

COUNTY OF MARIN

AFFIRMATIVE ACTION REPORT

FISCAL YEARS 2002-2003 AND 2003-2004

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COUNTY OF MARIN
AFFIRMATIVE ACTION ADVISORY COMMITTEE
2003-2004

Kate Sullivan, Chair

Marna Cohen

Terry Corde, Vice-Chair

Burt Greenspan

Bob Harmon

Carole Hayashino

Janet Mc Allister

Marietta Neyland

George Pegelow

Jack Williams

Barbara Williamson

TERMINOLOGY

Below are the definitions of key terms that appear throughout this report.

PEOPLE OF COLOR: A generic term that encompasses individuals that racially/ethnically identify as:

- **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
- **Other:** Persons not described above who are multiracial or multi-ethnic.

PROTECTED CLASS/GROUP: An entire class/group that possesses obvious immutable characteristics such as race, gender color, national origin and has experienced a history of discrimination/social oppression and relative political powerlessness.

UNDERUTILIZATION: The condition that exists when the gender or ethnic/racial composition falls short of the goals of the County. Underutilization is consequential and has practical statistical significance *only* if the variance exceeds three people.

EXECUTIVE SUMMARY

In October 1976, the Board of Supervisors (BOS) of the County of Marin issued an Affirmative Action Policy Statement reaffirming the County's commitment "to ensuring equality of opportunity to each employee and all applicants for employment." The BOS subsequently directed the Marin County Personnel Commission to establish an Affirmative Action Advisory Committee (AAAC) to provide advice and assistance to the Commission in implementing the Policy. In the past the Department of Human Resources, in cooperation with the AAAC, has annually presented an Affirmative Action Report assessing how successfully the directives stated in the Policy have been carried out in the previous year. The AA Report also evaluates the County's progress in executing its Five-Year Affirmative Action Plan (Plan), most recently approved by the BOS on December 1, 1998. The last Affirmative Action Report (2000-01 & 2001-02), however, was a biennial publication because of the conversion to a fiscal year reporting structure; the present Affirmative Action Report continues the biennial format.

The goals outlined in the 1998 – 2003 Five-Year Affirmative Action Plan have been continued through FY 03-04 and the progress actually tracked over six years as the census data necessary to revise those goals were not available until 2004. The County is currently designing its new Five-Year Plan which will incorporate the most recent available census data that will determine the County's statistical goals relative to achieving equal opportunity in employment.

The U.S. Supreme Court decision in ***Adarand Constructors, Inc. v. Peña*, 63 U.S.L.W. 4523 (U.S. June 12, 1995)** requires race or gender based remedies meet a "strict scrutiny" test in order to withstand constitutional challenge. Clear and present evidence of discrimination must be found prior to the employment of race or gender based remedies. Affirmative Action must be remedial in nature and narrowly tailored to address the specific discrimination found. Programs so conceived must be discontinued once the disparity has been alleviated.

The current County Plan is in compliance with the ***Adarand*** decision as it is narrowly tailored and remedial in nature. Affirmative action goals are based on the relevant 1990 civilian labor force statistics of the County's reasonable recruitment area that has been determined to include Marin, Sonoma, San Francisco, Contra Costa, Alameda, and Solano Counties. Action-oriented programs are calculated to remedy practically significant instances of underutilization of women and people of color.

There were 1797 full-time County of Marin employees at the end of FY 03-04, a slight increase from the 1786 of FY 02-03; the 1797 included 940 women and 421 people of color. In 1998 when the County of Marin issued its 5-Year Affirmative Action Plan, women were 54.2% of the County workforce, well above the sought after goal, while people of color were a mere 20.4% of County government employees. It was determined that the County would have achieved its goal of equitable utilization of women and people of color when the County's overall workforce was comprised of no less than 46.4% women and 23.6% people of color.

"Underutilization" exists when the gender or ethnic/racial composition falls short of the goals of the County and is practically significant *only* if the variance exceeds three people. For example, a County department may consist of 100 employees, 45 of whom are women. As the County goal for women is 46.4% the department at 45%, would appear to be underutilized in women. Yet, if a mere two additional positions in the department were held by women, they would comprise 47% of the department and that department would be "above" goal; thus this department with 45 women employees would be deemed to have met the County goal as the variance does not exceed 3 people.

Women have continued to substantially exceed the goal, fluctuating from a high of 54.2% in 1999 to a low of 51.8% in 2002 and 2003; in FY 03-04 women are 52.3% of the County's workforce. For people of color the progress has been indisputable yet more methodical. Since 1998, their representation in County employment has risen annually to a high of 23.4% in FY 03-04. This

trend is noteworthy because it has resulted in the County achieving its goal for people of color; the .2 variance between the goal and the actual attainment is statistically insignificant as it represents only 3 employees.

The County has also established distinct goals for women and people of color within the following eight EEO job categories represented in the workforce:

- **Officials/Administrators**
- **Professionals**
- **Technicians**
- **Protective Services**
- **Paraprofessional**
- **Office Clerical**
- **Skilled Crafts**
- **Services/Maintenance**

The County of Marin is underutilized in women in three EEO job categories: **Officials/Administrators** (9), **Paraprofessionals** (7), and **Service/Maintenance** (33). For people of color the shortfall occurs in the following five job categories: **Officials/Administrators** (8), **Protective Services** (35), **Paraprofessionals** (7), **Skilled Crafts** (7) and **Services/Maintenance** (5).

The following pages provide a detailed account of the composition of the County's workforce including the status of the specific targeted groups. In addition, there are statistical data detailing the relative flow of employees into and within County government. While the County does not have statistical goals for hiring, promotions, and separations, these raw data do provide an opportunity to assess the extent to which equality of employment opportunity has become a reality in County government in Marin.

SECTION I

COUNTY WORKFORCE

GENDER/ ETHNICITY/ RACE

FISCAL YEAR 2002 – 03

FISCAL YEAR 2003 – 04

1998 – 2004

COUNTY WORKFORCE

The County of Marin has continued to make steady progress toward parity for women and people of color. Actually, throughout 1998 – 2003 the County has been above goal for women, achieving a workforce comprised of 51.8% women in 2002 – 03 and 52.3% in 2003 – 04; for people of color 2003 – 04 marked a milestone as their incremental increase in representation in the County workforce reached an all-time high of 23.4% (421 of 1797 employees), thereby placing the County at goal for women *and* people of color.

Within the various ethnic/racial groups of people of color only Asian/Pacific Islanders are significantly “underutilized” in County government as they continue to account for only 7.1% of County employees, or 126 employees in FY 02-03 and 128 in FY 03-04.; this represents a shortfall of 26 and 25 employees, respectively. “Underutilization” exists when the gender or ethnic/racial composition falls short of the goals of the County and has practical statistical significance *only* if the variance exceeds three people.

It is noteworthy that every targeted group that has achieved the County goal, with the exception Native Americans, has remained at or above that goal throughout the seven years reflected in this report. Even the Asian/Pacific Islanders, who remain short of parity, have never “retreated” during this measurement period.

The following pages reflect the overall gender and ethnic/racial composition of the County government workforce over the last two fiscal years as well as the trends in employment of Black, Hispanic/Latino, Asian/Pacific Islander, and Native Americans.

REGULAR FULL-TIME ACTIVE EMPLOYEES – BY ETHNICITY/ GENDER
FISCAL YEAR 2002-03

ETHNIC GROUP	MEN	WOMEN	COUNTY-WIDE	COUNTY GOAL*
WHITE	690 (38.6%)	686 (38.4%)	1376 (77.0%)	
BLACK	42 (2.4%)	51 (2.9%)	93 (5.2%)	5.0%
HISPANIC	67 (3.8%)	112 (6.3%)	179 (10.0%)	9.5%
ASIAN/ PI	57 (3.2%)	69 (3.9%)	126 (7.1%)	8.5%
NATIVE AMERICAN	4 (0.2%)	8 (0.4%)	12 (0.7%)	0.6%
PEOPLE OF COLOR	170 (9.5%)	240 (13.4%)	410 (23.0%)	23.6%
COUNTY-WIDE	860 (48.2%)	926 (51.8%)	1786	46.4% (Women)

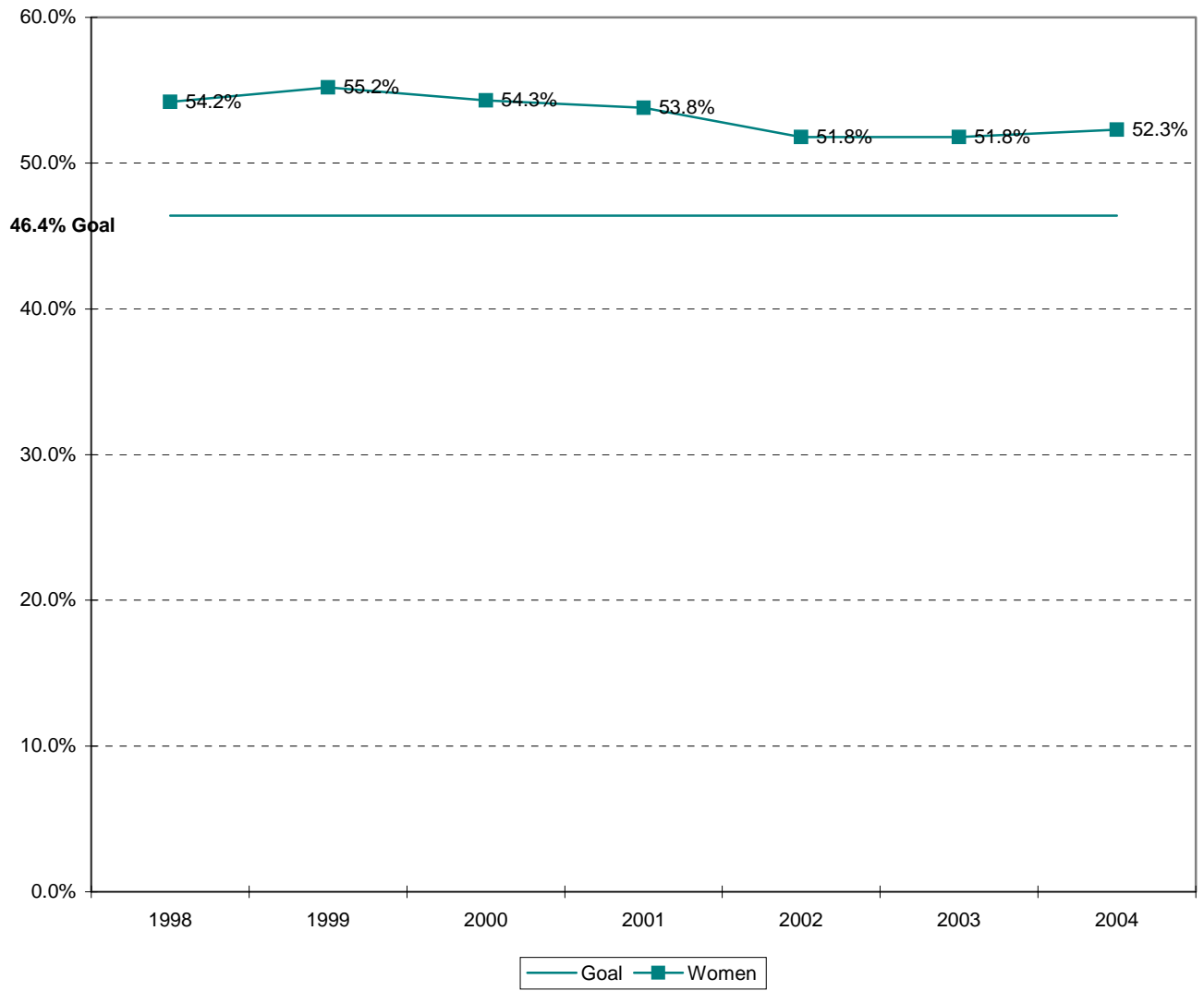
REGULAR FULL-TIME ACTIVE EMPLOYEES – BY ETHNICITY/ GENDER
FISCAL YEAR 2003-04

ETHNIC GROUP	MEN	WOMEN	COUNTY-WIDE	COUNTY GOAL*
WHITE	681 (37.9%)	695 (38.7%)	1376 (76.6%)	
BLACK	44 (2.4%)	50 (2.8%)	94 (5.2%)	5.0%
HISPANIC	65 (3.6%)	120 (6.7%)	185 (10.3%)	9.5%
ASIAN/ PI	62 (3.5%)	66 (3.7%)	128 (7.1%)	8.5%
NATIVE AMERICAN	5 (0.3%)	9 (0.5%)	14 (0.8%)	0.6%
PEOPLE OF COLOR	176 (9.8%)	245 (13.6%)	421 (23.4%)	23.6%
COUNTY-WIDE	857 (47.7%)	940 (52.3%)	1797	46.4% (Women)

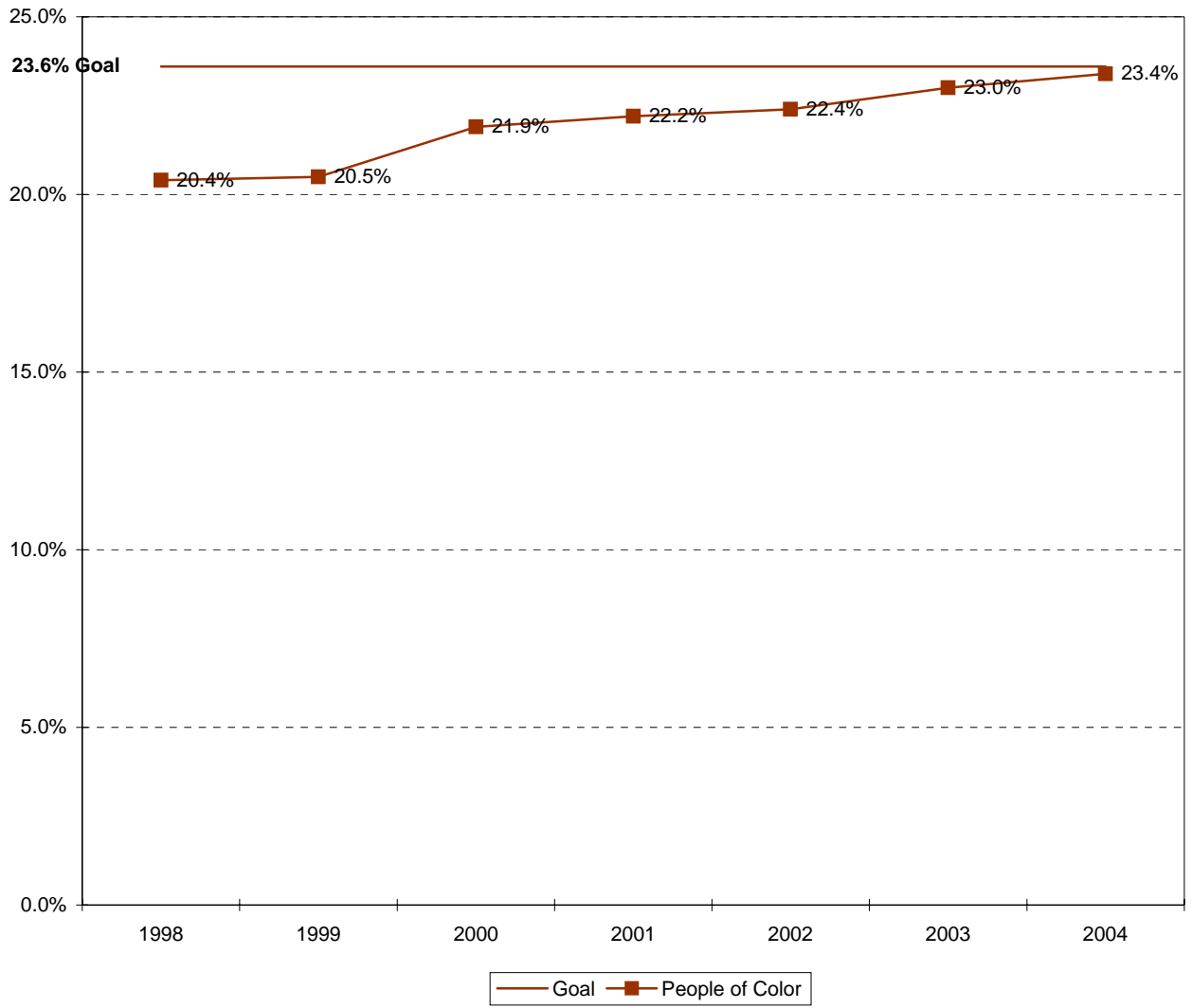
* County Goal:

Goals were Weight by Geographic Distribution of Residence by County of Applicants – FY 97/98.
 Marin (40%), Sonoma (18%); San Francisco (8%), Contra Costa (7%), Alameda (7%), and Solano (5%).

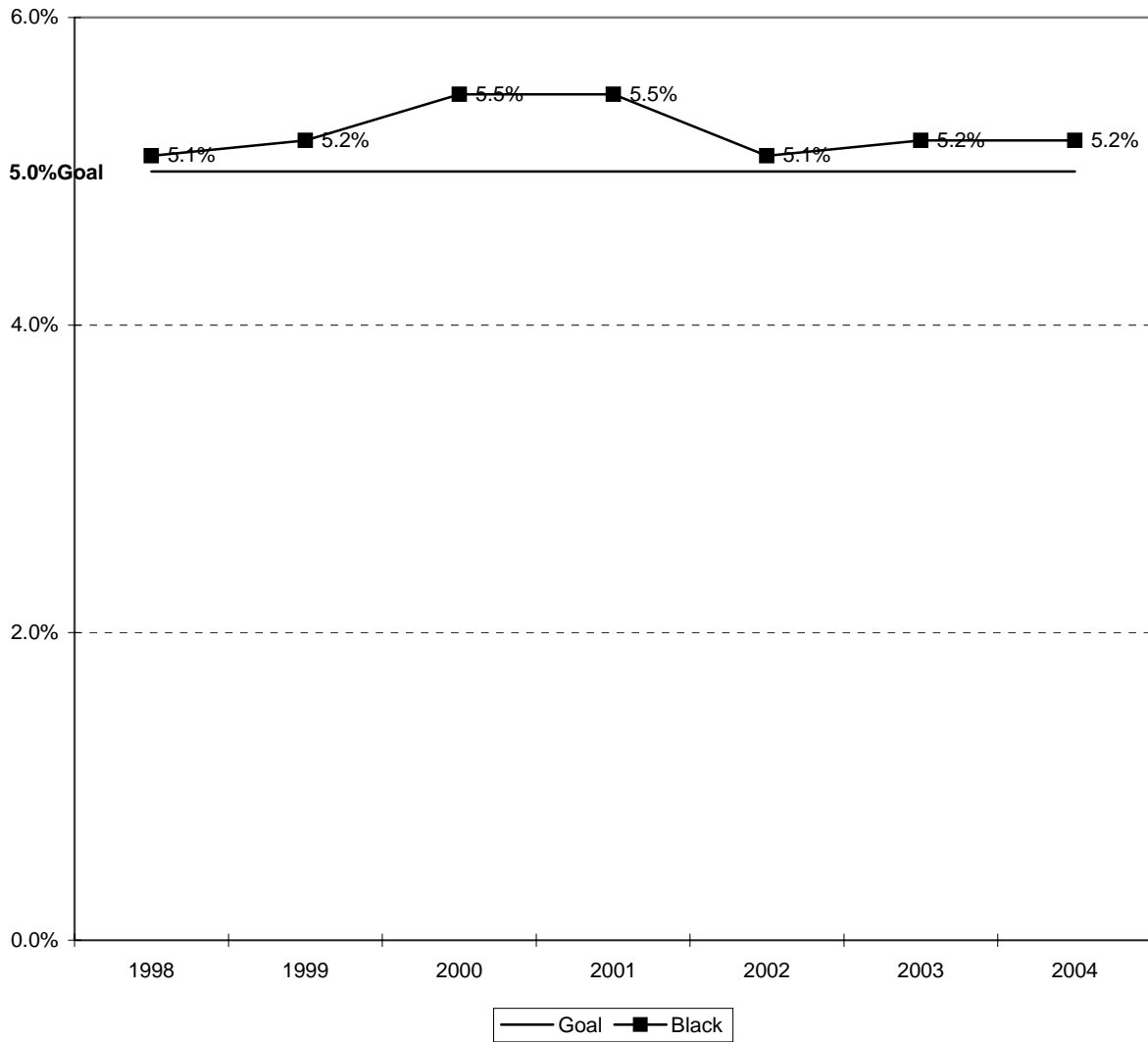
County Workforce WOMEN



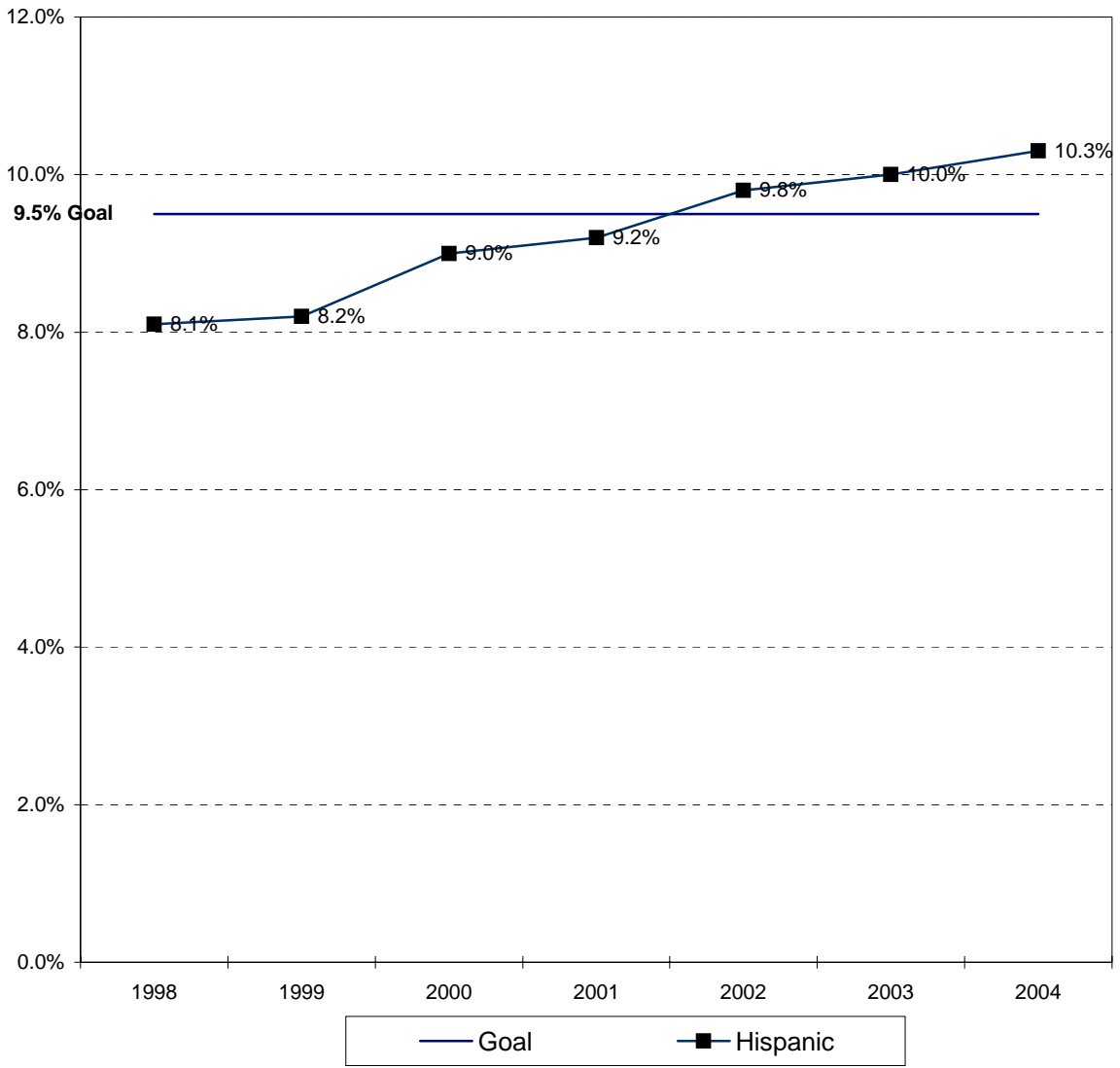
County Workforce PEOPLE OF COLOR



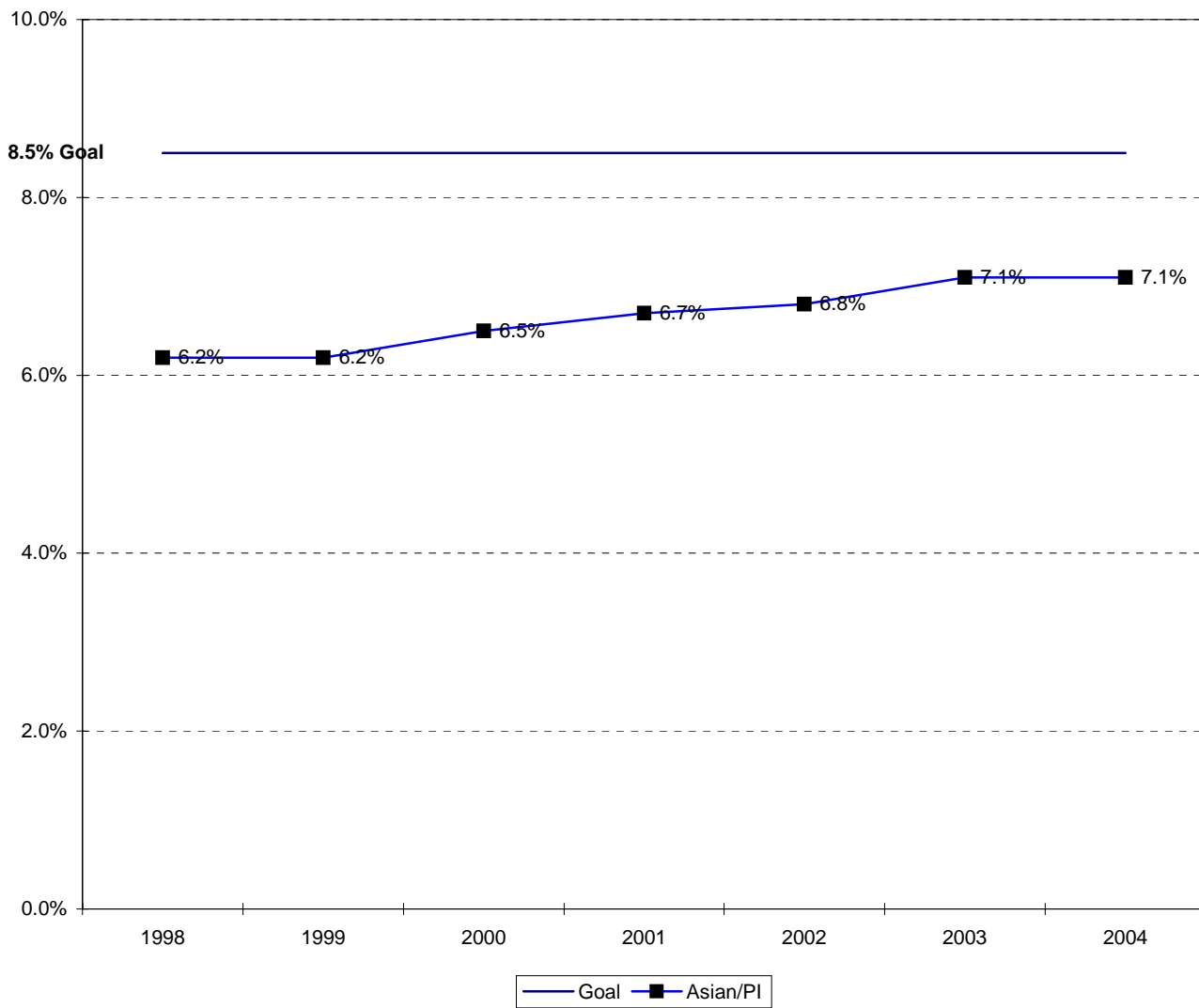
County Workforce BLACK



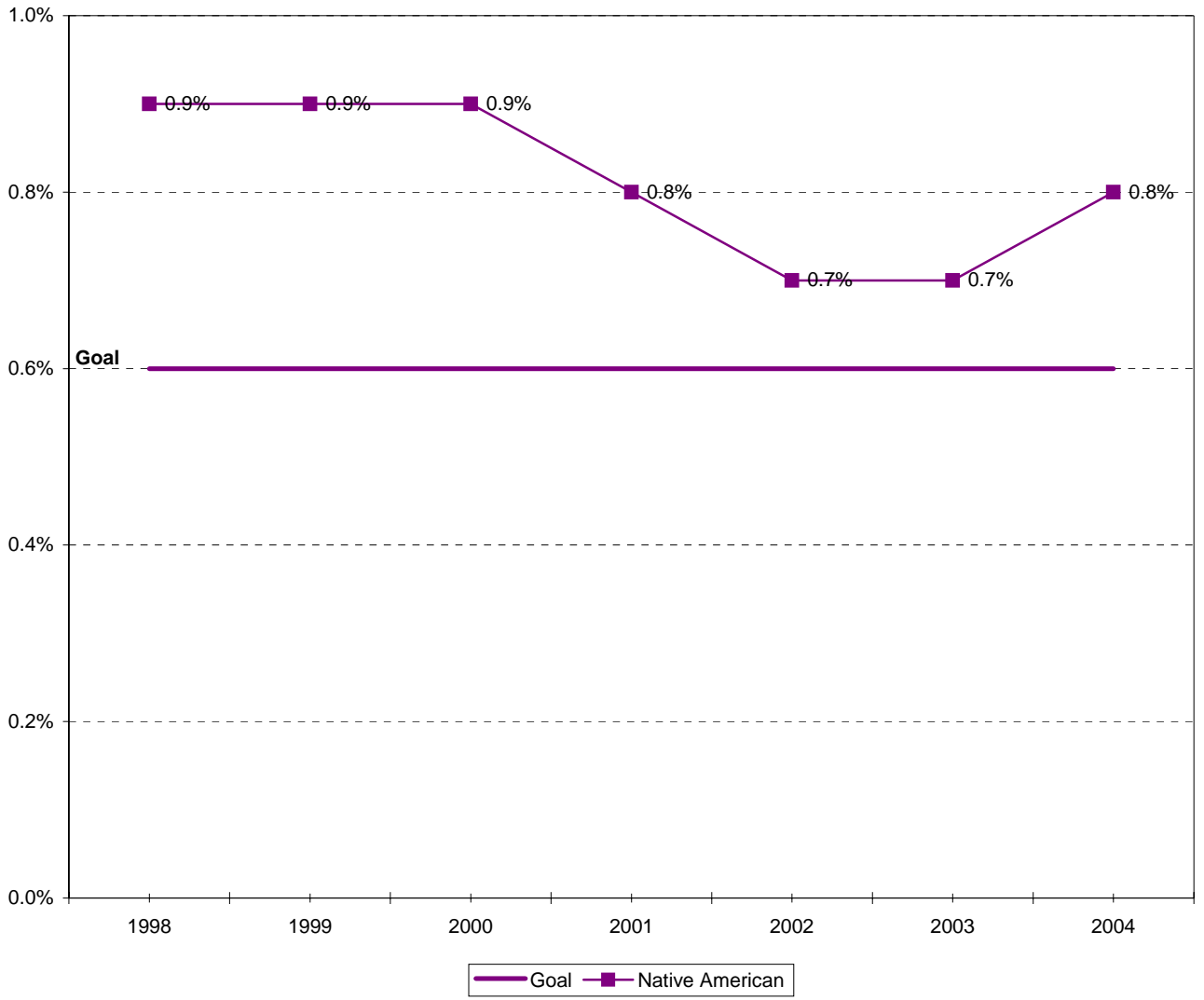
County Workforce HISPANIC



County Workforce
ASIAN/ PACIFIC ISLANDER



County Workforce NATIVE AMERICAN



SECTION II

EEO JOB CATEGORY

GENDER/ ETHNIC/ RACIAL REPRESENTATION

EEO Job Categories

The Five-Year Plan adopted by the Board of Supervisors in 1998 not only established general goals for the employment of women and people of color, but also outlined separate statistical goals within each of the eight job categories represented in the County's workforce. Those job categories are:

- **Officials/Administrators:** 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.
- **Professionals:** 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, affirmative action/diversity officer, 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.
- **Technicians:** 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.
- **Protective Services:** 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.
- **Paraprofessionals:** 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.
- **Office Clerical:** 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.
- **Skilled Crafts:** 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 formal 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.
- **Services/Maintenance:** 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.

The FY 03-04 data indicate that achievement of the goals for women and people of color within these job categories has been uneven. While women have achieved parity in the ***Professionals, Technicians, Protective Services, Office/Clerical, and Skilled Crafts*** positions, the ***Officials/Administrators*** goal is 40.6% (37) of the 90 positions, yet women hold a mere 31.1% (28) of those positions. In the ***Paraprofessionals*** category the goal is 88.5% (100) while women hold 82.3% (93) of those positions; in ***Services/Maintenance*** the goal is 39.3% (33) but women hold a mere 8.4% (7) of the jobs.

People of color are significantly underutilized as ***Officials/Administrators*** where the goal is 17.7% (16) but the actual is 8.9% (8); ***Protective Services***, goal 28% (60) vs. actual 11.6% (25); ***Paraprofessionals***, goal 28.9% (33) vs. actual 23% (26); ***Skilled Crafts***, goal 21.3% (14) vs. actual 10.9% (7); and ***Services/Maintenance***, goal 38.8% (32) vs. 32.5% (27).

An analysis of the Interview/Appointment Rate does reveal a relative dearth of job openings and in the number of women and people of color qualifying to be interviewed.

The following pages provide statistical information pertaining to the gender and ethnic/racial representation within the eight EEO Job Categories as well as the job appointments, promotions, and separations that have occurred during this biennium.

COUNTY PROGRESS BY EEO JOB CATEGORIES

GENDER										
EEO Job Category	FY 2002-2003					FY 2003-2004				
	Men	Women	Total	Actual %	County Goal (Women)	Men	Women	Total	Actual %	County Goal (Women)
Officials/Administrators	65	26	91	28.6%	40.6%	62	28	90	31.1%	40.6%
Professionals	277	323	600	53.8%	49.3%	276	323	599	53.9%	49.3%
Technicians	125	125	250	50.0%	37.0%	128	127	255	49.8%	37.0%
Protective Svcs.	174	39	213	18.3%	17.3%	175	41	216	19.0%	17.3%
Para-Professionals	17	91	108	84.3%	88.5%	20	93	113	82.3%	88.5%
Office/Clerical	58	313	371	84.4%	73.0%	60	317	377	84.1%	73.0%
Skilled Crafts	67	3	70	4.3%	8.5%	60	4	64	6.3%	8.5%
Services/Maintenance	77	6	83	7.2%	39.3%	76	7	83	8.4%	39.3%
County-Wide Total	860	926	1786	51.8%	46.4%	857	940	1797	52.3%	46.4%

PEOPLE OF COLOR												
EEO Job Category	FY 2002-2003						FY 2003-2004					
	Men	Women	Total	County-Wide Total	Actual %	County Goal	Men	Women	Total	County-Wide Total	Actual %	County Goal
Officials/Administrators	6	1	7	91	7.7%	17.7%	6	2	8	90	8.9%	17.7%
Professionals	61	84	145	600	24.2%	17.6%	62	83	145	599	24.2%	17.6%
Technicians	32	42	74	250	29.6%	17.0%	36	44	80	255	31.4%	17.0%
Protective Svcs.	17	6	23	213	10.8%	28.0%	19	6	25	216	11.6%	28.0%
Para-Professionals	5	20	25	108	23.1%	28.9%	5	21	26	113	23.0%	28.9%
Office/Clerical	19	84	103	371	27.8%	19.2%	18	85	103	377	27.3%	19.2%
Skilled Crafts	7	0	7	70	10.0%	21.3%	6	1	7	64	10.9%	21.3%
Services/Maintenance	23	3	26	83	31.3%	38.8%	24	3	27	83	32.5%	38.8%
County-Wide Total	170	240	410	1786	23.0%	23.6%	176	245	421	1797	23.4%	23.6%

BLACK												
EEO Job Category	FY 2002-2003						FY 2003-2004					
	Men	Women	Total	County-Wide Total	Actual %	County Goal	Men	Women	Total	County-Wide Total	Actual %	County Goal
Officials/Administrators	0	0	0	91	0.0%	4.0%	0	0	0	90	0.0%	4.0%
Professionals	19	20	39	600	6.5%	4.0%	21	20	41	599	6.8%	4.0%
Technicians	7	7	14	250	5.6%	3.0%	7	6	13	255	5.1%	3.0%
Protective Svcs.	4	0	4	213	1.9%	12.6%	5	0	5	216	2.3%	12.6%
Para-Professionals	0	5	5	108	4.6%	8.8%	0	5	5	113	4.4%	8.8%
Office/Clerical	5	19	24	371	6.5%	4.4%	3	19	22	377	5.8%	4.4%
Skilled Crafts	1	0	1	70	1.4%	3.8%	1	0	1	64	1.6%	3.8%
Services/Maintenance	6	0	6	83	7.2%	6.7%	7	0	7	83	8.4%	6.7%
County-Wide Total	42	51	93	1786	5.2%	5.0%	44	50	94	1797	5.2%	5.0%

COUNTY PROGRESS BY EEO JOB CATEGORIES

HISPANIC												
EEO Job Category	FY 2002-2003						FY 2003-2004					
	Men	Women	Total	County-Wide Total	Actual %	County Goal	Men	Women	Total	County-Wide Total	Actual %	County Goal
Officials/Administrators	3	0	3	91	3.3%	5.7%	3	1	4	90	4.4%	5.7%
Professionals	21	40	61	600	10.2%	4.5%	19	39	58	599	9.7%	4.5%
Technicians	13	26	39	250	15.6%	5.3%	15	31	46	255	18.0%	5.3%
Protective Svcs.	10	4	14	213	6.6%	8.7%	10	4	14	216	6.5%	8.7%
Para-Professionals	3	7	10	108	9.3%	12.2%	3	7	10	113	8.8%	12.2%
Office/Clerical	4	32	36	371	9.7%	7.2%	4	34	38	377	10.1%	7.2%
Skilled Crafts	5	0	5	70	7.1%	11.3%	4	1	5	64	7.8%	11.3%
Services/Maintenance	8	3	11	83	13.3%	21.6%	7	3	10	83	12.0%	21.6%
County-Wide Total	67	112	179	1786	10.0%	9.5%	65	120	185	1797	10.3%	9.5%

ASIAN/ PACIFIC ISLANDER												
EEO Job Category	FY 2002-2003						FY 2003-2004					
	Men	Women	Total	County-Wide Total	Actual %	County Goal	Men	Women	Total	County-Wide Total	Actual %	County Goal
Officials/Administrators	3	1	4	91	4.4%	7.6%	3	1	4	90	4.4%	7.6%
Professionals	19	21	40	600	6.7%	8.7%	19	20	39	599	6.5%	8.7%
Technicians	11	8	19	250	7.6%	8.1%	13	7	20	255	7.8%	8.1%
Protective Svcs.	2	1	3	213	1.4%	5.8%	3	1	4	216	1.9%	5.8%
Para-Professionals	2	7	9	108	8.3%	6.7%	2	7	9	113	8.0%	6.7%
Office/Clerical	10	31	41	371	11.1%	7.1%	11	30	41	377	10.9%	7.1%
Skilled Crafts	1	0	1	70	1.4%	5.3%	1	0	1	64	1.6%	5.3%
Services/Maintenance	9	0	9	83	10.8%	9.8%	10		10	83	12.0%	9.8%
County-Wide Total	57	69	126	1786	7.1%	8.5%	62	66	128	1797	7.1%	8.5%

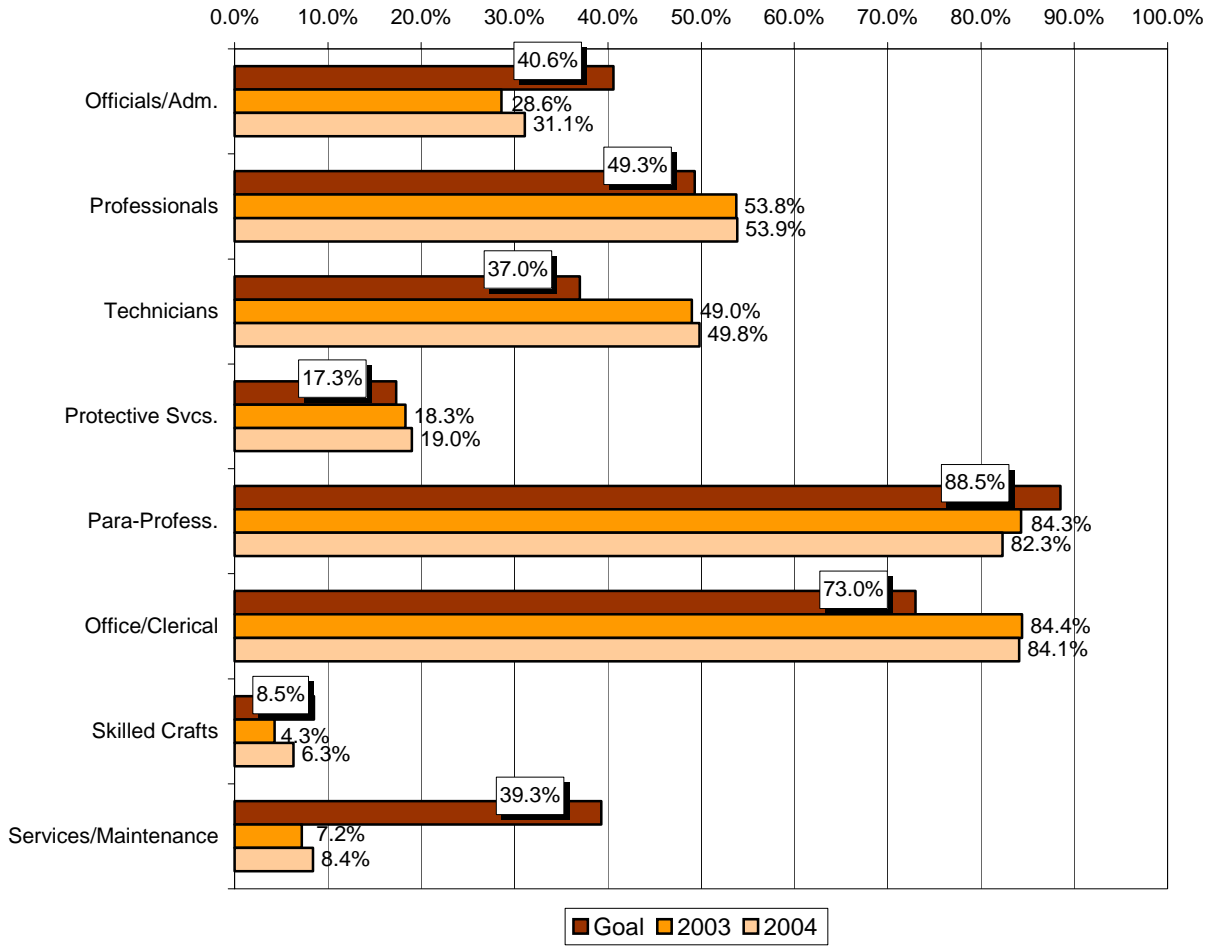
NATIVE AMERICAN												
EEO Job Category	FY 2002-2003						FY 2003-2004					
	Men	Women	Total	County-Wide Total	Actual %	County Goal	Men	Women	Total	County-Wide Total	Actual %	County Goal
Officials/Administrators	0	0	0	91	0.0%	0.4%	0	0	0	90	0.0%	0.4%
Professionals	2	3	5	600	0.8%	0.4%	3	4	7	599	1.2%	0.4%
Technicians	1	1	2	250	0.8%	0.6%	1	0	1	255	0.4%	0.6%
Protective Svcs.	1	1	2	213	0.9%	1.0%	1	1	2	216	0.9%	1.0%
Para-Professionals	0	1	1	108	0.9%	1.2%	0	2	2	113	1.8%	1.2%
Office/Clerical	0	2	2	371	0.5%	0.5%	0	2	2	377	0.5%	0.5%
Skilled Crafts	0	0	0	70	0.0%	0.9%	0	0	0	64	0.0%	0.9%
Services/Maintenance	0	0	0	83	0.0%	0.7%	0	0	0	83	0.0%	0.7%
County-Wide Total	4	8	12	1786	0.7%	0.6%	5	9	14	1797	0.8%	0.6%

County Progress by EEO Job Categories

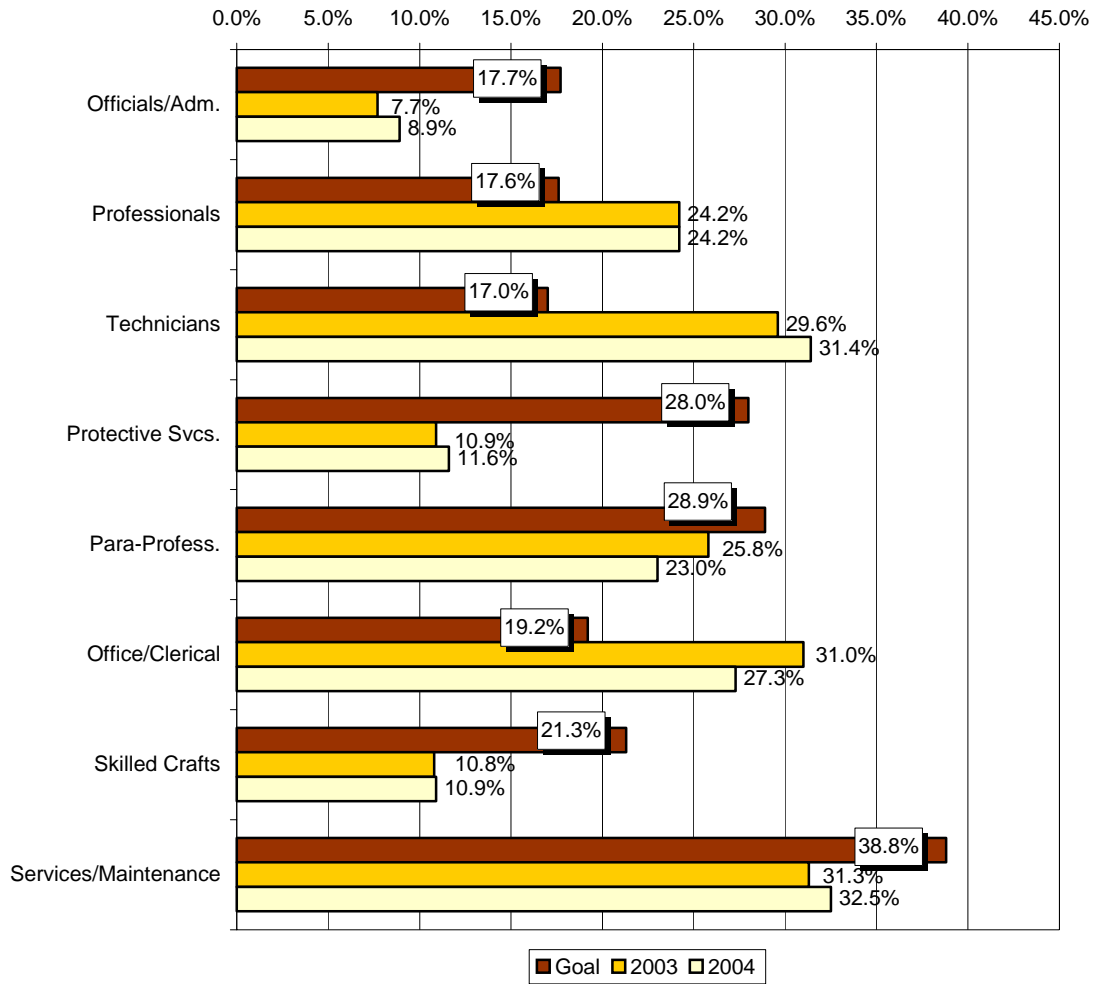
Women

County-Wide

FY 02-03 and 03-04



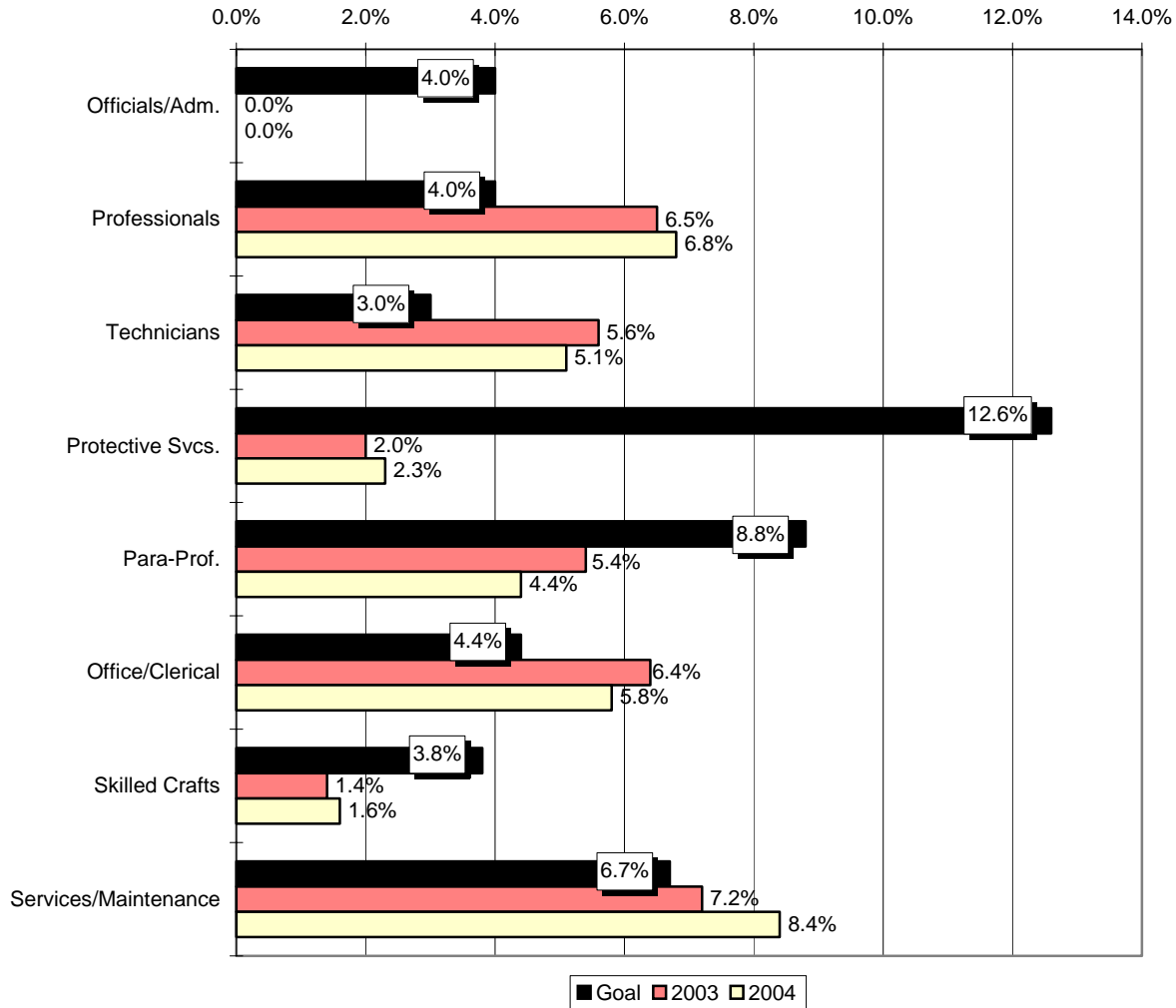
County Progress by EEO Job Categories
People of Color
County-Wide
FY 02-03 and 03-04



County Progress by EEO Job Categories

Black

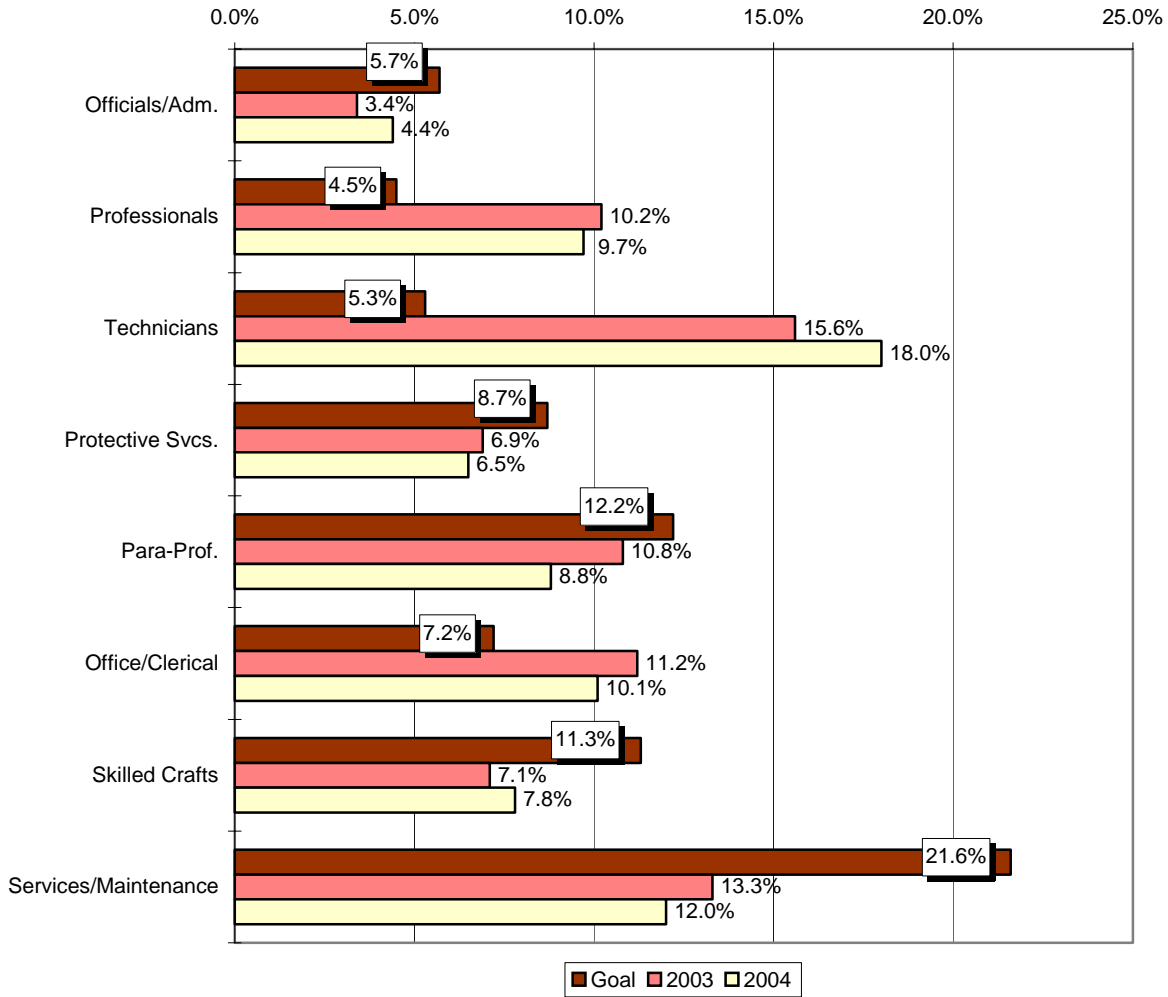
FY 02-03 and 03-04



County Progress by EEO Job Categories

Hispanic

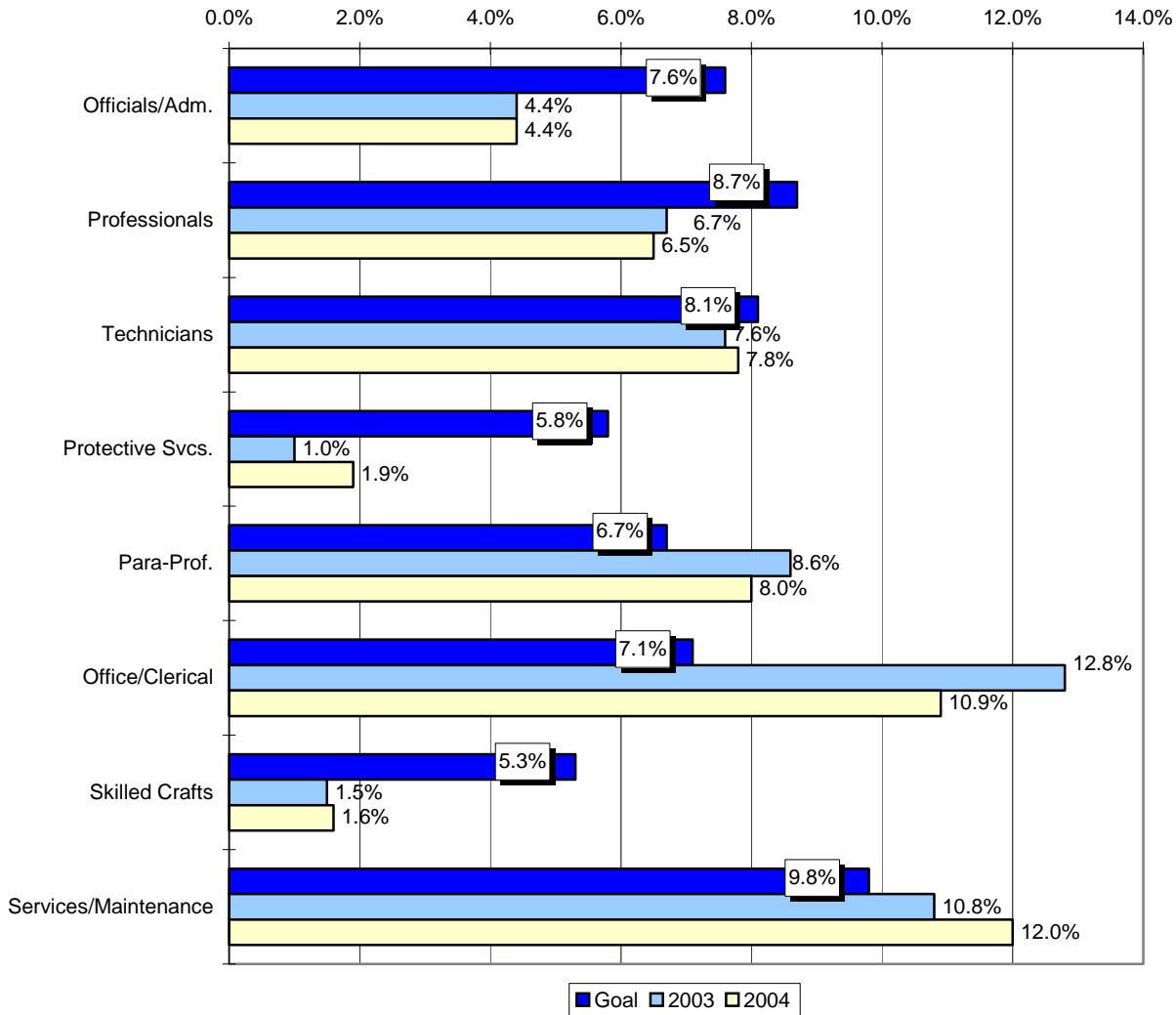
FY 02-03 and 03-04



County Progress by EEO Job Categories

Asian/PI

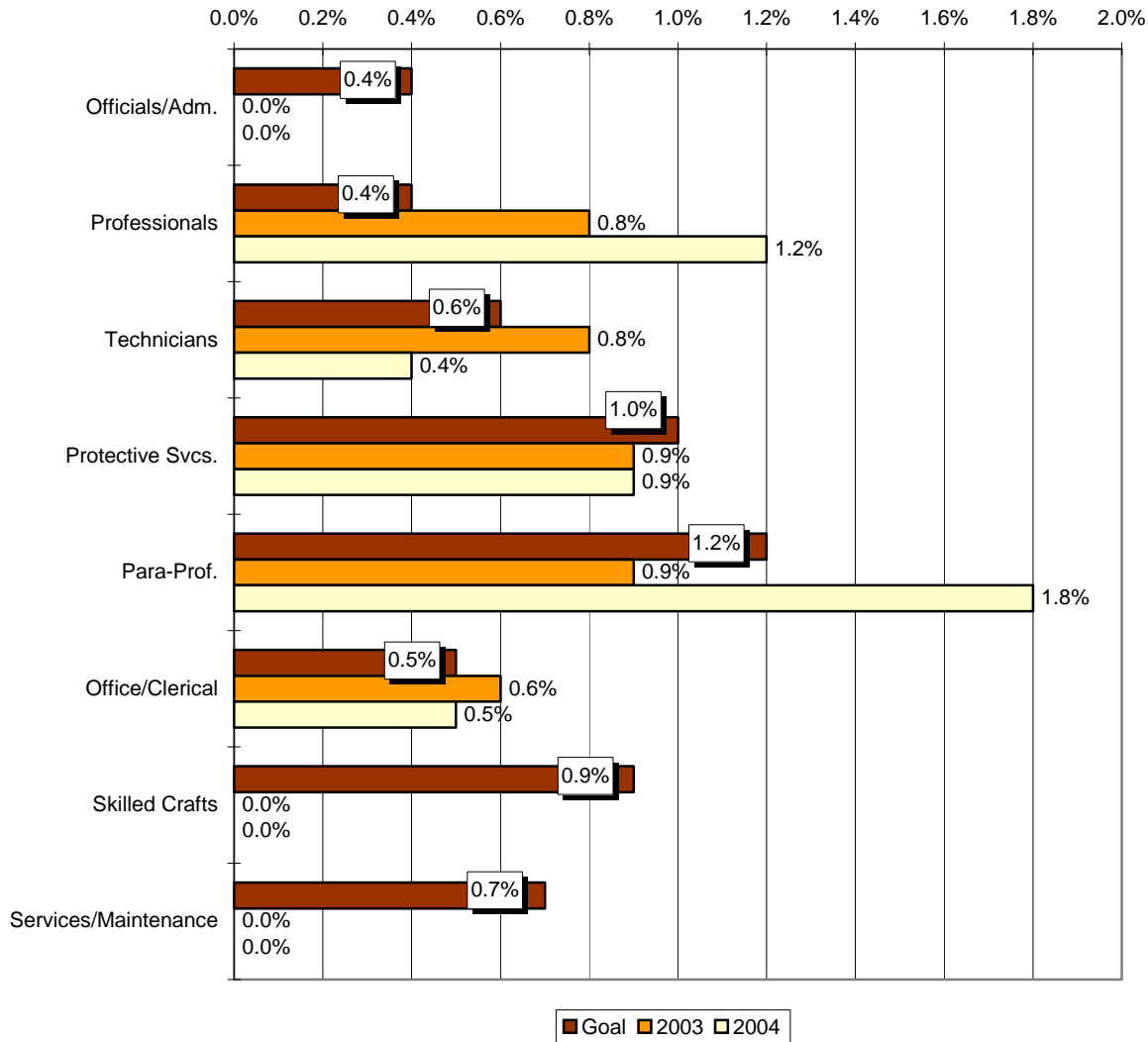
FY 02-03 and 03-04



County Progress by EEO Job Categories

Native American

FY 02-03 and 03-04



INTERVIEW/ APPOINTMENT RATE

Officials/ Administrators		2002-2003			2003-2004		
		Interviewed	Appointed	Success Rate	Interviewed	Appointed	Success Rate
		Women	11	2	18%	17	6
Men	25	8	32%	26	5	19%	
Total	36	10	28%	43	11	26%	
White	31	7	23%	37	9	24%	
People of Color	5	3	60%	6	2	33%	
Total	36	10	28%	43	11	26%	

Professionals		2002-2003			2003-2004		
		Interviewed	Appointed	Success Rate	Interviewed	Appointed	Success Rate
		Women	184	48	26%	147	33
Men	180	34	19%	148	40	27%	
Total	364	82	23%	295	73	25%	
White	271	60	22%	196	46	23%	
People of Color	93	22	24%	99	27	27%	
Total	364	82	23%	295	73	25%	

Technicians		2002-2003			2003-2004		
		Interviewed	Appointed	Success Rate	Interviewed	Appointed	Success Rate
		Women	67	16	24%	48	13
Men	52	14	27%	65	15	23%	
Total	119	30	25%	113	28	25%	
White	80	21	26%	85	19	22%	
People of Color	39	9	23%	28	9	32%	
Total	119	30	25%	113	28	25%	

Protective Services		2002-2003			2003-2004		
		Interviewed	Appointed	Success Rate	Interviewed	Appointed	Success Rate
		Women	20	5	25%	12	4
Men	142	27	19%	103	18	17%	
Total	162	32	20%	115	22	19%	
White	139	30	22%	103	19	18%	
People of Color	23	2	9%	12	3	25%	
Total	162	32	20%	115	22	19%	

INTERVIEW/ APPOINTMENT RATE

Para-Professionals		2002-2003			2003-2004		
		Interviewed	Appointed	Success Rate	Interviewed	Appointed	Success Rate
	Women	40	7	18%	8	3	38%
Men	20	2	10%	1	0	0%	
Total	60	9	15%	9	3	33%	
White	49	7	14%	8	2	25%	
People of Color	11	2	18%	1	1	100%	
Total	60	9	15%	9	3	33%	

Office/ Clerical		2002-2003			2003-2004		
		Interviewed	Appointed	Success Rate	Interviewed	Appointed	Success Rate
	Women	201	40	20%	133	24	18%
Men	52	12	23%	32	8	25%	
Total	253	52	21%	165	32	19%	
White	167	34	20%	121	22	18%	
People of Color	86	18	21%	44	10	23%	
Total	253	52	21%	165	32	19%	

Skilled Crafts		2002-2003			2003-2004		
		Interviewed	Appointed	Success Rate	Interviewed	Appointed	Success Rate
	Women	8	0	0%	5	2	40%
Men	25	4	16%	18	4	22%	
Total	33	4	12%	23	6	26%	
White	27	4	15%	18	4	22%	
People of Color	6	0	0%	5	2	40%	
Total	33	4	12%	23	6	26%	

Services/ Maintenance		2002-2003			2003-2004		
		Interviewed	Appointed	Success Rate	Interviewed	Appointed	Success Rate
	Women	5	0	0%	3	2	67%
Men	35	10	29%	35	4	11%	
Total	40	10	25%	38	6	16%	
White	35	9	26%	20	3	15%	
People of Color	5	1	20%	18	3	17%	
Total	40	10	25%	38	6	16%	

NEW HIRES

FY 2002-2003

	EEO Job Cat.	White			Black			Hispanic			Asian/PI			Native Amr.			People of Color			County-Wide		
		M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
Conversions	Official/Adm.	1		1			0			0			0			0	0	0	0	1	0	1
	Professional	4	3	7		1	1			0			0			0	0	1	1	4	4	8
	Technician	2	1	3			0			0			0			0	0	0	0	2	1	3
	Protective Svcs.	8		8			0			0			0			0	0	0	0	8	0	8
	Para-Profess.	1	1	2			0			0			0			0	0	0	0	1	1	2
	Office/Clerical		4	4		2	2		1	1		1	1		1	1	0	5	5	0	9	9
	Skilled Crafts			0			0			0			0			0	0	0	0	0	0	0
	Services/Maint.	1		1			0			0	1		1			0	1	0	1	2	0	2
Total		17	9	26	0	3	3	0	1	1	1	1	2	0	1	1	1	6	7	18	15	33
		78.8%			9.1%			3.0%			6.1%			3.0%			3.0%	18.2%	21.2%	54.5%	45.5%	100.0%
New	Official/Adm.	1	2	3			0			0			0			0	0	0	0	1	2	3
	Professional	7	9	16	2		2	1	3	4	1	3	4		1	1	4	7	11	11	16	27
	Technician	1	1	2		1	1	1	4	5	1	1	2			0	2	6	8	3	7	10
	Protective Svcs.	17	2	19			0	1	1	2			0			0	1	1	2	18	3	21
	Para-Profess.	1	2	3			0			0			0			0	0	0	0	1	2	3
	Office/Clerical	4	10	14		1	1	1		1	1	3	4			0	2	4	6	6	14	20
	Skilled Crafts	3		3			0			0			0			0	0	0	0	3	0	3
	Services/Maint.	3		3			0			0			0			0	0	0	0	3	0	3
Total		37	26	63	2	2	4	4	8	12	3	7	10	0	1	1	9	18	27	46	44	90
		70.0%			4.4%			13.3%			11.1%			1.1%			10.0%	20.0%	30.0%	51.1%	48.9%	100.0%
County-Wide Total		54	35	89	2	5	7	4	9	13	4	8	12	0	2	2	10	24	34	64	59	123
FY 2002-2003		72.4%			5.7%			10.6%			9.8%			1.6%			8.1%	19.5%	27.6%	52.0%	48.0%	100.0%

NEW HIRES
FY 2003-2004

	EEO Job Cat.	White			Black			Hispanic			Asian/PI			Native Amr.			People of Color			County-Wide		
		M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
Conversions	Official/Adm.			0			0			0			0			0	0	0	0	0	0	0
	Professional	7	5	12	2	2	4		1	1			0	2	1	3	4	4	8	11	9	20
	Technician	1		1			0			0	1		1			0	1	0	1	2	0	2
	Protective Svcs.	2	2	4			0			0	1		1			0	1	0	1	3	2	5
	Para-Profess.			0			0			0			0			0	0	0	0	0	0	0
	Office/Clerical	1	4	5		1	1		2	2			0			0	0	3	3	1	7	8
	Skilled Crafts			0			0			0			0			0	0	0	0	0	0	0
	Services/Maint.			0			0			0			0			0	0	0	0	0	0	0
Total		11	11	22	2	3	5	0	3	3	2	0	2	2	1	3	6	7	13	17	18	35
		62.9%			14.3%			8.6%			5.7%			8.6%			17.1%	20.0%	37.1%	48.6%	51.4%	100.0%
New	Official/Adm.		2	2			0			0			0			0	0	0	0	0	2	2
	Professional	5	5	10		1	1	1	3	4	1	1	2			0	2	5	7	7	10	17
	Technician	6	2	8			0	1	4	5	1		1			0	2	4	6	8	6	14
	Protective Svcs.	9	2	11	1		1			0			0			0	1	0	1	10	2	12
	Para-Profess.		1	1			0			0			0			0	0	0	0	0	1	1
	Office/Clerical	2	9	11			0			0	1	1	2			0	1	1	2	3	10	13
	Skilled Crafts	1	1	2			0		1	1			0			0	0	1	1	1	2	3
	Services/Maint.		1	1	1	1		1		1	1		1			0	2	1	3	2	2	4
Total		23	23	46	2	1	3	2	9	11	4	2	6	0	0	0	8	12	20	31	35	66
		69.7%			4.5%			16.7%			9.1%			0.0%			12.1%	18.2%	30.3%	47.0%	53.0%	100.0%
County-Wide Total		34	34	68	4	4	8	2	12	14	6	2	8	2	1	3	14	19	33	48	53	101
FY 2003-2004		67.3%			7.9%			13.9%			7.9%			3.0%			13.9%	18.8%	32.7%	47.5%	52.5%	100.0%

SEPARATIONS

FY 2002-2003

	EEO Job Cat.	White			Black			Hispanic			Asian/PI			Native Amr.			People of Color			County-Wide			
		M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	
Involuntary	Official/Adm.		1	1	1		1			0			0			0	1	0	1	1	1	2	
	Professional	1	2	3			0			0			0		1	1	0	1	1	1	1	3	4
	Technician	1		1			0	1		1			0			0	1	0	1	2	0	2	
	Protective Svcs.	1		1			0			0			0			0	0	0	0	1	0	1	
	Para-Profess.			0			0			0			0			0	0	0	0	0	0	0	
	Office/Clerical	1	1	2	1		1		1	1			0			0	1	1	2	2	2	4	
	Skilled Crafts			0			0			0			0			0	0	0	0	0	0	0	
	Services/Maint.			0			0			0			0			0	0	0	0	0	0	0	
Total		4	4	8	2	0	2	1	1	2	0	0	0	0	1	1	3	2	5	7	6	13	
		61.5%			15.4%			15.4%			0.0%			7.7%			23.1%	15.4%	38.5%	53.8%	46.2%	100.0%	
Voluntary	Official/Adm.	5	1	6			0			0		1	1			0	0	1	1	5	2	7	
	Professional	11	9	20		4	4	1		1	2		2			0	3	4	7	14	13	27	
	Technician	4	4	8			0		1	1		1	1	1		1	1	2	3	5	6	11	
	Protective Svcs.	21	1	22			0		1	1			0			0	0	1	1	21	2	23	
	Para-Profess.	1		1			0			0		1	1			0	0	1	1	1	1	2	
	Office/Clerical	1	17	18			0			0		1	1			0	0	1	1	1	18	19	
	Skilled Crafts	2		2			0			0			0			0	0	0	0	2	0	2	
	Services/Maint.	5		5	2		2			0			0			0	2	0	2	7	0	7	
Total		50	32	82	2	4	6	1	2	3	2	4	6	1	0	1	6	10	16	56	42	98	
		83.7%			6.1%			3.1%			6.1%			1.0%			6.1%	10.2%	16.3%	57.1%	42.9%	100.0%	
County-Wide Total		54	36	90	4	4	8	2	3	5	2	4	6	1	1	2	9	12	21	63	48	111	
FY 2002-2003		81.1%			7.2%			4.5%			5.4%			1.8%			8.1%	10.8%	18.9%	56.8%	43.2%	100.0%	

SEPARATIONS

FY 2003-2004

Type	EEO Job Cat.	White			Black			Hispanic			Asian/PI			Native Amr.			People of Color			County-Wide		
		M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
Involuntary	Official/Adm.			0			0			0			0			0	0	0	0	0	0	0
	Professional		1	1			0	2	2	4			0			0	2	2	4	2	3	5
	Technician	4		4			0			0			0			0	0	0	0	4	0	4
	Protective Svcs.			0			0			0			0			0	0	0	0	0	0	0
	Para-Profess.			0			0			0			0			0	0	0	0	0	0	0
	Office/Clerical		1	1	1		1			0		1	1			0	1	1	2	1	2	3
	Skilled Crafts			0			0			0			0			0	0	0	0	0	0	0
	Services/Maint.			0			0			0			0			0	0	0	0	0	0	0
Total		4	2	6	1	0	1	2	2	4	0	1	1	0	0	0	3	3	6	7	5	12
		50.0%			8.3%			33.3%			8.3%			0.0%			25.0%	25.0%	50.0%	58.3%	41.7%	100.0%
Voluntary	Official/Adm.	5	2	7			0			0	1		1			0	1	0	1	6	2	8
	Professional	12	6	18		2	2	1	4	5	1	2	3		1	1	2	9	11	14	15	29
	Technician	5	4	9		1	1			0		1	1			0	0	2	2	5	6	11
	Protective Svcs.	10	1	11			0			0			0			0	0	0	0	10	1	11
	Para-Profess.		2	2			0			0			0			0	0	0	0	0	2	2
	Office/Clerical	5	7	12		3	3		1	1		3	3			0	0	7	7	5	14	19
	Skilled Crafts	4	1	5			0			0			0			0	0	0	0	4	1	5
	Services/Maint.	3		3			0	1		1			0	1		1	2	0	2	5	0	5
Total		44	23	67	0	6	6	2	5	7	2	6	8	1	1	2	5	18	23	49	41	90
		74.4%			6.7%			7.8%			8.9%			2.2%			5.6%	20.0%	25.6%	54.4%	45.6%	100.0%
County-Wide Total		48	25	73	1	6	7	4	7	11	2	7	9	1	1	2	8	21	29	56	46	102
FY 2003-2004		71.6%			6.9%			10.8%			8.8%			2.0%			7.8%	20.6%	28.4%	54.9%	45.1%	100.0%

PROMOTIONS
FY 2002-2003

	EEO Job Cat.	White			Black			Hispanic			Asian/PI			Native Amr.			People of Color			County-Wide		
		M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
CP/ DP/ Open Lists	Official/Adm.	5		5			0	1		1	2		2			0	3	0	3	8	0	8
	Professional	17	20	37	1	1	2	1	2	3	2	1	3			0	4	4	8	21	24	45
	Technician	10	6	16			0			0	1	1	2			0	1	1	2	11	7	18
	Protective Svcs.	16	3	19			0	1	1	2			0			0	1	1	2	17	4	21
	Para-Profess.	1	4	5			0		1	1			0			0	0	1	1	1	5	6
	Office/Clerical	3	8	11		2	2		3	3	1	3	4			0	1	8	9	4	16	20
	Skilled Crafts	1		1			0			0			0			0	0	0	0	1	0	1
	Services/Maint.	7		7			0			0			0			0	0	0	0	7	0	7
Total		60	41	101	1	3	4	3	7	10	6	5	11	0	0	0	10	15	25	70	56	126
		80.2%			3.2%			7.9%			8.7%			0.0%			7.9%	11.9%	19.8%	55.6%	44.4%	100.0%
Progressive	Official/Adm.			0			0			0			0			0	0	0	0	0	0	0
	Professional	2	8	10	1	1	2			0	1		1			0	2	1	3	4	9	13
	Technician	1	4	5	1		1		2	2		1	1			0	1	3	4	2	7	9
	Protective Svcs.		2	2			0	2		2			0			0	2	0	2	2	2	4
	Para-Profess.		3	3			0			0			0			0	0	0	0	0	3	3
	Office/Clerical	2	7	9			0		1	1	1		1			0	1	1	2	3	8	11
	Skilled Crafts			0			0			0			0			0	0	0	0	0	0	0
	Services/Maint.			0			0			0			0			0	0	0	0	0	0	0
Total		5	24	29	2	1	3	2	3	5	2	1	3	0	0	0	6	5	11	11	29	40
		72.5%			7.5%			12.5%			7.5%			0.0%			15.0%	12.5%	27.5%	27.5%	72.5%	100.0%
County-Wide Total		65	65	130	3	4	7	5	10	15	8	6	14	0	0	0	12	10	22	81	85	166
FY 2002-2003		78.3%			4.2%			9.0%			8.4%			0.0%			7.2%	6.0%	13.3%	48.8%	51.2%	100.0%

PROMOTIONS
FY 2003-2004

	EEO Job Cat.	White			Black			Hispanic			Asian/PI			Native Amr.			People of Color			County-Wide		
		M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
CP/ DP/ Open Lists	Official/Adm.	4	2	6			0			0		1	1			0	0	1	1	4	3	7
	Professional	12	14	26	4	2	6	2	2	4	1	1	2			0	7	5	12	19	19	38
	Technician	4	4	8			0	1		1			0			0	1	0	1	5	4	9
	Protective Svcs.	4	1	5			0	1		1			0			0	1	0	1	5	1	6
	Para-Profess.	1		1			0		1	1			0			0	0	1	1	1	1	2
	Office/Clerical	1	4	5		2	2			0	1	1	2			0	1	3	4	2	7	9
	Skilled Crafts	2		2			0			0			0			0	0	0	0	2	0	2
	Services/Maint.	2		2			0			0			0			0	0	0	0	2	0	2
Total		30	25	55	4	4	8	4	3	7	2	3	5	0	0	0	10	10	20	40	35	75
		73.3%			10.7%			9.3%			6.7%			0.0%			13.3%	13.3%	26.7%	53.3%	46.7%	100.0%
Progressive	Official/Adm.	1		1			0			0			0			0	0	0	0	1	0	1
	Professional	3	8	11			0		1	1	1	2	3	1		1	2	3	5	5	11	16
	Technician	1	2	3		2	2	1	2	3			0			0	1	4	5	2	6	8
	Protective Svcs.	6		6			0			0			0			0	0	0	0	6	0	6
	Para-Profess.			0			0			0			0			0	0	0	0	0	0	0
	Office/Clerical		9	9		2	2	1		1		3	3			0	1	5	6	1	14	15
	Skilled Crafts	1		1			0			0			0			0	0	0	0	1	0	1
	Services/Maint.			0			0		1	1			0			0	0	1	1	0	1	1
Total		12	19	31	0	4	4	2	4	6	1	5	6	1	0	1	4	13	17	16	32	48
		64.6%			8.3%			12.5%			12.5%			2.1%			8.3%	27.1%	35.4%	33.3%	66.7%	100.0%
County-Wide Total		42	44	86	4	8	12	6	7	13	3	8	11	1	0	1	14	23	37	56	67	123
FY 2003-2004		69.9%			9.8%			10.6%			8.9%			0.8%			11.4%	18.7%	30.1%	45.5%	54.5%	100.0%

SECTION III

DEPARTMENT WORKFORCE COMPOSITION

FISCAL YEAR 2002 - 03

FISCAL YEAR 2003 - 04

DEPARTMENT WORKFORCE COMPOSITION

The County of Marin is committed to achieving full utilization of women and people of color commensurate with their representation in the civilian labor force in the six counties (Marin, Sonoma, San Francisco, Contra Costa, Alameda, and Solano) that comprise the County's reasonable recruitment area. The County's statistical goals are established based upon this criterion. **Underutilization exists when the gender or ethnic/racial composition falls short of the goals of the County and is practically significant only if the variance exceeds three people.** For example, a County department may consist of 100 employees, 45 of whom are women. As the County goal for women is 46.4% the department at 45%, would appear to be underutilized in women. Yet, if a mere two additional positions in the department were held by women, they would comprise 47% of the department and that department would be "above" goal; thus this department with 45 women employees would be deemed to have met the County goal as the variance does not exceed 3 people.

The county government of Marin consists of twenty-four departments ranging in size from as few as one (Farm Advisor) to more than 450 (Health & Human Services) full-time employees. Consequently, the ability to contribute to and impact the County's achievement of its equal employment goals varies among departments. The purpose of this Section III of the AA Report is to reflect the gender and ethnic/racial composition of all County departments during FY 02-03 and FY 03-04 relative to women and people of color (*Section III-A, Department Demographics*); identify and briefly analyze the County departments in which significant statistical underutilization currently exists (*Section III-B, Underutilization and Interviews/ Appointments Results*); and provide a snapshot of any minor pockets of department underutilization by EEO job category and protected group (*Section III-C, Department Underutilization, By EEO Job Category/Protected Group*).

Despite the fact that the County of Marin has achieved its aggregate equal employment goals relative to women and people of color, the contribution to that achievement has not been evenly shared by all departments. As of the end of FY 03-04, significant statistical underutilization of women and/or people of color exist in eight County departments (total full-time employees):

Assessor-Recorder (71) – 7 people of color
Community Development Agency (75) – 3 people of color
Fire (84) – 34 women, 11 people of color
Information Services & Technology (83) – 6 women
Library (54) – 6 people of color
Parks-Open Space (69) – 12 women, 7 people of color
Public Works (178) – 48 women, 6 people of color
Sheriff (297) – 28 women, 25 people of color

There is no single reason for the underutilization within these various departments. In some instances the mix of available candidates has been limited; other times the EEO job categories represented in the department or the number of job openings constrains the opportunities for appointment. The primary concern, however, is that the probability of appointment for women and people of color be equal to that of any other group. Consequently, within *Section III-B* of this AA Report we have also provided an analysis of the appointment patterns of the eight departments in which significant statistical underutilization existed at the end of FY 03-04 if there was any discernible pattern suggesting a unacceptable disparity in the probability of success for women and people of color.

(A)

DEPARTMENT DEMOGRAPHICS

AGRICULTURE, WEIGHTS AND MEASURES

**FY 2002-2003
DEPARTMENT DEMOGRAPHICS**

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	2		2			0	4.0%	0.0%			0	5.7%	0.0%			0	7.6%	0.0%			0	0.4%	0.0%	2	0	2	40.6%	0.0%	0	0	0	17.7%	0.0%
Technician	1	4	5			0	3.0%	0.0%	1		1	5.3%	14.3%	1		1	8.1%	14.3%			0	0.6%	0.0%	3	4	7	37.0%	57.1%	2	0	2	17.0%	28.6%
Office/Cl.		2	2			0	4.4%	0.0%			0	7.2%	0.0%			0	7.1%	0.0%			0	0.5%	0.0%	0	2	2	73.0%	100.0%	0	0	0	19.2%	0.0%
Dept. Total	3	6	9	0	0	0	5.0%	0.0%	1	0	1	9.5%	9.1%	1	0	1	8.5%	9.1%	0	0	0	0.6%	0.0%	5	6	11	46.4%	54.5%	2	0	2	23.6%	18.2%

**FY 2003-2004
DEPARTMENT DEMOGRAPHICS**

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	2		2			0	4.0%	0.0%			0	5.7%	0.0%			0	7.6%	0.0%			0	0.4%	0.0%	2	0	2	40.6%	0.0%	0	0	0	17.7%	0.0%
Technician	1	4	5			0	3.0%	0.0%	1		1	5.3%	14.3%	1		1	8.1%	14.3%			0	0.6%	0.0%	3	4	7	37.0%	57.1%	2	0	2	17.0%	28.6%
Office/Cl.		2	2			0	4.4%	0.0%			0	7.2%	0.0%			0	7.1%	0.0%			0	0.5%	0.0%	0	2	2	73.0%	100.0%	0	0	0	19.2%	0.0%
Dept. Total	3	6	9	0	0	0	5.0%	0.0%	1	0	1	9.5%	9.1%	1	0	1	8.5%	9.1%	0	0	0	0.6%	0.0%	5	6	11	46.4%	54.5%	2	0	2	23.6%	18.2%

AUDITOR/ CONTROLLER

**FY 2002-2003
DEPARTMENT DEMOGRAPHICS**

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Professional	4	8	12			0	4.0%	0.0%			0	4.5%	0.0%	3	4	7	8.7%	36.8%			0	0.4%	0.0%	7	12	19	49.3%	63.2%	3	4	7	17.6%	36.8%
Para-Prof.	1	1	2			0	8.8%	0.0%			0	12.2%	0.0%			0	6.7%	0.0%			0	1.2%	0.0%	1	1	2	88.5%	50.0%	0	0	0	28.9%	0.0%
Office/Cl.		3	3			0	4.4%	0.0%			0	7.2%	0.0%	1	2	3	7.1%	50.0%			0	0.5%	0.0%	1	5	6	73.0%	83.3%	1	2	3	19.2%	50.0%
Dept. Total	5	12	17	0	0	0	5.0%	0.0%	0	0	0	9.5%	0.0%	4	6	10	8.5%	37.0%	0	0	0	0.6%	0.0%	9	18	27	46.4%	66.7%	4	6	10	23.6%	37.0%

**FY 2003-2004
DEPARTMENT DEMOGRAPHICS**

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Professional	4	7	11			0	4.0%	0.0%			0	4.5%	0.0%	3	4	7	8.7%	38.9%			0	0.4%	0.0%	7	11	18	49.3%	61.1%	3	4	7	17.6%	38.9%
Para-Prof.	1	1	2			0	8.8%	0.0%			0	12.2%	0.0%			0	6.7%	0.0%			0	1.2%	0.0%	1	1	2	88.5%	50.0%	0	0	0	28.9%	0.0%
Office/Cl.		3	3			0	4.4%	0.0%			0	7.2%	0.0%	1	3	4	7.1%	57.1%			0	0.5%	0.0%	1	6	7	73.0%	85.7%	1	3	4	19.2%	57.1%
Dept. Total	5	11	16	0	0	0	5.0%	0.0%	0	0	0	9.5%	0.0%	4	7	11	8.5%	40.7%	0	0	0	0.6%	0.0%	9	18	27	46.4%	66.7%	4	7	11	23.6%	40.7%

BOARD OF SUPERVISORS

**FY 2002-2003
DEPARTMENT DEMOGRAPHICS**

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Office/Cl.		4	4			0	4.4%	0.0%		1	1	7.2%	20.0%			0	7.1%	0.0%			0	0.5%	0.0%	0	5	5	73.0%	100.0%	0	1	1	19.2%	20.0%
Dept. Total	0	4	4	0	0	0	5.0%	0.0%	0	1	1	9.5%	20.0%	0	0	0	8.5%	0.0%	0	0	0	0.6%	0.0%	0	5	5	46.4%	100.0%	0	1	1	23.6%	20.0%

**FY 2003-2004
DEPARTMENT DEMOGRAPHICS**

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Office/Cl.		4	4			0	4.4%	0.0%		1	1	7.2%	20.0%			0	7.1%	0.0%			0	0.5%	0.0%	0	5	5	73.0%	100.0%	0	1	1	19.2%	20.0%
Dept. Total	0	4	4	0	0	0	5.0%	0.0%	0	1	1	9.5%	20.0%	0	0	0	8.5%	0.0%	0	0	0	0.6%	0.0%	0	5	5	46.4%	100.0%	0	1	1	23.6%	20.0%

CHILD SUPPORT SERVICES

**FY 2002-2003
DEPARTMENT DEMOGRAPHICS**

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	1	1	2			0	4.0%	0.0%			0	5.7%	0.0%			0	7.6%	0.0%			0	0.4%	0.0%	1	1	2	40.6%	50.0%	0	0	0	17.7%	0.0%
Professional	3	1	4			0	4.0%	0.0%		1	1	4.5%	20.0%			0	8.7%	0.0%			0	0.4%	0.0%	3	2	5	49.3%	40.0%	0	1	1	17.6%	20.0%
Para-Prof.	1	15	16		1	1	8.8%	4.5%	2	2	4	12.2%	18.2%	1		1	6.7%	4.5%			0	1.2%	0.0%	4	18	22	88.5%	81.8%	3	3	6	28.9%	27.3%
Office/Cl.	4	6	10		1	1	4.4%	7.1%		1	1	7.2%	7.1%		2	2	7.1%	14.3%			0	0.5%	0.0%	4	10	14	73.0%	71.4%	0	4	4	19.2%	28.6%
Dept. Total	9	23	32	0	2	2	5.0%	4.7%	2	4	6	9.5%	14.0%	1	2	3	8.5%	7.0%	0	0	0	0.6%	0.0%	12	31	43	46.4%	72.1%	3	8	11	23.6%	25.6%

**FY 2003-2004
DEPARTMENT DEMOGRAPHICS**

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	1	1	2			0	4.0%	0.0%			0	5.7%	0.0%			0	7.6%	0.0%			0	0.4%	0.0%	1	1	2	40.6%	50.0%	0	0	0	17.7%	0.0%
Professional	3	1	4			0	4.0%	0.0%		1	1	4.5%	20.0%			0	8.7%	0.0%			0	0.4%	0.0%	3	2	5	49.3%	40.0%	0	1	1	17.6%	20.0%
Para-Prof.	1	15	16		1	1	8.8%	4.5%	2	2	4	12.2%	18.2%	1		1	6.7%	4.5%			0	1.2%	0.0%	4	18	22	88.5%	81.8%	3	3	6	28.9%	27.3%
Office/Cl.	4	5	9		1	1	4.4%	7.7%		1	1	7.2%	7.7%		2	2	7.1%	15.4%			0	0.5%	0.0%	4	9	13	73.0%	69.2%	0	4	4	19.2%	30.8%
Dept. Total	9	22	31	0	2	2	5.0%	4.8%	2	4	6	9.5%	14.3%	1	2	3	8.5%	7.1%	0	0	0	0.6%	0.0%	12	30	42	46.4%	71.4%	3	8	11	23.6%	26.2%

CORONER

**FY 2002-2003
DEPARTMENT DEMOGRAPHICS**

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Technician	2	1	3			0	3.0%	0.0%			0	5.3%	0.0%			0	8.1%	0.0%			0	0.6%	0.0%	2	1	3	37.0%	33.3%	0	0	0	17.0%	0.0%
Office/Cl.	1	1	2			0	4.4%	0.0%			0	7.2%	0.0%			0	7.1%	0.0%			0	0.5%	0.0%	1	1	2	73.0%	50.0%	0	0	0	19.2%	0.0%
Dept. Total	3	2	5	0	0	0	5.0%	0.0%	0	0	0	9.5%	0.0%	0	0	0	8.5%	0.0%	0	0	0	0.6%	0.0%	3	2	5	46.4%	40.0%	0	0	0	23.6%	0.0%

**FY 2003-2004
DEPARTMENT DEMOGRAPHICS**

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Technician	2	1	3			0	3.0%	0.0%			0	5.3%	0.0%			0	8.1%	0.0%			0	0.6%	0.0%	2	1	3	37.0%	33.3%	0	0	0	17.0%	0.0%
Office/Cl.	1	2	3			0	4.4%	0.0%			0	7.2%	0.0%			0	7.1%	0.0%			0	0.5%	0.0%	1	2	3	73.0%	66.7%	0	0	0	19.2%	0.0%
Dept. Total	3	3	6	0	0	0	5.0%	0.0%	0	0	0	9.5%	0.0%	0	0	0	8.5%	0.0%	0	0	0	0.6%	0.0%	3	3	6	46.4%	50.0%	0	0	0	23.6%	0.0%

COUNTY ADMINISTRATOR

**FY 2002-2003
DEPARTMENT DEMOGRAPHICS**

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	3	1	4			0	4.0%	0.0%			0	5.7%	0.0%			0	7.6%	0.0%			0	0.4%	0.0%	3	1	4	40.6%	25.0%	0	0	0	17.7%	0.0%
Professional	3	2	5			0	4.0%	0.0%			0	4.5%	0.0%			0	8.7%	0.0%			0	0.4%	0.0%	3	2	5	49.3%	40.0%	0	0	0	17.6%	0.0%
Office/Cl.		1	1			0	4.4%	0.0%		1	1	7.2%	50.0%			0	7.1%	0.0%			0	0.5%	0.0%	0	2	2	73.0%	100.0%	0	1	1	19.2%	50.0%
Dept. Total	6	4	10	0	0	0	5.0%	0.0%	0	1	1	9.5%	9.1%	0	0	0	8.5%	0.0%	0	0	0	0.6%	0.0%	6	5	11	46.4%	45.5%	0	1	1	23.6%	9.1%

**FY 2003-2004
DEPARTMENT DEMOGRAPHICS**

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	3	1	4			0	4.0%	0.0%			0	5.7%	0.0%			0	7.6%	0.0%			0	0.4%	0.0%	3	1	4	40.6%	25.0%	0	0	0	17.7%	0.0%
Professional	2	2	4			0	4.0%	0.0%			0	4.5%	0.0%			0	8.7%	0.0%			0	0.4%	0.0%	2	2	4	49.3%	50.0%	0	0	0	17.6%	0.0%
Office/Cl.		3	3			0	4.4%	0.0%			0	7.2%	0.0%			0	7.1%	0.0%			0	0.5%	0.0%	0	3	3	73.0%	100.0%	0	0	0	19.2%	0.0%
Dept. Total	5	6	11	0	0	0	5.0%	0.0%	0	0	0	9.5%	0.0%	0	0	0	8.5%	0.0%	0	0	0	0.6%	0.0%	5	6	11	46.4%	54.5%	0	0	0	23.6%	0.0%

COUNTY CLERK

**FY 2002-2003
DEPARTMENT DEMOGRAPHICS**

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Para-Prof.		2	2			0	8.8%	0.0%			0	12.2%	0.0%			0	6.7%	0.0%			0	1.2%	0.0%	0	2	2	88.5%	100.0%	0	0	0	28.9%	0.0%
Office/Cl.	2	5	7			0	4.4%	0.0%			0	7.2%	0.0%		1	1	7.1%	12.5%			0	0.5%	0.0%	2	6	8	73.0%	75.0%	0	1	1	19.2%	12.5%
Dept. Total	2	7	9	0	0	0	5.0%	0.0%	0	0	0	9.5%	0.0%	0	1	1	8.5%	10.0%	0	0	0	0.6%	0.0%	2	8	10	46.4%	80.0%	0	1	1	23.6%	10.0%

**FY 2003-2004
DEPARTMENT DEMOGRAPHICS**

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Technician			0			0	3.0%	0.0%			0	5.3%	0.0%	1		1	8.1%	100.0%			0	0.6%	0.0%	1	0	1	37.0%	0.0%	1	0	1	17.0%	100.0%
Para-Prof.		2	2			0	8.8%	0.0%			0	12.2%	0.0%			0	6.7%	0.0%			0	1.2%	0.0%	0	2	2	88.5%	100.0%	0	0	0	28.9%	0.0%
Office/Cl.	3	5	8			0	4.4%	0.0%			0	7.2%	0.0%		1	1	7.1%	11.1%			0	0.5%	0.0%	3	6	9	73.0%	66.7%	0	1	1	19.2%	11.1%
Dept. Total	3	7	10	0	0	0	5.0%	0.0%	0	0	0	9.5%	0.0%	1	1	2	8.5%	16.7%	0	0	0	0.6%	0.0%	4	8	12	46.4%	66.7%	1	1	2	23.6%	16.7%

COUNTY COUNSEL

**FY 2002-2003
DEPARTMENT DEMOGRAPHICS**

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)		People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	2		2			0	4.0%	0.0%			0	5.7%	0.0%			0	7.6%	0.0%			0	0.4%	0.0%	2	0	2	40.6%	0.0%	0	0	0	17.7%	0.0%
Professional	1	7	8			0	4.0%	0.0%	1		1	4.5%	10.0%	1		1	8.7%	10.0%			0	0.4%	0.0%	3	7	10	49.3%	70.0%	2	0	2	17.6%	20.0%
Para-Prof.	1	1	2			0	8.8%	0.0%			0	12.2%	0.0%			0	6.7%	0.0%			0	1.2%	0.0%	1	1	2	88.5%	50.0%	0	0	0	28.9%	0.0%
Office/Cl.		5	5			0	4.4%	0.0%			0	7.2%	0.0%			0	7.1%	0.0%			0	0.5%	0.0%	0	5	5	73.0%	100.0%	0	0	0	19.2%	0.0%
Dept. Total	4	13	17	0	0	0	5.0%	0.0%	1	0	1	9.5%	5.3%	1	0	1	8.5%	5.3%	0	0	0	0.6%	0.0%	6	13	19	46.4%	68.4%	2	0	2	23.6%	10.5%

**FY 2003-2004
DEPARTMENT DEMOGRAPHICS**

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)		People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	2		2			0	4.0%	0.0%			0	5.7%	0.0%			0	7.6%	0.0%			0	0.4%	0.0%	2	0	2	40.6%	0.0%	0	0	0	17.7%	0.0%
Professional	1	6	7			0	4.0%	0.0%	1		1	4.5%	11.1%	1		1	8.7%	11.1%			0	0.4%	0.0%	3	6	9	49.3%	66.7%	2	0	2	17.6%	22.2%
Para-Prof.	1	1	2			0	8.8%	0.0%			0	12.2%	0.0%			0	6.7%	0.0%			0	1.2%	0.0%	1	1	2	88.5%	50.0%	0	0	0	28.9%	0.0%
Office/Cl.		5	5			0	4.4%	0.0%			0	7.2%	0.0%			0	7.1%	0.0%			0	0.5%	0.0%	0	5	5	73.0%	100.0%	0	0	0	19.2%	0.0%
Dept. Total	4	12	16	0	0	0	5.0%	0.0%	1	0	1	9.5%	5.6%	1	0	1	8.5%	5.6%	0	0	0	0.6%	0.0%	6	12	18	46.4%	66.7%	2	0	2	23.6%	11.1%

DISTRICT ATTORNEY

FY 2002-2003

DEPARTMENT DEMOGRAPHICS

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)		People of Color					
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%	
Official/Adm.	1	1	2			0	4.0%	0.0%			0	5.7%	0.0%			0	7.6%	0.0%			0	0.4%	0.0%	1	1	2	40.6%	50.0%	0	0	0	17.7%	0.0%	
Professional	18	10	28	1	1	2	4.0%	5.4%	1	2	3	4.5%	8.1%	4	4	8	8.7%	10.8%			0	0.4%	0.0%	20	17	37	49.3%	45.9%	2	7	9	17.6%	24.3%	
Technician	1		1			0	3.0%	0.0%			0	5.3%	0.0%			0	8.1%	0.0%			0	0.6%	0.0%	1	0	1	37.0%	0.0%	0	0	0	17.0%	0.0%	
Protective Svcs.	8	2	10			0	12.6%	0.0%			0	8.7%	0.0%	1	1	2	5.8%	0.0%			0	1.0%	0.0%	8	3	11	17.3%	0.0%	0	1	1	28.0%	0.0%	
Para-Prof.	1	4	5		1	1	8.8%	10.0%		2	2	12.2%	20.0%	1	1	2	6.7%	10.0%		1	1	2	1.2%	10.0%	1	9	10	88.5%	90.0%	0	5	5	28.9%	50.0%
Office/Cl.	1	20	21		2	2	4.4%	6.5%		6	6	7.2%	19.4%	2	2	4	7.1%	6.5%			0	0.5%	0.0%	1	30	31	73.0%	96.8%	0	10	10	19.2%	32.3%	
Dept. Total	30	37	67	1	4	5	5.0%	5.4%	1	10	11	9.5%	12.0%	0	8	8	8.5%	8.7%	0	1	1	0.6%	1.1%	32	60	92	46.4%	65.2%	2	23	25	23.6%	27.2%	

FY 2003-2004

DEPARTMENT DEMOGRAPHICS

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)		People of Color					
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%	
Official/Adm.	1	2	3			0	4.0%	0.0%			0	5.7%	0.0%			0	7.6%	0.0%			0	0.4%	0.0%	1	2	3	40.6%	66.7%	0	0	0	17.7%	0.0%	
Professional	17	9	26	1	1	2	4.0%	6.1%	1	1	2	4.5%	6.1%	3	3	6	8.7%	9.1%			0	0.4%	0.0%	19	14	33	49.3%	42.4%	2	5	7	17.6%	21.2%	
Technician	1		1			0	3.0%	0.0%			0	5.3%	0.0%			0	8.1%	0.0%			0	0.6%	0.0%	1	0	1	37.0%	0.0%	0	0	0	17.0%	0.0%	
Protective Svcs.	8	2	10			0	12.6%	0.0%			0	8.7%	0.0%	1	1	2	5.8%	9.1%			0	1.0%	0.0%	8	3	11	17.3%	0.0%	0	1	1	28.0%	0.0%	
Para-Prof.	1	4	5		1	1	8.8%	10.0%		2	2	12.2%	20.0%	1	1	2	6.7%	10.0%		1	1	2	1.2%	10.0%	1	9	10	88.5%	90.0%	0	5	5	28.9%	50.0%
Office/Cl.	1	18	19		1	1	4.4%	3.6%		6	6	7.2%	21.4%	2	2	4	7.1%	7.1%			0	0.5%	0.0%	1	27	28	73.0%	96.4%	0	9	9	19.2%	32.1%	
Dept. Total	29	35	64	1	3	4	5.0%	4.7%	1	9	10	9.5%	11.6%	0	7	7	8.5%	8.1%	0	1	1	0.6%	1.2%	31	55	86	46.4%	64.0%	2	20	22	23.6%	25.6%	

FARM ADVISOR

**FY 2002-2003
DEPARTMENT DEMOGRAPHICS**

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)		People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Para-Prof.		1	1			0	8.8%	0.0%			0	12.2%	0.0%			0	6.7%	0.0%			0	1.2%	0.0%	0	1	1	88.5%	100.0%	0	0	0	28.9%	0.0%
Dept. Total	0	1	1	0	0	0	5.0%	0.0%	0	0	0	9.5%	0.0%	0	0	0	8.5%	0.0%	0	0	0	0.6%	0.0%	0	1	1	46.4%	100.0%	0	0	0	23.6%	0.0%

**FY 2003-2004
DEPARTMENT DEMOGRAPHICS**

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)		People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Para-Prof.		1	1			0	8.8%	0.0%			0	12.2%	0.0%			0	6.7%	0.0%			0	1.2%	0.0%	0	1	1	88.5%	100.0%	0	0	0	28.9%	0.0%
Office/Cl.		1	1			0	4.4%	0.0%			0	7.2%	0.0%			0	7.1%	0.0%			0	0.5%	0.0%	0	1	1	73.0%	100.0%	0	0	0	19.2%	0.0%
Dept. Total	0	2	2	0	0	0	5.0%	0.0%	0	0	0	9.5%	0.0%	0	0	0	8.5%	0.0%	0	0	0	0.6%	0.0%	0	2	2	46.4%	100.0%	0	0	0	23.6%	0.0%

HEALTH AND HUMAN SERVICES

FY 2002-2003																																	
DEPARTMENT DEMOGRAPHICS																																	
EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	8	7	15			0	4.0%	0.0%			0	5.7%	0.0%			0	7.6%	0.0%			0	0.4%	0.0%	8	7	15	40.6%	46.7%	0	0	0	17.7%	0.0%
Professional	50	110	160	2	9	11	4.0%	5.0%	5	26	31	4.5%	14.1%	5	9	14	8.7%	6.4%	1	3	4	0.4%	1.8%	63	157	220	49.3%	71.4%	13	47	60	17.6%	27.3%
Technician	21	44	65	3	4	7	3.0%	6.5%	6	20	26	5.3%	24.1%	3	6	9	8.1%	8.3%			1	0.6%	0.9%	33	75	108	37.0%	69.4%	12	31	43	17.0%	39.8%
Para-Prof.	2	6	8		1	1	8.8%	7.7%			0	12.2%	0.0%		4	4	6.7%	30.8%			0	1.2%	0.0%	2	11	13	88.5%	84.6%	0	5	5	28.9%	38.5%
Office/Cl.	6	53	59	2	7	9	4.4%	8.3%	2	18	20	7.2%	18.5%	5	13	18	7.1%	16.7%			2	0.5%	1.9%	15	93	108	73.0%	86.1%	9	40	49	19.2%	45.4%
Dept. Total	87	220	307	7	21	28	5.0%	6.0%	13	64	77	9.5%	16.6%	13	32	45	8.5%	9.7%	1	6	7	0.6%	1.5%	121	343	464	46.4%	73.9%	34	123	157	23.6%	33.8%

FY 2003-2004																																	
DEPARTMENT DEMOGRAPHICS																																	
EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	7	7	14			0	4.0%	0.0%			0	5.7%	0.0%			0	7.6%	0.0%			0	0.4%	0.0%	7	7	14	40.6%	50.0%	0	0	0	17.7%	0.0%
Professional	48	108	156	2	8	10	4.0%	4.7%	3	28	31	4.5%	14.4%	5	8	13	8.7%	6.0%	1	4	5	0.4%	2.3%	59	156	215	49.3%	72.6%	11	48	59	17.6%	27.4%
Technician	21	43	64	3	3	6	3.0%	5.4%	7	26	33	5.3%	29.5%	4	5	9	8.1%	8.0%			0	0.6%	0.0%	35	77	112	37.0%	68.8%	14	34	48	17.0%	42.9%
Para-Prof.	3	8	11		1	1	8.8%	5.9%	1		1	12.2%	5.9%		4	4	6.7%	23.5%			0	1.2%	0.0%	4	13	17	88.5%	76.5%	1	5	6	28.9%	35.3%
Office/Cl.	7	53	60	1	8	9	4.4%	8.1%	2	20	22	7.2%	19.8%	6	12	18	7.1%	16.2%			2	0.5%	1.8%	16	95	111	73.0%	85.6%	9	42	51	19.2%	45.9%
Dept. Total	86	219	305	6	20	26	5.0%	5.5%	13	74	87	9.5%	18.6%	15	29	44	8.5%	9.4%	1	6	7	0.6%	1.5%	121	348	469	46.4%	74.2%	35	129	164	23.6%	35.0%

HUMAN RESOURCES

FY 2002-2003 DEPARTMENT DEMOGRAPHICS

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	1	2	3			0	4.0%	0.0%			0	5.7%	0.0%		1	1	7.6%	25.0%			0	0.4%	0.0%	1	3	4	40.6%	75.0%	0	1	1	17.7%	25.0%
Professional	1	4	5	1		1	4.0%	12.5%	1	1	4.5%	12.5%		1	1	8.7%	12.5%			0	0.4%	0.0%	3	5	8	49.3%	62.5%	2	1	3	17.6%	37.5%	
Para-Prof.		6	6		1	1	8.8%	12.5%			0	12.2%	0.0%	1	1	6.7%	12.5%			0	1.2%	0.0%	0	8	8	88.5%	100.0%	0	2	2	28.9%	25.0%	
Office/Cl.		4	4			0	4.4%	0.0%		1	1	7.2%	20.0%			0	7.1%	0.0%			0	0.5%	0.0%	0	5	5	73.0%	100.0%	0	1	1	19.2%	20.0%
Dept. Total	2	16	18	1	1	2	5.0%	8.0%	1	1	2	9.5%	8.0%	0	3	3	8.5%	12.0%	0	0	0	0.6%	0.0%	4	21	25	46.4%	84.0%	2	5	7	23.6%	28.0%

FY 2003-2004 DEPARTMENT DEMOGRAPHICS

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	1	2	3			0	4.0%	0.0%			0	5.7%	0.0%		1	1	7.6%	25.0%			0	0.4%	0.0%	1	3	4	40.6%	75.0%	0	1	1	17.7%	25.0%
Professional	1	5	6	1		1	4.0%	11.1%	1	1	4.5%	11.1%		1	1	8.7%	11.1%			0	0.4%	0.0%	3	6	9	49.3%	66.7%	2	1	3	17.6%	33.3%	
Para-Prof.		6	6		1	1	8.8%	12.5%			0	12.2%	0.0%	1	1	6.7%	12.5%			0	1.2%	0.0%	0	8	8	88.5%	100.0%	0	2	2	28.9%	25.0%	
Office/Cl.		4	4			0	4.4%	0.0%		1	1	7.2%	20.0%			0	7.1%	0.0%			0	0.5%	0.0%	0	5	5	73.0%	100.0%	0	1	1	19.2%	20.0%
Dept. Total	2	17	19	1	1	2	5.0%	7.7%	1	1	2	9.5%	7.7%	0	3	3	8.5%	11.5%	0	0	0	0.6%	0.0%	4	22	26	46.4%	84.6%	2	5	7	23.6%	26.9%

PROBATION

FY 2002-2003

DEPARTMENT DEMOGRAPHICS

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)		People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	4	1	5			0	4.0%	0.0%			0	5.7%	0.0%	1		1	7.6%	16.7%			0	0.4%	0.0%	5	1	6	40.6%	16.7%	1	0	1	17.7%	16.7%
Professional	20	21	41	9	6	15	4.0%	22.4%	5	3	8	4.5%	11.9%	2	1	3	8.7%	4.5%			0	0.4%	0.0%	36	31	67	49.3%	46.3%	16	10	26	17.6%	38.8%
Technician			0			0	3.0%	0.0%		1	1	5.3%	100.0%			0	8.1%	0.0%			0	0.6%	0.0%	0	1	1	37.0%	100.0%	0	1	1	17.0%	100.0%
Para-Prof.		1	1			0	8.8%	0.0%			0	12.2%	0.0%			0	6.7%	0.0%			0	1.2%	0.0%	0	1	1	88.5%	100.0%	0	0	0	28.9%	0.0%
Office/Cl.	1	18	19			0	4.4%	0.0%		1	1	7.2%	4.2%	1	3	4	7.1%	16.7%			0	0.5%	0.0%	2	22	24	73.0%	91.7%	1	4	5	19.2%	20.8%
Services/Maint.	1		1			0	6.7%	0.0%			0	21.6%	0.0%			0	9.8%	0.0%			0	0.7%	0.0%	1	0	1	39.3%	0.0%	0	0	0	38.8%	0.0%
Dept. Total	26	41	67	9	6	15	5.0%	15.0%	5	5	10	9.5%	10.0%	4	4	8	8.5%	8.0%	0	0	0	0.6%	0.0%	44	56	100	46.4%	56.0%	18	15	33	23.6%	33.0%

FY 2003-2004

DEPARTMENT DEMOGRAPHICS

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)		People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	4	1	5			0	4.0%	0.0%			0	5.7%	0.0%	1		1	7.6%	16.7%			0	0.4%	0.0%	5	1	6	40.6%	16.7%	1	0	1	17.7%	16.7%
Professional	21	23	44	11	7	18	4.0%	24.0%	5	3	8	4.5%	10.7%	2	2	4	8.7%	5.3%	1		1	0.4%	1.3%	40	35	75	49.3%	46.7%	19	12	31	17.6%	41.3%
Technician			0			0	3.0%	0.0%		1	1	5.3%	100.0%			0	8.1%	0.0%			0	0.6%	0.0%	0	1	1	37.0%	100.0%	0	1	1	17.0%	100.0%
Para-Prof.		1	1			0	8.8%	0.0%			0	12.2%	0.0%			0	6.7%	0.0%			0	1.2%	0.0%	0	1	1	88.5%	100.0%	0	0	0	28.9%	0.0%
Office/Cl.	1	17	18			0	4.4%	0.0%		1	1	7.2%	4.3%	1	3	4	7.1%	17.4%			0	0.5%	0.0%	2	21	23	73.0%	91.3%	1	4	5	19.2%	21.7%
Services/Maint.	1		1			0	6.7%	0.0%			0	21.6%	0.0%			0	9.8%	0.0%			0	0.7%	0.0%	1	0	1	39.3%	0.0%	0	0	0	38.8%	0.0%
Dept. Total	27	42	69	11	7	18	5.0%	16.8%	5	5	10	9.5%	9.3%	4	5	9	8.5%	8.4%	1	0	1	0.6%	0.9%	48	59	107	46.4%	55.1%	21	17	38	23.6%	35.5%

PUBLIC DEFENDER

**FY 2002-2003
DEPARTMENT DEMOGRAPHICS**

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	2		2			0	4.0%	0.0%	1		1	5.7%	33.3%			0	7.6%	0.0%			0	0.4%	0.0%	3	0	3	40.6%	0.0%	1	0	1	17.7%	33.3%
Professional	9	10	19	1		1	4.0%	4.2%	1	2	3	4.5%	12.5%			0	8.7%	0.0%	1		1	0.4%	4.2%	12	12	24	49.3%	50.0%	3	2	5	17.6%	20.8%
Technician	1	1	2			0	3.0%	0.0%		2	2	5.3%	50.0%			0	8.1%	0.0%			0	0.6%	0.0%	1	3	4	37.0%	75.0%	0	2	2	17.0%	50.0%
Office/Cl.		6	6		1	1	4.4%	12.5%	1		1	7.2%	12.5%			0	7.1%	0.0%			0	0.5%	0.0%	1	7	8	73.0%	87.5%	1	1	2	19.2%	25.0%
Dept. Total	12	17	29	1	1	2	5.0%	5.1%	3	4	7	9.5%	17.9%	0	0	0	8.5%	0.0%	1	0	1	0.6%	2.6%	17	22	39	46.4%	56.4%	5	5	10	23.6%	25.6%

**FY 2003-2004
DEPARTMENT DEMOGRAPHICS**

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	2		2			0	4.0%	0.0%	1	1	2	5.7%	50.0%			0	7.6%	0.0%			0	0.4%	0.0%	3	1	4	40.6%	25.0%	1	1	2	17.7%	50.0%
Professional	8	10	18	1		1	4.0%	4.8%	1	1	2	4.5%	9.5%			0	8.7%	0.0%			0	0.4%	0.0%	10	11	21	49.3%	52.4%	2	1	3	17.6%	14.3%
Technician	1	1	2			0	3.0%	0.0%		2	2	5.3%	50.0%			0	8.1%	0.0%			0	0.6%	0.0%	1	3	4	37.0%	75.0%	0	2	2	17.0%	50.0%
Office/Cl.		6	6		1	1	4.4%	11.1%	1	1	2	7.2%	22.2%			0	7.1%	0.0%			0	0.5%	0.0%	1	8	9	73.0%	88.9%	1	2	3	19.2%	33.3%
Dept. Total	11	17	28	1	1	2	5.0%	5.3%	3	5	8	9.5%	21.1%	0	0	0	8.5%	0.0%	0	0	0	0.6%	0.0%	15	23	38	46.4%	60.5%	4	6	10	23.6%	26.3%

RETIREMENT

**FY 2002-2003
DEPARTMENT DEMOGRAPHICS**

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	1		1			0	4.0%	0.0%			0	5.7%	0.0%			0	7.6%	0.0%			0	0.4%	0.0%	1	0	1	40.6%	0.0%	0	0	0	17.7%	0.0%
Professional		3	3			0	4.0%	0.0%			0	4.5%	0.0%			0	8.7%	0.0%			0	0.4%	0.0%	0	3	3	49.3%	100.0%	0	0	0	17.6%	0.0%
Office/Cl.	1	1	2			0	4.4%	0.0%			0	7.2%	0.0%		1	1	7.1%	33.3%			0	0.5%	0.0%	1	2	3	73.0%	66.7%	0	1	1	19.2%	33.3%
Dept. Total	2	4	6	0	0	0	5.0%	0.0%	0	0	0	9.5%	0.0%	0	1	1	8.5%	14.3%	0	0	0	0.6%	0.0%	2	5	7	46.4%	71.4%	0	1	1	23.6%	14.3%

**FY 2003-2004
DEPARTMENT DEMOGRAPHICS**

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	1		1			0	4.0%	0.0%			0	5.7%	0.0%			0	7.6%	0.0%			0	0.4%	0.0%	1	0	1	40.6%	0.0%	0	0	0	17.7%	0.0%
Professional		3	3			0	4.0%	0.0%			0	4.5%	0.0%			0	8.7%	0.0%			0	0.4%	0.0%	0	3	3	49.3%	100.0%	0	0	0	17.6%	0.0%
Office/Cl.	1	1	2			0	4.4%	0.0%			0	7.2%	0.0%		1	1	7.1%	33.3%			0	0.5%	0.0%	1	2	3	73.0%	66.7%	0	1	1	19.2%	33.3%
Dept. Total	2	4	6	0	0	0	5.0%	0.0%	0	0	0	9.5%	0.0%	0	1	1	8.5%	14.3%	0	0	0	0.6%	0.0%	2	5	7	46.4%	71.4%	0	1	1	23.6%	14.3%

TREASURER/ TAX COLLECTOR

FY 2002-2003

DEPARTMENT DEMOGRAPHICS

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color					
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%	
Official/Adm.		2	2			0	4.0%	0.0%			0	5.7%	0.0%			0	7.6%	0.0%			0	0.4%	0.0%	0	2	2	40.6%	100.0%	0	0	0	17.7%	0.0%	
Professional		2	2			0	4.0%	0.0%			0	4.5%	0.0%	1	1	2	8.7%	33.3%			0	0.4%	0.0%	1	2	3	49.3%	66.7%	1	0	1	17.6%	33.3%	
Technician		2	2			0	3.0%	0.0%		1	1	2	5.3%	33.3%			0	8.1%	0.0%			0	0.6%	0.0%	0	3	3	37.0%	100.0%	0	1	1	17.0%	33.3%
Office/Cl.	1	6	7			0	4.4%	0.0%			0	7.2%	0.0%	1	1	2	7.1%	22.2%			0	0.5%	0.0%	2	7	9	73.0%	77.8%	1	1	2	19.2%	22.2%	
Dept. Total	1	12	13	0	0	0	5.0%	0.0%	0	1	1	9.5%	5.9%	2	1	3	8.5%	17.6%	0	0	0	0.6%	0.0%	3	14	17	46.4%	82.4%	2	2	4	23.6%	23.5%	

FY 2003-2004

DEPARTMENT DEMOGRAPHICS

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color					
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%	
Official/Adm.		3	3			0	4.0%	0.0%			0	5.7%	0.0%			0	7.6%	0.0%			0	0.4%	0.0%	0	3	3	40.6%	100.0%	0	0	0	17.7%	0.0%	
Professional		2	2			0	4.0%	0.0%			0	4.5%	0.0%	1	1	2	8.7%	33.3%			0	0.4%	0.0%	1	2	3	49.3%	66.7%	1	0	1	17.6%	33.3%	
Technician		2	2			0	3.0%	0.0%		1	1	2	5.3%	33.3%			0	8.1%	0.0%			0	0.6%	0.0%	0	3	3	37.0%	100.0%	0	1	1	17.0%	33.3%
Office/Cl.	1	6	7			0	4.4%	0.0%			0	7.2%	0.0%	1	1	2	7.1%	22.2%			0	0.5%	0.0%	2	7	9	73.0%	77.8%	1	1	2	19.2%	22.2%	
Dept. Total	1	13	14	0	0	0	5.0%	0.0%	0	1	1	9.5%	5.6%	2	1	3	8.5%	16.7%	0	0	0	0.6%	0.0%	3	15	18	46.4%	83.3%	2	2	4	23.6%	22.2%	

(B)

**UNDERUTILIZATION AND INTERVIEWS/
APPOINTMENTS RESULTS**

Assessor-Recorder

The Assessor-Recorder maintained a staff of 69 in FY 02-03, 10 (14.5%) of whom were people of color. This represents underutilization in 6 people of color. During the fiscal year the department interviewed 79 candidates and made 19 appointments. Seventeen (28%) of the 61 white candidates were appointed; two (12.5%) of the 16 people of color achieved appointment. Two candidates declined to state ethnicity/race.

In FY 03-04 the staff increased to 71 but declined to 9 (12.7%) people of color. The department interviewed 62 candidates including 10 people of color; the candidates selected included 11 whites (22%) and 1 person of color (10%).

During this biennium, white candidates experienced a success rate of 22% compared to 12% for candidates of color.

ASSESSOR/ RECORDER

FY 2002-2003

DEPARTMENT DEMOGRAPHICS

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	2	1	3			0	4.0%	0.0%			0	5.7%	0.0%			0	7.6%	0.0%			0	0.4%	0.0%	2	1	3	40.6%	33.3%	0	0	0	17.7%	0.0%
Professional	1	1	2			0	4.0%	0.0%			0	4.5%	0.0%			0	8.7%	0.0%			0	0.4%	0.0%	1	1	2	49.3%	50.0%	0	0	0	17.6%	0.0%
Technician	15	12	27		1	1	3.0%	3.2%	1	1	2	5.3%	6.5%		1	1	8.1%	3.2%			0	0.6%	0.0%	16	15	31	37.0%	48.4%	1	3	4	17.0%	12.9%
Para-Prof.	1		1			0	8.8%	0.0%			0	12.2%	0.0%			0	6.7%	0.0%			0	1.2%	0.0%	1	0	1	88.5%	0.0%	0	0	0	28.9%	0.0%
Office/Cl.	6	20	26	2	3	5	4.4%	15.6%			0	7.2%	0.0%		1	1	7.1%	3.1%			0	0.5%	0.0%	8	24	32	73.0%	75.0%	2	4	6	19.2%	18.8%
Dept. Total	25	34	59	2	4	6	5.0%	8.7%	1	1	2	9.5%	2.9%	0	2	2	8.5%	2.9%	0	0	0	0.6%	0.0%	28	41	69	46.4%	59.4%	3	7	10	23.6%	14.5%

FY 2003-2004

DEPARTMENT DEMOGRAPHICS

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	2	1	3			0	4.0%	0.0%			0	5.7%	0.0%			0	7.6%	0.0%			0	0.4%	0.0%	2	1	3	40.6%	33.3%	0	0	0	17.7%	0.0%
Professional	1	1	2			0	4.0%	0.0%			0	4.5%	0.0%			0	8.7%	0.0%			0	0.4%	0.0%	1	1	2	49.3%	50.0%	0	0	0	17.6%	0.0%
Technician	15	13	28		1	1	3.0%	3.1%	1	1	2	5.3%	6.3%		1	1	8.1%	3.1%			0	0.6%	0.0%	16	16	32	37.0%	50.0%	1	3	4	17.0%	12.5%
Para-Prof.	1		1			0	8.8%	0.0%			0	12.2%	0.0%			0	6.7%	0.0%			0	1.2%	0.0%	1	0	1	88.5%	0.0%	0	0	0	28.9%	0.0%
Office/Cl.	7	21	28	1	3	4	4.4%	12.1%			0	7.2%	0.0%		1	1	7.1%	3.0%			0	0.5%	0.0%	8	25	33	73.0%	75.8%	1	4	5	19.2%	15.2%
Dept. Total	26	36	62	1	4	5	5.0%	7.0%	1	1	2	9.5%	2.8%	0	2	2	8.5%	2.8%	0	0	0	0.6%	0.0%	28	43	71	46.4%	60.6%	2	7	9	23.6%	12.7%

**ASSESSOR/ RECORDER
INTERVIEWS AND APPOINTMENTS**

FY 2002-2003

EEO Job Cat.	GENDER																					White						People of Color						Dept. Total	Vacancies
	Applicants Interviewed									Appointments			Applicant Interviewed			Appointments			Applicant Interviewed			Appointments													
	Unk	Unk	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total											
	M	F																																	
Official/Adm.			0			0			0			0			0			0			0			0	0	0									
Professional			0			0			0			0			0			0			0			0	0	0									
Technician	2		2	13	14	27	5	3	8	10	12	22	5	3	8	1	2	3			0			0	8	8									
Para-Prof.			0			0			0			0			0			0			0			0	0	0									
Office/Cl.			0	9	43	52	3	8	11	6	33	39	3	6	9	3	10	13			2			2	11	13									
Dept. Total	2	0	2	22	57	79	8	11	19	16	45	61	8	9	17	4	12	16	0	2	2	2	2	19	21										
				27.8%	72.2%		42.1%	57.9%		20.3%	57.0%	77.2%	42.1%	47.4%	89.5%	5.1%	15.2%	20.3%	0.0%	10.5%	10.5%	90.5%													

FY 2003-2004

EEO Job Cat.	GENDER																					White						People of Color						Dept. Total	Vacancies
	Applicants Interviewed									Appointments			Applicant Interviewed			Appointments			Applicant Interviewed			Appointments													
	Unk	Unk	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total											
	M	F																																	
Official/Adm.			0			0			0			0			0			0			0			0	0	0									
Professional			0		1	1		1	1		1	1		1	1			0			0			0	1	1									
Technician			0	6	6	12	1	2	3	5	6	11	1	2	3	1		1			0			0	3	3									
Para-Prof.			0			0			0			0			0			0			0			0	0	0									
Office/Cl.	1		1	18	31	49	3	5	8	14	25	39	3	4	7	3	6	9			1			1	8	8									
Dept. Total	1	0	1	24	38	62	4	8	12	19	32	51	4	7	11	4	6	10	0	1	1	1	1	12	12										
				38.7%	61.3%		33.3%	66.7%		30.6%	51.6%	82.3%	33.3%	58.3%	91.7%	6.5%	9.7%	16.1%	0.0%	8.3%	8.3%	100.0%													

ASSESSOR/ RECORDER

FY 2002-2003														
INTERVIEWS														
People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0	0	0
Professional			0			0			0			0	0	0
Technician			0		2	2	1		1			0	3	27
Para-Prof.			0			0			0			0	0	0
Office/Clerical		4	4			0	3	6	9			0	13	52
Dept. Total	0	4	4	0	2	2	4	6	10	0	0	0	16	79
			5.1%			2.5%			12.7%			0.0%	20.3%	

FY 2003-2004														
INTERVIEWS														
People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0	0	0
Professional			0			0			0			0	0	1
Technician			0	1		1			0			0	1	12
Para-Prof.			0			0			0			0	0	0
Office/Clerical		3	3	2		2	1	3	4			0	9	49
Dept. Total	0	3	3	3	0	3	1	3	4	0	0	0	10	62
			4.8%			4.8%			6.5%			0.0%	16.1%	

ASSESSOR/ RECORDER

FY 2002-2003														
<u>APPOINTMENTS</u>														
People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0	0	0
Professional			0			0			0			0	0	0
Technician			0			0			0			0	0	8
Protective Svcs.			0			0			0			0	0	0
Para-Prof.			0			0			0			0	0	0
Office/Clerical		2	2			0			0			0	2	11
Skilled Crafts			0			0			0			0	0	0
Services/Maint.			0			0			0			0	0	0
Dept. Total	0	2	2	0	0	0	0	0	0	0	0	0	2	19
			10.5%			0.0%			0.0%			0.0%	10.5%	

FY 2003-2004														
<u>APPOINTMENTS</u>														
People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0	0	0
Professional			0			0			0			0	0	1
Technician			0			0			0			0	0	3
Para-Prof.			0			0			0			0	0	0
Office/Clerical		1	1			0			0			0	1	8
Dept. Total	0	1	1	0	0	0	0	0	0	0	0	0	1	12
			8.3%			0.0%			0.0%			0.0%	8.3%	

Community Development Agency

The **Community Development Agency (CDA)**, a department of 75 full-time employees, had no statistically significant underutilization in FY 02-03, but the loss of two people of color and an increase in staff to 76 created an underutilization of 4 people of color in FY 03-04.

During FY 03-04, **CDA** interviewed 13 candidates and made 6 appointments. These appointments included 5 whites and one person who declined to state ethnicity/race. None of the 4 identified people of color interviewed was appointed.

COMMUNITY DEVELOPMENT AGENCY

FY 2002-2003

DEPARTMENT DEMOGRAPHICS

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	4	1	5			0	4.0%	0.0%			0	5.7%	0.0%			0	7.6%	0.0%			0	0.4%	0.0%	4	1	5	40.6%	20.0%	0	0	0	17.7%	0.0%
Professional	19	11	30	2		2	4.0%	5.1%	2	3	5	4.5%	12.8%	2		2	8.7%	5.1%			0	0.4%	0.0%	25	14	39	49.3%	35.9%	6	3	9	17.6%	23.1%
Technician	8	5	13	1	1	2	3.0%	12.5%			0	5.3%	0.0%	1		1	8.1%	6.3%			0	0.6%	0.0%	10	6	16	37.0%	37.5%	2	1	3	17.0%	18.8%
Para-Prof.		4	4			0	8.8%	0.0%		1	1	12.2%	20.0%			0	6.7%	0.0%			0	1.2%	0.0%	0	5	5	88.5%	100.0%	0	1	1	28.9%	20.0%
Office/Cl.		7	7			0	4.4%	0.0%		1	1	7.2%	10.0%		2	2	7.1%	20.0%			0	0.5%	0.0%	0	10	10	73.0%	100.0%	0	3	3	19.2%	30.0%
Dept. Total	31	28	59	3	1	4	5.0%	5.3%	2	5	7	9.5%	9.3%	3	2	5	8.5%	6.7%	0	0	0	0.6%	0.0%	39	36	75	46.4%	48.0%	8	8	16	23.6%	21.3%

FY 2003-2004

DEPARTMENT DEMOGRAPHICS

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	4	1	5			0	4.0%	0.0%			0	5.7%	0.0%			0	7.6%	0.0%			0	0.4%	0.0%	4	1	5	40.6%	20.0%	0	0	0	17.7%	0.0%
Professional	21	12	33	2		2	4.0%	4.9%	2	2	4	4.5%	9.8%	2		2	8.7%	4.9%			0	0.4%	0.0%	27	14	41	49.3%	34.1%	6	2	8	17.6%	19.5%
Technician	8	5	13	1	1	2	3.0%	12.5%			0	5.3%	0.0%	1		1	8.1%	6.3%			0	0.6%	0.0%	10	6	16	37.0%	37.5%	2	1	3	17.0%	18.8%
Para-Prof.		3	3			0	8.8%	0.0%		1	1	12.2%	25.0%			0	6.7%	0.0%			0	1.2%	0.0%	0	4	4	88.5%	100.0%	0	1	1	28.9%	25.0%
Office/Cl.	1	7	8			0	4.4%	0.0%		1	1	7.2%	10.0%		1	1	7.1%	10.0%			0	0.5%	0.0%	1	9	10	73.0%	90.0%	0	2	2	19.2%	20.0%
Dept. Total	34	28	62	3	1	4	5.0%	5.3%	2	4	6	9.5%	7.9%	3	1	4	8.5%	5.3%	0	0	0	0.6%	0.0%	42	34	76	46.4%	44.7%	8	6	14	23.6%	18.4%

**COMMUNITY DEVELOPMENT AGENCY
INTERVIEWS AND APPOINTMENTS**

FY 2002-2003																								
EEO Job Cat.	GENDER									White						People of Color						Dept. Total	Vacancies	
	Applicants Interviewed						Appointments			Applicant Interviewed			Appointments			Applicant Interviewed			Appointments					
	Unk M	Unk F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total			
Official/Adm.			0			0			0			0			0			0			0			0
Professional			0			0			0			0			0			0			0			0
Technician			0			0			0			0			0			0			0			0
Para-Prof.			0	1	5	6			1	1	5	6			1			0			0			0
Office/Cl.			0			0			0			0			0			0			0			0
Dept. Total	0	0	0	1	5	6	0	1	1	1	5	6	0	1	1	0	0	0	0	0	0	1	1	1
				16.7%	83.3%		0.0%	100.0%		16.7%	83.3%	100.0%	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%		

FY 2003-2004																								
EEO Job Cat.	GENDER									White						People of Color						Dept. Total	Vacancies	
	Applicants Interviewed						Appointments			Applicant Interviewed			Appointments			Applicant Interviewed			Appointments					
	Unk M	Unk F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total			
Official/Adm.			0			0			0			0			0			0			0			0
Professional	1		1	6	6	12	3	2	5	3	4	7	3	2	5	2	2	4			0	5	5	5
Technician			0			0			0			0			0			0			0			0
Para-Prof.			0		1	1			1		1	1			0			0			0			1
Office/Cl.			0			0			0			0			0			0			0			0
Dept. Total	1	0	1	6	7	13	3	3	6	3	5	8	3	2	5	2	2	4	0	0	0	6	6	6
				46.2%	53.8%		50.0%	50.0%		23.1%	38.5%	61.5%	50.0%	33.3%	83.3%	15.4%	15.4%	30.8%	0.0%	0.0%	0.0%	100.0%		

COMMUNITY DEVELOPMENT AGENCY

FY 2003-2004														
<u>INTERVIEWS</u>														
People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0	0	0
Professional			0		1	1	1	1	2	1		1	4	12
Technician			0			0			0			0	0	0
Para-Prof.			0			0			0			0	0	1
Office/Clerical			0			0			0			0	0	0
Dept. Total	0	0	0	0	1	1	1	1	2	1	0	1	4	13
			0.0%			7.7%			15.4%			7.7%	30.8%	

FY 2003-2004														
<u>APPOINTMENTS</u>														
People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0	0	0
Professional			0			0			0			0	0	5
Technician			0			0			0			0	0	0
Para-Prof.			0			0			0			0	0	1
Office/Clerical			0			0			0			0	0	0
Dept. Total	0	0	0	0	0	0	0	0	0	0	0	0	0	6
			0.0%			0.0%			0.0%			0.0%	0.0%	

Fire Department

The **Fire Department** with a staff of 83 in FY 02-03 and 84 in FY 03-04 has a significant statistical underutilization of women and people of color. There are 5 (6%) women in the **Fire Department**, an underutilization of 34, and 8 (10.7%) people of color, an underutilization of 12.

There were 75 applicants interviewed in FY 02-03, of which 57 were men and 18 were women. Of the 57 men, thirteen (23%) were appointed while 2 (11%) of the women achieved appointment. Fifty-five of the applicants were white and 13 (24%) were selected for appointment; there were 16 people of color and 2 (12%) were chosen.

During FY 03-04, there were 33 applicants interviewed including 2 women. The successful candidates included 8 (26%) men and 1 (50%) woman. Of the 2 people of color interviewed, both (100%) were selected.

FIRE
FY 2002-2003
DEPARTMENT DEMOGRAPHICS

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)		People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	3		3			0	4.0%	0.0%	2		2	5.7%	40.0%			0	7.6%	0.0%			0	0.4%	0.0%	5	0	5	40.6%	0.0%	2	0	2	17.7%	40.0%
Professional	22		22			0	4.0%	0.0%	1	1	2	4.5%	8.3%			0	8.7%	0.0%			0	0.4%	0.0%	23	1	24	49.3%	4.2%	1	1	2	17.6%	8.3%
Protective Svcs.	41	2	43			0	12.6%	0.0%	4		4	8.7%	8.5%			0	5.8%	0.0%			0	1.0%	0.0%	45	2	47	17.3%	4.3%	4	0	4	28.0%	8.5%
Office/Cl.	2	2	4			0	4.4%	0.0%			0	7.2%	0.0%			0	7.1%	0.0%			0	0.5%	0.0%	2	2	4	73.0%	50.0%	0	0	0	19.2%	0.0%
Skilled Crafts	3		3			0	3.8%	0.0%			0	11.3%	0.0%			0	5.3%	0.0%			0	0.9%	0.0%	3	0	3	8.5%	0.0%	0	0	0	21.3%	0.0%
Dept. Total	71	4	75	0	0	0	5.0%	0.0%	7	1	8	9.5%	9.6%	0	0	0	8.5%	0.0%	0	0	0	0.6%	0.0%	78	5	83	46.4%	6.0%	7	1	8	23.6%	9.6%

FY 2003-2004
DEPARTMENT DEMOGRAPHICS

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)		People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	3		3			0	4.0%	0.0%	2		2	5.7%	40.0%			0	7.6%	0.0%			0	0.4%	0.0%	5	0	5	40.6%	0.0%	2	0	2	17.7%	40.0%
Professional	22		22			0	4.0%	0.0%	1	1	2	4.5%	8.3%			0	8.7%	0.0%			0	0.4%	0.0%	23	1	24	49.3%	4.2%	1	1	2	17.6%	8.3%
Protective Svcs.	41	2	43			0	12.6%	0.0%	4		4	8.7%	8.3%	1	1	2	5.8%	2.1%			0	1.0%	0.0%	46	2	48	17.3%	0.0%	5	0	5	28.0%	10.4%
Office/Cl.	2	2	4			0	4.4%	0.0%			0	7.2%	0.0%			0	7.1%	0.0%			0	0.5%	0.0%	2	2	4	73.0%	50.0%	0	0	0	19.2%	0.0%
Skilled Crafts	3		3			0	3.8%	0.0%			0	11.3%	0.0%			0	5.3%	0.0%			0	0.9%	0.0%	3	0	3	8.5%	0.0%	0	0	0	21.3%	0.0%
Dept. Total	71	4	75	0	0	0	5.0%	0.0%	7	1	8	9.5%	9.5%	1	0	1	8.5%	1.2%	0	0	0	0.6%	0.0%	79	5	84	46.4%	6.0%	8	1	9	23.6%	10.7%

FIRE INTERVIEWS AND APPOINTMENTS

FY 2002-2003																								
EEO Job Cat.	GENDER									White						People of Color						Dept. Total	Vacancies	
	Applicants Interviewed						Appointments			Applicant Interviewed			Appointments			Applicant Interviewed			Appointments					
	Unk M	Unk F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total			M
Official/Adm.			0	6		6	2		2	3		3			0	3		3	2		2	2		2
Professional	1		1	10		10	2		2	9		9	2		2			0			0	2		2
Protective Svcs.			0	34	3	37	8	1	9	33	3	36	8	1	9	1		1			0	9		11
Office/Cl.	2	1	3	7	15	22	1	1	2	1	6	7	1	1	2	4	8	12				0	2	2
Skilled Crafts			0			0			0			0			0			0			0	0		0
Dept. Total	3	1	4	57	18	75	13	2	15	46	9	55	11	2	13	8	8	16	2	0	2	15		17
				76.0%	24.0%		86.7%	13.3%		61.3%	12.0%	73.3%	73.3%	13.3%	86.7%	10.7%	10.7%	21.3%	13.3%	0.0%	13.3%	88.2%		

FY 2003-2004																								
EEO Job Cat.	GENDER									White						People of Color						Dept. Total	Vacancies	
	Applicants Interviewed						Appointments			Applicant Interviewed			Appointments			Applicant Interviewed			Appointments					
	Unk M	Unk F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total			M
Official/Adm.			0			0			0			0			0			0			0	0		0
Professional			0			0			0			0			0			0			0	0		0
Protective Svcs.			0	31	2	33	8	1	9	28	2	30	6	1	7	2		2	2		2	9		9
Office/Cl.			0			0			0			0			0			0			0	0		0
Skilled Crafts			0			0			0			0			0			0			0	0		0
Dept. Total	0	0	0	31	2	33	8	1	9	28	2	30	6	1	7	2	0	2	2	0	2	9		9
				93.9%	6.1%		88.9%	11.1%		84.8%	6.1%	90.9%	66.7%	11.1%	77.8%	6.1%	0.0%	6.1%	22.2%	0.0%	22.2%	100.0%		

FIRE

FY 2002-2003														
<u>INTERVIEWS</u>														
People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0	3		3			0			0	3	6
Professional			0			0			0			0	0	10
Protective Svcs.			0			0	1		1			0	1	37
Office/Clerical		1	1	3	2	5		5	5	1		1	12	22
Skilled Crafts			0			0			0			0	0	0
Dept. Total	0	1	1	6	2	8	1	5	6	1	0	1	16	75
			1.3%			10.7%			8.0%			1.3%	21.3%	

FY 2003-2004														
<u>INTERVIEWS</u>														
People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0	0	0
Professional			0			0			0			0	0	0
Protective Svcs.			0	2		2	1		1			0	3	33
Office/Clerical			0			0			0			0	0	0
Skilled Crafts			0			0			0			0	0	0
Dept. Total	0	0	0	2	0	2	1	0	1	0	0	0	3	33
			0.0%			6.1%			3.0%			0.0%	9.1%	

FIRE

FY 2002-2003 APPOINTMENTS People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0	2		2			0			0	2	2
Professional			0			0			0			0	0	2
Protective Svcs.			0			0			0			0	0	9
Office/Clerical			0			0			0			0	0	2
Skilled Crafts			0			0			0			0	0	0
Dept. Total	0	0	0	2	0	2	0	0	0	0	0	0	2	15
			0.0%			13.3%			0.0%			0.0%	13.3%	

FY 2003-2004 APPOINTMENTS People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0	0	0
Professional			0			0			0			0	0	0
Protective Svcs.			0	1		1	1		1			0	2	9
Office/Clerical			0			0			0			0	0	0
Skilled Crafts			0			0			0			0	0	0
Dept. Total	0	0	0	1	0	1	1	0	1	0	0	0	2	9
			0.0%			11.1%			11.1%			0.0%	22.2%	

Information Services & Technology

The staff of **Information Services & Technology (IST)** decreased from 86 in FY 02-03 to 83 in FY 03-04 but the department continued to be underutilized in women (6).

During FY 02-04 and 03-04 **IST** interviewed 52 applicants including 36 men and 16 women. Those selected included 8 (22%) men and 6 (38%) women.

INFORMATION SERVICES AND TECHNOLOGY

FY 2002-2003

DEPARTMENT DEMOGRAPHICS

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)		People of Color						
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%				Men	Women	Goal	%	M	F	Total	Goal	%
	Official/Adm.	3	1	4			0	4.0%	0.0%			0	5.7%	0.0%			0	7.6%	0.0%			0	0.4%				0.0%	3	1	4	40.6%	25.0%	0	0	0
Professional	23	20	43	2	2	4	4.0%	7.8%	2	2	4	4.5%	3.9%	1	1	2	8.7%	3.9%			0	0.4%	0.0%	28	23	51	49.3%	45.1%	5	3	8	17.6%	15.7%		
Technician	13	7	20	1	1	2	3.0%	7.1%		1	1	5.3%	3.6%	5	5	10	8.1%	17.9%			0	0.6%	0.0%	19	9	28	37.0%	32.1%	6	2	8	17.0%	28.6%		
Office/Cl.			0			0	4.4%	0.0%			0	7.2%	0.0%		1	1	7.1%	100.0%			0	0.5%	0.0%	0	1	1	73.0%	100.0%	0	1	1	19.2%	100.0%		
Skilled Crafts	2		2			0	3.8%	0.0%			0	11.3%	0.0%			0	5.3%	0.0%			0	0.9%	0.0%	2	0	2	8.5%	0.0%	0	0	0	21.3%	0.0%		
Dept. Total	41	28	69	3	3	6	5.0%	7.0%	2	1	3	9.5%	3.5%	6	2	8	8.5%	9.3%	0	0	0	0.6%	0.0%	52	34	86	46.4%	39.5%	11	6	17	23.6%	19.8%		

FY 2003-2004

DEPARTMENT DEMOGRAPHICS

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)		People of Color						
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%				Men	Women	Goal	%	M	F	Total	Goal	%
	Official/Adm.	2	1	3			0	4.0%	0.0%			0	5.7%	0.0%			0	7.6%	0.0%			0	0.4%				0.0%	2	1	3	40.6%	33.3%	0	0	0
Professional	23	20	43	2	2	4	4.0%	7.8%	2	2	4	4.5%	3.9%	1	1	2	8.7%	3.9%			0	0.4%	0.0%	28	23	51	49.3%	45.1%	5	3	8	17.6%	15.7%		
Technician	13	7	20	1	1	2	3.0%	7.1%	1	1	2	5.3%	3.6%	5	5	10	8.1%	17.9%			0	0.6%	0.0%	20	8	28	37.0%	28.6%	7	1	8	17.0%	28.6%		
Office/Cl.			0			0	4.4%	0.0%			0	7.2%	0.0%		1	1	7.1%	100.0%			0	0.5%	0.0%	0	1	1	73.0%	100.0%	0	1	1	19.2%	100.0%		
Dept. Total	38	28	66	3	3	6	5.0%	7.2%	3	0	3	9.5%	3.6%	6	2	8	8.5%	9.6%	0	0	0	0.6%	0.0%	50	33	83	46.4%	39.8%	12	5	17	23.6%	20.5%		

**INFORMATION SERVICES AND TECHNOLOGY
INTERVIEWS AND APPOINTMENTS**

FY 2002-2003																							
EEO Job Cat.	GENDER									White						People of Color						Dept. Total	Vacancies
	Applicants Interviewed						Appointments			Applicant Interviewed			Appointments			Applicant Interviewed			Appointments				
	Unk M	Unk F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0			0			0			0	0	0
Professional	2	1	3	26	10	36	3	3	6	18	7	25	2	3	5	6	2	8	1	1	2	6	7
Technician			0	4	2	6	3		3	2	2	4	1		1	2		2	2		2	3	3
Office/Cl.			0	3	2	5		1	1	2		2			0	1	2	3		1	1	1	1
Skilled Crafts			0			0			0			0			0			0			0	0	0
Dept. Total	2	1	3	33	14	47	6	4	10	22	9	31	3	3	6	9	4	13	3	1	4	10	11
				70.2%	29.8%		60.0%	40.0%		46.8%	19.1%	66.0%	30.0%	30.0%	60.0%	19.1%	8.5%	27.7%	30.0%	10.0%	40.0%	90.9%	

FY 2003-2004																							
EEO Job Cat.	GENDER									White						People of Color						Dept. Total	Vacancies
	Applicants Interviewed						Appointments			Applicant Interviewed			Appointments			Applicant Interviewed			Appointments				
	Unk M	Unk F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0			0			0			0	0	0
Professional			0	2	2	4	1	2	3		2	2		2	2	2		2	1		1	3	3
Technician			0	1		1	1		1			0			0	1		1	1		1	1	1
Office/Cl.			0			0			0			0			0			0			0	0	0
Dept. Total	0	0	0	3	2	5	2	2	4	0	2	2	0	2	2	3	0	3	2	0	2	4	4
				60.0%	40.0%		50.0%	50.0%		0.0%	40.0%	40.0%	0.0%	50.0%	50.0%	60.0%	0.0%	60.0%	50.0%	0.0%	50.0%	100.0%	

INFORMATION SERVICES AND TECHNOLOGY

FY 2002-2003														
<u>INTERVIEWS</u>														
People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0	0	0
Professional	2		2	1		1	3	2	5			0	8	36
Technician			0			0	2		2			0	2	6
Office/Clerical	1		1			0		2	2			0	3	5
Skilled Crafts			0			0			0			0	0	0
Dept. Total	3	0	3	1	0	1	5	4	9	0	0	0	13	47
			6.4%			2.1%			19.1%			0.0%	27.7%	

FY 2003-2004														
<u>INTERVIEWS</u>														
People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0	0	0
Professional			0	2		2			0			0	2	4
Technician			0	1		1			0			0	1	1
Office/Clerical			0			0			0			0	0	0
Dept. Total	0	0	0	3	0	3	0	0	0	0	0	0	3	5
			0.0%			60.0%			0.0%			0.0%	60.0%	

INFORMATION SERVICES AND TECHNOLOGY

FY 2002-2003														
<u>APPOINTMENTS</u>														
People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0	0	0
Professional			0			0	1		1			0	1	6
Technician			0			0	2		2			0	2	3
Office/Clerical			0			0		1	1			0	1	1
Skilled Crafts			0			0			0			0	0	0
Dept. Total	0	0	0	0	0	0	3	1	4	0	0	0	4	10
			0.0%			0.0%			40.0%			0.0%	40.0%	

FY 2003-2004														
<u>APPOINTMENTS</u>														
People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0	0	0
Professional			0	1		1			0			0	1	3
Technician			0	1		1			0			0	1	1
Office/Clerical			0			0			0			0	0	0
Dept. Total	0	0	0	2	0	2	0	0	0	0	0	0	2	4
			0.0%			50.0%			0.0%			0.0%	50.0%	

Library

The regular full-time staff of the **Library** increased from 51 in FY 02-03 to 54 in FY 03-04 and the statistically significant underutilization of people of color went from 5 to 6.

In FY 02-03 there were 34 interviewees for appointment including 9 people of color and 4 who declined to state their ethnicity/race. Those selected were 4 (19%) whites and 2 (22%) people of color.

In FY 03-04, there were 23 interviews conducted involving 17 white and 3 applicants of color. Three applicants did not state ethnicity/race. Those selected included 4 (24%) whites and 0 people of color.

LIBRARY

**FY 2002-2003
DEPARTMENT DEMOGRAPHICS**

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)		People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	1	3	4			0	4.0%	0.0%			0	5.7%	0.0%			0	7.6%	0.0%			0	0.4%	0.0%	1	3	4	40.6%	75.0%	0	0	0	17.7%	0.0%
Professional	6	15	21		1	1	4.0%	4.2%			0	4.5%	0.0%	2	2	2	8.7%	8.3%			0	0.4%	0.0%	8	16	24	49.3%	66.7%	2	1	3	17.6%	12.5%
Para-Prof.	1	13	14			0	8.8%	0.0%			0	12.2%	0.0%	1	1	1	6.7%	6.7%			0	1.2%	0.0%	2	13	15	88.5%	86.7%	1	0	1	28.9%	6.7%
Office/Cl.		5	5			0	4.4%	0.0%		1	1	7.2%	12.5%		2	2	7.1%	25.0%			0	0.5%	0.0%	0	8	8	73.0%	100.0%	0	3	3	19.2%	37.5%
Dept. Total	8	36	44	0	1	1	5.0%	2.0%	0	1	1	9.5%	2.0%	3	2	5	8.5%	9.8%	0	0	0	0.6%	0.0%	11	40	51	46.4%	78.4%	3	4	7	23.6%	13.7%

**FY 2003-2004
DEPARTMENT DEMOGRAPHICS**

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)		People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.		3	3			0	4.0%	0.0%			0	5.7%	0.0%			0	7.6%	0.0%			0	0.4%	0.0%	0	3	3	40.6%	100.0%	0	0	0	17.7%	0.0%
Professional	6	16	22		1	1	4.0%	4.0%			0	4.5%	0.0%	2	2	2	8.7%	8.0%			0	0.4%	0.0%	8	17	25	49.3%	68.0%	2	1	3	17.6%	12.0%
Para-Prof.	2	15	17			0	8.8%	0.0%			0	12.2%	0.0%	1	1	1	6.7%	5.3%		1	1	1.2%	5.3%	3	16	19	88.5%	84.2%	1	1	2	28.9%	10.5%
Office/Cl.		5	5			0	4.4%	0.0%		1	1	7.2%	14.3%		1	1	7.1%	14.3%			0	0.5%	0.0%	0	7	7	73.0%	100.0%	0	2	2	19.2%	28.6%
Dept. Total	8	39	47	0	1	1	5.0%	1.9%	0	1	1	9.5%	1.9%	3	1	4	8.5%	7.4%	0	1	1	0.6%	1.9%	11	43	54	46.4%	79.6%	3	4	7	23.6%	13.0%

**LIBRARY
INTERVIEWS AND APPOINTMENTS**

FY 2002-2003																							
EEO Job Cat.	GENDER									White						People of Color						Dept. Total	Vacancies
	Applicants Interviewed						Appointments			Applicant Interviewed			Appointments			Applicant Interviewed			Appointments				
	Unk M	Unk F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0			0			0			0	0	0
Professional		1	1	2	4	6	1	1	2	1	3	4	1	1	2	1		1			0	2	3
Para-Prof.	1	2	3	5	11	16	1	1	2	1	9	10		1	1	1	3		3	1	1	2	3
Office/Cl.			0	3	9	12		2	2	1	6	7		1	1	1	2	3	5		1	2	2
Dept. Total	1	3	4	10	24	34	2	4	6	3	18	21	1	3	4	6	3	9	1	1	2	6	8
				29.4%	70.6%		33.3%	66.7%		8.8%	52.9%	61.8%	16.7%	50.0%	66.7%	17.6%	8.8%	26.5%	16.7%	16.7%	33.3%	75.0%	

FY 2003-2004																							
EEO Job Cat.	GENDER									White						People of Color						Dept. Total	Vacancies
	Applicants Interviewed						Appointments			Applicant Interviewed			Appointments			Applicant Interviewed			Appointments				
	Unk M	Unk F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0			0			0			0	0	0
Professional		2	2	4	11	15	1	2	3	2	9	11	1	2	3	2		2			0	3	3
Para-Prof.			0			0			0			0			0			0			0	0	0
Office/Cl.		1	1	4	4	8		1	1	3	3	6		1	1	1		1			0	1	1
Dept. Total	0	3	3	8	15	23	1	3	4	5	12	17	1	3	4	3	0	3	0	0	0	4	4
				34.8%	65.2%		25.0%	75.0%		21.7%	52.2%	73.9%	25.0%	75.0%	100.0%	13.0%	0.0%	13.0%	0.0%	0.0%	0.0%	100.0%	

LIBRARY

FY 2002-2003														
<u>INTERVIEWS</u>														
People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0	0	0
Professional	1		1			0			0			0	1	6
Para-Prof.			0			0	3		3			0	3	16
Office/Clerical	1	1	2	1		1		2	2			0	5	12
Dept. Total	2	1	3	1	0	1	3	2	5	0	0	0	9	34
			8.8%			2.9%			14.7%			0.0%	26.5%	

FY 2003-2004														
<u>INTERVIEWS</u>														
People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0	0	0
Professional			0	1		1	1		1			0	2	15
Para-Prof.			0			0			0			0	0	0
Office/Clerical			0			0	1		1			0	1	8
Dept. Total	0	0	0	1	0	1	2	0	2	0	0	0	3	23
			0.0%			4.3%			8.7%			0.0%	13.0%	

LIBRARY

FY 2002-2003														
<u>APPOINTMENTS</u>														
People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0	0	0
Professional			0			0			0			0	0	2
Para-Prof.			0			0	1		1			0	1	2
Office/Clerical			0			0		1	1			0	1	2
Dept. Total	0	0	0	0	0	0	1	1	2	0	0	0	2	6
			0.0%			0.0%			33.3%			0.0%	33.3%	

FY 2003-2004														
<u>APPOINTMENTS</u>														
People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0	0	0
Professional			0			0			0			0	0	3
Para-Prof.			0			0			0			0	0	0
Office/Clerical			0			0			0			0	0	1
Dept. Total	0	0	0	0	0	0	0	0	0	0	0	0	0	4
			0.0%			0.0%			0.0%			0.0%	0.0%	

Parks & Open Space

Parks & Open Space increased its staff to 69 in FY 03-04 from 63 the previous year and remains underutilized in women (12); underutilization of people of color decreased by one to 7.

There were 56 applicants interviewed for appointment in FY 02-04 including 40 men and 16 women. Successful applicants included 10 (25%) men and 4 (25%) women. The applicants consisted of 44 white candidates, 9 people of color, and 3 who declined to state. Those selected included 12 (27%) whites and 1 (11%) person of color.

In FY 03-04, fifty-two applicants were interviewed, including 29 men and 23 women; those selected included 3 (10%) men and 6 (26%) women. Applicants included 34 whites, 13 people of color, and five who declined to state. Those appointed were 7 (21%) whites, and 2 (15%) people of color.

PARKS AND OPEN SPACE

FY 2002-2003

DEPARTMENT DEMOGRAPHICS

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	5	1	6			0	4.0%	0.0%			0	5.7%	0.0%			0	7.6%	0.0%			0	0.4%	0.0%	5	1	6	40.6%	16.7%	0	0	0	17.7%	0.0%
Professional	5	3	8			0	4.0%	0.0%	1	1	2	4.5%	11.1%			0	8.7%	0.0%			0	0.4%	0.0%	6	3	9	49.3%	33.3%	1	0	1	17.6%	11.1%
Para-Prof.	1	2	3			0	8.8%	0.0%			0	12.2%	0.0%			0	6.7%	0.0%			0	1.2%	0.0%	1	2	3	88.5%	66.7%	0	0	0	28.9%	0.0%
Office/Cl.	1	7	8			0	4.4%	0.0%	1	1	2	7.2%	11.1%			0	7.1%	0.0%			0	0.5%	0.0%	2	7	9	73.0%	77.8%	1	0	1	19.2%	11.1%
Skilled Crafts	14	3	17			0	3.8%	0.0%	2	2	4	11.3%	10.5%			0	5.3%	0.0%			0	0.9%	0.0%	16	3	19	8.5%	15.8%	2	0	2	21.3%	10.5%
Services/Maint.	13	1	14	2		2	6.7%	11.8%	1	1	2	21.6%	5.9%			0	9.8%	0.0%			0	0.7%	0.0%	16	1	17	39.3%	5.9%	3	0	3	38.8%	17.6%
Dept. Total	39	17	56	2	0	2	5.0%	3.2%	5	0	5	9.5%	7.9%	0	0	0	8.5%	0.0%	0	0	0	0.6%	0.0%	46	17	63	46.4%	27.0%	7	0	7	23.6%	11.1%

FY 2003-2004

DEPARTMENT DEMOGRAPHICS

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	5		5			0	4.0%	0.0%			0	5.7%	0.0%			0	7.6%	0.0%			0	0.4%	0.0%	5	0	5	40.6%	0.0%	0	0	0	17.7%	0.0%
Professional	6	5	11			0	4.0%	0.0%	1	1	2	4.5%	8.3%			0	8.7%	0.0%			0	0.4%	0.0%	7	5	12	49.3%	41.7%	1	0	1	17.6%	8.3%
Para-Prof.	2	1	3			0	8.8%	0.0%			0	12.2%	0.0%			0	6.7%	0.0%			0	1.2%	0.0%	2	1	3	88.5%	33.3%	0	0	0	28.9%	0.0%
Office/Cl.	1	7	8		1	1	4.4%	10.0%	1	1	2	7.2%	10.0%			0	7.1%	0.0%			0	0.5%	0.0%	2	8	10	73.0%	80.0%	1	1	2	19.2%	20.0%
Skilled Crafts	14	3	17			0	3.8%	0.0%	2	1	3	11.3%	15.0%			0	5.3%	0.0%			0	0.9%	0.0%	16	4	20	8.5%	20.0%	2	1	3	21.3%	15.0%
Services/Maint.	14	2	16	2		2	6.7%	10.5%	1	1	2	21.6%	5.3%			0	9.8%	0.0%			0	0.7%	0.0%	17	2	19	39.3%	10.5%	3	0	3	38.8%	15.8%
Dept. Total	42	18	60	2	1	3	5.0%	4.3%	5	1	6	9.5%	8.7%	0	0	0	8.5%	0.0%	0	0	0	0.6%	0.0%	49	20	69	46.4%	29.0%	7	2	9	23.6%	13.0%

**PARKS AND OPEN SPACE
INTERVIEWS AND APPOINTMENTS**

FY 2002-2003

EEO Job Cat.	GENDER									White						People of Color						Dept. Total	Vacancies
	Applicants Interviewed						Appointments			Applicant Interviewed			Appointments			Applicant Interviewed			Appointments				
	Unk	Unk	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
	M	F																					
Official/Adm.			0			0			0			0			0			0			0	0	0
Professional			0	9	5	14	3	3	6	7	5	12	2	3	5	2		2	1		1	6	6
Para-Prof.			0	1	2	3		1	1		2	2			0	1		1			0	1	1
Office/Cl.			0			0			0			0			0			0			0	0	0
Skilled Crafts	2	1	3	19	8	27	3	3	6	14	5	19	3	3	6	3	2	5			0	3	3
Svcs./Maint.			0	11	1	12	4		4	10	1	11	4		4	1		1			0	4	4
Dept. Total	2	1	3	40	16	56	10	4	14	31	13	44	9	3	12	7	2	9	1	0	1	14	14
				71.4%	28.6%					55.4%	23.2%	78.6%	64.3%	21.4%	85.7%	12.5%	3.6%	16.1%	7.1%	0.0%	7.1%	100.0%	

FY 2003-2004

EEO Job Cat.	GENDER									White						People of Color						Dept. Total	Vacancies
	Applicants Interviewed						Appointments			Applicant Interviewed			Appointments			Applicant Interviewed			Appointments				
	Unk	Unk	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
	M	F																					
Official/Adm.			0			0			0			0			0			0			0	0	0
Professional			2	2	11	19	1	2	3	9	6	15	1	2	3	2		2			0	3	4
Para-Prof.			0			0			0			0			0			0			0	0	0
Office/Cl.			1	1		9		1	1		3	3			0		5	5		1	1	1	1
Skilled Crafts			0	6	5	11	1	2	3	4	3	7	1	1	2	2	2	4		1	1	3	3
Svcs./Maint.	2		2	12	1	13	1	1	2	8	1	9	1	1	2	2	2	4			0	2	2
Dept. Total	2	3	5	29	23	52	3	6	9	21	13	34	3	4	7	6	7	13	0	2	2	9	10
				55.8%	44.2%					40.4%	25.0%	65.4%	33.3%	44.4%	77.8%	11.5%	13.5%	25.0%	0.0%	22.2%	22.2%	90.0%	

PARKS AND OPEN SPACE

FY 2002-2003														
<u>INTERVIEWS</u>														
People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0	0	0
Professional			0	2		2			0			0	2	14
Para-Prof.			0	1		1			0			0	1	3
Office/Clerical			0			0			0			0	0	0
Skilled Crafts			0	3	1	4		1	1			0	5	27
Services/Maint.			0	1		1			0			0	1	12
Dept. Total	0	0	0	7	1	8	0	1	1	0	0	0	9	56
			0.0%			14.3%			1.8%			0.0%	16.1%	

FY 2003-2004														
<u>INTERVIEWS</u>														
People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0	0	0
Professional			0			0	2		2			0	2	19
Para-Prof.			0			0			0			0	0	0
Office/Clerical		3	3			0		2	2			0	5	9
Skilled Crafts			0	2	2	4			0			0	4	11
Services/Maint.			0	2		2			0			0	2	13
Dept. Total	0	3	3	4	2	6	2	2	4	0	0	0	13	52
			5.8%			11.5%			7.7%			0.0%	25.0%	

PARKS AND OPEN SPACE

FY 2002-2003														
<u>APPOINTMENTS</u>														
People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0	0	0
Professional			0	1		1			0			0	1	6
Para-Prof.			0			0			0			0	0	1
Office/Clerical			0			0			0			0	0	0
Skilled Crafts			0			0			0			0	0	3
Services/Maint.			0			0			0			0	0	4
Dept. Total	0	0	0	1	0	1	0	0	0	0	0	0	1	14
			0.0%			7.1%			0.0%			0.0%	7.1%	

FY 2003-2004														
<u>APPOINTMENTS</u>														
People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0	0	0
Professional			0			0			0			0	0	3
Para-Prof.			0			0			0			0	0	0
Office/Clerical		1	1			0			0			0	1	1
Skilled Crafts			0		1	1			0			0	1	3
Services/Maint.			0			0			0			0	0	2
Dept. Total	0	1	1	0	1	1	0	0	0	0	0	0	2	9
			11.1%			11.1%			0.0%			0.0%	22.2%	

Department of Public Works

In FY 02 -03 the **Department of Public Works (DPW)** maintained a staff of 185 employees and was underutilized in women (49) and people of color (9). During the fiscal year 97 applicants were interviewed for appointment, including 74 men, 23 women. There were 11 (15%) men and 5 (22%) women appointed. Sixty whites, 30 people of color and 7 who declined to state were interviewed. Appointees included 13 (22%) whites and 3 (10%) people of color.

During FY 03-04 the DPW staff decreased to 178 and the underutilization of women and people of color dropped to 48 and 6 respectively. There were 97 applicants interviewed for appointment, including 83 men and 14 women; 20 (24%) men and 4 women (29%) were appointed. There were 55 whites interviewed and 15 (27%) appointed; 9 (33%) of the 27 people of color interviewed were selected.

PUBLIC WORKS

FY 2002-2003

DEPARTMENT DEMOGRAPHICS

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	12	2	14			0	4.0%	0.0%			0	5.7%	0.0%	2		2	7.6%	12.5%			0	0.4%	0.0%	14	2	16	40.6%	12.5%	2	0	2	17.7%	12.5%
Professional	15	6	21	1		1	4.0%	3.7%		2	2	4.5%	7.4%	2	1	3	8.7%	11.1%			0	0.4%	0.0%	18	9	27	49.3%	33.3%	3	3	6	17.6%	22.2%
Technician	10	6	16	1		1	3.0%	5.6%	1		1	5.3%	5.6%			0	8.1%	0.0%			0	0.6%	0.0%	12	6	18	37.0%	33.3%	2	0	2	17.0%	11.1%
Para-Prof.	1	3	4			0	8.8%	0.0%			0	12.2%	0.0%			0	6.7%	0.0%			0	1.2%	0.0%	1	3	4	88.5%	75.0%	0	0	0	28.9%	0.0%
Office/Cl.	2	12	14	1	1	2	4.4%	11.8%			0	7.2%	0.0%	1		1	7.1%	5.9%			0	0.5%	0.0%	4	13	17	73.0%	76.5%	2	1	3	19.2%	17.6%
Skilled Crafts	41		41	1		1	3.8%	2.2%	3		3	11.3%	6.5%	1		1	5.3%	2.2%			0	0.9%	0.0%	46	0	46	8.5%	0.0%	5	0	5	21.3%	10.9%
Services/Maint.	39	1	40	3		3	6.7%	5.3%	7	3	10	21.6%	17.5%	4		4	9.8%	7.0%			0	0.7%	0.0%	53	4	57	39.3%	7.0%	14	3	17	38.8%	29.8%
Dept. Total	120	30	150	7	1	8	5.0%	4.3%	11	5	16	9.5%	8.6%	10	1	11	8.5%	5.9%	0	0	0	0.6%	0.0%	148	37	185	46.4%	20.0%	28	7	35	23.6%	18.9%

FY 2003-2004

DEPARTMENT DEMOGRAPHICS

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)	%	People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	12	2	14			0	4.0%	0.0%			0	5.7%	0.0%	2		2	7.6%	12.5%			0	0.4%	0.0%	14	2	16	40.6%	12.5%	2	0	2	17.7%	12.5%
Professional	14	7	21	1		1	4.0%	3.6%		2	2	4.5%	7.1%	2	1	3	8.7%	10.7%	1		1	0.4%	3.6%	18	10	28	49.3%	35.7%	4	3	7	17.6%	25.0%
Technician	12	5	17	1		1	3.0%	5.3%	1		1	5.3%	5.3%			0	8.1%	0.0%			0	0.6%	0.0%	14	5	19	37.0%	26.3%	2	0	2	17.0%	10.5%
Para-Prof.	1	2	3			0	8.8%	0.0%			0	12.2%	0.0%			0	6.7%	0.0%			0	1.2%	0.0%	1	2	3	88.5%	66.7%	0	0	0	28.9%	0.0%
Office/Cl.	2	11	13	1	1	2	4.4%	12.5%			0	7.2%	0.0%	1		1	7.1%	6.3%			0	0.5%	0.0%	4	12	16	73.0%	75.0%	2	1	3	19.2%	18.8%
Skilled Crafts	37		37	1		1	3.8%	2.4%	2		2	11.3%	4.9%	1		1	5.3%	2.4%			0	0.9%	0.0%	41	0	41	8.5%	0.0%	4	0	4	21.3%	9.8%
Services/Maint.	36	1	37	4		4	6.7%	7.3%	6	3	9	21.6%	16.4%	5		5	9.8%	9.1%			0	0.7%	0.0%	51	4	55	39.3%	7.3%	15	3	18	38.8%	32.7%
Dept. Total	114	28	142	8	1	9	5.0%	5.1%	9	5	14	9.5%	7.9%	11	1	12	8.5%	6.7%	1	0	1	0.6%	0.6%	143	35	178	46.4%	19.7%	29	7	36	23.6%	20.2%

**PUBLIC WORKS
INTERVIEWS AND APPOINTMENTS**

FY 2002-2003																							
EEO Job Cat.	GENDER									White						People of Color						Dept. Total	Vacancies
	Applicants Interviewed						Appointments			Applicant Interviewed			Appointments			Applicant Interviewed			Appointments				
	Unk M	Unk F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.	1		1	5	2	8	2	1	3	4	2	6	1	1	2	1		1	1	1	3	3	
Professional	1		1	28	7	36	2	2	4	17	5	22	1	2	3	11	2	13	1		1	4	4
Technician			0	11	5	16	1	1	2	6	3	9	1	1	2	5	2	7			0	2	2
Para-Prof.			0			0			0			0			0			0			0	0	0
Office/Cl.	3		3	3	8	14	1	1	2	2	1	3	1		1	1	7	8		1	1	2	2
Skilled Crafts	1		1	5		6	1		1	4		4	1		1	1		1			0	1	1
Svcs./Maint.	1		1	15	1	17	4		4	15	1	16	4		4			0			0	4	4
Dept. Total	7	0	7	67	23	97	11	5	16	48	12	60	9	4	13	19	11	30	2	1	3	16	16
				69.1%	23.7%		68.8%	31.3%		49.5%	12.4%	61.9%	56.3%	25.0%	81.3%	19.6%	11.3%	30.9%	12.5%	6.3%	18.8%	100.0%	

FY 2003-2004																							
EEO Job Cat.	GENDER									White						People of Color						Dept. Total	Vacancies
	Applicants Interviewed						Appointments			Applicant Interviewed			Appointments			Applicant Interviewed			Appointments				
	Unk M	Unk F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.	1		1	10		10	3		3	6	1	7	3		3			0			0	3	3
Professional	5	1	6	20	6	26	8	2	10	10	3	13	5	1	6	6	2	8	3	1	4	10	10
Technician	5		5	17	1	18	3		3	11	1	12	3		3	1		1			0	3	3
Para-Prof.			0			0			0			0			0			0			0	0	0
Office/Cl.			0	2	5	7	1	1	2	2	4	6	1		1		1	1		1	1	2	2
Skilled Crafts	1		1	12		12	3		3	10		10	2		2	1		1	1		1	3	3
Svcs./Maint.	1		1	22	2	24	2	1	3	7		7			0	14	2	16	2	1	3	3	4
Dept. Total	13	1	14	83	14	97	20	4	24	46	9	55	14	1	15	22	5	27	6	3	9	24	25
				85.6%	14.4%		83.3%	16.7%		47.4%	9.3%	56.7%	58.3%	4.2%	62.5%	22.7%	5.2%	27.8%	25.0%	12.5%	37.5%	96.0%	

PUBLIC WORKS

FY 2002-2003														
<u>INTERVIEWS</u>														
People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0	1		1			0	1	8
Professional			0	3	2	5	8		8			0	13	36
Technician			0	1		1	4	2	6			0	7	16
Para-Prof.			0			0			0			0	0	0
Office/Clerical		1	1	1	1	2		5	5			0	8	14
Skilled Crafts			0			0	1		1			0	1	6
Services/Maint.			0			0			0			0	0	17
Dept. Total	0	1	1	5	3	8	14	7	21	0	0	0	30	97
			1.0%			8.2%			21.6%			0.0%	30.9%	

FY 2003-2004														
<u>INTERVIEWS</u>														
People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0	0	10
Professional	1		1		1	1	4	1	5	1		1	8	26
Technician			0	1		1			0			0	1	18
Para-Prof.			0			0			0			0	0	0
Office/Clerical		1	1			0			0			0	1	7
Skilled Crafts	1		1			0			0			0	1	12
Services/Maint.	7		7	2	2	4	5		5			0	16	24
Dept. Total	9	1	10	3	3	6	9	1	10	1	0	1	27	97
			10.3%			6.2%			10.3%			1.0%	27.8%	

PUBLIC WORKS

FY 2002-2003														
<u>APPOINTMENTS</u>														
People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0	1		1			0	1	3
Professional			0			0	1		1			0	1	4
Technician			0			0			0			0	0	2
Para-Prof.			0			0			0			0	0	0
Office/Clerical		1	1			0			0			0	1	2
Skilled Crafts			0			0			0			0	0	1
Services/Maint.			0			0			0			0	0	4
Dept. Total	0	1	1	0	0	0	2	0	2	0	0	0	3	16
			6.3%			0.0%			12.5%			0.0%	18.8%	

FY 2003-2004														
<u>APPOINTMENTS</u>														
People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0	0	3
Professional			0		1	1	2		2	1		1	4	10
Technician			0			0			0			0	0	3
Para-Prof.			0			0			0			0	0	0
Office/Clerical		1	1			0			0			0	1	2
Skilled Crafts	1		1			0			0			0	1	3
Services/Maint.	1		1		1	1	1		1			0	3	3
Dept. Total	2	1	3	0	2	2	3	0	3	1	0	1	9	24
			12.5%			8.3%			12.5%			4.2%	37.5%	

Sheriffs Department

The **Sheriffs Department** included 298 employees during FY 02-03 and was underutilized in women (32) and people of color (25). In FY 03-04, with a staff of 297, the underutilization of women dropped to 28 but underutilization of people of color remained at 25.

During FY 02-03, there were 174 candidates interviewed for appointment, 136 men and 38 women. Successful candidates included 24 (18%) men and 10 (26%) women. There were 131 white candidates and 29 (22%) were selected. Of the 39 candidates of color interviewed, 5 (13%) were successful. Four candidates declined to state ethnicity/race.

In FY 03-04, there were 135 candidates interviewed, including 94 men and 41 women. Those selected included 13 (14%) men and 14 (34%) women. There were 104 white candidates and 23 (22%) were selected; 4 (17%) of the 23 candidates of color were selected. Eight candidates declined to state ethnicity/race.

**SHERIFF
FY 2002-2003
DEPARTMENT DEMOGRAPHICS**

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)		People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	4	1	5			0	4.0%	0.0%			0	5.7%	0.0%			0	7.6%	0.0%			0	0.4%	0.0%	4	1	5	40.6%	20.0%	0	0	0	17.7%	0.0%
Professional	16	5	21		1	1	4.0%	4.3%	1	1	4.5%	4.3%			0	8.7%	0.0%			0	0.4%	0.0%	17	6	23	49.3%	26.1%	1	1	2	17.6%	8.7%	
Technician	21	1	22	1		1	3.0%	3.3%	4	4	5.3%	13.3%	1	1	2	8.1%	6.7%	1	1	1	0.6%	3.3%	28	2	30	37.0%	6.7%	7	1	8	17.0%	26.7%	
Protective Svcs.	108	29	137	4		4	12.6%	2.6%	6	4	10	8.7%	6.5%	2		2	5.8%	1.3%	1	1	2	1.0%	1.3%	121	34	155	17.3%	21.9%	13	5	18	28.0%	11.6%
Para-Prof.	2	12	14		1	1	8.8%	5.3%	1	2	3	12.2%	15.8%		1	1	6.7%	5.3%			0	1.2%	0.0%	3	16	19	88.5%	84.2%	1	4	5	28.9%	26.3%
Office/Cl.	11	41	52		4	4	4.4%	6.9%		1	1	7.2%	1.7%	1	1	7.1%	1.7%			0	0.5%	0.0%	12	46	58	73.0%	79.3%	1	5	6	19.2%	10.3%	
Services/Maint.	1	1	2	1		1	6.7%	12.5%			0	21.6%	0.0%	5		5	9.8%	62.5%			0	0.7%	0.0%	7	1	8	39.3%	12.5%	6	0	6	38.8%	75.0%
Dept. Total	163	90	253	6	6	12	5.0%	4.0%	12	7	19	9.5%	6.4%	9	2	11	8.5%	3.7%	2	1	3	0.6%	1.0%	192	106	298	46.4%	35.6%	29	16	45	23.6%	15.1%

FY 2003-2004

EEO Job Cat.	White			Black					Hispanic					Asian/PI					Native Amr.					Men	Women	Dept. Total	Goal (Women)		People of Color				
	M	F	Total	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%	M	F	Total	Goal	%						M	F	Total	Goal	%
Official/Adm.	4	1	5			0	4.0%	0.0%			0	5.7%	0.0%			0	7.6%	0.0%			0	0.4%	0.0%	4	1	5	40.6%	20.0%	0	0	0	17.7%	0.0%
Professional	16	3	19		1	1	4.0%	4.8%	1	1	4.5%	4.8%			0	8.7%	0.0%			0	0.4%	0.0%	17	4	21	49.3%	19.0%	1	1	2	17.6%	9.5%	
Technician	18	2	20	1		1	3.0%	3.6%	4	4	5.3%	14.3%	1	1	2	8.1%	7.1%	1	1	1	0.6%	3.6%	25	3	28	37.0%	10.7%	7	1	8	17.0%	28.6%	
Protective Svcs.	107	31	138	5		5	12.6%	3.2%	6	4	10	8.7%	6.4%	2		2	5.8%	1.3%	1	1	2	1.0%	1.3%	121	36	157	17.3%	22.9%	14	5	19	28.0%	12.1%
Para-Prof.	2	12	14		1	1	8.8%	5.6%		2	2	12.2%	11.1%		1	1	6.7%	5.6%			0	1.2%	0.0%	2	16	18	88.5%	88.9%	0	4	4	28.9%	22.2%
Office/Cl.	10	44	54		3	3	4.4%	5.0%		1	1	7.2%	1.7%	1	1	7.1%	3.3%			0	0.5%	0.0%	11	49	60	73.0%	81.7%	1	5	6	19.2%	10.0%	
Services/Maint.	1	1	2	1		1	6.7%	12.5%			0	21.6%	0.0%	5		5	9.8%	62.5%			0	0.7%	0.0%	7	1	8	39.3%	12.5%	6	0	6	38.8%	75.0%
Dept. Total	158	94	252	7	5	12	5.0%	4.0%	11	7	18	9.5%	6.1%	9	3	12	8.5%	4.0%	2	1	3	0.6%	1.0%	187	110	297	46.4%	37.0%	29	16	45	23.6%	15.2%

**SHERIFF
INTERVIEWS AND APPOINTMENTS**

FY 2002-2003																							
EEO Job Cat.	GENDER									White						People of Color						Dept. Total	Vacancies
	Applicants Interviewed						Appointments			Applicant Interviewed			Appointments			Applicant Interviewed			Appointments				
	Unk M	Unk F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0						0			0			0			0	0	0
Professional			0	19	2	21	3		3	13	2	15	3		3	6		6			0	3	3
Technician			0	13	1	14	3	1	4	11		11	3		3	2	1	3		1	1	4	4
Protective Svcs.	2	2	4	87	14	101	15	4	19	66	10	76	14	3	17	19	2	21	1	1	2	19	24
Para-Prof.			0	7	5	12	1	1	2	5	5	10	1	1	2	2		2			0	2	2
Office/Cl.			0	5	14	19	1	4	5	4	11	15	1	3	4	1	3	4		1	1	5	5
Svcs./Maint.			0	5	2	7	1		1	2	2	4			0	3		3	1		1	1	1
Dept. Total	2	2	4	136	38	174	24	10	34	101	30	131	22	7	29	33	6	39	2	3	5	34	39
				78.2%	21.8%		70.6%	29.4%		58.0%	17.2%	75.3%	64.7%	20.6%	85.3%	19.0%	3.4%	22.4%	5.9%	8.8%	14.7%	87.2%	
FY 2003-2004																							
EEO Job Cat.	GENDER									White						People of Color						Dept. Total	Vacancies
	Applicants Interviewed						Appointments			Applicant Interviewed			Appointments			Applicant Interviewed			Appointments				
	Unk M	Unk F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0						0			0			0			0	0	0
Professional			0	11		11	1		1	6		6	1		1	5		5			0	1	1
Technician			0	8	2	10	1	1	2	6	2	8	1	1	2	2		2			0	2	2
Protective Svcs.	7		7	72	10	82	10	3	13	57	9	66	9	3	12	8	1	9	1		1	13	15
Para-Prof.			0	1	7	8		2	2	1	6	7		1	1		1	1		1	1	2	2
Office/Cl.		1	1	2	22	24	1	8	9		17	17		7	7	2	4	6	1	1	2	9	9
Svcs./Maint.			0			0			0			0			0			0			0	0	0
Dept. Total	7	1	8	94	41	135	13	14	27	70	34	104	11	12	23	17	6	23	2	2	4	27	29
				69.6%	30.4%		48.1%	51.9%		51.9%	25.2%	77.0%	40.7%	44.4%	85.2%	12.6%	4.4%	17.0%	7.4%	7.4%	14.8%	93.1%	

SHERIFF

FY 2002-2003														
<u>INTERVIEWS</u>														
People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0	0	0
Professional			0	2		2			0	4		4	6	21
Technician			0	2		2		1	1			0	3	14
Protective Svcs.			0	10	2	12	7		7	2		2	21	101
Para-Prof.			0	1		1	1		1			0	2	12
Office/Clerical		3	3			0	1		1			0	4	19
Services/Maint.			0			0	3		3			0	3	7
Dept. Total	0	3	3	15	2	17	12	1	13	6	0	6	39	174
			1.7%			9.8%			7.5%			3.4%	22.4%	

FY 2003-2004														
<u>INTERVIEWS</u>														
People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0	0	0
Professional	1		1			0	1		1	3		3	5	11
Technician	1		1	1		1			0			0	2	10
Protective Svcs.	3		3	3	1	4	2		2			0	9	82
Para-Prof.			0		1	1			0			0	1	8
Office/Clerical	1	2	3			0	1	1	2		1	1	6	24
Services/Maint.			0			0			0			0	0	0
Dept. Total	6	2	8	4	2	6	4	1	5	3	1	4	23	135
			5.9%			4.4%			3.7%			3.0%	17.0%	

SHERIFF

FY 2002-2003														
<u>APPOINTMENTS</u>														
People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0	0	0
Professional			0			0			0			0	0	3
Technician			0			0		1	1			0	1	4
Protective Svcs.			0	1	1	2			0			0	2	19
Para-Prof.			0			0			0			0	0	2
Office/Clerical		1	1			0			0			0	1	5
Services/Maint.			0			0	1		1			0	1	1
Dept. Total	0	1	1	1	1	2	1	1	2	0	0	0	5	34
			2.9%			5.9%			5.9%			0.0%	14.7%	

FY 2003-2004														
<u>APPOINTMENTS</u>														
People of Color														
EEO Job Cat.	Black			Hispanic			Asian/PI			Native Amr.			POC Total	Dept. Total
	M	F	Total	M	F	Total	M	F	Total	M	F	Total		
Official/Adm.			0			0			0			0	0	0
Professional			0			0			0			0	0	1
Technician			0			0			0			0	0	2
Protective Svcs.	1		1			0			0			0	1	13
Para-Prof.			0		1	1			0			0	1	2
Office/Clerical			0			0	1	1	2			0	2	9
Services/Maint.			0			0			0			0	0	0
Dept. Total	1	0	1	0	1	1	1	1	2	0	0	0	4	27
			3.7%			3.7%			7.4%			0.0%	14.8%	

(C)

**DEPARTMENT UNDERUTILIZATION
BY
EEO JOB CATEGORY/PROTECTED GROUP**

DEPARTMENT UNDERUTILIZATION OF PROTECTED GROUP - BY EEO JOB CATEGORY

Department	FY 2003							FY 2004					
	EEO Job Category	Women	People of Color	Black	Hisp.	Asian/PI	Native Amr.	Women	People of Color	Black	Hisp.	Asian/PI	Native Amr.
Community Development Agency	Professional	X						X					
Fire	Professional	X						X					
	Protective Svcs.	X	X	X				X	X	X			
H&HS	Professional					X						X	
Library	Para-Professoanal		X						X				
Parks & Open Space	Services/Maint.	X	X		X			X	X		X		
Probation	Professional					X						X	
Public Works	Official/Adm.	X						X					
	Professional	X						X					
	Skilled Crafts	X	X					X	X				
	Services/Maint.	X	X					X	X				
Sheriff	Professional	X						X					
	Technician	X						X					
	Protective Svcs.		X	X	X	X			X	X	X	X	
	Office/Clerical		X		X	X			X		X		

DEPARTMENT-WIDE UNDERUTILIZATION OF PROTECTED GROUP

Department	FY 2003						FY 2004					
	Women	Peole of Color	Black	Hisp.	Asian/ PI	Native Amr.	Women	People of Color	Black	Hisp.	Asian/ PI	Native Amr.
Assessor/ Recorder		X		X	X			X		X	X	
Community Development Agency								X				
Fire	X	X	X		X		X	X	X		X	
Information Svcs. & Technology	X	X		X			X	X		X		
Library		X		X				X		X		
Parks & Open Space	X	X			X		X	X			X	
Public Defender					X						X	
Public Works	X	X			X		X	X		X	X	
Sheriff	X	X	X	X	X		X	X	X	X	X	

SECTION IV

AFFIRMATIVE ACTION ADVISORY COMMITTEE CONCERNS AND RECOMMENDATIONS

**Affirmative Action Advisory Committee
2002-2003 & 2003-2004 Affirmative Action Report**

Summary of Concerns and Recommendations

The Affirmative Action Advisory Committee (AAAC) has five areas of concern:

- 1. Insufficient Accountability:** County management is not held sufficiently accountable for meeting Affirmative Action goals. Those departments meeting goals are not recognized, nor are underperforming departments admonished.
- 2. Persistent Under-utilization in Certain Departments and Job Categories:** There is continual under performance of certain County departments in meeting goals for utilization of women and people of color, as stated in the *Affirmative Action Plan (1998-2003)*. The four under-performing departments include: Fire, Open Space, Public Works and Sheriff.
- 3. Workforce and Salary Inequities:** The County has failed to achieve salary parity and equitable utilization of women and people of color, as documented in the *2003 Marin County Employee Workforce and Salary Analysis Update (1998-2003)*. In particular, there is increased disparity in the Officials/Administrators job category for women and the Top Earning 50% of Employees for women and people of color.
- 4. Unmet Legal Mandates:** After over twenty-three years, the County is not at parity of representation of women in each EEOC job category, as prescribed in the *Consent Decree*, entered into by the National Organization for Women and the County of Marin on January 28, 1980. As documented in the *2003 Consent Decree Status Report*, women remain under-represented in the Officials and Administrators and Services and Maintenance job categories.
- 5. Lack of Progress in Addressing Prior AAAC Concerns:** There has been little apparent progress in addressing AAAC concerns highlighted in the *Affirmative Action Report of 2000-2001 & 2001-2002*, including lack of accountability for department underperformance, persistent underutilization in select departments, and ongoing salary inequities.

The Affirmative Action Advisory Committee makes the following recommendations for addressing the concerns stated above:

- 1. Strengthen Management Accountability:** The AAAC recommends the County measure and evaluate management relative to achieving full utilization of women and people of color, with defined implications for underachievement of goals. In particular, meeting Affirmative Action goals should be a stated critical success factor for County management, and Human Resources and the Equal Employment Division should conduct an annual Affirmative Action Review with each County department.
- 2. Require Corrective Actions in Under-performing Departments:** The AAAC strongly urges that historically under-performing departments prepare affirmative action reports explicitly stating how they will overcome on-going underutilization of women and people of color.

- 3. Take Immediate Steps to Address the Failure of the Selection Process to reduce Workforce and Salary Inequities.** Data indicate that the pool of certified candidates was rich enough to overcome many of these inequities, however certified women and people of color were not proportionately selected. A determination of the reasons for the failure of the selection process needs to be made and the process needs to be corrected.

In addition, women make up 51.8% of the overall County workforce (in excess of the 46.4% goal). The AAAC strongly urges the County to place more emphasis on upward mobility, cross training and succession planning for these women, to potentially increase the number of qualified internal candidates for promotion.

- 4. Meet Consent Decree Mandates.** Strengthen the recruitment and promotion of women into the EEOC categories of Officials and Administrators and Services and Maintenance to comply with the consent decree requirement that the percentage of women in all EEOC categories reflect the supply in the labor market.

7/28/04