

**SANTA BARBARA COUNTY
BOARD AGENDA LETTER**



Clerk of the Board of Supervisors
105 E. Anapamu Street, Suite 407
Santa Barbara, CA 93101
(805) 568-2240

Agenda Number:
Prepared on: 2/26/03
Department Name: County Administrator
Department No.: 012
Agenda Date: 3/11/03
Placement: Administrative
Estimate Time: 40 minutes
Continued Item: NO
If Yes, date from:

TO: Board of Supervisors

FROM: Michael F. Brown
County Administrator

STAFF CONTACT: Claudia Luján
Equal Opportunity Manager

SUBJECT: County Workforce Equal Opportunity Data & Revised Sexual Harassment Prevention/
Discrimination Policy

Recommendation(s):

That the Board of Supervisors:

- A) Receive the report on the current County workforce gender, race and ethnicity data compared to the 1990 Census figures. (This information will provide the baseline from which comparable statistics may be gathered and compared relative to County employment with the upcoming release of the Census 2000 figures.)
- B) Review and adopt the Anti-Harassment Policy for the County of Santa Barbara.

Alignment with Board Strategic Plan:

GOAL III: ORGANIZATIONAL EFFECTIVENESS – A strong, professionally managed organization

Executive Summary and Discussion:

- A) The County-wide workforce statistics are updated and displayed in a graphic format.
- B) The County's Sexual Harassment policy has been updated, broadened, and clarified consistent with current law, and entitled the "*County of Santa Barbara Anti-Harassment Policy*." The recommended policy further clarifies the County's prohibition of unlawful harassment at the workplace and provides a consistent, streamlined reporting and investigation process.

Mandates and Service Levels:

- A) The compilation of workforce data is mandated by the Federal Executive Order 11246.
- B) The Anti Harassment policy is mandated by State and Federal laws.

Fiscal and Facilities Impacts: None

Special Instructions: None

Concurrence: County Counsel

cc: Department Directors
Employee Organizations

Honorable Board of Supervisors
County of Santa Barbara
105 East Anapamu Street
Santa Barbara, California, 93101

Dear Supervisors:

My first twelve months as the Equal Opportunity Manager for the County of Santa Barbara have proven productive in involving the County staff, as well as the community, in the principles of Equal Employment Opportunity. Training, outreach and collaboratives formed with the Affirmative Action Commission, the Commission for Women, and Human Relations Commission have and will continue to play a major role in ensuring the success of Equal Opportunity program.

In keeping with the mission of the Office of Equal Opportunity, the following highlights some of the major activities undertaken in the past year.

- Facilitated two Sexual Harassment Prevention workshops and eleven Anti Discrimination/Harassment trainings for County Staff
- Revised the County Sexual harassment Policy, re-titling it the "*Anti-Harassment Policy*;"
- Coordinated one external training for County staff on Conducting Investigations and co-coordinated three trainings on Cross Cultural Communication;
- Conducted nine internal employee investigations and four investigations filed with external agencies;
- Organized a community-wide reception celebrating the 30th Anniversary of the Affirmative Action Commission;
- Organized the Commission for Women's annual celebration recognizing Women's History Month; and
- Compiled the attached County Workforce Report.

It is important to recognize that the successes I have had in my charge could not have been realized without the combined efforts of the staff of the County Administrator's Office, County Counsel, Human Resources, Auditor-Controller, and my Administrative Assistant, Pam Polan (who will be retiring, at the end of March, after 34 years of County service). It is through the

efforts of many members of the County family that the accomplishments listed above were realized. The attached County Workforce Report is an example of such collaboration.

The attached report compares the County's Workforce to the 1990 Census Civilian Labor Force figures, as prescribed by the Federal Government. Overall, the County is well represented with regard to racially defined minorities and gender, as illustrated in the EEO4 Utilization Summary Attachment 1. However, we continue to be challenged in job categories that are non-traditional with respect to gender. For example: In the job category of Office & Clerical we show a low percentages of males across all racial and ethnic groups. While, in the categories of Skilled Craft and Services & Maintenance, females are under represented across the racial and ethnic groups. The latter is true in the job category of Protective Services – Officials, as well.

I am honored to lead the Office of Equal Opportunity for the County of Santa Barbara during what are proving to be exciting times for Civil Rights programs throughout our nation. One cannot help but look forward to what the year ahead will bring us.

Respectfully submitted,

Claudia Luján
Equal Opportunity Manager

EEO4 Utilization Summary

Job Categories	Males				Females															
	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian												
Officials & Execs.																				
Community Labor:	13530	48.9%	305	1.1%	2390	8.6%	613	2.2%	68	0.2%	8881	32.1%	137	0.5%	1316	4.8%	382	1.4%	75	0.3%
SBC Labor: 179	91	50.8%	2	1.1%	8	4.5%	2	1.1%	1	0.6%	61	34.1%	1	0.6%	8	4.5%	5	2.8%	0	0.0%
Professionals																				
Community Labor:	17525	46.0%	285	0.7%	1339	3.5%	764	2.0%	130	0.3%	15241	40.0%	283	0.7%	1823	4.8%	603	1.6%	77	0.2%
SBC Labor: 1157	360	31.1%	16	1.4%	69	6.0%	26	2.2%	2	0.2%	512	44.3%	16	1.4%	116	10.0%	34	2.9%	6	0.5%
Technicians																				
Community Labor:	4253	50.6%	158	1.9%	809	9.6%	343	4.1%	13	0.2%	2044	24.3%	53	0.6%	514	6.1%	195	2.3%	18	0.2%
SBC Labor: 290	131	45.2%	3	1.0%	27	9.3%	10	3.4%	2	0.7%	77	26.6%	7	2.4%	24	8.3%	6	2.1%	3	1.0%
Protective Svcs. - Official																				
Community Labor:	1768	63.1%	140	5.0%	368	13.1%	29	1.0%	39	1.4%	346	12.3%	34	1.2%	64	2.3%	16	0.6%	0	0.0%
SBC Labor: 231	184	79.7%	2	0.9%	24	10.4%	3	1.3%	5	2.2%	13	5.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Protective Svcs. - Patrol																				
Community Labor:	1768	63.1%	140	5.0%	368	13.1%	29	1.0%	39	1.4%	346	12.3%	34	1.2%	64	2.3%	16	0.6%	0	0.0%
SBC Labor: 531	307	57.8%	19	3.6%	90	16.9%	10	1.9%	4	0.8%	62	11.7%	6	1.1%	30	5.6%	3	0.6%	0	0.0%
Para-Professional																				
Community Labor:	301	6.0%	51	1.0%	168	3.4%	34	0.7%	0	0.0%	2625	52.5%	163	3.3%	1370	27.4%	237	4.7%	55	1.1%
SBC Labor: 645	49	7.6%	2	0.3%	46	7.1%	3	0.5%	0	0.0%	183	28.4%	7	1.1%	334	51.8%	17	2.6%	4	0.6%
Office & Clerical																				
Community Labor:	7794	19.8%	370	0.9%	1809	4.6%	497	1.3%	91	0.2%	21410	54.3%	772	2.0%	5455	13.8%	994	2.5%	268	0.7%
SBC Labor: 824	50	6.1%	3	0.4%	30	3.6%	2	0.2%	1	0.1%	360	43.7%	24	2.9%	324	39.3%	25	3.0%	5	0.6%
Skilled Craft																				
Community Labor:	11021	62.4%	286	1.6%	4398	24.9%	341	1.9%	216	1.2%	980	5.5%	20	0.1%	330	1.9%	58	0.3%	11	0.1%
SBC Labor: 123	84	68.3%	2	1.6%	31	25.2%	2	1.6%	1	0.8%	2	1.6%	0	0.0%	1	0.8%	0	0.0%	0	0.0%

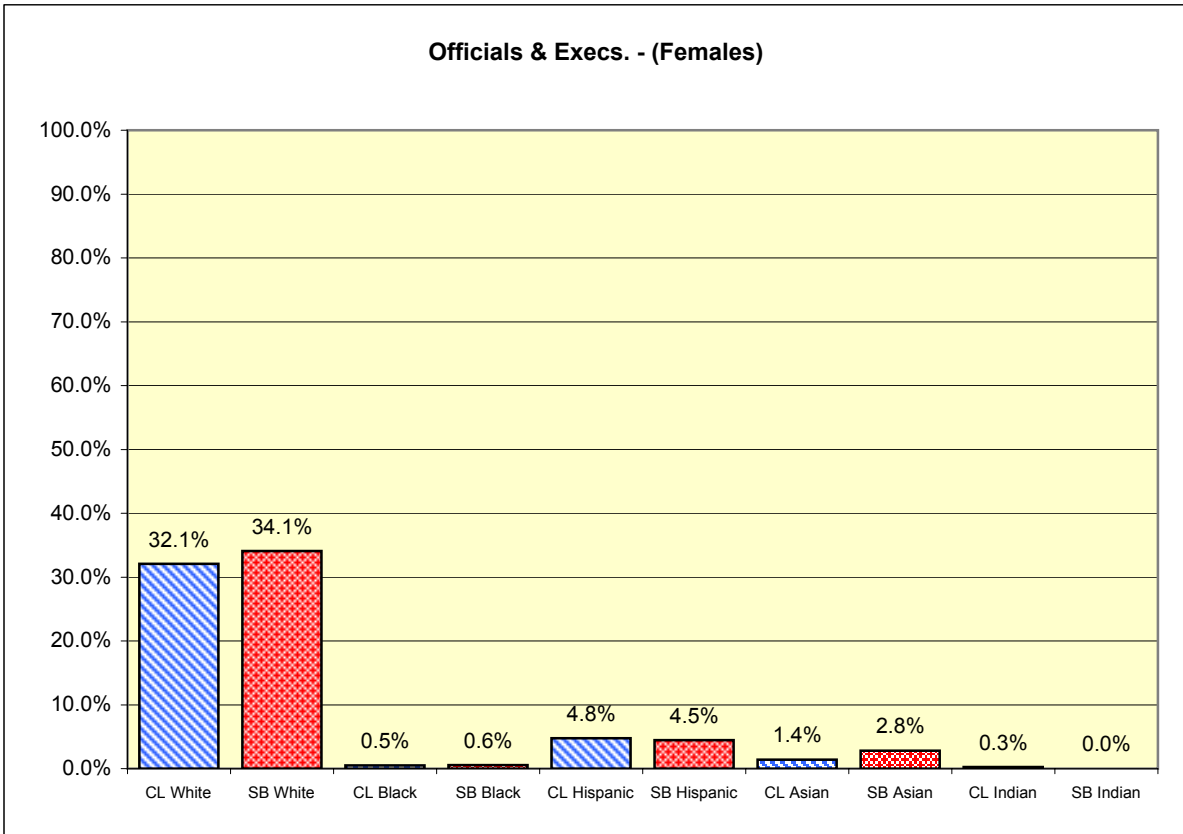
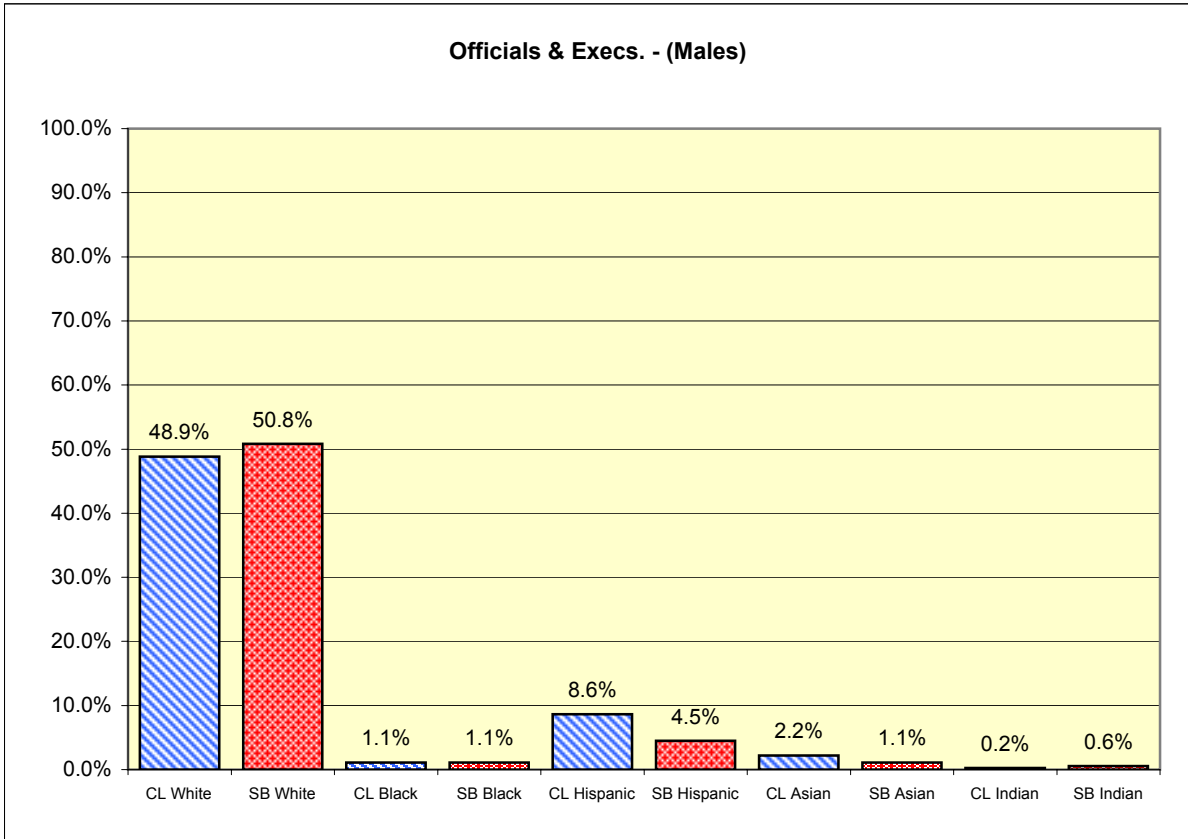
Footnote: ♦ indicates under-utilization

EEO4 Utilization Summary

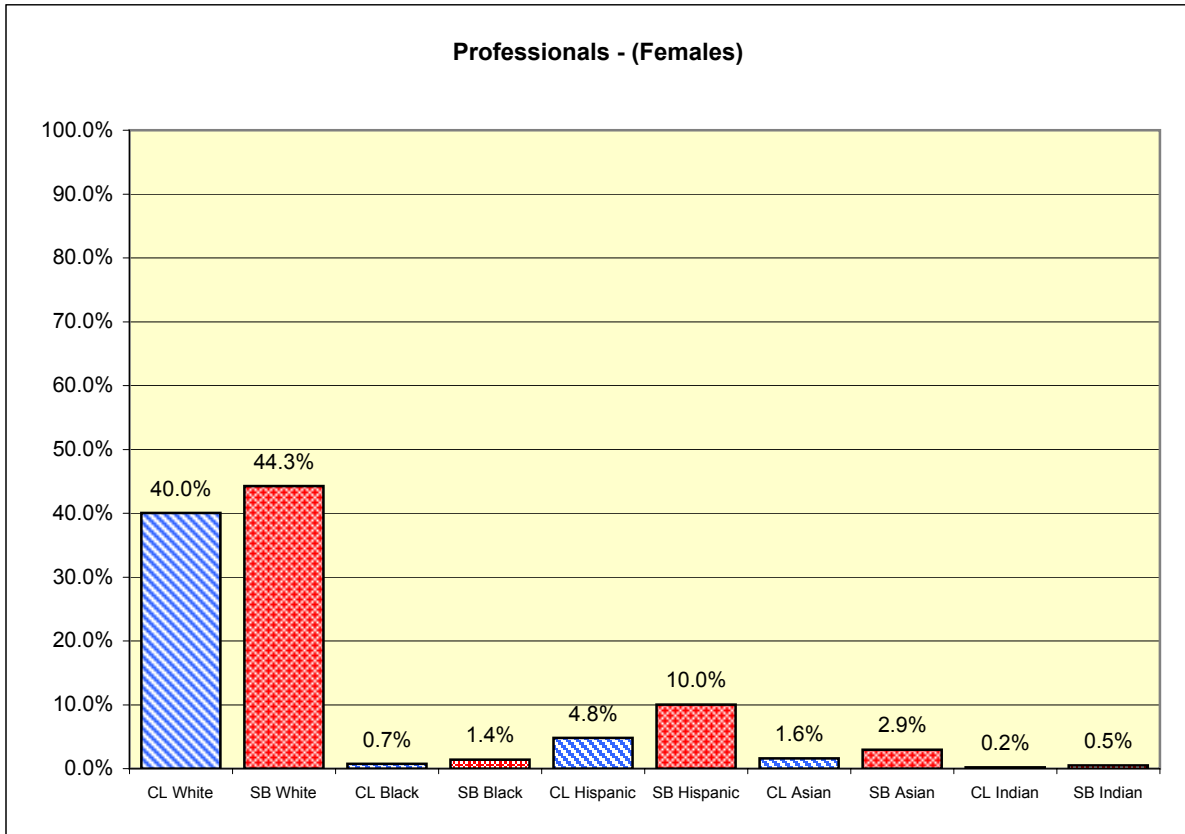
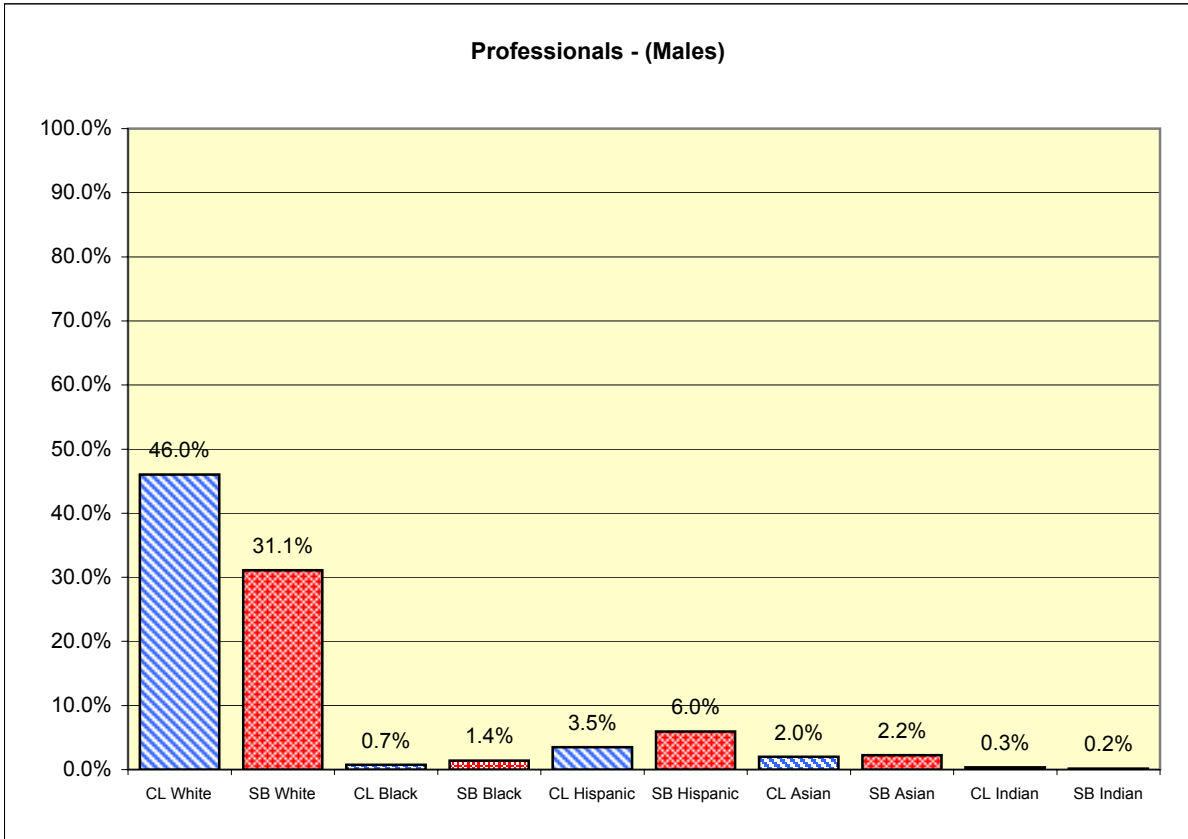
Job Categories	Males				Females				
	White	Black	Asian	A. Indian	White	Black	Hispanic	Asian	A. Indian
Community Labor:	13211	819	17284	266	7986	341	7758	1091	119
	26.4%	1.6%	34.6%	2.3%	16.0%	0.7%	15.5%	2.2%	0.2%
SBC Labor: 205	109	4	62	3	15	1	6	0	2
	53.2%	2.0%	30.2%	1.5%	7.3%	0.5%	2.9%	0.0%	1.0%
SBC Totals:	4,185	1,365	387	19	1,285	62	843	90	20

◆ indicates under-utilization
 County of Santa Barbara, EEO

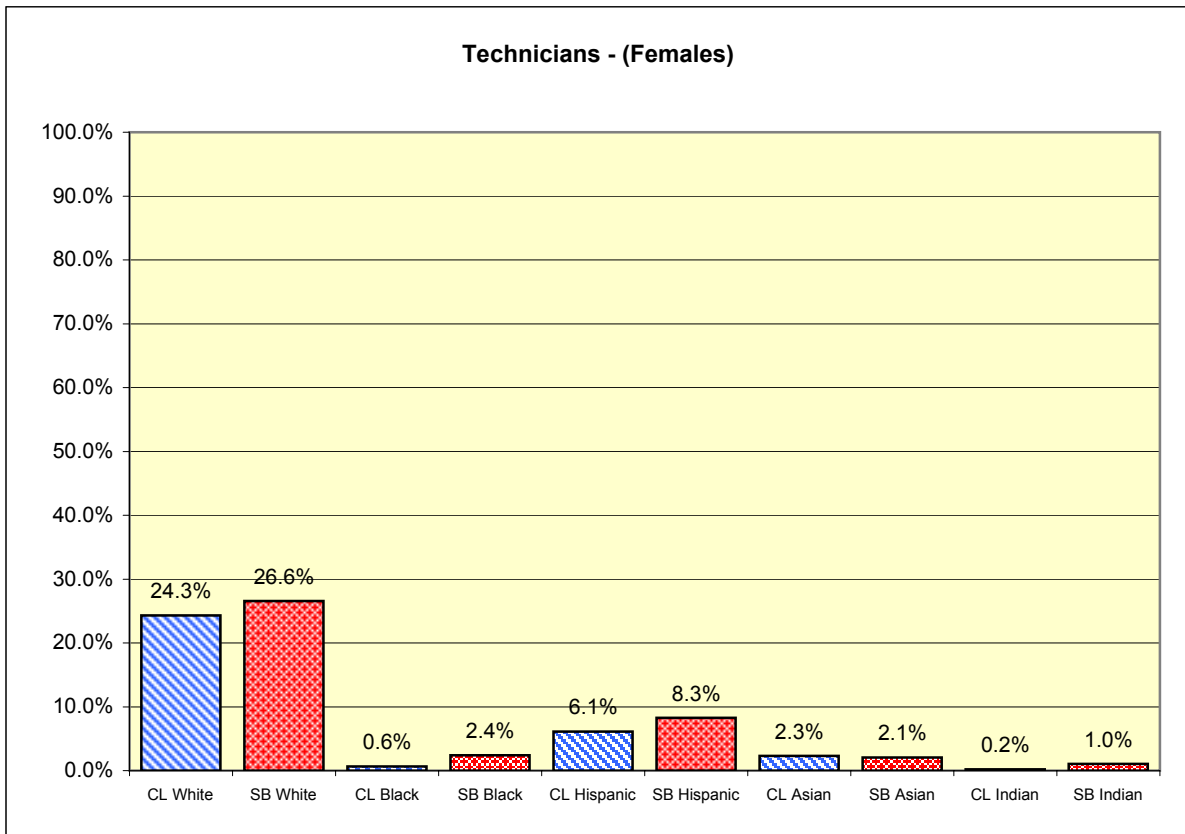
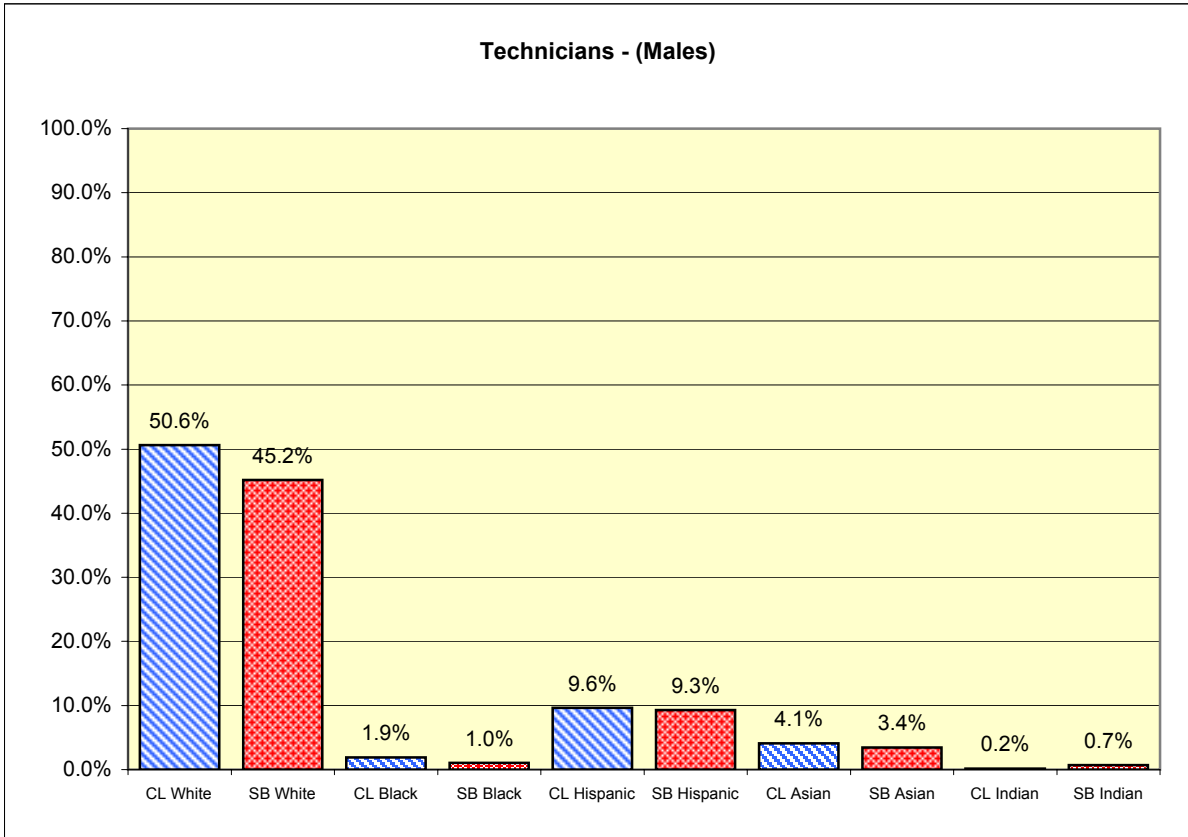
SB County's EEO4 Charts



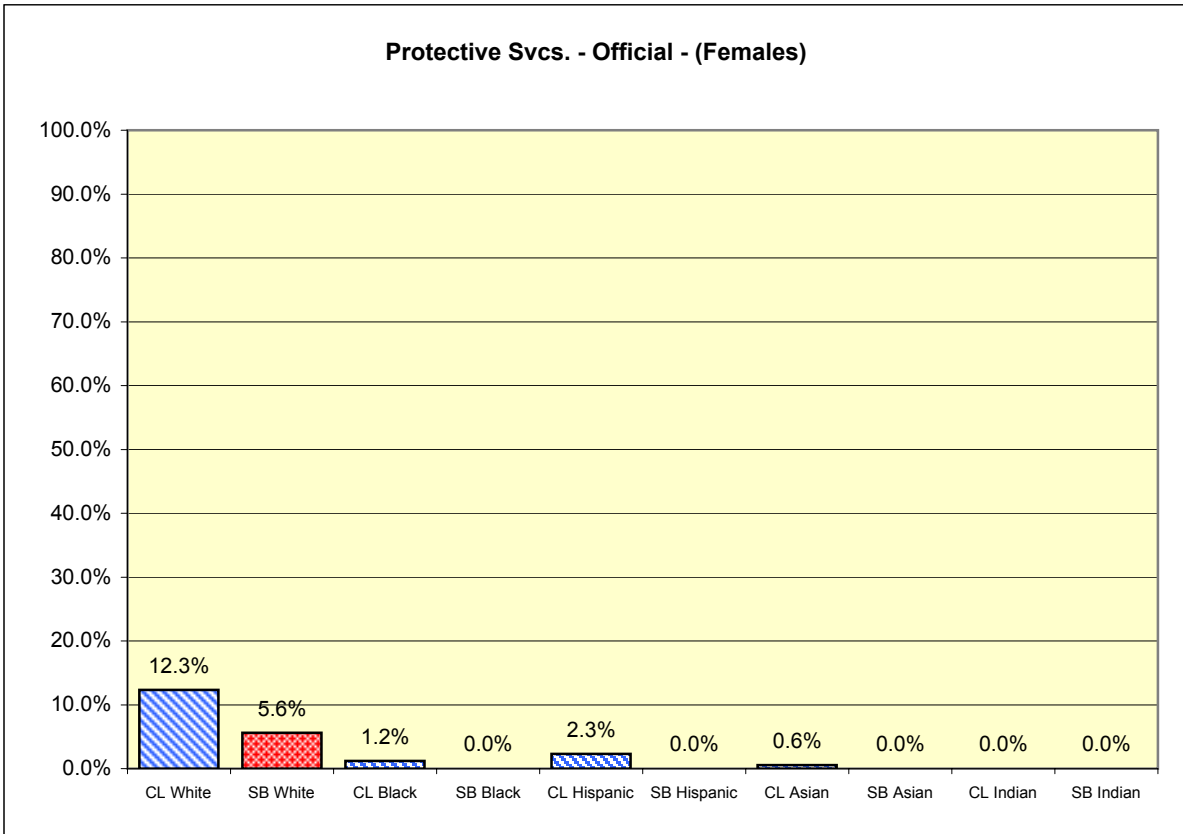
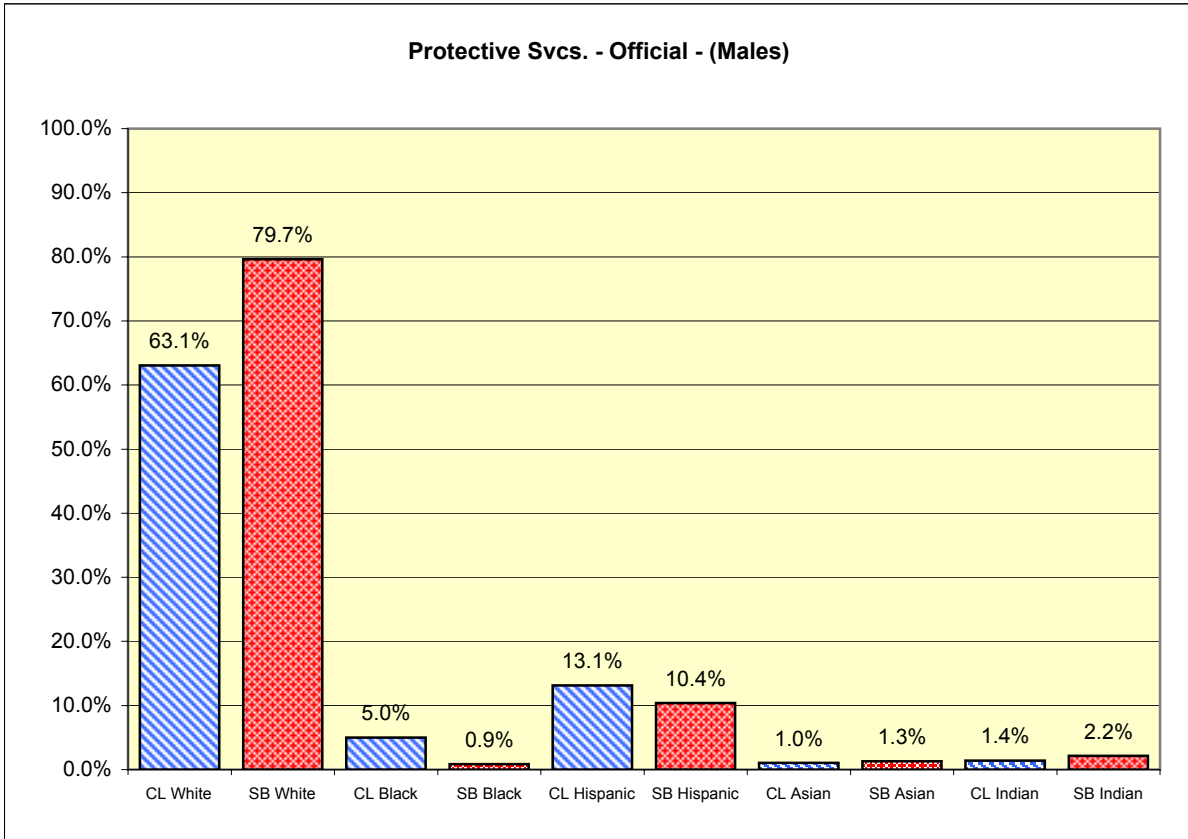
SB County's EEO4 Charts



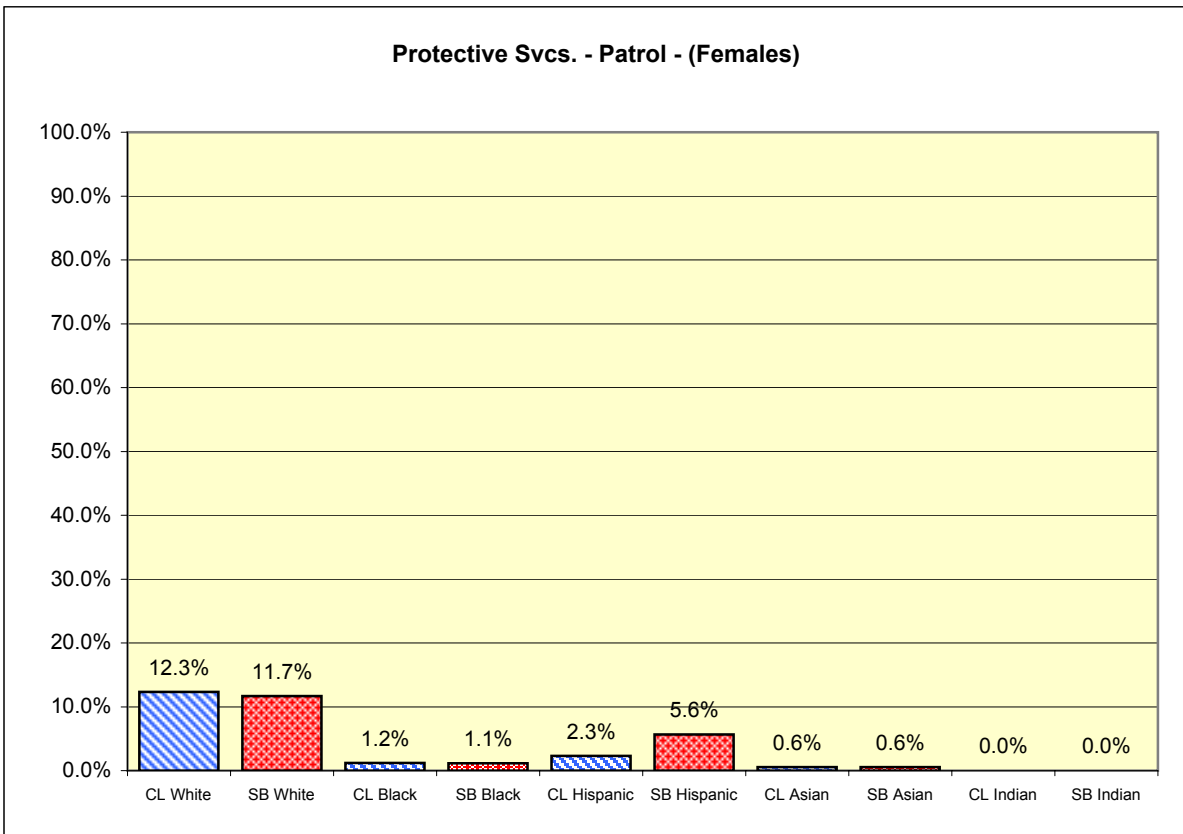
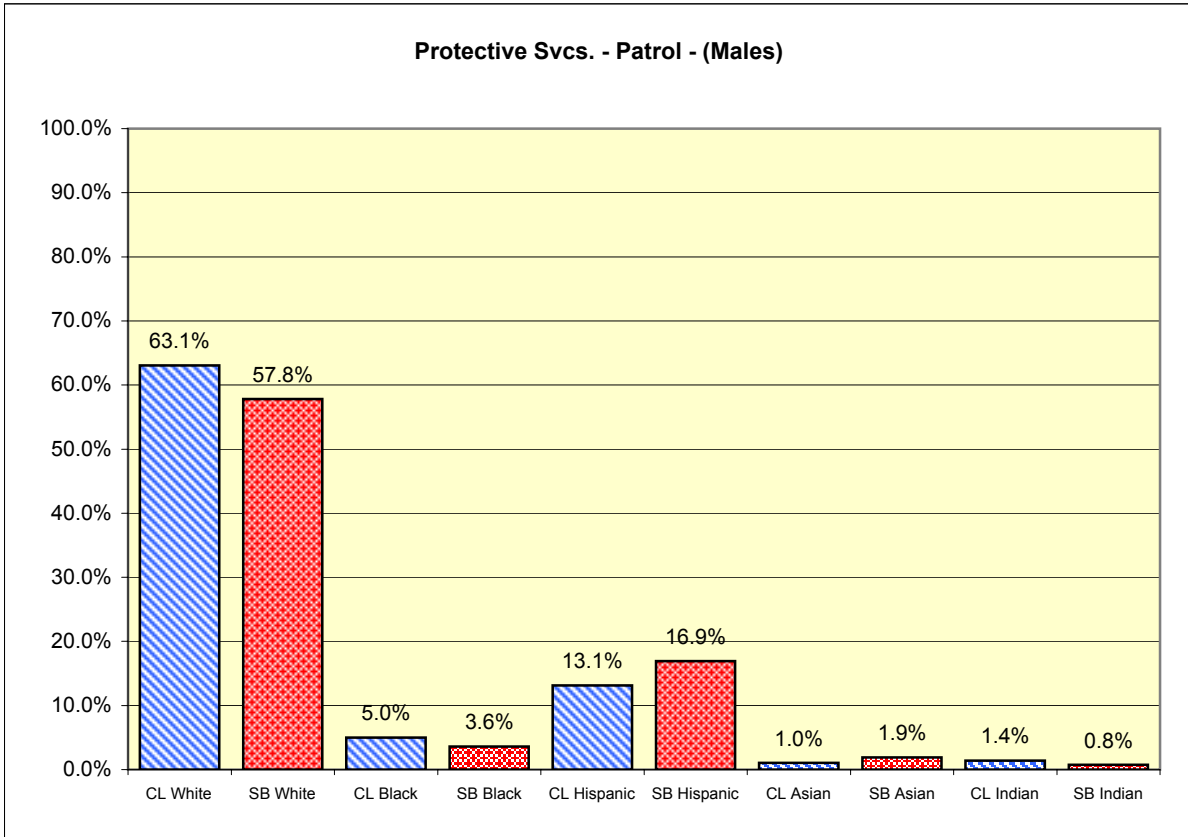
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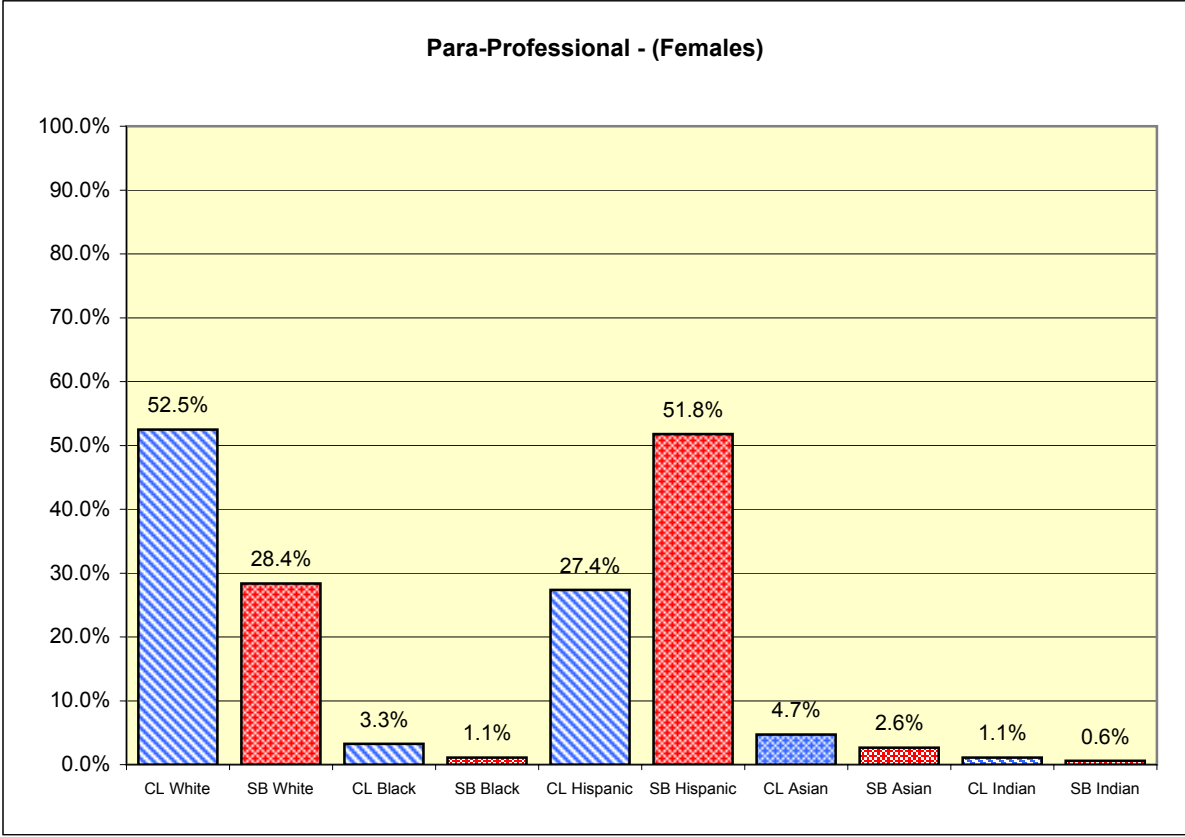
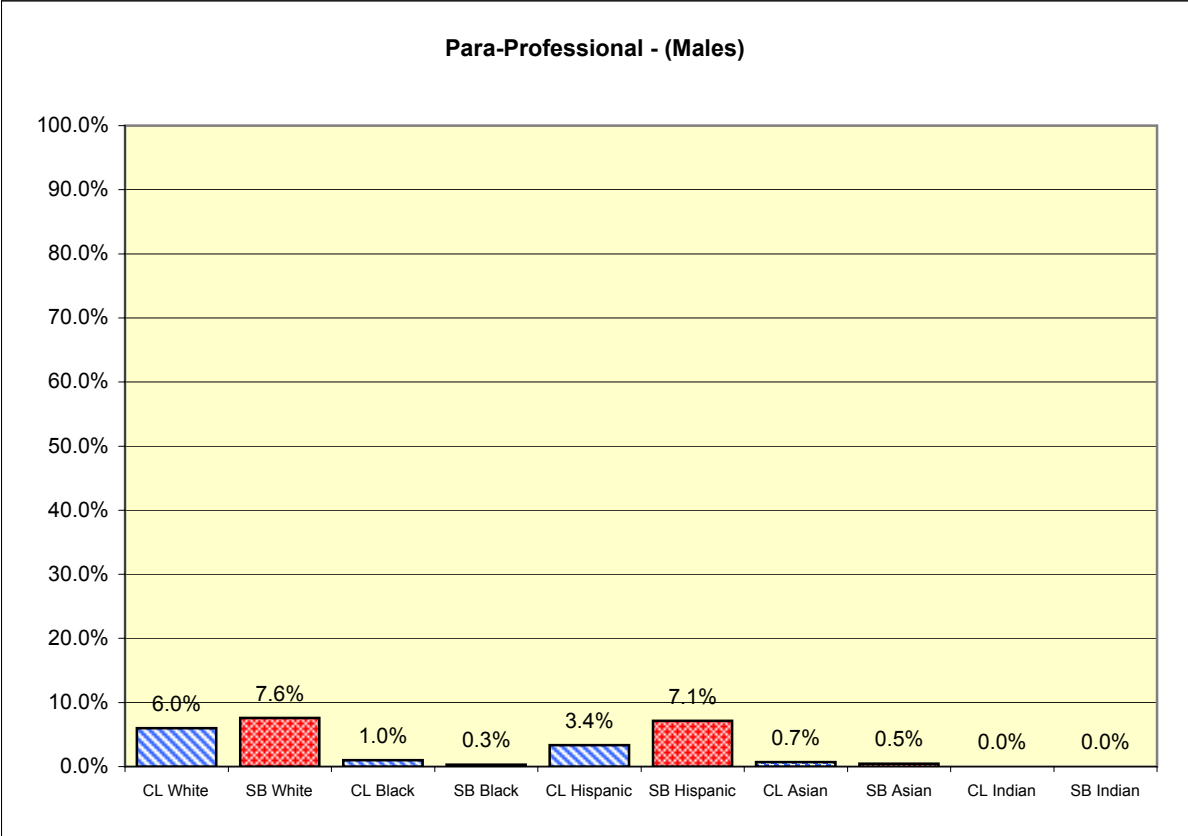
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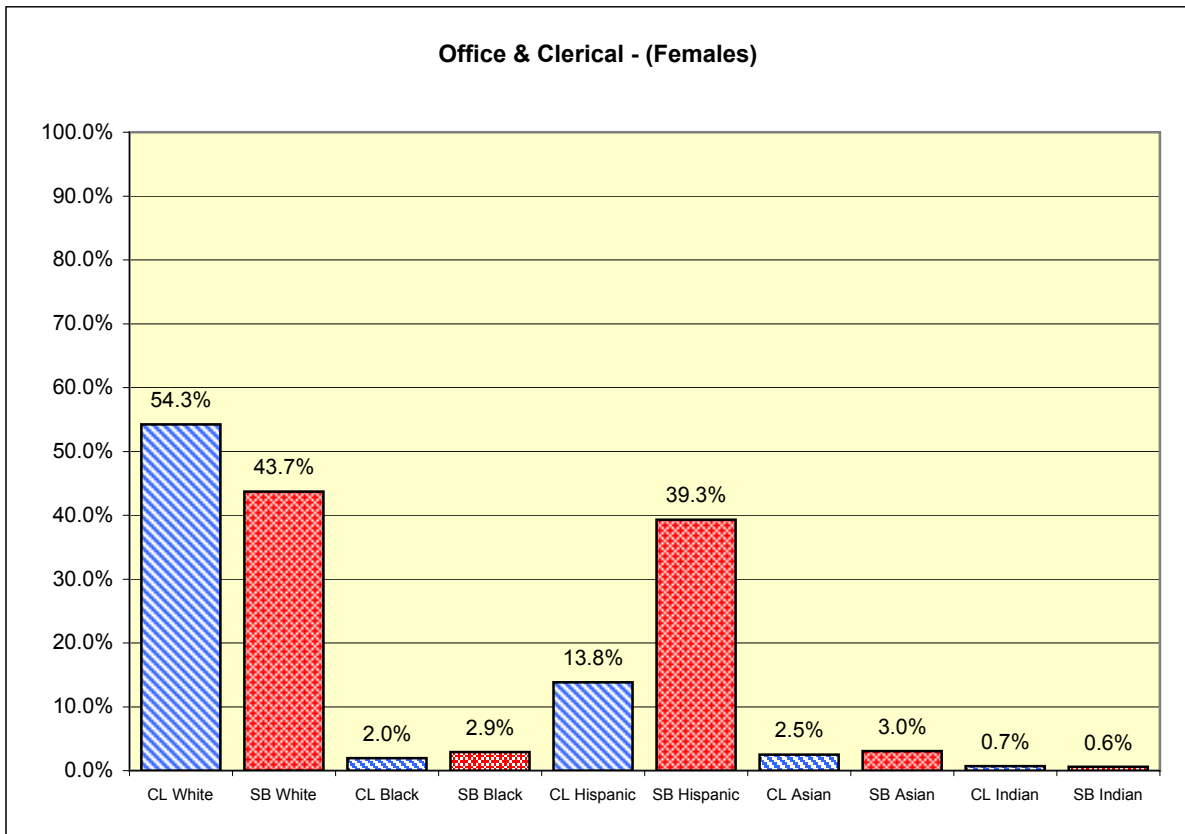
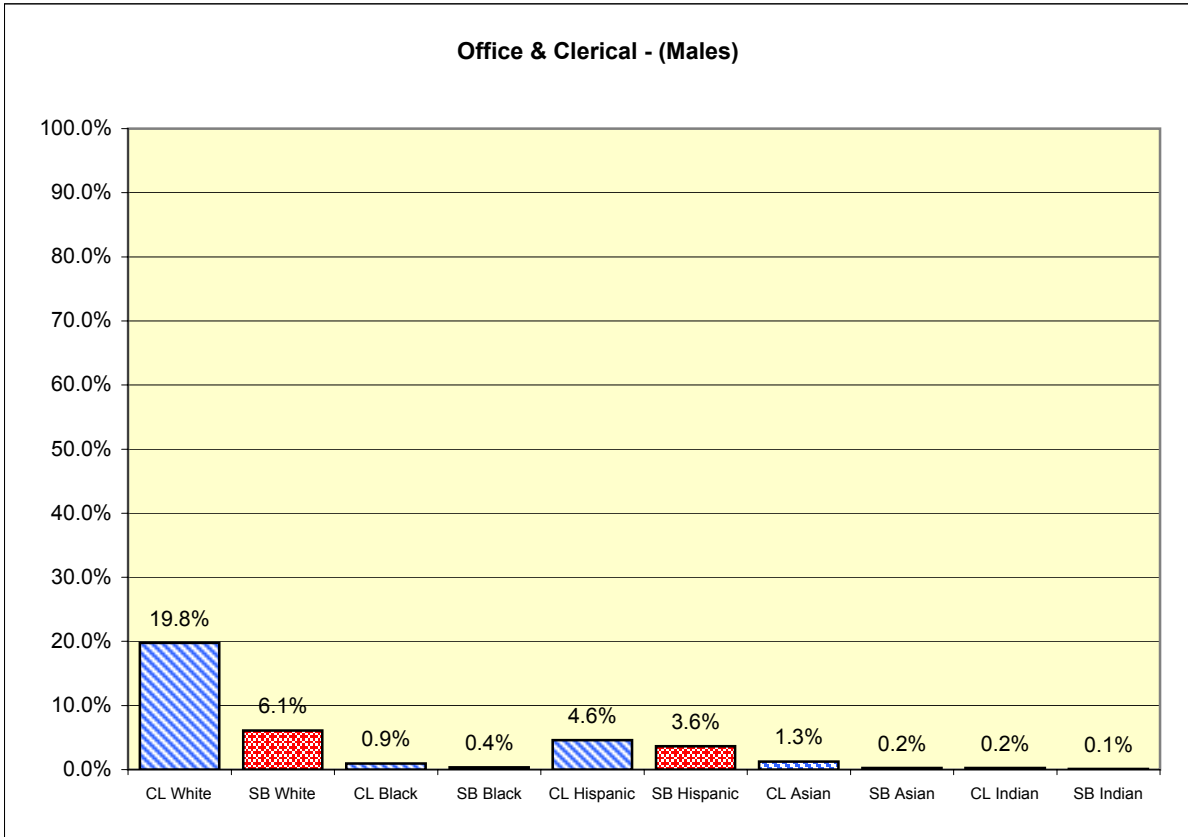
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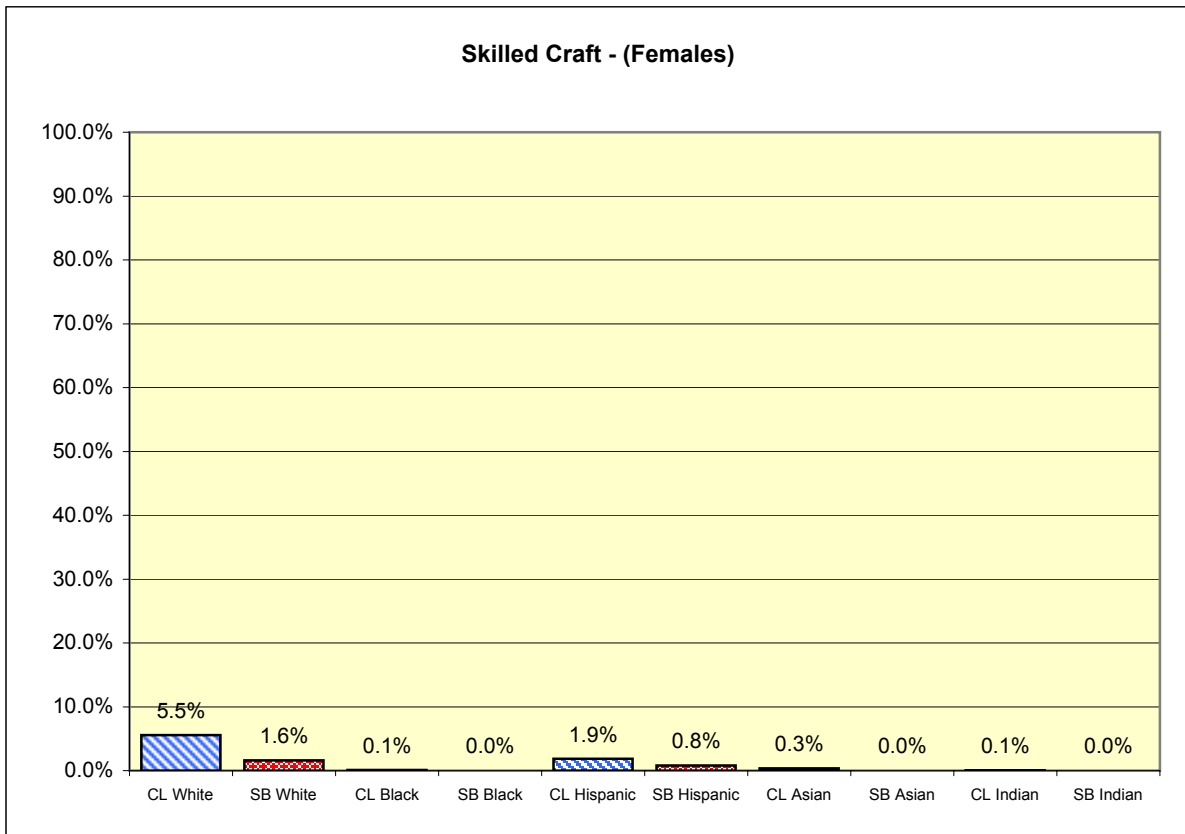
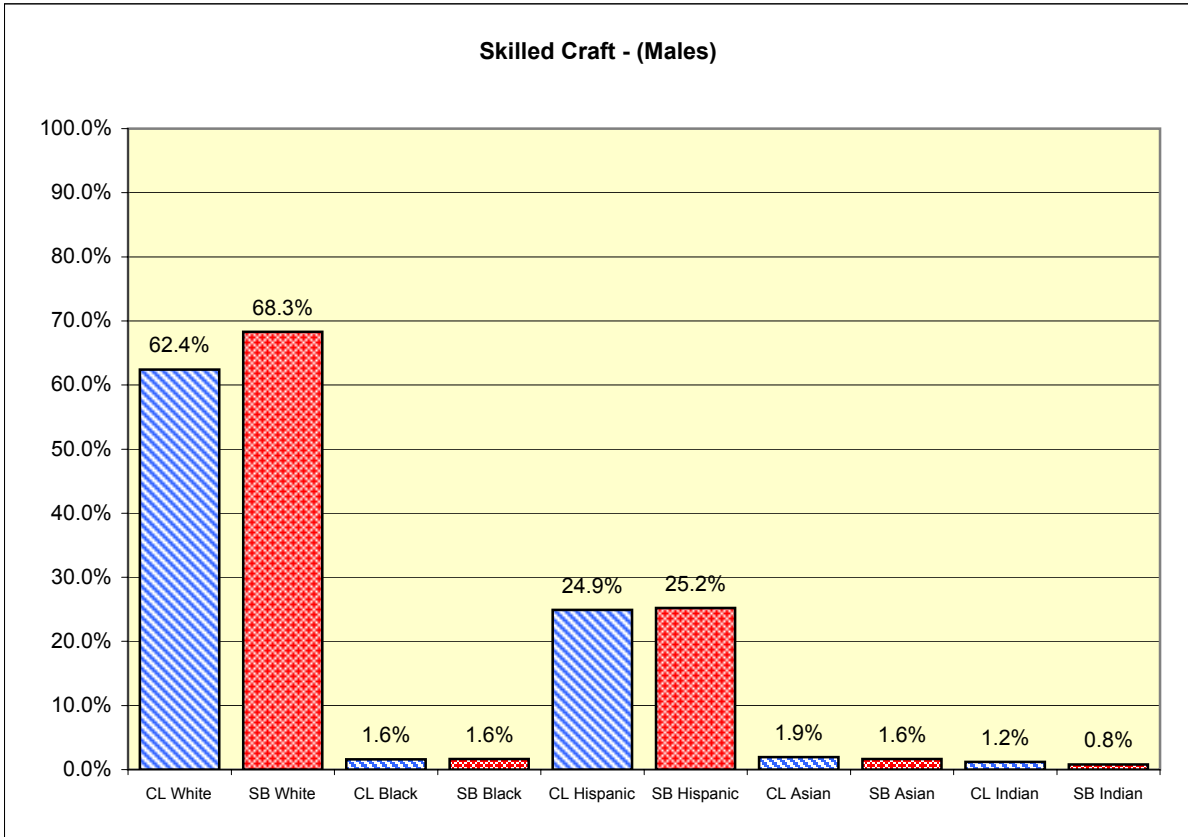
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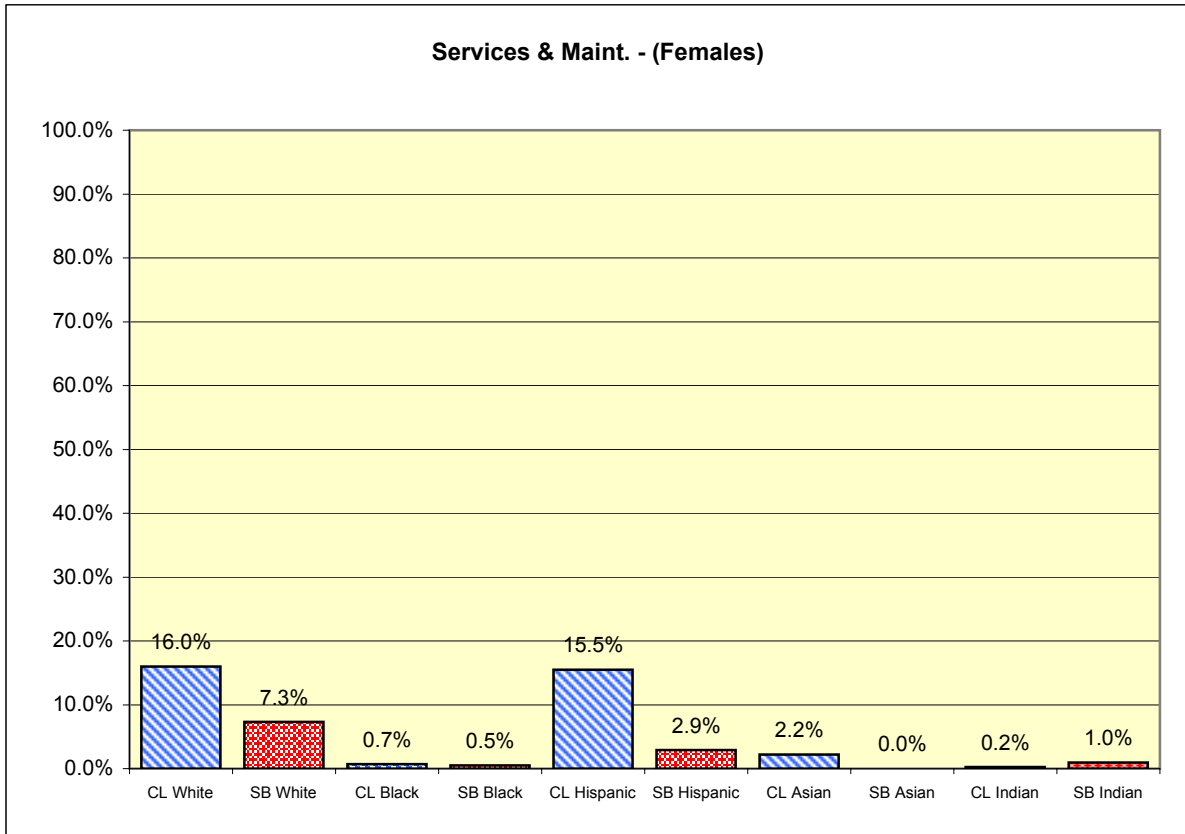
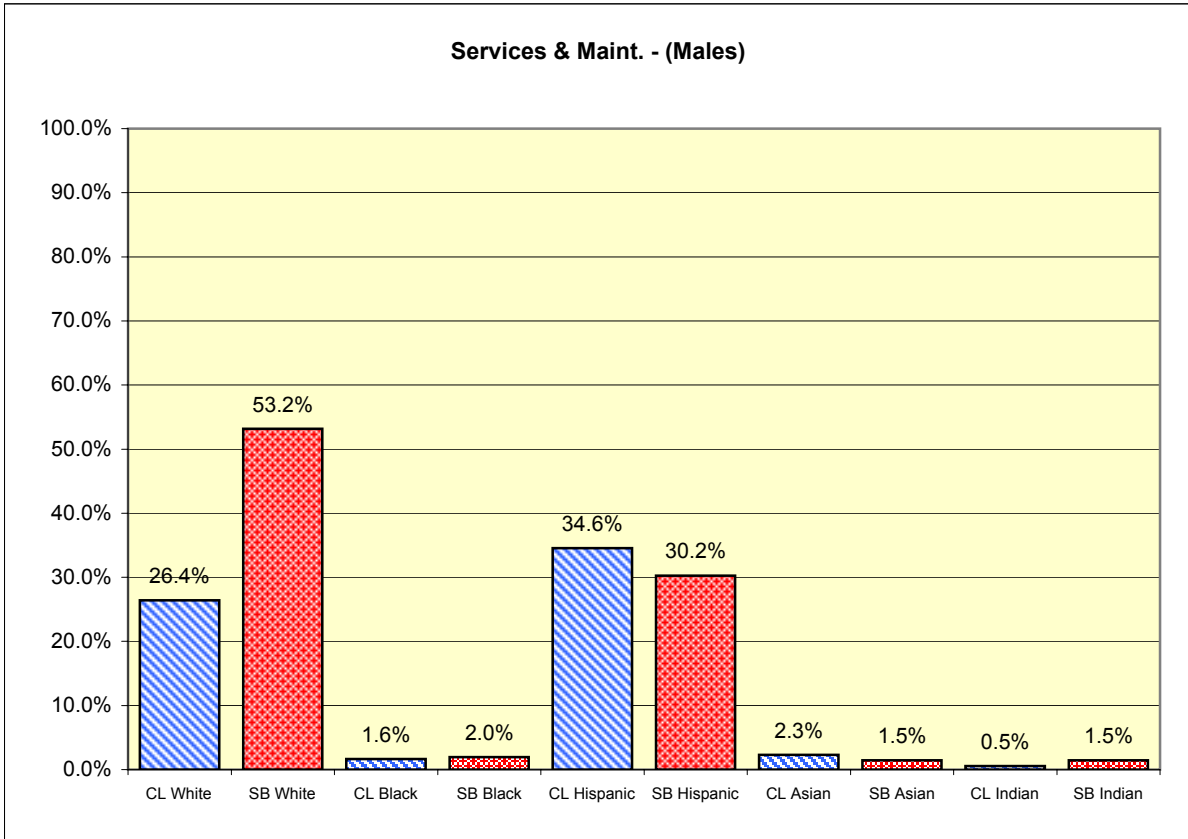
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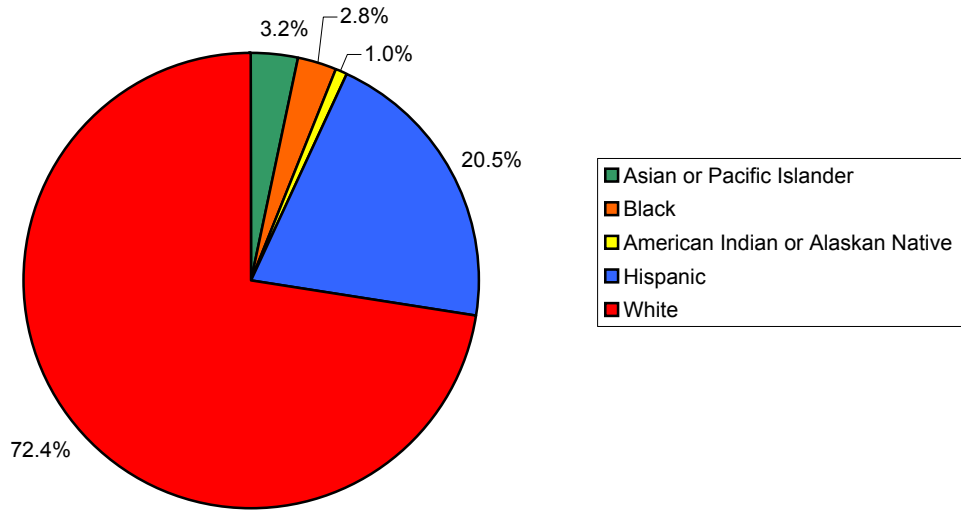


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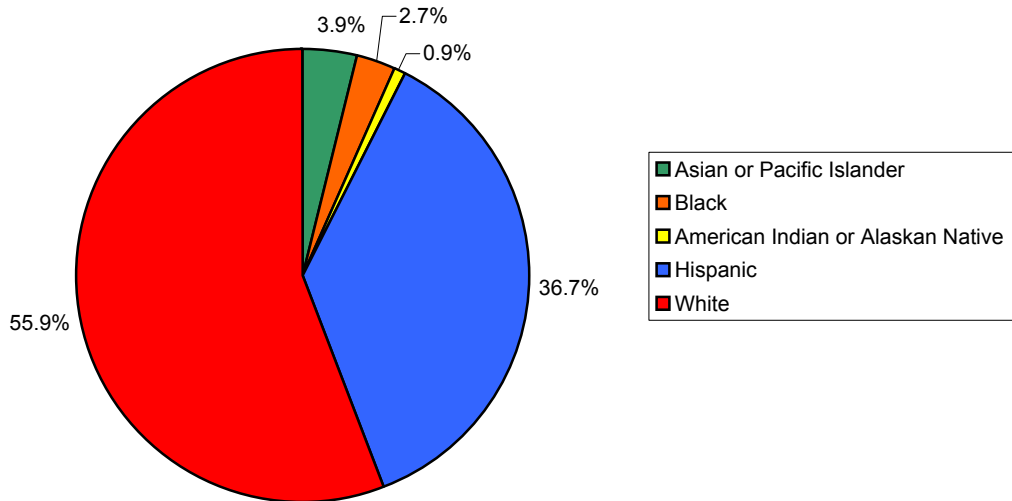


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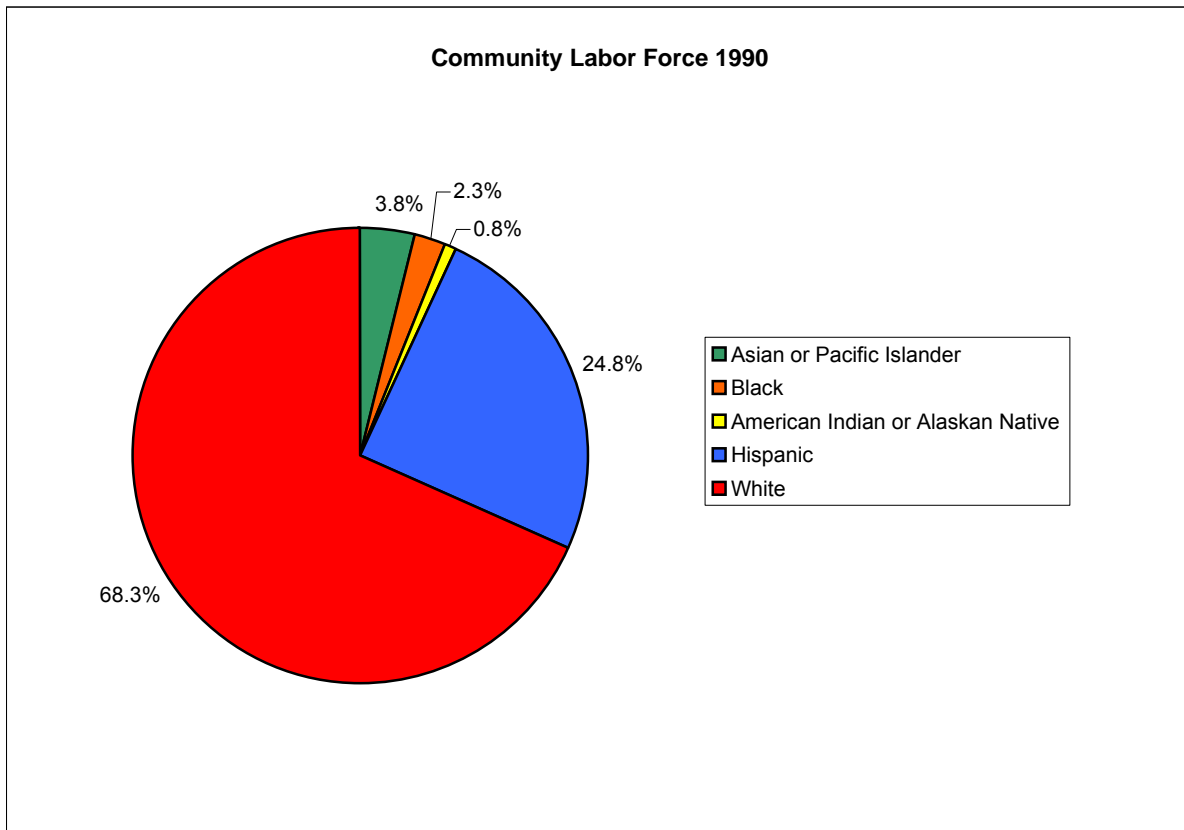
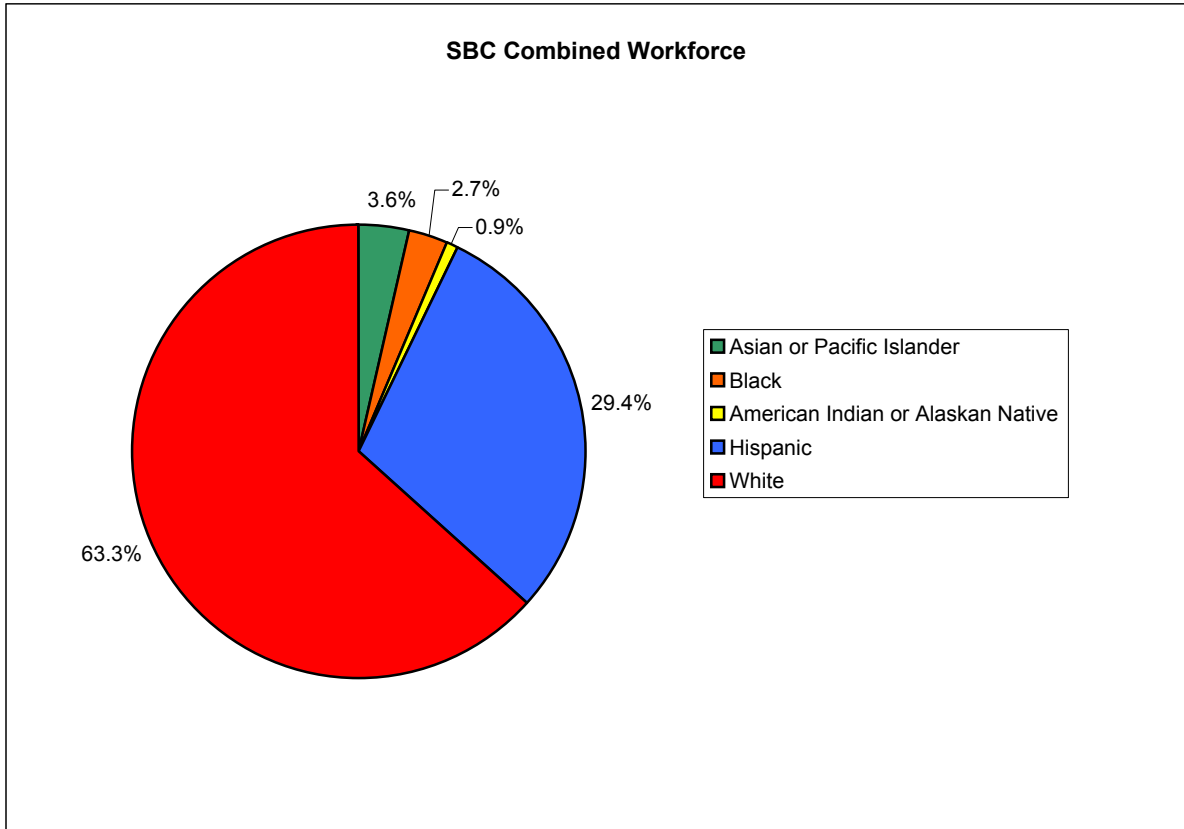
SBC Male Workforce



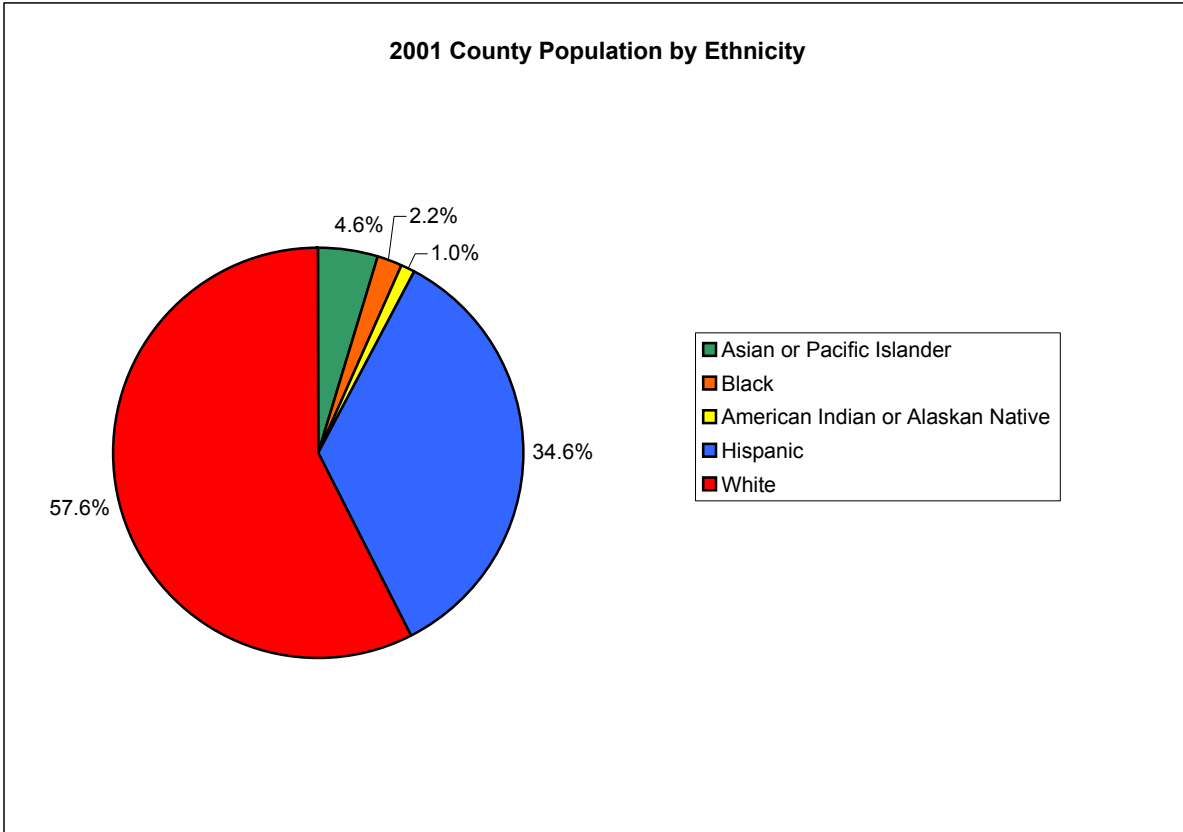
SBC Female Workforce



SB County's EEO4 Charts



SB County's EEO4 Charts



EEO-4 Categories

Officials-Administrators

Occupations requiring administrative personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual departments of special phases of an agency's operation. Does not include sworn administrators.

Examples: Executives, middle management, plan managers, department managers, superintendents, salaried supervisors who are members of management, purchasing agents, and buyers.

Professionals

An occupation requiring either a college degree or experience of such a kind provides a comparable background. Does not include sworn professionals.

Examples: Attorneys, accountants, auditors, airplane pilots, navigators, architects, artists, chemist, designers, dietitians, editors, engineers, librarians, mathematicians, natural scientists, registered professional nurses, personnel and labor relations workers, physical scientist, physicians, social scientist, and teachers, research assistants, medical aides, child support worker, welfare service aides, library assistants and clerks, and ambulance attendants.

Technicians

Occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through two years of post high school education, such as may be obtained through a junior college, technical institute, or through equivalent on the job training.

Examples: Computer programmers, computer operators, drafting aides, electricians, engineering aides, junior engineer, mathematical aides, licensed practical or vocational nurses, photographers, radio operators, scientific assistants, surveyors, technical illustrators, medical technicians, dental technicians, electronic technicians, and physical science technicians.

Protective Service Workers

All sworn and non-sworn occupations relating to the protection of people and property.

Examples: Police officers, firefighters, security guards, fire protection guards, animal control workers, detectives, sworn investigators, bailiffs, correctional officers, wardens, marshals, sheriffs, deputies, harbor-patrol officers, and park rangers.

Protective Service Breakdown:

- a) Officials – all sworn officers beyond entry-level (Sergeants, Lieutenants, Captains, etc.)
- b) Patrol officers – all entry-level officers

Paraprofessionals

Occupations requiring basic semi-professional skills, which may be obtained through a year of post high school education, such as, may be obtained through a junior college or through equivalent on the job training.

Examples: Paralegals, legal assistants, bookkeepers, insurance agents, real estate agents, and personnel assistants.

Office-Clerical

Includes all clerical type work, regardless of the level of difficulty, where the duties are predominantly non-manual, although some manual work not directly involved with altering or transporting the products is included.

Examples: Cashiers, bill collectors, account collectors, messengers, office helpers, office machine operators, shipping and receiving clerks, stenographers, typist, secretaries and receptionist.

Skilled Craft

Manual workers who typically operate machine or processing equipment or perform other factory type duties of a skill level that can be mastered after an extensive period of training.

Examples: Mechanics, repairers, skilled machine operators, typesetters, engravers, motion picture projectionists, stationary engineers, tailors, apprentices, delivery workers, motor operators, photographic process workers, truck and tractor drivers, welders, flame cutters, plumbers, bricklayers, carpenters, machinists, metalworkers, and auto attendants.

Service/Maintenance

Occupations in which workers perform duties, which result in or contribute to the comfort, convenience, or hygiene of the general public or which contribute to the upkeep and care of buildings, facilities, or grounds of public property.

Examples: Cleaners, cafeteria workers, maintenance workers, and garbage laborers.

EEO4 Job Categories

Job Category Description	Job Class Title
21 Officials & Execs.	000035 ACCOUNTANT AUDITOR, CHIEF
21 Officials & Execs.	000050 ACCOUNTANT CHIEF
21 Officials & Execs.	000119 ACCOUNTING DIVISION CHIEF
21 Officials & Execs.	000120 ACCTNG FISC SYS DIV CHIEF
21 Officials & Execs.	005165 ADMHS DIRECTOR
21 Officials & Execs.	000453 ADMHS DIVISION MGR
21 Officials & Execs.	000301 ADMIN SERVICES OFFCR ASSR
21 Officials & Execs.	000268 ADMIN SERVICES OFFICER I
21 Officials & Execs.	000270 ADMIN SERVICES OFFICER II
21 Officials & Execs.	000346 AG COMM DIVISION CHIEF
21 Officials & Execs.	000347 AG COMM/SEALER WGTS-MEAS
21 Officials & Execs.	000329 AGRI BIOLOGIST SUPV/SD
21 Officials & Execs.	000345 AGRI COMMISSIONER, DEP
21 Officials & Execs.	000391 AIR POLL CONT DIV DIR
21 Officials & Execs.	000480 ANIMAL HEALTH & REG DIR
21 Officials & Execs.	000492 APCD ADMIN OFFICER
21 Officials & Execs.	000490 APCD DIVISION MANAGER
21 Officials & Execs.	000495 APPRAISAL DIVISION MGR
21 Officials & Execs.	000607 ARCHITECT, SENIOR
21 Officials & Execs.	005163 ASST ADMHS DIR-ADMIN
21 Officials & Execs.	005121 ASST ADMHS DIR-MEDICAL
21 Officials & Execs.	005164 ASST ADMHS DIR-PROGRAMS
21 Officials & Execs.	000665 ASST ADMIN FOR PUBL HLTH
21 Officials & Execs.	000680 ASST ADMIN OFFICER
21 Officials & Execs.	000695 ASST AGRI COMM/WGTS-MEAS
21 Officials & Execs.	000685 ASST AIR POLL CONTROL DIR
21 Officials & Execs.	000730 ASST AUDITOR-CONTROLLER
21 Officials & Execs.	000745 ASST CLK-ADM OFF-LOMPOC
21 Officials & Execs.	000746 ASST CLK-ADM OFF-NCMC
21 Officials & Execs.	700747 ASST CLK-ADM OFF-SB
21 Officials & Execs.	000749 ASST CLK-ADM OFF-SM
21 Officials & Execs.	000765 ASST CO CLK-REC-ASSESSOR
21 Officials & Execs.	000750 ASST COUNTY ADMIN
21 Officials & Execs.	000803 ASST DIRECTOR-DIST ATTY
21 Officials & Execs.	000805 ASST DISTRICT ATTORNEY
21 Officials & Execs.	000820 ASST FLOOD CONT ENG
21 Officials & Execs.	000826 ASST GEN SERV DIR-SUPPORT
21 Officials & Execs.	000830 ASST GEN SERV DIR-TECH
21 Officials & Execs.	000800 ASST HCS DIRECTOR
21 Officials & Execs.	000859 ASST HUMAN RESOURCES DIR
21 Officials & Execs.	000858 ASST PARK DIRECTOR
21 Officials & Execs.	000856 ASST PARK SUPERINTENDENT
21 Officials & Execs.	000880 ASST PUBLIC DEFENDER
21 Officials & Execs.	000881 ASST PUBLIC DEFENDER - E
21 Officials & Execs.	000895 ASST PUBLIC WORKS DIR
21 Officials & Execs.	000900 ASST SUPERIOR COURT ADMIN
21 Officials & Execs.	000980 ASST TREAS/TX COL/PUB ADM
21 Officials & Execs.	700990 ASST TRIAL CTS EXEC OFFCR
21 Officials & Execs.	001035 AUD-CONT CHIEF ACCOUNTANT
21 Officials & Execs.	001040 AUD-CONT DIVISION CHIEF

EEO4 Job Categories

Job Category Description	Job Class Title
21 Officials & Execs.	001020 AUDIT MANAGER
21 Officials & Execs.	001065 AUDITOR-APPRAISER SUPV
21 Officials & Execs.	001355 BUILDING OFFICIAL
21 Officials & Execs.	701364 BUSINESS MANAGER I-CT
21 Officials & Execs.	001361 BUSINESS MANAGER II
21 Officials & Execs.	701365 BUSINESS MANAGER II-CT
21 Officials & Execs.	001362 BUSINESS MANAGER III
21 Officials & Execs.	701366 BUSINESS MANAGER III-CT
21 Officials & Execs.	001425 CHIEF APPRAISER
21 Officials & Execs.	001427 CHIEF ASST COUNTY COUNSEL
21 Officials & Execs.	001445 CHIEF DEPUTY CONTROLLER
21 Officials & Execs.	006915 CHIEF DEPUTY SHERIFF
21 Officials & Execs.	001452 CHIEF FINANCIAL OFFICER
21 Officials & Execs.	701501 CHIEF FISCAL OFFICER
21 Officials & Execs.	001475 CHIEF PROBATION OFFICER
21 Officials & Execs.	001548 CIVIL ENGINEER MANAGER
21 Officials & Execs.	001811 COMMUNICATIONS MANAGER
21 Officials & Execs.	006328 COMMUNITY HEALTH MANAGER
21 Officials & Execs.	001830 COMMUNITY HEALTH PROG MGR
21 Officials & Execs.	001890 COUNTY ADMINISTRATOR
21 Officials & Execs.	001930 COUNTY COUNSEL
21 Officials & Execs.	001960 COUNTY SURVEYOR
21 Officials & Execs.	701985 COURT CLERK CHIEF-CT
21 Officials & Execs.	001531 CS MANAGER
21 Officials & Execs.	001520 CSS ASST DIR
21 Officials & Execs.	001521 CSS DIRECTOR
21 Officials & Execs.	002185 DEP CHIEF PROBATION OFFCR
21 Officials & Execs.	002213 DEP COUNTY ADMINISTRATOR
21 Officials & Execs.	000041 DEP HUMAN RESOURCES DIR
21 Officials & Execs.	002280 DEP PARK DIRECTOR
21 Officials & Execs.	002306 DEP PUBLIC WORKS DIR
21 Officials & Execs.	002340 DEP PUBLIC WORKS DIRECTOR
21 Officials & Execs.	006346 DEP PW DIR/SOLID WST/UTIL
21 Officials & Execs.	006347 DEP PW DIR/TRANSPORTATION
21 Officials & Execs.	006348 DEP PW DIR/WATER RESOURCE
21 Officials & Execs.	000023 DEP SOCIAL SERVICES DIR
21 Officials & Execs.	002292 DEP-DIR-HCS-ADMIN
21 Officials & Execs.	002290 DEP-DIR-HCS-ENVIRON HLTH
21 Officials & Execs.	002294 DEP-DIR-HCS-MENTAL HEALTH
21 Officials & Execs.	002296 DEP-DIR-HCS-PUBLIC HEALTH
21 Officials & Execs.	002345 DIR OF BUDGET & RESEARCH
21 Officials & Execs.	002180 DIR OFFICE EMERG SVCS
21 Officials & Execs.	002349 DIRECTOR OF NURSING
21 Officials & Execs.	002350 DIST ATTY ADMIN OFF
21 Officials & Execs.	002425 EDP ASST SYS & PROG MGR
21 Officials & Execs.	002455 EDP CUSTOMER SUPPORT MGR
21 Officials & Execs.	002450 EDP NETWORK & OPS MANAGER
21 Officials & Execs.	002572 EDP SYS & PROG MGR
21 Officials & Execs.	002600 EDP TECHNICAL SUPPORT MGR
21 Officials & Execs.	006514 ELECTIONS DIV MANAGER

EEO4 Job Categories

Job Category Description	Job Class Title
21 Officials & Execs.	003103 EMERG SVCS MANAGER
21 Officials & Execs.	003140 EMPLOYEE BENEFITS MANAGER
21 Officials & Execs.	003143 EMPLOYEE RELATIONS MGR
21 Officials & Execs.	003272 ENV HEALTH SVCS DIV DIR
21 Officials & Execs.	003265 ENVIRON HEALTH PROG MGR
21 Officials & Execs.	003288 ENVIRONMENTAL HEALTH DIR
21 Officials & Execs.	000300 EQUAL OPPORTUNITY/AA OFCR
21 Officials & Execs.	003410 EXECUTIVE OFF LAFCO
21 Officials & Execs.	003430 FACILITIES MANAGER
21 Officials & Execs.	003450 FAMILY SUPPORT DIV CHIEF
21 Officials & Execs.	003535 FIRE CHIEF
21 Officials & Execs.	003537 FIRE DEPUTY CHIEF
21 Officials & Execs.	003590 FISCAL MANAGER, DEPT
21 Officials & Execs.	003729 GEN SERVICES ADMIN OFF
21 Officials & Execs.	003740 GENERAL SERVICES DIRECTOR
21 Officials & Execs.	003850 HAZARD MATERIALS PROG MGR
21 Officials & Execs.	003898 HCS FISCAL MANAGER
21 Officials & Execs.	003901 HEALTH CS NURSING DIR
21 Officials & Execs.	003933 HEALTH OFCR/MEDICAL DIR
21 Officials & Execs.	000306 HOUSING & COMM DEVEL DIR
21 Officials & Execs.	000303 HOUSING PROGRAM MANAGER
21 Officials & Execs.	005700 HUMAN RESOURCES DIRECTOR
21 Officials & Execs.	004150 IHSS PUBLIC AUTH DIRECTOR
21 Officials & Execs.	003105 JTS ASST DIRECTOR
21 Officials & Execs.	003130 JTS MANAGER
21 Officials & Execs.	003121 JTS PROGRAM DIRECTOR
21 Officials & Execs.	003122 JTS PROGRAM INTERIM DIR
21 Officials & Execs.	704307 JUDICIAL SERVICES MGR
21 Officials & Execs.	704308 JUDICIAL SERVICES MGR SR
21 Officials & Execs.	004440 JUSTICE COURT MANAGER
21 Officials & Execs.	004565 LAGUNA SANIT MTCE SUPT
21 Officials & Execs.	005005 MANAGEMENT SPECIALIST B
21 Officials & Execs.	005002 MANAGEMENT SPECIALIST B
21 Officials & Execs.	005010 MANAGEMENT SPECIALIST G
21 Officials & Execs.	005012 MANAGEMENT SPECIALIST I
21 Officials & Execs.	005013 MANAGEMENT SPECIALIST J
21 Officials & Execs.	005014 MANAGEMENT SPECIALIST K
21 Officials & Execs.	005019 MANAGEMENT SPECIALIST P
21 Officials & Execs.	005022 MANAGEMENT SPECIALIST S
21 Officials & Execs.	005027 MANAGEMENT SPECIALIST X
21 Officials & Execs.	005122 MEDICAL DIR-PUBLIC HEALTH
21 Officials & Execs.	005124 MEDICAL SERVICES MGR
21 Officials & Execs.	005128 MEDICAL SRVCS MGR DEPUTY
21 Officials & Execs.	005150 MENTAL HEALTH ADMIN OFFCR
21 Officials & Execs.	005183 MENTAL HEALTH PROGRAM MGR
21 Officials & Execs.	701363 MGR FISCAL & TECH SVCS-CT
21 Officials & Execs.	005410 NUTRITION SERVICES CHIEF
21 Officials & Execs.	005555 OPERATIONS AND MTC MGR
21 Officials & Execs.	005560 ORG EFFECTIVE PROGRAM DIR
21 Officials & Execs.	005594 PARK OPERATIONS MANAGER

EEO4 Job Categories

Job Category Description	Job Class Title
21 Officials & Execs.	005639 PARK SUPT
21 Officials & Execs.	005630 PARKS DIRECTOR
21 Officials & Execs.	006025 PLANNING & SPEC PROG MGR
21 Officials & Execs.	006576 PLANNING/DEV ASST DIR
21 Officials & Execs.	006028 PLANNING/DEV DEP DIR
21 Officials & Execs.	006029 PLANNING/DEV DEP DIR-ADM
21 Officials & Execs.	006027 PLANNING/DEV DIR
21 Officials & Execs.	006071 PM AFFORDABLE HOUSING
21 Officials & Execs.	006072 PM BACK TO WORK
21 Officials & Execs.	006097 PM CALWIN
21 Officials & Execs.	006082 PM CAPITAL IMPROVEMENT
21 Officials & Execs.	006091 PM ECON DEVELOPMENT I
21 Officials & Execs.	006092 PM ECON DEVELOPMENT II
21 Officials & Execs.	006093 PM ECON DEVELOPMENT III
21 Officials & Execs.	006081 PM YEAR 2000 PROJECT
21 Officials & Execs.	006049 PROBATION DIV CHIEF
21 Officials & Execs.	006050 PROBATION INST DIR
21 Officials & Execs.	006055 PROBATION MANAGER
21 Officials & Execs.	006077 PROJECT MANAGER
21 Officials & Execs.	006085 PROPERTY MANAGER
21 Officials & Execs.	006210 PUBLIC ADM/CONS VETS MGR
21 Officials & Execs.	006220 PUBLIC DEFENDER
21 Officials & Execs.	006231 PUBLIC DEFENDER INVEST II
21 Officials & Execs.	003894 PUBLIC HEALTH DEPUTY DIR
21 Officials & Execs.	003896 PUBLIC HEALTH DIRECTOR
21 Officials & Execs.	003941 PUBLIC HEALTH PROGRAM MGR
21 Officials & Execs.	006342 PUBLIC WORKS ADMIN OFFCER
21 Officials & Execs.	006350 PUBLIC WORKS DIRECTOR
21 Officials & Execs.	006376 PURCHASING MANAGER
21 Officials & Execs.	006634 REAL PROPERTY DIV MGR
21 Officials & Execs.	006640 REAL PROPERTY DIV MGR
21 Officials & Execs.	006637 REGIONAL CLINIC MANAGER
21 Officials & Execs.	006550 REPROGRAPHICS MANAGER
21 Officials & Execs.	006577 RESOURCE MGT DEP DIR
21 Officials & Execs.	006578 RESOURCE MGT DEP DIR-ADM
21 Officials & Execs.	006645 RETIREMENT ADMIN
21 Officials & Execs.	006695 RISK MANAGER
21 Officials & Execs.	006720 ROAD MAINTENANCE MANAGER
21 Officials & Execs.	009903 SBC VECTOR DIST MANAGER
21 Officials & Execs.	000032 SOCIAL SERVICES DIRECTOR
21 Officials & Execs.	007074 SOCIAL SERVICES DIV CHIEF
21 Officials & Execs.	007076 SOLID WASTE MANAGER
21 Officials & Execs.	007083 SOLID WASTE OPER MANAGER
21 Officials & Execs.	007075 SOLID WASTE PRMT/ENG MGR
21 Officials & Execs.	007084 SOLID WASTE PROG MGR
21 Officials & Execs.	007077 SOLID WASTE SUPT
21 Officials & Execs.	007090 SPECIAL PROGRAMS MANAGER
21 Officials & Execs.	006823 SR SERVICES ADMIN SUPV
21 Officials & Execs.	007215 SUPERIOR COURT DIV MGR
21 Officials & Execs.	007330 TAX COLLECTION OFFICER

EEO4 Job Categories

Job Category Description	Job Class Title
21 Officials & Execs.	007370 TECHNICAL SERVICES MGR
21 Officials & Execs.	007490 TREASURY FINANCE CHIEF
21 Officials & Execs.	006916 UNDERSHERIFF
21 Officials & Execs.	007580 VETS SERVICE OFFICER
21 Officials & Execs.	007614 VICT/WTNS PROG MANAGER
21 Officials & Execs.	007620 WATER AGENCY MANAGER
21 Officials & Execs.	007621 WATER AGENCY MANAGER
21 Officials & Execs.	007623 WATER RESOURCES PLNG MGR
21 Officials & Execs.	007723 WELFARE FRAUD PROG MGR
21 Officials & Execs.	007676 WGTS & MEASURES DEPUTY
Category Total: 210	
22 Professionals	000014 ACCOUNTANT I
22 Professionals	700013 ACCOUNTANT I-CT
22 Professionals	000015 ACCOUNTANT II
22 Professionals	700018 ACCOUNTANT II-CT
22 Professionals	000016 ACCOUNTANT III
22 Professionals	700019 ACCOUNTANT III-CT
22 Professionals	000017 ACCOUNTANT SUPERVISING
22 Professionals	700030 ACCOUNTANT SUPERVISING-CT
22 Professionals	000020 ACCOUNTANT-AUDITOR I
22 Professionals	000021 ACCOUNTANT-AUDITOR II
22 Professionals	000022 ACCOUNTANT-AUDITOR III
22 Professionals	000026 ACCOUNTANT-AUDITOR III-R
22 Professionals	000025 ACCOUNTANT-AUDITOR II-R
22 Professionals	000024 ACCOUNTANT-AUDITOR I-R
22 Professionals	000127 ACCT OFF-DEPT
22 Professionals	000126 ACCT OFF-DEPT-CT
22 Professionals	000128 ACCT OFF-DEPT-RES
22 Professionals	000137 ACCT SYS ANAL II SA
22 Professionals	000185 ADMIN ANALYST I
22 Professionals	000186 ADMIN ANALYST II
22 Professionals	700189 ADMIN ANALYST II-CT
22 Professionals	000187 ADMIN ANALYST III
22 Professionals	700190 ADMIN ANALYST III-CT
22 Professionals	000188 ADMIN ANALYST IV
22 Professionals	700191 ADMIN ANALYST IV-CT
22 Professionals	000200 ADMIN ANALYST PRINCIPAL
22 Professionals	000324 AGRI BIOLOGIST I
22 Professionals	000325 AGRI BIOLOGIST II
22 Professionals	000326 AGRI BIOLOGIST III
22 Professionals	000327 AGRI BIOLOGIST III/SD
22 Professionals	000328 AGRI BIOLOGIST SUPV
22 Professionals	000370 AIDS SERVICES COORD
22 Professionals	000400 AIDS SURV & COUNS COORD
22 Professionals	000435 AIR QUALITY ENGINEER I
22 Professionals	000436 AIR QUALITY ENGINEER II
22 Professionals	000437 AIR QUALITY ENGINEER III
22 Professionals	000438 AIR QUALITY ENGINEER SUPV
22 Professionals	000430 AIR QUALITY SCIENTIST

EEO4 Job Categories

Job Category Description	Job Class Title
22 Professionals	000441 AIR QUALITY SPEC II
22 Professionals	000442 AIR QUALITY SPEC III
22 Professionals	000443 AIR QUALITY SPEC SUPV
22 Professionals	000440 AIR QUALITY SPECIALIST I
22 Professionals	000457 ALC & DRUG PROG SVC COORD
22 Professionals	000449 ALC/DRUG COUN I-CORR FAC
22 Professionals	000450 ALC/DRUG COUN II-CORR FAC
22 Professionals	000451 ALC/DRUG COUN SUP-COR FAC
22 Professionals	000455 ALCOHOL & DRUG PROG ADMIN
22 Professionals	000456 ALCOHOL & DRUG PROG EDUC
22 Professionals	000459 ALCOHOL & DRUG PROG MGR
22 Professionals	000458 ALCOHOL & DRUG PROG SPEC
22 Professionals	000493 APCD DP MANAGER DEPT
22 Professionals	000507 APPRAISER ANALYST SENIOR
22 Professionals	000510 APPRAISER I
22 Professionals	000500 APPRAISER I
22 Professionals	000511 APPRAISER II
22 Professionals	000501 APPRAISER II
22 Professionals	000512 APPRAISER III
22 Professionals	000570 APPRAISER SENIOR
22 Professionals	000585 APPRAISER, SUPV
22 Professionals	000604 ARCHITECT
22 Professionals	000605 ARCHITECT SUPERVISING
22 Professionals	000650 ASSESSMENT SUPERVISOR
22 Professionals	001045 AUDITOR-APPRAISER I
22 Professionals	001046 AUDITOR-APPRAISER II
22 Professionals	001047 AUDITOR-APPRAISER III
22 Professionals	001352 BREASTFEEDING COORD
22 Professionals	001360 BUSINESS MANAGER I
22 Professionals	001403 CASH MANAGEMENT OFFICER
22 Professionals	001408 CCS OCC/PHYS THERAPIST I
22 Professionals	001409 CCS OCC/PHYS THERAPIST II
22 Professionals	001410 CCS SUPERVISING THERAPIST
22 Professionals	001401 CCS SUPERVISOR
22 Professionals	001394 CCS THERAPY COORDINATOR
22 Professionals	001450 CHIEF DEP COUNTY COUNSEL
22 Professionals	001498 CHIEF TRIAL DEPUTY
22 Professionals	001545 CIV ENGINEERING ASSOC I
22 Professionals	001546 CIV ENGINEERING ASSOC II
22 Professionals	001547 CIV ENGINEERING ASSOC III
22 Professionals	001549 CIVIL ENGINEER
22 Professionals	001550 CIVIL ENGINEER SPECIALIST
22 Professionals	001750 CLIN LAB TECH SUPV
22 Professionals	001757 CLIN PSY POST DOC INTERN
22 Professionals	001758 CLIN PSYCHOLOGIST I
22 Professionals	001759 CLIN PSYCHOLOGIST II
22 Professionals	001736 CLINICAL LAB SCIENTIST
22 Professionals	001748 CLINICAL LAB SCIENTIST SR
22 Professionals	001735 CLINICAL LAB TECH I
22 Professionals	001755 CLINICAL NURSE SPECIALIST

EEO4 Job Categories

Job Category Description	Job Class Title
22 Professionals	001761 CLINICAL PSYCHOLOGIST SR
22 Professionals	001765 CLINICAL SOCIAL WORKER I
22 Professionals	001766 CLINICAL SOCIAL WORKER II
22 Professionals	001767 CLINICAL SOCIAL WORKER SR
22 Professionals	001813 COMMUNITY DEVELOP ASSIST
22 Professionals	001815 COMMUNITY DEVELOP COORD
22 Professionals	001880 COORD AIDS EPIDEM/CNSLNG
22 Professionals	001878 COST ANALYST I
22 Professionals	001879 COST ANALYST II
22 Professionals	001995 CRIME ANALYST
22 Professionals	001971 CRT ADMN DISPUTE PRG CRD
22 Professionals	001522 CS ATTY I
22 Professionals	001523 CS ATTY II
22 Professionals	001524 CS ATTY III
22 Professionals	001525 CS ATTY IV
22 Professionals	001526 CS ATTY SR
22 Professionals	001527 CS ATTY SUPV
22 Professionals	003435 CS COMP REV ANALYST
22 Professionals	002156 DATA PROCESSING MGR DEPT
22 Professionals	002205 DEP DIR OFF EMERG SVS
22 Professionals	002270 DEP HLTH OFCR/MEDICAL DIR
22 Professionals	006064 DEP PROBATION OFFCR SR-G
22 Professionals	006065 DEP PROBATION OFFCR SUP-G
22 Professionals	006061 DEP PROBATION OFFICER
22 Professionals	006060 DEP PROBATION OFFICER I
22 Professionals	006059 DEP PROBATION OFFICER I-G
22 Professionals	006062 DEP PROBATION OFFICER SR
22 Professionals	006070 DEP PROBATION OFFICER SUP
22 Professionals	006063 DEP PROBATION OFFICER-G
22 Professionals	002300 DEP PUB DEFENDER I
22 Professionals	002301 DEP PUB DEFENDER II
22 Professionals	002302 DEP PUB DEFENDER III
22 Professionals	002303 DEP PUB DEFENDER IV
22 Professionals	002307 DEP PUB DEFENDER-I
22 Professionals	002308 DEP PUB DEFENDER-II
22 Professionals	002304 DEP PUB DEFENDER-SENIOR
22 Professionals	002297 DEP PUBLIC ADM/CONSER SUP
22 Professionals	001460 DEP/OP AREA PRO MGR
22 Professionals	002163 DEPT ANALYST FISCAL
22 Professionals	002164 DEPT ANALYST FISCAL-RES
22 Professionals	002160 DEPT ANALYST PROGRAM
22 Professionals	002159 DEPT ANALYST PROGRAM R
22 Professionals	702162 DEPT ANALYST PROGRAM-CT
22 Professionals	002161 DEPT ANALYST-RES
22 Professionals	002215 DEPUTY CO COUNSEL I
22 Professionals	002216 DEPUTY CO COUNSEL II
22 Professionals	002217 DEPUTY CO COUNSEL III
22 Professionals	002218 DEPUTY CO COUNSEL IV
22 Professionals	002219 DEPUTY CO COUNSEL SENIOR
22 Professionals	002230 DEPUTY COUNTY SURVEYOR

EEO4 Job Categories

Job Category Description	Job Class Title
22 Professionals	002250 DEPUTY DIST ATTY I
22 Professionals	002251 DEPUTY DIST ATTY II
22 Professionals	002252 DEPUTY DIST ATTY III
22 Professionals	002253 DEPUTY DIST ATTY IV
22 Professionals	002254 DEPUTY DIST ATTY-SENIOR
22 Professionals	002291 DEPUTY PROBATE ASSISTANT
22 Professionals	002330 DIETITIAN
22 Professionals	002150 DP MANAGER DEPT
22 Professionals	002151 DP MANAGER DEPT SR
22 Professionals	702158 DP MANAGER DEPT SR-CT
22 Professionals	702157 DP MANAGER DEPT-CT
22 Professionals	002405 DRUG PROGRAM ADMIN
22 Professionals	002410 EARLY CARE & EDUC COORD
22 Professionals	002411 EARLY CARE & EDUC PQI COORD
22 Professionals	002412 EARLY CARE & EDUC PQI SPEC
22 Professionals	002550 EDP SYS & PROG ANLST I
22 Professionals	702552 EDP SYS & PROG ANLST I CT
22 Professionals	002553 EDP SYS & PROG ANLST II
22 Professionals	702555 EDP SYS & PROG ANLST IICT
22 Professionals	002554 EDP SYS & PROG ANLST II-R
22 Professionals	002551 EDP SYS & PROG ANLST I-R
22 Professionals	002556 EDP SYS & PROG ANLST SR
22 Professionals	702558 EDP SYS & PROG ANLST SRCT
22 Professionals	002557 EDP SYS & PROG ANLST SR-R
22 Professionals	002569 EDP SYS PROGRAMMER I
22 Professionals	002570 EDP SYS PROGRAMMER II
22 Professionals	002571 EDP SYS PROGRAMMER III
22 Professionals	002559 EDP SYSTEMS ANALYST I
22 Professionals	002560 EDP SYSTEMS ANALYST I
22 Professionals	002561 EDP SYSTEMS ANALYST II
22 Professionals	002562 EDP SYSTEMS ANALYST III
22 Professionals	002564 EDP SYSTEMS ANALYST II-R
22 Professionals	002563 EDP SYSTEMS ANALYST I-R
22 Professionals	003099 EMERG MED SERV COORD
22 Professionals	003100 EMERG MED SERVICES COORD
22 Professionals	003101 EMERG SVCS HAZ MAT MGR
22 Professionals	003102 EMERG SVCS PLANNER
22 Professionals	003104 EMERG SVCS PLANNER SUPV
22 Professionals	003095 EMERGENCY MEDICAL TRAINER
22 Professionals	003126 EMPL & TNG SPEC I
22 Professionals	003098 EMS PERF IMPROVE COORD
22 Professionals	003160 ENERGY SPECIALIST
22 Professionals	003180 ENG ENVIRON PLANNER
22 Professionals	003181 ENG ENVIRON PLANNER SR.
22 Professionals	006361 ENG ENVIRONMENTAL COORD
22 Professionals	003192 ENGINEERING GEOLOGIST
22 Professionals	003258 ENTOMOLOGIST
22 Professionals	003276 ENVIRON HEALTH SPEC
22 Professionals	003285 ENVIRON HEALTH SPEC SR
22 Professionals	003279 ENVIRON HEALTH SPEC SUPV

EEO4 Job Categories

Job Category Description	Job Class Title
22 Professionals	003275 ENVIRON HEALTH SPEC TR
22 Professionals	003300 ENVIRON RES BIOLOGIST
22 Professionals	003260 ENVIRONMENTAL GEOLOGIST
22 Professionals	003196 ENVIRONMENTAL PROG COORD
22 Professionals	003321 EPIDEMIOLOGIST SR
22 Professionals	003320 EPIDEMIOLOGIST/BIOSTAT
22 Professionals	003409 EXEC DIR-SB ARTS COMM
22 Professionals	007270 EXECUTIVE STAFF ASST
22 Professionals	009665 EXTRA HELP-OT EXEMPT
22 Professionals	003431 FACILITIES MANAGER DEPT
22 Professionals	003449 FAM SUPP ASST DIV CHIEF
22 Professionals	703441 FAMILY CUSTODY MED SR.
22 Professionals	703440 FAMILY CUSTODY MEDIATOR
22 Professionals	703444 FAMILY CUSTODY SUPERVISOR
22 Professionals	703446 FAMILY LAW FACILITATOR
22 Professionals	003446 FAMILY LAW FACILITATOR
22 Professionals	003464 FAMILY SUPPORT BRANCH SUP
22 Professionals	003500 FINANCIAL AUDIT SUPV
22 Professionals	003510 FINANCIAL SYS ANALYST I
22 Professionals	003511 FINANCIAL SYS ANALYST II
22 Professionals	003513 FINANCIAL SYS ANALYST II-R
22 Professionals	003512 FINANCIAL SYS ANALYST I-R
22 Professionals	003565 FIRE MARSHAL
22 Professionals	003696 FORENSIC PATHOLOGIST
22 Professionals	003700 FORENSIC TOXIC LAB DIR
22 Professionals	003699 FORENSIC TOXICOLOGIST
22 Professionals	003697 FORENSIC TOXICOLOGIST I
22 Professionals	003698 FORENSIC TOXICOLOGIST II
22 Professionals	003750 GEOLOGIST REGISTERED
22 Professionals	003858 HAZ MATERIALS SPEC I
22 Professionals	003859 HAZ MATERIALS SPEC II
22 Professionals	003860 HAZ MATERIALS SPEC III
22 Professionals	003871 HAZ MATERIALS SPEC SR
22 Professionals	003872 HAZARD MATERIALS SUPV
22 Professionals	003870 HAZARDOUS WASTE SPEC
22 Professionals	003897 HCS FISCAL DIVISION CHIEF
22 Professionals	003930 HEALTH CARE PRACTITIONER
22 Professionals	003905 HEALTH EDUCATION DIR
22 Professionals	003910 HEALTH EDUCATOR
22 Professionals	003935 HEALTH SERVICES LAB SUPV
22 Professionals	000309 HOUSING PRGM SPEC SUPV
22 Professionals	000304 HOUSING PROGRAM SPEC I
22 Professionals	000305 HOUSING PROGRAM SPEC II
22 Professionals	000302 HOUSING PROGRAM SPEC SR
22 Professionals	004091 HUMAN RELATIONS COMM ADMIN
22 Professionals	005686 HUMAN RESOURCES ANALYST II
22 Professionals	005695 HUMAN RESOURCES ANALYST SR
22 Professionals	005696 HUMAN RESOURCES ANLST SUPV
22 Professionals	005685 HUMAN RESOURCES ANALYST I
22 Professionals	005710 HUMAN RESOURCES MGR DEPT

EEO4 Job Categories

Job Category Description	Job Class Title
22 Professionals	004093 HUMAN SERVICES PROG ADMIN
22 Professionals	004095 HYDROGEOLOGICAL ASSOCIATE
22 Professionals	004097 HYDROLOGIST
22 Professionals	004098 HYDROLOGIST SENIOR
22 Professionals	004130 INFO SYS STRAT PLAN COORD
22 Professionals	004040 INTERAGENCY NETWORK COORD
22 Professionals	004200 INVESTMENT MANAGER
22 Professionals	003127 JTS DEVELOPMENT SPEC
22 Professionals	003128 JTS DEVELOPMENT SPEC SR
22 Professionals	003845 JUVENILE INST OFFCR SUPV
22 Professionals	004550 LACTATION SPECIALIST
22 Professionals	004610 LAW CLERK
22 Professionals	704680 LEGAL RESEARCH ATTY
22 Professionals	704681 LEGAL RESEARCH ATTY, SR
22 Professionals	704682 LEGAL RESEARCH ATTY, SUPV
22 Professionals	005001 MANAGEMENT SPECIALIST A
22 Professionals	005006 MANAGEMENT SPECIALIST C
22 Professionals	005007 MANAGEMENT SPECIALIST D
22 Professionals	005008 MANAGEMENT SPECIALIST E
22 Professionals	005009 MANAGEMENT SPECIALIST F
22 Professionals	005011 MANAGEMENT SPECIALIST H
22 Professionals	005015 MANAGEMENT SPECIALIST L
22 Professionals	005016 MANAGEMENT SPECIALIST M
22 Professionals	005017 MANAGEMENT SPECIALIST N
22 Professionals	005018 MANAGEMENT SPECIALIST O
22 Professionals	005020 MANAGEMENT SPECIALIST Q
22 Professionals	005021 MANAGEMENT SPECIALIST R
22 Professionals	005023 MANAGEMENT SPECIALIST T
22 Professionals	005025 MANAGEMENT SPECIALIST V
22 Professionals	005026 MANAGEMENT SPECIALIST W
22 Professionals	005028 MANAGEMENT SPECIALIST Y
22 Professionals	005029 MANAGEMENT SPECIALIST Z
22 Professionals	005040 MARRIAGE FAM CHILD CO I
22 Professionals	005041 MARRIAGE FAM CHILD CO II
22 Professionals	005042 MARRIAGE FAM CHILD CO SR
22 Professionals	005130 MED SOCIAL SERV SUPV
22 Professionals	005126 MEDICAL SOC SVC PRACT
22 Professionals	005127 MEDICAL SOC SVC WKR SR
22 Professionals	005155 MENTAL HEALTH CASE WORKER
22 Professionals	005180 MENTAL HEALTH NURSE
22 Professionals	005184 MENTAL HEALTH REHAB SPEC
22 Professionals	005170 MH BILLING SYST ANALYST
22 Professionals	005172 MH BILLING SYSTEMS MGR
22 Professionals	005191 MH PRACTITIONER I
22 Professionals	005192 MH PRACTITIONER II
22 Professionals	005190 MH PRACTITIONER INTERN
22 Professionals	005173 MH TEAM SUPV-CASEWORKER
22 Professionals	005175 MH TEAM SUPV-MASTERS RN
22 Professionals	005176 MH TEAM SUPV-MH TECH
22 Professionals	005177 MH TEAM SUPV-PRACTITIONER

EEO4 Job Categories

Job Category Description	Job Class Title
22 Professionals	005179 MH TEAM SUPV-REHAB SPEC
22 Professionals	005178 MH TEAM SUPV-RN
22 Professionals	005174 MHTEAM SUPV-CLIN PSYCH
22 Professionals	005354 NATURALIST
22 Professionals	005382 NURSE CLINIC COORDINATOR
22 Professionals	005383 NUTRITION SERVICES SUPV
22 Professionals	005384 NUTRITION SITE SUPV
22 Professionals	005430 OCCUPATIONAL THERAPIST
22 Professionals	005439 OCCUPATIONAL THERAPIST I
22 Professionals	005440 OCCUPATIONAL THERAPIST II
22 Professionals	001563 OWN RECOGNIZANCE OFFICER
22 Professionals	001565 OWN RECOGNIZANCE SUPV
22 Professionals	005649 PATIENTS RIGHTS ADVOCATE
22 Professionals	705660 PERSONNEL ANALYST SUPV-CT
22 Professionals	006325 PH NUTRITIONIST
22 Professionals	006326 PH NUTRITIONIST SR
22 Professionals	005413 PH NUTRITIONIST SUPV
22 Professionals	005770 PHARMACIST
22 Professionals	005771 PHARMACIST SUPV
22 Professionals	005772 PHARMACIST-IN-CHARGE
22 Professionals	005824 PHYSICAL THERAPIST PHC I
22 Professionals	005825 PHYSICAL THERAPIST PHC II
22 Professionals	006000 PLAN CHECK ENGINEER
22 Professionals	006020 PLANNER I
22 Professionals	006021 PLANNER II
22 Professionals	006022 PLANNER III
22 Professionals	006030 PLANNING PROCESS ANALYST
22 Professionals	006042 PLANT PATHOLOGIST
22 Professionals	006098 PM CALWIN TECH IMPLEMENT
22 Professionals	006073 PM CHILD & FAMILIES FIRST
22 Professionals	006083 PM CO DISASTER RECOVERY
22 Professionals	006101 PM COMM RELATIONS I
22 Professionals	006102 PM COMM RELATIONS II
22 Professionals	006103 PM COMM RELATIONS III
22 Professionals	006094 PM E-GOVERNMENT
22 Professionals	006074 PM EMPLOYEES UNIVERSITY
22 Professionals	006076 PM GRANTS & FUNDING-PROB
22 Professionals	006075 PM MIOCR ADMHS
22 Professionals	006078 PM POLLUTION ELIMINATION
22 Professionals	006087 PM PROBATION COLLECTIONS
22 Professionals	006079 PM PROJ MGMT TRACKING SYS
22 Professionals	006080 PM QUALITY IMPROVEMENT PH
22 Professionals	006084 PM SOC SRVCS SPC PROJECTS
22 Professionals	006095 PM SURFACE TREATMENT PRGM
22 Professionals	006105 PM TAX SYS INTEGRATION
22 Professionals	006096 PM TRAFFIC MANAGEMENT
22 Professionals	006100 PM TSAC/POLICY ANALYSIS
22 Professionals	006086 PM WORKFORCE RESOURCE
22 Professionals	006104 PM-PROCESS IMPROVE-G/S
22 Professionals	006037 PREVENTION COORDINATOR

EEO4 Job Categories

Job Category Description	Job Class Title
22 Professionals	006039 PREVENTION SPECIALIST
22 Professionals	006040 PREVENTION SPECIALIST SR
22 Professionals	006053 PROBATION INST SUPV
22 Professionals	000031 PROGRAM ASST-SOC SERVICES
22 Professionals	006147 PSYCHIATRIC NURSE I
22 Professionals	006148 PSYCHIATRIC NURSE II
22 Professionals	006149 PSYCHIATRIC NURSE SR
22 Professionals	006150 PSYCHIATRIC NURSE SUPV
22 Professionals	006165 PSYCHIATRIST I
22 Professionals	006166 PSYCHIATRIST II
22 Professionals	003940 PUB HLTH PROGRAM ADMN
22 Professionals	003942 PUB HLTH PROGRAM ADMN/PHN
22 Professionals	006212 PUBLIC ADM/CON VET REP I
22 Professionals	006213 PUBLIC ADM/CON VET REP II
22 Professionals	006280 PUBLIC HEALTH CASEWORKER
22 Professionals	006290 PUBLIC HEALTH LAB SUPV
22 Professionals	006300 PUBLIC HEALTH MICROB
22 Professionals	006303 PUBLIC HEALTH MICROB SR
22 Professionals	006310 PUBLIC HEALTH NURSE
22 Professionals	006312 PUBLIC HEALTH NURSE EPIDE
22 Professionals	006311 PUBLIC HEALTH NURSE SR
22 Professionals	006313 PUBLIC HEALTH NURSE SUPV
22 Professionals	006338 PUBLIC INFO SPECIALIST
22 Professionals	006355 PUBLIC WORKS PRGM SPEC I
22 Professionals	006356 PUBLIC WORKS PRGM SPEC II
22 Professionals	006357 PUBLIC WORKS PRGM SPEC SR
22 Professionals	006370 PW SAFETY OFFICER
22 Professionals	006465 RECREATIONAL THERAPIST
22 Professionals	006635 REGIONAL CLINIC ADMIN
22 Professionals	006651 RETIRE DISABILITY SPEC
22 Professionals	006653 RETIRE FIN & SYS ANALYST
22 Professionals	006652 RETIREMENT DISABILITY MGR
22 Professionals	006647 RETIREMENT OFFICER
22 Professionals	006685 RISK ANALYST
22 Professionals	006693 RISK ANALYST SUPERVISING
22 Professionals	006690 RISK ANALYST, SR
22 Professionals	006749 SAFETY OFFICER
22 Professionals	009904 SBC VECTOR DIST ENTMOLGST
22 Professionals	006910 SHERIFFS INFO SERV OFF
22 Professionals	006911 SHERIFFS INMATE SVCS MGR
22 Professionals	007057 SOC SVCS WORKER SR PS/L
22 Professionals	007060 SOCIAL SERVICES SUPV I
22 Professionals	007061 SOCIAL SERVICES SUPV II
22 Professionals	007056 SOCIAL SERVICES WORKER
22 Professionals	007052 SOCIAL SVCS PRACTITIONER
22 Professionals	007054 SOCIAL SVCS PROG ANALYST
22 Professionals	007072 SOCIAL SVCS WORKER SR
22 Professionals	007079 SOLID WASTE PROG EDUCATOR
22 Professionals	007080 SOLID WASTE PROG SPEC
22 Professionals	007081 SOLID WASTE PROG SUPV

EEO4 Job Categories

Job Category Description	Job Class Title
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22 Professionals	007085 SPECIAL PROJECTS COORD
22 Professionals	006824 SR SERVICES PRACTITIONER
22 Professionals	006825 SR SERVICES SUPERVISOR
22 Professionals	007095 STAFF ANALYST
22 Professionals	007100 STAFF NURSE
22 Professionals	007101 STAFF NURSE SR
22 Professionals	007102 STAFF PHYSICIAN I
22 Professionals	007110 STAFF PHYSICIAN I
22 Professionals	007111 STAFF PHYSICIAN II
22 Professionals	007103 STAFF PHYSICIAN II
22 Professionals	007115 STAFF PHYSICIAN SPEC.
22 Professionals	007319 STAFF PHYSICIAN SUPV
22 Professionals	007117 STAFF PHYSICIAN-PROG COOR
22 Professionals	707212 SUPERIOR CT CASE/CAL MGR
22 Professionals	007321 SUPERVISING PLANNER
22 Professionals	007320 SUPV DIST PLANNER
22 Professionals	007220 SYSTEMS ANALYST DEPT
22 Professionals	707440 TRAFFIC REFEREE
22 Professionals	007450 TRAFFIC TRIAL COMM
22 Professionals	007463 TRANSPORTATION PLANNER I
22 Professionals	007464 TRANSPORTATION PLANNER II
22 Professionals	007465 TRANSPORTATION PLANNER SUPV
22 Professionals	007501 TREAS-TAX COLL OPS MGR
22 Professionals	007505 TREATMENT PROG CL PSYCHOL
22 Professionals	007460 TRNG & STAFF DEVELOP MGR
22 Professionals	007531 TRUANCY PRGM SOC WKR PRACT
22 Professionals	007530 TRUANCY PRGM SOC WKR SR
22 Professionals	007532 TRUANCY PROGRAM SUPV
22 Professionals	007570 UTILIZATION REVIEW COORD
22 Professionals	007571 UTILIZATION REVIEW MGR
22 Professionals	007575 VEGETATION MGMT PRGM COOR
22 Professionals	007590 VETS SERVICE REPR I
22 Professionals	007591 VETS SERVICE REPR II
22 Professionals	007612 VICT/WTNS PROG COORD
22 Professionals	007619 VISUAL ARTS COORDINATOR
22 Professionals	007758 WORKFRCE RESOURCE P&E MGR
22 Professionals	007788 ZONING COMPLIANCE OFF I
22 Professionals	007789 ZONING COMPLIANCE OFF II

Category Total: 426

23 Technicians	000355 AGRI EXTENSION ASST
23 Technicians	000417 AIR POLL INSPECTOR I
23 Technicians	000418 AIR POLL INSPECTOR II
23 Technicians	000419 AIR POLL INSPECTOR III
23 Technicians	000420 AIR POLL INSPECTOR SUPV
23 Technicians	000421 AIR QUALITY INSTR TECH I
23 Technicians	000422 AIR QUALITY INSTR TECH II
23 Technicians	000423 AIR QUALITY INSTR TECH SR
23 Technicians	000611 ARCH TECH II
23 Technicians	000860 ASST PLAN CHECKER

EEO4 Job Categories

Job Category Description	Job Class Title
23 Technicians	001205 BLDG ENGR INSPECTOR I
23 Technicians	001206 BLDG ENGR INSPECTOR II
23 Technicians	001207 BLDG ENGR INSPECTOR III
23 Technicians	001209 BLDG ENGR INSPECTOR SPEC
23 Technicians	001211 BLDG ENGR INSPECTOR SUPV
23 Technicians	001357 BUILDING PERMIT TECH I
23 Technicians	001358 BUILDING PERMIT TECH II
23 Technicians	001407 CABLE TV STAFF ASSISTANT
23 Technicians	000613 CAPITAL PROJECTS COORD
23 Technicians	001404 CCS OCC/PHYS THER ASST
23 Technicians	001430 CHIEF BLDG INSPECTOR
23 Technicians	006419 COMM EQUIP TECH I
23 Technicians	006420 COMM EQUIP TECH II
23 Technicians	000028 COMM EQUIP TECH SR
23 Technicians	006430 COMM SYSTEMS SUPV
23 Technicians	001803 COMMUNICATIONS DISP I
23 Technicians	001812 COMMUNICATIONS DISP MNGR
23 Technicians	001805 COMMUNICATIONS DISP SUPV
23 Technicians	002171 COMPUTER SYSTEMS SPEC I
23 Technicians	702172 COMPUTER SYSTEMS SPEC I-CT
23 Technicians	002174 COMPUTER SYSTEMS SPEC II
23 Technicians	702175 COMPUTER SYSTEMS SPEC II-CT
23 Technicians	002176 COMPUTER SYSTEMS SPEC II-R
23 Technicians	002173 COMPUTER SYSTEMS SPEC I-R
23 Technicians	009687 CON SB CO RETIREE-OT EXEMPT
23 Technicians	009684 CON W/RETIRE PLAN-OT EXEMPT
23 Technicians	009681 CONTRACT
23 Technicians	009683 CONTRACT W/RETIRE PLAN
23 Technicians	009686 CONTRACT-OT EXEMPT
23 Technicians	002075 CROSS CONNECT INSP
23 Technicians	002207 DEPT AUTOMATION SPEC
23 Technicians	002208 DEPT AUTOMATION SPEC CT
23 Technicians	002210 DEPT AUTOMATION SPEC SR
23 Technicians	002211 DEPT AUTOMATION SPEC SRCT
23 Technicians	002430 EDP COMPUTER OPER I
23 Technicians	002431 EDP COMPUTER OPER II
23 Technicians	002432 EDP COMPUTER OPER III
23 Technicians	002441 EDP NETWORK SUPERVISOR
23 Technicians	002447 EDP NETWORK TECH I
23 Technicians	002448 EDP NETWORK TECH II
23 Technicians	002449 EDP NETWORK TECH III
23 Technicians	002480 EDP OFFICE AUTO COORD
23 Technicians	002481 EDP OFFICE AUTO COORD SR
23 Technicians	002485 EDP OFFICE AUTO COORD SUP
23 Technicians	002487 EDP OFFICE AUTO MGR
23 Technicians	002488 EDP OFFICE AUTO SPEC I
23 Technicians	002489 EDP OFFICE AUTO SPEC II
23 Technicians	002520 EDP PROGRAMMER I
23 Technicians	002521 EDP PROGRAMMER II
23 Technicians	002530 EDP PROGRAMMER III

EEO4 Job Categories

Job Category Description	Job Class Title
23 Technicians	002515 EDP PROGRAMMER TRAINEE
23 Technicians	002440 EDP SUPV OPER & SUPPORT
23 Technicians	003040 ELECTRONICS SYSTEMS TECH
23 Technicians	003240 ENGINEERING TECH I
23 Technicians	003241 ENGINEERING TECH II
23 Technicians	003248 ENGINEERING TECH SPEC
23 Technicians	003250 ENGINEERING TECH SUPV
23 Technicians	003290 ENVIRONMENTAL HEALTH TECH
23 Technicians	009660 EXTRA HELP
23 Technicians	009663 EXTRA HELP J-1 VISA
23 Technicians	009662 EXTRA HELP SB COUNTY RETIREE
23 Technicians	009661 EXTRA HELP SPECIAL
23 Technicians	009666 EXTRA HELP SPECIAL-OT EXEMPT
23 Technicians	003720 GATV/PUBLIC INFO MANAGER
23 Technicians	003765 GRADING INSPECTOR I
23 Technicians	003766 GRADING INSPECTOR II
23 Technicians	003767 GRADING INSPECTOR SR
23 Technicians	003780 GRAPHIC ARTS TECH I
23 Technicians	003781 GRAPHIC ARTS TECH II
23 Technicians	004105 ID TECHNICIAN I
23 Technicians	004106 ID TECHNICIAN II
23 Technicians	004107 IDENTIFICATION TECH SR
23 Technicians	004540 LABORATORY ASSISTANT
23 Technicians	004541 LABORATORY ASSISTANT SR
23 Technicians	004566 LAGUNA SANIT MTCE
23 Technicians	004731 LIC VOC NURSE-CORREC FAC
23 Technicians	004730 LIC VOCATIONAL NURSE
23 Technicians	000029 LIC VOCATIONAL NURSE II
23 Technicians	005000 MANAGEMENT SPECIALIST
23 Technicians	005038 MAPPING TECHNICIAN CHIEF
23 Technicians	005036 MAPPING TECHNICIAN I
23 Technicians	005037 MAPPING TECHNICIAN II
23 Technicians	005070 MARSHALS SERGEANT
23 Technicians	005071 MARSHALS SERGEANT-EX
23 Technicians	005091 MEDICAL CODING SPEC SR
23 Technicians	005090 MEDICAL CODING SPECIALIST
23 Technicians	005094 MEDICAL RECORDS ADMIN
23 Technicians	005095 MEDICAL RECORDS TECH I
23 Technicians	005096 MEDICAL RECORDS TECH II
23 Technicians	005210 MENTAL HEALTH TECH I
23 Technicians	005211 MENTAL HEALTH TECH II
23 Technicians	705266 MICROFILM TECH SR-CT
23 Technicians	005265 MICROFILM TECH, SR
23 Technicians	005260 MICROFILM TECHNICIAN
23 Technicians	705264 MICROFILM TECHNICIAN-CT
23 Technicians	005732 PEST DETECTION SPECIALIST
23 Technicians	005745 PETROLEUM INSP TECH I
23 Technicians	005746 PETROLEUM INSP TECH II
23 Technicians	005749 PETROLEUM SPECIALIST
23 Technicians	005777 PHARMACY TECHNICIAN

EEO4 Job Categories

Job Category Description	Job Class Title
23 Technicians	006032 PLANNING TECH I
23 Technicians	006034 PLANNING TECH II
23 Technicians	006035 PLANNING TECHNICIAN II
23 Technicians	006045 POLYGRAPH EXAMINER
23 Technicians	006408 RADIOLOGICAL TECH
23 Technicians	006410 RADIOLOGICAL TECH SR
23 Technicians	006412 RADIOLOGICAL TECH SUPV
23 Technicians	006629 REAL PROPERTY AGENT I
23 Technicians	006630 REAL PROPERTY AGENT II
23 Technicians	006631 REAL PROPERTY AGENT III
23 Technicians	006632 REAL PROPERTY AGENT SUPV
23 Technicians	006547 REPRO ASSIST SUPERVISOR
23 Technicians	006750 SAFETY OFFICER-DEPT
23 Technicians	006751 SAFETY OFFICER-DIVISIONAL
23 Technicians	009909 SBC VECTOR TECH ASST L/T
23 Technicians	009911 SBC VECTOR TECH L/T
23 Technicians	006926 SHERIFFS RANGEMASTER
23 Technicians	001395 SOC SVCS INFO SYS COOR
23 Technicians	007051 SOC SVCS INFO SYS COOR SR
23 Technicians	007325 SURVEY PARTY CHIEF
23 Technicians	007326 SURVEY SPECIALIST
23 Technicians	007380 TELECOMMUNICATIONS CHIEF
23 Technicians	007446 TRAFFIC SIGNAL TECH I
23 Technicians	007447 TRAFFIC SIGNAL TECH II
23 Technicians	007683 WGTS & MEASURES INSP SUPV
23 Technicians	007680 WGTS-MEASURES INSP I
23 Technicians	007681 WGTS-MEASURES INSP II
23 Technicians	007682 WGTS-MEASURES INSP III
23 Technicians	007658 WTR RESOURCES INST TECH
23 Technicians	006851 WW PLANT OPER CHIEF
Category Total: 140	
24 Protective Svcs.	002005 CRIMINAL INVEST CHIEF
24 Protective Svcs.	002001 CRIMINAL INVEST I S/DUTY
24 Protective Svcs.	002003 CRIMINAL INVEST II S/DUTY
24 Protective Svcs.	002000 CRIMINAL INVESTIGATOR I
24 Protective Svcs.	002002 CRIMINAL INVESTIGATOR II
24 Protective Svcs.	002004 CRIMINAL INVESTIGATOR SR
24 Protective Svcs.	002275 DEPUTY MARSHAL
24 Protective Svcs.	002276 DEPUTY MARSHAL S/D
24 Protective Svcs.	003525 FIRE BATT CHIEF STAFF
24 Protective Svcs.	003526 FIRE BATT CHIEF, SHIFT
24 Protective Svcs.	003531 FIRE CAPTAIN SHIFT
24 Protective Svcs.	003530 FIRE CAPTAIN STAFF
24 Protective Svcs.	003540 FIRE CREW LEADER
24 Protective Svcs.	003543 FIRE DIVISION CHIEF
24 Protective Svcs.	003546 FIRE ENG INSPECTOR SHIFT
24 Protective Svcs.	003545 FIRE ENG INSPECTOR STAFF
24 Protective Svcs.	003555 FIRE EQUIPMENT OPER
24 Protective Svcs.	003557 FIRE EQUIPMENT OPER SUPV

EEO4 Job Categories

Job Category Description	Job Class Title
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24 Protective Svcs.	003576 FIREFIGHTER SHIFT
24 Protective Svcs.	003575 FIREFIGHTER STAFF
24 Protective Svcs.	004020 HELICOPTER PILOT
24 Protective Svcs.	003838 JUV INST OFCR/EXTRA HELP
24 Protective Svcs.	003844 JUVENILE INST OFFCR SR-G
24 Protective Svcs.	003841 JUVENILE INST OFFICER
24 Protective Svcs.	003842 JUVENILE INST OFFICER SR
24 Protective Svcs.	003843 JUVENILE INST OFFICER-G
24 Protective Svcs.	006230 PUBLIC DEFENDER INVEST I
24 Protective Svcs.	006895 SHERIFFS COMMANDER
24 Protective Svcs.	006896 SHERIFFS CORR COMMANDER
24 Protective Svcs.	006900 SHERIFFS CORR OFFICER
24 Protective Svcs.	006901 SHERIFFS CORR OFFICER/SD
24 Protective Svcs.	006903 SHERIFFS CORR SERGEANT
24 Protective Svcs.	006898 SHERIFFS CORRECTION LT
24 Protective Svcs.	006905 SHERIFFS DEPUTY
24 Protective Svcs.	006906 SHERIFFS DEPUTY S/DUTY
24 Protective Svcs.	006909 SHERIFFS DEPUTY S/DUTY-M
24 Protective Svcs.	006904 SHERIFFS DEPUTY TR
24 Protective Svcs.	006908 SHERIFFS DEPUTY-M
24 Protective Svcs.	006920 SHERIFFS LIEUTENANT
24 Protective Svcs.	006930 SHERIFFS SERGEANT
24 Protective Svcs.	006931 SHERIFFS SERGEANT-M
24 Protective Svcs.	007720 WELFARE FRAUD INVEST
24 Protective Svcs.	007722 WELFARE FRAUD INVEST SUPV

Category Total: 43

25 Para-Professional	000157 ACCOUNT TECHNICIAN
25 Para-Professional	000159 ACCOUNT TECHNICIAN SR
25 Para-Professional	000158 ACCOUNT TECHNICIAN SR-RES
25 Para-Professional	000160 ACCOUNT TECHNICIAN SUPV
25 Para-Professional	700154 ACCOUNT TECHNICIAN-CT
25 Para-Professional	000209 ADMIN ASSIST I
25 Para-Professional	000210 ADMIN ASSIST II
25 Para-Professional	000212 ADMIN ASSIST II-R
25 Para-Professional	700207 ADMIN ASSISTANT I-CT
25 Para-Professional	000208 ADMIN ASST II-CT
25 Para-Professional	000211 ADMIN ASST I-R
25 Para-Professional	000315 AGRI AIDE
25 Para-Professional	000439 AIR QUALITY SPEC AIDE
25 Para-Professional	000509 APPRAISER AIDE
25 Para-Professional	000499 APPRAISER AIDE
25 Para-Professional	000855 ASST NATURALIST
25 Para-Professional	001350 BOS ADMIN ASST I
25 Para-Professional	001351 BOS ADMIN ASST II
25 Para-Professional	001389 BUYER I
25 Para-Professional	001390 BUYER II
25 Para-Professional	001391 BUYER SENIOR
25 Para-Professional	001405 CABLE TELEVISION MANAGER
25 Para-Professional	001406 CABLE TV PRODUCTION SUPV

EEO4 Job Categories

Job Category Description	Job Class Title
25 Para-Professional	001411 CAREER EMPL SPEC I
25 Para-Professional	001412 CAREER EMPL SPEC II
25 Para-Professional	001413 CAREER EMPL SPEC III
25 Para-Professional	001414 CAREER EMPL SPEC SUPV
25 Para-Professional	001399 CCS CASEWORKER
25 Para-Professional	001570 CLAIMS ASSISTANT
25 Para-Professional	001773 COLLECTIONS OFFICER I
25 Para-Professional	001774 COLLECTIONS OFFICER II
25 Para-Professional	001776 COLLECTIONS REP-CT
25 Para-Professional	001775 COLLECTIONS REPR
25 Para-Professional	001816 COMM OUTRCH CRD ANML HLTH
25 Para-Professional	009682 CONTRACT SB COUNTY RETIREE
25 Para-Professional	001997 CRIME DATA TECHNICIAN
25 Para-Professional	001530 CS INVESTIGATIVE SPEC
25 Para-Professional	003459 CS OFFICER I
25 Para-Professional	003460 CS OFFICER II
25 Para-Professional	003461 CS OFFICER SR
25 Para-Professional	003462 CS OFFICER SUPV
25 Para-Professional	002295 DEP PUBLIC ADM/CONSER AID
25 Para-Professional	002298 DEP PUBLIC ADM/CONSER I
25 Para-Professional	002299 DEP PUBLIC ADM/CONSER II
25 Para-Professional	702167 DEPARTMENTAL ASSISTANT-CT
25 Para-Professional	002165 DEPARTMENTAL ASST
25 Para-Professional	002168 DEPARTMENTAL ASST SR
25 Para-Professional	002169 DEPARTMENTAL ASST SR-R
25 Para-Professional	002166 DEPARTMENTAL ASST-R
25 Para-Professional	002566 EDP SYST LIBRARIAN
25 Para-Professional	003010 ELECTIONS ASST-MAP SPEC
25 Para-Professional	003070 ELIGIBILITY SUPERVISOR
25 Para-Professional	003090 ELIGIBILITY WORKER I
25 Para-Professional	003091 ELIGIBILITY WORKER II
25 Para-Professional	003092 ELIGIBILITY WORKER III
25 Para-Professional	003447 FAMILY SUPPORT ASST
25 Para-Professional	003903 HEALTH EDUC ASSOC
25 Para-Professional	003902 HEALTH EDUC ASSOC SR
25 Para-Professional	003906 HEALTH EDUCATION ASST
25 Para-Professional	003907 HEALTH EDUCATION ASST SR
25 Para-Professional	006830 HEALTH SERVICES AIDE
25 Para-Professional	006831 HEALTH SERVICES AIDE SR
25 Para-Professional	005697 HUMAN RESOURCES SPECIALIST
25 Para-Professional	004128 INFO SYSTEMS COORD
25 Para-Professional	004160 INVESTIGATIVE ASSISTANT
25 Para-Professional	004161 INVESTIGATIVE ASST SR
25 Para-Professional	003110 JTS COUNSELOR I
25 Para-Professional	003111 JTS COUNSELOR II
25 Para-Professional	003116 JTS INTERVIEWER I
25 Para-Professional	003117 JTS INTERVIEWER II
25 Para-Professional	004241 JTS SUPERVISOR
25 Para-Professional	003107 JTS SUPERVISOR
25 Para-Professional	003840 JUVENILE INST OFFICER I

EEO4 Job Categories

Job Category Description	Job Class Title
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25 Para-Professional	004549 LACTATION CONSULTANT
25 Para-Professional	004655 LEGAL INTERPRETER
25 Para-Professional	004692 LEGAL SERVICES SPECIALIST
25 Para-Professional	004880 MAINT STAFF ASSISTANT
25 Para-Professional	005024 MANAGEMENT SPECIALIST U
25 Para-Professional	005123 MEDICAL ASSISTANT
25 Para-Professional	005125 MEDICAL SERVICES REP
25 Para-Professional	005160 MENTAL HEALTH ASSIST
25 Para-Professional	005579 PARALEGAL
25 Para-Professional	005580 PARALEGAL-RES
25 Para-Professional	005643 PATIENT ACCOUNTS SUPV
25 Para-Professional	005648 PAYROLL SUPERVISOR-RES
25 Para-Professional	006048 PROBATE ASSISTANT
25 Para-Professional	006051 PROBATION ASSISTANT
25 Para-Professional	006090 PROPERTY TAX SUPERVISOR
25 Para-Professional	006215 PUBLIC ADM/CON VETS SUPV
25 Para-Professional	006232 PUBLIC DEF INVEST ASSIST
25 Para-Professional	006335 PUBLIC INFO ASSISTANT
25 Para-Professional	006495 REFUSE INSPECTOR
25 Para-Professional	006638 REGISTERED VET TECH
25 Para-Professional	006648 RETIRE BENEFITS SPEC I
25 Para-Professional	006649 RETIRE BENEFITS SPEC II
25 Para-Professional	006650 RETIREMENT BENEFITS SUPV
25 Para-Professional	006644 RETIREMENT INVESTIGATOR
25 Para-Professional	006800 SECOND DIST ADMIN ASST
25 Para-Professional	007058 SOC SVCS STAFF DEV COORD
25 Para-Professional	007050 SOCIAL SERVICES CASE AIDE
25 Para-Professional	007334 TAX COLLECTION REP SR
25 Para-Professional	007335 TAX COLLECTION REP SUPV
25 Para-Professional	007400 THERAPY ATTENDANT
25 Para-Professional	007420 THIRD DIST ADMIN ASST
25 Para-Professional	007496 TTC OPS SPEC, SR
25 Para-Professional	007608 VICT/WTNS CLAIMS TECH
25 Para-Professional	007609 VICT/WTNS PROG ASST I
25 Para-Professional	007610 VICT/WTNS PROG ASST II
25 Para-Professional	007613 VICT/WTNS PROG SUPERVISOR

Category Total: 109

26 Office & Clerical	000060 ACCOUNTING ASST I
26 Office & Clerical	000061 ACCOUNTING ASST II
26 Office & Clerical	700058 ACCOUNTING ASST II
26 Office & Clerical	000062 ACCOUNTING ASST SR
26 Office & Clerical	700059 ACCOUNTING ASST SR
26 Office & Clerical	000236 ADMIN SECRETARY
26 Office & Clerical	000238 ADMIN SECRETARY-CT
26 Office & Clerical	000237 ADMIN SECRETARY-RES
26 Office & Clerical	000250 ADMIN SERVICES CLERK
26 Office & Clerical	700251 ADMIN SERVICES CLERK-CT
26 Office & Clerical	000252 ADMIN SERVICES CLERK-R
26 Office & Clerical	000307 ADMIN SUPPORT SUPV

EEO4 Job Categories

Job Category Description	Job Class Title
26 Office & Clerical	000308 ADMIN SUPPORT SUPV-R
26 Office & Clerical	009803 ASSISTANT LIBRARIAN
26 Office & Clerical	001339 BOARD ASSISTANT
26 Office & Clerical	001340 BOARD ASSISTANT I
26 Office & Clerical	001341 BOARD ASSISTANT II
26 Office & Clerical	001347 BOARD ASSISTANT SPEC
26 Office & Clerical	001348 BOARD ASST SUPERVISING
26 Office & Clerical	000036 BUILDING INSPECTOR AIDE
26 Office & Clerical	001392 BUYERS ASSISTANT
26 Office & Clerical	001393 CALENDAR COORD MUNI CT
26 Office & Clerical	009801 CATALOGER
26 Office & Clerical	001455 CHF DEP CLK OF BD OF SUPV
26 Office & Clerical	001580 CLERICAL AIDE
26 Office & Clerical	001585 CLERK I
26 Office & Clerical	001586 CLERK II
26 Office & Clerical	001587 CLERK III
26 Office & Clerical	001589 CLERK III-CT
26 Office & Clerical	001588 CLERK II-RES
26 Office & Clerical	001615 CLERK OF BOARD DEPUTY
26 Office & Clerical	001676 CLERK STENO II
26 Office & Clerical	001677 CLERK STENO III
26 Office & Clerical	701711 CLERK TYPIST I-CT
26 Office & Clerical	701712 CLERK TYPIST II-CT
26 Office & Clerical	001713 CLERK TYPIST III-CT
26 Office & Clerical	003012 CLK/REC-ELEC ASST-BRH OFF
26 Office & Clerical	001804 COMMUNICATIONS DISP II
26 Office & Clerical	001980 COURT CLERK I
26 Office & Clerical	001981 COURT CLERK II
26 Office & Clerical	001982 COURT CLERK III
26 Office & Clerical	007226 COURT CLERK SUPV-CT
26 Office & Clerical	701992 COURT INTERPRETER
26 Office & Clerical	701990 COURT INTERPRETER AIDE
26 Office & Clerical	002138 DATA ENTRY OPER SR-CT
26 Office & Clerical	002139 DATA ENTRY OPERATOR
26 Office & Clerical	002140 DATA ENTRY OPERATOR SR
26 Office & Clerical	002137 DATA ENTRY OPERATOR-CT
26 Office & Clerical	003005 ELECTIONS ASSISTANT
26 Office & Clerical	006516 ELECTIONS DIV SUPV
26 Office & Clerical	003423 EXEC SEC RES-COUNTY ADMN
26 Office & Clerical	003420 EXECUTIVE SECRETARY
26 Office & Clerical	703422 EXECUTIVE SECRETARY-CT
26 Office & Clerical	003421 EXECUTIVE SECRETARY-R
26 Office & Clerical	703432 FAMILY COURT SERVICES ASST
26 Office & Clerical	003660 FIFTH DIST ADMIN ASST
26 Office & Clerical	003585 FIRST DIST ADMIN ASST
26 Office & Clerical	003735 GENERAL SERVICES SUPV
26 Office & Clerical	005698 HUMAN RESOURCES TECH
26 Office & Clerical	005699 HUMAN RESOURCES TECH-R
26 Office & Clerical	006912 INTAKE & RELEASE SPECIALIST
26 Office & Clerical	004425 JUDICIAL ASSISTANT I-CT

EEO4 Job Categories

Job Category Description	Job Class Title
26 Office & Clerical	004426 JUDICIAL ASSISTANT II-CT
26 Office & Clerical	004302 JUDICIAL ASSISTANT III
26 Office & Clerical	004427 JUDICIAL ASSISTANT III-CT
26 Office & Clerical	004281 JUDICIAL ASSISTANT-I
26 Office & Clerical	704284 JUDICIAL ASSISTANT-I-CT
26 Office & Clerical	004282 JUDICIAL ASSISTANT-II
26 Office & Clerical	704285 JUDICIAL ASSISTANT-II-CT
26 Office & Clerical	704295 JUDICIAL ASST I-CT
26 Office & Clerical	704296 JUDICIAL ASST II-CT
26 Office & Clerical	704297 JUDICIAL ASST III-CT
26 Office & Clerical	004301 JUDICIAL ASST II-MARSHAL
26 Office & Clerical	004291 JUDICIAL ASST II-SHERIFF
26 Office & Clerical	004300 JUDICIAL ASST I-MARSHAL
26 Office & Clerical	004290 JUDICIAL ASST I-SHERIFF
26 Office & Clerical	704303 JUDICIAL CALENDAR COOR-CT
26 Office & Clerical	704304 JUDICIAL SECRETARY
26 Office & Clerical	704320 JUDICIAL SECRETARY-DIV
26 Office & Clerical	004305 JUDICIAL SERVICES SUPV
26 Office & Clerical	704306 JUDICIAL SERVICES SUPV-CT
26 Office & Clerical	704340 JURY COMMISSIONER DEPUTY
26 Office & Clerical	004650 LEGAL DOCUMENT EXAM
26 Office & Clerical	004651 LEGAL DOCUMENT SPEC I
26 Office & Clerical	004652 LEGAL DOCUMENT SPEC II
26 Office & Clerical	004653 LEGAL DOCUMENT SPEC III
26 Office & Clerical	004673 LEGAL PROCESS SPEC-SUP-CT
26 Office & Clerical	004676 LEGAL PROCESS SUPERVISOR
26 Office & Clerical	004665 LEGAL PROCESS/AUTO SUPV
26 Office & Clerical	004686 LEGAL SEC I
26 Office & Clerical	004687 LEGAL SEC II
26 Office & Clerical	004688 LEGAL SEC III
26 Office & Clerical	004690 LEGAL SEC III-C
26 Office & Clerical	004689 LEGAL SEC-CONFIDENTIAL
26 Office & Clerical	004683 LEGAL SECRETARY II-CT
26 Office & Clerical	009804 LIBRARIAN
26 Office & Clerical	009802 LIBRARY CLERK
26 Office & Clerical	004819 MAIL CENTER SENIOR
26 Office & Clerical	004820 MAIL CENTER SUPERVISOR
26 Office & Clerical	004818 MAIL CENTER WORKER
26 Office & Clerical	705075 MASTER CALENDAR COORD
26 Office & Clerical	005135 MEDICAL TRANSCRIPTIONIST
26 Office & Clerical	005475 OFF COURT REP SUPERIOR CT
26 Office & Clerical	001700 OFFICE ASST I
26 Office & Clerical	001701 OFFICE ASST II
26 Office & Clerical	001705 OFFICE ASST II-R
26 Office & Clerical	001650 OFFICE ASST PRINCIPAL
26 Office & Clerical	001649 OFFICE ASST PRINCIPAL-R
26 Office & Clerical	001651 OFFICE ASST PRINCIPAL-SHERIFF
26 Office & Clerical	001702 OFFICE ASST SENIOR
26 Office & Clerical	001706 OFFICE ASST SENIOR-R
26 Office & Clerical	001660 OFFICE ASST SUPERVISING

EEO4 Job Categories

Job Category Description	Job Class Title
26 Office & Clerical	001661 OFFICE ASST SUPERVISING-R
26 Office & Clerical	705470 OFFICIAL COURT REPORTER
26 Office & Clerical	005642 PATIENT ACCOUNTS CLERK
26 Office & Clerical	005641 PATIENT ACCOUNTS CLERK SR
26 Office & Clerical	005644 PATIENT REPRESENTATIVE
26 Office & Clerical	005650 PBX OPERATOR
26 Office & Clerical	005655 PBX OPERATOR SENIOR
26 Office & Clerical	005775 PHARMACY ASSISTANT
26 Office & Clerical	006046 PROBATE AIDE
26 Office & Clerical	706123 PROJECT COORDINATOR JURY
26 Office & Clerical	007751 PUBLICATIONS ASST I
26 Office & Clerical	007752 PUBLICATIONS ASST II
26 Office & Clerical	007754 PUBLICATIONS ASST II-RES
26 Office & Clerical	007753 PUBLICATIONS ASST I-RES
26 Office & Clerical	006460 RECORDER DIVISION MANAGER
26 Office & Clerical	006463 RECORDER DIVISION SUPV
26 Office & Clerical	009906 SBC VECTOR DIST SECRETARY
26 Office & Clerical	006907 SHERIFFS EVIDENCE OFFICER
26 Office & Clerical	006922 SHERIFFS RECORDS SPEC
26 Office & Clerical	006923 SHERIFFS RECORDS SPEC SR
26 Office & Clerical	006921 SHERIFFS RECORDS SPEC TR
26 Office & Clerical	006924 SHERIFFS RECORDS SUP ASST
26 Office & Clerical	006927 SHERIFFS RECORDS SUPV I
26 Office & Clerical	006925 SHERIFFS RECORDS SUPV II
26 Office & Clerical	006932 SHERIFFS SURETY CLERK
26 Office & Clerical	006935 SHERIFFS UTILITY WRKR
26 Office & Clerical	007190 STOREKEEPER
26 Office & Clerical	707210 SUPERIOR COURT ADMIN SEC
26 Office & Clerical	007331 TAX COLLECTION REP I
26 Office & Clerical	007332 TAX COLLECTION REP II
26 Office & Clerical	007333 TAX COLLECTION REP III
26 Office & Clerical	007436 TITLE TRANSFER SPECIALIST
26 Office & Clerical	007497 TTC OPS SPEC I
26 Office & Clerical	007498 TTC OPS SPEC II
26 Office & Clerical	007499 TTC OPS SPEC III
26 Office & Clerical	007502 TTC OPS SUPV
26 Office & Clerical	006383 UTIL CLK-ML RM/CEN ST
26 Office & Clerical	006386 UTIL CLK-ML RM/CEN ST SR
26 Office & Clerical	007562 UTILITY CLERK-DEPT
Category Total: 151	
27 Skilled Craft	000415 AIRCRAFT MECHANIC
27 Skilled Craft	001115 AUTO BODY WORKER
27 Skilled Craft	001130 AUTOMOTIVE MECHANIC I
27 Skilled Craft	001131 AUTOMOTIVE MECHANIC II
27 Skilled Craft	001305 BLDG MAINT SUPV
27 Skilled Craft	001320 BLDG MAINT WORKER I
27 Skilled Craft	001331 BLDG MAINT WORKER II
27 Skilled Craft	001319 BLDG MAINT WORKER TR
27 Skilled Craft	003350 EQUIPMENT MECHANIC I

EEO4 Job Categories

Job Category Description	Job Class Title
27 Skilled Craft	003351 EQUIPMENT MECHANIC II
27 Skilled Craft	004800 FACILITIES SUPERVISOR
27 Skilled Craft	003556 FIRE EQUIPMENT OPER ASST
27 Skilled Craft	003715 FLEET MANAGER
27 Skilled Craft	004005 HEAVY EQUIP OPERATOR
27 Skilled Craft	004012 HEAVY TRUCK DRIVER
27 Skilled Craft	007130 HVAC SPECIALIST
27 Skilled Craft	004840 MAINT ELECTRICIAN
27 Skilled Craft	004842 MAINT FLOOR LAYER
27 Skilled Craft	004890 MAINT SUPERINTENDENT PW
27 Skilled Craft	004895 MAINT WELDER-MECHANIC
27 Skilled Craft	004830 MAINTENANCE CARPENTER
27 Skilled Craft	004870 MAINTENANCE PAINTER
27 Skilled Craft	004875 MAINTENANCE PLUMBER
27 Skilled Craft	005085 MECHANIC/WELDER
27 Skilled Craft	005500 OFFSET EQUIP OPER I
27 Skilled Craft	005503 OFFSET EQUIPMENT OPER SR
27 Skilled Craft	000038 PARK EQUIPMENT MECHANIC
27 Skilled Craft	005595 PARK MAINTENANCE LEADER
27 Skilled Craft	005585 PARK MAINTENANCE WORKER
27 Skilled Craft	000040 REFUSE LEADER
27 Skilled Craft	006641 REPROGRAPHICS SUPERVISOR
27 Skilled Craft	006918 SHERIFF PRNTSHP CSTDY SUP
27 Skilled Craft	006945 SHOP SUPERVISOR
Category Total: 33	
28 Services & Maint.	000465 ANIMAL CONTROL OFF I
28 Services & Maint.	000466 ANIMAL CONTROL OFF II
28 Services & Maint.	000468 ANIMAL CONTROL OFF SUPV
28 Services & Maint.	000485 ANIMAL SHELTER ATTENDANT
28 Services & Maint.	001415 CHEF
28 Services & Maint.	001875 COOK
28 Services & Maint.	001877 COOK SHERIFFS INSTITUT
28 Services & Maint.	002100 CUSTODIAN
28 Services & Maint.	002395 DRIVER, UTILITY
28 Services & Maint.	003365 EQUIP SERVICE WORKER
28 Services & Maint.	003665 FOOD SERVICES SUPERVISOR
28 Services & Maint.	003666 FOOD SERVICES WORKER
28 Services & Maint.	003686 FOOD SERVICES WORKER I
28 Services & Maint.	003687 FOOD SERVICES WORKER II
28 Services & Maint.	004075 HOUSEKEEP SERV LEADER
28 Services & Maint.	004090 HOUSEKEEP SERV WORKER
28 Services & Maint.	004070 HOUSEKEEPER
28 Services & Maint.	004590 LAUNDRY COORDINATOR
28 Services & Maint.	004845 MAINTENANCE LEADER
28 Services & Maint.	004855 MAINTENANCE SUPV
28 Services & Maint.	004865 MAINTENANCE WORKER I
28 Services & Maint.	004866 MAINTENANCE WORKER II
28 Services & Maint.	005310 MOTOR POOL DISPATCH
28 Services & Maint.	005501 OFFSET EQUIPMENT OPERATOR

EEO4 Job Categories

Job Category Description	Job Class Title
28 Services & Maint.	005596 PARK MAINTENANCE SUPV
28 Services & Maint.	005597 PARK OPERATIONS SUPV
28 Services & Maint.	005604 PARK RANGER I, GROUNDS
28 Services & Maint.	005612 PARK RANGER III
28 Services & Maint.	005600 PARK RANGER TRAINEE
28 Services & Maint.	005603 PARK RANGER,TR
28 Services & Maint.	005601 PARK RANGER--I
28 Services & Maint.	005602 PARK RANGER--II
28 Services & Maint.	005640 PARKING ENFORCEMENT OFFCR
28 Services & Maint.	005735 PESTICIDE SPECIALIST
28 Services & Maint.	006470 RECYCLE WORKER I
28 Services & Maint.	006471 RECYCLE WORKER II
28 Services & Maint.	006472 RECYCLE WORKER LEADER
28 Services & Maint.	006480 REFUSE CHECKER
28 Services & Maint.	006483 REFUSE CHECKER SUPERVISOR
28 Services & Maint.	006500 REFUSE SUPERVISOR
28 Services & Maint.	009908 SBC VECTOR DIST BIOLOGIST
28 Services & Maint.	009905 SBC VECTOR DIST FOREMAN
28 Services & Maint.	009907 SBC VECTOR DIST OPERATOR
28 Services & Maint.	009901 SBC VECTOR DIST TECH
28 Services & Maint.	009902 SBC VECTOR DIST TECH ASST
28 Services & Maint.	009910 SBC VECTOR DIST TECH TRNE
28 Services & Maint.	006820 SECURITY WORKER
28 Services & Maint.	706819 SECURITY WORKER-CT
28 Services & Maint.	007078 SOLID WASTE OP SUPV
28 Services & Maint.	007635 WASTEWTR PLANT OPER CHIEF
28 Services & Maint.	007631 WASTEWTR PLANT OPER I
28 Services & Maint.	007632 WASTEWTR PLANT OPER II
28 Services & Maint.	007633 WASTEWTR PLANT OPER III
28 Services & Maint.	007634 WASTEWTR PLANT OPER SUPV
28 Services & Maint.	007630 WASTEWTR PLANT OPER TR
28 Services & Maint.	007652 WTR & SEW PLT OPER I
28 Services & Maint.	007653 WTR & SEW PLT OPER II
28 Services & Maint.	007655 WTR/SEW PLANT OP CHIEF
28 Services & Maint.	006854 WW PLANT OPER I
28 Services & Maint.	006855 WW PLANT OPER II
Category Total:	60



COUNTY OF SANTA BARBARA
ANTI-HARASSMENT POLICY

I. PURPOSES

The purposes of this policy are to re-affirm the County's commitment to keeping its workplaces free of unlawful harassment, to define and provide examples of the conduct that is prohibited, to summarize the respective responsibilities for preventing, reporting, investigating, and responding to violations, and to give clear warning of the serious consequences that violators will face.

A copy of this policy shall be provided to all persons who are subject to it, and shall be posted in County workplaces.

II. POLICY

All of the following are prohibited by this policy, and by state and federal laws:

- harassment in any aspect of County employment, based on any legally protected characteristic or status, including sex, sexual orientation, race, color, national origin, ancestry, religion, age, marital status, physical disability, mental disability, or medical condition;
- retaliation for opposing, filing a complaint about, or participating in an investigation of, any such harassment;
- aiding, abetting, inciting, compelling, or coercing any such harassment or retaliation, or attempting to do so.

The County will take all reasonable steps necessary to prevent such misconduct from occurring, and to remedy and punish any occurrences. Any County employee found to have engaged in such misconduct will be subject to disciplinary action, up to and including termination, and will be deemed to have acted outside the course and scope of his or her County employment.

This policy applies to all County employees, volunteers, interns, vendors, and contractors, as well as to all applicants for such positions.

This policy shall not be interpreted or applied in any manner that would be inconsistent with any applicable state or federal law or regulation, or increase the legal liability of the County.

III. DESCRIPTIONS AND EXAMPLES OF PROHIBITED HARASSMENT

Harassment on the basis of sex is unlawful, and is prohibited by this policy. Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, when:

- an individual's submission to such conduct is made, either explicitly or implicitly, a term or condition of that individual's employment; or,
- an individual's submission to or rejection of such conduct is used as the basis for an employment decision affecting that individual; or
- the conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, abusive, or offensive work environment.

Sexual harassment need not be motivated by sexual desire or gratification, and may include nonsexual conduct motivated by the violator's hostility toward the victim's gender, or toward the victim's nonconformity to gender stereotypes. Sexual harassment includes not only conduct motivated by gender, but also by pregnancy, childbirth, or a related condition. A harasser may be either male or female, and the victim may be either the same sex or the opposite sex. Even a person who is not the intended target of harassment may be harassed by it, if he or she witnesses it in their immediate work environment.

Sexual harassment may be verbal, visual, or physical. For example:

- Verbal harassment may consist of derogatory, offensive, threatening, or intimidating comments, epithets, slurs, or jokes; references to gender, physical appearance, attire, sexual prowess, marital status, or pregnancy; or sexual advances, propositions, or demands.
- Visual harassment may consist of displaying or circulating derogatory or offensive posters, cartoons, drawings, photographs, pin-ups, computer images, or electronic media transmissions.
- Physical harassment may consist of assault, battery, or unwelcome, unnecessary, and offensive touching (kissing, hugging, patting, rubbing, groping, pinching, brushing against), staring, leering, gesturing, whistling or making noises, impeding or blocking movement, or physically interfering with normal work or movement.

In addition to prohibiting unlawful harassment based on sex or gender, this policy also prohibits unlawful harassment based upon sexual orientation, or upon any other legally protected characteristic or status, such as race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, marital status, or age. Harassment on the basis of such factors is subject to the same principles applicable to sexual harassment, stated above.

IV. REPORTING HARASSMENT OR RETALIATION

Any County employee, volunteer, intern, vendor, contractor, or applicant who becomes aware of any harassment or retaliation prohibited by this policy shall report it immediately to their immediate supervisor, a higher ranking supervisor, the departmental affirmative action coordinator, or the County Equal Opportunity Manager. Under no circumstances shall such a report be required or expected to be made to a person who engaged in misconduct that is a subject of the report.

The responsibility to report conduct prohibited by this policy arises even if the conduct is directed toward someone else, and even if the person toward whom it is directed does not want it reported,

Reports may be made orally, or in writing, free of any requirements as to form.

Because reports of conduct prohibited by this policy will be treated as serious charges, the making of a deliberately false report, or a report made with reckless disregard for its truth or falsity, may subject the maker to disciplinary action.

V. INVESTIGATION AND RESOLUTION

The County of Santa Barbara will investigate all reported violations of this policy. All employees, volunteers, interns, vendors and contractors shall cooperate with any such investigation.

Any supervisor, manager, or departmental affirmative action coordinator who receives a report of, or who becomes aware of, conduct prohibited by this policy shall promptly report it to the County Equal Opportunity Manager. Upon receiving the report, the Equal Opportunity Manager shall conduct a prompt, full, and fair investigation, or delegate that responsibility to a qualified County employee or private investigator. The person performing the investigation shall:

- interview the complainant, the accused, and any other person the investigator believes to have knowledge relevant to the charges;
- gather and review any available documentary, electronic, or physical evidence relevant to the charges;
- consult with legal counsel as needed;
- determine whether the charges can or cannot be substantiated; and,
- develop recommendations for appropriate remedial and/or disciplinary action, if any.

Upon completion of the investigation, the Equal Opportunity Manager shall communicate the results of the investigation to the complainant, the accused, and, as appropriate, all others directly concerned.

To the extent permitted by law, confidentiality shall be maintained with respect to the complaint, the information gathered during the investigation, and the results of the investigation.