



**County of Santa Barbara
EEO Workforce Report
2006-2007**

Equal Employment Opportunity Office
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INTRODUCTION

The County of Santa Barbara is committed to seeking out and retaining the finest talent to ensure customer-focus and a successful job performance, which aligns with the organization's overarching standards of Accountability, Customer-focus and Efficiency (ACE). With broadened capabilities provided by a diversified workforce, the County of Santa Barbara positions itself to offer a greater service to its customers.

The County has demonstrated its commitment to equal access by consistently making recruitment, appointment and promotional opportunities available to all individuals regardless of their race, color, age, religion, national origin, sex, medical condition, marital status, sexual orientation, disability or veteran/disabled status.

The County of Santa Barbara's Equal Employment Opportunity (EEO) Office is charged with the responsibility of strengthening and sustaining the County's commitment to a diversified workplace and monitoring its non-discrimination program. The EEO Office provides services countywide through conducting investigations, ensuring workforce compliance and providing training. The EEO Office enforces federal, state and local laws, ordinances and policies related to non-discrimination, anti-harassment and retaliation.

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, 2006 through June 30, 2007.

WORKFORCE DIVERSITY

As of June 30, 2007, the County of Santa Barbara employed approximately 4,189 employees from diverse backgrounds. This number represents an increase from last year's reported employee population of 4,259. The County of Santa Barbara's ethnic 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 Labor¹
Male	45%	51%
Female	55%	49%
White	59%	67%
Black	3%	2%
Hispanic	33%	23%
Asian	4%	4%
American Indian	1%	1%

¹ Based on latest data available through the Census 2000 EEO tables.

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, the previous category of "Officials and Managers" was divided into two levels based on responsibility and influence within the organization. These two new levels are: Executive/Senior Level Officials & Managers and First/Mid-Level Officials & Managers. There are now 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.² The gender and race percentages in each job group are compared to their local availability percentage. Occupational areas that demonstrated under-utilization were marked with a red diamond in the EEO4 Utilization Summary Chart (TAB 1). Summary charts were 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, the following narrative summarizes the most notable findings within each occupational category on the County level regarding any significant levels of under-utilization of women and/or minority groups.

² 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. Because this is a new job category, there was no previous County data recorded and a comparison study will not be available until next year. By splitting the former "Officials and Managers" category, there are now six (6) areas of under-utilization in this category which occurred among Black, Asian and American Indian males and females. The percentage results of this category are noted in the chart above.

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 employed 194 individuals in this job group this year. Again, this is a new category and there is no data available from previous years in this job group. Similar to the previous management group, new areas of under-utilization emerged among White and Black males and Hispanic and American Indian females. The results are noted in the chart above.

PROFESSIONALS

In compliance with the EEOC's reporting requirements, the business and financial occupations from the Officials and Managers group were moved to the Professionals category in order to analyze professional mobility trends of minorities and women within these areas. There are 1,123 individuals employed by the County of Santa Barbara in the Professionals group. A utilization challenge remains with White males as it was also reported as under-utilized last year. However, an improvement was noted with Black males in this job group and it no longer appears as a statistically significant issue.

TECHNICIANS

In the category of Technicians, the County of Santa Barbara has 318 employees, which was an increase from last year's number of 264. 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 American Indian males as there are no individuals of this ethnic and gender background employed in this job group. However, the community and County labor numbers show a minimal level of disparity and, therefore, alleviate some level of concern. This data is included in the chart above.

PROTECTIVE SERVICES

The Protective Services category, which consists of sworn and non-sworn employees, has 827 employees. This year, there were no utilization challenges among male employees of any ethnic background. Among the female employees, one utilization challenge still remains with White females. However, last year's utilization challenge with American Indian females no longer appears as a statistically significant issue and aligns with the available community labor pool. These results are reported in the chart above.

ADMINISTRATIVE SUPPORT

In the category of Administrative Support, the County of Santa Barbara employs 1,452 individuals, which is a slight decrease from last year's number of 1,499. This is the County's largest job category. Utilization challenges appeared in most male ethnic groups and also with White females. The percentages are noted in the chart above.

SKILLED CRAFT

In the category of Skilled Craft workers, the County has 109 employees. Similar to last year's results, utilization remains a challenge for the County with Asian males and White, Black and Asian females. However, there was a noted improvement with Asian males. This category is no longer statistically significant. The results for this job category appear in the chart below.

SERVICE MAINTENANCE

Finally, in the Service Maintenance area, the County employs 166 workers. With White, Black, Hispanic and Asian females, the current results are similar to last 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.

DIVERSITY SUCCESSES

The 2000 Census reported that almost 90,000 individuals of the general population in Santa Barbara County spoke a language other than English. Approximately 36,000 individuals within this group, or eleven percent (11%) of the total population, reported that they do not speak English "very well" and speak Spanish as their primary language. The County of Santa Barbara has responded to this language diversity by providing bilingual/bicultural employees in various public service areas. Approximately 25% of the County workforce provides this bilingual/bicultural service on a consistent basis throughout the year in both north and south county.

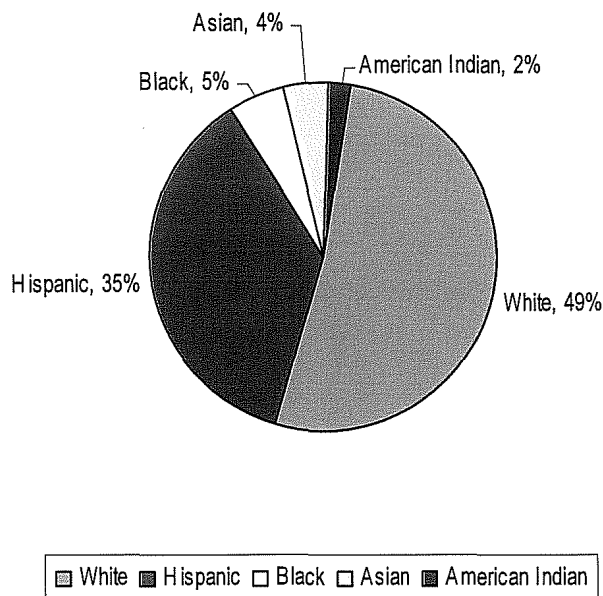
RECRUITMENT & APPLICANT FLOW

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. Some of the outreach efforts made have included:

- **Participation in diversity career fairs;**
 - UCSB Breaking Barriers Career Fair; Santa Barbara City College 55+ Job Fair; UCLA Diversity Career Fair; "Careers for the Disabled" (Los Angeles Convention Center)
- **Launch of new Spanish advertisements;**
 - "El Mexicano"; Lee Central Coast Newspapers; Rincon Broadcasting Stations
- **Regular job announcements at community events and meetings;**
 - Diversity Outreach Committee; Hispanic Achievement Council meetings
- **County Career presentations at the UCSB Hispanic Students Association meetings;**
- **Advertisements on diversity/minority boards/websites/publications.**
 - Latpro.com (A job board for Hispanic, Latino and bilingual professionals)
 - Minoritynurse.com (Career & education resource for minority nursing professionals)
 - Hispanic Nurses Association of San Diego Newsletter
 - National Alliance for Hispanic Health (Career resource for Latino professionals)
 - Minority Professionals Network
 - Diversityjobs.com & Diversityworking.com
 - Minority & Women Engineer Magazines; African-American Career World Magazine

This year, the County of Santa Barbara received 10,393 applications of which forty-nine percent (49%) were female applicants, forty-eight percent (48%) male applicants and three percent (3%) were unknown. The applicant pool included forty-nine percent (49%) White applicants, thirty-five percent (35%) Hispanic applicants, five percent (5%) Asian or Pacific Islander applicants, four percent (4%) Black applicants, two percent (2%) American Indian or Alaskan Native applicants and the remaining five percent (5%) were unknown. The race and ethnic composition are illustrated below.

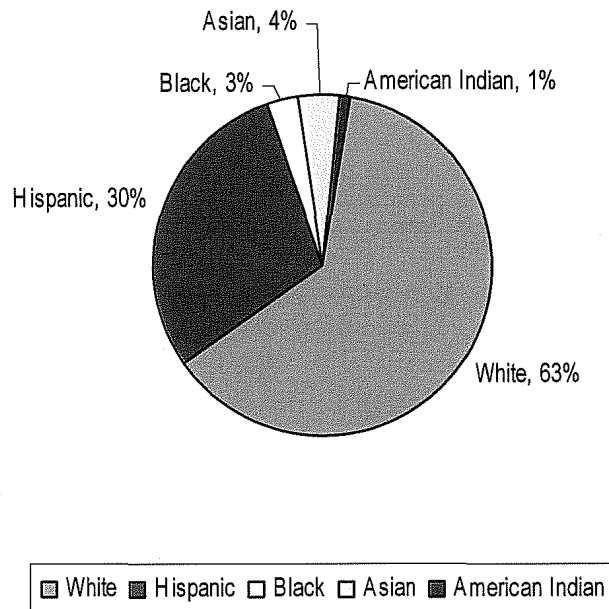
County of Santa Barbara Applications



NEW HIRE DEMOGRAPHICS

In 2006-2007, approximately 701 new employees were hired by the County of Santa Barbara. Of these new hires, 536 were regular employees and the remaining 165 were hired as extra-help. Of the total new hire population, fifty-seven percent (57%) were female and forty-three percent (43%) were male. Sixty-three percent (63%) of the total new-hire population were White. Thirty percent (30%) were Hispanic, four percent (4%) were Asian or Pacific Islander, three percent (3%) were Black and one percent (1%) was American Indian or Alaskan Native. These characteristics are demonstrated in the chart below. This information was not tracked in previous years and, therefore, a measure of comparison is not available. In addition to the demographic data collected, the County tracked the entry point of the regular employees for this year. The top three job categories noted as the point of entry for County new hires were: Administrative Support (31%), Professionals (24%) and Protective Services (14%). The remainder of the job categories had an entry level range between 0-7 percent.

County of Santa Barbara New Hires (Regular & Extra-help)



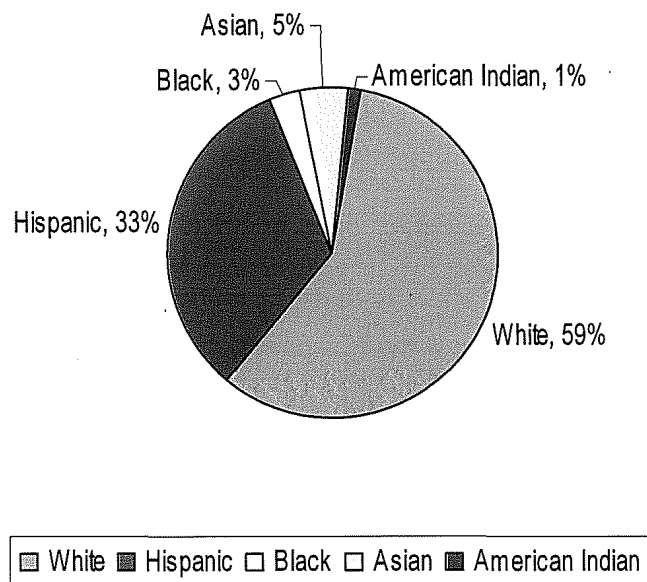
PROFESSIONAL PROMOTIONS

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 through the Employees University. In February of 2005, the Board of Supervisors adopted a CEO structure focused on strengthening the County's organizational coordination, effectiveness, and accountability. The emphasis of the new structure is "the effective coordination of county services, organizational vision, workforce issues, utilization of advanced technologies, coordinated legislative and public communication and effective customer service. These goals are consistent with the Board's objectives for efficient, effective and service-oriented government."³ These objectives were later translated by the Board into three key values: Accountability, Customer-Focus, and Efficiency, or ACE.

CEO/Human Resources has been charged with redesigning business systems to identify improvements and changes that will better 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 2006-07 Fiscal Year, 375 employees received promotions to a higher job class. Sixty-one percent (61%) of this group were female employees and thirty-nine percent (39%) were male employees. Of the entire promoted population, fifty-nine (59%) were White, thirty-three percent (33%) were Hispanic, five percent (5%) were Asian or Pacific Islander, three percent (3%) were Black and one percent (1%) was American Indian or Alaskan Native.

County of Santa Barbara **Promotions**



³ Leadership Project Information: Background of Project.

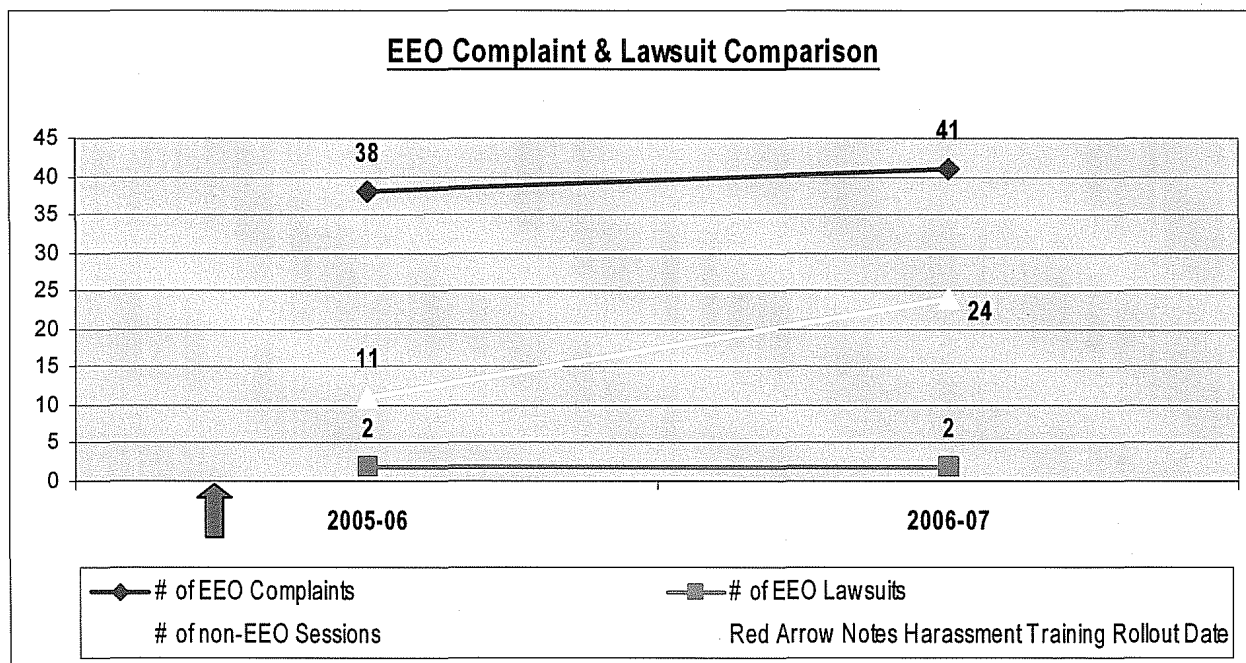
EEO COMPLAINTS

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.

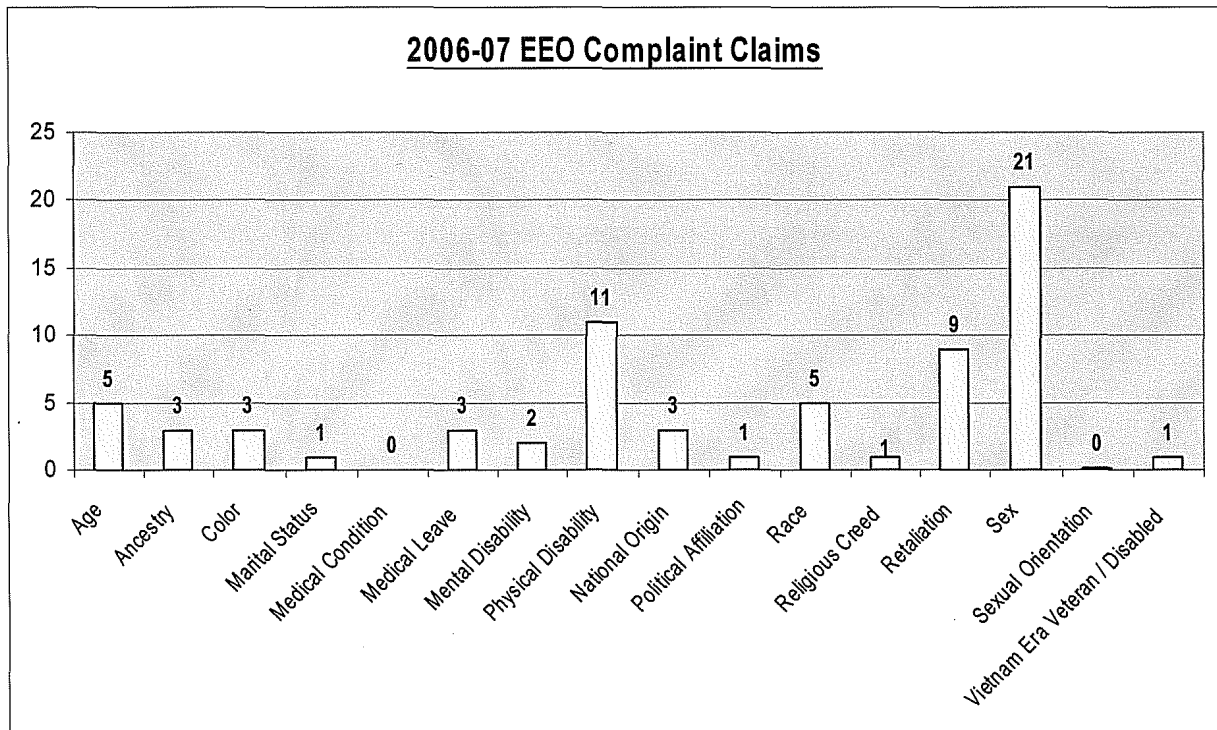
In Fiscal Year 2006-07, the EEO Office received a total of forty-one (41) filed complaints, which is an eight percent (8%) increase from last year's reported total of thirty-eight (38) filed complaints. This year's total included a combination of internal and external complaints. Internal claims are 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 twenty-four (24) additional sessions, 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 sessions 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. Similar to 2005-

2006, the most common alleged EEO issue reported was sex discrimination, which includes pregnancy and gender harassment. There were twenty-one (21) claims made in this category. Disability and retaliation claims came in second and third respectively in the 2006-07 EEO complaint caseload; in 2005-2006, they tied for second. However, there was a significant decrease in the amount of race claims this year. Last year, there were ten (10) reported race claims, while this year's numbers showed a total of five (5) such claims.



The County of Santa Barbara investigates all reported violations of the Anti-Harassment Policy. The EEO office, or a qualified delegate of the EEO office, conducts a prompt, full and fair investigation of the potential violations. Upon completion of the investigation, a factual report will be produced to communicate the results. Individuals retain the right to pursue an appeal to the Civil Service Commission following the report. This year, only one (1) case investigated by the EEO Office was appealed to 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. This year, there were two (2) EEO lawsuits. Neither of these individuals filed a complaint in the County EEO Office.

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 express its commitment to a workplace free from discriminatory harassment and to establish procedures to prevent and address this type of harassing conduct.

In August of 2006, a memorandum was distributed to all county employees regarding EEO complaints and investigations with an attached copy of the County's Anti-Harassment policy. The memorandum outlined the appropriate steps to follow should there be a concern or complaint related to possible instances of unlawful discrimination, harassment or retaliation. In February of 2007, another memo was distributed to department leaders and assistant department leaders reviewing the EEO complaint process and providing detailed information related to the executive's role in the process. This document can also be accessed on the County EEO website. These memorandums were distributed to strengthen the function of the EEO complaint process, ensure an objective review of each claim and meet all legal requirements.

The EEO Office also provides 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 offers online training to all supervisors, managers and leads on workplace harassment in compliance with AB1825 and has distributed quarterly reminders to departments to train their newly-hired and promoted supervisory employees. The EEO Office is currently reviewing the training to incorporate the new regulations decided upon by the California Fair Employment and Housing Commission. The updated version is scheduled for launch in the fall of 2007.

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

Finally, the EEO Office has also provided tailored training sessions to departments and participated in annual department training events related to issues of harassment and discrimination.

CONCLUSION

The EEO Office strives to create a partnership with departments in the promotion of its program activities and assist them in their diversity efforts. In light of the County's new foundation of accountability, customer-focus and efficiency, the EEO office will review available resources and develop new strategies that will enable the County to achieve greater success in its diversity training and recruitment practices. As a new fiscal year begins, the County of Santa Barbara reaffirms its commitment to equal employment opportunity and a non-discrimination workplace.

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	Hispanic	Asian	A. Indian	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:	33	47.1%	0	0.0%	7	10.0%	0	0.0%	0	0.0%
Total	70									

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:	77	39.7%	1	0.5%	16	8.2%	5	2.6%	2	1.0%
Total	194									

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:	320	28.5%	14	1.2%	76	6.8%	29	2.6%	2	0.2%
Total	1,123									

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:	135	42.5%	4	1.3%	34	10.7%	9	2.8%	0	0.0%
Total	318									

Protective Services

	White	Black	Hispanic	Asian	A. Indian	White	Black	Hispanic	Asian	A. Indian
Comm. Labor	1,870	59.3%	79	2.5%	583	18.5%	20	0.6%	10	0.3%
SBC Labor:	528	63.8%	22	2.7%	136	16.4%	14	1.7%	6	0.7%
Total	827									

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:	98	6.7%	5	0.3%	82	5.6%	5	0.3%	1	0.1%
Total	1,452									

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:	68	62.4%	2	1.8%	34	31.2%	1	0.9%	1	0.9%
Total	109									

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:	80	48.2%	2	1.2%	58	34.9%	4	2.4%	3	1.8%
Total	166									

	White	Black	Hispanic	Asian	A. Indian	White	Black	Hispanic	Asian	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:	4,259	1,339	50	443	67	15	1,192	58	979	94	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:	7	2	28.6%	0	0.0%	1	14.3%	0	0.0%	0	0.0%	4	57.1%	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:	11	3	27.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	6	54.5%	0	0.0%	2	18.2%	0	0.0%	0	0.0%

Comm Labor

Dept. Totals:	49,530	14,875	525	3,730	830	80	20,805	530	6,710	1,240	205
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SBC Labor

Dept. Totals:	18	5	0	1	0	0	10	0	2	0	0
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Footnote: ♦ indicates under-utilization

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:	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%

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	1	12.5%	0	0.0%	1	12.5%	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:	2	1	50.0%	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%

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:	24	7	0	2	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

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian
Comm. Labor	3,141	69	500	129	1,941	30	362	12
SBC Labor:	2	0	0	0	0	0	0	0
	49.9%	1.1%	7.9%	2.0%	30.8%	0.5%	5.8%	1.5%
	100.0%	0.0%	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	230	1,665	430	6,470	100	1,205	40
SBC Labor:	2	0	1	0	1	0	0	0
	49.9%	1.1%	7.9%	2.1%	30.8%	0.5%	5.7%	1.5%
	50.0%	0.0%	25.0%	0.0%	25.0%	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	60
SBC Labor:	9	0	2	0	13	0	2	0
	42.5%	1.2%	5.5%	2.3%	38.8%	0.8%	6.0%	2.5%
	34.6%	0.0%	7.7%	0.0%	50.0%	0.0%	7.7%	0.0%

Technicians

	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian
Comm. Labor	1,420	40	310	105	1,435	40	330	10
SBC Labor:	0	0	0	0	1	0	0	0
	36.9%	1.0%	8.1%	2.7%	37.3%	1.0%	8.6%	4.0%
	0.0%	0.0%	0.0%	0.0%	100.0%	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	165
SBC Labor:	0	0	1	0	7	1	5	0
	15.4%	1.0%	7.2%	1.4%	50.2%	1.5%	19.3%	3.2%
	0.0%	0.0%	7.1%	0.0%	50.0%	7.1%	35.7%	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:	47	13	0	4	22	1	7	0	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	500	14	1,941	30	362	12
SBC Labor:	1	0	1	0	1	0	0	0
	49.9%	1.1%	7.9%	2.0%	30.8%	0.5%	5.8%	1.5%
	33.3%	0.0%	33.3%	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	45	6,470	100	1,205	40
SBC Labor:	2	0	0	0	3	0	0	0
	49.9%	1.1%	7.9%	2.1%	30.8%	0.5%	5.7%	1.5%
	40.0%	0.0%	0.0%	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	80	14,720	295	2,280	60
SBC Labor:	27	0	4	0	18	0	3	1
	42.5%	1.2%	5.5%	2.3%	38.8%	0.8%	6.0%	2.5%
	50.0%	0.0%	7.4%	1.9%	33.3%	0.0%	5.6%	1.9%

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:	0	0	0	0	1	0	0	0
	36.9%	1.0%	8.1%	2.7%	37.3%	1.0%	8.6%	4.0%
	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%

Protective Services

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian
Comm. Labor	1,870	79	583	10	405	15	169	4
SBC Labor:	16	0	1	1	3	0	1	0
	59.3%	2.5%	18.5%	0.6%	12.8%	0.5%	5.4%	0.1%
	72.7%	0.0%	4.5%	0.0%	13.6%	0.0%	4.5%	0.0%

Administrative Support

	White	Black	Hispanic	A.Indian	White	Black	Hispanic	A.Indian
Comm. Labor	4,405	295	2,065	35	14,335	430	5,505	165
SBC Labor:	1	1	0	0	27	1	28	1
	15.4%	1.0%	7.2%	1.4%	50.2%	1.5%	19.3%	3.2%
	1.7%	1.7%	0.0%	0.0%	45.8%	1.7%	47.5%	0.0%

Comm Labor

Dept. Totals:	100,793	37,436	1,183	7,228	1,959	188	39,306	910	9,851	2,441	291
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SBC Labor

Dept. Totals:	145	47	1	6	2	1	53	1	32	1	1
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Footnote: ♦ indicates under-utilization

EEO4 by Department

Probation (022)

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	129	1,941	30	14
SBC Labor:	5	0	0	1	0	0

First/Mid-Level

	White	Black	A. Indian	White	Black	A. Indian
Comm. Labor	10,470	230	430	6,470	100	45
SBC Labor:	12	0	0	6	0	0

Professionals

	White	Black	A. Indian	White	Black	A. Indian
Comm. Labor	16,130	470	875	14,720	295	80
SBC Labor:	151	4	2	51	4	0

Technicians

	White	Black	A. Indian	White	Black	A. Indian
Comm. Labor	1,420	40	105	1,435	40	4
SBC Labor:	2	0	0	0	0	0

Protective Services

	White	Black	A. Indian	White	Black	A. Indian
Comm. Labor	1,870	79	20	405	15	10
SBC Labor:	101	6	2	15	3	0

Administrative Support

	White	Black	A. Indian	White	Black	A. Indian
Comm. Labor	4,405	295	400	14,335	430	35
SBC Labor:	105	0	0	40	3	0

Service Maintenance

	White	Black	A. Indian	White	Black	A. Indian
Comm. Labor	5,810	325	560	8,030	265	135
SBC Labor:	10	0	0	2	0	0

Footnote: ♦ indicates under-utilization

EEO4 by Department

Probation (022)

Job Categories	Males				Females					
	White	Black	Hispanic	Asian	A.Indian	White	Black	Hispanic	Asian	A.Indian
Comm Labor	1,508	1,508	12,563	2,519	323	47,336	1,175	16,651	3,246	386
Dept. Totals:	128,953	43,246								
SBC Labor	87	10	49	4	0	115	10	102	6	3
Dept. Totals:	386	87	49	4	0	115	10	102	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%	
SBC Labor:	1	33.3%	0	0.0%	2	66.7%	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%	
SBC Labor:	1	50.0%	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%	
SBC Labor:	19	44.2%	1	2.3%	4	9.3%	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%	
SBC Labor:	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%	
SBC Labor:	0	0.0%	0	0.0%	2	8.3%	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
SBC Labor Dept. Totals:	73	21	1	8	0	0	24	2	12	3	2

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

	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	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:	2	0	0	0	1	0	0	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:	19	0	1	1	7	0	2	1

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	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
SBC Labor:	147	3	28	6	7	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:	5	0	0	0	5	1	3	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	1	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:	1	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	2,819	413	47,876	1,210	16,821	3,321	386
SBC Labor										
Dept. Totals:	252	178	3	7	4	20	1	5	2	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

Category	Count	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian		
Comm. Labor	6,294	3,141	49.9%	69	1.1%	500	7.9%	129	2.0%	14	0.2%
SBC Labor:	1	1	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

First/Mid-Level

Category	Count	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian		
Comm. Labor	20,975	10,470	49.9%	230	1.1%	1,665	7.9%	430	2.1%	45	0.2%
SBC Labor:	2	1	50.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Professionals

Category	Count	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian		
Comm. Labor	37,965	16,130	42.5%	470	1.2%	2,105	5.5%	875	2.3%	80	0.2%
SBC Labor:	17	6	35.3%	0	0.0%	0	0.0%	1	5.9%	0	0.0%

Technicians

Category	Count	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian		
Comm. Labor	3,849	1,420	36.9%	40	1.0%	310	8.1%	105	2.7%	4	0.1%
SBC Labor:	40	8	20.0%	1	2.5%	1	2.5%	0	0.0%	0	0.0%

Protective Services

Category	Count	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian		
Comm. Labor	3,155	1,870	59.3%	79	2.5%	583	18.5%	20	0.6%	10	0.3%
SBC Labor:	492	324	65.9%	12	2.4%	85	17.3%	6	1.2%	2	0.4%

Administrative Support

Category	Count	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian		
Comm. Labor	28,555	4,405	15.4%	295	1.0%	2,065	7.2%	400	1.4%	35	0.1%
SBC Labor:	121	15	12.4%	0	0.0%	6	5.0%	1	0.8%	1	0.8%

Skilled Craft

Category	Count	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian		
Comm. Labor	14,700	8,280	56.3%	255	1.7%	4,955	33.7%	300	2.0%	90	0.6%
SBC Labor:	3	3	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

Service Maintenance

Category	Count	White	Black	Hispanic	A. Indian	White	Black	Hispanic	A. Indian		
Comm. Labor	28,160	5,810	20.6%	325	1.2%	5,335	18.9%	560	2.0%	135	0.5%
SBC Labor:	15	3	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	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:	691	361	14	99	9	4	133	6	60	5	0

Footnote: ♦ indicates under-utilization

EEO4 by Department

Public Health (041)

Job Categories	Males			Females			
	White	Black	Hispanic	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:	2	33.3%	0	0.0%	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	49.9%	230	1.1%	1,665	7.9%	430	2.1%	45	0.2%
SBC Labor:	3	16.7%	0	0.0%	1	5.6%	0	0.0%	0	0.0%

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:	32	15.8%	2	1.0%	2	1.0%	6	3.0%	2	1.0%

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:	7	10.6%	0	0.0%	6	9.1%	0	0.0%	0	0.0%

Protective Services

	White	Black	Hispanic	Asian	A. Indian	White	Black	Hispanic	Asian	A. Indian
Comm. Labor	1,870	59.3%	79	2.5%	583	18.5%	20	0.6%	10	0.3%
SBC Labor:	6	33.3%	1	5.6%	2	11.1%	0	0.0%	0	0.0%

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:	4	1.7%	0	0.0%	9	3.8%	2	0.8%	0	0.0%

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:	0	0.0%	0	0.0%	4	80.0%	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:	128,953	43,246	1,508	12,563	2,519	323	47,336	1,175	16,651	3,246	386
SBC Labor Dept. Totals:	553	54	3	24	8	2	183	8	238	27	6

Footnote: ♦ indicates under-utilization

EEO4 by Department

Alcohol, Drug, & Mental Hlth Svcs (043)

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	0	0.0%	0	0.0%	1	33.3%	0	0.0%	0	0.0%	2	66.7%	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:	16	5	31.3%	0	0.0%	1	6.3%	2	12.5%	0	0.0%	7	43.8%	0	0.0%	1	6.3%	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:	168	40	23.8%	5	3.0%	16	9.5%	2	1.2%	0	0.0%	79	47.0%	2	1.2%	21	12.5%	3	1.8%	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:	38	10	26.3%	1	2.6%	5	13.2%	2	5.3%	0	0.0%	11	28.9%	3	7.9%	5	13.2%	0	0.0%	1	2.6%

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:	59	6	10.2%	0	0.0%	3	5.1%	0	0.0%	0	0.0%	25	42.4%	2	3.4%	21	35.6%	2	3.4%	0	0.0%

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%

Comm Labor Dept. Totals:

112,338	43,846	1,359	11,600	2,239	268	39,441	930	9,852	2,516	287
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SBC Labor Dept. Totals:

286	63	6	26	6	0	124	7	48	5	1
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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								
Comm. Labor	6,294							
SBC Labor:	6							
First/Mid-Level								
Comm. Labor	20,975							
SBC Labor:	17							
Professionals								
Comm. Labor	37,965							
SBC Labor:	143							
Technicians								
Comm. Labor	3,849							
SBC Labor:	16							
Administrative Support								
Comm. Labor	28,555							
SBC Labor:	482							
Comm. Labor	97,638	35,566	1,104	6,645	1,939	178	38,901	2,441
Dept. Totals:	664	50	1	56	3	0	186	21
SBC Labor	664	50	1	56	3	0	186	21
Dept. Totals:	664	50	1	56	3	0	186	21

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

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	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%

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	0	0.0%	1	20.0%	0	0.0%	0	0.0%	0	0.0%	3	60.0%	0	0.0%	1	20.0%	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:	5	1	20.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	80.0%	0	0.0%	0	0.0%	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:	2	1	50.0%	0	0.0%	1	50.0%	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:	94	5	5.3%	1	1.1%	2	2.1%	0	0.0%	0	0.0%	28	29.8%	2	2.1%	54	57.4%	2	2.1%	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:	108	7	2	3	0	0	37	2	55	2	0
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Footnote: ♦ indicates under-utilization

EEO4 by Department

Agriculture & Cooperative Exte (051)

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:	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%

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:	19	3	15.8%	0	0.0%	2	10.5%	2	10.5%	0	0.0%	9	47.4%	0	0.0%	3	15.8%	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:	3	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	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:	7	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	71.4%	0	0.0%	2	28.6%	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:	33	9	0	2	2	0	15	0	5	0	0
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Footnote: ♦ indicates under-utilization

EEO4 by Department

Parks (052)

Job Categories	Males				Females			
	White	Black	Asian	A. Indian	White	Black	Asian	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	1	50.0%	0	0.0%	1	50.0%	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%	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:	7	0	0.0%	0	0.0%	1	14.3%	0	0.0%	0	0.0%	6	85.7%	0	0.0%	0	0.0%	0	0.0%	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:	3	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%	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:	6	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	66.7%	0	0.0%	1	16.7%	1	16.7%	0	0.0%	0	0.0%

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:	4	2	50.0%	0	0.0%	2	50.0%	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:	42	31	73.8%	0	0.0%	9	21.4%	0	0.0%	1	2.4%	1	2.4%	0	0.0%	0	0.0%	0	0.0%	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	Asian	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	40	0	14	0	1	12	0	1	1	0

Footnote: ♦ indicates under-utilization

EEO4 by Department

Planning & Development (053)

Job Categories	Males			Females		
	White	Black	Hispanic	White	Black	Hispanic

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:	2	50.0%	0	0.0%	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	49.9%	230	1.1%	1,665	7.9%	430	2.1%	45	0.2%
SBC Labor:	9	66.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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:	71	43.7%	0	0.0%	1	1.4%	0	0.0%	0	0.0%

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:	36	69.4%	0	0.0%	3	8.3%	0	0.0%	0	0.0%

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:	25	0.0%	0	0.0%	1	4.0%	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:	143	63	0	5	0	0	58	0	10	6	1
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Footnote: ♦ indicates under-utilization

EEO4 by Department

Public Works (054)

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

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:	17	70.8%	0	0.0%	2	8.3%	1	4.2%	1	4.2%

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:	24	49.0%	0	0.0%	5	10.2%	3	6.1%	0	0.0%

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:	41	65.1%	1	1.6%	10	15.9%	3	4.8%	0	0.0%

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	23.5%	0	0.0%	1	2.9%	1	2.9%	0	0.0%

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:	35	71.4%	1	2.0%	11	22.4%	0	0.0%	1	2.0%

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	48.3%	1	1.1%	36	40.4%	2	2.2%	1	1.1%

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:	313	172	3	65	10	3	41	2	10	5	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:	3	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	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:	5	1	20.0%	0	0.0%	1	20.0%	0	0.0%	0	0.0%	2	40.0%	0	0.0%	1	20.0%	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:	11	2	0	1	0	0	6	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	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:	4	2	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	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:	7	4	57.1%	0	0.0%	1	14.3%	0	0.0%	0	0.0%	2	28.6%	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:	27	10	37.0%	0	0.0%	1	3.7%	2	7.4%	0	0.0%	11	40.7%	0	0.0%	2	7.4%	1	3.7%	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:	3	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	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	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%

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:	50	19	0	2	2	0	19	0	7	1	0
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Footnote: ♦ indicates under-utilization

EEO4 by Department

Clerk-Recorder-Assessor (062)

Job Categories	Males			Females			
	White	Black	Asian	White	Black	Asian	Hispanic

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%

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:	3	42.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	28.6%	0	0.0%	1	14.3%	1	14.3%	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:	12	28.6%	1	2.4%	2	4.8%	4	9.5%	0	0.0%	17	40.5%	0	0.0%	4	9.5%	2	4.8%	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:	4	66.7%	0	0.0%	0	0.0%	1	16.7%	0	0.0%	1	16.7%	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:	8	13.8%	0	0.0%	5	8.6%	0	0.0%	0	0.0%	28	48.3%	4	6.9%	11	19.0%	1	1.7%	1	1.7%

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:	116	29	1	7	5	0	49	4	16	4	1
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Footnote: ♦ indicates under-utilization

EEO4 by Department

General Services (063)

Job Categories	Males			Females		
	White	Black	Hispanic	White	Black	Hispanic

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	50.0%	0	0.0%	1	25.0%	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	49.9%	230	1.1%	1,665	7.9%	430	2.1%	45	0.2%
SBC Labor:	16	62.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%

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:	22	40.9%	1	4.5%	1	4.5%	1	4.5%	0	0.0%

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:	34	67.6%	1	2.9%	6	17.6%	2	5.9%	0	0.0%

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:	23	26.1%	0	0.0%	4	17.4%	0	0.0%	0	0.0%

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:	49	51.0%	1	2.0%	20	40.8%	1	2.0%	0	0.0%

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:	4	25.0%	0	0.0%	0	0.0%	1	25.0%	0	0.0%

Footnote: ♦ indicates under-utilization

EEO4 by Department

General Services (063)

Job Categories	Males				Females						
	White	Black	Hispanic	Asian	A. Indian	White	Black	Hispanic	Asian	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:	152	76	3	32	5	0	24	2	8	2	0

Footnote: ♦ indicates under-utilization

EEO4 by Department

Human Resources (064)

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

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:	4	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	75.0%	0	0.0%	1	25.0%	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%	2	40.0%	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:	8	2	25.0%	0	0.0%	0	0.0%	1	12.5%	0	0.0%	5	62.5%	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:	14	1	7.1%	0	0.0%	1	7.1%	0	0.0%	0	0.0%	5	35.7%	0	0.0%	6	42.9%	1	7.1%	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:	31	6	0	1	1	0	15	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	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	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	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	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	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:	15	66.7%	0	0.0%	0	0.0%	1	6.7%	0	0.0%	2	13.3%	1	6.7%	1	6.7%	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:	1	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	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:	23	8.7%	2	8.7%	2	8.7%	0	0.0%	0	0.0%	11	47.8%	1	4.3%	3	13.0%	1	4.3%	1	4.3%

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:	45	14	2	3	1	0	16	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	A. Indian	White	Black	A. Indian

Executive/Senior Level

	White	Black	A. Indian	Hispanic	Asian	White	Black	A. Indian	Hispanic	Asian
Comm. Labor	3,141	69	129	500	129	1,941	30	96	362	96
SBC Labor:	2	0	0	0	0	1	0	0	0	0
	49.9%	1.1%	2.0%	7.9%	2.0%	30.8%	0.5%	1.5%	5.8%	1.5%
	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%
	1	0	0	0	0	1	0	0	0	0
	0.2%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%

First/Mid-Level

	White	Black	A. Indian	Hispanic	Asian	White	Black	A. Indian	Hispanic	Asian
Comm. Labor	10,470	230	430	1,665	430	6,470	100	320	1,205	320
SBC Labor:	1	0	0	0	0	1	0	0	0	0
	49.9%	1.1%	2.1%	7.9%	2.1%	30.8%	0.5%	1.5%	5.7%	1.5%
	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%
	0	0	0	0	0	1	0	0	0	0
	0.2%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%

Professionals

	White	Black	A. Indian	Hispanic	Asian	White	Black	A. Indian	Hispanic	Asian
Comm. Labor	16,130	470	875	2,105	875	14,720	295	950	2,280	950
SBC Labor:	3	0	0	1	0	1	0	0	0	0
	42.5%	1.2%	2.3%	5.5%	2.3%	38.8%	0.8%	6.0%	6.0%	2.5%
	33.3%	0.0%	0.0%	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%
	1	0	0	1	0	1	0	0	0	0
	0.2%	0.0%	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%

Administrative Support

	White	Black	A. Indian	Hispanic	Asian	White	Black	A. Indian	Hispanic	Asian
Comm. Labor	4,405	295	400	2,065	400	14,335	430	920	5,505	920
SBC Labor:	12	0	0	0	0	6	0	0	3	0
	15.4%	1.0%	1.4%	7.2%	1.4%	50.2%	1.5%	19.3%	19.3%	3.2%
	25.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	25.0%	25.0%	0.0%
	3	0	0	0	0	6	0	0	3	0
	0.1%	0.0%	0.0%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%	0.0%

Comm Labor

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

Dept. Totals:	18	5	0	1	0	9	0	0	3	0
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Footnote: ♦ indicates under-utilization

EEO4 by Department

General County Programs (1990)

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	3	37.5%	0	0.0%	1	12.5%	1	12.5%	0	0.0%	2	25.0%	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:	13	6	46.2%	0	0.0%	1	7.7%	0	0.0%	0	0.0%	4	30.8%	0	0.0%	2	15.4%	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:	7	0	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:	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:	31	11	0	2	1	0	10	1	6	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:	1,339	50	443	15	1,192	58	979	22
			67			94		

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	006027 DEPT/CORP LDR
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
0 Executive/Senior Level	004150 IHSS PUBLIC AUTH DIRECTOR
Category Total: 12	
1 First/Mid-Level	000453 ADMHS DIVISION MGR
1 First/Mid-Level	005182 ADMHS PROGRAM MGR I
1 First/Mid-Level	005183 ADMHS PROGRAM MGR II
1 First/Mid-Level	000345 AGRI COMMISSIONER, DEP
1 First/Mid-Level	000460 ALTERNATIVE TRANSPORT MGR
1 First/Mid-Level	000480 ANIMAL HEALTH & REG DIR
1 First/Mid-Level	000495 APPRAISAL DIVISION MGR
1 First/Mid-Level	001360 BUSINESS MANAGER I
1 First/Mid-Level	001361 BUSINESS MANAGER II
1 First/Mid-Level	001362 BUSINESS MANAGER III
1 First/Mid-Level	001425 CHIEF APPRAISER
1 First/Mid-Level	001447 CHIEF DEPUTY COUNTY COUNSEL
1 First/Mid-Level	001452 CHIEF FINANCIAL OFFICER
1 First/Mid-Level	001531 CHILD SUPPORT MANAGER
1 First/Mid-Level	001548 CIVIL ENGINEER MANAGER
1 First/Mid-Level	001812 COMMUNICATIONS DISP MGR
1 First/Mid-Level	001811 COMMUNICATIONS MANAGER
1 First/Mid-Level	002005 CRIMINAL INVEST CHIEF
1 First/Mid-Level	002105 CUSTODY COMMANDER
1 First/Mid-Level	001475 DEPT/CORP LDR
1 First/Mid-Level	002349 DIRECTOR OF NURSING
1 First/Mid-Level	002410 EARLY CARE & EDUC PROG MGR
1 First/Mid-Level	002455 EDP CUSTOMER SUPPORT MGR
1 First/Mid-Level	002450 EDP NETWORK & OPS MANAGER
1 First/Mid-Level	002600 EDP TECHNICAL SUPPORT MGR
1 First/Mid-Level	006514 ELECTIONS DIVISION MGR
1 First/Mid-Level	003140 EMPLOYEE BENEFITS MANAGER
1 First/Mid-Level	008015 ENTERPRISE LDR-GEN
1 First/Mid-Level	008014 ENTERPRISE LDR-GEN
1 First/Mid-Level	003265 ENVIRON HEALTH PROG MGR
1 First/Mid-Level	000300 EQUAL OPPORTUNITY/AA OFCR
1 First/Mid-Level	003430 FACILITIES MANAGER
1 First/Mid-Level	003543 FIRE DIVISION CHIEF
1 First/Mid-Level	003590 FISCAL MANAGER, DEPT
1 First/Mid-Level	000303 HOUSING & COMM DEV DIV MGR
1 First/Mid-Level	005710 HUMAN RESOURCES MGR DEPT

EEO4 Job Categories

Job Category Description	Job Class Title
1 First/Mid-Level	004890 MAINT SUPERINTENDENT PW
1 First/Mid-Level	005555 OPERATIONS AND MTC MGR
1 First/Mid-Level	005594 PARK OPERATIONS MANAGER
1 First/Mid-Level	006028 PLANNING/DEV DEP DIR
1 First/Mid-Level	006029 PLANNING/DEV DEP DIR-ADM
1 First/Mid-Level	006082 PM CAPITAL IMPROVEMENT
1 First/Mid-Level	006083 PM CO DISASTER RECOVERY
1 First/Mid-Level	006094 PM E-GOVERNMENT
1 First/Mid-Level	006074 PM EMPLOYEES UNIVERSITY
1 First/Mid-Level	006076 PM GRANTS & FUNDING-PROB
1 First/Mid-Level	006106 PM INNOVATIVE PROGRAMS-PW
1 First/Mid-Level	006087 PM PROBATION COLLECTIONS
1 First/Mid-Level	006095 PM SURFACE TREATMENT PRGM
1 First/Mid-Level	006105 PM TAX SYS INTEGRATION
1 First/Mid-Level	006096 PM TRAFFIC MANAGEMENT
1 First/Mid-Level	006086 PM WORKFORCE RESOURCE
1 First/Mid-Level	006104 PM-PROCESS IMPROVE-G/S
1 First/Mid-Level	006053 PROBATION INST SUPV
1 First/Mid-Level	006055 PROBATION MANAGER
1 First/Mid-Level	008007 PROG/BUS LDR-ATTY
1 First/Mid-Level	008002 PROG/BUS LDR-PHY
1 First/Mid-Level	006210 PUBLIC ADM/CONS VETS MGR
1 First/Mid-Level	006231 PUBLIC DEFENDER INVEST II
1 First/Mid-Level	003941 PUBLIC HEALTH PROGRAM MGR
1 First/Mid-Level	006376 PURCHASING MANAGER
1 First/Mid-Level	006634 REAL PROPERTY DIV MGR
1 First/Mid-Level	006460 RECORDER DIVISION MANAGER
1 First/Mid-Level	006500 REFUSE SUPERVISOR
1 First/Mid-Level	006637 REGIONAL CLINIC MANAGER
1 First/Mid-Level	006652 RETIRE DISABILITY PROG MGR
1 First/Mid-Level	006657 RETIREMENT BENEFITS MGR
1 First/Mid-Level	006694 RISK FISCAL ADMIN
1 First/Mid-Level	006696 RISK PROGRAM ADMIN
1 First/Mid-Level	006720 ROAD MAINTENANCE MANAGER
1 First/Mid-Level	007074 SOCIAL SERVICES DIV CHIEF
1 First/Mid-Level	007083 SOLID WASTE OPER MANAGER
1 First/Mid-Level	007075 SOLID WASTE PRMT/ENG MGR
1 First/Mid-Level	007084 SOLID WASTE PROG MGR
1 First/Mid-Level	007501 TREAS-TAX COLL OPS MGR
1 First/Mid-Level	007490 TREASURY FINANCE CHIEF
1 First/Mid-Level	007614 VICTIM WITNESS PROG MGR
1 First/Mid-Level	007621 WATER AGENCY MANAGER
Category Total: 78	
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

EEO4 Job Categories

Job Category Description	Job Class Title
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	000457 ADMHS SERVICE COORDINATOR
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	000185 ADMIN ANALYST I
2 Professionals	000186 ADMIN ANALYST II
2 Professionals	000187 ADMIN ANALYST III
2 Professionals	000188 ADMIN ANALYST IV
2 Professionals	000324 AGRI BIOLOGIST I
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

EEO4 Job Categories

Job Category Description	Job Class Title
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	001997 CRIME DATA TECHNICIAN
2 Professionals	003435 CS IT COMPLIANCE ANALYST
2 Professionals	002108 CUSTODY LIEUTENANT
2 Professionals	002270 DEP HLTH OFCR/MEDICAL DIR
2 Professionals	006061 DEP PROBATION OFFICER
2 Professionals	006062 DEP PROBATION OFFICER SR
2 Professionals	006070 DEP PROBATION OFFICER SUP
2 Professionals	006063 DEP PROBATION OFFICER-G
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	002163 DEPT ANALYST FISCAL
2 Professionals	002164 DEPT ANALYST FISCAL-RES
2 Professionals	002160 DEPT ANALYST PROGRAM
2 Professionals	002159 DEPT ANALYST PROGRAM R
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	002150 DP MANAGER DEPT
2 Professionals	002151 DP MANAGER DEPT 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

EEO4 Job Categories

Job Category Description	Job Class Title
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	003104 EMERG SVCS PLANNER SUPV
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	003409 EXEC DIR-SB ARTS COMM
2 Professionals	003431 FACILITIES MANAGER DEPT
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 ANLYST II-R
2 Professionals	003512 FINANCIAL SYS ANLYST I-R
2 Professionals	003526 FIRE BATT CHIEF SHIFT
2 Professionals	003525 FIRE BATT CHIEF STAFF
2 Professionals	002412 FIRST 5 PROGRAM SPECIALIST
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	005685 HUMAN RESOURCES ANALYST I
2 Professionals	005686 HUMAN RESOURCES ANALYST II
2 Professionals	005695 HUMAN RESOURCES ANALYST SR
2 Professionals	004093 HUMAN SERVICES PROG ADMIN
2 Professionals	004097 HYDROLOGIST
2 Professionals	004098 HYDROLOGIST SENIOR
2 Professionals	004040 INTERAGENCY NETWORK COORD
2 Professionals	003845 JUVENILE INST OFFCR SUPV

EEO4 Job Categories

Job Category Description	Job Class Title
2 Professionals	005023 MANAGEMENT SPECIALIST T
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	005184 MENTAL HEALTH REHAB SPEC
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	006167 PSYCHIATRIST II-BD CERT
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	006165 PSYCHIATRIST I
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
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

EEO4 Job Categories

Job Category Description	Job Class Title
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	006685 RISK ANALYST
2 Professionals	006684 RISK ANALYST SR
2 Professionals	003099 SAFETY & STANDARDS COORD
2 Professionals	006749 SAFETY OFFICER
2 Professionals	007058 SOC SVCS STAFF DEV 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	007054 SOCIAL SVCS PROG ANALYST
2 Professionals	007072 SOCIAL SVCS WORKER SR
2 Professionals	006824 SR SERVICES PRACTITIONER
2 Professionals	006825 SR SERVICES SUPERVISOR
2 Professionals	007095 STAFF ANALYST
2 Professionals	007100 STAFF NURSE
2 Professionals	007101 STAFF NURSE SR
2 Professionals	007104 STAFF NURSE SUPV
2 Professionals	007102 STAFF PHYSICIAN I
2 Professionals	007103 STAFF PHYSICIAN II
2 Professionals	007319 STAFF PHYSICIAN SUPV
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	007571 UTILIZATION REVIEW MANAGER
2 Professionals	007619 VISUAL ARTS COORDINATOR
Category Total: 239	
3 Technicians	005210 ADMHS PSYCHIATRIC TECH I
3 Technicians	005211 ADMHS PSYCHIATRIC TECH II
3 Technicians	000860 ASST PLAN CHECKER
3 Technicians	001205 BLDG ENGNR INSPECTOR I
3 Technicians	001206 BLDG ENGNR INSPECTOR II
3 Technicians	001207 BLDG ENGNR INSPECTOR III
3 Technicians	001209 BLDG ENGNR INSPECTOR SPEC
3 Technicians	001211 BLDG ENGNR 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	006419 COMM EQUIP TECH I
3 Technicians	006420 COMM EQUIP TECH II
3 Technicians	000028 COMM EQUIP TECH SR

EEO4 Job Categories

Job Category Description	Job Class Title
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	002485 EDP OFFICE AUTO COORD SUP
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	003720 GATV/PUBLIC INFO MANAGER
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
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	005091 MEDICAL CODING SPEC SR
3 Technicians	005090 MEDICAL CODING SPECIALIST
3 Technicians	005094 MEDICAL RECORDS ADMIN
3 Technicians	005095 MEDICAL RECORDS TECH
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

EEO4 Job Categories

Job Category Description	Job Class Title
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	001395 SOC SVCS INFO SYS COOR
3 Technicians	007051 SOC SVCS INFO SYS COOR SR
3 Technicians	007325 SURVEY PARTY CHIEF
3 Technicians	007326 SURVEY SPECIALIST
3 Technicians	007327 SURVEY SUPERVISOR
3 Technicians	007380 TELECOMMUNICATIONS CHIEF
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:	98
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	002000 CRIMINAL INVESTIGATOR I
4 Protective Services	002002 CRIMINAL INVESTIGATOR II
4 Protective Services	002004 CRIMINAL INVESTIGATOR SR
4 Protective Services	002106 CUSTODY DEPUTY
4 Protective Services	002107 CUSTODY DEPUTY S/DUTY
4 Protective Services	002109 CUSTODY SERGEANT
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

EEO4 Job Categories

Job Category Description	Job Class Title
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
4 Protective Services	007720 WELFARE FRAUD INVEST
4 Protective Services	007721 WELFARE FRAUD INVEST SR
Category Total:	39
6 Administrative Support	000157 ACCOUNT TECHNICIAN
6 Administrative Support	000159 ACCOUNT TECHNICIAN SR
6 Administrative Support	000158 ACCOUNT TECHNICIAN SR-RES
6 Administrative Support	000160 ACCOUNT TECHNICIAN SUPV
6 Administrative Support	000060 ACCOUNTING ASST I
6 Administrative Support	000061 ACCOUNTING ASST II
6 Administrative Support	000062 ACCOUNTING ASST SR
6 Administrative Support	005160 ADMHS RECOVERY ASSISTANT
6 Administrative Support	000236 ADMIN SECRETARY
6 Administrative Support	000237 ADMIN SECRETARY-RES
6 Administrative Support	000250 ADMIN SERVICES CLERK
6 Administrative Support	000252 ADMIN SERVICES CLERK-R
6 Administrative Support	000307 ADMIN SUPPORT SUPV
6 Administrative Support	000509 APPRAISER AIDE
6 Administrative Support	001339 BOARD ASSISTANT
6 Administrative Support	001347 BOARD ASSISTANT SPEC
6 Administrative Support	001348 BOARD ASSISTANT SUPV
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	001721 CARE SPECIALIST I
6 Administrative Support	001722 CARE SPECIALIST II
6 Administrative Support	001723 CARE SPECIALIST III
6 Administrative Support	001724 CARE SPECIALIST IV

EEO4 Job Categories

Job Category Description	Job Class Title
6 Administrative Support	001725 CARE SPECIALIST V
6 Administrative Support	001726 CARE SPECIALIST VI
6 Administrative Support	001416 CAREER EMP SPECIALIST
6 Administrative Support	001417 CAREER EMP SPECIALIST SR
6 Administrative Support	001418 CAREER EMP SPECIALIST SUPV
6 Administrative Support	001399 CCS CASEWORKER
6 Administrative Support	001400 CCS CASEWORKER SUPV
6 Administrative Support	001530 CHILD SUPPORT INVEST SPEC
6 Administrative Support	003459 CHILD SUPPORT OFFICER I
6 Administrative Support	003460 CHILD SUPPORT OFFICER II
6 Administrative Support	003461 CHILD SUPPORT OFFICER SR
6 Administrative Support	003462 CHILD SUPPORT OFFICER SUPV
6 Administrative Support	001570 CLAIMS ASSISTANT
6 Administrative Support	001580 CLERICAL AIDE
6 Administrative Support	001773 COLLECTIONS OFFICER I
6 Administrative Support	001774 COLLECTIONS OFFICER II
6 Administrative Support	001816 COMM OUTRCH CRD ANML HLTH
6 Administrative Support	002139 DATA ENTRY OPERATOR
6 Administrative Support	002295 DEP PUBLIC ADM/CONSER AID
6 Administrative Support	002165 DEPARTMENTAL ASST
6 Administrative Support	002168 DEPARTMENTAL ASST SR
6 Administrative Support	002169 DEPARTMENTAL ASST SR-R
6 Administrative Support	002166 DEPARTMENTAL ASST-R
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	003423 EXECUTIVE SECRETARY CEO
6 Administrative Support	003421 EXECUTIVE SECRETARY-R
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	005698 HUMAN RESOURCES TECH
6 Administrative Support	005699 HUMAN RESOURCES TECH-R
6 Administrative Support	006912 INTAKE & RELEASE SPECIALIST
6 Administrative Support	004160 INVESTIGATIVE ASSISTANT
6 Administrative Support	004161 INVESTIGATIVE ASST SR
6 Administrative Support	004301 JUDICIAL ASST II-MARSHAL
6 Administrative Support	004291 JUDICIAL ASST II-SHERIFF
6 Administrative Support	004300 JUDICIAL ASST I-MARSHAL
6 Administrative Support	004290 JUDICIAL ASST I-SHERIFF
6 Administrative Support	004655 LEGAL INTERPRETER
6 Administrative Support	004676 LEGAL PROCESS SUPERVISOR
6 Administrative Support	004686 LEGAL SECRETARY I
6 Administrative Support	004687 LEGAL SECRETARY II
6 Administrative Support	004688 LEGAL SECRETARY III
6 Administrative Support	004690 LEGAL SECRETARY III-CONF
6 Administrative Support	004684 LEGAL SECRETARY I-R
6 Administrative Support	004689 LEGAL SECRETARY-CONF
6 Administrative Support	004750 LITIGATION TECHNOLOGY SPEC

EEO4 Job Categories

Job Category Description	Job Class Title
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	001700 OFFICE ASST I
6 Administrative Support	001701 OFFICE ASST II
6 Administrative Support	001699 OFFICE ASST I-R
6 Administrative Support	001650 OFFICE ASST PRINCIPAL
6 Administrative Support	001651 OFFICE ASST PRINCIPAL-SHERIFF
6 Administrative Support	001702 OFFICE ASST SENIOR
6 Administrative Support	001706 OFFICE ASST SENIOR-R
6 Administrative Support	001660 OFFICE ASST SUPERVISING
6 Administrative Support	001661 OFFICE ASST SUPERVISING-R
6 Administrative Support	005579 PARALEGAL
6 Administrative Support	005580 PARALEGAL-RES
6 Administrative Support	005642 PATIENT ACCOUNTS CLERK
6 Administrative Support	005641 PATIENT ACCOUNTS CLERK SR
6 Administrative Support	005643 PATIENT ACCOUNTS SUPV
6 Administrative Support	005644 PATIENT REPRESENTATIVE
6 Administrative Support	006051 PROBATION ASSISTANT
6 Administrative Support	006232 PUBLIC DEF INVEST ASSIST
6 Administrative Support	006335 PUBLIC INFO ASSISTANT
6 Administrative Support	006338 PUBLIC INFO SPECIALIST
6 Administrative Support	007751 PUBLICATIONS ASST I
6 Administrative Support	007752 PUBLICATIONS ASST II
6 Administrative Support	000040 REFUSE LEADER
6 Administrative Support	006648 RETIRE BENEFITS SPEC I
6 Administrative Support	006649 RETIRE BENEFITS SPEC II
6 Administrative Support	006650 RETIRE BENEFITS SUPV
6 Administrative Support	006656 RETIRE DISABILITY ASST
6 Administrative Support	006655 RETIRE DISABILITY SPEC I
6 Administrative Support	006907 SHERIFFS EVIDENCE OFFICER
6 Administrative Support	006922 SHERIFFS RECORDS SPEC
6 Administrative Support	006921 SHERIFFS RECORDS SPEC TR
6 Administrative Support	006927 SHERIFFS RECORDS SUPV I
6 Administrative Support	006925 SHERIFFS RECORDS SUPV II
6 Administrative Support	007050 SOCIAL SERVICES CASE AIDE
6 Administrative Support	007190 STOREKEEPER
6 Administrative Support	007400 THERAPY ATTENDANT
6 Administrative Support	007497 TREAS-TAX COLL OPS SPEC I
6 Administrative Support	007498 TREAS-TAX COLL OPS SPEC II
6 Administrative Support	007499 TREAS-TAX COLL OPS SPEC III
6 Administrative Support	007496 TREAS-TAX COLL OPS SPEC SR
6 Administrative Support	007502 TREAS-TAX COLL OPS SUPV
6 Administrative Support	007562 UTILITY CLERK-DEPT
6 Administrative Support	006935 UTILITY WORKER, INSTITUTIONS
6 Administrative Support	007590 VETERANS SERVICES REP I
6 Administrative Support	007591 VETERANS SERVICES REP II
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: 125	
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	003365 EQUIP SERVICE 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	003715 FLEET MANAGER
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	005503 OFFSET EQUIPMENT OPER SR
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: 25	
8 Service Maintenance	001875 COOK
8 Service Maintenance	001877 COOK SHERIFFS INSTITUTIONS
8 Service Maintenance	002100 CUSTODIAN
8 Service Maintenance	002395 DRIVER, UTILITY
8 Service Maintenance	003665 FOOD SERVICES SUPERVISOR
8 Service Maintenance	003666 FOOD SERVICES WORKER
8 Service Maintenance	004075 HOUSEKEEP SERV LEADER
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

EEO4 Job Categories

Job Category Description	Job Class Title
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
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:	29