

COUNTY OF MARIN

FIVE-YEAR EQUAL EMPLOYMENT PLAN

JULY 1, 2005 – JUNE 30, 2010

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Approved by Marin County Personnel Commission

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COUNTY OF MARIN EQUAL EMPLOYMENT PLAN

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COUNTY OF MARIN EQUAL EMPLOYMENT PLAN

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STATEMENT OF PURPOSE

This Equal Employment Opportunity Plan sets forth the County of Marin's commitment to equal employment opportunity to all persons and to diversity in the workforce, in compliance with all applicable laws and regulations.

The County of Marin has an ongoing duty to eliminate the vestiges of segregation and discrimination. To that end, the County of Marin maintains statistical data identifying employees by gender and race/ethnicity in each job title. A determination of statistical underutilization of certain groups of individuals may indicate:

- The need for further inquiry to ascertain whether there has been specific, prior discrimination in hiring practices;
- The need to evaluate applicable hiring criteria to ensure that they are reasonably job-related and do not arbitrarily exclude members of any underutilized group; and
- The need for inclusive outreach efforts to ensure that members of any underutilized group have equal opportunity to seek employment with the affected department.

The **Equal Employment Plan for Persons with Disabilities** has been separately addressed in the County's Five-Year Plan, not because the County is any less committed to according equality of employment opportunity to qualified persons with disabilities, but only because of the very real legal constraints in proactively identifying and distinguishing applicants and employees who are disabled. Nevertheless, the County of Marin has elected to commit to a Plan that is intended to remove any artificial barriers to the employment of persons with disabilities and include that Plan in its Five-Year Equal Employment Plan.

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

The County of Marin ("County") does not discriminate against or grant preferential treatment to qualified employees or applicants for employment on the basis of race, color, religion, gender, national origin, ancestry, citizenship, age, marital status, physical disability, mental disability, medical condition, sexual orientation, or any other basis protected by law. The County will afford equal employment opportunity to all qualified employees and applicants as to all terms and conditions of employment, including compensation, hiring, training, promotion, transfer, discipline, and termination.

HISTORICAL OVERVIEW OF EQUAL EMPLOYMENT OPPORTUNITY PLAN

The County of Marin has a longstanding commitment to equal employment opportunity. Recognizing the need to remedy past discrimination and to promote diversity in the workforce, the Marin County Board of Supervisors put into place the major components of an Affirmative Action Program between 1975 and 1978. These components included establishing the Affirmative Action Advisory Committee, adopting an Affirmative Action Plan (“Plan”), and creating an Affirmative Action Officer. The Plan, now entitled “Equal Employment Opportunity Plan” has evolved over time concurrent with changes in society and in the law.

In 1980, the County and the National Organization of Women (“NOW”) crafted and entered into a Consent Decree (“Consent Decree”) as part of a settlement of a federal lawsuit filed by NOW. The lawsuit alleged discrimination and disparate treatment of women by the County of Marin with regard to employment opportunities and conditions. The Consent Decree, among other things, prohibits the County from discriminating against any individual on the basis of gender, provides for the establishment of an Affirmative Action Officer, and sets forth steps to County must take to achieve parity between men and women in its workforce. The court continues to retain jurisdiction to enforce the terms of the Consent Decree.

In 1996, the voters of the State of California enacted Article 1, Section 31 of the California Constitution (“Proposition 209). The new section generally prohibits discrimination and preferential treatment on the basis of race, gender, color, ethnicity, or national origin by public entities in this state, including Marin County. The amendment also provides that the County may nevertheless comply with court orders and consent decrees in place as of November 6, 1996, as well as federal requirements for receiving federal funds. This current Plan brings the County’s Equal Employment Opportunity Plan in compliance with Proposition 209 and all other applicable laws and regulations.

SUMMARY OF PROPOSITION 209¹

In 1996, California voters approved Proposition 209, codified as Article I, Section 31 of the California Constitution. Proposition 209 provides, in part, that “[t]he state shall not discriminate against, or grant preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment.” Proposition 209 has been interpreted to mean that California may not grant preferential treatment to racial minorities or women, despite compelling reasons to do so. The only relevant exceptions are for consent decrees in force prior to the passage of Proposition 209 or where federal law requires the use of race or gender to establish or maintain eligibility for a federal program and where ineligibility would result in a loss of federal funds to the state.

Consent Decree Exception

The County of Marin is subject to the terms of the 1980 Consent Decree entered into with NOW as part of the settlement reached in response to NOW’s federal lawsuit alleging discrimination and disparate treatment of women with regard to County of Marin’s workforce. Pursuant to the Consent Decree and consistent with the consent decree exception in Proposition 209, the County must abide by the guidelines set forth in the Consent Decree. The requirements of the Consent Decree are further discussed on Page 4 (“Marin County’s Commitment to Women.”). A reproduction of the Consent Decree is attached as Appendix A.

¹ The text of Proposition 209 is attached as Exhibit B.

Federal Contracts

To the extent that Marin County is required by federal law to use race-based measures to maintain federal funding, it will narrowly tailor those measures to minimize race-based discrimination.

MARIN COUNTY'S COMMITMENT TO WOMEN

Consistent with and authorized by the 1980 Consent Decree (a copy of which is attached as Exhibit A), Marin County is committed to bringing women into all levels and segments of the County's workforce in proportion to their representation in the relevant job market. The County has established and maintains an intensive affirmative action recruitment program aimed at recruiting greater numbers of women.

In addition to other methods, the County focuses recruitment efforts among women's organizations, communities, and individuals. The County maintains communications with community and governmental organizations which represent ethnic, minority, and female interests and utilizes services provided by such organizations. The County strives to eliminate gender discrimination in job descriptions, job qualifications, compensation, examinations, and all other aspects of employment. The County ensures that Boards for oral examinations in which there are female examinees include at least one female member and endeavors to have one female on any Board.

Once hired by Marin County, most female employees are given 20 hours release time per year to attend programs designed to enhance the employees' abilities for career advancement. These programs are developed and/or selected by the County Equal Employment Officer and the Department of Human Resources. Each employee or applicant receives a written copy of the career ladder position they occupy or have applied for, with a written explanation of the opportunities for, and limitations on, promotions, reclassification, and lateral transfers. The County maintains a grievance procedure available to mediate and resolve grievances involving allegations of prohibited discrimination. Any retaliation for filing a grievance will be monitored and reviewed by the court.

Twice a year the County files reports setting forth information regarding the gender of applicants; the number of interest cards filed by gender and position applied for; number of men and women who left employment and the reason for each woman; and the total number of those employees eligible for merit salary or promotions which were not granted, and the reason for each female. The reports also include copies of all employee and applicant complaints and investigative reports and results; copies of all employee notices required by the Consent Decree; and a copy of each job description for each department.

The County is required by the terms of the Consent Decree to inform all employees and applicants for employment that the County entered into the Consent Decree, that there is an available grievance procedure, that the Equal Employment Officer is available to mediate and resolve grievances involving allegations of prohibited discrimination, and that any retaliation for filing a grievance will be monitored and reviewed by the court.

PLAN TERMINOLOGY

RACE/ETHNIC GROUPS:

- **White** (Not of Hispanic origin)—All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.
- **Black:** (Not of Hispanic origin.) All persons having origins in any of the Black racial groups of Africa.
- **Hispanic:** All persons of Mexican, Puerto Rican, Cuban, Spanish-speaking Central or South American, or other Spanish culture or origin, regardless of race.
- **Asian:** All persons having origins in any of the original peoples of Japan, China, the Far East, Southeast Asia, Filipino, Indian Subcontinent, the Pacific Islands, including Hawaii, Samoa, Guam, or Tahiti.
- **Native American:** All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.

ABBREVIATIONS:

- **W:** White
- **B:** Black
- **H:** Hispanic
- **A:** Asian
- **N:** Native American

HISTORICALLY UNDERREPRESENTED ETHNIC/RACIAL GROUPS: Persons who are Black, Hispanic, Asian, or Native American.

STATISTICAL UNDERUTILIZATION: The condition that exists when there are fewer persons of a particular group in an occupation or at a level in a department than would reasonably be expected by their availability.

PERSONS WITH DISABILITIES: Individuals who have a physical or mental impairment that substantially limits one or more of his/her major life activities; have a record of such impairment, or are regarded as having such an impairment.

This Equal Employment Plan is not intended to create any contractual or other rights in any person or entity.

Reporting Period

This Equal Employment Plan is designed to cover the following reporting period: July 1, 2005 – June 30, 2010.

COUNTY OF MARIN
EQUAL EMPLOYMENT OPPORTUNITY POLICY

The Marin County Board of Supervisors, in compliance with all applicable federal, state and local laws, and in support of our commitment to the principles and goals of equal employment opportunity and diversity prohibits discrimination against employees and applicants and persons providing services pursuant to a contract because of sex, race, color, ancestry, religious creed, national origin, physical or mental disability, medical condition, age, marital status, the taking of Family Medical Leave (FMLA) or pregnancy disability leave, sexual orientation, political or religious opinions or affiliations or any other factor unrelated to job performance.

To achieve the goal of equal employment opportunity, the Policy and its guidelines must be adhered to by all county employees and enforced by top management, supervisors, and section or division managers. All employees and applicants for employment must be informed that equal employment opportunity is basic policy. Therefore, Marin County employees will be guided by the following requirements:

- Managers at every level (executive, mid-level and supervisory) must share in the responsibility and accountability for attainment of equal employment opportunity. Inherent in the duties of all managers shall be the responsibility for demonstrated commitment and support of this policy.
- Recruit, hire, train and promote persons in all jobs titles, without regard to race, color, religion, sex, ancestry, national origin, age, marital status, or sexual orientation, except where gender is a bona fide occupational qualification. (The term “bona fide occupational qualification” has been construed very narrowly under the Civil Rights Act of 1964. Under Executive Order 11246 as amended and this policy, this term will be construed in the same manner.)
- Base decisions on employment on the principle of equal employment opportunity and diversity.
- Insure that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities.
- Insure that all personnel actions such as compensation, benefits, transfers, layoffs, return from layoff, county sponsored training, education, tuition assistance, social and recreation programs, will be administered without regard to race, color, religion, gender, ancestry, national origin, physical or mental disability, medical condition, age, marital status, or sexual orientation.
- Recruitment efforts will be expanded to include agencies and the media, assuring adequate notification of all open positions. All job announcements and recruitment publications shall include the phrase “COUNTY OF MARIN IS AN EQUAL OPPORTUNITY EMPLOYER”
- Applications will be screened only with respect to factors which are related to job requirements.

- For technical, vocational and clerical jobs where a written test is used in the selection process, a pre-test orientation to assist applicants in understanding the testing procedure will be available to applicants who request it.
- All elements of the examination will be directly related to actual job duties and requirements.
- Oral review board members will be instructed on the county policy with regard to equal employment opportunity.
- Boards for oral examinations in which there are any female examinees will include at least one female member and the County shall endeavor to have a female member on any oral board.¹

Immediate and direct disciplinary action up to and including termination will be taken against any employee if it is found that he/she has practiced employment discrimination. Disciplinary measures may be progressive depending on the severity and/or frequency of the discrimination policy violation(s) and will be in accordance with Merit System Ordinance 2.56.090 and applicable memorandums of understanding.

If it is found that a manager or supervisor has discriminated against an employee, that manager/supervisor's suitability for retention in a supervisory/managerial or any other position will be re-evaluated.

Examinations will be validated with generally accepted validation techniques. All selection devices shall be administered fairly to all applicants and/or candidates.

Classification specifications will clearly define the duties of the job, and employment standards will be realistically related to duties and skills required.

County personnel procedures shall not involve utilization of any organization that prohibits employment because of sex, race, color, ancestry, religious creed, national origin, physical or mental disability, medical condition, age, marital status, the taking of FMLA or pregnancy disability leave, sexual orientation, political or religious opinions or affiliation or any other factor unrelated to job performance.

This policy and federal and state notices of Equal Employment Opportunity will be posted throughout the workplace.

This policy and discussion of equal employment opportunity shall be a part of new employee orientation.

The Marin County Equal Employment Division Office may be reached at (415) 499-3731 concerning the application of this policy and/or federal or state agencies to be contacted regarding alleged discrimination.

INVESTIGATION AND CORRECTIVE ACTION

All persons should and are strongly encouraged to immediately report any suspected discrimination to their supervisor, manager, to the Human Resources Director or Equal Employment Officer. Any supervisor or manager who receives a complaint shall immediately report it to the Human Resources

¹ As required by Consent Decree.

Director. The Human Resources Director or Equal Employment Officer shall authorize the investigation or conduct the investigation of any incident of alleged discrimination reported to them. The investigation shall be conducted in a way which ensures, to the extent feasible, the privacy of the parties involved.

The person designated to investigate shall immediately report in writing the findings of fact to the Human Resources Director and Equal Employment Officer. The Human Resources Director will determine whether the Policy has been violated and communicate the conclusion to the complainant.

Disciplinary action shall be decided in accordance with County Policy and based upon the advice of the Human Resources Director.

All investigations shall be conducted in compliance with any applicable state and federal regulations, including the Public Safety Officers' Procedural Bill of Rights Act.

SECTION ONE

ORGANIZATIONAL PROFILE

ORGANIZATIONAL PROFILE

Workforce Analysis

County of Marin conducted a workforce analysis to identify regular, full-time employees by gender and race/ethnicity in each job title; part-time, contract, and seasonal personnel were excluded. The data were collected from payroll records dated 07/01/04.

Job titles are listed from lowest to highest paid by department, preceded by the appropriate Equal Employment Opportunity Commission numerical Job Group Code. That list includes all appointed job titles, including departmental supervision, exempt, and nonexempt titles. Elected officials are excluded from this organizational profile.

For each job title, County of Marin identified the total number of employees, the number of male and female employees, the total number of historically underrepresented employees, the male and female historically underrepresented employees, the total number of White, Black, Hispanic, Asian or Pacific Islander, American Indian or Alaskan Native employees, and the male and female employees within each of these race/ethnic groups.

The eight EEO Job Groups appearing in the County of Marin Equal Employment plan are listed below including the associated numerical code along with an explanation of that Job Group and examples of job titles falling within that Job Group.

- **Office/Clerical (60):** Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. Includes: clerk-typist, deputy clerk, elections clerk, legal process assistant, secretary, statistical clerks, dispatchers, and kindred workers.
- **Officials/Administrators (10):** Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district, or area basis. Includes: department heads, directors, assistant directors, chief assistant directors, deputy directors, sheriffs, risk managers, principal personnel analyst, fire chiefs and kindred workers.
- **Para-professionals (50):** Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Includes: administrative services associate, child support officer and specialist, parking enforcement officer, personnel technician, library assistants, and kindred workers.
- **Professionals (20):** Occupations that require specialized and theoretical knowledge that is acquired through college training, or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, administrative services manager, dietitian, attorney, deputy probation officer, probation supervisor, librarian, principal systems analyst, social service worker, systems support analyst, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, fire captains and lieutenants and kindred worker.

- **Protective Services (40):** Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: fire fighter, fire fighter paramedic, deputy sheriffs, correctional officers, detectives, and kindred workers.
- **Services/Maintenance (80):** Occupations in which workers perform duties which result in, or contribute to the comfort convenience, hygiene, or safety of the general public, or which contribute to the upkeep and care of buildings, facilities, or grounds of public property. Workers in this group may operate machinery. Includes: custodian, landscape services worker, road maintenance worker, utility worker, gardener and groundskeeper, and kindred workers.
- **Skilled Crafts (70):** Occupations in which workers perform jobs which require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through; on-the-job training and experience, or through apprenticeship, or other format training programs. Includes: building maintenance worker, garage supervisor, mechanic and repairer, maintenance electrician, heavy equipment operator, stationary engineer, park ranger, stage technician, and kindred workers.
- **Technicians (30):** Occupations which require a combination of basic scientific or technical knowledge and manual skills which can be obtained through specialized post-secondary school education, or through on-the-job training. Includes: appraiser, auditor appraiser, computer specialist/technician, eligibility worker, licensed technician, reprographic technician, police service and fire sergeant and kindred workers.

The following pages contain the Workforce Analysis for each department detailing the actual number of regular, full-time employees with their job titles and EEO Job Group codes, along with the gender, and ethnicity/race representation in each department.

County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: Administrator

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
60 - ADMIN SERVICES TECH CONF		1	0	1	0	0	0	0	0	0	1	0	0	0	0
60 - SENIOR SECRETARY		1	0	1	0	0	0	0	0	0	1	0	0	0	0
60 - EXECUTIVE ASST TO CAO		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - ADMIN ANALYST III		4	2	2	0	2	0	0	0	0	2	0	0	0	0
10 - RISK MANAGER		1	0	1	0	0	0	0	0	0	1	0	0	0	0
10 - DEPUTY COUNTY ADMINISTRATOR		1	1	0	0	1	0	0	0	0	0	0	0	0	0
10 - CHIEF ASST COUNTY ADMIN		1	1	0	0	1	0	0	0	0	0	0	0	0	0
10 - COUNTY ADMINISTRATOR		1	1	0	0	1	0	0	0	0	0	0	0	0	0
	Total (#)	11	5	6	0	5	0	0	0	0	6	0	0	0	0
	Total (%)		45.5	54.5	0.0	45.5	0.0	0.0	0.0	0.0	54.5	0.0	0.0	0.0	0.0

County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: Agricultural Commissioner

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
60 - SENIOR CLERK/TYPIST		1	0	1	0	0	0	0	0	0	1	0	0	0	0
60 - SENIOR SECRETARY		1	0	1	0	0	0	0	0	0	1	0	0	0	0
30 - AGR/WTS & MEAS INSPEC II		2	1	1	1	0	0	1	0	0	1	0	0	0	0
30 - AGR/WTS & MEAS INSPEC III		5	2	3	1	1	0	0	1	0	3	0	0	0	0
10 - DEP AG COM/DEP DIR WTS/ME		1	1	0	0	1	0	0	0	0	0	0	0	0	0
10 - AGR COMM WTS/MEAS DIR		1	1	0	0	1	0	0	0	0	0	0	0	0	0
	Total (#)	11	5	6	2	3	0	1	1	0	6	0	0	0	0
	Total (%)		45.5	54.5	18.2	27.3	0.0	9.1	9.1	0.0	54.5	0.0	0.0	0.0	0.0

- (-) Indicates this job contains employees included in this plan's Workforce Analysis but are excluded from all remaining analyses/reports for the following reasons:
 1) they are corporate initiative personnel (i.e., selected at a location included in another plan), or 2) the selection decision for their position is made at a location other than where they work.

County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: Assessor / Recorder

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
60 - ASSESSMENT/RECORD TECH I		2	1	1	0	1	0	0	0	0	1	0	0	0	0
60 - ASSESSMENT/RECORD TECH II		20	2	18	3	2	0	0	0	0	15	2	0	1	0
30 - CADASTRAL MAPPING TECH		1	0	1	1	0	0	0	0	0	0	0	0	1	0
30 - APPRAISER I		3	1	2	0	1	0	0	0	0	2	0	0	0	0
60 - SENIOR ASSESSMENT/REC TEC		3	2	1	2	1	1	0	0	0	0	1	0	0	0
60 - SENIOR SECRETARY		1	0	1	0	0	0	0	0	0	1	0	0	0	0
60 - ASSESSMENT RECORDING SUPV		6	2	4	0	2	0	0	0	0	4	0	0	0	0
50 - ADMIN SERV ASSOC ASSESSOR		1	1	0	0	1	0	0	0	0	0	0	0	0	0
30 - APPRAISER II		13	6	7	1	6	0	0	0	0	6	0	1	0	0
20 - TECHNOLOGY SUPPORT ANA I		1	0	1	0	0	0	0	0	0	1	0	0	0	0
30 - AUDITOR APPRAISER II		4	3	1	1	2	0	1	0	0	1	0	0	0	0
60 - SUPERVISING CADAS MAP TEC		1	1	0	0	1	0	0	0	0	0	0	0	0	0
30 - APPRAISER III		4	1	3	0	1	0	0	0	0	3	0	0	0	0
30 - SENIOR AUDITOR-APPRSR		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - TECHNOLOGY SUPPORT ANA II		1	1	0	0	1	0	0	0	0	0	0	0	0	0
30 - PRINCIPAL APPRAISER		3	3	0	0	3	0	0	0	0	0	0	0	0	0

- (-) Indicates this job contains employees included in this plan's Workforce Analysis but are excluded from all remaining analyses/reports for the following reasons:
 1) they are corporate initiative personnel (i.e., selected at a location included in another plan), or 2) the selection decision for their position is made at a location other than where they work.

County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: Assessor / Recorder

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
30 - PRINCIPAL AUDITOR APPR		1	1	0	0	1	0	0	0	0	0	0	0	0	0
30 - CHIEF DEPUTY RECORDER		1	0	1	1	0	0	0	0	0	0	1	0	0	0
30 - CHIEF OF ASSESSMENT SYST		1	0	1	0	0	0	0	0	0	1	0	0	0	0
10 - CHIEF OF ASSESSMENT STAND		1	1	0	0	1	0	0	0	0	0	0	0	0	0
10 - CHIEF OF ADMIN SERVICES		1	0	1	0	0	0	0	0	0	1	0	0	0	0
10 - ASSISTANT ASSESSOR-VALUA		1	1	0	0	1	0	0	0	0	0	0	0	0	0
	Total (#)	71	28	43	9	26	1	1	0	0	36	4	1	2	0
	Total (%)		39.4	60.6	12.7	36.6	1.4	1.4	0.0	0.0	50.7	5.6	1.4	2.8	0.0

- (-) Indicates this job contains employees included in this plan's Workforce Analysis but are excluded from all remaining analyses/reports for the following reasons:
 1) they are corporate initiative personnel (i.e., selected at a location included in another plan), or 2) the selection decision for their position is made at a location other than where they work.

County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: Auditor - Controller

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
60 - ACCOUNTING ASSISTANT		3	0	3	2	0	0	0	0	0	1	0	0	2	0
60 - SENIOR ACCOUNTING ASST		2	1	1	1	0	0	0	1	0	1	0	0	0	0
60 - SUPPORT SVCS SPECIALIST		1	0	1	0	0	0	0	0	0	1	0	0	0	0
60 - ACCOUNTING TECHNICIAN		1	0	1	1	0	0	0	0	0	0	0	0	1	0
50 - PAYROLL ACCOUNTING TECH		2	1	1	0	1	0	0	0	0	1	0	0	0	0
20 - ACCOUNTANT II		4	2	2	2	2	0	0	0	0	0	0	0	2	0
20 - AUDITOR II		4	3	1	2	1	0	0	2	0	1	0	0	0	0
20 - TAX ACCOUNTANT		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - SENIOR ACCOUNTANT		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - SENIOR AUDITOR		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - PAYROLL ACCOUNTANT		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - ACCOUNTING SYSTEMS COORD		1	0	1	1	0	0	0	0	0	0	0	0	1	0
20 - TAX/SPCL BUDGETS MANAGER		2	0	2	0	0	0	0	0	0	2	0	0	0	0
20 - TECHNOLOGY SUPPORT ANA II		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - AUDIT MANAGER		1	0	1	1	0	0	0	0	0	0	0	0	1	0
20 - ACCOUNTING MANAGER		1	1	0	1	0	0	0	1	0	0	0	0	0	0

(-) Indicates this job contains employees included in this plan's Workforce Analysis but are excluded from all remaining analyses/reports for the following reasons:
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County of Marin Workforce Analysis

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Total (#)	27	9	18	11	5	0	0	4	0	11	0	0	7	0
Total (%)		33.3	66.7	40.7	18.5	0.0	0.0	14.8	0.0	40.7	0.0	0.0	25.9	0.0

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County of Marin
Workforce Analysis
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Organizational Unit: Board of Supervisors

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
60 - DEPUTY CLERK TO BOS II		2	0	2	1	0	0	0	0	0	1	0	1	0	0
60 - DEPUTY CLERK TO BOS III		2	0	2	0	0	0	0	0	0	2	0	0	0	0
60 - ASSISTANT CLERK TO BOS		1	0	1	0	0	0	0	0	0	1	0	0	0	0
	Total (#)	5	0	5	1	0	0	0	0	0	4	0	1	0	0
	Total (%)		0.0	100.0	20.0	0.0	0.0	0.0	0.0	0.0	80.0	0.0	20.0	0.0	0.0

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County of Marin
Workforce Analysis
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Organizational Unit: Child Support Services

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
60 - LEGAL PROCESS ASST II		5	1	4	2	1	0	0	0	0	2	1	1	0	0
60 - ACCOUNTING ASSISTANT		2	0	2	1	0	0	0	0	0	1	0	0	1	0
50 - CHILD SUPPORT SPECIALIST		4	0	4	1	0	0	0	0	0	3	0	1	0	0
60 - LEGAL PROCESS SPECIALIST		3	2	1	0	2	0	0	0	0	1	0	0	0	0
60 - SENIOR ACCOUNTING ASST		2	1	1	1	1	0	0	0	0	0	0	0	1	0
50 - CHILD SUPPORT OFFICER II		7	2	5	2	1	0	1	0	0	4	0	1	0	0
60 - LEGAL PROCESS SUPERVISOR		1	0	1	0	0	0	0	0	0	1	0	0	0	0
50 - SENIOR CHILD SUPPORT OFC		4	1	3	1	0	0	0	1	0	3	0	0	0	0
50 - CHILD SUPPORT OFC II-BIL		2	1	1	1	0	0	1	0	0	1	0	0	0	0
50 - LEGAL RESEARCH ASSISTANT		1	0	1	1	0	0	0	0	0	0	1	0	0	0
50 - ADMIN SERVICES ASSOCIATE		1	0	1	0	0	0	0	0	0	1	0	0	0	0
50 - SUPERVISING CHILD SPT OFC		3	0	3	0	0	0	0	0	0	3	0	0	0	0
20 - CHILD SUPPORT DIV ACCTNT		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - TECHNOLOGY SUPPORT ANA II		1	1	0	0	1	0	0	0	0	0	0	0	0	0
10 - ASST DIR CHILD SUPP SERV		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - CHILD SUPPORT ATTY III		2	0	2	1	0	0	0	0	0	1	0	1	0	0

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County of Marin
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Organizational Unit: Child Support Services

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
20 - CHILD SUPPORT ATTY IV		1	1	0	0	1	0	0	0	0	0	0	0	0	0
10 - DIRECTOR CHILD SUP SRVCS		1	1	0	0	1	0	0	0	0	0	0	0	0	
	Total (#)	42	12	30	11	9	0	2	1	0	22	2	4	2	0
	Total (%)		28.6	71.4	26.2	21.4	0.0	4.8	2.4	0.0	52.4	4.8	9.5	4.8	0.0

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Organizational Unit: Community Development

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
60 - WORD PROCESSING OPERATOR		1	1	0	0	1	0	0	0	0	0	0	0	0	0
60 - SENIOR CLERK/TYPIST		5	0	5	1	0	0	0	0	0	4	0	0	1	0
60 - ACCOUNTING ASSISTANT		1	0	1	0	0	0	0	0	0	1	0	0	0	0
60 - SECRETARY		1	0	1	0	0	0	0	0	0	1	0	0	0	0
30 - ENVIRONMENTAL HEALTH TECH		1	0	1	0	0	0	0	0	0	1	0	0	0	0
50 - PLANNING AIDE		2	0	2	1	0	0	0	0	0	1	0	1	0	0
60 - SUPPORT SVCS SPECIALIST		1	0	1	0	0	0	0	0	0	1	0	0	0	0
50 - ACCOUNTING TECHNICAL SPEC		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - ENVIRONMENTAL HEALTH S I		1	1	0	0	1	0	0	0	0	0	0	0	0	0
60 - SENIOR SECRETARY		1	0	1	1	0	0	0	0	0	0	0	1	0	0
20 - ASSISTANT PLANNER		3	1	2	0	1	0	0	0	0	2	0	0	0	0
30 - BUILDING PERMIT TECH		3	1	2	1	1	0	0	0	0	1	1	0	0	0
30 - CODE ENFORCEMENT SPEC		2	1	1	1	0	1	0	0	0	1	0	0	0	0
50 - ADMIN SERVICES ASSOCIATE		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - ENVIRONMENTAL HEALTH S II		7	4	3	2	2	1	1	0	0	3	0	0	0	0
20 - PLANNER		6	4	2	0	4	0	0	0	0	2	0	0	0	0

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County of Marin
Workforce Analysis
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Organizational Unit: Community Development

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
20 - SENIOR ENVIR HEALTH SPEC		8	5	3	3	3	1	0	1	0	2	0	1	0	0
30 - SENIOR CODE ENFORCE SPEC		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - GEO INFO SYS ANALYST II		2	2	0	0	2	0	0	0	0	0	0	0	0	0
20 - HARBOR ADMINISTRATOR		1	1	0	0	1	0	0	0	0	0	0	0	0	0
30 - BUILDING INSPECTOR II		6	5	1	1	4	0	0	1	0	1	0	0	0	0
10 - AFFORDABLE HOUSING STRAT.		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - SENIOR PLANNER		4	2	2	0	2	0	0	0	0	2	0	0	0	0
20 - SUPERVISING ENV HEALTH SP		2	1	1	1	0	0	1	0	0	1	0	0	0	0
30 - BUILDING PLANS CHECKER		2	2	0	0	2	0	0	0	0	0	0	0	0	0
20 - ADMIN SERVICES MANAGER		1	1	0	0	1	0	0	0	0	0	0	0	0	0
30 - ASST CHIEF BLDG INSPECTOR		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - PRINCIPAL PLANNER		3	2	1	2	1	0	0	1	0	0	0	1	0	0
20 - ENVIRONMENTAL PLAN COORD		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - GEO INFO SYS MANAGER		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - COMMUNITY DEVELOP COORDTR		1	1	0	0	1	0	0	0	0	0	0	0	0	0
10 - CHIEF ENVIRON HEALTH SVCS		1	1	0	0	1	0	0	0	0	0	0	0	0	0

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Workforce Analysis
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Organizational Unit: Community Development

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
10 - CHIEF BUILDING OFFICIAL		1	1	0	0	1	0	0	0	0	0	0	0	0	0
10 - DEP DIR-PLANNING SVCS		1	1	0	0	1	0	0	0	0	0	0	0	0	0
10 - DIRECTOR OF COMMUNITY DEV		1	1	0	0	1	0	0	0	0	0	0	0	0	0
	Total (#)	76	42	34	14	34	3	2	3	0	28	1	4	1	0
	Total (%)		55.3	44.7	18.4	44.7	3.9	2.6	3.9	0.0	36.8	1.3	5.3	1.3	0.0

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County of Marin
Workforce Analysis
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Organizational Unit: Coroner

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
60 - SENIOR CLERK/TYPIST		1	0	1	0	0	0	0	0	0	1	0	0	0	0
60 - MEDICAL TRANSCRIBER TYP		2	1	1	0	1	0	0	0	0	1	0	0	0	0
30 - CORONERS INVESTIGATOR		3	2	1	0	2	0	0	0	0	1	0	0	0	0
	Total (#)	6	3	3	0	3	0	0	0	0	3	0	0	0	0
	Total (%)		50.0	50.0	0.0	50.0	0.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0

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County of Marin
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Organizational Unit: County Clerk

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
60 - ELECTIONS CLERK I		1	1	0	0	1	0	0	0	0	0	0	0	0	0
60 - ELECTIONS CLERK II		1	0	1	0	0	0	0	0	0	1	0	0	0	0
30 - COMPUTER TECHNICIAN		1	1	0	1	0	0	0	1	0	0	0	0	0	0
60 - ELECTIONS CLERK III		4	2	2	0	2	0	0	0	0	2	0	0	0	0
60 - DEPUTY COUNTY CLERK II		2	0	2	1	0	0	0	0	0	1	0	0	1	0
50 - SENIOR DEPUTY COUNTY CLRK		1	0	1	0	0	0	0	0	0	1	0	0	0	0
60 - SUPERVISING ELECTIONS CLK		1	0	1	0	0	0	0	0	0	1	0	0	0	0
50 - ADMIN SERVICES ASSOCIATE		1	0	1	0	0	0	0	0	0	1	0	0	0	0
	Total (#)	12	4	8	2	3	0	0	1	0	7	0	0	1	0
	Total (%)		33.3	66.7	16.7	25.0	0.0	0.0	8.3	0.0	58.3	0.0	0.0	8.3	0.0

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County of Marin
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Organizational Unit: County Counsel

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
60 - SENIOR CLERK/TYPIST		1	0	1	0	0	0	0	0	0	1	0	0	0	0
60 - LEGAL SECRETARY II		3	0	3	0	0	0	0	0	0	3	0	0	0	0
60 - SENIOR SECRETARY		1	0	1	0	0	0	0	0	0	1	0	0	0	0
50 - PROBATE SPECIALIST II		1	0	1	0	0	0	0	0	0	1	0	0	0	0
50 - COUNTY CNSL LGL RES AST		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - ADMIN ASST TO COUNTY COUN		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - COUNTY COUNSEL III		4	2	2	2	0	0	1	1	0	2	0	0	0	0
20 - COUNTY COUNSEL IV		2	0	2	0	0	0	0	0	0	2	0	0	0	0
20 - CHIEF DEPUTY CO COUNSEL		2	1	1	0	1	0	0	0	0	1	0	0	0	0
10 - ASSISTANT CO COUNSEL		1	1	0	0	1	0	0	0	0	0	0	0	0	0
10 - COUNTY COUNSEL		1	1	0	0	1	0	0	0	0	0	0	0	0	0
	Total (#)	18	6	12	2	4	0	1	1	0	12	0	0	0	0
	Total (%)		33.3	66.7	11.1	22.2	0.0	5.6	5.6	0.0	66.7	0.0	0.0	0.0	0.0

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Organizational Unit: District Attorney

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
60 - LEGAL PROCESS ASST II		7	0	7	1	0	0	0	0	0	6	1	0	0	0
60 - LEGAL PROCESS SPECIALIST		12	0	12	5	0	0	0	0	0	7	0	4	1	0
60 - SENIOR LEGAL PROCESS ASST		1	0	1	1	0	0	0	0	0	0	0	1	0	0
50 - VICTIM/WITNESS ADVOCATE		4	0	4	2	0	0	0	0	0	2	1	0	0	1
50 - VICTIM/WITNESS ADV BILING		1	0	1	1	0	0	0	0	0	0	0	1	0	0
60 - LEGAL SECRETARY II		5	1	4	1	1	0	0	0	0	3	0	1	0	0
50 - ADMIN SERVICES TECHNICIAN		1	0	1	1	0	0	0	0	0	0	0	0	1	0
60 - LEGAL PROCESS SUPERVISOR		2	0	2	1	0	0	0	0	0	1	0	0	1	0
60 - ADMIN SECRETARY		1	0	1	0	0	0	0	0	0	1	0	0	0	0
50 - VICTIM WITNESS PRO SUP BI		1	0	1	1	0	0	0	0	0	0	0	1	0	0
50 - ADMIN SERVICES ASSOCIATE		2	0	2	0	0	0	0	0	0	2	0	0	0	0
20 - DEPUTY DISTRICT ATTY I		1	1	0	0	1	0	0	0	0	0	0	0	0	0
50 - CONSUMER SERVICES COORD		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - TECHNOLOGY SUPPORT ANA II		2	1	1	0	1	0	0	0	0	1	0	0	0	0
40 - DISTRICT ATTORNEY INSPECT		9	6	3	1	6	0	0	0	0	2	0	0	1	0
30 - SENIOR TECH SUPPORT ANALY		1	1	0	0	1	0	0	0	0	0	0	0	0	0

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Organizational Unit: District Attorney

Job Title	Salary Range	Total				Male					Female					
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA	
20 - DEPUTY DISTRICT ATTY II		3	1	2	2	1	0	0	0	0	0	0	0	0	2	0
40 - SENIOR DIST ATTY INSPECT		1	1	0	0	1	0	0	0	0	0	0	0	0	0	0
10 - DISTRICT ATTORNEY ADMINTR		1	0	1	0	0	0	0	0	0	1	0	0	0	0	0
40 - CHIEF DIST ATTY INSPECTOR		1	1	0	0	1	0	0	0	0	0	0	0	0	0	0
20 - DEPUTY DISTRICT ATTY III		13	9	4	4	7	1	1	0	0	2	1	0	1	0	0
20 - DEPUTY DISTRICT ATTY IV		14	7	7	1	7	0	0	0	0	6	0	1	0	0	0
10 - CHIEF DEPUTY DISTRICT ATT		2	1	1	0	1	0	0	0	0	1	0	0	0	0	0
	Total (#)	86	31	55	22	29	1	1	0	0	35	3	9	7	1	1
	Total (%)		36.0	64.0	25.6	33.7	1.2	1.2	0.0	0.0	40.7	3.5	10.5	8.1	1.2	1.2

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County of Marin
Workforce Analysis
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Organizational Unit: Farm Advisor

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
60 - SENIOR CLERK/TYPIST		1	0	1	0	0	0	0	0	0	1	0	0	0	0
50 - ADMIN SERVICES TECHNICIAN		1	0	1	0	0	0	0	0	0	1	0	0	0	0
	Total (#)	2	0	2	0	0	0	0	0	0	2	0	0	0	0
	Total (%)		0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.0

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 1) they are corporate initiative personnel (i.e., selected at a location included in another plan), or 2) the selection decision for their position is made at a location other than where they work.

County of Marin
Workforce Analysis
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Organizational Unit: Fire

Job Title	Salary Range	Emp	Total			Male					Female				
			Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
60 - ACCOUNTING TECHNICIAN		1	0	1	0	0	0	0	0	0	1	0	0	0	0
40 - FIRE FIGHTER I		2	2	0	1	1	0	0	1	0	0	0	0	0	0
40 - FIRE FIGHTER II		4	4	0	1	3	0	1	0	0	0	0	0	0	0
60 - FIRE DISPATCHER		3	2	1	0	2	0	0	0	0	1	0	0	0	0
40 - FIRE FIGHTER/PARAMEDIC I		2	2	0	0	2	0	0	0	0	0	0	0	0	0
20 - ADMIN SERVICES OFFICER		1	0	1	1	0	0	0	0	0	0	0	1	0	0
40 - FIRE ENGINEER		18	17	1	1	16	0	1	0	0	1	0	0	0	0
40 - FIRE FIGHTER PARAMEDIC II		2	2	0	0	2	0	0	0	0	0	0	0	0	0
40 - FIRE ENGINEER PARAMEDIC		20	19	1	2	17	0	2	0	0	1	0	0	0	0
70 - FIRE HEAVY EQUIPMENT OPT		3	3	0	0	3	0	0	0	0	0	0	0	0	0
20 - FIRE CAPTAIN		12	12	0	1	11	0	1	0	0	0	0	0	0	0
20 - SENIOR FIRE CAPTAIN		6	6	0	0	6	0	0	0	0	0	0	0	0	0
20 - FIRE CAPTAIN-SPECIALIST		2	2	0	0	2	0	0	0	0	0	0	0	0	0
20 - FIRE MARSHAL		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - FORESTER		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - FIRE TR/EMG MEDIC OFFICER		1	1	0	0	1	0	0	0	0	0	0	0	0	0

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Workforce Analysis
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Organizational Unit: Fire

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
10 - FIRE OPS BATTALION CHIEF		3	3	0	1	2	0	1	0	0	0	0	0	0	0
10 - DEPUTY FIRE CHIEF		1	1	0	1	0	0	1	0	0	0	0	0	0	0
10 - FIRE CHIEF		1	1	0	0	1	0	0	0	0	0	0	0	0	0
	Total (#)	84	79	5	9	71	0	7	1	0	4	0	1	0	0
	Total (%)		94.0	6.0	10.7	84.5	0.0	8.3	1.2	0.0	4.8	0.0	1.2	0.0	0.0

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County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: H & HS

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
60 - INTERMEDIATE CLERK/TYPIST		1	1	0	1	0	0	0	1	0	0	0	0	0	0
60 - SENIOR CLERK/TYPIST		48	9	39	16	5	1	0	3	0	27	4	2	5	1
60 - ACCOUNTING ASSISTANT		9	0	9	3	0	0	0	0	0	6	0	1	2	0
30 - ELIGIBILITY WORKER I		3	3	0	1	2	0	0	1	0	0	0	0	0	0
60 - VITAL STATISTICS CLERK		1	0	1	0	0	0	0	0	0	1	0	0	0	0
60 - ELIGIBILITY ASSISTANT		2	0	2	2	0	0	0	0	0	0	2	0	0	0
60 - SENIOR WORD PROCESS OPR		1	0	1	1	0	0	0	0	0	0	0	0	1	0
60 - SENIOR CLERK/TYPIST BILIN		17	3	14	17	0	0	1	2	0	0	0	13	0	1
30 - MEDICAL RECORDS TECH		1	1	0	0	1	0	0	0	0	0	0	0	0	0
30 - ELIGIBILITY WORKER I-BILN		3	1	2	3	0	0	1	0	0	0	0	2	0	0
60 - SECRETARY		6	0	6	2	0	0	0	0	0	4	0	1	1	0
60 - SENIOR CLK/TYP CONF SP S		1	0	1	1	0	0	0	0	0	0	0	1	0	0
60 - SPECIAL INVESTN SECRETARY		1	0	1	1	0	0	0	0	0	0	1	0	0	0
60 - SENIOR ACCOUNTING ASST		5	0	5	1	0	0	0	0	0	4	0	0	1	0
30 - SUPPORT SERVICE WORKER I		2	0	2	0	0	0	0	0	0	2	0	0	0	0
60 - SUPERVISING CLERK		1	0	1	1	0	0	0	0	0	0	0	1	0	0

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County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: H & HS

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
30 - ELIGIBILITY WORKER II		28	9	19	7	8	1	0	0	0	13	3	2	1	0
30 - COLLECTIONS REPRESENT I		1	1	0	1	0	0	0	1	0	0	0	0	0	0
30 - REGISTERED DENTAL ASSIST		1	1	0	1	0	0	1	0	0	0	0	0	0	0
60 - SUPPORT SVCS SPECIALIST		4	0	4	1	0	0	0	0	0	3	0	0	1	0
30 - SUPPORT SERVICE WORKER II		3	1	2	2	1	0	0	0	0	0	0	1	1	0
30 - SUPPORT SERVICE WKR I BI		1	0	1	1	0	0	0	0	0	0	0	1	0	0
30 - SENIOR REGISTERED DENT AS		1	1	0	1	0	0	0	1	0	0	0	0	0	0
50 - ACCOUNTING TECHNICAL SPEC		1	0	1	0	0	0	0	0	0	1	0	0	0	0
60 - ACCOUNTING TECHNICIAN		3	1	2	1	0	0	1	0	0	2	0	0	0	0
50 - ADMIN SERVICES TECHNICIAN		7	0	7	4	0	0	0	0	0	3	1	0	3	0
30 - ELIGIBILITY WORKER III		14	2	12	1	2	0	0	0	0	11	0	0	1	0
30 - ELIGIBILITY WORKER II-BIL		15	3	12	12	2	0	1	0	0	1	0	10	1	0
30 - SENIOR SUPPORT SVC WORKER		3	1	2	1	0	1	0	0	0	2	0	0	0	0
20 - ACCOUNTANT I		1	0	1	1	0	0	0	0	0	0	0	1	0	0
30 - SUPPORT SERVICE WKR II BI		4	0	4	4	0	0	0	0	0	0	0	4	0	0
60 - OFFICE SERVICES SUPV		4	1	3	1	1	0	0	0	0	2	1	0	0	0

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County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: H & HS

Job Title	Salary Range	Total				Male					Female					
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA	
30 - PUBLIC HEALTH INVEST		1	0	1	1	0	0	0	0	0	0	0	0	1	0	0
30 - ELIGIBILITY SPECIALIST		3	2	1	1	1	0	1	0	0	1	0	0	0	0	0
60 - SENIOR SECRETARY		6	1	5	2	1	0	0	0	0	3	0	1	1	0	0
30 - ELIGIBILITY WKR III-BILIN		3	1	2	3	0	0	1	0	0	0	0	2	0	0	0
30 - SENIOR SUPPORT SVC WKR BI		1	0	1	1	0	0	0	0	0	0	0	1	0	0	0
20 - NUTRITIONIST		2	0	2	1	0	0	0	0	0	1	0	1	0	0	0
60 - ADMIN SECRETARY		1	0	1	0	0	0	0	0	0	1	0	0	0	0	0
30 - PUBLIC HEALTH INV BILING		1	1	0	1	0	0	1	0	0	0	0	0	0	0	0
30 - ELIGIBILITY SUPERVISOR		8	0	8	1	0	0	0	0	0	7	0	1	0	0	0
20 - EMPLOYMENT DEVELOP COUNS		15	3	12	6	3	0	0	0	0	6	1	3	1	1	1
20 - TECHNOLOGY SUPPORT ANA I		3	2	1	2	1	1	0	0	0	0	0	0	0	0	1
50 - PROGRAM SPECIALIST CCS/BI		1	1	0	0	1	0	0	0	0	0	0	0	0	0	0
20 - SOCIAL SERVICE WORKER I		2	1	1	1	1	0	0	0	0	0	1	0	0	0	0
50 - ADMIN SERVICES ASSOCIATE		6	1	5	2	0	0	1	0	0	4	0	0	1	0	0
30 - DEP PUB GUARD/CONS/INVR		5	1	4	2	1	0	0	0	0	2	0	1	1	0	0
20 - CRISIS SPECIALIST III		2	2	0	0	2	0	0	0	0	0	0	0	0	0	0

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County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: H & HS

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
20 - MENTAL HEALTH PRACT		8	3	5	2	2	0	0	1	0	4	0	1	0	0
20 - EMPLOYMENT DEV COUNS BILN		3	1	2	2	0	0	0	1	0	1	0	1	0	0
30 - WELFARE FRAUD INVEST		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - CHILD WELFARE WORKER II		15	3	12	5	3	0	0	0	0	7	1	4	0	0
20 - SOCIAL SERVICE WORKER II		4	2	2	1	2	0	0	0	0	1	0	0	1	0
20 - MICROBIOLOGIST II		2	0	2	0	0	0	0	0	0	2	0	0	0	0
20 - SOCIAL SERVICE WORK I BI		3	1	2	3	0	0	0	1	0	0	0	1	1	0
20 - SUPERVISING EMPLOY DEV CO		2	0	2	0	0	0	0	0	0	2	0	0	0	0
20 - HEALTH/HUMAN SRV PLAN/EVL		7	1	6	1	1	0	0	0	0	5	0	0	1	0
20 - CLIENT AND YOUTH SVC MGR		1	0	1	1	0	0	0	0	0	0	1	0	0	0
20 - LIC MENTAL HEALTH PRACT		17	8	9	4	7	0	0	1	0	6	2	1	0	0
20 - MENTAL HLTH PRACT-BILING		3	0	3	2	0	0	0	0	0	1	0	2	0	0
30 - ELIGIBILITY PROGRAM SPEC		2	0	2	0	0	0	0	0	0	2	0	0	0	0
50 - EMERGENCY MED SVCS SPEC		2	2	0	0	2	0	0	0	0	0	0	0	0	0
20 - SENIOR SOCIAL SERVICE WKR		3	1	2	0	1	0	0	0	0	2	0	0	0	0
20 - SENIOR CHILD WELFARE WRKR		3	1	2	2	0	0	1	0	0	1	0	0	1	0

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County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: H & HS

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
30 - WELFARE FRAUD INV BILING		1	1	0	1	0	0	1	0	0	0	0	0	0	0
20 - CHILD WELFARE WKR II BI		4	1	3	3	0	0	1	0	0	1	0	1	0	1
20 - SOCIAL SERVICE WORK II BI		3	0	3	2	0	0	0	0	0	1	0	1	1	0
30 - SPECIAL INVEST SUPVR		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - ADMIN SERVICES OFFICER		5	0	5	0	0	0	0	0	0	5	0	0	0	0
20 - OCCUPATIONAL THERAPIST		2	1	1	0	1	0	0	0	0	1	0	0	0	0
20 - PHYSICAL THERAPIST		2	1	1	0	1	0	0	0	0	1	0	0	0	0
20 - MICROBIOLOGIST III		3	1	2	0	1	0	0	0	0	2	0	0	0	0
20 - HEALTH & HUMAN SV PR CORD		6	1	5	1	1	0	0	0	0	4	1	0	0	0
20 - LIC MENTAL HLTH PRACT-BIL		8	1	7	5	1	0	0	0	0	2	0	5	0	0
20 - DRUG COURT PROGRAM COORD		1	1	0	1	0	0	0	0	1	0	0	0	0	0
20 - CLINIC REGISTERED NURSE		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - MENTAL HEALTH UNIT SUPV		6	3	3	0	3	0	0	0	0	3	0	0	0	0
30 - DENTAL HYGIENIST		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - RESOURCE DEV COORDINATOR		2	1	1	0	1	0	0	0	0	1	0	0	0	0
20 - SOCIAL SERVICES UNIT SUPV		6	2	4	1	2	0	0	0	0	3	0	1	0	0

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County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: H & HS

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
20 - PUBLIC HEALTH NURSE		4	0	4	0	0	0	0	0	0	4	0	0	0	0
20 - SENIOR REGISTERED NURSE		1	0	1	0	0	0	0	0	0	1	0	0	0	0
10 - COMMUNITY SVC CTR MGR		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - MENTAL HEALTH PROG MGR I		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - EMPLOY & TRAIN PROG MGR I		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - LONG TERM CARE INTEG MNGR		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - HEALTH SVCS CLINIC MGR I		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - SAWS SYSTEMS ADMIN		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - ELIGIBILITY PROGRAM MGR		3	2	1	0	2	0	0	0	0	1	0	0	0	0
20 - MENTAL HEALTH UN SUPV-BIL		1	1	0	1	0	0	1	0	0	0	0	0	0	0
20 - SENIOR PUBLIC HEALTH NURS		6	0	6	1	0	0	0	0	0	5	0	1	0	0
20 - MENTAL HEALTH REG NURSE		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - DETENTION REGIST NURSE		4	1	3	0	1	0	0	0	0	3	0	0	0	0
20 - PUBLIC HEALTH N-BILINGUAL		1	0	1	1	0	0	0	0	0	0	0	1	0	0
20 - SOCIAL SVC PROG MGR I		4	1	3	1	1	0	0	0	0	2	1	0	0	0
20 - RESOURCE DEVELOPMENT ADM		1	0	1	0	0	0	0	0	0	1	0	0	0	0

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County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: H & HS

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
20 - H&HS POLICY ANALYST		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - ADMIN ANALYST III		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - SENIOR PUBLIC HLTH NUR BI		5	0	5	2	0	0	0	0	0	3	0	2	0	0
20 - EPIDEMIOLOGY PROG CRDTR		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - CLINICAL PSYCH II BILING		1	0	1	1	0	0	0	0	0	0	0	1	0	0
30 - SENIOR TECH SUPPORT ANALY		2	2	0	2	0	1	0	1	0	0	0	0	0	0
20 - SUPERVISING PUB HLTH MICR		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - EMERGENCY MED SVC PROG AD		1	0	1	0	0	0	0	0	0	1	0	0	0	0
10 - PUBLIC GUARDIAN		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - SUPER MENT HLTH RN/UNT SU		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - DETENTION NURSING SUPVSR		2	1	1	1	0	1	0	0	0	1	0	0	0	0
10 - CHIEF OF HIV PROGRAMS		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - SUPERVISING PUBLIC H NUR		3	0	3	1	0	0	0	0	0	2	0	0	1	0
20 - CHIEF OF ADM SVCS - H&HS		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - ASST CHIEF FISCAL OFF-HHS		3	2	1	2	1	0	0	1	0	0	0	0	1	0
20 - DETENTION NURSE PRAC		1	0	1	0	0	0	0	0	0	1	0	0	0	0

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County of Marin
Workforce Analysis
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Organizational Unit: H & HS

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
20 - MENTAL HEALTH NURSE PRACT		2	1	1	0	1	0	0	0	0	1	0	0	0	0
10 - CHIEF OF ALCOHOL & DRUG P		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - MENTAL HEALTH PROG MGR II		2	0	2	0	0	0	0	0	0	2	0	0	0	0
20 - COMM HLTH & PREV SERV MGR		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - SOCIAL SVC PROG MGR II		2	1	1	0	1	0	0	0	0	1	0	0	0	0
20 - PROGRAM MGR-DIV OF AGING		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - EMPLOY & TRAIN PRG MGR II		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - ASST CHIEF CHILD HLTH SVC		1	0	1	0	0	0	0	0	0	1	0	0	0	0
30 - PRINCIPAL TECH SUPPT ANA		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - SUPERVISING NURSE PRACT		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - SUPERVISING CERT NURS MID		1	0	1	0	0	0	0	0	0	1	0	0	0	0
30 - PRINCIPAL NETWORK ANALYST		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - CHIEF OF DET NURSING SVCS		1	1	0	0	1	0	0	0	0	0	0	0	0	0
10 - CHIEF OF WOMENS HLTH SVCS		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - CLINIC SERVICES ADMIN		1	0	1	1	0	0	0	0	0	0	0	0	0	1
10 - CHIEF FISCAL OFFICER-H&HS		1	0	1	0	0	0	0	0	0	1	0	0	0	0

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County of Marin
Workforce Analysis
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Organizational Unit: H & HS

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
10 - ASSISTANT DIR HEALTH SVCS		1	0	1	0	0	0	0	0	0	1	0	0	0	0
10 - ASSISTANT DIR H&HS-MH		1	1	0	0	1	0	0	0	0	0	0	0	0	
10 - ASSISTANT DIRECTOR H&HS		1	0	1	0	0	0	0	0	0	1	0	0	0	
10 - CHIEF ASSISTANT DIR H&HS		1	0	1	0	0	0	0	0	0	1	0	0	0	
20 - STAFF PSYCHIATRIST		3	3	0	0	3	0	0	0	0	0	0	0	0	
10 - PUBLIC HEALTH OFFICER		1	1	0	0	1	0	0	0	0	0	0	0	0	
10 - DIRECTOR OF H & H S		1	1	0	0	1	0	0	0	0	0	0	0	0	
10 - OBSTETRICIAN/GYN. II		1	1	0	0	1	0	0	0	0	0	0	0	0	
10 - MEDICAL CHIEF M S CLINIC		1	1	0	0	1	0	0	0	0	0	0	0	0	
	Total (#)	469	121	348	164	86	6	13	15	1	219	20	74	29	6
	Total (%)		25.8	74.2	35.0	18.3	1.3	2.8	3.2	0.2	46.7	4.3	15.8	6.2	1.3

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County of Marin
Workforce Analysis
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Organizational Unit: Human Resources

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
60 - SENIOR CLERK/TYPIST		4	0	4	1	0	0	0	0	0	3	0	1	0	0
50 - PERSONNEL TECHNICIAN		4	0	4	2	0	0	0	0	0	2	1	0	1	0
50 - EMPLOYEE PROG COORDINATOR		3	0	3	0	0	0	0	0	0	3	0	0	0	0
60 - SENIOR SECRETARY		1	0	1	0	0	0	0	0	0	1	0	0	0	0
50 - ADMIN SERVICES OFFICER-HR		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - PERSONNEL ANALYST II		2	1	1	2	0	0	1	0	0	0	0	0	1	0
20 - SENIOR PERSONNEL ANALYST		2	1	1	0	1	0	0	0	0	1	0	0	0	0
20 - VOLUNTEER & EMP PROG MNGR		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - EMPLOYEE BENEFITS SUPVSR		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - TRAINING & DEVEL SPEC		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - AFF ACT/DIVERSITY OFFICER		1	1	0	1	0	1	0	0	0	0	0	0	0	0
20 - TRAINING & DEVEL MANAGER		1	0	1	0	0	0	0	0	0	1	0	0	0	0
10 - PRINCIPAL PERSONNEL ANALY		1	1	0	0	1	0	0	0	0	0	0	0	0	0
10 - DEPUTY DIRECTOR HUMAN RES		2	0	2	1	0	0	0	0	0	1	0	0	1	0
10 - DIRECTOR OF HUMAN RESOURC		1	0	1	0	0	0	0	0	0	1	0	0	0	0
Total (#)		26	4	22	7	2	1	1	0	0	17	1	1	3	0

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County of Marin Workforce Analysis

41 CFR Section 60-2.11

Total (%)		15.4		84.6		26.9		7.7		3.8		3.8		0.0		0.0		65.4		3.8		3.8		11.5		0.0
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County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: Information Services

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
60 - SENIOR ACCOUNTING ASST		1	0	1	1	0	0	0	0	0	0	0	0	1	0
30 - COMPUTER SPECIALIST		3	2	1	2	1	0	0	1	0	0	1	0	0	0
20 - SYSTEMS SUPPORT ANALYST I		1	1	0	1	0	0	1	0	0	0	0	0	0	0
20 - TECHNOLOGY SUPPORT ANA I		1	1	0	1	0	1	0	0	0	0	0	0	0	0
30 - PROGRAMMER ANALYST II		4	3	1	1	2	0	0	1	0	1	0	0	0	0
20 - SYSTEMS SUPPORT ANALYS II		8	2	6	2	0	1	1	0	0	6	0	0	0	0
30 - NETWORK ANALYST II		4	3	1	1	2	0	1	0	0	1	0	0	0	0
20 - TECHNOLOGY SUPPORT ANA II		7	5	2	0	5	0	0	0	0	2	0	0	0	0
20 - ADMIN SERVICES MANAGER		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - SENIOR SYSTEMS SUPPORT AN		16	8	8	1	8	0	0	0	0	7	0	0	1	0
30 - SENIOR PROGRAMMER ANALYST		12	9	3	4	5	1	0	3	0	3	0	0	0	0
30 - SENIOR TECH SUPPORT ANALY		2	2	0	0	2	0	0	0	0	0	0	0	0	0
30 - PRINCIPAL TECH SUPPT ANA		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - PRINCIPAL SYSTEMS ANALYST		7	2	5	1	2	0	0	0	0	4	1	0	0	0
30 - PRINCIPAL NETWORK ANALYST		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - PRINCIPAL SYSTEMS SUPP AN		10	9	1	2	8	0	0	1	0	0	1	0	0	0

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County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: Information Services

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
30 - TELECOMMUNICATIONS MGR		1	0	1	0	0	0	0	0	0	1	0	0	0	0
10 - DESKTOP & SYS SUPPORT MGR		1	0	1	0	0	0	0	0	0	1	0	0	0	0
10 - SYSTEMS & PROGRAMMING MGR		1	1	0	0	1	0	0	0	0	0	0	0	0	0
10 - DIRECTOR OF INFO SRV/TECH		1	1	0	0	1	0	0	0	0	0	0	0	0	0
	Total (#)	83	50	33	17	38	3	3	6	0	28	3	0	2	0
	Total (%)		60.2	39.8	20.5	45.8	3.6	3.6	7.2	0.0	33.7	3.6	0.0	2.4	0.0

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County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: Library

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
50 - LIBRARY ASSISTANT I		3	1	2	1	1	0	0	0	0	1	0	0	0	1
60 - ACCOUNTING ASSISTANT		2	0	2	1	0	0	0	0	0	1	0	0	1	0
60 - LIBRARY TECHNICAL ASST I		1	0	1	0	0	0	0	0	0	1	0	0	0	0
50 - LIBRARY ASSISTANT II		6	0	6	0	0	0	0	0	0	6	0	0	0	0
60 - LIBRARY TECHNICAL ASST II		2	0	2	0	0	0	0	0	0	2	0	0	0	0
60 - MOBILE LIBRARY SVCS ASST		1	0	1	0	0	0	0	0	0	1	0	0	0	0
50 - SENIOR LIBRARY ASSISTANT		1	0	1	0	0	0	0	0	0	1	0	0	0	0
50 - COMMUNITY LIBRARY SPECIAL		2	1	1	0	1	0	0	0	0	1	0	0	0	0
50 - SUPERVISING LIB TECH ASST		1	0	1	0	0	0	0	0	0	1	0	0	0	0
50 - ADMIN SERVICES TECHNICIAN		1	1	0	1	0	0	0	1	0	0	0	0	0	0
50 - LIBRARY DESK SUPERVISOR		4	0	4	0	0	0	0	0	0	4	0	0	0	0
20 - LIBRARIAN I		3	1	2	0	1	0	0	0	0	2	0	0	0	0
60 - SENIOR SECRETARY		1	0	1	1	0	0	0	0	0	0	0	1	0	0
20 - LIBRARIAN II		10	2	8	1	1	0	0	1	0	8	0	0	0	0
20 - TECHNOLOGY SUPPORT ANA I		1	1	0	0	1	0	0	0	0	0	0	0	0	0
50 - ADMIN SERVICES ASSOCIATE		1	0	1	0	0	0	0	0	0	1	0	0	0	0

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County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: Library

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
20 - ELECTRONIC SRVC LIBRARIAN		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - SENIOR LIBRARIAN		7	1	6	1	1	0	0	0	0	5	1	0	0	0
20 - SYSTEMS SUPPORT ANALYS II		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - TECHNOLOGY SUPPORT ANA II		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - ADMIN SERVICES MANAGER		1	1	0	1	0	0	0	1	0	0	0	0	0	0
10 - MARINET SYS ADMINISTRATOR		1	0	1	0	0	0	0	0	0	1	0	0	0	0
10 - DEPUTY DIR CO LIB SRV		1	0	1	0	0	0	0	0	0	1	0	0	0	0
10 - DIRECTOR OF CO LIBRARY SV		1	0	1	0	0	0	0	0	0	1	0	0	0	0
	Total (#)	54	11	43	7	8	0	0	3	0	39	1	1	1	1
	Total (%)		20.4	79.6	13.0	14.8	0.0	0.0	5.6	0.0	72.2	1.9	1.9	1.9	1.9

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County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: Parks, Open Space & Cult

Job Title	Salary Range	Emp	Total			Male					Female				
			Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
80 - MARIN CENTER UTILITY WKR		2	2	0	2	0	1	1	0	0	0	0	0	0	0
80 - LANDSCAPE SERVICES WKR I		2	2	0	1	1	1	0	0	0	0	0	0	0	
60 - BOX OFFICE COORDINATOR		1	0	1	0	0	0	0	0	0	1	0	0	0	
60 - SECRETARY		3	0	3	1	0	0	0	0	0	2	1	0	0	
80 - MARIN CTR UTILITY LEADWKR		1	1	0	0	1	0	0	0	0	0	0	0	0	
60 - GIFT SHOP COORDINATOR		1	0	1	0	0	0	0	0	0	1	0	0	0	
60 - SENIOR BOX OFFICE COORDTR		1	1	0	0	1	0	0	0	0	0	0	0	0	
60 - SENIOR ACCOUNTING ASST		2	1	1	1	0	0	1	0	0	1	0	0	0	
70 - OPEN SPACE PARK RANGER		8	7	1	2	5	0	2	0	0	1	0	0	0	
80 - LANDSCAPE SERVICES WKR II		4	3	1	0	3	0	0	0	0	1	0	0	0	
70 - PARK RANGER		8	5	3	1	5	0	0	0	0	2	0	1	0	
50 - EXHIBITS SUPERVISOR		1	1	0	0	1	0	0	0	0	0	0	0	0	
60 - SENIOR SECRETARY		2	0	2	0	0	0	0	0	0	2	0	0	0	
50 - SENIOR EVENTS COORDINATOR		1	1	0	0	1	0	0	0	0	0	0	0	0	
80 - LANDSCAPE SVCS SUPERVISOR		2	2	0	0	2	0	0	0	0	0	0	0	0	
80 - SUPERVISING O S PARK RANG		3	3	0	0	3	0	0	0	0	0	0	0	0	

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County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: Parks, Open Space & Cult

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
80 - SUPERVISING PARK RANGER		4	3	1	0	3	0	0	0	0	1	0	0	0	0
70 - BUILDING MAINT WKR III		1	1	0	0	1	0	0	0	0	0	0	0	0	0
70 - PARK EQUIPMNT MECHANIC II		2	2	0	0	2	0	0	0	0	0	0	0	0	0
20 - OPEN SPACE RES ECOLOGIST		1	0	1	0	0	0	0	0	0	1	0	0	0	0
50 - ADMIN SERVICES ASSOCIATE		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - OPEN SPACE INTERPRET NAT		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - CIVIC CTR VISITOR SVC ADM		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - OPEN SPACE PLANNER		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - PARK PLANNER		1	0	1	0	0	0	0	0	0	1	0	0	0	0
70 - STAGE TECHNICIAN		1	1	0	0	1	0	0	0	0	0	0	0	0	0
80 - CHIEF OF LANDSCAPE SVCS.		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - CHIEF PARK RANGER		1	1	0	1	0	0	1	0	0	0	0	0	0	0
20 - CHIEF OPEN SPACE PARK RAN		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - SENIOR OPEN SPACE PLANNER		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - ADMIN SERVICES MANAGER		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - ASSISTANT DEP DIR CLT/VIS		1	0	1	0	0	0	0	0	0	1	0	0	0	0

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County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: Parks, Open Space & Cult

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
20 - PRINCIPAL PARK PLANNER		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - PLANNING & ACQUISITION MG		1	1	0	0	1	0	0	0	0	0	0	0	0	
10 - PARK/OPEN SPACE SUPERINT		2	2	0	0	2	0	0	0	0	0	0	0	0	
10 - DEP DIR PARKS & LANDSCAPE		1	1	0	0	1	0	0	0	0	0	0	0	0	
10 - ASSISTANT GENERAL MGR OSD		1	1	0	0	1	0	0	0	0	0	0	0	0	
10 - DEP DIR CULT & VISIS SERV		1	1	0	0	1	0	0	0	0	0	0	0	0	
	Total (#)	69	49	20	9	42	2	5	0	0	18	1	1	0	
	Total (%)		71.0	29.0	13.0	60.9	2.9	7.2	0.0	0.0	26.1	1.4	1.4	0.0	

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County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: Probation

Job Title	Salary Range	Total Emp	Total					Male					Female				
			Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA		
60 - LEGAL PROCESS ASST II		6	1	5	3	0	0	0	0	1	0	3	0	1	1	0	
60 - WORD PROCESSING OPERATOR		2	0	2	0	0	0	0	0	0	2	0	0	0	0		
60 - SENIOR CLERK/TYPIST		1	0	1	0	0	0	0	0	0	1	0	0	0	0		
20 - GROUP COUNSELOR I*		3	2	1	1	1	1	1	0	0	1	0	0	0	0		
60 - SENIOR WORD PROCESS OPR		1	0	1	0	0	0	0	0	0	1	0	0	0	0		
60 - SECRETARY		2	0	2	1	0	0	0	0	0	1	0	0	1	0		
60 - LEGAL PROCESS SPECIALIST		7	1	6	0	1	0	0	0	0	6	0	0	0	0		
60 - SENIOR ACCOUNTING ASST		3	0	3	1	0	0	0	0	0	2	0	0	1	0		
80 - FOOD SERVICES SUPERVISOR		1	1	0	0	1	0	0	0	0	0	0	0	0	0		
30 - MEDIATION CASE DEVEL-BIL		1	0	1	1	0	0	0	0	0	0	0	1	0	0		
50 - ADMIN SERVICES TECHNICIAN		1	0	1	0	0	0	0	0	0	1	0	0	0	0		
20 - GROUP COUNSELOR II*		5	3	2	4	0	3	0	0	0	1	1	0	0	0		
60 - LEGAL PROCESS SUPERVISOR		1	0	1	0	0	0	0	0	0	1	0	0	0	0		
20 - GROUP COUNSELOR II-BILING		1	1	0	1	0	0	0	0	1	0	0	0	0	0		
20 - DEP PROBATION OFCR II		14	9	5	3	7	2	0	0	0	4	0	0	1	0		
20 - MEDIATION COORDINATOR		1	0	1	0	0	0	0	0	0	1	0	0	0	0		

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County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: Probation

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
20 - GROUP COUNSELOR III		4	3	1	3	1	1	0	1	0	0	1	0	0	0
20 - DEPUTY PROBATION O II BI		4	2	2	4	0	0	2	0	0	0	0	1	1	0
20 - DEP PROBATION OFCR III		12	7	5	7	2	3	1	1	0	3	2	0	0	0
20 - MENTAL HEALTH PRACT		1	0	1	1	0	0	0	0	0	0	1	0	0	0
20 - DEP PROBATION OFCR IV		5	2	3	0	2	0	0	0	0	3	0	0	0	0
20 - DEP PROBTN OFCR III-MISC		4	2	2	0	2	0	0	0	0	2	0	0	0	0
20 - DEPUTY PROBATION O III BI		2	0	2	2	0	0	0	0	0	0	0	2	0	0
20 - LIC MENTAL HEALTH PRACT		2	0	2	0	0	0	0	0	0	2	0	0	0	0
20 - DEP PROBTN OFCR IV-MISC		5	3	2	1	2	0	1	0	0	2	0	0	0	0
20 - DEPUTY PROBATION O IV BI		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - MEDIATION SERV MANAGER		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - DEP PROB OFFCR IV BI MISC		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - PROBATION SUPERVISOR-SAFE		4	2	2	2	2	0	0	0	0	0	2	0	0	0
20 - PROBATION SUPERVISOR		5	3	2	2	1	1	1	0	0	2	0	0	0	0
10 - CHIEF OF ADMIN SERVICES		1	1	0	1	0	0	0	1	0	0	0	0	0	0
10 - SUPERINTENDENT JUV HALL		1	1	0	0	1	0	0	0	0	0	0	0	0	0

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County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: Probation

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
10 - DIRECTOR PROBATION SVCS		2	2	0	0	2	0	0	0	0	0	0	0	0	0
10 - CHIEF DEPUTY PROBATION OF		1	0	1	0	0	0	0	0	0	1	0	0	0	0
10 - CHIEF PROBATION OFFICER		1	1	0	0	1	0	0	0	0	0	0	0	0	0
	Total (#)	107	48	59	38	27	11	5	4	1	42	7	5	5	0
	Total (%)		44.9	55.1	35.5	25.2	10.3	4.7	3.7	0.9	39.3	6.5	4.7	4.7	0.0

- (-) Indicates this job contains employees included in this plan's Workforce Analysis but are excluded from all remaining analyses/reports for the following reasons:
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County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: Public Defender

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
60 - LEGAL PROCESS ASST II		5	0	5	1	0	0	0	0	0	4	0	1	0	0
60 - LEGAL PROC ASST II-BI		2	1	1	2	0	0	1	0	0	0	1	0	0	0
30 - LEGAL ASSISTANT-BILINGUAL		1	0	1	1	0	0	0	0	0	0	0	1	0	0
60 - LEGAL SECRETARY II		2	0	2	0	0	0	0	0	0	2	0	0	0	0
20 - SOCIAL SERVICE WORKER II		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - ADMIN SERVICES OFFICER		1	0	1	1	0	0	0	0	0	0	0	1	0	0
30 - PUBLIC DEFENDER INVEST		3	1	2	1	1	0	0	0	0	1	0	1	0	0
20 - DEPUTY PUBLIC DEFENDR II		3	2	1	0	2	0	0	0	0	1	0	0	0	0
20 - DEPUTY PUBLIC DEFENDR III		9	5	4	2	3	1	1	0	0	4	0	0	0	0
20 - DEPUTY PUBLIC DEFENDR IV		7	3	4	0	3	0	0	0	0	4	0	0	0	0
10 - CHIEF DEP PUBLIC DEFENDER		2	1	1	1	1	0	0	0	0	0	0	1	0	0
10 - ASSISTANT PUBLIC DEFENDER		1	1	0	1	0	0	1	0	0	0	0	0	0	0
10 - PUBLIC DEFENDER		1	1	0	0	1	0	0	0	0	0	0	0	0	0
	Total (#)	38	15	23	10	11	1	3	0	0	17	1	5	0	0
	Total (%)		39.5	60.5	26.3	28.9	2.6	7.9	0.0	0.0	44.7	2.6	13.2	0.0	0.0

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County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: Public Works

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
60 - REPROGRAPHIC AIDE		1	1	0	0	1	0	0	0	0	0	0	0	0	0
80 - EQUIPMENT SERVICE ASST		1	1	0	1	0	0	1	0	0	0	0	0	0	0
80 - CUSTODIAN		11	8	3	10	0	2	3	3	0	1	0	2	0	0
80 - SENIOR CUSTODIAN		1	0	1	1	0	0	0	0	0	0	0	1	0	0
60 - SHIPPING & RECEIVING CLK		2	2	0	1	1	0	0	1	0	0	0	0	0	0
60 - SENIOR CLERK/TYPIST		2	0	2	0	0	0	0	0	0	2	0	0	0	0
60 - ACCOUNTING ASSISTANT		1	0	1	0	0	0	0	0	0	1	0	0	0	0
60 - AUTO PARTS CLERK		1	1	0	1	0	1	0	0	0	0	0	0	0	0
80 - CUSTODIAL SUPERVISOR		1	1	0	1	0	0	0	1	0	0	0	0	0	0
60 - SECRETARY		2	0	2	0	0	0	0	0	0	2	0	0	0	0
70 - JUNIOR COMM TECHNICIAN		2	2	0	0	2	0	0	0	0	0	0	0	0	0
80 - ROAD MAINTENANCE WKR I		5	5	0	0	5	0	0	0	0	0	0	0	0	0
60 - SENIOR ACCOUNTING ASST		3	0	3	0	0	0	0	0	0	3	0	0	0	0
30 - REPROGRAPHIC TECHNICIAN		2	2	0	0	2	0	0	0	0	0	0	0	0	0
80 - SENIOR EQUIPMENT SVCS WKR		2	2	0	2	0	1	1	0	0	0	0	0	0	0
80 - ROAD MAINTENANCE WRKR II		15	15	0	1	14	0	1	0	0	0	0	0	0	0

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County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: Public Works

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
60 - ACCOUNTING TECHNICIAN		1	0	1	1	0	0	0	0	0	0	1	0	0	0
50 - ACCOUNTING TECHNICAL SPEC		1	1	0	0	1	0	0	0	0	0	0	0	0	0
80 - TRAFFIC SAFETY MAINT WORK		3	3	0	0	3	0	0	0	0	0	0	0	0	0
70 - BUILDING MAINT WKR II		11	11	0	3	8	0	2	1	0	0	0	0	0	0
60 - SENIOR SECRETARY		1	0	1	0	0	0	0	0	0	1	0	0	0	0
30 - SUPERVISING REPRO TECH		1	0	1	0	0	0	0	0	0	1	0	0	0	0
80 - SENIOR ROAD MAINT WORKER		10	10	0	2	8	1	0	1	0	0	0	0	0	0
30 - ENGINEERING TECHNICIAN II		1	1	0	0	1	0	0	0	0	0	0	0	0	0
70 - SIGN FABRICATOR		1	1	0	0	1	0	0	0	0	0	0	0	0	0
60 - PURCHASER II		2	0	2	0	0	0	0	0	0	2	0	0	0	0
70 - BUILDING MAINT WKR III		5	5	0	0	5	0	0	0	0	0	0	0	0	0
70 - MECHANIC		2	2	0	0	2	0	0	0	0	0	0	0	0	0
30 - AIRPORT OPERATIONS COORD		1	1	0	0	1	0	0	0	0	0	0	0	0	0
70 - CARPENTER/CABINET MAKER		1	1	0	0	1	0	0	0	0	0	0	0	0	0
50 - ADMIN SERVICES ASSOCIATE		2	0	2	0	0	0	0	0	0	2	0	0	0	0
80 - ROAD MAINTENANCE SUPV		4	4	0	0	4	0	0	0	0	0	0	0	0	0

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County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: Public Works

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
30 - ENGINEERING TECH III		5	4	1	1	3	0	1	0	0	1	0	0	0	0
70 - STATIONARY ENGINEER		2	2	0	0	2	0	0	0	0	0	0	0	0	
70 - TRAFFIC SAFETY MAINT SUPV		1	1	0	0	1	0	0	0	0	0	0	0	0	
10 - MANAGER OF REPRO SERVICES		1	0	1	0	0	0	0	0	0	1	0	0	0	
70 - COMMUNICATIONS TECHNICIAN		5	5	0	1	4	1	0	0	0	0	0	0	0	
20 - JUNIOR ENGINEER		2	1	1	1	1	0	0	0	0	0	0	0	1	
70 - MAINTENANCE ELECTRICIAN		1	1	0	0	1	0	0	0	0	0	0	0	0	
70 - HEAVY EQUIPMENT MECHANIC		1	1	0	0	1	0	0	0	0	0	0	0	0	
70 - FIRE HEAVY EQUIP MECHANIC		1	1	0	0	1	0	0	0	0	0	0	0	0	
70 - BUILDING MAINT LEADWORKER		1	1	0	0	1	0	0	0	0	0	0	0	0	
70 - SENIOR MAINT ELECTRICIAN		1	1	0	0	1	0	0	0	0	0	0	0	0	
70 - ASSISTANT GARAGE SUPVR		1	1	0	0	1	0	0	0	0	0	0	0	0	
80 - SENIOR ROAD MAINT SUPV		2	2	0	0	2	0	0	0	0	0	0	0	0	
30 - SUPERVISING PURCHASER		1	0	1	0	0	0	0	0	0	1	0	0	0	
30 - REAL PROPERTY AGENT II		1	1	0	0	1	0	0	0	0	0	0	0	0	
20 - WASTE MGMT SPECIALIST		1	1	0	0	1	0	0	0	0	0	0	0	0	

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County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: Public Works

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
70 - SENIOR COMM TECHNICIAN		3	3	0	0	3	0	0	0	0	0	0	0	0	0
30 - ENGINEERING ASSISTANT		5	3	2	1	2	1	0	0	0	2	0	0	0	0
20 - OUTREACH PROGRAM COORD		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - HAZARDOUS MAT SPEC II		2	1	1	0	1	0	0	0	0	1	0	0	0	0
70 - GARAGE SUPERVISOR		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - ASSISTANT ENGINEER		8	7	1	1	6	0	0	1	0	1	0	0	0	0
30 - REAL PROPERTY AGENT III		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - SENIOR PLANNER		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - SUPERVISING ENV HEALTH SP		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - STORMWATER PROGRAM ADMIN		1	0	1	1	0	0	0	0	0	0	0	1	0	0
30 - SUPERVISING COMM TECH		1	1	0	0	1	0	0	0	0	0	0	0	0	0
10 - COMMUNICATIONS SVCS MGR		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - SENIOR TRANSPORTATN PLNR		1	0	1	0	0	0	0	0	0	1	0	0	0	0
70 - BUILDING & MAINT. MANAGER		1	1	0	0	1	0	0	0	0	0	0	0	0	0
10 - CHIEF OF SURVEYS		1	1	0	0	1	0	0	0	0	0	0	0	0	0
10 - CHIEF OF CONSTRUCTION		1	1	0	1	0	0	0	1	0	0	0	0	0	0

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County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: Public Works

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
20 - AMER WITH DISABIL COORD		1	1	0	1	0	0	0	0	1	0	0	0	0	0
20 - ASSOCIATE CIVIL ENGINEER		7	4	3	3	2	1	0	1	0	2	0	1	0	0
20 - TRANSIT SERVICES MANAGER		1	0	1	0	0	0	0	0	0	1	0	0	0	0
10 - PUBLIC WORKS PROGRAM MGR		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - PRIN TRANSPORTATION PLNR		1	1	0	0	1	0	0	0	0	0	0	0	0	0
10 - ROAD MAINTENANCE ENGINEER		1	1	0	0	1	0	0	0	0	0	0	0	0	0
10 - CHIEF REAL PROPERTY AGENT		1	1	0	0	1	0	0	0	0	0	0	0	0	0
10 - TRANSPORTATION ENGINEER		1	1	0	0	1	0	0	0	0	0	0	0	0	0
10 - SENIOR CIVIL ENGINEER		5	5	0	0	5	0	0	0	0	0	0	0	0	0
10 - ASSISTANT DIR-PUB WORKS		1	1	0	0	1	0	0	0	0	0	0	0	0	0
10 - CHIEF ASST DIR PUB WORKS		1	1	0	0	1	0	0	0	0	0	0	0	0	0
10 - DIRECTOR OF PUBLIC WORKS		1	1	0	1	0	0	0	1	0	0	0	0	0	0
	Total (#)	178	143	35	36	114	8	9	11	1	28	1	5	1	0
	Total (%)		80.3	19.7	20.2	64.0	4.5	5.1	6.2	0.6	15.7	0.6	2.8	0.6	0.0

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County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: Retirement

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
60 - SENIOR ACCOUNTING ASST		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - ACCOUNTANT I		1	0	1	0	0	0	0	0	0	1	0	0	0	0
60 - RETIREMENT BENEFITS SPEC		1	0	1	0	0	0	0	0	0	1	0	0	0	0
60 - SENIOR SECRETARY		1	0	1	1	0	0	0	0	0	0	0	0	1	0
20 - TECHNOLOGY SUPPORT ANA I		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - ASSISTANT RETIRE ADMINIST		1	0	1	0	0	0	0	0	0	1	0	0	0	0
10 - RETIREMENT ADMINISTRATOR		1	1	0	0	1	0	0	0	0	0	0	0	0	0
	Total (#)	7	2	5	1	2	0	0	0	0	4	0	0	1	0
	Total (%)		28.6	71.4	14.3	28.6	0.0	0.0	0.0	0.0	57.1	0.0	0.0	14.3	0.0

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County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: Sheriff

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
60 - SHERIFF SERVICE AIDE		3	0	3	1	0	0	0	0	0	2	1	0	0	0
80 - HOUSEKEEPER		1	1	0	1	0	0	0	1	0	0	0	0	0	0
80 - COOK		5	5	0	4	1	1	0	3	0	0	0	0	0	0
50 - SHERIFF'S SERVICE ASST		11	0	11	2	0	0	0	0	0	9	1	0	1	0
60 - SECRETARY		1	0	1	0	0	0	0	0	0	1	0	0	0	0
60 - SHERIFF'S PROP & EVID CLK		1	1	0	0	1	0	0	0	0	0	0	0	0	0
60 - LEGAL PROCESS SPECIALIST		12	3	9	2	2	0	0	1	0	8	1	0	0	0
60 - SPECIAL INVESTR SECRETARY		1	0	1	0	0	0	0	0	0	1	0	0	0	0
50 - PARKING ENF OFFICER II		1	0	1	0	0	0	0	0	0	1	0	0	0	0
80 - FOOD SERVICES SUPERVISOR		2	1	1	1	0	0	0	1	0	1	0	0	0	0
50 - SENIOR SHERIFF SVCS ASST		2	1	1	1	1	0	0	0	0	0	0	1	0	0
60 - JAIL CONTROL DISPATCHER		4	2	2	1	2	0	0	0	0	1	1	0	0	0
60 - COMMUNICATIONS DISPATCH I		10	1	9	1	1	0	0	0	0	8	0	0	1	0
60 - SUPPORT SVCS SPECIALIST		1	0	1	0	0	0	0	0	0	1	0	0	0	0
50 - ADMIN SERVICES TECHNICIAN		1	0	1	1	0	0	0	0	0	0	0	1	0	0
60 - ACCOUNTING TECHNICIAN		1	0	1	0	0	0	0	0	0	1	0	0	0	0

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County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: Sheriff

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
50 - SHERIFF'S SERVICE TECH		1	0	1	0	0	0	0	0	0	1	0	0	0	0
30 - ASSISTANT EMERG SVCS COOR		2	1	1	0	1	0	0	0	0	1	0	0	0	0
60 - LEGAL PROCESS SUPERVISOR		1	0	1	0	0	0	0	0	0	1	0	0	0	0
60 - ACCOUNTING SERVICES SUPVR		1	0	1	0	0	0	0	0	0	1	0	0	0	0
60 - COMM DISPATCHER II		17	3	14	0	3	0	0	0	0	14	0	0	0	0
60 - SHERIFF'S SECRETARY		1	0	1	0	0	0	0	0	0	1	0	0	0	0
40 - DEPUTY SHER TRAINEE		5	3	2	1	2	1	0	0	0	2	0	0	0	0
20 - CRIME ANALYST		1	0	1	0	0	0	0	0	0	1	0	0	0	0
50 - ADMIN SERVICES ASSOCIATE		2	1	1	0	1	0	0	0	0	1	0	0	0	0
60 - SUPERVISING COMM DISPATCH		6	1	5	1	1	0	0	0	0	4	0	1	0	0
20 - EMERGENCY SERVICES COORD		1	1	0	0	1	0	0	0	0	0	0	0	0	0
40 - DEPUTY SHERIFF		152	118	34	18	105	4	6	2	1	29	0	4	0	1
20 - ASST COMM DISPATCH MGR		2	1	1	0	1	0	0	0	0	1	0	0	0	0
20 - FOOD & SUPPORT SERVS MNGR		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - TECHNOLOGY SUPPORT ANA II		1	1	0	0	1	0	0	0	0	0	0	0	0	0
10 - SHERIFF'S LEGAL PROC MGR		1	0	1	0	0	0	0	0	0	1	0	0	0	0

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County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: Sheriff

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
30 - SHERIFF'S SERGEANT		25	23	2	7	17	1	3	1	1	1	0	0	1	0
20 - EMERGENCY SERVICES MANAGR		1	1	0	0	1	0	0	0	0	0	0	0	0	0
30 - SENIOR TECH SUPPORT ANALY		1	1	0	1	0	0	1	0	0	0	0	0	0	0
20 - COMMUNICATIONS DISP MGR		1	1	0	0	1	0	0	0	0	0	0	0	0	0
10 - CHIEF OF ADMIN SERVICES		1	1	0	0	1	0	0	0	0	0	0	0	0	0
20 - SHERIFF LIEUTENANT		13	12	1	2	11	0	1	0	0	0	1	0	0	0
10 - SHERIFFS CAPTAIN		3	3	0	0	3	0	0	0	0	0	0	0	0	0
	Total (#)	297	187	110	45	158	7	11	9	2	94	5	7	3	1
	Total (%)		63.0	37.0	15.2	53.2	2.4	3.7	3.0	0.7	31.6	1.7	2.4	1.0	0.3

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County of Marin
Workforce Analysis
41 CFR Section 60-2.11

Organizational Unit: Treasurer / Tax Collector

Job Title	Salary Range	Total				Male					Female				
		Emp	Male	Female	Min	W	B	H	A	NA	W	B	H	A	NA
60 - ACCOUNTING ASSISTANT		4	1	3	0	1	0	0	0	0	3	0	0	0	0
60 - SENIOR ACCOUNTING ASST		4	1	3	2	0	0	0	1	0	2	0	0	1	0
30 - DEPUTY PUBLIC ADMINISTR I		1	0	1	0	0	0	0	0	0	1	0	0	0	0
30 - TREASURER/TAX COL OFF I		1	0	1	1	0	0	0	0	0	0	0	1	0	0
60 - ACCOUNTING TECHNICIAN		1	0	1	0	0	0	0	0	0	1	0	0	0	0
30 - DEPUTY PUBLIC ADMIN II		1	0	1	0	0	0	0	0	0	1	0	0	0	0
20 - ACCOUNTANT II		2	1	1	1	0	0	0	1	0	1	0	0	0	0
20 - COLLECTIONS MANAGER		1	0	1	0	0	0	0	0	0	1	0	0	0	0
10 - CHIEF DEPUTY PUBLIC ADMIN		1	0	1	0	0	0	0	0	0	1	0	0	0	0
10 - CHIEF DEPUTY TAX COLLECTR		1	0	1	0	0	0	0	0	0	1	0	0	0	0
10 - INVESTMENT-CASH MGMT OFF		1	0	1	0	0	0	0	0	0	1	0	0	0	0
	Total (#)	18	3	15	4	1	0	0	2	0	13	0	1	1	0
	Total (%)		16.7	83.3	22.2	5.6	0.0	0.0	11.1	0.0	72.2	0.0	5.6	5.6	0.0

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EEO JOB GROUPS within Departments (Gender)

Count of SEX		SEX		
DEPT_DESC	EEO_CATEGO	F	M	Grand Total
Administrator	OFFICE/CLERICAL	3		3
	OFFICIALS/ADMINISTRATION	1	3	4
	PROFESSIONALS	2	2	4
Administrator Total		6	5	11
Agricultural Commissione	OFFICE/CLERICAL	2		2
	OFFICIALS/ADMINISTRATION		2	2
	TECHNICIANS	4	3	7
Agricultural Commissione Total		6	5	11
Assessor / Recorder	OFFICE/CLERICAL	25	8	33
	OFFICIALS/ADMINISTRATION	1	2	3
	PARA-PROFESSIONALS		1	1
	PROFESSIONALS	1	1	2
	TECHNICIANS	16	16	32
Assessor / Recorder Total		43	28	71
Auditor - Controller	OFFICE/CLERICAL	6	1	7
	PARA-PROFESSIONALS	1	1	2
	PROFESSIONALS	11	7	18
Auditor - Controller Total		18	9	27
Board of Supervisors	OFFICE/CLERICAL	5		5
Board of Supervisors Total		5		5
Child Support Services	OFFICE/CLERICAL	9	4	13
	OFFICIALS/ADMINISTRATION	1	1	2
	PARA-PROFESSIONALS	18	4	22
	PROFESSIONALS	2	3	5
Child Support Services Total		30	12	42
Community Development	OFFICE/CLERICAL	9	1	10
	OFFICIALS/ADMINISTRATION	1	4	5
	PARA-PROFESSIONALS	4		4
	PROFESSIONALS	14	27	41
	TECHNICIANS	6	10	16
Community Development Total		34	42	76
Coroner	OFFICE/CLERICAL	2	1	3
	TECHNICIANS	1	2	3
Coroner Total		3	3	6
County Clerk	OFFICE/CLERICAL	6	3	9
	PARA-PROFESSIONALS	2		2
	TECHNICIANS		1	1
County Clerk Total		8	4	12
County Counsel	OFFICE/CLERICAL	5		5
	OFFICIALS/ADMINISTRATION		2	2
	PARA-PROFESSIONALS	1	1	2
	PROFESSIONALS	6	3	9
County Counsel Total		12	6	18
District Attorney	OFFICE/CLERICAL	27	1	28
	OFFICIALS/ADMINISTRATION	2	1	3
	PARA-PROFESSIONALS	9	1	10

EEO JOB GROUPS within Departments (Gender)

Count of SEX		SEX		
DEPT_DESC	EEO_CATEGO	F	M	Grand Total
District Attorney	PROFESSIONALS	14	19	33
	PROTECTIVE SERVICES	3	8	11
	TECHNICIANS		1	1
District Attorney Total		55	31	86
Farm Advisor	OFFICE/CLERICAL	1		1
	PARA-PROFESSIONALS	1		1
Farm Advisor Total		2		2
Fire	OFFICE/CLERICAL	2	2	4
	OFFICIALS/ADMINISTRATION		5	5
	PROFESSIONALS	1	23	24
	PROTECTIVE SERVICES	2	46	48
	SKILLED CRAFT		3	3
Fire Total		5	79	84
H & HS	OFFICE/CLERICAL	95	16	111
	OFFICIALS/ADMINISTRATION	7	7	14
	PARA-PROFESSIONALS	13	4	17
	PROFESSIONALS	156	59	215
	TECHNICIANS	77	35	112
H & HS Total		348	121	469
Human Resources	OFFICE/CLERICAL	5		5
	OFFICIALS/ADMINISTRATION	3	1	4
	PARA-PROFESSIONALS	8		8
	PROFESSIONALS	6	3	9
Human Resources Total		22	4	26
Information Services	OFFICE/CLERICAL	1		1
	OFFICIALS/ADMINISTRATION	1	2	3
	PROFESSIONALS	23	28	51
	TECHNICIANS	8	20	28
Information Services Total		33	50	83
Library	OFFICE/CLERICAL	7		7
	OFFICIALS/ADMINISTRATION	3		3
	PARA-PROFESSIONALS	16	3	19
	PROFESSIONALS	17	8	25
Library Total		43	11	54
Parks, Open Space & Cult	OFFICE/CLERICAL	8	2	10
	OFFICIALS/ADMINISTRATION		5	5
	PARA-PROFESSIONALS	1	2	3
	PROFESSIONALS	5	7	12
	SERVICE/MAINTENANCE	2	17	19
	SKILLED CRAFT	4	16	20
Parks, Open Space & Cult Total		20	49	69
Probation	OFFICE/CLERICAL	21	2	23
	OFFICIALS/ADMINISTRATION	1	5	6
	PARA-PROFESSIONALS	1		1
	PROFESSIONALS	35	40	75
	SERVICE/MAINTENANCE		1	1

EEO JOB GROUPS within Departments (Gender)

Count of SEX		SEX		
DEPT_DESC	EEO_CATEGO	F	M	Grand Total
Probation	TECHNICIANS	1		1
Probation Total		59	48	107
Public Defender	OFFICE/CLERICAL	8	1	9
	OFFICIALS/ADMINISTRATION	1	3	4
	PROFESSIONALS	11	10	21
	TECHNICIANS	3	1	4
Public Defender Total		23	15	38
Public Works	OFFICE/CLERICAL	12	4	16
	OFFICIALS/ADMINISTRATION	2	14	16
	PARA-PROFESSIONALS	2	1	3
	PROFESSIONALS	10	18	28
	SERVICE/MAINTENANCE	4	51	55
	SKILLED CRAFT		41	41
	TECHNICIANS	5	14	19
Public Works Total		35	143	178
Retirement	OFFICE/CLERICAL	2	1	3
	OFFICIALS/ADMINISTRATION		1	1
	PROFESSIONALS	3		3
Retirement Total		5	2	7
Sheriff	OFFICE/CLERICAL	49	11	60
	OFFICIALS/ADMINISTRATION	1	4	5
	PARA-PROFESSIONALS	16	2	18
	PROFESSIONALS	4	17	21
	PROTECTIVE SERVICES	36	121	157
	SERVICE/MAINTENANCE	1	7	8
	TECHNICIANS	3	25	28
Sheriff Total		110	187	297
Treasurer / Tax Collector	OFFICE/CLERICAL	7	2	9
	OFFICIALS/ADMINISTRATION	3		3
	PROFESSIONALS	2	1	3
	TECHNICIANS	3		3
Treasurer / Tax Collector Total		15	3	18
Grand Total		940	857	1797

EEO JOB GROUPS within Departments (Ethnicity/ Race)

Count of ETHNIC_GRO		ETHNIC_GRO					Grand Total
DEPT_DESC	EEO_CATEGO	ASIAN/PACI	BLACK	HISPANIC	NATIVE AME	WHITE	
Administrator	OFFICE/CLERICAL					3	3
	OFFICIALS/ADMINISTRATION					4	4
	PROFESSIONALS					4	4
Administrator Total						11	11
Agricultural Commissioner	OFFICE/CLERICAL					2	2
	OFFICIALS/ADMINISTRATION					2	2
	TECHNICIANS	1		1		5	7
Agricultural Commissioner Total		1		1		9	11
Assessor / Recorder	OFFICE/CLERICAL	1	4			28	33
	OFFICIALS/ADMINISTRATION					3	3
	PARA-PROFESSIONALS					1	1
	PROFESSIONALS					2	2
	TECHNICIANS	1	1	2		28	32
Assessor / Recorder Total		2	5	2		62	71
Auditor - Controller	OFFICE/CLERICAL	4				3	7
	PARA-PROFESSIONALS					2	2
	PROFESSIONALS	7				11	18
Auditor - Controller Total		11				16	27
Board of Supervisors	OFFICE/CLERICAL			1		4	5
Board of Supervisors Total				1		4	5
Child Support Services	OFFICE/CLERICAL	2	1	1		9	13
	OFFICIALS/ADMINISTRATION					2	2
	PARA-PROFESSIONALS	1	1	4		16	22
	PROFESSIONALS			1		4	5
Child Support Services Total		3	2	6		31	42
Community Development	OFFICE/CLERICAL	1		1		8	10
	OFFICIALS/ADMINISTRATION					5	5
	PARA-PROFESSIONALS			1		3	4
	PROFESSIONALS	2	2	4		33	41
	TECHNICIANS	1	2			13	16
Community Development Total		4	4	6		62	76
Coroner	OFFICE/CLERICAL					3	3
	TECHNICIANS					3	3
Coroner Total						6	6
County Clerk	OFFICE/CLERICAL	1				8	9
	PARA-PROFESSIONALS					2	2

EEO JOB GROUPS within Departments (Ethnicity/ Race)

Count of ETHNIC_GRO		ETHNIC_GRO					Grand Total
DEPT_DESC	EEO_CATEGO	ASIAN/PACI	BLACK	HISPANIC	NATIVE AME	WHITE	
County Clerk	TECHNICIANS	1					1
County Clerk Total		2				10	12
County Counsel	OFFICE/CLERICAL					5	5
	OFFICIALS/ADMINISTRATION					2	2
	PARA-PROFESSIONALS					2	2
	PROFESSIONALS	1		1		7	9
County Counsel Total		1		1		16	18
District Attorney	OFFICE/CLERICAL	2	1	6		19	28
	OFFICIALS/ADMINISTRATION					3	3
	PARA-PROFESSIONALS	1	1	2	1	5	10
	PROFESSIONALS	3	2	2		26	33
	PROTECTIVE SERVICES	1				10	11
	TECHNICIANS					1	1
District Attorney Total		7	4	10	1	64	86
Farm Advisor	OFFICE/CLERICAL					1	1
	PARA-PROFESSIONALS					1	1
Farm Advisor Total						2	2
Fire	OFFICE/CLERICAL					4	4
	OFFICIALS/ADMINISTRATION			2		3	5
	PROFESSIONALS			2		22	24
	PROTECTIVE SERVICES	1		4		43	48
	SKILLED CRAFT					3	3
Fire Total		1		8		75	84
H & HS	OFFICE/CLERICAL	18	9	22	2	60	111
	OFFICIALS/ADMINISTRATION					14	14
	PARA-PROFESSIONALS	4	1	1		11	17
	PROFESSIONALS	13	10	31	5	156	215
	TECHNICIANS	9	6	33		64	112
H & HS Total		44	26	87	7	305	469
Human Resources	OFFICE/CLERICAL			1		4	5
	OFFICIALS/ADMINISTRATION	1				3	4
	PARA-PROFESSIONALS	1	1			6	8
	PROFESSIONALS	1	1	1		6	9
Human Resources Total		3	2	2		19	26
Information Services	OFFICE/CLERICAL	1					1
	OFFICIALS/ADMINISTRATION					3	3

EEO JOB GROUPS within Departments (Ethnicity/ Race)

Count of ETHNIC_GRO		ETHNIC_GRO					Grand Total
DEPT_DESC	EEO_CATEGO	ASIAN/PACI	BLACK	HISPANIC	NATIVE AME	WHITE	
Information Services	PROFESSIONALS	2	4	2		43	51
	TECHNICIANS	5	2	1		20	28
Information Services Total		8	6	3		66	83
Library	OFFICE/CLERICAL	1		1		5	7
	OFFICIALS/ADMINISTRATION					3	3
	PARA-PROFESSIONALS	1			1	17	19
	PROFESSIONALS	2	1			22	25
Library Total		4	1	1	1	47	54
Parks, Open Space & Cult	OFFICE/CLERICAL		1	1		8	10
	OFFICIALS/ADMINISTRATION					5	5
	PARA-PROFESSIONALS					3	3
	PROFESSIONALS			1		11	12
	SERVICE/MAINTENANCE		2	1		16	19
	SKILLED CRAFT				3	17	20
Parks, Open Space & Cult Total			3	6		60	69
Probation	OFFICE/CLERICAL	4		1		18	23
	OFFICIALS/ADMINISTRATION	1				5	6
	PARA-PROFESSIONALS					1	1
	PROFESSIONALS	4	18	8	1	44	75
	SERVICE/MAINTENANCE					1	1
	TECHNICIANS			1			1
Probation Total		9	18	10	1	69	107
Public Defender	OFFICE/CLERICAL		1	2		6	9
	OFFICIALS/ADMINISTRATION			2		2	4
	PROFESSIONALS		1	2		18	21
	TECHNICIANS			2		2	4
Public Defender Total			2	8		28	38
Public Works	OFFICE/CLERICAL	1	2			13	16
	OFFICIALS/ADMINISTRATION	2				14	16
	PARA-PROFESSIONALS					3	3
	PROFESSIONALS	3	1	2	1	21	28
	SERVICE/MAINTENANCE	5	4	9		37	55
	SKILLED CRAFT	1	1	2		37	41
	TECHNICIANS		1	1		17	19
Public Works Total		12	9	14	1	142	178
Retirement	OFFICE/CLERICAL	1				2	3

EEO JOB GROUPS within Departments (Ethnicity/ Race)

Count of ETHNIC_GRO		ETHNIC_GRO					Grand Total
DEPT_DESC	EEO_CATEGO	ASIAN/PACI	BLACK	HISPANIC	NATIVE AME	WHITE	
Retirement	OFFICIALS/ADMINISTRATION					1	1
	PROFESSIONALS					3	3
Retirement Total		1				6	7
Sheriff	OFFICE/CLERICAL	2	3	1		54	60
	OFFICIALS/ADMINISTRATION					5	5
	PARA-PROFESSIONALS	1	1	2		14	18
	PROFESSIONALS		1	1		19	21
	PROTECTIVE SERVICES	2	5	10	2	138	157
	SERVICE/MAINTENANCE	5	1			2	8
	TECHNICIANS	2	1	4	1	20	28
Sheriff Total		12	12	18	3	252	297
Treasurer / Tax Collector	OFFICE/CLERICAL	2				7	9
	OFFICIALS/ADMINISTRATION					3	3
	PROFESSIONALS	1				2	3
	TECHNICIANS			1		2	3
Treasurer / Tax Collector Total		3		1		14	18
Grand Total		128	94	185	14	1376	1797

SECTION TWO

JOB GROUP ANALYSIS

JOB GROUP ANALYSIS

While the Workforce Analysis of the Organizational Profile was conducted individually for every job title, those job titles were then grouped for the comparison of incumbency to availability and for setting goals consistent with the 1980 Consent Decree. The **Job Group Analysis** contained in this section is preceded by a one page **Job Group Analysis Summary**.

Each Job Group then appears in the **Job Group Analysis** that lists each job title in that Job Group. The **Job Group Analysis** provides the following information: EEO Job Group, job titles within the Job Group, employee headcount for each job title, and overall percentages by gender and ethnicity/race as of 7/1/2004.

The County of Marin utilizes the following eight EEO Job Groups:

Office/Clerical
Officials/Administrators
Para-professionals
Professionals
Protective Services
Services/Maintenance
Skilled Crafts
Technicians

County of Marin Job Group Analysis Summary

Job Group	Total									
	Emps	Male	Female	Min	W	B	H	A	NA	
OFFICE/CLERICAL	377	60	317	103	274	22	38	41	2	
OFFICIALS/ADMINISTRATION	90	62	28	8	82	0	4	4	0	
PARA-PROFESSIONALS	113	20	93	26	87	5	10	9	2	
PROFESSIONALS	599	276	323	145	454	41	58	39	7	
PROTECTIVE SERVICES	216	175	41	25	191	5	14	4	2	
SERVICE/MAINTENANCE	83	76	7	27	56	7	10	10	0	
SKILLED CRAFT	64	60	4	7	57	1	5	1	0	
TECHNICIANS	255	128	127	80	175	13	46	20	1	
	Total (#)	1797	857	940	421	1376	94	185	128	14
	Total (%)		47.7	52.3	23.4	76.6	5.2	10.3	7.1	0.8

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: OFFICE/CLERICAL

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		ACCOUNTING ASSISTANT	22	1	21	7	15	0	1	6	0
		ACCOUNTING SERVICES SUPVR	1	0	1	0	1	0	0	0	0
		ACCOUNTING TECHNICIAN	8	1	7	3	5	1	1	1	0
		ADMIN SECRETARY	2	0	2	0	2	0	0	0	0
		ADMIN SERVICES TECH CONF	1	0	1	0	1	0	0	0	0
		ASSESSMENT RECORDING SUPV	6	2	4	0	6	0	0	0	0
		ASSESSMENT/RECORD TECH I	2	1	1	0	2	0	0	0	0
		ASSESSMENT/RECORD TECH II	20	2	18	3	17	2	0	1	0
		ASSISTANT CLERK TO BOS	1	0	1	0	1	0	0	0	0
		AUTO PARTS CLERK	1	1	0	1	0	1	0	0	0
		BOX OFFICE COORDINATOR	1	0	1	0	1	0	0	0	0
		COMM DISPATCHER II	17	3	14	0	17	0	0	0	0
		COMMUNICATIONS DISPATCH I	10	1	9	1	9	0	0	1	0
		DEPUTY CLERK TO BOS II	2	0	2	1	1	0	1	0	0
		DEPUTY CLERK TO BOS III	2	0	2	0	2	0	0	0	0
		DEPUTY COUNTY CLERK II	2	0	2	1	1	0	0	1	0

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: OFFICE/CLERICAL

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		ELECTIONS CLERK I	1	1	0	0	1	0	0	0	0
		ELECTIONS CLERK II	1	0	1	0	1	0	0	0	0
		ELECTIONS CLERK III	4	2	2	0	4	0	0	0	0
		ELIGIBILITY ASSISTANT	2	0	2	2	0	2	0	0	0
		EXECUTIVE ASST TO CAO	1	0	1	0	1	0	0	0	0
		FIRE DISPATCHER	3	2	1	0	3	0	0	0	0
		GIFT SHOP COORDINATOR	1	0	1	0	1	0	0	0	0
		INTERMEDIATE CLERK/TYPIST	1	1	0	1	0	0	0	1	0
		JAIL CONTROL DISPATCHER	4	2	2	1	3	1	0	0	0
		LEGAL PROC ASST II-BI	2	1	1	2	0	1	1	0	0
		LEGAL PROCESS ASST II	23	2	21	7	16	2	3	2	0
		LEGAL PROCESS SPECIALIST	34	6	28	7	27	1	4	2	0
		LEGAL PROCESS SUPERVISOR	5	0	5	1	4	0	0	1	0
		LEGAL SECRETARY II	10	1	9	1	9	0	1	0	0
		LIBRARY TECHNICAL ASST I	1	0	1	0	1	0	0	0	0
		LIBRARY TECHNICAL ASST II	2	0	2	0	2	0	0	0	0

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: OFFICE/CLERICAL

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		MEDICAL TRANSCRIBER TYP	2	1	1	0	2	0	0	0	0
		MOBILE LIBRARY SVCS ASST	1	0	1	0	1	0	0	0	0
		OFFICE SERVICES SUPV	4	1	3	1	3	1	0	0	0
		PURCHASER II	2	0	2	0	2	0	0	0	0
		REPROGRAPHIC AIDE	1	1	0	0	1	0	0	0	0
		RETIREMENT BENEFITS SPEC	1	0	1	0	1	0	0	0	0
		SECRETARY	15	0	15	4	11	1	1	2	0
		SENIOR ACCOUNTING ASST	23	5	18	8	15	0	1	7	0
		SENIOR ASSESSMENT/REC TEC	3	2	1	2	1	2	0	0	0
		SENIOR BOX OFFICE COORDTR	1	1	0	0	1	0	0	0	0
		SENIOR CLERK/TYPIST	64	9	55	18	46	5	3	9	1
		SENIOR CLERK/TYPIST BILIN	17	3	14	17	0	0	14	2	1
		SENIOR CLK/TYP CONF SP S	1	0	1	1	0	0	1	0	0
		SENIOR LEGAL PROCESS ASST	1	0	1	1	0	0	1	0	0
		SENIOR SECRETARY	17	1	16	5	12	0	3	2	0
		SENIOR WORD PROCESS OPR	2	0	2	1	1	0	0	1	0

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: OFFICE/CLERICAL

EEO Category	Pay Grade	Job Title	Total									
			Emps	Male	Female	Min	W	B	H	A	NA	
		SHERIFF SERVICE AIDE	3	0	3	1	2	1	0	0	0	
		SHERIFF'S PROP & EVID CLK	1	1	0	0	1	0	0	0	0	
		SHERIFF'S SECRETARY	1	0	1	0	1	0	0	0	0	
		SHIPPING & RECEIVING CLK	2	2	0	1	1	0	0	1	0	
		SPECIAL INVESTN SECRETARY	1	0	1	1	0	1	0	0	0	
		SPECIAL INVESTR SECRETARY	1	0	1	0	1	0	0	0	0	
		SUPERVISING CADAS MAP TEC	1	1	0	0	1	0	0	0	0	
		SUPERVISING CLERK	1	0	1	1	0	0	1	0	0	
		SUPERVISING COMM DISPATCH	6	1	5	1	5	0	1	0	0	
		SUPERVISING ELECTIONS CLK	1	0	1	0	1	0	0	0	0	
		SUPPORT SVCS SPECIALIST	7	0	7	1	6	0	0	1	0	
		VITAL STATISTICS CLERK	1	0	1	0	1	0	0	0	0	
		WORD PROCESSING OPERATOR	3	1	2	0	3	0	0	0	0	
			Total (#)	377	60	317	103	274	22	38	41	2
			Total (%)		15.9	84.1	27.3	72.7	5.8	10.1	10.9	0.5

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: OFFICIALS/ADMINISTRATION

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		AFFORDABLE HOUSING STRAT.	1	0	1	0	1	0	0	0	0
		AGR COMM WTS/MEAS DIR	1	1	0	0	1	0	0	0	0
		ASSISTANT ASSESSOR-VALUA	1	1	0	0	1	0	0	0	0
		ASSISTANT CO COUNSEL	1	1	0	0	1	0	0	0	0
		ASSISTANT DIR H&HS-MH	1	1	0	0	1	0	0	0	0
		ASSISTANT DIR HEALTH SVCS	1	0	1	0	1	0	0	0	0
		ASSISTANT DIR-PUB WORKS	1	1	0	0	1	0	0	0	0
		ASSISTANT DIRECTOR H&HS	1	0	1	0	1	0	0	0	0
		ASSISTANT GENERAL MGR OSD	1	1	0	0	1	0	0	0	0
		ASSISTANT PUBLIC DEFENDER	1	1	0	1	0	0	1	0	0
		ASST DIR CHILD SUPP SERV	1	0	1	0	1	0	0	0	0
		CHIEF ASSISTANT DIR H&HS	1	0	1	0	1	0	0	0	0
		CHIEF ASST COUNTY ADMIN	1	1	0	0	1	0	0	0	0
		CHIEF ASST DIR PUB WORKS	1	1	0	0	1	0	0	0	0
		CHIEF BUILDING OFFICIAL	1	1	0	0	1	0	0	0	0
		CHIEF DEP PUBLIC DEFENDER	2	1	1	1	1	0	1	0	0

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: OFFICIALS/ADMINISTRATION

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		CHIEF DEPUTY DISTRICT ATT	2	1	1	0	2	0	0	0	0
		CHIEF DEPUTY PROBATION OF	1	0	1	0	1	0	0	0	0
		CHIEF DEPUTY PUBLIC ADMIN	1	0	1	0	1	0	0	0	0
		CHIEF DEPUTY TAX COLLECTR	1	0	1	0	1	0	0	0	0
		CHIEF ENVIRON HEALTH SVCS	1	1	0	0	1	0	0	0	0
		CHIEF FISCAL OFFICER-H&HS	1	0	1	0	1	0	0	0	0
		CHIEF OF ADMIN SERVICES	3	2	1	1	2	0	0	1	0
		CHIEF OF ALCOHOL & DRUG P	1	1	0	0	1	0	0	0	0
		CHIEF OF ASSESSMENT STAND	1	1	0	0	1	0	0	0	0
		CHIEF OF CONSTRUCTION	1	1	0	1	0	0	0	1	0
		CHIEF OF HIV PROGRAMS	1	0	1	0	1	0	0	0	0
		CHIEF OF SURVEYS	1	1	0	0	1	0	0	0	0
		CHIEF OF WOMENS HLTH SVCS	1	0	1	0	1	0	0	0	0
		CHIEF PROBATION OFFICER	1	1	0	0	1	0	0	0	0
		CHIEF REAL PROPERTY AGENT	1	1	0	0	1	0	0	0	0
		COMMUNICATIONS SVCS MGR	1	0	1	0	1	0	0	0	0

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: OFFICIALS/ADMINISTRATION

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		COMMUNITY SVC CTR MGR	1	1	0	0	1	0	0	0	0
		COUNTY ADMINISTRATOR	1	1	0	0	1	0	0	0	0
		COUNTY COUNSEL	1	1	0	0	1	0	0	0	0
		DEP AG COM/DEP DIR WTS/ME	1	1	0	0	1	0	0	0	0
		DEP DIR CULT & VISIS SERV	1	1	0	0	1	0	0	0	0
		DEP DIR PARKS & LANDSCAPE	1	1	0	0	1	0	0	0	0
		DEP DIR-PLANNING SVCS	1	1	0	0	1	0	0	0	0
		DEPUTY COUNTY ADMINISTR	1	1	0	0	1	0	0	0	0
		DEPUTY DIR CO LIB SRV	1	0	1	0	1	0	0	0	0
		DEPUTY DIRECTOR HUMAN RES	2	0	2	1	1	0	0	1	0
		DEPUTY FIRE CHIEF	1	1	0	1	0	0	1	0	0
		DESKTOP & SYS SUPPORT MGR	1	0	1	0	1	0	0	0	0
		DIRECTOR CHILD SUP SRVCS	1	1	0	0	1	0	0	0	0
		DIRECTOR OF CO LIBRARY SV	1	0	1	0	1	0	0	0	0
		DIRECTOR OF COMMUNITY DEV	1	1	0	0	1	0	0	0	0
		DIRECTOR OF H & H S	1	1	0	0	1	0	0	0	0

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: OFFICIALS/ADMINISTRATION

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		DIRECTOR OF HUMAN RESOURC	1	0	1	0	1	0	0	0	0
		DIRECTOR OF INFO SRV/TECH	1	1	0	0	1	0	0	0	0
		DIRECTOR OF PUBLIC WORKS	1	1	0	1	0	0	0	1	0
		DIRECTOR PROBATION SVCS	2	2	0	0	2	0	0	0	0
		DISTRICT ATTORNEY ADMINTR	1	0	1	0	1	0	0	0	0
		FIRE CHIEF	1	1	0	0	1	0	0	0	0
		FIRE OPS BATTALION CHIEF	3	3	0	1	2	0	1	0	0
		INVESTMENT-CASH MGMT OFF	1	0	1	0	1	0	0	0	0
		MANAGER OF REPRO SERVICES	1	0	1	0	1	0	0	0	0
		MARINET SYS ADMINISTRATOR	1	0	1	0	1	0	0	0	0
		MEDICAL CHIEF M S CLINIC	1	1	0	0	1	0	0	0	0
		OBSTETRICIAN/GYN. II	1	1	0	0	1	0	0	0	0
		PARK/OPEN SPACE SUPERINT	2	2	0	0	2	0	0	0	0
		PRINCIPAL PERSONNEL ANALY	1	1	0	0	1	0	0	0	0
		PUBLIC DEFENDER	1	1	0	0	1	0	0	0	0
		PUBLIC GUARDIAN	1	0	1	0	1	0	0	0	0

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: OFFICIALS/ADMINISTRATION

EEO Category	Pay Grade	Job Title	Total									
			Emps	Male	Female	Min	W	B	H	A	NA	
		PUBLIC HEALTH OFFICER	1	1	0	0	1	0	0	0	0	
		PUBLIC WORKS PROGRAM MGR	1	1	0	0	1	0	0	0	0	
		RETIREMENT ADMINISTRATOR	1	1	0	0	1	0	0	0	0	
		RISK MANAGER	1	0	1	0	1	0	0	0	0	
		ROAD MAINTENANCE ENGINEER	1	1	0	0	1	0	0	0	0	
		SENIOR CIVIL ENGINEER	5	5	0	0	5	0	0	0	0	
		SHERIFF'S LEGAL PROC MGR	1	0	1	0	1	0	0	0	0	
		SHERIFFS CAPTAIN	3	3	0	0	3	0	0	0	0	
		SUPERINTENDENT JUV HALL	1	1	0	0	1	0	0	0	0	
		SYSTEMS & PROGRAMMING MGR	1	1	0	0	1	0	0	0	0	
		TRANSPORTATION ENGINEER	1	1	0	0	1	0	0	0	0	
			Total (#)	90	62	28	8	82	0	4	4	0
			Total (%)		68.9	31.1	8.9	91.1	0.0	4.4	4.4	0.0

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: PARA-PROFESSIONALS

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		ACCOUNTING TECHNICAL SPEC	3	1	2	0	3	0	0	0	0
		ADMIN SERV ASSOC ASSESSOR	1	1	0	0	1	0	0	0	0
		ADMIN SERVICES ASSOCIATE	17	2	15	2	15	0	1	1	0
		ADMIN SERVICES OFFICER-HR	1	0	1	0	1	0	0	0	0
		ADMIN SERVICES TECHNICIAN	12	1	11	7	5	1	1	5	0
		CHILD SUPPORT OFC II-BIL	2	1	1	1	1	0	1	0	0
		CHILD SUPPORT OFFICER II	7	2	5	2	5	0	2	0	0
		CHILD SUPPORT SPECIALIST	4	0	4	1	3	0	1	0	0
		COMMUNITY LIBRARY SPECIAL	2	1	1	0	2	0	0	0	0
		CONSUMER SERVICES COORD	1	1	0	0	1	0	0	0	0
		COUNTY CNSL LGL RES AST	1	1	0	0	1	0	0	0	0
		EMERGENCY MED SVCS SPEC	2	2	0	0	2	0	0	0	0
		EMPLOYEE PROG COORDINATOR	3	0	3	0	3	0	0	0	0
		EXHIBITS SUPERVISOR	1	1	0	0	1	0	0	0	0
		LEGAL RESEARCH ASSISTANT	1	0	1	1	0	1	0	0	0
		LIBRARY ASSISTANT I	3	1	2	1	2	0	0	0	1

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: PARA-PROFESSIONALS

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		LIBRARY ASSISTANT II	6	0	6	0	6	0	0	0	0
		LIBRARY DESK SUPERVISOR	4	0	4	0	4	0	0	0	0
		PARKING ENF OFFICER II	1	0	1	0	1	0	0	0	0
		PAYROLL ACCOUNTING TECH	2	1	1	0	2	0	0	0	0
		PERSONNEL TECHNICIAN	4	0	4	2	2	1	0	1	0
		PLANNING AIDE	2	0	2	1	1	0	1	0	0
		PROBATE SPECIALIST II	1	0	1	0	1	0	0	0	0
		PROGRAM SPECIALIST CCS/BI	1	1	0	0	1	0	0	0	0
		SENIOR CHILD SUPPORT OFC	4	1	3	1	3	0	0	1	0
		SENIOR DEPUTY COUNTY CLRK	1	0	1	0	1	0	0	0	0
		SENIOR EVENTS COORDINATOR	1	1	0	0	1	0	0	0	0
		SENIOR LIBRARY ASSISTANT	1	0	1	0	1	0	0	0	0
		SENIOR SHERIFF SVCS ASST	2	1	1	1	1	0	1	0	0
		SHERIFF'S SERVICE ASST	11	0	11	2	9	1	0	1	0
		SHERIFF'S SERVICE TECH	1	0	1	0	1	0	0	0	0
		SUPERVISING CHILD SPT OFC	3	0	3	0	3	0	0	0	0

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: PARA-PROFESSIONALS

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		SUPERVISING LIB TECH ASST	1	0	1	0	1	0	0	0	0
		VICTIM WITNESS PRO SUP BI	1	0	1	1	0	0	1	0	0
		VICTIM/WITNESS ADV BILING	1	0	1	1	0	0	1	0	0
		VICTIM/WITNESS ADVOCATE	4	0	4	2	2	1	0	0	1
Total (#)			113	20	93	26	87	5	10	9	2
Total (%)				17.7	82.3	23.0	77.0	4.4	8.8	8.0	1.8

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: PROFESSIONALS

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		ACCOUNTANT I	2	0	2	1	1	0	1	0	0
		ACCOUNTANT II	6	3	3	3	3	0	0	3	0
		ACCOUNTING MANAGER	1	1	0	1	0	0	0	1	0
		ACCOUNTING SYSTEMS COORD	1	0	1	1	0	0	0	1	0
		ADMIN ANALYST III	5	2	3	0	5	0	0	0	0
		ADMIN ASST TO COUNTY COUN	1	0	1	0	1	0	0	0	0
		ADMIN SERVICES MANAGER	4	2	2	1	3	0	0	1	0
		ADMIN SERVICES OFFICER	7	0	7	2	5	0	2	0	0
		AFF ACT/DIVERSITY OFFICER	1	1	0	1	0	1	0	0	0
		AMER WITH DISABIL COORD	1	1	0	1	0	0	0	0	1
		ASSISTANT DEP DIR CLT/VIS	1	0	1	0	1	0	0	0	0
		ASSISTANT ENGINEER	8	7	1	1	7	0	0	1	0
		ASSISTANT PLANNER	3	1	2	0	3	0	0	0	0
		ASSISTANT RETIRE ADMINIST	1	0	1	0	1	0	0	0	0
		ASSOCIATE CIVIL ENGINEER	7	4	3	3	4	1	1	1	0
		ASST CHIEF CHILD HLTH SVC	1	0	1	0	1	0	0	0	0

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: PROFESSIONALS

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		ASST CHIEF FISCAL OFF-HHS	3	2	1	2	1	0	0	2	0
		ASST COMM DISPATCH MGR	2	1	1	0	2	0	0	0	0
		AUDIT MANAGER	1	0	1	1	0	0	0	1	0
		AUDITOR II	4	3	1	2	2	0	0	2	0
		CHIEF DEPUTY CO COUNSEL	2	1	1	0	2	0	0	0	0
		CHIEF OF ADM SVCS - H&HS	1	1	0	0	1	0	0	0	0
		CHIEF OF DET NURSING SVCS	1	1	0	0	1	0	0	0	0
		CHIEF OPEN SPACE PARK RAN	1	1	0	0	1	0	0	0	0
		CHIEF PARK RANGER	1	1	0	1	0	0	1	0	0
		CHILD SUPPORT ATTY III	2	0	2	1	1	0	1	0	0
		CHILD SUPPORT ATTY IV	1	1	0	0	1	0	0	0	0
		CHILD SUPPORT DIV ACCTNT	1	1	0	0	1	0	0	0	0
		CHILD WELFARE WKR II BI	4	1	3	3	1	0	2	0	1
		CHILD WELFARE WORKER II	15	3	12	5	10	1	4	0	0
		CIVIC CTR VISITOR SVC ADM	1	0	1	0	1	0	0	0	0
		CLIENT AND YOUTH SVC MGR	1	0	1	1	0	1	0	0	0

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: PROFESSIONALS

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		CLINIC REGISTERED NURSE	1	0	1	0	1	0	0	0	0
		CLINIC SERVICES ADMIN	1	0	1	1	0	0	0	0	1
		CLINICAL PSYCH II BILING	1	0	1	1	0	0	1	0	0
		COLLECTIONS MANAGER	1	0	1	0	1	0	0	0	0
		COMM HLTH & PREV SERV MGR	1	0	1	0	1	0	0	0	0
		COMMUNICATIONS DISP MGR	1	1	0	0	1	0	0	0	0
		COMMUNITY DEVELOP COORDTR	1	1	0	0	1	0	0	0	0
		COUNTY COUNSEL III	4	2	2	2	2	0	1	1	0
		COUNTY COUNSEL IV	2	0	2	0	2	0	0	0	0
		CRIME ANALYST	1	0	1	0	1	0	0	0	0
		CRISIS SPECIALIST III	2	2	0	0	2	0	0	0	0
		DEP PROB OFFCR IV BI MISC	1	0	1	0	1	0	0	0	0
		DEP PROBATION OFCR II	14	9	5	3	11	2	0	1	0
		DEP PROBATION OFCR III	12	7	5	7	5	5	1	1	0
		DEP PROBATION OFCR IV	5	2	3	0	5	0	0	0	0
		DEP PROBTN OFCR III-MISC	4	2	2	0	4	0	0	0	0

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: PROFESSIONALS

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		DEP PROBTN OFCR IV-MISC	5	3	2	1	4	0	1	0	0
		DEPUTY DISTRICT ATTY I	1	1	0	0	1	0	0	0	0
		DEPUTY DISTRICT ATTY II	3	1	2	2	1	0	0	2	0
		DEPUTY DISTRICT ATTY III	13	9	4	4	9	2	1	1	0
		DEPUTY DISTRICT ATTY IV	14	7	7	1	13	0	1	0	0
		DEPUTY PROBATION O II BI	4	2	2	4	0	0	3	1	0
		DEPUTY PROBATION O III BI	2	0	2	2	0	0	2	0	0
		DEPUTY PROBATION O IV BI	1	1	0	0	1	0	0	0	0
		DEPUTY PUBLIC DEFENDR II	3	2	1	0	3	0	0	0	0
		DEPUTY PUBLIC DEFENDR III	9	5	4	2	7	1	1	0	0
		DEPUTY PUBLIC DEFENDR IV	7	3	4	0	7	0	0	0	0
		DETENTION NURSE PRAC	1	0	1	0	1	0	0	0	0
		DETENTION NURSING SUPVSR	2	1	1	1	1	1	0	0	0
		DETENTION REGIST NURSE	4	1	3	0	4	0	0	0	0
		DRUG COURT PROGRAM COORD	1	1	0	1	0	0	0	0	1
		ELECTRONIC SRVC LIBRARIAN	1	0	1	0	1	0	0	0	0

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: PROFESSIONALS

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		ELIGIBILITY PROGRAM MGR	3	2	1	0	3	0	0	0	0
		EMERGENCY MED SVC PROG AD	1	0	1	0	1	0	0	0	0
		EMERGENCY SERVICES COORD	1	1	0	0	1	0	0	0	0
		EMERGENCY SERVICES MANAGR	1	1	0	0	1	0	0	0	0
		EMPLOY & TRAIN PRG MGR II	1	0	1	0	1	0	0	0	0
		EMPLOY & TRAIN PROG MGR I	1	0	1	0	1	0	0	0	0
		EMPLOYEE BENEFITS SUPVSR	1	0	1	0	1	0	0	0	0
		EMPLOYMENT DEV COUNS BILN	3	1	2	2	1	0	1	1	0
		EMPLOYMENT DEVELOP COUNS	15	3	12	6	9	1	3	1	1
		ENVIRONMENTAL HEALTH S I	1	1	0	0	1	0	0	0	0
		ENVIRONMENTAL HEALTH S II	7	4	3	2	5	1	1	0	0
		ENVIRONMENTAL PLAN COORD	1	1	0	0	1	0	0	0	0
		EPIDEMIOLOGY PROG CRDTR	1	0	1	0	1	0	0	0	0
		FIRE CAPTAIN	12	12	0	1	11	0	1	0	0
		FIRE CAPTAIN-SPECIALIST	2	2	0	0	2	0	0	0	0
		FIRE MARSHAL	1	1	0	0	1	0	0	0	0

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: PROFESSIONALS

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		FIRE TR/EMG MEDIC OFFICER	1	1	0	0	1	0	0	0	0
		FOOD & SUPPORT SERVS MNGR	1	0	1	0	1	0	0	0	0
		FORESTER	1	1	0	0	1	0	0	0	0
		GEO INFO SYS ANALYST II	2	2	0	0	2	0	0	0	0
		GEO INFO SYS MANAGER	1	1	0	0	1	0	0	0	0
		GROUP COUNSELOR I*	3	2	1	1	2	1	0	0	0
		GROUP COUNSELOR II*	5	3	2	4	1	4	0	0	0
		GROUP COUNSELOR II-BILING	1	1	0	1	0	0	0	0	1
		GROUP COUNSELOR III	4	3	1	3	1	2	0	1	0
		H&HS POLICY ANALYST	1	0	1	0	1	0	0	0	0
		HARBOR ADMINISTRATOR	1	1	0	0	1	0	0	0	0
		HAZARDOUS MAT SPEC II	2	1	1	0	2	0	0	0	0
		HEALTH & HUMAN SV PR CORD	6	1	5	1	5	1	0	0	0
		HEALTH SVCS CLINIC MGR I	1	0	1	0	1	0	0	0	0
		HEALTH/HUMAN SRV PLAN/EVL	7	1	6	1	6	0	0	1	0
		JUNIOR ENGINEER	2	1	1	1	1	0	0	1	0

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: PROFESSIONALS

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		LIBRARIAN I	3	1	2	0	3	0	0	0	0
		LIBRARIAN II	10	2	8	1	9	0	0	1	0
		LIC MENTAL HEALTH PRACT	19	8	11	4	15	2	1	1	0
		LIC MENTAL HLTH PRACT-BIL	8	1	7	5	3	0	5	0	0
		LONG TERM CARE INTEG MNGR	1	0	1	0	1	0	0	0	0
		MEDIATION COORDINATOR	1	0	1	0	1	0	0	0	0
		MEDIATION SERV MANAGER	1	0	1	0	1	0	0	0	0
		MENTAL HEALTH NURSE PRACT	2	1	1	0	2	0	0	0	0
		MENTAL HEALTH PRACT	9	3	6	3	6	1	1	1	0
		MENTAL HEALTH PROG MGR I	1	1	0	0	1	0	0	0	0
		MENTAL HEALTH PROG MGR II	2	0	2	0	2	0	0	0	0
		MENTAL HEALTH REG NURSE	1	0	1	0	1	0	0	0	0
		MENTAL HEALTH UN SUPV-BIL	1	1	0	1	0	0	1	0	0
		MENTAL HEALTH UNIT SUPV	6	3	3	0	6	0	0	0	0
		MENTAL HLTH PRACT-BILING	3	0	3	2	1	0	2	0	0
		MICROBIOLOGIST II	2	0	2	0	2	0	0	0	0

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: PROFESSIONALS

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		MICROBIOLOGIST III	3	1	2	0	3	0	0	0	0
		NUTRITIONIST	2	0	2	1	1	0	1	0	0
		OCCUPATIONAL THERAPIST	2	1	1	0	2	0	0	0	0
		OPEN SPACE INTERPRET NAT	1	1	0	0	1	0	0	0	0
		OPEN SPACE PLANNER	1	1	0	0	1	0	0	0	0
		OPEN SPACE RES ECOLOGIST	1	0	1	0	1	0	0	0	0
		OUTREACH PROGRAM COORD	1	0	1	0	1	0	0	0	0
		PARK PLANNER	1	0	1	0	1	0	0	0	0
		PAYROLL ACCOUNTANT	1	0	1	0	1	0	0	0	0
		PERSONNEL ANALYST II	2	1	1	2	0	0	1	1	0
		PHYSICAL THERAPIST	2	1	1	0	2	0	0	0	0
		PLANNER	6	4	2	0	6	0	0	0	0
		PLANNING & ACQUISITION MG	1	1	0	0	1	0	0	0	0
		PRIN TRANSPORTATION PLNR	1	1	0	0	1	0	0	0	0
		PRINCIPAL PARK PLANNER	1	1	0	0	1	0	0	0	0
		PRINCIPAL PLANNER	3	2	1	2	1	0	1	1	0

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: PROFESSIONALS

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		PRINCIPAL SYSTEMS ANALYST	7	2	5	1	6	1	0	0	0
		PRINCIPAL SYSTEMS SUPP AN	10	9	1	2	8	1	0	1	0
		PROBATION SUPERVISOR	5	3	2	2	3	1	1	0	0
		PROBATION SUPERVISOR-SAFE	4	2	2	2	2	2	0	0	0
		PROGRAM MGR-DIV OF AGING	1	0	1	0	1	0	0	0	0
		PUBLIC HEALTH N-BILINGUAL	1	0	1	1	0	0	1	0	0
		PUBLIC HEALTH NURSE	4	0	4	0	4	0	0	0	0
		RESOURCE DEV COORDINATOR	2	1	1	0	2	0	0	0	0
		RESOURCE DEVELOPMENT ADM	1	0	1	0	1	0	0	0	0
		SAWS SYSTEMS ADMIN	1	0	1	0	1	0	0	0	0
		SENIOR ACCOUNTANT	1	1	0	0	1	0	0	0	0
		SENIOR AUDITOR	1	0	1	0	1	0	0	0	0
		SENIOR CHILD WELFARE WRKR	3	1	2	2	1	0	1	1	0
		SENIOR ENVIR HEALTH SPEC	8	5	3	3	5	1	1	1	0
		SENIOR FIRE CAPTAIN	6	6	0	0	6	0	0	0	0
		SENIOR LIBRARIAN	7	1	6	1	6	1	0	0	0

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: PROFESSIONALS

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		SENIOR OPEN SPACE PLANNER	1	1	0	0	1	0	0	0	0
		SENIOR PERSONNEL ANALYST	2	1	1	0	2	0	0	0	0
		SENIOR PLANNER	5	3	2	0	5	0	0	0	0
		SENIOR PUBLIC HEALTH NURS	6	0	6	1	5	0	1	0	0
		SENIOR PUBLIC HLTH NUR BI	5	0	5	2	3	0	2	0	0
		SENIOR REGISTERED NURSE	1	0	1	0	1	0	0	0	0
		SENIOR SOCIAL SERVICE WKR	3	1	2	0	3	0	0	0	0
		SENIOR SYSTEMS SUPPORT AN	16	8	8	1	15	0	0	1	0
		SENIOR TRANSPORTATN PLNR	1	0	1	0	1	0	0	0	0
		SHERIFF LIEUTENANT	13	12	1	2	11	1	1	0	0
		SOCIAL SERVICE WORK I BI	3	1	2	3	0	0	1	2	0
		SOCIAL SERVICE WORK II BI	3	0	3	2	1	0	1	1	0
		SOCIAL SERVICE WORKER I	2	1	1	1	1	1	0	0	0
		SOCIAL SERVICE WORKER II	5	2	3	1	4	0	0	1	0
		SOCIAL SERVICES UNIT SUPV	6	2	4	1	5	0	1	0	0
		SOCIAL SVC PROG MGR I	4	1	3	1	3	1	0	0	0

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: PROFESSIONALS

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		SOCIAL SVC PROG MGR II	2	1	1	0	2	0	0	0	0
		STAFF PSYCHIATRIST	3	3	0	0	3	0	0	0	0
		STORMWATER PROGRAM ADMIN	1	0	1	1	0	0	1	0	0
		SUPER MENT HLTH RN/UNT SU	1	1	0	0	1	0	0	0	0
		SUPERVISING CERT NURS MID	1	0	1	0	1	0	0	0	0
		SUPERVISING EMPLOY DEV CO	2	0	2	0	2	0	0	0	0
		SUPERVISING ENV HEALTH SP	3	2	1	1	2	0	1	0	0
		SUPERVISING NURSE PRACT	1	0	1	0	1	0	0	0	0
		SUPERVISING PUB HLTH MICR	1	0	1	0	1	0	0	0	0
		SUPERVISING PUBLIC H NUR	3	0	3	1	2	0	0	1	0
		SYSTEMS SUPPORT ANALYS II	9	3	6	2	7	1	1	0	0
		SYSTEMS SUPPORT ANALYST I	1	1	0	1	0	0	1	0	0
		TAX ACCOUNTANT	1	0	1	0	1	0	0	0	0
		TAX/SPCL BUDGETS MANAGER	2	0	2	0	2	0	0	0	0
		TECHNOLOGY SUPPORT ANA I	7	4	3	3	4	2	0	0	1
		TECHNOLOGY SUPPORT ANA II	14	10	4	0	14	0	0	0	0

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: PROFESSIONALS

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		TRAINING & DEVEL MANAGER	1	0	1	0	1	0	0	0	0
		TRAINING & DEVEL SPEC	1	0	1	0	1	0	0	0	0
		TRANSIT SERVICES MANAGER	1	0	1	0	1	0	0	0	0
		VOLUNTEER & EMP PROG MNGR	1	0	1	0	1	0	0	0	0
		WASTE MGMT SPECIALIST	1	1	0	0	1	0	0	0	0
Total (#)			599	276	323	145	454	41	58	39	7
Total (%)				46.1	53.9	24.2	75.8	6.8	9.7	6.5	1.2

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: PROTECTIVE SERVICES

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		CHIEF DIST ATTY INSPECTOR	1	1	0	0	1	0	0	0	0
		DEPUTY SHER TRAINEE	5	3	2	1	4	1	0	0	0
		DEPUTY SHERIFF	152	118	34	18	134	4	10	2	2
		DISTRICT ATTORNEY INSPECT	9	6	3	1	8	0	0	1	0
		FIRE ENGINEER	18	17	1	1	17	0	1	0	0
		FIRE ENGINEER PARAMEDIC	20	19	1	2	18	0	2	0	0
		FIRE FIGHTER I	2	2	0	1	1	0	0	1	0
		FIRE FIGHTER II	4	4	0	1	3	0	1	0	0
		FIRE FIGHTER PARAMEDIC II	2	2	0	0	2	0	0	0	0
		FIRE FIGHTER/PARAMEDIC I	2	2	0	0	2	0	0	0	0
		SENIOR DIST ATTY INSPECT	1	1	0	0	1	0	0	0	0
Total (#)			216	175	41	25	191	5	14	4	2
Total (%)				81.0	19.0	11.6	88.4	2.3	6.5	1.9	0.9

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: SERVICE/MAINTENANCE

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		CHIEF OF LANDSCAPE SVCS.	1	1	0	0	1	0	0	0	0
		COOK	5	5	0	4	1	1	0	3	0
		CUSTODIAL SUPERVISOR	1	1	0	1	0	0	0	1	0
		CUSTODIAN	11	8	3	10	1	2	5	3	0
		EQUIPMENT SERVICE ASST	1	1	0	1	0	0	1	0	0
		FOOD SERVICES SUPERVISOR	3	2	1	1	2	0	0	1	0
		HOUSEKEEPER	1	1	0	1	0	0	0	1	0
		LANDSCAPE SERVICES WKR I	2	2	0	1	1	1	0	0	0
		LANDSCAPE SERVICES WKR II	4	3	1	0	4	0	0	0	0
		LANDSCAPE SVCS SUPERVISOR	2	2	0	0	2	0	0	0	0
		MARIN CENTER UTILITY WKR	2	2	0	2	0	1	1	0	0
		MARIN CTR UTILITY LEADWKR	1	1	0	0	1	0	0	0	0
		ROAD MAINTENANCE SUPV	4	4	0	0	4	0	0	0	0
		ROAD MAINTENANCE WKR I	5	5	0	0	5	0	0	0	0
		ROAD MAINTENANCE WRKR II	15	15	0	1	14	0	1	0	0
		SENIOR CUSTODIAN	1	0	1	1	0	0	1	0	0

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: SERVICE/MAINTENANCE

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		SENIOR EQUIPMENT SVCS WKR	2	2	0	2	0	1	1	0	0
		SENIOR ROAD MAINT SUPV	2	2	0	0	2	0	0	0	0
		SENIOR ROAD MAINT WORKER	10	10	0	2	8	1	0	1	0
		SUPERVISING O S PARK RANG	3	3	0	0	3	0	0	0	0
		SUPERVISING PARK RANGER	4	3	1	0	4	0	0	0	0
		TRAFFIC SAFETY MAINT WORK	3	3	0	0	3	0	0	0	0
Total (#)			83	76	7	27	56	7	10	10	0
Total (%)				91.6	8.4	32.5	67.5	8.4	12.0	12.0	0.0

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: SKILLED CRAFT

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		ASSISTANT GARAGE SUPVR	1	1	0	0	1	0	0	0	0
		BUILDING & MAINT. MANAGER	1	1	0	0	1	0	0	0	0
		BUILDING MAINT LEADWORKER	1	1	0	0	1	0	0	0	0
		BUILDING MAINT WKR II	11	11	0	3	8	0	2	1	0
		BUILDING MAINT WKR III	6	6	0	0	6	0	0	0	0
		CARPENTER/CABINET MAKER	1	1	0	0	1	0	0	0	0
		COMMUNICATIONS TECHNICIAN	5	5	0	1	4	1	0	0	0
		FIRE HEAVY EQUIP MECHANIC	1	1	0	0	1	0	0	0	0
		FIRE HEAVY EQUIPMENT OPT	3	3	0	0	3	0	0	0	0
		GARAGE SUPERVISOR	1	1	0	0	1	0	0	0	0
		HEAVY EQUIPMENT MECHANIC	1	1	0	0	1	0	0	0	0
		JUNIOR COMM TECHNICIAN	2	2	0	0	2	0	0	0	0
		MAINTENANCE ELECTRICIAN	1	1	0	0	1	0	0	0	0
		MECHANIC	2	2	0	0	2	0	0	0	0
		OPEN SPACE PARK RANGER	8	7	1	2	6	0	2	0	0
		PARK EQUIPMNT MECHANIC II	2	2	0	0	2	0	0	0	0

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: SKILLED CRAFT

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		PARK RANGER	8	5	3	1	7	0	1	0	0
		SENIOR COMM TECHNICIAN	3	3	0	0	3	0	0	0	0
		SENIOR MAINT ELECTRICIAN	1	1	0	0	1	0	0	0	0
		SIGN FABRICATOR	1	1	0	0	1	0	0	0	0
		STAGE TECHNICIAN	1	1	0	0	1	0	0	0	0
		STATIONARY ENGINEER	2	2	0	0	2	0	0	0	0
		TRAFFIC SAFETY MAINT SUPV	1	1	0	0	1	0	0	0	0
Total (#)			64	60	4	7	57	1	5	1	0
Total (%)				93.8	6.3	10.9	89.1	1.6	7.8	1.6	0.0

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: TECHNICIANS

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		AGR/WTS & MEAS INSPEC II	2	1	1	1	1	0	1	0	0
		AGR/WTS & MEAS INSPEC III	5	2	3	1	4	0	0	1	0
		AIRPORT OPERATIONS COORD	1	1	0	0	1	0	0	0	0
		APPRAISER I	3	1	2	0	3	0	0	0	0
		APPRAISER II	13	6	7	1	12	0	1	0	0
		APPRAISER III	4	1	3	0	4	0	0	0	0
		ASSISTANT EMERG SVCS COOR	2	1	1	0	2	0	0	0	0
		ASST CHIEF BLDG INSPECTOR	1	1	0	0	1	0	0	0	0
		AUDITOR APPRAISER II	4	3	1	1	3	0	1	0	0
		BUILDING INSPECTOR II	6	5	1	1	5	0	0	1	0
		BUILDING PERMIT TECH	3	1	2	1	2	1	0	0	0
		BUILDING PLANS CHECKER	2	2	0	0	2	0	0	0	0
		CADASTRAL MAPPING TECH	1	0	1	1	0	0	0	1	0
		CHIEF DEPUTY RECORDER	1	0	1	1	0	1	0	0	0
		CHIEF OF ASSESSMENT SYST	1	0	1	0	1	0	0	0	0
		CODE ENFORCEMENT SPEC	2	1	1	1	1	1	0	0	0

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: TECHNICIANS

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		COLLECTIONS REPRESENT I	1	1	0	1	0	0	0	1	0
		COMPUTER SPECIALIST	3	2	1	2	1	1	0	1	0
		COMPUTER TECHNICIAN	1	1	0	1	0	0	0	1	0
		CORONERS INVESTIGATOR	3	2	1	0	3	0	0	0	0
		DENTAL HYGIENIST	1	0	1	0	1	0	0	0	0
		DEP PUB GUARD/CONS/INVR	5	1	4	2	3	0	1	1	0
		DEPUTY PUBLIC ADMIN II	1	0	1	0	1	0	0	0	0
		DEPUTY PUBLIC ADMINISTR I	1	0	1	0	1	0	0	0	0
		ELIGIBILITY PROGRAM SPEC	2	0	2	0	2	0	0	0	0
		ELIGIBILITY SPECIALIST	3	2	1	1	2	0	1	0	0
		ELIGIBILITY SUPERVISOR	8	0	8	1	7	0	1	0	0
		ELIGIBILITY WKR III-BILIN	3	1	2	3	0	0	3	0	0
		ELIGIBILITY WORKER I	3	3	0	1	2	0	0	1	0
		ELIGIBILITY WORKER I-BILN	3	1	2	3	0	0	3	0	0
		ELIGIBILITY WORKER II	28	9	19	7	21	4	2	1	0
		ELIGIBILITY WORKER II-BIL	15	3	12	12	3	0	11	1	0

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: TECHNICIANS

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		ELIGIBILITY WORKER III	14	2	12	1	13	0	0	1	0
		ENGINEERING ASSISTANT	5	3	2	1	4	1	0	0	0
		ENGINEERING TECH III	5	4	1	1	4	0	1	0	0
		ENGINEERING TECHNICIAN II	1	1	0	0	1	0	0	0	0
		ENVIRONMENTAL HEALTH TECH	1	0	1	0	1	0	0	0	0
		LEGAL ASSISTANT-BILINGUAL	1	0	1	1	0	0	1	0	0
		MEDIATION CASE DEVEL-BIL	1	0	1	1	0	0	1	0	0
		MEDICAL RECORDS TECH	1	1	0	0	1	0	0	0	0
		NETWORK ANALYST II	4	3	1	1	3	0	1	0	0
		PRINCIPAL APPRAISER	3	3	0	0	3	0	0	0	0
		PRINCIPAL AUDITOR APPR	1	1	0	0	1	0	0	0	0
		PRINCIPAL NETWORK ANALYST	2	1	1	0	2	0	0	0	0
		PRINCIPAL TECH SUPPT ANA	2	2	0	0	2	0	0	0	0
		PROGRAMMER ANALYST II	4	3	1	1	3	0	0	1	0
		PUBLIC DEFENDER INVEST	3	1	2	1	2	0	1	0	0
		PUBLIC HEALTH INV BILING	1	1	0	1	0	0	1	0	0

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: TECHNICIANS

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		PUBLIC HEALTH INVEST	1	0	1	1	0	0	1	0	0
		REAL PROPERTY AGENT II	1	1	0	0	1	0	0	0	0
		REAL PROPERTY AGENT III	1	1	0	0	1	0	0	0	0
		REGISTERED DENTAL ASSIST	1	1	0	1	0	0	1	0	0
		REPROGRAPHIC TECHNICIAN	2	2	0	0	2	0	0	0	0
		SENIOR AUDITOR-APPRSR	1	1	0	0	1	0	0	0	0
		SENIOR CODE ENFORCE SPEC	1	0	1	0	1	0	0	0	0
		SENIOR PROGRAMMER ANALYST	12	9	3	4	8	1	0	3	0
		SENIOR REGISTERED DENT AS	1	1	0	1	0	0	0	1	0
		SENIOR SUPPORT SVC WKR BI	1	0	1	1	0	0	1	0	0
		SENIOR SUPPORT SVC WORKER	3	1	2	1	2	1	0	0	0
		SENIOR TECH SUPPORT ANALY	6	6	0	3	3	1	1	1	0
		SHERIFF'S SERGEANT	25	23	2	7	18	1	3	2	1
		SPECIAL INVEST SUPVR	1	0	1	0	1	0	0	0	0
		SUPERVISING COMM TECH	1	1	0	0	1	0	0	0	0
		SUPERVISING PURCHASER	1	0	1	0	1	0	0	0	0

County of Marin
Job Group Analysis
41 CFR Sections 60-2.12, 2.13

Job Group: TECHNICIANS

EEO Category	Pay Grade	Job Title	Total								
			Emps	Male	Female	Min	W	B	H	A	NA
		SUPERVISING REPRO TECH	1	0	1	0	1	0	0	0	0
		SUPPORT SERVICE WKR I BI	1	0	1	1	0	0	1	0	0
		SUPPORT SERVICE WKR II BI	4	0	4	4	0	0	4	0	0
		SUPPORT SERVICE WORKER I	2	0	2	0	2	0	0	0	0
		SUPPORT SERVICE WORKER II	3	1	2	2	1	0	1	1	0
		TELECOMMUNICATIONS MGR	1	0	1	0	1	0	0	0	0
		TREASURER/TAX COL OFF I	1	0	1	1	0	0	1	0	0
		WELFARE FRAUD INV BILING	1	1	0	1	0	0	1	0	0
		WELFARE FRAUD INVEST	1	1	0	0	1	0	0	0	0
Total (#)			255	128	127	80	175	13	46	20	1
Total (%)				50.2	49.8	31.4	68.6	5.1	18.0	7.8	0.4

SECTION THREE

COMPARISON OF INCUMBENCY TO

AVAILABILITY

COMPARISON OF INCUMBENCY TO AVAILABILITY

“Incumbency” reflects the ethnic/racial and gender composition of the EEO Job Groups of the current County of Marin workforce, while “availability” indicates the approximate level at which each race/ethnic and gender could reasonably be expected to be represented in a job group if employment decisions were totally devoid of any extraneous factors on the part of the employer or prospective employee.

The local labor area was derived from an analysis of applicants for all jobs in a 12-month period. The zip codes associated with all applicants were compiled to represent a percentage of the labor area in which County of Marin recruits. When utilizing a Zip Code Analysis, each county that is represented in the analysis must represent at least five percent of the total or the individual county will be dropped from the analysis as not having a significant impact. The remaining counties are then weighted to equal 100%. The number of counties deemed insignificant that were dropped from the analysis was greater than 100, including many counties in Northern California such as Santa Clara, San Mateo, Sacramento, Napa, Los Angeles, San Joaquin, Placer, Yolo, Orange, San Diego, Butte and many more.

Based upon the above analysis of the 2000 population census/ civilian labor force , the following availability data were developed:

Local Labor Area: Marin 45.3%, Sonoma 19.6%, San Francisco 9.5%, Contra Costa 9.4%, Alameda 9.0%, Solano 7.2%.

Reasonable Labor Area: National (only used for the Officials/Administration job group).

Weights were assigned to each factor for each job group, consistent with the relative geographic distribution of applicants, based upon their county of residence. Weights were multiplied by the component-specific data to produce weighted data for each component. Weighted data for each component was summed. This produced a final availability estimate for each sex and race/ethnic group, as well as for minorities in the aggregate.

The process by which Civilian labor Force availability has been derived for the County’s 2005 – 2010 Equal Employment Plan has been significantly refined relative to previous Five Year Plans. In the past, availability was determined by the total universe of public and private sector job codes within each of the EEO Job Categories, irrespective of whether the job codes actually existed or had application within the County of Marin. The new Five-Year Plan, however, considers only those job codes within each EEO Job Category that are actually present or have application within the County workforce. Consequently, jobs that are exclusive to the private sector, and those public sector job codes that do not exist in the County’s job matrix are excluded from the algorithm used to determine availability. Job codes included in the calculations are then weighted in proportion to their percentage of the respective EEO Job Category. This refinement in process produces a much more accurate assessment of availability, and allows a more meaningful comparison of the composition of the County of Marin workforce relative to the available labor market.

Once availability estimates were made for each job group, County of Marin compared the percentage of incumbents in each job group to their corresponding availability. A comparison was made between the percentage employed as of July 1, 2004 and that group’s final availability. In those instances in which the ***Test: Whole Person – Less Than Expected (?)*** indicates “***Yes***” there is a statistically significant variance between the composition of the County of Marin workforce and availability in the civilian labor force.

The County of Marin remains actively committed to creating and maintaining a diverse workforce reflective of the applicable and relevant civilian labor force and the County strongly encourages **all** interested and qualified individuals to apply.

County of Marin
Comparison of Incumbency to Availability
41 CFR Section 60-2.15

Job Group: OFFICE/CLERICAL

Test: Whole Person

Total Employees: 377

	Male	Female	Minority	White	Black	Hispanic	Asian	Nat. Amer.
Employee (#)	60	317	103	274	22	38	41	2
Employee (%)	15.9	84.1	27.3	72.7	5.8	10.1	10.9	0.5
Availability (%)	16.0	84.0	25.0	75.0	8.7	8.5	6.0	1.0
Test: Whole Person								
Less Than Expected (?)	NO	NO	NO	YES	YES	NO	NO	YES

County of Marin
Comparison of Incumbency to Availability
41 CFR Section 60-2.15

Job Group: OFFICIALS/ADMINISTRATION

Test: Whole Person

Total Employees: 90

	Male	Female	Minority	White	Black	Hispanic	Asian	Nat. Amer.
Employee (#)	62	28	8	82	0	4	4	0
Employee (%)	68.9	31.1	8.9	91.1	0.0	4.4	4.4	0.0
Availability (%)	64.9	35.1	17.7	82.3	5.9	5.3	4.8	0.8
Test: Whole Person								
Less Than Expected (?)	NO	YES	YES	NO	YES	NO	NO	NO

County of Marin
Comparison of Incumbency to Availability
41 CFR Section 60-2.15

Job Group: PARA-PROFESSIONALS

Test: Whole Person

Total Employees: 113

	Male	Female	Minority	White	Black	Hispanic	Asian	Nat. Amer.
Employee (#)	20	93	26	87	5	10	9	2
Employee (%)	17.7	82.3	23.0	77.0	4.4	8.8	8.0	1.8
Availability (%)	20.9	79.1	33.1	66.9	7.6	11.4	12.0	0.9
Test: Whole Person								
Less Than Expected (?)	YES	NO	YES	NO	YES	YES	YES	NO

County of Marin
Comparison of Incumbency to Availability
41 CFR Section 60-2.15

Job Group: PROFESSIONALS

Test: Whole Person

Total Employees: 599

	Male	Female	Minority	White	Black	Hispanic	Asian	Nat. Amer.
Employee (#)	276	323	145	454	41	58	39	7
Employee (%)	46.1	53.9	24.2	75.8	6.8	9.7	6.5	1.2
Availability (%)	51.1	48.9	23.9	76.1	5.6	8.0	8.1	0.9
Test: Whole Person								
Less Than Expected (?)	YES	NO	NO	YES	NO	NO	YES	NO

County of Marin
Comparison of Incumbency to Availability
41 CFR Section 60-2.15

Job Group: PROTECTIVE SERVICES

Test: Whole Person

Total Employees: 216

	Male	Female	Minority	White	Black	Hispanic	Asian	Nat. Amer.
Employee (#)	175	41	25	191	5	14	4	2
Employee (%)	81.0	19.0	11.6	88.4	2.3	6.5	1.9	0.9
Availability (%)	85.5	14.5	24.8	75.2	7.4	8.7	5.8	0.4
Test: Whole Person								
Less Than Expected (?)	YES	NO	YES	NO	YES	YES	YES	NO

County of Marin
Comparison of Incumbency to Availability
41 CFR Section 60-2.15

Job Group: SERVICE/MAINTENANCE

Test: Whole Person

Total Employees: 83

	Male	Female	Minority	White	Black	Hispanic	Asian	Nat. Amer.
Employee (#)	76	7	27	56	7	10	10	0
Employee (%)	91.6	8.4	32.5	67.5	8.4	12.0	12.0	0.0
Availability (%)	86.1	13.9	63.3	36.7	12.7	38.8	9.2	0.6
Test: Whole Person								
Less Than Expected (?)	NO	YES	YES	NO	YES	YES	NO	NO

County of Marin
Comparison of Incumbency to Availability
41 CFR Section 60-2.15

Job Group: SKILLED CRAFT

Test: Whole Person

Total Employees: 64

	Male	Female	Minority	White	Black	Hispanic	Asian	Nat. Amer.
Employee (#)	60	4	7	57	1	5	1	0
Employee (%)	93.8	6.2	10.9	89.1	1.6	7.8	1.6	0.0
Availability (%)	80.9	19.1	31.5	68.5	4.0	16.2	8.0	1.2
Test: Whole Person								
Less Than Expected (?)	NO	YES	YES	NO	YES	YES	YES	NO

County of Marin
Comparison of Incumbency to Availability
41 CFR Section 60-2.15

Job Group: TECHNICIANS

Test: Whole Person

Total Employees: 255

	Male	Female	Minority	White	Black	Hispanic	Asian	Nat. Amer.
Employee (#)	128	127	80	175	13	46	20	1
Employee (%)	50.2	49.8	31.4	68.6	5.1	18.0	7.8	0.4
Availability (%)	58.1	41.9	30.4	69.6	7.3	11.0	9.2	0.8
Test: Whole Person								
Less Than Expected (?)	YES	NO	NO	YES	YES	NO	YES	NO

SECTION FOUR

**REPRESENTATION GOALS
UNDER CONSENT DECREE**

REPRESENTATION GOALS UNDER CONSENT DECREE

Under the 1980 Consent Decree, Page 2, Paragraph 1, the County of Marin is required to “establish as a whole a requirement that the percentage of females employed in each EEOC category or position shall reflect the supply of females in the relevant labor market for such category. The County shall achieve representation of each of the sexes in each EEOC category or position representative of the numbers in the relevant labor market so that parity exists...”

Measures taken by the County to achieve parity in job placement between men and women in the workforce will be narrowly tailored to comply with the Consent Decree. In addition to implementing the steps outlined in the Consent Decree, County of Marin engages in broad-based recruitment, advertising, and inclusive outreach designed to increase the pool of all qualified applicants.

Note: The Consent Decree does not require and should not be construed to require the County of Marin to discharge any employee, or to hire more employees than are needed to perform the work available, or to hire or promote any person who is not qualified to perform the normal duties of the job for which he or she is under consideration, or to continue in effect any work or job classification now being performed or in existence. The County of Marin does not discriminate on the basis of gender.

The charts that follow compare the percentage of men and women in each job category to their availability in the general labor market. Such statistics aid the County of Marin in evaluating its hiring and employment practice.

County of Marin
Percentage of Men and Women in the WorkForce
41 CFR Section 60-2.16

Job Group: OFFICE/CLERICAL

Test: Whole Person

Total Employees: 337

	Male	Female
Employee (#)	60	317
Employee (% of workforce)	15.9	84.1
Availability (% in labor market) - Goal¹	16.0	84.0

¹ Pursuant to the 1980 Consent Decree (Page 2, Paragraph 1), the County “shall establish as a whole a requirement that the percentage of female employed in each EEOC category or position shall reflect the supply of females in the relevant labor market for such category.” Further, the county must “achieve representation of the sexes in each EEOC category or position representative of the numbers in the relevant labor market so that parity exists...”

County of Marin
Percentage of Men and Women in the WorkForce
41 CFR Section 60-2.16

Job Group: OFFICIALS/ADMINISTRATION

Test: Whole Person

Total Employees: 90

	Male	Female
Employee (#)	62	28
Employee (% of workforce)	68.9	31.1
Availability (% in labor market) - Goal	64.9	35.1

County of Marin
Percentage of Men and Women in the WorkForce
 41 CFR Section 60-2.16

Job Group: PARA-PROFESSIONALS

Test: Whole Person

Total Employees: 113

	Male	Female
Employee (#)	20	93
Employee (% of workforce)	17.7	82.3
Availability (% in labor market) - Goal	20.9	79.1

County of Marin
Percentage of Men and Women in the WorkForce
 41 CFR Section 60-2.16

Job Group: PROFESSIONALS

Test: Whole Person

Total Employees: 599

	Male	Female
Employee (#)	276	323
Employee (% of workforce)	46.1	53.9
Availability (% in labor market) - Goal	51.1	48.9

County of Marin
Percentage of Men and Women in the WorkForce
41 CFR Section 60-2.16

Job Group: PROTECTIVE SERVICES

Test: Whole Person

Total Employees: 216

	Male	Female
Employee (#)	175	41
Employee (% of workforce)	81.0	19.0
Availability (% in labor market) - Goal	85.5	14.5

County of Marin
Percentage of Men and Women in the WorkForce
41 CFR Section 60-2.16

Job Group: SERVICE/MAINTENANCE

Test: Whole Person

Total Employees: 83

	Male	Female
Employee (#)	76	7
Employee (% of workforce)	91.6	8.4
Availability (% in labor market) – Goal	86.1	13.9

County of Marin
Percentage of Men and Women in the WorkForce
41 CFR Section 60-2.16

Job Group: SKILLED CRAFT

Test: Whole Person

Total Employees: 64

	Male	Female
Employee (#)	60	4
Employee (% of workforce)	93.8	6.2
Availability (% in labor market) - Goal	80.9	19.1

County of Marin
Percentage of Men and Women in the WorkForce
 41 CFR Section 60-2.16

Job Group: TECHNICIANS

Test: Whole Person

Total Employees: 255

	Male	Female
Employee (#)	128	127
Employee (% of workforce)	50.2	49.8
Availability (% in labor market) - Goal	58.1	41.9

SECTION FIVE

COMPENSATION ANALYSIS

COMPENSATION ANALYSIS

The Compensation Analysis examines annual salaries within the Job Groups and compares men v. women and whites v. people of historically underrepresented groups.

This Compensation Analysis is routinely conducted by comparing the mean salaries for men v. women and whites v. people of historically underrepresented groups in each job group with appropriate adjustments for tenure or “time in title.” County of Marin, however, has chosen to conduct its Compensation Analysis based upon comparing the mean top salary of men v. women and whites v. people of historically underrepresented groups within each job represented in the Job Groups, computed at Step V. This approach was adopted to maintain consistency with prior compensation analyses methods done by the County, and because all employees who maintain satisfactory job performance will advance to Step V within a maximum of four years of “time-in-title.”

The evidence is clear that County of Marin does not compensate women less favorably than men *because* of gender. Men and women in the same job title are accorded identical salary treatment within the same salary matrix. For example, there are 14 people in the Deputy District Attorney IV job title in the Office of the District Attorney, seven men and seven women, and all are compensated identically at each of the five salary steps of their job title. Thus, within any step of the salary matrix, their salaries will be identical.

There is lack of parity, however, because of the wide variance in top salaries within job groups, based upon the department. For example there is a difference in annual salary of more than \$37,000 between the Director of Public Works and the Director of County Library Services. This difference is due to the comparative salaries of their counterparts in the respective professions, which dictates the County of Marin’s compensation schedule. Public Works Directors have historically been and continue to be men while Library Directors are overwhelmingly women. Consequently, despite the fact that both are “Officials/Administrators” the Director of Public Works commands a 28% higher annual salary. Such disparities exist throughout the eight job groups but have particularly contributed to the lack of salary parity because of their prevalence within the two highest compensated job groups, Officials/Administrators and Professionals.

County of Marin Compensation Analysis by: Job Groups

41 CFR Section 60-2.17(b)(3)

Analysis Type: Mean

Category	Annual Salary (\$): Mean		Difference in Salary (\$): Mean	
	Men	Women	Men	Women
OFFICE/CLERICAL	\$48,061 (60)	\$48,007 (317)	+\$54	
OFFICIALS/ADMINISTRATION	\$122,252 (62)	\$106,165 (28)	+\$16,087	
PARA-PROFESSIONALS	\$57,868 (20)	\$53,369 (93)	+\$4,500	
PROFESSIONALS	\$84,105 (276)	\$78,633 (323)	+\$5,472	
PROTECTIVE SERVICES	\$73,370 (175)	\$73,231 (41)	+\$140	
SERVICE/MAINTENANCE	\$51,591 (76)	\$45,639 (7)	+5,952	
SKILLED CRAFT	\$60,920 (60)	\$50,472 (4)	+\$10,448	
TECHNICIANS	\$70,503 (128)	\$59,486 (127)	+\$11,017	

**County of Marin
Compensation Analysis by: Job Groups**

41 CFR Section 60-2.17(b)(3)

Analysis Type: Mean

Category	Annual Salary (\$): Mean		Difference in Salary (\$): Mean	
	White	Total Minorities	White	Total Minorities
OFFICE/CLERICAL	\$48,698 (274)	\$46,200 (103)	+\$2,498	
OFFICIALS/ADMINISTRATION	\$116,500 (82)	\$124,902 (8)		+\$8,402
PARA-PROFESSIONALS	\$54,550 (87)	\$52,878 (26)	+\$1,672	
PROFESSIONALS	\$82,745 (454)	\$76,175 (145)	+\$6,571	
PROTECTIVE SERVICES	\$73,475 (191)	\$72,345 (25)	+\$1,130	
SERVICE/MAINTENANCE	\$54,653 (56)	\$43,698 (27)	+\$10,954	
SKILLED CRAFT	\$61,007 (57)	\$54,249 (7)	+\$6,758	
TECHNICIANS	\$66,695 (175)	\$61,343 (80)	+\$5,353	

SECTION SIX

**EQUAL EMPLOYMENT OPPORTUNITY PLAN
FOR PERSONS WITH DISABILITIES**

Policy Statement

It is the policy of County of Marin that equal employment opportunity will be provided in the employment and advancement of persons with disabilities at all levels of employment, including the executive level. County of Marin does not and will not discriminate against any applicant or employee because of a physical or mental disability in regard to any position for which the applicant or employee is qualified. In addition, County of Marin is committed to a policy of taking action to employ and advance in employment qualified individuals with disabilities. Such action shall apply to all employment practices, including, but not limited to hiring, upgrading, demotion or transfer, recruitment, recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship and on-the-job training. Decisions related to personnel policies and practices shall be made on the basis of an individual's capacity to perform a particular job and the feasibility of any necessary job accommodation. County of Marin will make every effort to provide reasonable accommodations to any physical and mental limitations of individuals with disabilities.

Our obligations in this area stem from not only adherence to various state and federal regulations, but also from our commitment as an employer in this community to provide job opportunities to persons with disabilities.

Review of Personnel Processes

To insure that all personnel activities are conducted in a job-related manner which provides and promotes equal employment opportunity for all known employees and applicants with disabilities, reviews are periodically made of the County's examination and selection methods to identify barriers to employment, training, and promotion.

County of Marin regularly reviews its employment processes to insure thorough and systematic consideration of the job qualifications of known employees and applicants with disabilities for job vacancies filled either by external hiring or internal promotions/transfers, as well as for all training opportunities available. In order to determine whether an individual is qualified for a particular job, a close examination of the content of the job is made, as well as a review of the job qualifications of individuals with disabilities, both applicants and employees.

Physical and Mental Qualifications

To insure that all physical and mental qualifications and requirements are job-related and promote equal employment opportunity for all known employees and applicants with disabilities, reviews are periodically made of the County's physical and mental qualifications and requirements as they relate to employment, training, and promotion.

The County's physical and mental job requirements are reviewed to determine whether or not they are job-related and consistent with business necessity and safe performance on the job.

Schedule for Review: Any previously reviewed classification will be reviewed again if there is a change in working conditions which affects the job's physical or mental requirements (e.g., new requirements, new equipment, etc.)

Reasonable Accommodation to Physical and Mental Limitations

County of Marin will make every effort to provide reasonable accommodations to physical and mental limitations of applicants of employees with disabilities unless it can demonstrate that the accommodations would impose an undue hardship on the operation of business. County of Marin will confidentially review performance issues of employees with known disabilities to determine whether a reasonable accommodation is needed when: 1) the employee is having significant difficulty with job performance, and 2) it is reasonable to conclude that the problem is related to the known disability.

SECTION SEVEN
1980 CONSENT DECREE

IN THE UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF CALIFORNIA

MARIN COUNTY CHAPTER OF THE
NATIONAL ORGANIZATION FOR WOMEN,
AND ON BEHALF OF ALL OTHERS
SIMILARLY SITUATED,

NO. C 76 1239 AJZ

Plaintiffs,

CONSENT DECREE

vs.

THE COUNTY OF MARIN,

Defendants.

This action was brought by plaintiff, Marin County Chapter of the National Organization for Women (hereinafter referred to as "NOW") on June 18, 1976 alleging that defendant, County of Marin, maintains consistent employment policies which discriminate against women due to their sex in violation of Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000 (e), et seq.

The defendant has filed its answer denying the allegations in the complaint.

The parties hereto are mutually desirous of disposing of the issues raised by the suit without further litigation, and for that reason plaintiff and defendant are willing to consent, and do consent, to the following Decree, the provisions of which shall bind defendant and plaintiff. The Court has made no finding or conclusions that the defendant violated the aforementioned statute nor any regulations adopted pursuant thereto. Nothing contained in this Decree should be construed as an admission by defendant that the acts and practices complained of in this action were discriminatory in nature or effect or violated the aforementioned statute. This Consent Decree shall constitute final resolution of all issues which plaintiff raised or could have raised concerning acts, patterns or practices alleged to be unlawful by the plaintiff in its complaint on file herein.

The Court, being fully advised in the premises, having conferred with respective counsel, having reviewed all aspects of this case to date, having fully considered the desirability of disposing of the matters contained herein by means of a consent Decree, and being satisfied that said Consent Decree has been freely agreed to by the plaintiffs and defendant, does:

HEREBY ORDER, ADJUDGE AND DECREE AS FOLLOWS:

1. The Court has jurisdiction over both parties in the subject matter of this action.

2. The County, its officers, agents and employees, successors in interest, individually or collectively, and all persons or entities acting in concert or in participation with them, are enjoined permanently from engaging in any act, omission, practice or policy which has the purpose or effect of discriminating against any individual because of sex, and shall specifically not engage in any act or practice which has the purpose or effect of discriminating with regard to employment opportunities against any individual because of his or her sex, which act has the purpose or effect of perpetuating any such past discrimination.

Nothing in this Decree shall require or be construed to require defendant to discharge any employee, or to hire more employees than are needed to perform the work available, or to hire or promote any person who is not qualified to perform the normal duties of the job for which he or she is under consideration, or to continue in effect any work or job classification now being performed or in existence.

The County shall establish as a whole a requirement that the percentage of females employed in each EEOC category or position shall reflect the supply of females in the relevant labor market for such category. The County shall achieve representation of each of the sexes in each EEOC category or position representative of the numbers in the relevant labor market so that parity exists within five years from the date of this Decree, with the interim goal of 20% per annum. The standard for determining this population parity for females shall be relevant labor market for each EEO 4 category agreed to by the County's Affirmative Action Officer and Personnel Director, with any disputes to be resolved by the Personnel Commission of the County of Marin. The numerical supply of qualified females in the relevant labor market shall be determined by the number of females possessed of requisite skills in the relevant labor market according to the latest United States census, i.e. 1970 until 1980 census data becomes available.

In order to achieve the goals established by this Decree, County shall:

(a) Maintain an Affirmative Action Officer with adequate staff to fulfill the duties imposed by this Decree, County ordinances, resolutions and policies as determined by the County Board of Supervisors. The Affirmative Action Officer will have the general responsibilities of implementing the procedures provided for herein, and carrying out Title VII mandates including, but not limited to, the following duties:

(1) Keeping each County department informed of the Affirmative Action program heretofore adopted by the County and as outlined herein and of supplemental guidelines as adopted.

(2) Aiding and supervising of each department's implementation of this program, including the evaluation and monitoring of departmental affirmative action plans and implementation and conducting staff training programs to educate county personnel regarding legal and policy requirements of equal employment opportunities.

(3) Disseminating information regarding the County's Affirmative Action programs to County personnel and to the general public.

(4) Establishing and maintaining communications with community and governmental organizations which represent ethnic, minority and female interests and utilizing services provided by such organizations which could aid in implementation of the affirmative action program.

(5) Hearing and evaluating complaints of employees and applicants regarding employment discrimination and recommending appropriate action to such persons.

(b) The County shall establish and maintain an intensive affirmative action recruitment program aimed at recruiting greater numbers of women's organizations, communities and individuals. When the aforementioned program is created, but prior to the time it is implemented, a copy of it shall be sent to the offices of plaintiff's counsel and an opportunity is to be provided to counsel to comment upon it.

(c) The minimum qualifications for each job classification shall accurately reflect the skills actually required to perform the typical tasks of the job; shall be included in all notices and advertising of available job positions; and shall be provided in writing to all employees and job applicants as to the position they hold or apply for. A copy of the minimum qualification for each job classification shall be on file with the Affirmative Action Officer.

(d) Career ladders, promotions and training. County shall develop career ladders for each entry level job classification. Each employee and applicant shall receive a written copy of the career ladder position which they occupy, or for which they have applied, with a written explanation of its significance, with regard to opportunities for and limitations on, promotions, reclassification, and lateral transfers.

The County agrees to provide 20 hours release time per annum for all women not in the professional and administrator, official EEO 4 category, to attend programs designed to enhance the employee abilities for career advancement.

Said programs shall be developed and or selected by the County Affirmative Action Officer, and the Personnel Department in such manner as will affect the objectives of this decree. The County shall utilize and participate in the services of available employment and career training programs whether or not funded by Federal or State Government.

(e) Examinations. All examinations shall accurately reflect the requirements of the position being tested for and shall not test extraneous matter. No examination or examiner shall discriminate against examinees on the basis of sex. For each examination given with regard to employment, promotion, transfer and reclassification, defendant will give plaintiff's counsel the following information within two weeks of the examination.

(1) The sex of each person taking the examination, and of each person passing the examination, along with the ranking of each person passing (without name identification).

(2) If more than 75% of the women ranked in the lower one-half of those taking the examination, and more than 3 persons took such examination, then at the request of plaintiff's counsel a meeting shall be held with defendant's representatives who will attempt to reach agreement as to examination content. If less than 3 women are examined for any position, then the County's Affirmative Action Officer shall review the recruiting process for said position and shall issue a report to the Personnel Department indicating changes which need to be made to improve the recruitment process. A copy of such report shall be sent to plaintiff's counsel. County will be responsible for demonstrating to plaintiff counsel that the examination components and requirements are job related. If the parties cannot reach an agreement on examination content, plaintiff may apply to the Court for appropriate relief.

(3) Boards for oral examinations in which there are any female examinees shall include at least one female member and the County shall endeavor to have a female member on any oral board.

(f) Job Descriptions. The County shall provide job descriptions for each County job. All references to either sex in the titles of positions and the descriptions themselves shall be eliminated. Each description and its accompanying salary schedule shall accurately reflect the work to be performed by the employee holding that job. Each employee shall be provided with a written copy of the job description. Employees shall be advised by the Personnel Department what remedies they have if they are performing duties not set forth in their job description.

(g) Within nine months from the date of this Decree, the Affirmative Action Officer of the County shall examine the job descriptions and where that officer finds that the descriptions are similar but one classification receives more than ten percent per annum higher pay, that a recommendation be made to the Personnel Department that such positions be reclassified with notice being given to all affected employees. The County shall eliminate such discrepancies within 90 days. Notice of the Affirmative Action Officer's report shall be given to all affected employees and to plaintiff's counsel.

(h) Each person separated from County employment shall receive an information sheet before, or on the effective date of separation, for the purpose of clarification and documentation of the

reasons for employment termination, effects of termination on various employee benefits, and a statement of the rights of such employee.

If the County terminates the employee, such employee shall receive written reasons for such termination and the right to place his or her statement into the personnel file with both statements to be given to prospective employers upon inquiry by such employers.

(4) Defendant County of Marin shall file with the Court written semi-annual reports on or before September 1 through June 30 and July 1 through December 31, respectively. The first report shall be filed September 1, 1980. A copy of each report shall be served on counsel for plaintiff at the same time. These reports shall detail the following:

(a) All applicants for job openings, showing the following with regard to each applicant for County employment during the report period:

- (1) Sex of applicant.
- (2) Position applied for, EEOC category and job classification.
- (3) Whether or not hired.
- (4) Salary level.
- (5) Total number of male and female applicants for the same position.
- (6) A statement for the reporting period of the efforts made by the County in non-conclusory terms to meet the goals set by this Decree.

(b) Number of interest cards filed by sex and position applied for.

(c) Number of men and women who left employment with defendant and the reason for each woman.

- (1) If an appeal was filed, the result of such appeal.
- (2) With permission of such woman, the name and address.

(d) Commencing January 5, 1981, the total number of those who were eligible for merit salary or promotions which were not granted, and as to each female in that category:

- (1) A statement why it was not granted.
- (2) With consent, her name and address.

(e) Copies of all employee and applicant complaints and investigative reports and results.

(f) Copies of all notices given employees which are required by this Decree.

(g) A copy of each job description for each department.

(5) Should plaintiff's counsel determine that defendant is not meeting the goals and objectives set forth in this Decree, counsel for plaintiff may notify defendant in writing of plaintiff's intent to seek court relief in enforcing compliance with this Decree. If the defendant and plaintiff's

counsel cannot thereafter resolve the matter within 30 days from the date of plaintiff's notice, plaintiff's counsel may apply to the court for appropriate relief.

(6) The defendant shall inform all employees and applicants for employment with defendant that the County has entered into this Decree, that there is available a grievance procedure, that the Affirmative Action Officer is available to mediate and resolve grievances involving alleged sexual and racial discrimination and that any retaliation for filing a grievance will be monitored and reviewed by this court.

(7) County shall pay plaintiff's costs in the amount of \$5,000 upon receipt of documentation acceptable to it. County shall pay plaintiff's attorneys' fees in the amount of \$5,000.

(8) The Court shall retain jurisdiction in this action until such time as the parties jointly file a statement with the Court that all conditions contained in the Consent Decree have been fully and completely complied with.

Dated: JAN 28 1980

ALFONSO J. ZIRPOLI

ALFONZO J. ZIRPOLI
Judge, United States District Court

CONSENTED TO:

By _____
Attorney for Plaintiff

By _____
Attorney for Defendants

SECTION EIGHT

TEXT OF PROPOSITION 209

TEXT OF PROPOSITION 209

Article 1, Section 31 of the California Constitution (Proposition 209) reads as follows:

- (a) The State shall not discriminate against, or grant preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, public education, or public contracting.
- (b) This section shall apply only to action taken after the section's effective date.
- (c) Nothing in this section shall be interpreted as prohibiting bona fide qualifications based on sex which are reasonably necessary to the normal operation of public employment, public education, or public contracting.
- (d) Nothing in this section shall be interpreted as invalidating any court order or consent decree which is in force as of the effective date of this section.
- (e) Nothing in this section shall be interpreted as prohibiting action which must be taken to establish or maintain eligibility for any federal program, where ineligibility would result in a loss of federal funds to the State.
- (f) For the purposes of this section, "State" shall include, but not necessarily be limited to, the State itself, any city, county, city and county, public university system, including the University of California, community college district, school district, special district, or any other political subdivision or governmental instrumentality of or within the State.
- (g) The remedies available for violations of this section shall be the same, regardless of the injured party's race, sex, color, ethnicity, or national origin, as are otherwise available for violations of then-existing California antidiscrimination law.
- (h) This section shall be self-executing. If any part or parts of this section are found to be in conflict with federal law or the United States Constitution, the section shall be implemented to the maximum extent that federal law and the United States Constitution permit. Any provision held invalid shall be severable from the remaining portions of this section.

SECTION NINE

ACTION-ORIENTED PROGRAMS

ACTION-ORIENTED PROGRAMS

The Action-Oriented Programs designed to monitor the makeup of the workforce and maintain an inclusive outreach to all qualified applicants are listed below. These Action-Oriented Programs will be carried-out throughout the life of the Equal Employment Opportunity Plan. The Equal Employment Officer, with the help of the managers, will be responsible in ensuring that the following are implemented.

Recruitment:

1. Analyze recruitment to determine compliance with the Consent Decree, applicable affirmative programs, and other state and federal laws.
2. Due to the extensive technical education and experience required for some positions, County of Marin will also continue to place job opportunity announcements in the County website, and in local and regional newspapers when appropriate.
3. Advertisements and newsletters will always carry the Equal Employment Opportunity clause.
4. Applicants will be considered for all positions for which they are qualified regardless of race, color, religion, gender, national origin, ancestry, citizenship, age, marital status, physical disability, mental disability, medical condition, sexual orientation, or any other basis protected by law.
5. County of Marin will participate in job fairs if there are sufficient numbers of openings to warrant participation.
6. County of Marin will continue to publish recruiting brochures and other County literature in a diverse number of communities to ensure an inclusive pool of applicants.
7. County of Marin will continue to identify and provide job opportunity announcements to professional organizations and associations that are affiliated with and offer access to a diverse pool of candidates.
8. In accordance with the Consent Decree, the County seeks to recruit greater numbers of women to its workforce by focusing recruitment efforts among women's organizations, communities, and individuals.

Job Specifications/Selection Process:

1. Continue to develop position descriptions that accurately reflect position functions, and are consistent for the same position from one location to another.
2. Continue to develop job or class specifications that contain academic, experience, and skill requirements that do not constitute inadvertent discrimination. Develop specifications that are free from bias with regard to age, race, color, religion, national origin, disability or veteran status.
3. Approved position specifications and worker specifications will be made available to all members of management involved in the recruiting, screening, selection, and promotion process. Copies may also be made available to recruiting sources.

4. County of Marin will continue to use class specifications that include only job-related criteria.
5. County of Marin will continue to carefully select and counsel all personnel involved in the recruiting, screening, selection, promotion, disciplinary, and related processes to eliminate bias in all personnel actions.
6. County of Marin will require supervisory personnel to submit justification when it appears that discrimination may have played a role in the decision not to select a particular applicant

Job Advancement:

1. Female employees will be made available for participation in Career Days, Youth Motivation Programs, and related activities in the community, as desired.¹
2. County of Marin will continue to post or announce job opportunities. County of Marin's Job Posting Policy System requires postings of all positions up to the Senior Management Level.
3. County of Marin will continue to make use of the inventory of our current employee skills, when completed, to determine academic, skill, and experience level of individual employees.
4. Establish, whenever feasible, formal career counseling programs to include attitude development, education, aid, job rotation, buddy system, and similar program.
5. County of Marin will continue to use our formal employee evaluation program. The performance appraisal is used for annual reviews for all employees.
6. Employees can choose training courses through the Training Catalog and include them in their career development plan.
7. Tuition refund is offered to all salaried employees with at least ninety days of service who are interested in pursuing an undergraduate degree or an advance degree, with certain limitations.
8. Each employee and applicant shall receive a written copy of the career ladder position which they occupy, or for which they have applied, with a written explanation of its significance, with regard to opportunities for and limitations on, promotions, reclassification, and lateral transfer.²

¹ As required by Consent Decree.

² As required by Consent Decree.

SECTION TEN

DESIGNATION OF RESPONSIBILITY

DESIGNATION OF RESPONSIBILITY

Below is the description of the specific duties and responsibilities of the various County officials and commissions in Marin's Equal Employment Opportunity Plan:

MARIN COUNTY BOARD OF SUPERVISORS

Responsible for establishment and positive execution of the County Equal Employment Opportunity Plan and policies. The Board is advised by the Director of Human Resources, the Personnel Commission and the Equal Employment Officer. In addition, on December 9, 1975, the Board directed the Personnel Commission to establish an Affirmative Action Advisory Committee (AAAC) advisory (now entitled "Equal Employment Advisory Committee" ("EEAC")) to the Personnel Commission.

MARIN COUNTY PERSONNEL COMMISSION

Responsible for carrying out the Merit System Ordinance, overseeing the County's personnel policies, and hearing and ruling on allegations of violations of these policies. It is also responsible for the activities of the EEAC.

EQUAL EMPLOYMENT ADVISORY COMMITTEE

A task-oriented body which continuously monitors the County's Equal Employment Opportunity Plan (and Affirmative Action Program where required by federal contracts and Consent Decree). The Committee which reports to the Personnel Commission is composed of representatives from following organizations: Human Rights Commission, Marin Women's Commission and the SEIU Local 949.

The Committee's charge from the Personnel Commission includes but is not limited to the following:

- Responsible for conducting periodic reviews of each department's equal employment opportunity efforts to determine compliance with the County Equal Employment Opportunity Policy and Program.
- Consider and develop recommendations to the Personnel Commission for policy improvements.
- Receive input and recommend specific actions which should be taken to enhance the Equal Employment Opportunity Plan.
- Evaluate the progress of the Equal Employment Opportunity Plan annually and meet with the Personnel Commission to discuss the results of reviews and evaluations.
- Meet monthly with the Equal Employment Officer and recommend solutions to equal employment opportunity problems.
- Carry out other responsibilities as may be assigned by the Commission for an effective Equal Employment Opportunity Plan.

EQUAL EMPLOYMENT OFFICER

Develops and recommends the implementation of policies and procedures needed to attain equal employment goals, including the Equal Employment Opportunity Policy and Program which includes internal and external communication techniques. The Equal Employment Officer keeps the Board of Supervisors, the Personnel Commission, Director of Human Resources, the EEAC and department heads informed of equal employment matters. The Officer reports to the Director of Human Resources, and provides staff assistance to the EEAC. In addition, the Equal Employment Officer fulfills the following responsibilities.

Investigates Discrimination Complaints:

The Equal Employment Officer investigates allegations of discrimination. The Officer will seek information from supervisors and others who have knowledge directly related to the problems presented. The Officer will take appropriate steps to respond to complaints of discrimination pursuant to Personnel Management Regulation 21. The Officer advises employees on proper channels through which to file a complaint, when necessary, and establishes and maintains general investigative and confidential records and reports.

The Officer provides equal employment and diversity counseling assistance to department heads, managers, supervisors and employees.

Provides Equal Employment Opportunity and Diversity Training:

The Officer develops and delivers equal employment, sexual harassment, and diversity training for managers, supervisors and employees. The Equal Employment Officer may conduct educational seminars for community groups; disseminates information on the latest developments in the EEO area through training and personal contact on equal employment guidelines and equal employment opportunity legislation.

Monitors Workforce Participation:

The Equal Employment Officer prepares annual reports and audits on the accomplishment of goals set forth in the Equal Employment Opportunity Plan. A workforce utilization analysis will facilitate review of departmental performance against availability estimates approved by the Personnel Commission (as required by Consent Decree or federal contract). Action-oriented programs will be reviewed and monitored to make sure they are broad-based and inclusive.

Community Liaison:

Provides liaison between the county and various community organizations on equal employment opportunity issues. Develops and maintains working relationships with community groups concerned with equal employment opportunity. Performs general personnel activities such as outreach, recruiting or employee relations functions. Interprets equal employment opportunity requirements of federal and state agencies and their effect on the County's program.

DIRECTOR OF HUMAN RESOURCES

The Director of Human Resources provides general direction to the Equal Employment Officer, advice and information to the Equal Employment Advisory Committee, Personnel Commission, Department Heads and Board of Supervisors. This official makes periodic appraisals of progress being made toward achievement of the goals which have been set forth, and performs other duties as called for in the Equal Employment Opportunity Plan.

SECTION ELEVEN

INTERNAL AUDIT AND REPORTING

INTERNAL AUDIT AND REPORTING

INTERNAL AUDIT PROCEDURES

An assessment of the success or deficiencies with respect to this Plan will be prepared at least on an annual basis by the Equal Employment Officer for consideration and inclusion in the Annual Equal Employment Report. This report is to be reviewed and acted upon by the Personnel Commission and forwarded to the Board of Supervisors, where appropriate.

Annually, NOW Consent Decree (National Organization of women) Reports and special reports as required are completed and submitted through the Office of the County Counsel to NOW and to other appropriate external users. Equal Employment Officer's Reports are submitted at each regular meeting of the Equal Employment Advisory Committee.

MONITORING DEPARTMENTAL HIRING

Each department must continue to monitor its hiring policy to ensure that no there is no discrimination in its hiring practices and that its recruitment efforts are broad-based and inclusive. To achieve this, the following procedures will be used:

1. Information regarding this policy will be forwarded to the Director of Human Resources whose responsibility is to counsel department heads regarding non-discriminatory hiring practices. Information regarding the mandatory Consent Decree goals as to female applicants and employees will also be forwarded. The Human Resources Director, with the assistance of the Equal Employment Officer, will consult with recruitments, and review selection procedures to appropriately expand applicant pools.
2. The Human Resources Director, with the assistance of the Equal Employment Officer, will maintain current data related to the gender and ethnicity/race of applicants and employees.
3. A summary of statistics on certifications and hires by department will be made available to the Board of Supervisors and Department Heads each calendar year with comments and information regarding department success in maintaining a non-discrimination policy and monitoring the makeup of the workforce.

MONITORING PROCEDURES AND RESPONSIBILITIES

1. Procedure:
The Equal Employment Division will maintain current statistical data regarding the gender and ethnic breakdown of the current workforce. This information will be provided to the Director of Human Resources on an annual basis for review and use in counseling appointing authority, where appropriate.
Responsibilities:
Equal Employment Officer and Director of Human Resources.
2. Procedure:
Summary of statistics by department to be sent to the Equal Employment Advisory Committee and Human Resources Director annually with summary narrative report regarding departmental success in maintaining a non-discriminatory hiring process and monitoring the makeup of the workforce.

Responsibilities

Equal Employment Officer.

3. Procedure:

Specific information regarding enrollment of appropriate subordinate employees, as well as the department heads, in equal employment, sexual harassment and diversity training will be reviewed by the Director of Human Resources to insure participation of all county employees.

Responsibilities:

Director of Human Resources.

4. Procedure:

The Equal Employment Officer and Equal Employment Advisory Committee will prepare an annual report on equal employment opportunity for the Personnel Commission. Upon approval by the Personnel Commission, this report will be forwarded to the Board of Supervisors for their approval. The report will then be forwarded to Departments.

Responsibilities:

Equal Employment Officer, Director of Human Resources, and County Administrator.

SECTION TWELVE

**GENERAL LABOR MARKET
AVAILABILITY**

**COUNTY OF MARIN
GENERAL LABOR MARKET AVAILABILITY**

Geographical Location: Marin 45.3%, Sonoma 19.6%, San Francisco 9.5%, Contra Costa 9.4%, Alameda 9.0%, Solano 7.2%.

Source: Total Civilian Labor Force, Census 2000 Data.

Male	Female	Historically Underrepresented Groups	White	Hispanic	Black	Asian	Native American
53.1%	46.7%	26.3%	70.4%	12.5%	4.5%	9.0%	0.4%