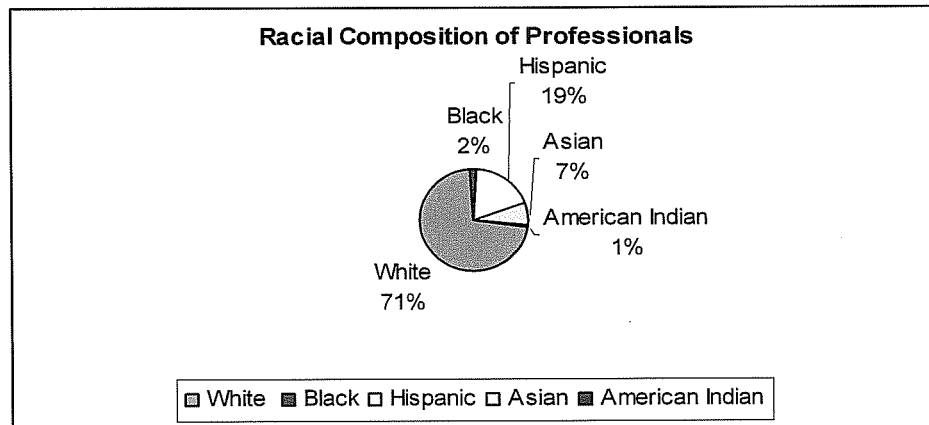
PROFESSIONALS



The Professionals group is described as occupations that require bachelor and graduate degrees and/or professional certification. This year, there are 1,119 individuals employed by the County of Santa Barbara in the Professionals group, which included thirty-nine percent (39%) male employees and sixty-one percent (61%) female employees. The racial composition of this category included seventy-one percent (71%) White employees, two percent (2%) Black employees, nineteen percent (19%) Hispanic employees, seven percent (7%) Asian employees, and one percent (1%) American Indian employees.

The race and gender composition of the Professionals group are illustrated below.

A utilization challenge remains with White males as it was also reported as under-utilized last year. There were no new areas of under-utilization in this occupational category.

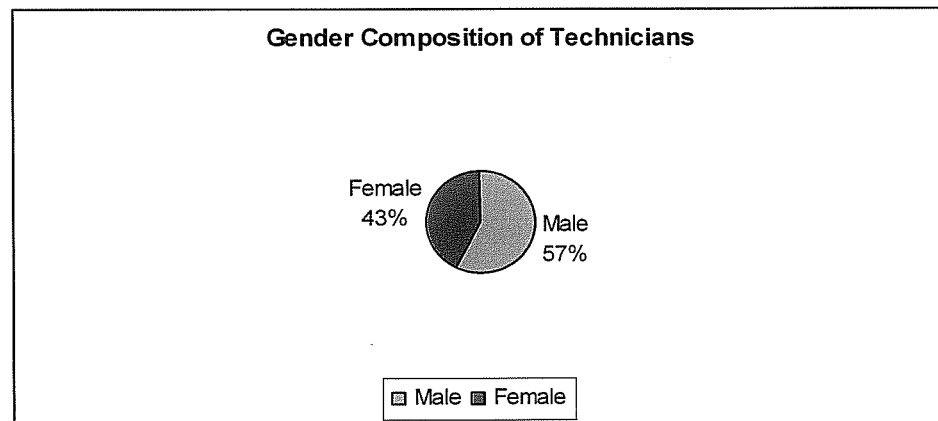
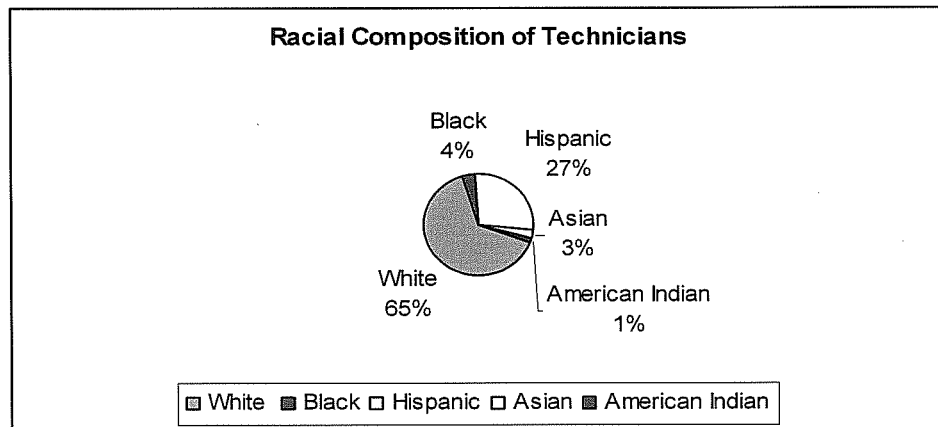


TECHNICIANS

Jobs in this category include activities that require applied scientific skills, usually obtained by post secondary education of varying lengths, depending on the particular occupation, recognizing that in some instances additional training, certification, or comparable experience is required. In the category of Technicians, the County of Santa Barbara has 318 employees of which fifty-seven percent (57%) is male and forty-three percent (43%) is female. The racial composition of this category included sixty-five percent (65%) White employees, four percent (4%) Black employees, twenty-seven percent (27%) Hispanic employees, three percent (3%) Asian employees and one percent (1%) American Indian employees. The race and gender composition of the Technicians group are illustrated below.



This year's report indicates a continued challenge with White and Asian females. Similar to last year, this area of under-utilization contrasts with the community labor data, which demonstrated an increase in both of these areas. One new category emerged this year among Asian males. However, an improvement was noted with Black males in this job group and it no longer appears as statistically significant underutilization.

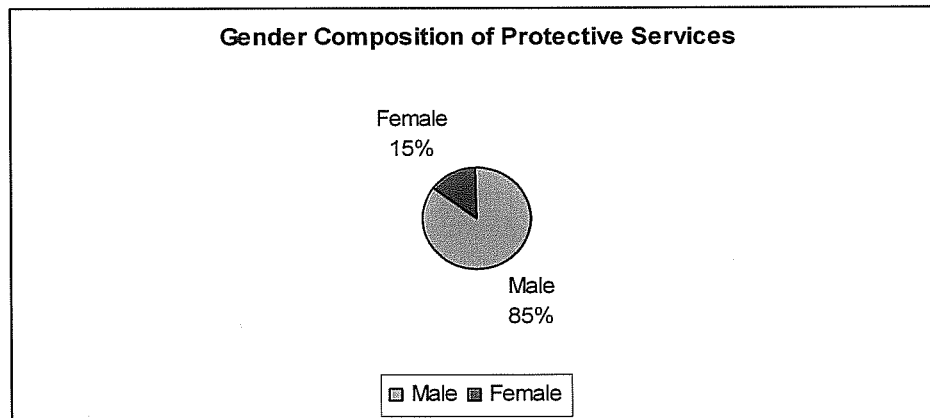
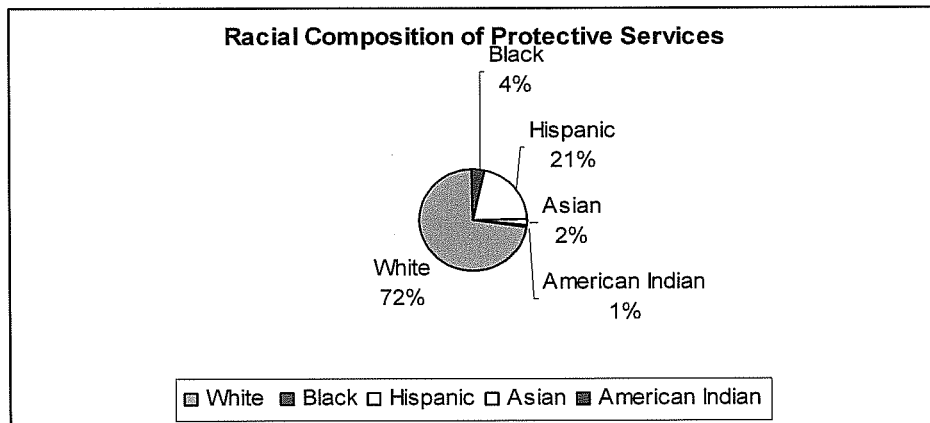


PROTECTIVE SERVICES

Occupations in this category include both sworn and non-sworn workers who are entrusted with public safety, security and protection from destructive forces. The Protective Services category has 826 employees of which eighty-five percent (85%) is male and fifteen percent (15%) is female. The racial composition of this category included seventy-two percent (72%) White employees, four percent (4%) Black employees, twenty-one percent (21%) Hispanic employees, two percent (2%) Asian employees, and one percent (1%) American Indian employees. The race and gender composition of the Protective Services group are illustrated below.



Similar to last year, there were no utilization challenges among male employees of any ethnic background. Among the female employees, only one utilization challenge still remains with White females. There were no new areas of under-utilization in this occupational category.

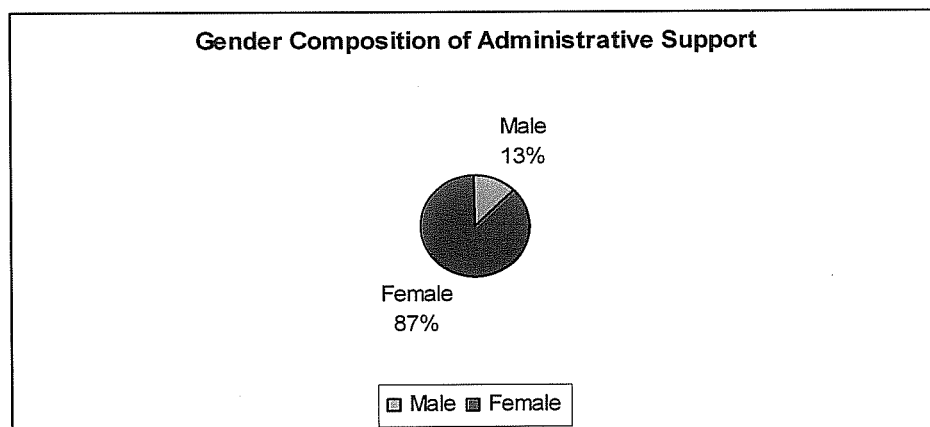
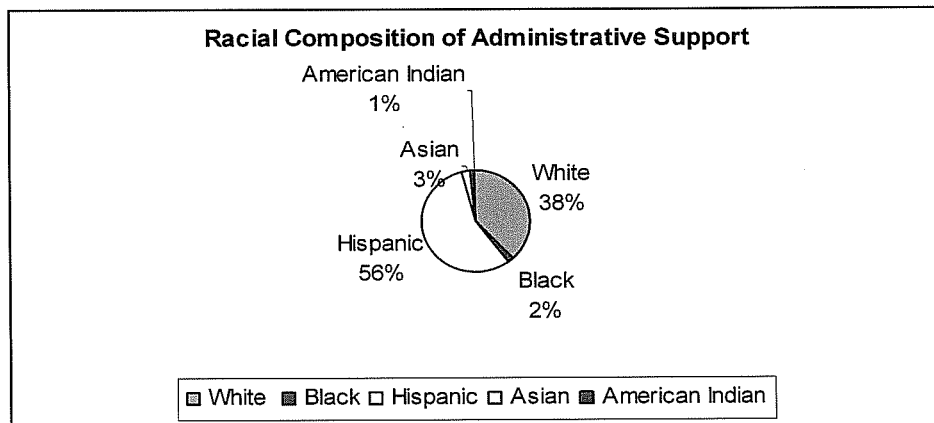


ADMINISTRATIVE SUPPORT

These jobs involve non-managerial tasks providing administrative assistance, primarily in office settings. Such employees are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. In the category of Administrative Support, the County of Santa Barbara employs 1,435 individuals. This is the County's largest job category and is composed of thirteen percent (13%) male employees and eighty-seven percent (87%) female employees. The racial composition of this category included thirty-eight percent (38%) White employees, two percent (2%) Black employees, fifty-six percent (56%) Hispanic employees, three percent (3%) Asian employees and one percent (1%) American Indian employees. The race and gender composition of the Administrative Support group are illustrated below.

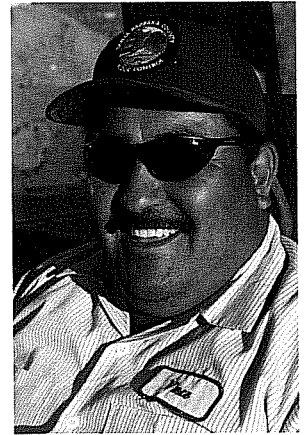


Utilization challenges appeared in all male ethnic groups. Among the female employees, only one utilization challenge still remains with White females. There were no new areas of under-utilization in this occupational category.

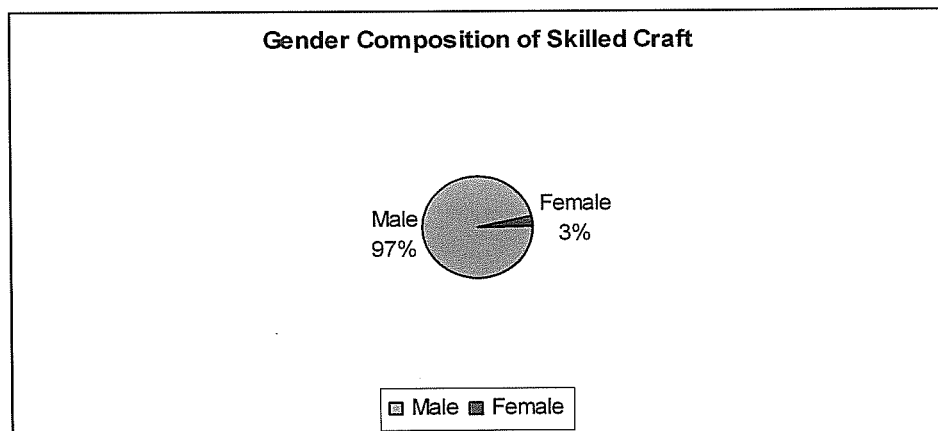
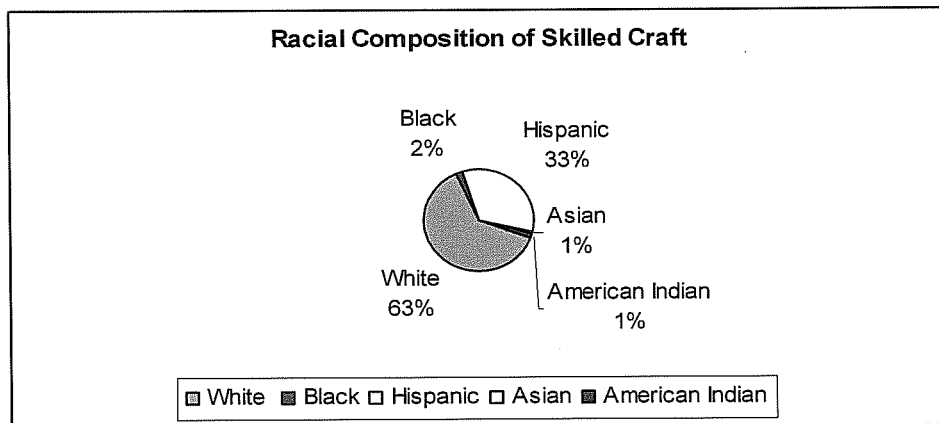


SKILLED CRAFT

Most jobs in this category include higher skilled occupations in various trade crafts and natural resource extraction workers. Such workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the process involved in the trade which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. In the category of Skilled Craft workers, the County has 109 employees and includes ninety-seven percent (97%) male employees and three percent (3%) female employees. The racial composition of this category included sixty-three percent (63%) White employees, two percent (2%) Black employees, thirty-three percent (33%) Hispanic employees, one percent (1%) Asian employees and one percent (1%) American Indian employees. The race and gender composition of the Skilled Craft group are illustrated below.

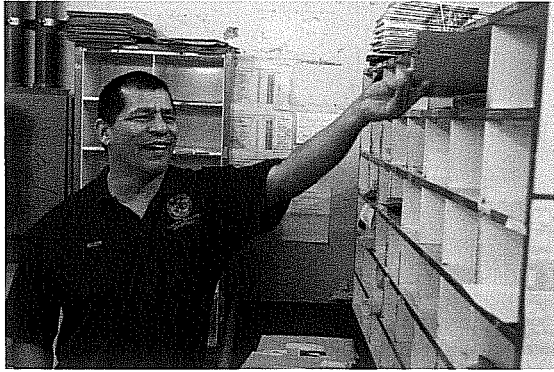


Similar to the previous year's results, utilization remains a challenge for the County with Asian males and White, Black and Asian females. There were no new areas of under-utilization in this occupational category.

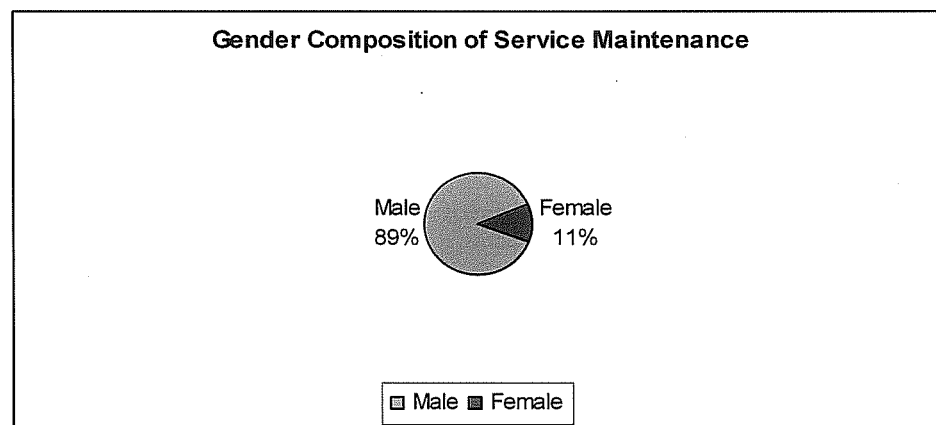
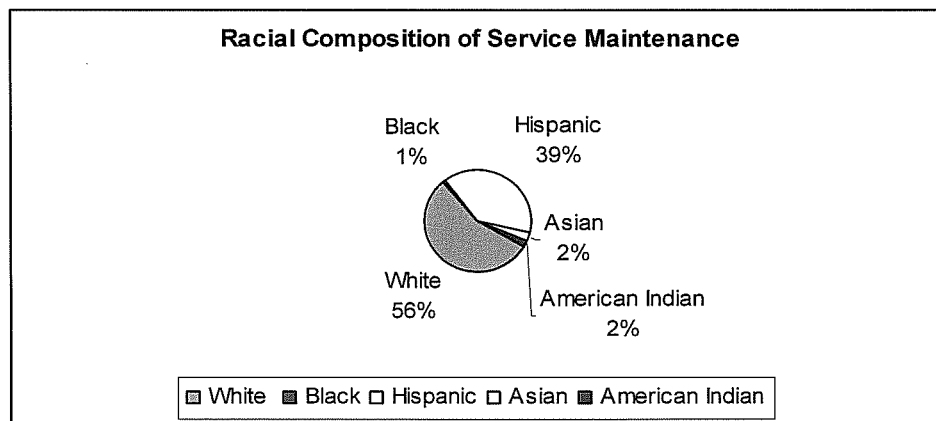


SERVICE MAINTENANCE

In the Service Maintenance group, workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may also operate machinery. In this group, the County employs 167 workers of which eighty-nine percent (89%) is male and eleven percent (11%) is female. The racial composition of this category included fifty-five percent (55%) White employees, one percent (1%) Black employees, thirty-nine percent (39%) Hispanic employees, two percent (2%) Asian employees and two percent (2%) American Indian employees. The race and gender composition of the Service Maintenance group are illustrated below.

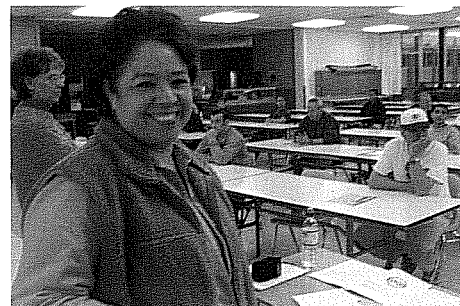


With White, Black, Hispanic and Asian females, the current results are similar to the previous year's percentages and continue to be a utilization challenge for the organization. Among male employees of all ethnic backgrounds, there were no areas of under-utilization reported.



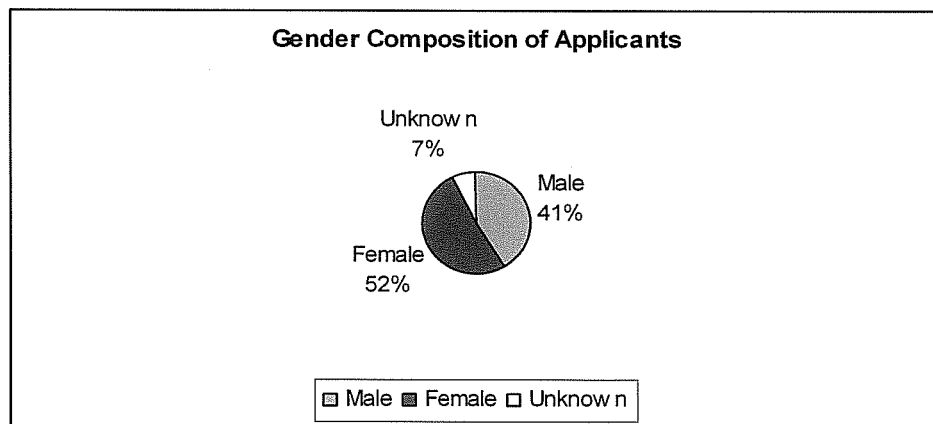
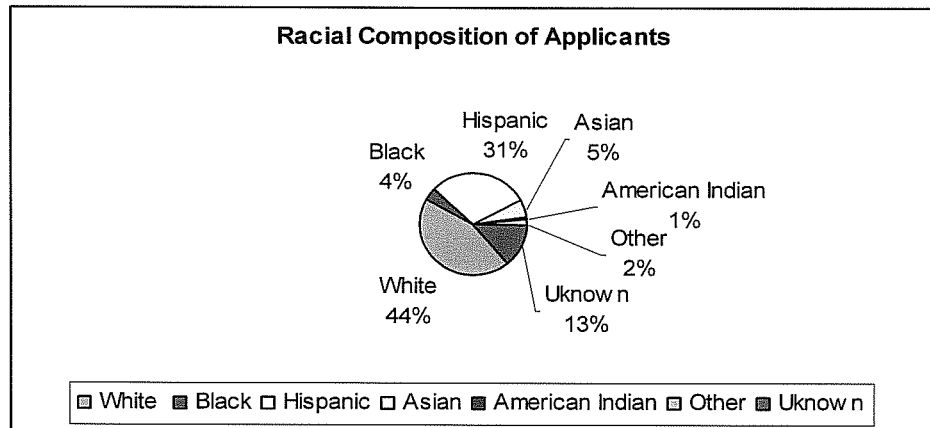
RECRUITMENT & APPLICANT FLOW

To compliment the County's diversity efforts, CEO/HR recruitment staff has consulted with EEO staff and partnered with departments to strengthen the County's presence in the community through outreach and marketing efforts in diverse areas and ensure equal access and participation to all qualified individuals. CEO/HR recruitment staff has reviewed the County's previous workforce utilization challenges and created new strategies to effectively address a broader applicant pool. Some of the outreach efforts made over the past two years included:

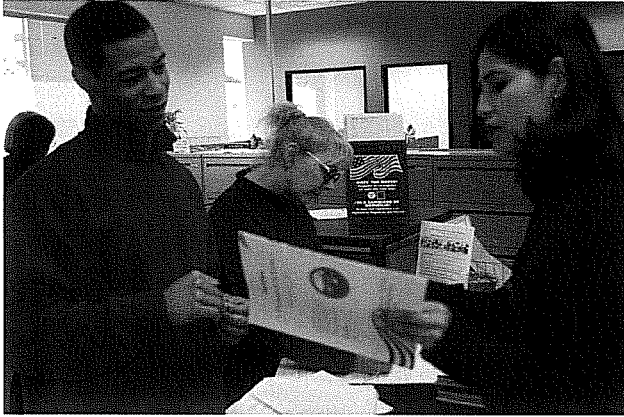


- **Participation in diversity career fairs**
 - *Camp Pendleton Job Fair*
 - *UCSB Breaking Barriers Career Fair*
 - *UCSB Diversity Career Fair*
 - *Medical Diversity Job Fair*
- **Regular job announcements at community events and meetings**
 - *Hispanic Achievement Council meetings*
 - *National Association for the Advancement of Colored People*
- **Advertisements on diversity/minority boards/websites/publications**
 - *American Assembly of Men in Nursing*
 - *Association of Asian Pacific Community Health Organizations*
 - *Black Careers Now*
 - *Black Women Lawyers Association*
 - *California Women Lawyers*
 - *Diversity.com*
 - *El Mexicano Newspaper*
 - *Hispanic Job Hotline*
 - *La Opinion Newspaper*
 - *Latpro.com (A job board for Hispanic, Latino and bilingual professionals)*
 - *Military.com*
 - *Minority & Women Engineer Magazine*
 - *Minority Law Journal*
 - *Minoritynurse.com (Career & education resource for minority nursing professionals)*
 - *Monster.com Diversity website*
 - *Multicultural Bar Alliance*
 - *National Asian Women's Health Organization*
 - *National Association of Hispanic Nurses*
 - *National Black Nurses Association*
 - *National Black Police Association*
 - *National Institute for Women in Trades, Technology and Science*
 - *National Latino Peace Officers Association*
 - *National Society of Black Engineers*
 - *North Santa Barbara Women Lawyers*
 - *SBParent.com*
 - *Senior Work Training Center*
 - *VentureParent.com*
 - *Women and Agriculture*
 - *Women in Technology Publication*

During fiscal year 2008-2009, the County of Santa Barbara received 8,039 applications of which fifty-two percent (52%) were female applicants, forty-one percent (41%) were male applicants and seven percent (7%) were unknown. Ninety-five percent (95%) of the applications were submitted online, while the remaining five percent (5%) were paper applications. The applicant pool also included forty-four percent (44%) White applicants, thirty-one percent (31%) Hispanic applicants, five percent (5%) Asian applicants, four percent (4%) Black applicants, one percent (1%) American Indian applicants, two percent (2%) other and the remaining thirteen percent (13%) was unknown. The race and gender composition of the applicant pool are illustrated in the charts below. In comparison to last year's applicant pool demographics, most racial categories slightly increased while the gender categories remained the same.

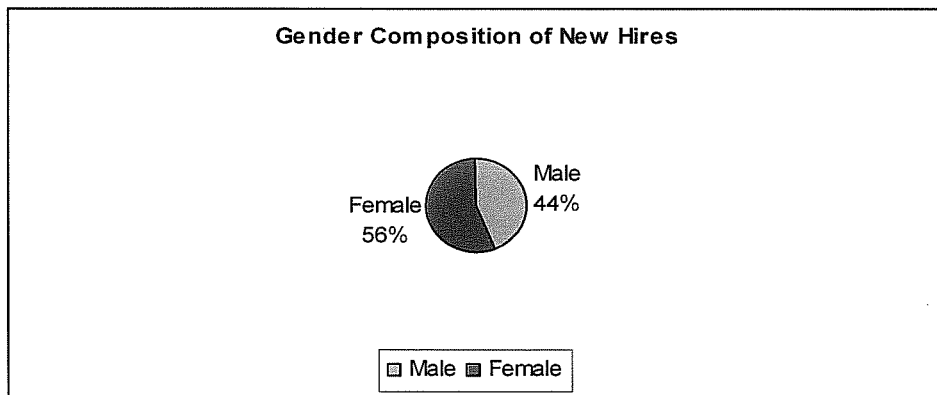
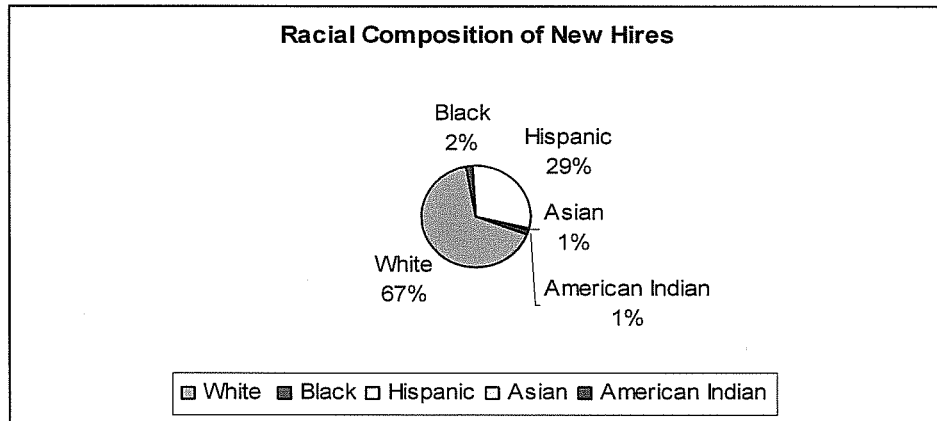


NEW HIRE DEMOGRAPHICS



In 2008-2009, approximately 456 new employees were hired by the County of Santa Barbara. Of the total new hire population, fifty-six percent (56%) are female and forty-four percent (44%) are male. Sixty-four percent (64%) of the total new-hire population are White. Twenty-nine percent (29%) are Hispanic, four percent (4%) are Asian, two percent (2%) are Black and one percent (1%) is American Indian. These new hire characteristics are demonstrated in the charts below. In comparison to the previous year's

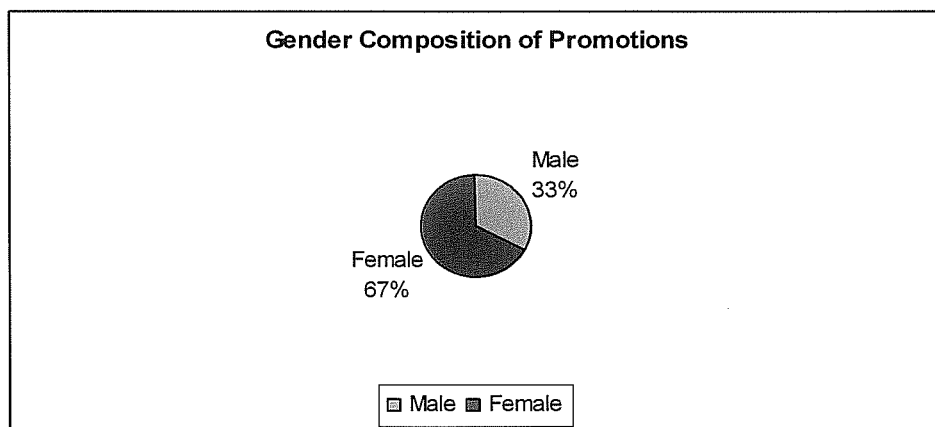
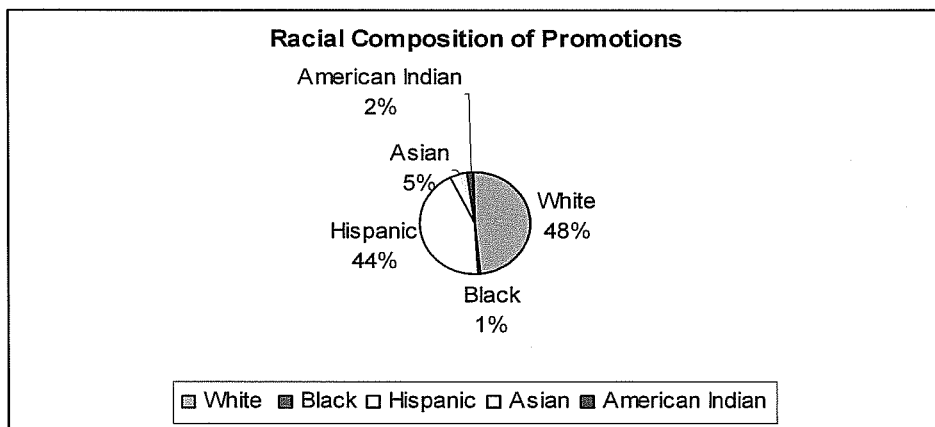
new hire demographics, there was an increase among White employees and a decrease among Hispanic employees.



PROFESSIONAL PROMOTIONS

The County of Santa Barbara recognizes the value of employee development and sponsors a wide-variety of development programs. Such opportunities are available to all qualified employees and a majority of the trainings are offered online or through the Employees University. CEO/Human Resources has been charged with designing business and training systems meet the County's service and operational needs. Such business systems are defined as those practices, processes, methods, structures and services that facilitate attracting, retaining, developing, evaluating, recognizing and rewarding the workforce for achieving Board, County and Department business objectives. The County rewards excellence and bases its promotions on the measure of an employee's demonstrated leadership skills, critical performance and ability to be productive and efficient.

In the 2008-09 Fiscal Year, 347 employees received promotions to a higher job class. Sixty-seven percent (67%) of this group is female employees and thirty-three percent (33%) is male employees. Of the entire promoted population, forty-eight (48%) are White, forty-four percent (44%) are Hispanic, five percent (5%) are Asian, one percent (1%) is Black and two percent (2%) is American Indian. These promotional characteristics are demonstrated in the charts below. In comparison to last year's promotional demographics, each of the racial categories except for the Asian population increased in percentages while the White employee population decreased.



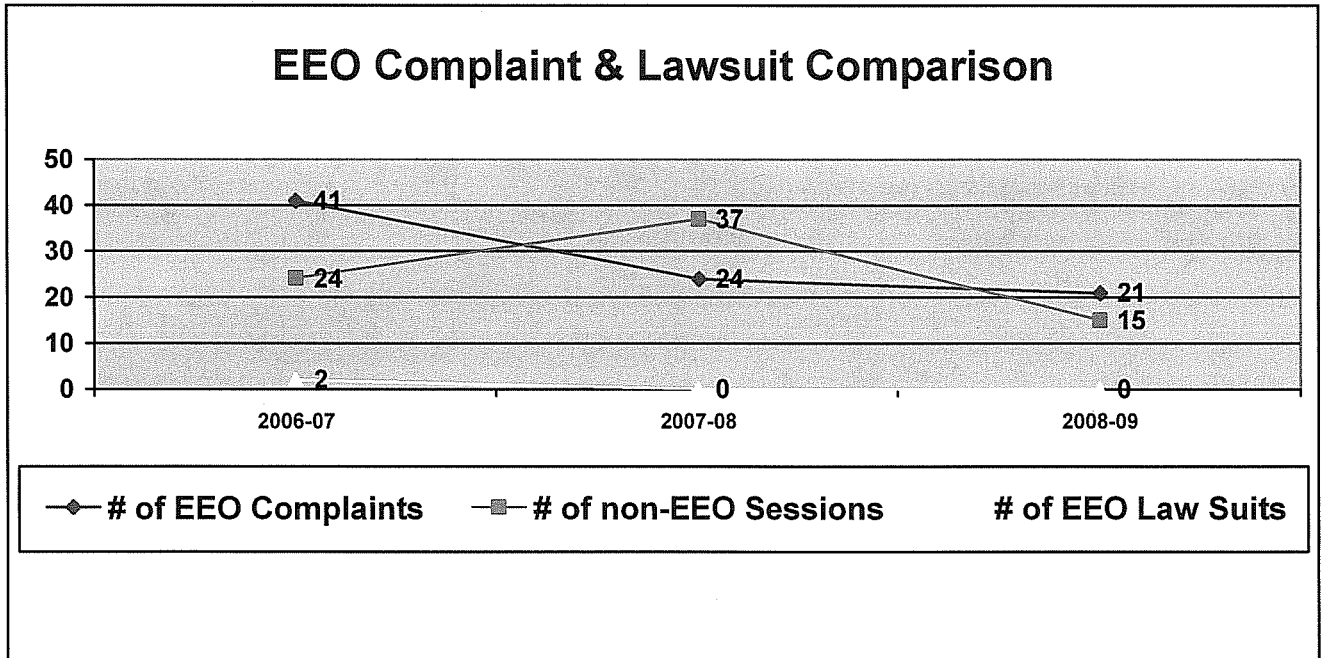
EEO COMPLAINTS

As part of the County’s efforts, the EEO Office evaluates and investigates complaints filed by applicants and employees who believe they are experiencing discrimination, harassment or retaliation in County employment. The County encourages employees to report such incidents immediately so an investigation may be conducted and the appropriate remedy can be implemented.

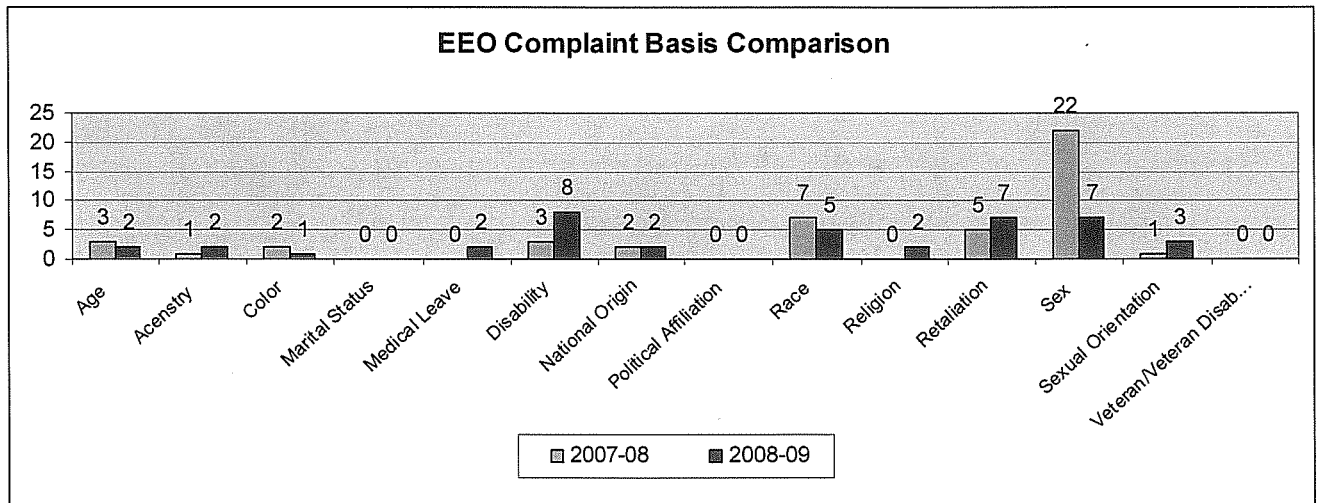
If an employee is uncertain of the complaint process or the basis for filing a complaint, the EEO Manager reviews the issues with the complainant during a confidential counseling session to determine if the complaint falls within the parameters of the EEO Office or should be referred to a different resource within the organization.

In Fiscal Year 2008-09, the EEO Office received a total of twenty-one (21) filed complaints, which is a thirty-four percent (34%) decrease from the previous year’s reported total of twenty (27) filed complaints. This year’s total included a combination of internal and external complaints. Internal claims are filed with the County EEO Office or presented to the County pursuant to the Tort Claims Act. External claims are filed with an outside enforcement agency, such as the Department of Fair Employment and Housing (DFEH) or the Equal Employment Opportunity Commission (EEOC).

In addition to the EEO complaints, the EEO Office completed fifteen (15) additional inquiries, which were found to be non-EEO issues and were referred either to the appropriate department or to the CEO/Human Resources Department. The EEO staff believes the increase in these inquiries can be attributed to the County’s efforts to create an environment where employees feel safe in reporting and discussing potential issues in their workplace and working toward a resolution with their respective department.



A single claim may allege multiple unlawful bases. Each claim filed is counted separately, even if it duplicates the allegations of another claim (such as when one individual makes identical allegations in multiple complaints filed in different forums) and even if a full investigation found the allegations of unlawful conduct not substantiated. Last year, a total of forty-six (46) different claims were filed in the EEO Office. This year, the total number decreased to forty-one (41) filed claims which represents an eleven percent (11%) decrease. The most common alleged EEO issue reported was based on disability. There were eight (8) claims made in this category, which represents an increase from the previous year's number of three (3). Both sex discrimination, which includes pregnancy and gender harassment, and retaliation came in second as seven (7) complaints were filed based on these criteria. There was a slight increase to seven (7) in retaliation claims from last year's number of five (5). There was a significant decrease in sexual discrimination claims from last year's number of twenty-two (22).



The County of Santa Barbara investigates all reported violations of the Anti-Harassment Policy. Upon completion of the investigation, a factual report is produced to communicate the results. Individuals retain the right to request an appeal from the Civil Service Commission following the report. This year, only two (2) cases investigated by the EEO Office were appealed to the Civil Service Commission. Both of those cases were dismissed by the Civil Service Commission.

An effective investigation process is significant to the organization in that it minimizes the potential for these cases to become lawsuits. By addressing the complaints in a thorough and efficient manner, it becomes less likely that the complainant will file a lawsuit or a charge with an outside agency. Individuals are not required to file their complaint with the County EEO office prior to pursuing litigation. For the past two years, no EEO lawsuits have been filed. This represents an impressive difference from previous years when averages of two (2) lawsuits per year were filed.

LEGAL COMPLIANCE & PREVENTION EFFORTS

Commitment to equal employment opportunity and a non-discriminatory workplace must be embraced by all levels of the organization and communicated on a frequent basis. The County of Santa Barbara adopted its Anti-Harassment policy (March 2003) to demonstrate its commitment to a workplace free from discriminatory harassment and to establish procedures to prevent and address this type of harassing conduct. The County EEO policies (harassment, discrimination, retaliation) are distributed upon hire, at each training opportunity and at each interview conducted during an EEO investigation. These policies outline the appropriate steps to follow should there be a concern or complaint related to possible instances of unlawful discrimination, harassment or retaliation. In addition, such policies are available online on the County's EEO website.

Through the Employee's University (EU) the EEO Office has provided training for departments, supervisors and employees on various topics such as harassment prevention, working in a diverse environment and reasonable accommodation efforts consistent with the Americans with Disabilities Act (ADA). The EEO Office also offered online training to all supervisors, managers and leads on workplace harassment in compliance with CA AB1825 and has distributed quarterly reminders to departments to train their newly-hired and promoted supervisory employees.

The EEO Office has also trained new employees in the identification and prevention of discrimination, harassment and retaliation as part of the County's new employee orientation program. The EEO portion of the training included a review of the County Anti-Harassment policy, distribution of County EEO policies and a reminder of the appropriate reporting procedures. The training also addressed recent changes and court interpretations related to discrimination, harassment and retaliation.

CONCLUSION

The County's workforce reflects the composition of the community labor market. The EEO Office will continue to support department's efforts to attract, hire and promote qualified and diverse individuals to better serve the County's population. The EEO Office will continue to monitor the County's non-discrimination program and take proactive steps to increase employee understanding of non-discriminatory behavior and expectations in the workplace while reducing the number of discrimination, retaliation and harassment complaints.

APPENDIX

TAB 1: County of Santa Barbara EEO4 Utilization Summary

TAB 2: County of Santa Barbara Departments EEO4
Utilization Summaries

TAB 3: EE0-4 Job Categories

TAB 1

**County of Santa Barbara
EEO-4 Utilization Summary**

EEO4 Utilization Summary

Job Categories	Males			Females		
	White	Black	A.Indian	White	Black	A.Indian

Executive/Senior Level

	White	Black	A.Indian	White	Black	A.Indian			
Comm. Labor	3,141	69	1.1%	500	7.9%	129	2.0%	14	0.2%
SBC Labor:	31	0	0.0%	8	11.6%	0	0.0%	0	0.0%

First/Mid-Level

	White	Black	A.Indian	White	Black	A.Indian			
Comm. Labor	10,470	230	1.1%	1,665	7.9%	430	2.1%	45	0.2%
SBC Labor:	74	2	1.1%	14	7.8%	3	1.7%	1	0.6%

Professionals

	White	Black	A.Indian	White	Black	A.Indian			
Comm. Labor	16,130	470	1.2%	2,105	5.5%	875	2.3%	80	0.2%
SBC Labor:	327	13	1.1%	83	7.3%	30	2.6%	2	0.2%

Technicians

	White	Black	A.Indian	White	Black	A.Indian			
Comm. Labor	1,420	40	1.0%	310	8.1%	105	2.7%	4	0.1%
SBC Labor:	110	2	0.7%	28	9.9%	10	3.5%	1	0.4%

Protective Services

	White	Black	A.Indian	White	Black	A.Indian			
Comm. Labor	1,870	79	2.5%	583	18.5%	20	0.6%	10	0.3%
SBC Labor:	513	22	2.7%	140	17.2%	14	1.7%	7	0.9%

Administrative Support

	White	Black	A.Indian	White	Black	A.Indian			
Comm. Labor	4,405	295	1.0%	2,065	7.2%	400	1.4%	35	0.1%
SBC Labor:	90	6	0.4%	84	5.9%	5	0.3%	1	0.1%

Skilled Craft

	White	Black	A.Indian	White	Black	A.Indian			
Comm. Labor	8,280	255	1.7%	4,955	33.7%	300	2.0%	90	0.6%
SBC Labor:	69	2	1.9%	32	29.9%	1	0.9%	1	0.9%

Service Maintenance

	White	Black	A.Indian	White	Black	A.Indian			
Comm. Labor	5,810	325	1.2%	5,335	18.9%	560	2.0%	135	0.5%
SBC Labor:	79	2	1.2%	56	34.6%	4	2.5%	3	1.9%

	White	Black	A.Indian	White	Black	A.Indian					
Comm Totals:	143,653	51,526	1,763	17,518	2,819	413	47,876	1,210	16,821	3,321	386
SBC Totals:	4,182	1,293	49	445	67	16	1,141	57	990	102	22

Footnote: ♦ indicates under-utilization

TAB 2

County of Santa Barbara EEO-4 Department Utilization Summaries

EEO4 by Department

Board of Supervisors (011)

Job Categories	Males				Females			
	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian

First/Mid-Level

Comm. Labor	20,975	10,470	49.9%	230	1.1%	1,665	7.9%	430	2.1%	45	0.2%	6,470	30.8%	100	0.5%	1,205	5.7%	320	1.5%	40	0.2%
SBC Labor:	6	1	16.7%	0	0.0%	1	16.7%	0	0.0%	0	0.0%	4	66.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Administrative Support

Comm. Labor	28,555	4,405	15.4%	295	1.0%	2,065	7.2%	400	1.4%	35	0.1%	14,335	50.2%	430	1.5%	5,505	19.3%	920	3.2%	165	0.6%
SBC Labor:	10	2	20.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	6	60.0%	0	0.0%	2	20.0%	0	0.0%	0	0.0%

Comm Labor

Dept. Totals:	49,530	14,875	525	3,730	830	80	20,305	530	6,710	1,240	205
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SBC Labor

Dept. Totals:	16	3	0	1	0	0	10	0	2	0	0
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EEO4 by Department

County Executive Office (012)

Job Categories	Males				Females			
	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian

Executive/Senior Level

Comm. Labor	6,294	3,141	49.9%	69	1.1%	500	7.9%	129	2.0%	14	0.2%	1,941	30.8%	30	0.5%	362	5.8%	96	1.5%	12	0.2%
SBC Labor:	3	2	66.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

First/Mid-Level

Comm. Labor	20,975	10,470	49.9%	230	1.1%	1,665	7.9%	430	2.1%	45	0.2%	6,470	30.8%	100	0.5%	1,205	5.7%	320	1.5%	40	0.2%
SBC Labor:	8	2	25.0%	0	0.0%	0	0.0%	1	12.5%	0	0.0%	4	50.0%	1	12.5%	0	0.0%	0	0.0%	0	0.0%

Professionals

Comm. Labor	37,965	16,130	42.5%	470	1.2%	2,105	5.5%	875	2.3%	80	0.2%	14,720	38.8%	295	0.8%	2,280	6.0%	950	2.5%	60	0.2%
SBC Labor:	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Administrative Support

Comm. Labor	28,555	4,405	15.4%	295	1.0%	2,065	7.2%	400	1.4%	35	0.1%	14,335	50.2%	430	1.5%	5,505	19.3%	920	3.2%	165	0.6%
SBC Labor:	9	2	22.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	55.6%	0	0.0%	2	22.2%	0	0.0%	0	0.0%

Comm Labor

Dept. Totals:	93,789	34,146	1,064	6,335	1,834	174	37,466	855	9,352	2,286	277
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SBC Labor

Dept. Totals:	21	6	0	0	1	0	11	1	2	0	0
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Footnote: ♦ indicates under-utilization

EEO4 by Department

County Counsel (013)

Job Categories	Males				Females			
	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian

Executive/Senior Level

Comm. Labor	6,294	3,141	49.9%	69	1.1%	500	7.9%	129	2.0%	14	0.2%	1,941	30.8%	30	0.5%	362	5.8%	96	1.5%	12	0.2%
SBC Labor:	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

First/Mid-Level

Comm. Labor	20,975	10,470	49.9%	230	1.1%	1,665	7.9%	430	2.1%	45	0.2%	6,470	30.8%	100	0.5%	1,205	5.7%	320	1.5%	40	0.2%
SBC Labor:	5	3	60.0%	0	0.0%	1	20.0%	0	0.0%	0	0.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Professionals

Comm. Labor	37,965	16,130	42.5%	470	1.2%	2,105	5.5%	875	2.3%	80	0.2%	14,720	38.8%	295	0.8%	2,280	6.0%	950	2.5%	60	0.2%
SBC Labor:	22	7	31.8%	0	0.0%	1	4.5%	0	0.0%	0	0.0%	12	54.5%	0	0.0%	2	9.1%	0	0.0%	0	0.0%

Technicians

Comm. Labor	3,849	1,420	36.9%	40	1.0%	310	8.1%	105	2.7%	4	0.1%	1,435	37.3%	40	1.0%	330	8.6%	155	4.0%	10	0.3%
SBC Labor:	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Administrative Support

Comm. Labor	28,555	4,405	15.4%	295	1.0%	2,065	7.2%	400	1.4%	35	0.1%	14,335	50.2%	430	1.5%	5,505	19.3%	920	3.2%	165	0.6%
SBC Labor:	12	0	0.0%	0	0.0%	1	8.3%	0	0.0%	0	0.0%	5	41.7%	1	8.3%	5	41.7%	0	0.0%	0	0.0%

Comm Labor Dept. Totals:

Comm Labor	97,638	35,566	1,104	6,645	1,939	178	38,901	895	9,682	2,441	287
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SBC Labor Dept. Totals:

SBC Labor	41	11	0	3	0	0	19	1	7	0	0
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Footnote: ♦ indicates under-utilization

EEO4 by Department

District Attorney (021)

Job Categories	Males				Females			
	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian

Executive/Senior Level

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian	
Comm. Labor	3,141	69	1.1%	500	7.9%	129	2.0%	14	0.2%
SBC Labor:	1	0	0.0%	1	33.3%	0	0.0%	0	0.0%
Total	3	69	1.1%	500	7.9%	129	2.0%	14	0.2%

First/Mid-Level

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian	
Comm. Labor	10,470	230	1.1%	1,665	7.9%	430	2.1%	45	0.2%
SBC Labor:	2	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	5	230	1.1%	1,665	7.9%	430	2.1%	45	0.2%

Professionals

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian	
Comm. Labor	16,130	470	1.2%	2,105	5.5%	875	2.3%	80	0.2%
SBC Labor:	27	0	0.0%	4	7.4%	1	1.9%	0	0.0%
Total	54	470	1.2%	2,105	5.5%	875	2.3%	80	0.2%

Technicians

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian	
Comm. Labor	1,420	40	1.0%	310	8.1%	105	2.7%	4	0.1%
SBC Labor:	0	0	0.0%	0	0.0%	1	100.0%	0	0.0%
Total	1	40	1.0%	310	8.1%	105	2.7%	4	0.1%

Protective Services

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian	
Comm. Labor	1,870	79	2.5%	583	18.5%	20	0.6%	10	0.3%
SBC Labor:	13	0	0.0%	2	10.5%	0	0.0%	1	5.3%
Total	19	79	2.5%	583	18.5%	20	0.6%	10	0.3%

Administrative Support

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian	
Comm. Labor	4,405	295	1.0%	2,065	7.2%	400	1.4%	35	0.1%
SBC Labor:	0	1	1.8%	0	0.0%	0	0.0%	0	0.0%
Total	57	295	1.0%	2,065	7.2%	400	1.4%	35	0.1%

Comm Labor 100,793 37,436 1,183 7,228 1,959 188 39,306 910 9,851 2,441 291

SBC Labor 139 43 1 7 2 1 50 1 32 1 1

Footnote: ♦ indicates under-utilization

EEO4 by Department

Probation (022)

Job Categories	Males				Females			
	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian

Executive/Senior Level

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian
Comm. Labor	3,141	69	500	129	1,941	30	362	96
	49.9%	1.1%	7.9%	2.0%	30.8%	0.5%	5.8%	1.5%
SBC Labor:	1	0	0	0	1	0	2	0
	25.0%	0.0%	0.0%	0.0%	25.0%	0.0%	50.0%	0.0%

First/Mid-Level

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian
Comm. Labor	10,470	230	1,665	430	6,470	100	1,205	320
	49.9%	1.1%	7.9%	2.1%	30.8%	0.5%	5.7%	1.5%
SBC Labor:	3	0	1	0	6	0	0	0
	30.0%	0.0%	10.0%	0.0%	60.0%	0.0%	0.0%	0.0%

Professionals

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian
Comm. Labor	16,130	470	2,105	875	14,720	295	2,280	950
	42.5%	1.2%	5.5%	2.3%	38.8%	0.8%	6.0%	2.5%
SBC Labor:	36	5	20	2	49	4	30	3
	23.7%	3.3%	13.2%	1.3%	32.2%	2.6%	19.7%	2.0%

Technicians

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian
Comm. Labor	1,420	40	310	105	1,435	40	330	155
	36.9%	1.0%	8.1%	2.7%	37.3%	1.0%	8.6%	4.0%
SBC Labor:	1	0	0	1	0	0	0	0
	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%

Protective Services

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian
Comm. Labor	1,870	79	583	20	405	15	169	4
	59.3%	2.5%	18.5%	0.6%	12.8%	0.5%	5.4%	0.0%
SBC Labor:	35	6	21	2	14	3	19	0
	34.7%	5.9%	20.8%	2.0%	13.9%	3.0%	18.8%	1.0%

Administrative Support

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian
Comm. Labor	4,405	295	2,065	400	14,335	430	5,505	920
	15.4%	1.0%	7.2%	1.4%	50.2%	1.5%	19.3%	3.2%
SBC Labor:	7	0	5	0	37	3	44	0
	7.1%	0.0%	5.1%	0.0%	37.8%	3.1%	44.9%	2.0%

Service Maintenance

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian
Comm. Labor	5,810	325	5,335	560	8,030	265	6,800	805
	20.6%	1.2%	18.9%	2.0%	28.5%	0.9%	24.1%	2.9%
SBC Labor:	1	0	2	0	2	0	3	0
	12.5%	0.0%	25.0%	0.0%	25.0%	0.0%	37.5%	0.0%

Footnote: ♦ indicates under-utilization

EEO4 by Department

Probation (022)

Job Categories	Males				Females						
	White	Black	Hispanic	A. Indian	Asian	White	Black	Hispanic	A. Indian		
Comm Labor											
Dept. Totals:	128,953	43,246	1,508	12,563	2,519	323	47,336	1,175	16,651	3,246	386
SBC Labor											
Dept. Totals:	375	84	11	49	5	0	109	10	98	6	3

Footnote: ♦ indicates under-utilization

EEO4 by Department

Public Defender (023)

Job Categories	Males				Females			
	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian

Executive/Senior Level

Comm. Labor	3,141	49.9%	69	1.1%	500	7.9%	129	2.0%	14	0.2%	1,941	30.8%	30	0.5%	362	5.8%	96	1.5%	12	0.2%
SBC Labor:	3	33.3%	0	0.0%	2	66.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

First/Mid-Level

Comm. Labor	10,470	49.9%	230	1.1%	1,665	7.9%	430	2.1%	45	0.2%	6,470	30.8%	100	0.5%	1,205	5.7%	320	1.5%	40	0.2%
SBC Labor:	2	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%

Professionals

Comm. Labor	16,130	42.5%	470	1.2%	2,105	5.5%	875	2.3%	80	0.2%	14,720	38.8%	295	0.8%	2,280	6.0%	950	2.5%	60	0.2%
SBC Labor:	40	45.0%	1	2.5%	4	10.0%	0	0.0%	0	0.0%	15	37.5%	0	0.0%	1	2.5%	1	2.5%	0	0.0%

Technicians

Comm. Labor	1,420	36.9%	40	1.0%	310	8.1%	105	2.7%	4	0.1%	1,435	37.3%	40	1.0%	330	8.6%	155	4.0%	10	0.3%
SBC Labor:	1	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Administrative Support

Comm. Labor	4,405	15.4%	295	1.0%	2,065	7.2%	400	1.4%	35	0.1%	14,335	50.2%	430	1.5%	5,505	19.3%	920	3.2%	165	0.6%
SBC Labor:	24	0.0%	0	0.0%	3	12.5%	0	0.0%	0	0.0%	4	16.7%	1	4.2%	13	54.2%	1	4.2%	2	8.3%

Comm Labor Dept. Totals:

97,638	35,566	1,104	6,645	1,939	178	38,901	895	9,682	2,441	287
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SBC Labor Dept. Totals:

70	20	1	9	0	0	20	2	14	2	2
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Footnote: ♦ indicates under-utilization

EEO4 by Department

Fire (031)

Job Categories	Males				Females			
	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian

Executive/Senior Level

Comm. Labor	6,294	3,141	49.9%	69	1.1%	500	7.9%	129	2.0%	14	0.2%	1,941	30.8%	30	0.5%	362	5.8%	96	1.5%	12	0.2%
SBC Labor:	2	2	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

First/Mid-Level

Comm. Labor	20,975	10,470	49.9%	230	1.1%	1,665	7.9%	430	2.1%	45	0.2%	6,470	30.8%	100	0.5%	1,205	5.7%	320	1.5%	40	0.2%
SBC Labor:	5	3	60.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	20.0%	0	0.0%	0	0.0%	1	20.0%	0	0.0%

Professionals

Comm. Labor	37,965	16,130	42.5%	470	1.2%	2,105	5.5%	875	2.3%	80	0.2%	14,720	38.8%	295	0.8%	2,280	6.0%	950	2.5%	60	0.2%
SBC Labor:	31	21	67.7%	0	0.0%	2	6.5%	1	3.2%	0	0.0%	4	12.9%	0	0.0%	2	6.5%	1	3.2%	0	0.0%

Technicians

Comm. Labor	3,849	1,420	36.9%	40	1.0%	310	8.1%	105	2.7%	4	0.1%	1,435	37.3%	40	1.0%	330	8.6%	155	4.0%	10	0.3%
SBC Labor:	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Protective Services

Comm. Labor	3,155	1,870	59.3%	79	2.5%	583	18.5%	20	0.6%	10	0.3%	405	12.8%	15	0.5%	169	5.4%	0	0.0%	4	0.1%
SBC Labor:	200	148	74.0%	3	1.5%	30	15.0%	7	3.5%	4	2.0%	8	4.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Administrative Support

Comm. Labor	28,555	4,405	15.4%	295	1.0%	2,065	7.2%	400	1.4%	35	0.1%	14,335	50.2%	430	1.5%	5,505	19.3%	920	3.2%	165	0.6%
SBC Labor:	17	5	29.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	29.4%	1	5.9%	3	17.6%	1	5.9%	2	11.8%

Skilled Craft

Comm. Labor	14,700	8,280	56.3%	255	1.7%	4,955	33.7%	300	2.0%	90	0.6%	540	3.7%	35	0.2%	170	1.2%	75	0.5%	0	0.0%
SBC Labor:	2	2	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Service Maintenance

Comm. Labor	28,160	5,810	20.6%	325	1.2%	5,335	18.9%	560	2.0%	135	0.5%	8,030	28.5%	265	0.9%	6,800	24.1%	805	2.9%	95	0.3%
SBC Labor:	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Footnote: ♦ indicates under-utilization

EEO4 by Department

Fire (031)

Job Categories	Males				Females						
	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian			
Comm Labor											
Dept. Totals:	143,653	51,526	1,763	17,518	2,819	413	47,876	1,210	16,821	3,321	386
SBC Labor											
Dept. Totals:	259	182	3	33	8	4	18	1	5	3	2

Footnote: ♦ indicates under-utilization

EEO4 by Department

Sheriff (032)

Job Categories	Males				Females			
	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian

Executive/Senior Level

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian		
Comm. Labor	3,141	49.9%	69	1.1%	500	7.9%	129	2.0%	14	0.2%
SBC Labor:	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

First/Mid-Level

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian		
Comm. Labor	10,470	49.9%	230	1.1%	1,665	7.9%	430	2.1%	45	0.2%
SBC Labor:	3	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Professionals

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian		
Comm. Labor	16,130	42.5%	470	1.2%	2,105	5.5%	875	2.3%	80	0.2%
SBC Labor:	20	45.0%	0	0.0%	1	5.0%	1	5.0%	0	0.0%

Technicians

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian		
Comm. Labor	1,420	36.9%	40	1.0%	310	8.1%	105	2.7%	4	0.1%
SBC Labor:	39	15.4%	1	2.6%	1	2.6%	0	0.0%	0	0.0%

Protective Services

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian		
Comm. Labor	1,870	59.3%	79	2.5%	583	18.5%	20	0.6%	10	0.3%
SBC Labor:	475	65.7%	11	2.3%	85	17.9%	5	1.1%	2	0.4%

Administrative Support

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian		
Comm. Labor	4,405	15.4%	295	1.0%	2,065	7.2%	400	1.4%	35	0.1%
SBC Labor:	116	12.9%	0	0.0%	6	5.2%	1	0.9%	1	0.9%

Skilled Craft

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian		
Comm. Labor	8,280	56.3%	255	1.7%	4,965	33.7%	300	2.0%	90	0.6%
SBC Labor:	3	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Service Maintenance

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian		
Comm. Labor	5,810	20.6%	325	1.2%	5,335	18.9%	560	2.0%	135	0.5%
SBC Labor:	15	20.0%	1	6.7%	7	46.7%	1	6.7%	1	6.7%

Footnote: ♦ indicates under-utilization

EEO4 by Department

Sheriff (032)

Job Categories	Males				Females						
	White	Black	Hispanic	A. Indian	Asian	White	Black	Hispanic	A. Indian		
Comm Labor											
Dept. Totals:	143,653	51,526	1,763	17,518	2,819	413	47,876	1,210	16,821	3,321	386
SBC Labor											
Dept. Totals:	672	350	13	100	8	4	129	5	57	6	0

Footnote: ♦ indicates under-utilization

EEO4 by Department

Public Health (041)

Job Categories	Males				Females			
	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian

Executive/Senior Level

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian
Comm. Labor	3,141	69	500	129	1,941	30	362	96
SBC Labor:	2	0	0	0	4	0	0	0
	49.9%	1.1%	7.9%	2.0%	30.8%	0.5%	5.8%	1.5%
	33.3%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%
	6	14	0	0	12	0	0	0
	0.2%	0.2%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%

First/Mid-Level

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian
Comm. Labor	10,470	230	1,665	430	6,470	100	1,205	320
SBC Labor:	5	0	1	0	7	0	1	0
	49.9%	1.1%	7.9%	2.1%	30.8%	0.5%	5.7%	1.5%
	35.7%	0.0%	7.1%	0.0%	50.0%	0.0%	7.1%	0.0%
	14	45	0	0	40	0	0	0
	0.2%	0.2%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%

Professionals

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian
Comm. Labor	16,130	470	2,105	875	14,720	295	2,280	950
SBC Labor:	31	0	5	6	118	4	21	22
	42.5%	1.2%	5.5%	2.3%	38.8%	0.8%	6.0%	2.5%
	14.6%	0.0%	2.4%	2.8%	55.7%	1.9%	9.9%	10.4%
	212	80	2	0	60	3	0	0
	0.2%	0.2%	0.9%	0.0%	0.2%	1.4%	0.0%	0.0%

Technicians

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian
Comm. Labor	1,420	40	310	105	1,435	40	330	155
SBC Labor:	6	0	4	0	10	1	36	1
	36.9%	1.0%	8.1%	2.7%	37.3%	1.0%	8.6%	4.0%
	10.0%	0.0%	6.7%	0.0%	16.7%	1.7%	60.0%	1.7%
	60	4	0	0	2	2	0	0
	0.1%	0.0%	0.0%	0.0%	0.3%	3.3%	0.0%	0.0%

Protective Services

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian
Comm. Labor	1,870	79	583	20	405	15	169	0
SBC Labor:	5	2	2	0	5	1	1	1
	59.3%	2.5%	18.5%	0.6%	12.8%	0.5%	5.4%	0.0%
	27.8%	11.1%	11.1%	0.0%	27.8%	5.6%	5.6%	5.6%
	18	10	0	0	4	0	0	0
	0.3%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%

Administrative Support

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian
Comm. Labor	4,405	295	2,065	400	14,335	430	5,505	920
SBC Labor:	4	1	8	2	41	3	176	6
	15.4%	1.0%	7.2%	1.4%	50.2%	1.5%	19.3%	3.2%
	1.7%	0.4%	3.3%	0.8%	16.9%	1.2%	72.7%	2.5%
	242	35	0	0	165	1	0	0
	0.1%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%

Skilled Craft

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian
Comm. Labor	8,280	255	4,955	300	540	35	170	75
SBC Labor:	0	0	1	0	0	0	0	0
	56.3%	1.7%	33.7%	2.0%	3.7%	0.2%	1.2%	0.5%
	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	1	90	0	0	0	0	0	0
	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Service Maintenance

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian
Comm. Labor	5,810	325	5,335	560	8,030	265	6,800	805
SBC Labor:	0	0	3	0	0	0	1	0
	20.6%	1.2%	18.9%	2.0%	28.5%	0.9%	24.1%	2.9%
	0.0%	0.0%	75.0%	0.0%	0.0%	0.0%	25.0%	0.0%
	4	135	0	0	95	0	0	0
	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Footnote: ♦ indicates under-utilization

EEO4 by Department

Public Health (041)

Job Categories	Males				Females						
	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian			
Comm Labor											
Dept. Totals:	143,653	51,526	1,763	17,518	2,819	413	47,876	1,210	16,821	3,321	386
SBC Labor											
Dept. Totals:	557	53	3	24	8	2	185	9	236	30	7

Footnote: ♦ indicates under-utilization

EEO4 by Department

Alcohol, Drug, & Mental Hlth Svcs (043)

Job Categories	Males				Females			
	White	Black	Asian	A. Indian	White	Black	Hispanic	A. Indian

Executive/Senior Level

	White	Black	Hispanic	Asian	A. Indian	White	Black	Hispanic	Asian	A. Indian
Comm. Labor	3,141	69	500	129	14	1,941	30	362	96	12
SBC Labor:	0	0	3	0	0	2	0	0	0	0
	49.9%	1.1%	7.9%	2.0%	0.2%	30.8%	0.5%	5.8%	1.5%	0.2%
	0.0%	0.0%	60.0%	0.0%	0.0%	40.0%	0.0%	0.0%	0.0%	0.0%

First/Mid-Level

	White	Black	Hispanic	Asian	A. Indian	White	Black	Hispanic	Asian	A. Indian
Comm. Labor	10,470	230	1,665	430	45	6,470	100	1,205	320	40
SBC Labor:	2	0	0	0	0	4	0	1	0	0
	49.9%	1.1%	7.9%	2.1%	0.2%	30.8%	0.5%	5.7%	1.5%	0.2%
	28.6%	0.0%	0.0%	0.0%	0.0%	57.1%	0.0%	14.3%	0.0%	0.0%

Professionals

	White	Black	Hispanic	Asian	A. Indian	White	Black	Hispanic	Asian	A. Indian
Comm. Labor	16,130	470	2,105	875	80	14,720	295	2,280	950	60
SBC Labor:	42	4	17	4	0	82	1	21	3	0
	42.5%	1.2%	5.5%	2.3%	0.2%	38.8%	0.8%	6.0%	2.5%	0.2%
	24.1%	2.3%	9.8%	2.3%	0.0%	47.1%	0.6%	12.1%	1.7%	0.0%

Technicians

	White	Black	Hispanic	Asian	A. Indian	White	Black	Hispanic	Asian	A. Indian
Comm. Labor	1,420	40	310	105	4	1,435	40	330	155	10
SBC Labor:	8	1	4	2	0	10	3	5	0	1
	36.9%	1.0%	8.1%	2.7%	0.1%	37.3%	1.0%	8.6%	4.0%	0.3%
	23.5%	2.9%	11.8%	5.9%	0.0%	29.4%	8.8%	14.7%	0.0%	2.9%

Administrative Support

	White	Black	Hispanic	Asian	A. Indian	White	Black	Hispanic	Asian	A. Indian
Comm. Labor	4,405	295	2,065	400	35	14,335	430	5,505	920	165
SBC Labor:	5	0	5	0	0	26	2	23	1	0
	15.4%	1.0%	7.2%	1.4%	0.1%	50.2%	1.5%	19.3%	3.2%	0.6%
	8.1%	0.0%	8.1%	0.0%	0.0%	41.9%	3.2%	37.1%	1.6%	0.0%

Skilled Craft

	White	Black	Hispanic	Asian	A. Indian	White	Black	Hispanic	Asian	A. Indian
Comm. Labor	8,280	255	4,955	300	90	540	35	170	75	0
SBC Labor:	2	0	0	0	0	0	0	0	0	0
	56.3%	1.7%	33.7%	2.0%	0.6%	3.7%	0.2%	1.2%	0.5%	0.0%
	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Comm Labor	112,338	43,846	1,359	11,600	2,239	268	39,441	930	9,852	2,516	287
SBC Labor	284	59	5	29	6	0	124	6	50	4	1
Dept. Totals:											

Footnote: ♦ indicates under-utilization

EEO4 by Department

Social Services (044)

Job Categories	Males				Females			
	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian

Executive/Senior Level

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian
Comm. Labor	3,141	69	500	129	1,941	30	362	96
	49.9%	1.1%	7.9%	2.0%	30.8%	0.5%	5.8%	1.5%
SBC Labor:	1	0	0	0	4	0	0	0
	20.0%	0.0%	0.0%	0.0%	80.0%	0.0%	0.0%	0.0%

First/Mid-Level

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian
Comm. Labor	10,470	230	1,665	430	6,470	100	1,205	320
	49.9%	1.1%	7.9%	2.1%	30.8%	0.5%	5.7%	1.5%
SBC Labor:	2	0	6	0	11	0	0	0
	10.5%	0.0%	31.6%	0.0%	57.9%	0.0%	0.0%	0.0%

Professionals

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian
Comm. Labor	16,130	470	2,105	875	14,720	295	2,280	950
	42.5%	1.2%	5.5%	2.3%	38.8%	0.8%	6.0%	2.5%
SBC Labor:	19	0	9	2	65	1	39	11
	13.0%	0.0%	6.2%	1.4%	44.5%	0.7%	26.7%	7.5%

Technicians

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian
Comm. Labor	1,420	40	310	105	1,435	40	330	155
	36.9%	1.0%	8.1%	2.7%	37.3%	1.0%	8.6%	4.0%
SBC Labor:	4	0	1	0	7	1	2	0
	26.7%	0.0%	6.7%	0.0%	46.7%	6.7%	13.3%	0.0%

Administrative Support

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian
Comm. Labor	4,405	295	2,065	400	14,335	430	5,505	920
	15.4%	1.0%	7.2%	1.4%	50.2%	1.5%	19.3%	3.2%
SBC Labor:	20	1	41	1	90	5	314	12
	4.1%	0.2%	8.4%	0.2%	18.5%	1.0%	64.6%	2.5%

Comm Labor Dept. Totals:

97,638	35,566	1,104	6,645	1,939	38,901	895	9,682	2,441	287
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SBC Labor Dept. Totals:

671	46	1	57	3	177	7	355	23	2
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Footnote: ♦ indicates under-utilization

EEO4 by Department

Child Support Services (045)

Job Categories	Males				Females			
	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian

Executive/Senior Level

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian
Comm. Labor	3,141	69	500	129	1,941	30	362	96
SBC Labor:	0	0	0	0	2	0	0	0
	49.9%	1.1%	7.9%	2.0%	30.8%	0.5%	5.8%	1.5%
	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%

First/Mid-Level

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian
Comm. Labor	10,470	230	1,665	430	6,470	100	1,205	320
SBC Labor:	0	1	0	0	3	0	1	0
	49.9%	1.1%	7.9%	2.1%	30.8%	0.5%	5.7%	1.5%
	0.0%	20.0%	0.0%	0.0%	60.0%	0.0%	20.0%	0.0%
	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%

Professionals

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian
Comm. Labor	16,130	470	2,105	875	14,720	295	2,280	950
SBC Labor:	0	0	0	0	2	0	0	0
	42.5%	1.2%	5.5%	2.3%	38.8%	0.8%	6.0%	2.5%
	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%

Technicians

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian
Comm. Labor	1,420	40	310	105	1,435	40	330	155
SBC Labor:	1	0	1	0	0	0	0	0
	36.9%	1.0%	8.1%	2.7%	37.3%	1.0%	8.6%	4.0%
	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	0.1%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%

Administrative Support

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian
Comm. Labor	4,405	295	2,065	400	14,335	430	5,505	920
SBC Labor:	4	1	3	0	25	2	52	2
	15.4%	1.0%	7.2%	1.4%	50.2%	1.5%	19.3%	3.2%
	4.5%	1.1%	3.4%	0.0%	28.1%	2.2%	58.4%	2.2%
	0.1%	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%

Comm Labor Dept. Totals:

97,638	35,566	1,104	6,645	1,939	178	895	9,682	2,441	287
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SBC Labor Dept. Totals:

100	5	2	4	0	0	2	53	2	0
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EEO4 by Department

Agriculture & Cooperative Exte (051)

Job Categories	Males				Females			
	White	Black	Asian	A. Indian	White	Black	Asian	A. Indian

Executive/Senior Level

Comm. Labor	3,141	49.9%	69	1.1%	500	7.9%	129	2.0%	14	0.2%	1,941	30.8%	30	0.5%	362	5.8%	96	1.5%	12	0.2%
SBC Labor:	2	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

First/Mid-Level

Comm. Labor	10,470	49.9%	230	1.1%	1,665	7.9%	430	2.1%	45	0.2%	6,470	30.8%	100	0.5%	1,205	5.7%	320	1.5%	40	0.2%
SBC Labor:	2	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Professionals

Comm. Labor	16,130	42.5%	470	1.2%	2,105	5.5%	875	2.3%	80	0.2%	14,720	38.8%	295	0.8%	2,280	6.0%	950	2.5%	60	0.2%
SBC Labor:	19	10.5%	0	0.0%	3	15.8%	2	10.5%	0	0.0%	9	47.4%	0	0.0%	3	15.8%	0	0.0%	0	0.0%

Technicians

Comm. Labor	1,420	36.9%	40	1.0%	310	8.1%	105	2.7%	4	0.1%	1,435	37.3%	40	1.0%	330	8.6%	155	4.0%	10	0.3%
SBC Labor:	3	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Administrative Support

Comm. Labor	4,405	15.4%	295	1.0%	2,065	7.2%	400	1.4%	35	0.1%	14,335	50.2%	430	1.5%	5,505	19.3%	920	3.2%	165	0.6%
SBC Labor:	6	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	50.0%	0	0.0%	2	33.3%	1	16.7%	0	0.0%

Comm Labor

Dept. Totals:	97,638	35,566	1,104	6,645	1,939	178	38,901	895	9,682	2,441	287
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SBC Labor

Dept. Totals:	32	8	0	3	2	0	13	0	5	1	0
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Footnote: ♦ indicates under-utilization

EEO4 by Department

Parks (052)

Job Categories	Males				Females			
	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian

Executive/Senior Level

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian
Comm. Labor	3,141	69	500	129	1,941	30	362	96
SBC Labor:	2	0	1	0	0	0	0	0
	49.9%	1.1%	7.9%	2.0%	30.8%	0.5%	5.8%	1.5%
	66.7%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%
	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%

First/Mid-Level

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian
Comm. Labor	10,470	230	1,665	430	6,470	100	1,205	320
SBC Labor:	3	0	1	0	0	0	0	0
	49.9%	1.1%	7.9%	2.1%	30.8%	0.5%	5.7%	1.5%
	75.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%

Professionals

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian
Comm. Labor	16,130	470	2,105	875	14,720	295	2,280	950
SBC Labor:	0	0	1	1	5	0	0	0
	42.5%	1.2%	5.5%	2.3%	38.8%	0.8%	6.0%	2.5%
	0.0%	0.0%	14.3%	14.3%	71.4%	0.0%	0.0%	0.0%
	0.2%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%

Technicians

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian
Comm. Labor	1,420	40	310	105	1,435	40	330	155
SBC Labor:	2	0	0	0	0	0	0	0
	36.9%	1.0%	8.1%	2.7%	37.3%	1.0%	8.6%	4.0%
	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	0.1%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%

Administrative Support

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian
Comm. Labor	4,405	295	2,065	400	14,335	430	5,505	920
SBC Labor:	0	0	0	0	5	0	1	1
	15.4%	1.0%	7.2%	1.4%	50.2%	1.5%	19.3%	3.2%
	0.0%	0.0%	0.0%	0.0%	71.4%	0.0%	14.3%	14.3%
	0.1%	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%

Skilled Craft

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian
Comm. Labor	8,280	255	4,955	300	540	35	170	75
SBC Labor:	1	0	2	0	0	0	0	0
	56.3%	1.7%	33.7%	2.0%	3.7%	0.2%	1.2%	0.5%
	33.3%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%
	0.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Service Maintenance

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian
Comm. Labor	5,810	325	5,335	560	8,030	265	6,800	805
SBC Labor:	31	0	10	1	1	0	0	0
	20.6%	1.2%	18.9%	2.0%	28.5%	0.9%	24.1%	2.9%
	72.1%	0.0%	23.3%	0.0%	2.3%	0.0%	0.0%	0.0%
	0.5%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%

Footnote: ♦ indicates under-utilization

EEO4 by Department

Parks (052)

Job Categories	Males				Females						
	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian			
Comm Labor Dept. Totals:	140,498	49,656	1,684	16,935	2,799	403	47,471	1,195	16,652	3,321	382
SBC Labor Dept. Totals:	69	39	0	15	1	1	11	0	1	1	0

Footnote: ♦ indicates under-utilization

EEO4 by Department

Planning & Development (053)

Job Categories	Males				Females			
	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian

Executive/Senior Level

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian		
Comm. Labor	3,141	49.9%	69	1.1%	500	7.9%	129	2.0%	14	0.2%
SBC Labor:	2	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

First/Mid-Level

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian		
Comm. Labor	10,470	49.9%	230	1.1%	1,665	7.9%	430	2.1%	45	0.2%
SBC Labor:	10	60.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Professionals

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian		
Comm. Labor	16,130	42.5%	470	1.2%	2,105	5.5%	875	2.3%	80	0.2%
SBC Labor:	61	50.8%	0	0.0%	2	3.3%	0	0.0%	0	0.0%

Technicians

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian		
Comm. Labor	1,420	36.9%	40	1.0%	310	8.1%	105	2.7%	4	0.1%
SBC Labor:	27	63.0%	0	0.0%	3	11.1%	0	0.0%	0	0.0%

Administrative Support

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian		
Comm. Labor	4,405	15.4%	295	1.0%	2,065	7.2%	400	1.4%	35	0.1%
SBC Labor:	22	4.5%	0	0.0%	1	4.5%	0	0.0%	0	0.0%

Comm Labor

Dept. Totals:	97,638	35,566	1,104	6,645	1,939	178	38,901	895	9,682	2,441	287
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SBC Labor

Dept. Totals:	122	56	0	6	0	0	48	0	6	5	1
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Footnote: ♦ indicates under-utilization

EEO4 by Department

Public Works (054)

Job Categories	Males				Females			
	White	Black	Hispanic	Asian	White	Black	Hispanic	Asian

Executive/Senior Level

	White	Black	Hispanic	Asian	A. Indian	White	Black	Hispanic	Asian	A. Indian
Comm. Labor	3,141	49.9%	69	1.1%	500	7.9%	129	2.0%	14	0.2%
SBC Labor:	4	80.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
5										

First/Mid-Level

	White	Black	Hispanic	Asian	A. Indian	White	Black	Hispanic	Asian	A. Indian
Comm. Labor	10,470	49.9%	230	1.1%	1,665	7.9%	430	2.1%	45	0.2%
SBC Labor:	15	68.2%	0	0.0%	1	4.5%	1	4.5%	1	4.5%
22										

Professionals

	White	Black	Hispanic	Asian	A. Indian	White	Black	Hispanic	Asian	A. Indian
Comm. Labor	16,130	42.5%	470	1.2%	2,105	5.5%	875	2.3%	80	0.2%
SBC Labor:	25	50.0%	0	0.0%	6	12.0%	2	4.0%	0	0.0%
50										

Technicians

	White	Black	Hispanic	Asian	A. Indian	White	Black	Hispanic	Asian	A. Indian
Comm. Labor	1,420	36.9%	40	1.0%	310	8.1%	105	2.7%	4	0.1%
SBC Labor:	35	66.0%	0	0.0%	8	15.1%	3	5.7%	0	0.0%
53										

Administrative Support

	White	Black	Hispanic	Asian	A. Indian	White	Black	Hispanic	Asian	A. Indian
Comm. Labor	4,405	15.4%	295	1.0%	2,065	7.2%	400	1.4%	35	0.1%
SBC Labor:	8	22.9%	0	0.0%	1	2.9%	1	2.9%	0	0.0%
35										

Skilled Craft

	White	Black	Hispanic	Asian	A. Indian	White	Black	Hispanic	Asian	A. Indian
Comm. Labor	8,280	56.3%	255	1.7%	4,955	33.7%	300	2.0%	90	0.6%
SBC Labor:	34	72.3%	1	2.1%	10	21.3%	0	0.0%	1	2.1%
47										

Service Maintenance

	White	Black	Hispanic	Asian	A. Indian	White	Black	Hispanic	Asian	A. Indian
Comm. Labor	5,810	20.6%	325	1.2%	5,335	18.9%	560	2.0%	135	0.5%
SBC Labor:	43	49.4%	1	1.1%	33	37.9%	2	2.3%	1	1.1%
87										

Footnote: ♦ indicates under-utilization

EEO4 by Department

Public Works (054)

Job Categories	Males				Females						
	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian			
Comm Labor Dept. Totals:	140,498	49,656	1,684	16,935	2,799	403	47,471	1,195	16,652	3,321	382
SBC Labor Dept. Totals:	299	164	2	59	9	3	40	3	11	6	2

Footnote: ♦ indicates under-utilization

EEO4 by Department

Housing/Community Development (055)

Job Categories	Males				Females			
	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian

Executive/Senior Level

Comm. Labor	6,294	3,141	49.9%	69	1.1%	500	7.9%	129	2.0%	14	0.2%	1,941	30.8%	30	0.5%	362	5.8%	96	1.5%	12	0.2%
SBC Labor:	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

First/Mid-Level

Comm. Labor	20,975	10,470	49.9%	230	1.1%	1,665	7.9%	430	2.1%	45	0.2%	6,470	30.8%	100	0.5%	1,205	5.7%	320	1.5%	40	0.2%
SBC Labor:	2	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Professionals

Comm. Labor	37,965	16,130	42.5%	470	1.2%	2,105	5.5%	875	2.3%	80	0.2%	14,720	38.8%	295	0.8%	2,280	6.0%	950	2.5%	60	0.2%
SBC Labor:	4	1	25.0%	0	0.0%	1	25.0%	0	0.0%	0	0.0%	1	25.0%	0	0.0%	1	25.0%	0	0.0%	0	0.0%

Administrative Support

Comm. Labor	28,555	4,405	15.4%	295	1.0%	2,065	7.2%	400	1.4%	35	0.1%	14,335	50.2%	430	1.5%	5,505	19.3%	920	3.2%	165	0.6%
SBC Labor:	2	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	50.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%

Comm Labor

Dept. Totals:	93,789	34,146	1,064	6,335	1,834	174	37,466	855	9,352	2,286	277
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SBC Labor

Dept. Totals:	9	2	0	1	0	0	4	0	2	0	0
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Footnote: ♦ indicates under-utilization

EEO4 by Department

Auditor-Controller (061)

Job Categories	Males				Females			
	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian

Executive/Senior Level

Comm. Labor	3,141	49.9%	69	1.1%	500	7.9%	129	2.0%	14	0.2%	1,941	30.8%	30	0.5%	362	5.8%	96	1.5%	12	0.2%
SBC Labor:	4	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

First/Mid-Level

Comm. Labor	10,470	49.9%	230	1.1%	1,665	7.9%	430	2.1%	45	0.2%	6,470	30.8%	100	0.5%	1,205	5.7%	320	1.5%	40	0.2%
SBC Labor:	6	50.0%	0	0.0%	1	16.7%	0	0.0%	0	0.0%	2	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Professionals

Comm. Labor	16,130	42.5%	470	1.2%	2,105	5.5%	875	2.3%	80	0.2%	14,720	38.8%	295	0.8%	2,280	6.0%	950	2.5%	60	0.2%
SBC Labor:	31	38.7%	1	3.2%	1	3.2%	2	6.5%	0	0.0%	11	35.5%	0	0.0%	2	6.5%	2	6.5%	0	0.0%

Technicians

Comm. Labor	1,420	36.9%	40	1.0%	310	8.1%	105	2.7%	4	0.1%	1,435	37.3%	40	1.0%	330	8.6%	155	4.0%	10	0.3%
SBC Labor:	3	66.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	33.3%	0	0.0%	0	0.0%

Administrative Support

Comm. Labor	4,405	15.4%	295	1.0%	2,065	7.2%	400	1.4%	35	0.1%	14,335	50.2%	430	1.5%	5,505	19.3%	920	3.2%	165	0.6%
SBC Labor:	7	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	42.9%	0	0.0%	4	57.1%	0	0.0%	0	0.0%

Comm Labor Dept. Totals:

97,638	35,566	1,104	6,645	1,939	178	38,901	895	9,682	2,441	287
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SBC Labor Dept. Totals:

51	19	1	2	2	0	18	0	7	2	0
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EEO4 by Department

Clerk-Recorder-Assessor (062)

Job Categories	Males				Females			
	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian

Executive/Senior Level

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian
Comm. Labor	3,141	69	500	129	1,941	30	362	96
SBC Labor:	2	0	0	0	1	0	0	0
	6.294	6.294	6.294	6.294	6.294	6.294	6.294	6.294
	49.9%	1.1%	7.9%	2.0%	30.8%	0.5%	5.8%	1.5%
	66.7%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%

First/Mid-Level

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian
Comm. Labor	10,470	230	1,665	430	6,470	100	1,205	320
SBC Labor:	3	0	0	0	4	0	1	1
	20,975	20,975	20,975	20,975	20,975	20,975	20,975	20,975
	49.9%	1.1%	7.9%	2.1%	30.8%	0.5%	5.7%	1.5%
	33.3%	0.0%	0.0%	0.0%	44.4%	0.0%	11.1%	11.1%

Professionals

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian
Comm. Labor	16,130	470	2,105	875	14,720	295	2,280	950
SBC Labor:	13	1	2	3	15	0	4	2
	37,965	37,965	37,965	37,965	37,965	37,965	37,965	37,965
	42.5%	1.2%	5.5%	2.3%	38.8%	0.8%	6.0%	2.5%
	32.5%	2.5%	5.0%	7.5%	37.5%	0.0%	10.0%	5.0%

Technicians

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian
Comm. Labor	1,420	40	310	105	1,435	40	330	155
SBC Labor:	4	0	0	1	1	0	0	1
	3,849	3,849	3,849	3,849	3,849	3,849	3,849	3,849
	36.9%	1.0%	8.1%	2.7%	37.3%	1.0%	8.6%	4.0%
	50.0%	0.0%	0.0%	12.5%	12.5%	0.0%	0.0%	12.5%

Administrative Support

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian
Comm. Labor	4,405	295	2,065	400	14,335	430	5,505	920
SBC Labor:	7	0	3	0	26	4	13	1
	28,555	28,555	28,555	28,555	28,555	28,555	28,555	28,555
	15.4%	1.0%	7.2%	1.4%	50.2%	1.5%	19.3%	3.2%
	13.0%	0.0%	5.6%	0.0%	48.1%	7.4%	24.1%	1.9%

Comm Labor Dept. Totals:

35,566	1,104	6,645	1,939	178	38,901	895	9,682	2,441	287
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SBC Labor Dept. Totals:

114	29	1	5	4	47	4	18	5	0
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EEO4 by Department

General Services (063)

Job Categories	Males				Females			
	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A. Indian

Executive/Senior Level

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A. Indian
Comm. Labor	3,141	69	500	14	1,941	30	362	12
SBC Labor:	2	0	1	0	1	0	0	0
	49.9%	1.1%	7.9%	2.0%	30.8%	0.5%	5.8%	1.5%
	50.0%	0.0%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%

First/Mid-Level

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A. Indian
Comm. Labor	10,470	230	1,665	45	6,470	100	1,205	40
SBC Labor:	10	1	0	0	4	0	1	0
	49.9%	1.1%	7.9%	2.1%	30.8%	0.5%	5.7%	1.5%
	62.5%	6.3%	0.0%	0.0%	25.0%	0.0%	6.3%	0.0%

Professionals

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A. Indian
Comm. Labor	16,130	470	2,105	80	14,720	295	2,280	60
SBC Labor:	13	1	2	0	6	1	2	0
	42.5%	1.2%	5.5%	2.3%	38.8%	0.8%	6.0%	2.5%
	48.1%	3.7%	7.4%	3.7%	22.2%	3.7%	7.4%	3.7%

Technicians

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A. Indian
Comm. Labor	1,420	40	310	4	1,435	40	330	10
SBC Labor:	19	0	5	0	2	0	1	0
	36.9%	1.0%	8.1%	2.7%	37.3%	1.0%	8.6%	4.0%
	65.5%	0.0%	17.2%	6.9%	6.9%	0.0%	3.4%	0.0%

Administrative Support

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A. Indian
Comm. Labor	8,280	295	2,065	35	14,335	430	5,505	165
SBC Labor:	5	0	4	0	7	1	4	0
	15.4%	1.0%	7.2%	1.4%	50.2%	1.5%	19.3%	3.2%
	22.7%	0.0%	18.2%	0.0%	31.8%	4.5%	18.2%	4.5%

Skilled Craft

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A. Indian
Comm. Labor	8,280	255	4,955	90	540	35	170	0
SBC Labor:	27	1	19	0	1	0	0	0
	56.3%	1.7%	33.7%	2.0%	3.7%	0.2%	1.2%	0.5%
	55.1%	2.0%	38.8%	2.0%	2.0%	0.0%	0.0%	0.0%

Service Maintenance

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A. Indian
Comm. Labor	5,810	325	5,335	135	8,030	265	6,800	95
SBC Labor:	1	0	0	0	2	0	0	0
	20.6%	1.2%	18.9%	2.0%	28.5%	0.9%	24.1%	2.9%
	25.0%	0.0%	0.0%	25.0%	50.0%	0.0%	0.0%	0.0%

Footnote: ♦ indicates under-utilization

EEO4 by Department

General Services (063)

Job Categories	Males				Females						
	White	Black	Hispanic	A. Indian	Asian	White	Black	Hispanic	A. Indian		
Comm Labor Dept. Totals:	140,498	49,656	1,684	16,935	2,799	403	47,471	1,195	16,652	3,321	382
SBC Labor Dept. Totals:	151	77	3	31	5	0	23	2	8	2	0

Footnote: ♦ indicates under-utilization

EEO4 by Department

Human Resources (064)

Job Categories	Males				Females			
	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A. Indian

Executive/Senior Level

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A. Indian
Comm. Labor	3,141	69	500	129	1,941	30	362	96
	49.9%	1.1%	7.9%	2.0%	30.8%	0.5%	5.8%	1.5%
SBC Labor:	0	0	0	0	3	0	1	0
	0.0%	0.0%	0.0%	0.0%	75.0%	0.0%	25.0%	0.0%

First/Mid-Level

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A. Indian
Comm. Labor	10,470	230	1,665	430	6,470	100	1,205	320
	49.9%	1.1%	7.9%	2.1%	30.8%	0.5%	5.7%	1.5%
SBC Labor:	4	0	0	0	2	0	0	0
	66.7%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%

Professionals

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A. Indian
Comm. Labor	16,130	470	2,105	875	14,720	295	2,280	950
	42.5%	1.2%	5.5%	2.3%	38.8%	0.8%	6.0%	2.5%
SBC Labor:	2	0	0	1	5	0	0	0
	25.0%	0.0%	0.0%	12.5%	62.5%	0.0%	0.0%	0.0%

Administrative Support

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A. Indian
Comm. Labor	4,405	295	2,065	400	14,335	430	5,505	920
	15.4%	1.0%	7.2%	1.4%	50.2%	1.5%	19.3%	3.2%
SBC Labor:	1	0	0	0	7	0	6	1
	6.7%	0.0%	0.0%	0.0%	46.7%	0.0%	40.0%	6.7%

Comm Labor

Dept. Totals:	93,789	34,146	1,064	6,335	1,834	174	9,352	2,286	277
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SBC Labor

Dept. Totals:	33	7	0	0	17	0	7	1	0
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Footnote: ♦ indicates under-utilization

EEO4 by Department

Treasurer-Tax Collector-Public (065)

Job Categories	Males				Females			
	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian

Executive/Senior Level

Comm. Labor	6,294	3,141	49.9%	69	1.1%	500	7.9%	129	2.0%	14	0.2%	1,941	30.8%	30	0.5%	362	5.8%	96	1.5%	12	0.2%
SBC Labor:	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

First/Mid-Level

Comm. Labor	20,975	10,470	49.9%	230	1.1%	1,665	7.9%	430	2.1%	45	0.2%	6,470	30.8%	100	0.5%	1,205	5.7%	320	1.5%	40	0.2%
SBC Labor:	5	1	20.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	60.0%	0	0.0%	0	0.0%	1	20.0%	0	0.0%

Professionals

Comm. Labor	37,965	16,130	42.5%	470	1.2%	2,105	5.5%	875	2.3%	80	0.2%	14,720	38.8%	295	0.8%	2,280	6.0%	950	2.5%	60	0.2%
SBC Labor:	16	10	62.5%	0	0.0%	0	0.0%	1	6.3%	0	0.0%	3	18.8%	1	6.3%	1	6.3%	0	0.0%	0	0.0%

Technicians

Comm. Labor	3,849	1,420	36.9%	40	1.0%	310	8.1%	105	2.7%	4	0.1%	1,435	37.3%	40	1.0%	330	8.6%	155	4.0%	10	0.3%
SBC Labor:	1	0	0.0%	0	0.0%	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Administrative Support

Comm. Labor	28,555	4,405	15.4%	295	1.0%	2,065	7.2%	400	1.4%	35	0.1%	14,335	50.2%	430	1.5%	5,505	19.3%	920	3.2%	165	0.6%
SBC Labor:	24	1	4.2%	2	8.3%	3	12.5%	0	0.0%	0	0.0%	12	50.0%	1	4.2%	3	12.5%	1	4.2%	1	4.2%

Comm Labor

Dept. Totals:	97,638	35,566	1,104	6,645	1,939	178	38,901	895	9,682	2,441	287
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SBC Labor

Dept. Totals:	47	13	2	4	1	0	18	2	4	2	1
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Footnote: ♦ indicates under-utilization

EEO4 by Department

SBC Employee Retirement System (810)

Job Categories	Males				Females			
	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian

Executive/Senior Level

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian
Comm. Labor	3,141	69	500	129	1,941	30	362	96
	49.9%	1.1%	7.9%	2.0%	30.8%	0.5%	5.8%	1.5%
SBC Labor:	1	0	0	0	1	0	0	0
	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%

First/Mid-Level

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian
Comm. Labor	10,470	230	1,665	430	6,470	100	1,205	320
	49.9%	1.1%	7.9%	2.1%	30.8%	0.5%	5.7%	1.5%
SBC Labor:	0	0	0	1	1	0	0	0
	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%

Professionals

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian
Comm. Labor	16,130	470	2,105	875	14,720	295	2,280	950
	42.5%	1.2%	5.5%	2.3%	38.8%	0.8%	6.0%	2.5%
SBC Labor:	1	0	1	0	1	0	1	0
	25.0%	0.0%	25.0%	0.0%	25.0%	0.0%	25.0%	0.0%

Administrative Support

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian
Comm. Labor	4,405	295	2,065	400	14,335	430	5,505	920
	15.4%	1.0%	7.2%	1.4%	50.2%	1.5%	19.3%	3.2%
SBC Labor:	3	0	0	0	5	0	2	0
	30.0%	0.0%	0.0%	0.0%	50.0%	0.0%	20.0%	0.0%

Comm Labor

Dept. Totals:	93,789	34,146	1,064	6,335	1,834	174	9,352	2,286	277
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SBC Labor

Dept. Totals:	18	5	0	1	8	0	3	0	0
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EEO4 by Department

General County Programs (990)

Job Categories	Males				Females			
	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian

Executive/Senior Level

Comm. Labor	3,141	49.9%	69	1.1%	500	7.9%	129	2.0%	14	0.2%	1,941	30.8%	30	0.5%	362	5.8%	96	1.5%	12	0.2%
SBC Labor:	2	66.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	33.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	3																			

First/Mid-Level

Comm. Labor	10,470	49.9%	230	1.1%	1,665	7.9%	430	2.1%	45	0.2%	6,470	30.8%	100	0.5%	1,205	5.7%	320	1.5%	40	0.2%
SBC Labor:	2	33.3%	0	0.0%	1	16.7%	0	0.0%	0	0.0%	2	33.3%	1	16.7%	0	0.0%	0	0.0%	0	0.0%
Total	6																			

Professionals

Comm. Labor	16,130	42.5%	470	1.2%	2,105	5.5%	875	2.3%	80	0.2%	14,720	38.8%	295	0.8%	2,280	6.0%	950	2.5%	60	0.2%
SBC Labor:	7	53.8%	0	0.0%	1	7.7%	0	0.0%	0	0.0%	3	23.1%	0	0.0%	2	15.4%	0	0.0%	0	0.0%
Total	13																			

Technicians

Comm. Labor	1,420	36.9%	40	1.0%	310	8.1%	105	2.7%	4	0.1%	1,435	37.3%	40	1.0%	330	8.6%	155	4.0%	10	0.3%
SBC Labor:	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	1																			

Administrative Support

Comm. Labor	4,405	15.4%	295	1.0%	2,065	7.2%	400	1.4%	35	0.1%	14,335	50.2%	430	1.5%	5,505	19.3%	920	3.2%	165	0.6%
SBC Labor:	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	44.4%	0	0.0%	5	55.6%	0	0.0%	0	0.0%
Total	9																			

Comm Labor

Dept. Totals:	97,638	35,566	1,104	6,645	1,939	178	38,901	895	9,682	2,441	287
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SBC Labor

Dept. Totals:	32	12	0	2	0	0	10	1	7	0	0
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Footnote: ♦ indicates under-utilization

EEO4 by Department

General County Programs (990)

Job Categories	Males				Females			
	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian

Final SBC Totals:	1,293	49	445	67	16	1,141	57	990	102	22
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Footnote: ♦ indicates under-utilization

TAB 3

**County of Santa Barbara
EE0-4 Job Categories**

EEO4 Job Categories

Job Category Description	Job Class Title
0 Executive/Senior Level	008001 ASST DEPT LDR-ATTY/PHY
0 Executive/Senior Level	008004 ASST DEPT LDR-EXEC
0 Executive/Senior Level	008005 ASST DEPT LDR-FIRE
0 Executive/Senior Level	008003 ASST DEPT LDR-PROB/SAFETY
0 Executive/Senior Level	008006 ASST DEPT LDR-SHERIFF
0 Executive/Senior Level	001890 COUNTY EXECUTIVE OFFICER
0 Executive/Senior Level	008018 DEPT/CORP LDR-ATTY/PHY
0 Executive/Senior Level	008011 DEPT/CORP LDR-EXEC
0 Executive/Senior Level	008008 DEPT/CORP LDR-FIRE
0 Executive/Senior Level	008012 DEPT/CORP LDR-PROBATION
Category Total: 10	
1 First/Mid-Level	001447 CHIEF DEPUTY COUNTY COUNSEL
1 First/Mid-Level	002105 CUSTODY COMMANDER
1 First/Mid-Level	002005 DA INVESTIGATOR CHIEF
1 First/Mid-Level	008015 ENTERPRISE LDR-GEN
1 First/Mid-Level	008014 ENTERPRISE LDR-GEN
1 First/Mid-Level	008888 ERIP-DO NOT FILL
1 First/Mid-Level	008007 PROG/BUS LDR-ATTY
1 First/Mid-Level	008002 PROG/BUS LDR-PHY
1 First/Mid-Level	008026 PROGRAM/BUS LDR-DIV CHIEF
1 First/Mid-Level	008028 PROGRAM/BUS LDR-ENG
1 First/Mid-Level	008027 PROGRAM/BUS LDR-GEN
1 First/Mid-Level	008029 PROGRAM/BUS LDR-PROB
1 First/Mid-Level	006500 REFUSE SUPERVISOR
1 First/Mid-Level	008032 TEAM/PROJECT LDR-GEN
1 First/Mid-Level	008022 TEAM/PROJECT LDR-GEN
Category Total: 15	
2 Professionals	000014 ACCOUNTANT I
2 Professionals	000015 ACCOUNTANT II
2 Professionals	000016 ACCOUNTANT III
2 Professionals	000017 ACCOUNTANT SUPERVISING
2 Professionals	000020 ACCOUNTANT-AUDITOR I
2 Professionals	000021 ACCOUNTANT-AUDITOR II
2 Professionals	000022 ACCOUNTANT-AUDITOR III
2 Professionals	005155 ADMHS CASE WORKER
2 Professionals	005191 ADMHS PRACTITIONER I
2 Professionals	005192 ADMHS PRACTITIONER II
2 Professionals	005190 ADMHS PRACTITIONER INTERN
2 Professionals	005184 ADMHS REHABILITATION SPEC
2 Professionals	005173 ADMHS TEAM SUPV-CASE WKR
2 Professionals	005174 ADMHS TEAM SUPV-CLIN PSYCH
2 Professionals	005175 ADMHS TEAM SUPV-MASTERS RN
2 Professionals	005177 ADMHS TEAM SUPV-PRACTITIONER
2 Professionals	005176 ADMHS TEAM SUPV-PSYCH TECH
2 Professionals	005179 ADMHS TEAM SUPV-REHAB SPEC
2 Professionals	005178 ADMHS TEAM SUPV-RN
2 Professionals	008019 ADMINISTRATIVE LDR-GEN
2 Professionals	000324 AGRI BIOLOGIST I

EEO4 Job Categories

Job Category Description	Job Class Title
2 Professionals	000325 AGRI BIOLOGIST II
2 Professionals	000326 AGRI BIOLOGIST III
2 Professionals	000328 AGRI BIOLOGIST SUPV
2 Professionals	000350 AGRI LAND USE PLANNER
2 Professionals	000348 AGRI PROGRAM SPECIALIST
2 Professionals	000449 ALC/DRUG COUN I-CORR FAC
2 Professionals	000450 ALC/DRUG COUN II-CORR FAC
2 Professionals	000451 ALC/DRUG COUN SUP-COR FAC
2 Professionals	000458 ALCOHOL & DRUG SERVICE SPEC
2 Professionals	000510 APPRAISER I
2 Professionals	000511 APPRAISER II
2 Professionals	000512 APPRAISER III
2 Professionals	000604 ARCHITECT
2 Professionals	000650 ASSESSMENT SUPERVISOR
2 Professionals	000855 ASST NATURALIST
2 Professionals	003500 AUDIT SUPERVISOR
2 Professionals	001045 AUDITOR-APPRAISER I
2 Professionals	001046 AUDITOR-APPRAISER II
2 Professionals	001047 AUDITOR-APPRAISER III
2 Professionals	001389 BUYER I
2 Professionals	001390 BUYER II
2 Professionals	001391 BUYER SENIOR
2 Professionals	000613 CAPITAL PROJECTS COORD
2 Professionals	001408 CCS OCC/PHYS THERAPIST I
2 Professionals	001409 CCS OCC/PHYS THERAPIST II
2 Professionals	001410 CCS SUPERVISING THERAPIST
2 Professionals	001394 CCS THERAPY COORDINATOR
2 Professionals	001522 CHILD SUPPORT ATTY I
2 Professionals	001523 CHILD SUPPORT ATTY II
2 Professionals	001524 CHILD SUPPORT ATTY III
2 Professionals	001525 CHILD SUPPORT ATTY IV
2 Professionals	001526 CHILD SUPPORT ATTY SR
2 Professionals	001527 CHILD SUPPORT ATTY SUPV
2 Professionals	001545 CIV ENGINEERING ASSOC I
2 Professionals	001546 CIV ENGINEERING ASSOC II
2 Professionals	001547 CIV ENGINEERING ASSOC III
2 Professionals	001549 CIVIL ENGINEER
2 Professionals	001550 CIVIL ENGINEER SPECIALIST
2 Professionals	001757 CLIN PSY POST DOC INTERN
2 Professionals	001758 CLIN PSYCHOLOGIST I
2 Professionals	001759 CLIN PSYCHOLOGIST II
2 Professionals	001736 CLINICAL LAB SCIENTIST
2 Professionals	001748 CLINICAL LAB SCIENTIST SR
2 Professionals	001820 COMMUNITY HEALTH NURSE
2 Professionals	001878 COST ANALYST I
2 Professionals	001879 COST ANALYST II
2 Professionals	002108 CUSTODY LIEUTENANT
2 Professionals	006061 DEP PROBATION OFFICER
2 Professionals	006062 DEP PROBATION OFFICER SR
2 Professionals	006070 DEP PROBATION OFFICER SUP

EEO4 Job Categories

Job Category Description	Job Class Title
2 Professionals	002300 DEP PUBLIC DEFENDER I
2 Professionals	002301 DEP PUBLIC DEFENDER II
2 Professionals	002302 DEP PUBLIC DEFENDER III
2 Professionals	002303 DEP PUBLIC DEFENDER IV
2 Professionals	002304 DEP PUBLIC DEFENDER SR
2 Professionals	002177 DEPT BUS SPEC I
2 Professionals	002178 DEPT BUS SPEC II
2 Professionals	002181 DEPT BUS SPEC II-RES
2 Professionals	002179 DEPT BUS SPEC I-RES
2 Professionals	002215 DEPUTY COUNTY COUNSEL I
2 Professionals	002216 DEPUTY COUNTY COUNSEL II
2 Professionals	002217 DEPUTY COUNTY COUNSEL III
2 Professionals	002218 DEPUTY COUNTY COUNSEL IV
2 Professionals	002219 DEPUTY COUNTY COUNSEL SR
2 Professionals	002230 DEPUTY COUNTY SURVEYOR
2 Professionals	002250 DEPUTY DISTRICT ATTY I
2 Professionals	002251 DEPUTY DISTRICT ATTY II
2 Professionals	002252 DEPUTY DISTRICT ATTY III
2 Professionals	002253 DEPUTY DISTRICT ATTY IV
2 Professionals	002254 DEPUTY DISTRICT ATTY SR
2 Professionals	002488 EDP OFFICE AUTO SPEC I
2 Professionals	002550 EDP SYS & PROG ANLST I
2 Professionals	002553 EDP SYS & PROG ANLST II
2 Professionals	002554 EDP SYS & PROG ANLST II-R
2 Professionals	002551 EDP SYS & PROG ANLST I-R
2 Professionals	002556 EDP SYS & PROG ANLST SR
2 Professionals	002569 EDP SYS PROGRAMMER I
2 Professionals	002570 EDP SYS PROGRAMMER II
2 Professionals	002571 EDP SYS PROGRAMMER III
2 Professionals	003102 EMERG SVCS PLANNER
2 Professionals	003160 ENERGY SPECIALIST
2 Professionals	003180 ENG ENVIRON PLANNER
2 Professionals	003181 ENG ENVIRON PLANNER SR.
2 Professionals	003192 ENGINEERING GEOLOGIST
2 Professionals	003258 ENTOMOLOGIST
2 Professionals	003276 ENVIRON HEALTH SPEC
2 Professionals	003285 ENVIRON HEALTH SPEC SR
2 Professionals	003279 ENVIRON HEALTH SPEC SUPV
2 Professionals	003275 ENVIRON HEALTH SPEC TR
2 Professionals	003321 EPIDEMIOLOGIST SR
2 Professionals	003320 EPIDEMIOLOGIST/BIOSTAT
2 Professionals	003490 FINANCIAL ACCT ANALYST
2 Professionals	003491 FINANCIAL ACCT ANALYST-R
2 Professionals	003510 FINANCIAL SYS ANALYST I
2 Professionals	003511 FINANCIAL SYS ANALYST II
2 Professionals	003514 FINANCIAL SYS ANALYST SR
2 Professionals	003515 FINANCIAL SYS ANALYST SR-R
2 Professionals	003513 FINANCIAL SYS ANALYST II-R
2 Professionals	003512 FINANCIAL SYS ANALYST I-R
2 Professionals	002412 FIRST 5 PROGRAM SPECIALIST

EEO4 Job Categories

Job Category Description	Job Class Title
2 Professionals	003696 FORENSIC PATHOLOGIST
2 Professionals	003750 GEOLOGIST REGISTERED
2 Professionals	003858 HAZ MATERIALS SPEC I
2 Professionals	003859 HAZ MATERIALS SPEC II
2 Professionals	003871 HAZ MATERIALS SPEC SR
2 Professionals	003872 HAZARD MATERIALS SUPV
2 Professionals	003930 HEALTH CARE PRACTITIONER
2 Professionals	003910 HEALTH EDUCATOR
2 Professionals	003935 HEALTH SERVICES LAB SUPV
2 Professionals	004020 HELICOPTER PILOT
2 Professionals	000304 HOUSING PROGRAM SPEC I
2 Professionals	000305 HOUSING PROGRAM SPEC II
2 Professionals	000302 HOUSING PROGRAM SPEC SR
2 Professionals	004097 HYDROLOGIST
2 Professionals	004098 HYDROLOGIST SENIOR
2 Professionals	004040 INTERAGENCY NETWORK COORD
2 Professionals	003845 JUVENILE INST OFFCR SUPV
2 Professionals	005027 MANAGEMENT SPECIALIST X
2 Professionals	005028 MANAGEMENT SPECIALIST Y
2 Professionals	005029 MANAGEMENT SPECIALIST Z
2 Professionals	005126 MEDICAL SOC SVC PRACT
2 Professionals	005127 MEDICAL SOC SVC WKR SR
2 Professionals	005130 MEDICAL SOCIAL SERV SUPV
2 Professionals	005354 NATURALIST
2 Professionals	005383 NUTRITION SERVICES SUPV
2 Professionals	005384 NUTRITION SITE SUPV
2 Professionals	005649 PATIENTS RIGHTS ADVOCATE
2 Professionals	006325 PH NUTRITIONIST
2 Professionals	003098 PH PERFORM IMPROVE COORD
2 Professionals	006315 PH PROGRAM COORDINATOR
2 Professionals	005770 PHARMACIST
2 Professionals	005771 PHARMACIST SUPV
2 Professionals	005772 PHARMACIST-IN-CHARGE
2 Professionals	006000 PLAN CHECK ENGINEER
2 Professionals	006020 PLANNER I
2 Professionals	006021 PLANNER II
2 Professionals	006022 PLANNER III
2 Professionals	007321 PLANNER SUPERVISING
2 Professionals	006030 PLANNING PROCESS ANALYST
2 Professionals	006042 PLANT PATHOLOGIST
2 Professionals	008030 PROGRAM/BUS LDR-GEN
2 Professionals	006147 PSYCHIATRIC NURSE I
2 Professionals	006148 PSYCHIATRIC NURSE II
2 Professionals	006149 PSYCHIATRIC NURSE SR
2 Professionals	006150 PSYCHIATRIC NURSE SUPV
2 Professionals	006167 PSYCHIATRIST
2 Professionals	006166 PSYCHIATRIST II
2 Professionals	003940 PUB HLTH PROGRAM ADMN
2 Professionals	006215 PUBLIC ADM/CON VETS SUPV
2 Professionals	006212 PUBLIC ADM/CONSERVATOR I

EEO4 Job Categories

Job Category Description	Job Class Title
2 Professionals	006213 PUBLIC ADM/CONSERVATOR II
2 Professionals	006230 PUBLIC DEFENDER INVEST I
2 Professionals	006280 PUBLIC HEALTH CASEWORKER
2 Professionals	006290 PUBLIC HEALTH LAB SUPV
2 Professionals	006300 PUBLIC HEALTH MICROB
2 Professionals	006303 PUBLIC HEALTH MICROB SR
2 Professionals	006310 PUBLIC HEALTH NURSE
2 Professionals	006313 PUBLIC HEALTH NURSE SUPV
2 Professionals	006355 PUBLIC WORKS PRGM SPEC I
2 Professionals	006356 PUBLIC WORKS PRGM SPEC II
2 Professionals	006357 PUBLIC WORKS PRGM SPEC SR
2 Professionals	007570 QUALITY ASSURANCE COORD
2 Professionals	006465 RECREATIONAL THERAPIST
2 Professionals	006476 REDEVELOPMENT SPECIALIST I
2 Professionals	006477 REDEVELOPMENT SPECIALIST II
2 Professionals	006651 RETIRE DISABILITY SPEC II
2 Professionals	006653 RETIRE FIN & SYS ANALYST I
2 Professionals	006654 RETIRE FIN & SYS ANALYST II
2 Professionals	006658 RETIREMENT FINANCIAL ACCT ANLST
2 Professionals	006659 RETIREMENT STAFF COUNSEL SR
2 Professionals	003099 SAFETY & STANDARDS COORD
2 Professionals	007057 SOC SVCS WORKER SR PS/L
2 Professionals	007060 SOCIAL SERVICES SUPV I
2 Professionals	007061 SOCIAL SERVICES SUPV II
2 Professionals	007056 SOCIAL SERVICES WORKER
2 Professionals	007052 SOCIAL SVCS PRACTITIONER
2 Professionals	007072 SOCIAL SVCS WORKER SR
2 Professionals	006824 SR SERVICES PRACTITIONER
2 Professionals	006825 SR SERVICES SUPERVISOR
2 Professionals	007100 STAFF NURSE
2 Professionals	007101 STAFF NURSE SR
2 Professionals	007104 STAFF NURSE SUPV
2 Professionals	007103 STAFF PHYSICIAN
2 Professionals	007102 STAFF PHYSICIAN I
2 Professionals	007319 STAFF PHYSICIAN SUPV
2 Professionals	008025 TEAM/PROJECT LDR-BATT CHF SHFT
2 Professionals	008024 TEAM/PROJECT LDR-BATT CHF STF
2 Professionals	008023 TEAM/PROJECT LDR-GEN
2 Professionals	007463 TRANSPORTATION PLANNER I
2 Professionals	007464 TRANSPORTATION PLANNER II
2 Professionals	007465 TRANSPORTATION PLANNER SUPV
2 Professionals	007531 TRUANCY PRGM SOC WKR PRACT
2 Professionals	007530 TRUANCY PRGM SOC WKR SR
2 Professionals	007532 TRUANCY PROGRAM SUPV
2 Professionals	007619 VISUAL ARTS COORDINATOR
Category Total: 216	
3 Technicians	005210 ADMHS PSYCHIATRIC TECH I
3 Technicians	005211 ADMHS PSYCHIATRIC TECH II
3 Technicians	000860 ASST PLAN CHECKER

EEO4 Job Categories

Job Category Description	Job Class Title
3 Technicians	001205 BLDG ENGR INSPECTOR I
3 Technicians	001206 BLDG ENGR INSPECTOR II
3 Technicians	001207 BLDG ENGR INSPECTOR III
3 Technicians	001209 BLDG ENGR INSPECTOR SPEC
3 Technicians	001211 BLDG ENGR INSPECTOR SUPV
3 Technicians	001357 BUILDING PERMIT TECH I
3 Technicians	001358 BUILDING PERMIT TECH II
3 Technicians	001407 CABLE TV STAFF ASSISTANT
3 Technicians	001404 CCS OCC/PHYS THER ASST
3 Technicians	001530 CHILD SUPPORT INVEST SPEC
3 Technicians	003459 CHILD SUPPORT OFFICER I
3 Technicians	003460 CHILD SUPPORT OFFICER II
3 Technicians	003461 CHILD SUPPORT OFFICER SR
3 Technicians	003462 CHILD SUPPORT OFFICER SUPV
3 Technicians	006419 COMM EQUIP TECH I
3 Technicians	006420 COMM EQUIP TECH II
3 Technicians	000028 COMM EQUIP TECH SR
3 Technicians	006430 COMM SYSTEMS SUPV
3 Technicians	001803 COMMUNICATIONS DISP I
3 Technicians	001804 COMMUNICATIONS DISP II
3 Technicians	001805 COMMUNICATIONS DISP SUPV
3 Technicians	002171 COMPUTER SYSTEMS SPEC I
3 Technicians	002174 COMPUTER SYSTEMS SPEC II
3 Technicians	002176 COMPUTER SYSTEMS SPEC II-R
3 Technicians	002173 COMPUTER SYSTEMS SPEC I-R
3 Technicians	002175 COMPUTER SYSTEMS SPEC SUPV
3 Technicians	002432 EDP COMPUTER OPER III
3 Technicians	002447 EDP NETWORK TECH I
3 Technicians	002448 EDP NETWORK TECH II
3 Technicians	002449 EDP NETWORK TECH III
3 Technicians	002480 EDP OFFICE AUTO COORD
3 Technicians	002481 EDP OFFICE AUTO COORD SR
3 Technicians	002489 EDP OFFICE AUTO SPEC II
3 Technicians	003040 ELECTRONICS SYSTEMS TECH
3 Technicians	003240 ENGINEERING TECH I
3 Technicians	003241 ENGINEERING TECH II
3 Technicians	003248 ENGINEERING TECH SPEC
3 Technicians	003250 ENGINEERING TECH SUPV
3 Technicians	003290 ENVIRONMENTAL HEALTH TECH
3 Technicians	004105 FORENSIC TECHNICIAN I
3 Technicians	004106 FORENSIC TECHNICIAN II
3 Technicians	004107 FORENSIC TECHNICIAN SR
3 Technicians	003765 GRADING INSPECTOR I
3 Technicians	003766 GRADING INSPECTOR II
3 Technicians	003767 GRADING INSPECTOR SR
3 Technicians	003903 HEALTH EDUC ASSOC
3 Technicians	003902 HEALTH EDUC ASSOC SR
3 Technicians	003906 HEALTH EDUCATION ASST
3 Technicians	003907 HEALTH EDUCATION ASST SR
3 Technicians	004540 LABORATORY ASSISTANT

EEO4 Job Categories

Job Category Description	Job Class Title
3 Technicians	004541 LABORATORY ASSISTANT SR
3 Technicians	004549 LACTATION CONSULTANT
3 Technicians	004730 LICENSED VOCATIONAL NURSE
3 Technicians	005031 MAPPING/GIS ANALYST
3 Technicians	005032 MAPPING/GIS ANALYST SUPV
3 Technicians	005030 MAPPING/GIS TECH
3 Technicians	005094 MEDICAL RECORDS ADMIN
3 Technicians	005735 PESTICIDE SPECIALIST
3 Technicians	005745 PETROLEUM INSP TECH I
3 Technicians	005746 PETROLEUM INSP TECH II
3 Technicians	005749 PETROLEUM SPECIALIST
3 Technicians	005777 PHARMACY TECHNICIAN
3 Technicians	006032 PLANNING TECH I
3 Technicians	006034 PLANNING TECH II
3 Technicians	006045 POLYGRAPH EXAMINER
3 Technicians	006408 RADIOLOGICAL TECH
3 Technicians	006412 RADIOLOGICAL TECH SUPV
3 Technicians	006629 REAL PROPERTY AGENT I
3 Technicians	006630 REAL PROPERTY AGENT II
3 Technicians	006631 REAL PROPERTY AGENT III
3 Technicians	006495 REFUSE INSPECTOR
3 Technicians	006638 REGISTERED VET TECH
3 Technicians	006750 SAFETY OFFICER-DEPT
3 Technicians	006751 SAFETY OFFICER-DIVISIONAL
3 Technicians	007325 SURVEY PARTY CHIEF
3 Technicians	007326 SURVEY SPECIALIST
3 Technicians	007327 SURVEY SUPERVISOR
3 Technicians	007446 TRAFFIC SIGNAL TECHNICIAN I
3 Technicians	007447 TRAFFIC SIGNAL TECHNICIAN II
3 Technicians	007550 URBAN FORESTRY INSP
3 Technicians	007551 URBAN FORESTRY SUPV
3 Technicians	007635 WASTEWTR PLANT OPER CHIEF
3 Technicians	007631 WASTEWTR PLANT OPER I
3 Technicians	007632 WASTEWTR PLANT OPER II
3 Technicians	007633 WASTEWTR PLANT OPER III
3 Technicians	007634 WASTEWTR PLANT OPER SUPV
3 Technicians	007683 WGTS & MEASURES INSP SUPV
3 Technicians	007680 WGTS-MEASURES INSP I
3 Technicians	007681 WGTS-MEASURES INSP II
3 Technicians	007682 WGTS-MEASURES INSP III
3 Technicians	007653 WTR & SEWAGE PLANT OPER II
3 Technicians	007655 WTR/SEW PLANT OPER CHIEF
Category Total:	95
4 Protective Services	000465 ANIMAL CONTROL OFF I
4 Protective Services	000466 ANIMAL CONTROL OFF II
4 Protective Services	000468 ANIMAL CONTROL OFF SUPV
4 Protective Services	000485 ANIMAL SHELTER ATTENDANT
4 Protective Services	006915 CHIEF DEPUTY SHERIFF
4 Protective Services	002106 CUSTODY DEPUTY

EEO4 Job Categories

Job Category Description	Job Class Title
4 Protective Services	002107 CUSTODY DEPUTY S/DUTY
4 Protective Services	002109 CUSTODY SERGEANT
4 Protective Services	002360 DA INVESTIGATOR I
4 Protective Services	002361 DA INVESTIGATOR II
4 Protective Services	006661 DA INVESTIGATOR III
4 Protective Services	006662 DA INVESTIGATOR SUPV
4 Protective Services	003531 FIRE CAPTAIN SHIFT
4 Protective Services	003530 FIRE CAPTAIN STAFF
4 Protective Services	003546 FIRE ENG INSPECTOR SHIFT
4 Protective Services	003545 FIRE ENG INSPECTOR STAFF
4 Protective Services	003555 FIRE EQUIPMENT OPER
4 Protective Services	003557 FIRE EQUIPMENT OPER SUPV
4 Protective Services	003576 FIREFIGHTER SHIFT
4 Protective Services	003575 FIREFIGHTER STAFF
4 Protective Services	003574 FIREFIGHTER TRAINEE
4 Protective Services	003838 JUV INST OFCR/EXTRA HELP
4 Protective Services	003844 JUVENILE INST OFFCR SR-G
4 Protective Services	003841 JUVENILE INST OFFICER
4 Protective Services	003842 JUVENILE INST OFFICER SR
4 Protective Services	006895 SHERIFFS COMMANDER
4 Protective Services	006896 SHERIFFS CORR COMMANDER
4 Protective Services	006900 SHERIFFS CORR OFFICER
4 Protective Services	006901 SHERIFFS CORR OFFICER/SD
4 Protective Services	006903 SHERIFFS CORR SERGEANT
4 Protective Services	006898 SHERIFFS CORRECTION LT
4 Protective Services	006905 SHERIFFS DEPUTY
4 Protective Services	006906 SHERIFFS DEPUTY S/DUTY
4 Protective Services	006909 SHERIFFS DEPUTY S/DUTY-M
4 Protective Services	006904 SHERIFFS DEPUTY TR
4 Protective Services	006908 SHERIFFS DEPUTY-M
4 Protective Services	006920 SHERIFFS LIEUTENANT
4 Protective Services	006930 SHERIFFS SERGEANT
Category Total:	38
6 Administrative Support	005160 ADMHS RECOVERY ASSISTANT
6 Administrative Support	007024 ADMIN PROFESSIONAL
6 Administrative Support	007003 ADMN OFFICE PRO EXPERT
6 Administrative Support	007015 ADMN OFFICE PRO EXPERT-RES
6 Administrative Support	007000 ADMN OFFICE PRO I
6 Administrative Support	007001 ADMN OFFICE PRO II
6 Administrative Support	007002 ADMN OFFICE PRO III
6 Administrative Support	007014 ADMN OFFICE PRO III-RES
6 Administrative Support	007013 ADMN OFFICE PRO II-RES
6 Administrative Support	007012 ADMN OFFICE PRO I-RES
6 Administrative Support	000509 APPRAISER AIDE
6 Administrative Support	001350 BOS ADMIN ASST I
6 Administrative Support	001351 BOS ADMIN ASST II
6 Administrative Support	001392 BUYERS ASSISTANT
6 Administrative Support	001416 CAREER EMP SPECIALIST
6 Administrative Support	001417 CAREER EMP SPECIALIST SR

EEO4 Job Categories

Job Category Description	Job Class Title
6 Administrative Support	001418 CAREER EMP SPECIALIST SUPV
6 Administrative Support	001399 CCS CASEWORKER
6 Administrative Support	001400 CCS CASEWORKER SUPV
6 Administrative Support	001816 COMM OTRCH CRD ANML HLTH
6 Administrative Support	003070 ELIGIBILITY SUPERVISOR
6 Administrative Support	003090 ELIGIBILITY WORKER I
6 Administrative Support	003091 ELIGIBILITY WORKER II
6 Administrative Support	003092 ELIGIBILITY WORKER III
6 Administrative Support	007011 FINANCIAL OFFICE PRO EXPERT
6 Administrative Support	007023 FINANCIAL OFFICE PRO EXPERT-RES
6 Administrative Support	007008 FINANCIAL OFFICE PRO I
6 Administrative Support	007009 FINANCIAL OFFICE PRO II
6 Administrative Support	007010 FINANCIAL OFFICE PRO III
6 Administrative Support	007022 FINANCIAL OFFICE PRO III-RES
6 Administrative Support	007021 FINANCIAL OFFICE PRO II-RES
6 Administrative Support	007020 FINANCIAL OFFICE PRO I-RES
6 Administrative Support	006830 HEALTH SERVICES AIDE
6 Administrative Support	006831 HEALTH SERVICES AIDE SR
6 Administrative Support	005697 HUMAN RESOURCES SPECIALIST
6 Administrative Support	007007 LEGAL OFFICE PRO EXPERT
6 Administrative Support	007019 LEGAL OFFICE PRO EXPERT-RES
6 Administrative Support	007004 LEGAL OFFICE PRO I
6 Administrative Support	007005 LEGAL OFFICE PRO II
6 Administrative Support	007006 LEGAL OFFICE PRO III
6 Administrative Support	006998 LEGAL OFFICE PRO III-MARSHAL
6 Administrative Support	007018 LEGAL OFFICE PRO III-RES
6 Administrative Support	006997 LEGAL OFFICE PRO II-MARSHAL
6 Administrative Support	007017 LEGAL OFFICE PRO II-RES
6 Administrative Support	006996 LEGAL OFFICE PRO I-MARSHAL
6 Administrative Support	007016 LEGAL OFFICE PRO I-RES
6 Administrative Support	004820 MAIL CENTER SUPERVISOR
6 Administrative Support	004818 MAIL CENTER WORKER
6 Administrative Support	005123 MEDICAL ASSISTANT
6 Administrative Support	005125 MEDICAL SERVICES REP
6 Administrative Support	005579 PARALEGAL
6 Administrative Support	005580 PARALEGAL-RES
6 Administrative Support	006051 PROBATION ASSISTANT
6 Administrative Support	006335 PUBLIC INFO ASSISTANT
6 Administrative Support	006338 PUBLIC INFO SPECIALIST
6 Administrative Support	000040 REFUSE LEADER
6 Administrative Support	006650 RETIRE BENEFITS SUPV
6 Administrative Support	006655 RETIRE DISABILITY SPEC I
6 Administrative Support	006907 SHERIFFS EVIDENCE OFFICER
6 Administrative Support	007050 SOCIAL SERVICES CASE AIDE
6 Administrative Support	007190 STOREKEEPER
6 Administrative Support	007400 THERAPY ATTENDANT
6 Administrative Support	007562 UTILITY CLERK-DEPT
6 Administrative Support	006935 UTILITY WORKER, INSTITUTIONS
6 Administrative Support	007609 VICTIM WITNESS PROG ASST I
6 Administrative Support	007610 VICTIM WITNESS PROG ASST II

EEO4 Job Categories

Job Category Description	Job Class Title
6 Administrative Support	007613 VICTIM WITNESS PROG SUPV
Category Total: 67	
7 Skilled Craft	000415 AIRCRAFT MECHANIC
7 Skilled Craft	001130 AUTOMOTIVE MECHANIC I
7 Skilled Craft	001131 AUTOMOTIVE MECHANIC II
7 Skilled Craft	001305 BUILDING MAINT SUPV
7 Skilled Craft	001331 BUILDING MAINT WORKER
7 Skilled Craft	003350 EQUIPMENT MECHANIC I
7 Skilled Craft	003351 EQUIPMENT MECHANIC II
7 Skilled Craft	004800 FACILITIES SUPERVISOR
7 Skilled Craft	003556 FIRE EQUIPMENT OPER ASST
7 Skilled Craft	004005 HEAVY EQUIP OPERATOR
7 Skilled Craft	004012 HEAVY TRUCK DRIVER
7 Skilled Craft	007130 HVAC SPECIALIST
7 Skilled Craft	004840 MAINT ELECTRICIAN
7 Skilled Craft	004895 MAINT WELDER-MECHANIC
7 Skilled Craft	004830 MAINTENANCE CARPENTER
7 Skilled Craft	004870 MAINTENANCE PAINTER
7 Skilled Craft	004875 MAINTENANCE PLUMBER
7 Skilled Craft	005085 MECHANIC/WELDER
7 Skilled Craft	005501 OFFSET EQUIPMENT OPERATOR
7 Skilled Craft	006641 REPROGRAPHICS SUPERVISOR
7 Skilled Craft	006918 SHERIFF PRNTSHP CSTDY SUP
7 Skilled Craft	006945 SHOP SUPERVISOR
Category Total: 22	
8 Service Maintenance	001875 COOK
8 Service Maintenance	001877 COOK SHERIFFS INSTITUTIONS
8 Service Maintenance	002100 CUSTODIAN
8 Service Maintenance	003665 FOOD SERVICES SUPERVISOR
8 Service Maintenance	003666 FOOD SERVICES WORKER
8 Service Maintenance	004090 HOUSEKEEP SERV WORKER
8 Service Maintenance	004590 LAUNDRY COORDINATOR
8 Service Maintenance	004864 MAINT WORKER APPRENTICE
8 Service Maintenance	004845 MAINTENANCE LEADER
8 Service Maintenance	004855 MAINTENANCE SUPV
8 Service Maintenance	004865 MAINTENANCE WORKER I
8 Service Maintenance	004866 MAINTENANCE WORKER II
8 Service Maintenance	005310 MOTOR POOL DISPATCH
8 Service Maintenance	005585 PARK MAINTENANCE WORKER
8 Service Maintenance	005601 PARK RANGER I
8 Service Maintenance	005604 PARK RANGER I, GROUNDS
8 Service Maintenance	005602 PARK RANGER II
8 Service Maintenance	005612 PARK RANGER III
8 Service Maintenance	005600 PARK RANGER TRAINEE
8 Service Maintenance	005640 PARKING ENFORCEMENT OFFCR
8 Service Maintenance	006470 RECYCLE WORKER I
8 Service Maintenance	006471 RECYCLE WORKER II
8 Service Maintenance	006472 RECYCLE WORKER LEADER

EEO4 Job Categories

Job Category Description	Job Class Title
8 Service Maintenance	006480 REFUSE CHECKER
8 Service Maintenance	006483 REFUSE CHECKER SUPERVISOR
8 Service Maintenance	007630 WASTEWTR PLANT OPER TR
8 Service Maintenance	007652 WTR & SEWAGE PLANT OPER I
Category Total: 27	