



Office of Equal Employment Opportunity and Disability Affairs

2nd QUARTER REPORT

APRIL 1, 2014 – JUNE 30, 2014

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**Quarterly
Equal Employment Opportunity/Disability Affairs Report
2014**

Fulton County Government

April 1, 2014 – June 30, 2014

INTRODUCTION

The Office of Equal Employment Opportunity Disability Affairs is responsible for the day to day implementation and coordination of Fulton County's non-discrimination and accessibility efforts pursuant to Fulton County policies and relevant federal laws. Central to this function is the conduct of five major program activities: a) Discrimination Complaint Resolution, b) Program Development and Implementation, c) ADA Compliance, d) Technical Assistance and Training, and e) Program Monitoring and Compliance.

The intent of the report is to provide a summary of 2nd Quarter 2014 activities, as well as an overview of Fulton County's EEO and Disability Affairs efforts/progress through the summation of Office of Equal Employment Opportunity and Disability Affairs' (OEEODA) activities. The Report is organized in conformance with the major program activities of OEEODA as follows:

- Part I - Discrimination Complaint Resolution reports, summarizes and interprets County discrimination complaint activity regarding internal/external filings as well as by allegation bases. Statistical data is displayed Countywide. In response to the Board of Commissioners' (BOC) requests, this section includes a discussion of the status of current complaint investigation and allegation activity, aggregate salary data for employees using internal and external avenues of redress and summary data related to complaint filings by department and executive reporting cluster.
- Part II - Program Development and Implementation describes activities undertaken to establish structures which create a framework for the routine integration and pursuit of EEO and inclusion in Fulton County Government employment.
- Part III – ADA Compliance describes activities undertaken to ensure that County programs, services and facilities are accessible and in compliance with the provisions of Americans with Disabilities Act as amended (ADA).
- Part IV –Technical Assistance and Training succinctly describes all EEO/ADA related training curricula offered as well as summarizes employees trained by the OEEODA during the reporting period. This section also summarizes the OEEODA's provision of technical assistance services to departments.
- Part V – Program Monitoring and Compliance provides a summary of the County's Full-Time and Other than Full-Time (OTF) Workforce Representation.

PART I DISCRIMINATION COMPLAINT RESOLUTION

The goal of this activity is to provide equity and uniformity in the impartial and timely resolution of employment discrimination/harassment complaints, as well as to provide a mechanism for Fulton County to resolve such complaints internally, where possible. Part I of the report not only includes information regarding complaint related activity for the 2nd quarter (See: Sections A & B) but also provides a summary of complaint filing activity by department and program cluster (See: Section C). To facilitate comparison of quarterly complaint activity among County entities, the OEEODA organized departments into five program clusters: Internal Services;¹ Community Services;² Justice System;³ Health and Human Services;⁴ and Other.⁵

A. 2nd QUARTER⁶ COUNTYWIDE COMPLAINT ACTIVITY

Data concerning internal/external complaint filing/investigation; resolution activity; related allegations as well as compliance reviews conducted during the 2nd Quarter 2014 are reported in the data that follow:

1. **Complaints Processed and Special Emphasis:** At the beginning of the 2nd quarter the OEEODA possessed 12 cases in an open investigation status, including 5 internal and 7 EEOC charges. At that time there were 2 claims in an open investigation status which were more than 90 days old (aged cases). With regard to the current reporting period's new filing and closure activity, the Office received a total of 14 new filings (including 4 internal and 10 EEOC complaints) and completed work on or closed 23 investigations (including 8 internal and 15 EEOC complaints) accordingly. Included in the closure activity was the receipt of 5 Dismissal/Right to Sue and 4 "No Action Required" notices from the EEOC. At the end of the reporting period there were 3 cases in an active open investigation status. None of the open investigations involved aged claims. (See: Table 1)
2. **Compliance Reviews:** Compliance reviews are investigations initiated by the OEEODA or at the request of senior managers when an incident occurs which might involve a violation of Fulton County EEO Policies and Procedures. At the beginning of the reporting period, the OEEODA possessed no compliance reviews in open investigation status. During the current reporting period the Office received 4 new compliance review

¹ Includes the following departments: County Manager, Finance, Facilities and Transportation Services, Information Technology, Personnel, and Purchasing,

² Includes the following departments: Emergency Services, Fire, Planning and Community Services, Police, and Water Resources Services (Public Works)

³ Includes the following departments: County Marshal, District Attorney, Juvenile Court, Medical Examiner, Probate Court, Public Defender, Sheriff, State Court General, State Court Solicitor, Superior Court Clerk and Superior Court General

⁴ Includes the following departments: Arts and Culture, Cooperative Extension, Health and Wellness, Housing and Human Services, Library, and Behavioral Health

⁵ Includes the following departments: Commissioners' Offices/Clerk to the Commission, County Attorney, Registration and Elections, State Court All Judges, Superior Court All Judges, Tax Assessor and Tax Commissioner

⁶ Reflects program activity undertaken between March 15, 2014 and June 13, 2014

requests and completed 2 investigations. At the end of the reporting period there were 2 compliance review requests in an active open investigation status.

3. Specific Allegations Contained in EEO/EEOC Complaints

The OEEODA received 29 allegations associated with complaints and compliance reviews received during the reporting period. Of the charges received, allegations of Retaliation (7) and Race (7) were filed with the greatest frequency when compared to other protected class basis. (See Table 2)

4. Information Requests and Other Related Activities

The OEEODA also coordinated activities associated with several requests for additional information associated with the EEOC, Georgia Open Records, and the County Attorney as follows: Broadcast Cable (1); EEOC (6); Sheriff (3); and Water Resources (1). Open Records Requests were received related to matters in the following departments: Registration and Elections (1) and Public Defender (1).

Staff was scheduled to be deposed in EEO related litigation for cases from the Emergency Services-911 department but the deposition was cancelled and is to be rescheduled.

5. Investigation Recommendations Follow Up

None

6. Title 6 Activities

Staff also registered for and/or attended Title VI training sponsored by the Georgia State Department of Transportation related to the completion of ADA self-evaluations.

7. Other

As a result of a recent investigative report, the OEEODA requested a meeting with the County Attorney's Office and Personnel Department to discuss the establishment of internal Standard Operating Procedures to operationalize Section 9b of House Bill 594 which specifies certain Human Resources Management principles that should be observed by Fulton County when operating in an employment –at-will environment. The Office conducted research in preparation for the discussions.

TABLE 1: QUARTERLY COMPLAINT/COMPLIANCE REVIEW ACTIVITY

| Complaint Processing | | | | | |
|-----------------------------|--|--------------------|--|----------------------------|---|
| Quarter | Open Investigations <i>Beginning of Quarter</i> | New Filings | Closed / Completed Investigations | End of Quarter | |
| | | | | Open Investigations | Open Investigations >90 Days* |
| Internal Cases | | | | | |
| Q1 | 7 | 7 | 9 | 5 | 2 |
| Q2 | 5 | 4 | 8 | 1 | 0 |
| Q3 | | | | | |
| Q4 | | | | | |
| EEOC Cases | | | | | |
| Q1 | 3 | 10 | 6 | 7 | 0 |
| Q2 | 7 | 10 | 15 | 2 | 0 |
| Q3 | | | | | |
| Q4 | | | | | |
| Compliance Reviews | | | | | |
| Q1 | 2 | 0 | 2 | 0 | 0 |
| Q2 | 0 | 4 | 2 | 2 | 0 |
| Q3 | | | | | |
| Q4 | | | | | |
| YTD | | 35 | 42 | | |

Table 2: Q-2 CLAIMS BY JURISDICTIONAL BASIS

| BASIS | Q-1 CLAIMS RECEIVED | Q-2 CLAIMS RECEIVED | Q-3 CLAIMS RECEIVED | Q-4 CLAIMS RECEIVED | TOTAL NUMBER OF CLAIMS YTD |
|--------------------------|----------------------------|----------------------------|----------------------------|----------------------------|-----------------------------------|
| Age | 1 | 1 | | | 2 |
| Color | 0 | 1 | | | 1 |
| Disability | 4 | 2 | | | 6 |
| Gender | 5 | 3 | | | 8 |
| Hostile Work Environment | 2 | 5 | | | 7 |
| National Origin | 2 | 1 | | | 3 |
| Prejudicial Act | 0 | 0 | | | 0 |
| Race | 0 | 7 | | | 7 |
| Religion | 2 | 1 | | | 3 |
| Retaliation | 8 | 7 | | | 15 |
| Sexual Harassment | 3 | 1 | | | 4 |
| Equal Pay | 0 | 0 | | | 0 |
| Sexual Identity | 1 | 0 | | | 1 |
| Genetic Information | 0 | 0 | | | 0 |
| Title VI | 0 | 0 | | | 0 |
| Grand Total | 28 | 29 | | | 57 |

7. Q-2 Complaint/Compliance Review Closure Activity

Disposition of Internal EEO Complaints

During the reporting period, the OEEODA closed investigations for a total of 8 Internal EEO complaints. The dispositions/resolutions of these cases are listed below:

| Disposition of Internal EEO Cases | # Closed |
|---|-----------------|
| Cause Finding | 0 |
| Insufficient Evidence to Substantiate Charge/No Cause | 5 |
| Administratively Closed (2); Untimely Filed (0); | 2 |
| Did Not Qualify (0) | 0 |
| Complainant Withdrew (0); Charge/Settled (0); Other (1) | 1 ⁷ |

Disposition of EEOC Complaints

During the second quarter, the OEEODA completed/closed investigations for 15 EEOC charges including five (5) Dismissal/Right to Sue and four (4) "no action required" notices for pending EEOC charges. In addition, for one (1) EEOC claim, a settlement has been pending since the previous quarter. At the end of the reporting period, there were 3 cases in the County Attorney's Office awaiting development of the position statement. Finally, 40 cases are currently pending EEOC determination. This activity is reflected in the table below:

| Disposition of EEOC Cases | # Completed |
|--|--------------------|
| Draft Case Summary Reports forwarded to Acting Director for review and sent to Legal for development of the Position Statement | 6 |
| EEOC Required "No Action" (4) | 4 |
| EEOC Dismissed Charge or Issued Notice of Right to Sue (5); Pending Settlement, ⁸ Withdrawal (0) | 5 |
| EEOC Issued "Cause" Determination | 0 |
| Pending Position Statement Development (3); Pending EEOC Determination (40) | 43 |

⁷ Held pending resolution of EEOC claim on the same or similar charge

⁸ In addition, for one (1) EEOC claim, a settlement has been pending since the previous quarter

Disposition of Compliance Reviews

During the reporting period, the OEEODA completed a total of 2 compliance review investigations. The dispositions of these cases are listed below:

| Disposition of Compliance Review Cases | # Closed |
|---|-----------------|
| Cause Finding | 0 |
| Insufficient Evidence to Substantiate Charge/No Cause | 1 |
| Administratively Closed (0); Did Not Qualify (1) | 1 |
| Settled (0) | 0 |

B. DISTRIBUTION OF NEW FILINGS BY CHARGING PARTY SALARY

OEEODA's 2nd quarter submission continues to report the distribution of new filings received during the reporting period by Charging Party salary. (See: Table 3) The data show that of the total number of complaints filed year to date, Fulton County employees with annual salaries below \$44,999 (56.7%) used complaint processing options at a significantly higher percentage than employees with salaries above \$45,000 (33%). The data also reveal that during the reporting period, Fulton County employees tended to use external complaint redress options (56.7%) more frequently than internal complaint redress options (33.3%). In this regard, the data reveal that 2 employees using the County's internal complaint procedure earned an annual salary of \$44,999 or less, while 2 employees earning \$45,000 or above made similar filings during the reporting period. With regard to the use of external avenues of redress, the data show that 5 employees earning \$44,999 or less filed a complaint with the EEOC while 3 employees earning \$45,000 or above made similar filings during the reporting period. Salary information was unknown for two Charging Parties filing claims with the EEOC as they were not Fulton County employees.

TABLE 3: COMPLAINT FILINGS BY CHARGING PARTY SALARY

| QUARTER | \$44,999 AND BELOW | \$45,000 AND ABOVE | UNKNOWN | TOTAL YTD FILINGS |
|--------------------------------------|--------------------------|--------------------------|--------------------|-----------------------|
| Internal Claims Filed | | | | |
| Q1 | 3 | 3 | 0 | 6 |
| Q2 | 2 | 2 | 0 | 4 |
| Q3 | | | | |
| Q4 | | | | |
| Internal Claims Sub-Total | 5 | 5 | 0 | 10 (33.3%) |
| EEOC Claims Filed | | | | |
| Q1 | 7 | 2 | 1 | 10 |
| Q2 | 5 | 3 | 2 | 10 |
| Q3 | | | | |
| Q4 | | | | |
| EEOC Claims Sub-Total | 12 | 5 | 3 | 20 (66.7%) |
| Grand Total | 17 (56.7%) | 10 (33%) | 3 (10%) | 30 (100%) |

*Data displayed does not include Compliance Review claims

- C. SUMMARY OF COMPLAINT FILING/COMPLIANCE REVIEW ACTIVITY**
- To facilitate review and comparison of complaint filing activity year to date, this section organizes County departments into the five following program and managerial reporting clusters: Health and Human Services, Internal Services; Justice System, Community Services; and Other. Numbers and/or percentages of complaint/compliance review activity filed are reported in Table 4. During the reporting period, 18 new claims were filed against County departments. To facilitate complaint/compliance review activity comparisons across the County, the OEEODA calculated the percentage of complaints observed in each cluster. The data show that complaints/compliance reviews were received most frequently by staff from departments associated with the Justice System, during the current reporting period.

TABLE 4: Q-2 COMPLAINT/COMPLIANCE REVIEW FILINGS BY CLUSTER

| CLUSTER | DEPARTMENT⁹ | Q-1 | Q-2 | Q-3 | YTD TOTAL |
|----------------------------------|-------------------------------|--------------|--------------|------------|------------------|
| HEALTH AND HUMAN SERVICES | | | | | |
| | Arts and Culture | 1 | 0 | | 1 |
| | Health and Wellness | 0 | 1 | | 1 |
| | Library | 1 | 1 | | 2 |
| Sub Total | | 2 (11.8%) | 2 (11.1%) | (_ %) | 4 (11.4%) |
| INTERNAL SERVICES | | | | | |
| | County Manager (FGTV) | 3 | 0 | | 3 |
| | Finance | 0 | 2 | | 2 |
| | Purchasing | 0 | 2 | | 2 |
| Sub Total | | 3 (17.6%) | 4 (22.2%) | (_ %) | 7 (20.0%) |
| JUSTICE SYSTEM | | | | | |
| | Clerk of Superior Court | 1 | 1 | | 2 |
| | Medical Examiner | 2 | 0 | | 2 |
| | Public Defender | 0 | 1 | | 1 |
| | Sheriff | 6 | 6 | | 12 |
| Sub Total | | 9 (53%) | 8 (44.5%) | (_ %) | 17 (48.6%) |
| COMMUNITY SERVICES | | | | | |
| | Planning and Community Svs. | 1 | 0 | | 1 |
| | Police | 0 | 1 | | 1 |
| | Water Resources | 2 | 3 | | 5 |
| Sub total | | 3 (17.6%) | 4 (22.2%) | (_ %) | 7 (20.0%) |
| OTHER | | | | | |
| Sub Total | | 0 (0%) | 0 (0%) | (_ %) | 0 (0%) |
| GRAND TOTAL | | 17 (100%) | 18 (100%) | (100%) | 35 (100%) |

⁹ Departments that did not possess complaint activity during the reporting period were excluded from Table 3.

PART II PROGRAM DEVELOPMENT AND IMPLEMENTATION

The goal of this activity is to assess, plan, implement policies, procedures and programs for the full and proper integration of equal opportunity and inclusion within county employment operations and related departmental activities.

A. PROGAM PLANNING AND DEVELOPMENT

1. **Assignment of Senior OEEODA Staff as Technical Representatives to Departments-** To facilitate closer routine working relationships with County departments EEO Officer II staff members continued to be assigned as technical assistance representatives to a cluster of specific departments. This strategy has proved successful in establishing closer working relationships with departments by enhancing OEEODA staff knowledge of department specific concerns which impact EEO programming and improving communication between the Office and its department customers. In addition, the OEEODA continued training from BIDDLE on a new web interface for generating EEO workforce utilization analysis using the 2010 census data. The OEEODA coordinated a meeting with Classification and Pay Division/Personnel Department and Information Technology to facilitate the use of the revised census codes in AMS. It was decided that the new census codes would be populated in AMS in conjunction with position/title updates pursuant to the Archer Classification and Compensation Study. Accordingly, the Office anticipates that updated utilization analysis reports will be generated and distributed to departments during the fourth quarter.

2. **Recruitment and Outreach-** During the reporting period:

Diversity Recruitment Plan (DRP) Requirement –

During the reporting period the OEEODA continued implementation of the Applicant Diversity Recruitment Plan requirement. All titles are classified at or above the C-52 DBM (and/or select other targeted department titles) that will use an open competitive selection protocol, require that departments submit a written Diversity Applicant Recruitment Plan and Request to Fill A Vacant Funded Position (RTF) Form (replacing the previous Freeze Lift Form process) to the OEEODA for approval. The objective of this initiative is to enhance the diversity of the County's applicant pool. The OEEODA reviewed/ approved, provided technical assistance and/or conducted follow up analysis for Applicant DRPs/ RTFs for the following departments: County Attorney; County Manager; District Attorney; Emergency Services-911; Facilities and Transportation Services; Health and Wellness; Housing and Human Services; Information Technology; Personnel; Marshal; Registration and Elections; Sheriff; State Court; Superior Court Clerk; Superior Court General; Tax Assessor; and Water Resources.

B. POLICY/PROCEDURE DEVELOPMENT AND REVIEW – During the reporting period:

1. **External Procedures/Protocols** - The OEEODA completed updates for Policy, 100-41, Fulton County Discrimination Complaint Procedure, and sent the revised document to the County Attorney for review. The Office is awaiting the County Attorney's comments. In addition, the Office continued work on updates to Policy 100-39, Americans with Disabilities Act for Fulton County Employees. The updated document is anticipated to be sent to the County Attorney for review during the third quarter. Finally, the Office, with assistance from the Department of Information Technology completed updates to a test page for its public webpage.
2. **Internal Procedures/Protocols** – The OEEODA continued update and revision activities related to its standard operating procedures. Finally, the Office, with assistance from the Department of Information Technology completed updates to its internal department SharePoint site and established a new Project Team SharePoint site for the ADA Self Evaluation and Transition Plan Project.

C. PROGRAM EVALUATION AND ASSESSMENT - The OEEODA spent considerable time in the development of its FY 2014 First Quarter Report. The OEEODA continued review of its major program activities in preparation for the establishment of updated performance measures and FY 2015 budget.

D. PROFESSIONAL DEVELOPMENT

During the reporting period OEEODA staff continued developing its knowledge, skills and abilities by researching and reviewing numerous EEO/Diversity related publications and participating in professional seminars/training. Activities included:

- OEEODA staff registered and attended the State of Georgia Department of Transportation's Title VI training regarding *Completing ADA Self-Evaluation Requirements*.
- OEEODA staff registered and attended the annual training conference held by for the State of Georgia ADA Coordinator's Office.
- OEEODA staff successfully completed online training in Affirmative Action Methodology provided by the Biddle Consulting Group Institute for Workforce Development and received certification as an Affirmative Action Methodology Professional.
- OEEODA 2013-2014 Staff Performance Evaluation development was initiated

PART III ADA COMPLIANCE

The goal of this activity is to ensure the County's programs, services and facilities are accessible and in compliance with statutory and regulatory provisions of Americans with Disabilities Act as amended (ADA).

A. COUNTYWIDE SUMMARY

1. **Reasonable Accommodations:** A reasonable accommodation is any modification or adjustment to the normal policies and procedures related to a job or the work environment that will enable a qualified applicant or employee with a disability to participate in the application process or to perform essential job functions. Reasonable accommodations also include adjustments to assure that a qualified individual with a disability has rights and privileges in employment equal to those employees without disabilities.

At the beginning of the reporting period, the OEEODA possessed five (5) open requests for disability qualification/reasonable accommodations. During the reporting period OEEODA received eleven (11) new requests for reasonable accommodations, and closed out six (6) requests. Of the closed requests, two (2) were closed with the employees being provided reasonable accommodations meeting their needs; one (1) was closed due to insufficient medical documentation to qualify the employee as a person with a disability; two (2) were closed because no further action was required; and one (1) employee withdrew her request for reasonable accommodations. At the end of the quarter, ten (10) requests remained open, awaiting receipt of medical information, holding the interactive meeting or implementation of a reasonable accommodation plan. (See: Table 5)

TABLE 5: REASONABLE ACCOMMODATIONS REQUESTS

| QUARTER | OPEN REQUESTS <i>Beginning of Quarter</i> | NEW REQUESTS FILED | CLOSED REQUESTS | OPEN REQUESTS <i>End of Quarter</i> |
|------------------|---|-----------------------------------|----------------------------|---|
| Q1 | 6 | 12 | 13 | 5 |
| Q2 | 5 | 11 | 6 | 10 |
| Q3 | | | | |
| Q4 | | | | |
| YTD TOTAL | | 23 | 19 | |

2. Alternate Formats/Sign Language Services Request Activity

Under the Americans with Disabilities Act, the County must ensure effective communications for individuals with visual, hearing, cognitive, developmental and other disabilities, through the provision of auxiliary aids and services. Auxiliary aids and services include material in alternate formats, such as Braille, Large Print, Audio Cassettes and Computer Disk, Closed Captioning as well as Sign Language Interpreter services.

During the reporting period, the Office received four requests for materials in Braille or alternate formats and 35 requests for Sign Language Interpreter Services. Table 6 presents the number of Alternate Formats and Sign Language Interpreter Services requests received by the OEEODA from County departments/organizations.

TABLE 6: ALTERNATE FORMATS/SIGN LANGUAGE SERVICES REQUESTS

| DEPARTMENT/ ORGANIZATION | Q-2 ALTERNATE FORMATS REQUESTS RECEIVED | Q-2 SIGN LANGUAGE INTERPRETER REQUESTS RECEIVED |
|-------------------------------------|--|--|
| CODA | 4 | 0 |
| County Manager /OEEODA | 0 | 0 |
| District Attorney | 0 | 0 |
| Health & Human Services | 0 | 0 |
| Health & Wellness | 0 | 7 |
| Information & Technology | 0 | 9 |
| Juvenile Court | 0 | 8 |
| Library | 0 | 1 |
| Medical Examiner | 0 | 0 |
| Public Defender | 0 | 0 |
| Sheriff Dept. | 0 | 0 |
| State Court | 0 | 4 |
| Superior Court | 0 | 6 |
| 2nd QTR TOTAL | 4 | 35 |
| YTD TOTAL | 6 | 65 |

- Braille Embosser. During the reporting period, the OEEODA with assistance from Facilities and Transportation Services took its old Braille Embosser for assessment. The Embosser was purchased by the former Office of Disability Affairs during the 1990s. Since before the consolidation of the Offices of EEO

and Disability Affairs, the equipment has not worked properly. Repeated attempts to obtain assistance from the vendor from which the embosser was purchased proved futile. The Office contacted the Center for the Visually Impaired (CVI) to identify if expertise existed locally to assess the possibility of repair of the equipment. CVI identified a resource and the embosser was taken for assessment. Results of the assessment were inconclusive inasmuch as the resource was familiar with servicing Braille writers not embossers. Another resource was identified in the state of Florida. However, the OEEODA is currently evaluating whether it is cost efficient to ship the embosser to Florida when it may not be able to be repaired due to its age.

- Sign Language Interpreting (SLI) Services. During this reporting period, the Office scheduled the conduct of a second quarterly performance meeting with its current vendor, Latin American Translation Network (LATN). Several concerns identified during the first quarter associated with the vendor's failure to provide sign language interpreting services as requested/pre-arranged appear to have improved over the second quarter. The vendor has generally adhered to the provisions of a corrective plan the OEEODA initiated to guide vendor performance improvements. The vendor has been reminded that failure to meet the Corrective Action Plan targets may lead to a discontinuation of the contract.
- Closed-Captioning for the Hearing Impaired. During this reporting period Closed-Captioning Services for the hearing impaired continued to be provided via the County's internal intranet, as well as televised broadcasts for all Board of Commissioner (BOC) meetings. Sign language interpreting services are still available for BOC meetings and other County programs, upon request. The Office also developed a new Request for Quotes (RFQ) document for the provision of Closed Captioning services after July 2014. As of this date, the RFQ solicitation has been promulgated and the OEEODA is evaluating vendor responses accordingly.

3. **ADA Self –Evaluation/Transition Plan Activities:** During this reporting period of this multi-phase, multi-year initiative, the OEEODA:

a. Phase I and Phase II Follow-Up Activities-

- i. **Corrective Action Plans:** Continued to meet Information Technology to complete solutions to a number of technical issues impacting reporting on development, approval and implementation of the corrective actions. The OEEODA completed a review of the content quality of the corrective action milestones submitted by departments. The Office conducted separate briefings for Department Disability Compliance Liaisons and members of the Executive Team to introduce them to the new online CAP Milestones Update and Approval Process through a new Project Team SharePoint site as well as to provide them with feedback on their submitted department CAP Milestones. Subsequently, the Office also conducted one on one department meetings with Directors and Disability Compliance Liaisons to review specific program access deficiencies (as indicated by the 2012 survey results)

and related CAP Milestones for update/revision as appropriate as well as how the departments will deploy the online PALMS training (See the following section for project update). The Office also revised the CAP implementation schedule from 2013-2014 to 2014-2015. Finally, the Office initiated discussions with Internal Audit to identify ways to include ADA Title II Compliance Efforts into ongoing federal grant compliance department audits. The OEEODA will provide questions for inclusion in the audits.

- ii. **Program Access Learning Management System (PALMS):** Completed work on final edits to all PALMS Modules and the Training site. Conducted successful testing of the site and no problems were encountered with its functionality. Continued to work closely Information Technology (IT) and Communications to develop an internal marketing strategy to include an easy access button for employees on Employee Central and several articles in Fulco News/Fulton Today; The "Go Live" date was successfully implemented on June 16, 2014.

b. Phase III Physical Accessibility of Facilities:

- i. Continued work with Information Technology, County Attorney and Facilities and Transportation Services (FTS) staff to develop a database and selection criteria for County owned properties which must undergo facility site assessments for the development of a new Fulton County Transition Plan. In this regard, staff plans to utilize the County's BLISS and CityWorks databases to capture and track information of physical barriers and remediation efforts. Objectives to be accomplished over the coming year were established during the previous reporting period are listed below. During the second quarter, OEEODA followed up with FTS to discuss 2014 objectives. The Office will continue to work collaboratively and report on progress over the coming year towards the accomplishment of these objectives.
 - Identify Fulton County locations where Programs offered to the public. OEEODA completed the population of data for 169 programs, some with multiple locations, into a spreadsheet for upload into BLISS. (OEEODA will prioritize locations for assessment using two criteria including: a) the program's mandated status and b) quantity of clients/cases served by the program.) FY 2014
 - Conduct ADA facility assessments – This item will be included in the scope of work identified for the conduct of the Countywide Building Assessment. FTS anticipates the facility assessment activity will be initiated during the 3rd quarter.

4. **Voluntary Employee Emergency Assistance and Disability Self Identification Surveys:**

a. **Emergency Assistance Survey:** OEEODA continued to administer the **Voluntary Employee Emergency Assistance Survey**. The purpose of the survey is to provide Fulton County employees with an opportunity to “voluntarily” self-identify as an individual with a disability or as someone who may need assistance in the event of an emergency evacuation. The OEEODA previously provided reports to department heads indicating that there were 30 individuals requesting assistance in 17 County departments. A review of data conducted during the second quarter indicated that the number of individuals requiring assistance decreased due to the separation of 1 employee and the removal of “test” records.

b. **Disability Self Identification Survey:** Section 503 of the Rehabilitation Act of 1973 prohibits discrimination and requires employers with federal contracts or subcontracts that exceed \$10,000 to take affirmative action to hire, retain, and promote qualified individuals with disabilities. Pursuant to the recent Office of Federal Contract Compliance (OFCCP), rule change requiring federal contractors to: 1) establish a workforce utilization goal of 7% for persons with disabilities; 2) enhance data analysis and retention of applicant/employee disability stats; and 3) provide an opportunity for applicants/employees to voluntarily self-identify as a person with a disability at both the pre-offer and post-offer hiring stages. Implementation date is March 1, 2014. The OEEODA continued to consult with Information Technology, County Attorney and Personnel to develop, test and implement online surveys for employees and applicants to voluntarily self-identify as a person with a disability. The OEEODA also enlisted assistance from Communications to assist in ensuring Fulton County employees are aware of the opportunity to self-identify via FulcoNews and the Employee Portal. At the end of the quarter the County Attorney advised that it was conducting an additional assessment to determine if Fulton County is subject to the OFCCP requirement. The County Attorney advised that Fulton County is not subject to this requirement. Therefore, no further action on this item will be taken.

5. **Technical Assistance to Other Departments:** During the reporting period, the OEEODA continued to provide technical assistance to various departments in the provision of reasonable accommodations and barrier removal. In this regard, the Office addressed additional ADA Compliance issues in the following departments: Arts and Culture, Communications, Facilities and Transportation Services, Housing and Human Services, Information Technology, Police and Sheriff’s Office.

B. COMMISSION ON DISABILITY AFFAIRS (CODA) ACTIVITIES

The Commission on Disability Affairs was established by the Fulton County Board Commissioners (BOC) to: 1) provide information to the BOC, Office of Disability Affairs and the Community in meeting the mandates of state and federal laws relating to persons with disabilities; 2) function as a focal point for communication between persons who have disabilities, their families and other concerned citizens and the County; 3) improve the community's awareness of the capabilities of persons with disabilities; and 4) serve as a forum for the expression of views, concerns and possible solutions for problems affecting persons with disabilities. During this reporting period CODA participated in a number of activities involving access issues and the unique needs of persons with disabilities. During the reporting period:

- Planning was initiated for the presentation of proclamations from Fulton County and City of Atlanta recognizing the signing of the Americans with Disabilities Act as well as the contributions of Persons with Disabilities.

- CODA Board agreed to start providing the Fulton County Board of Commissioners (BOC) a report documenting its activities and accomplishments and activities on a quarterly basis -inviting BOC direction and input. During the second quarter the CODA Board worked toward addressing the citizens' concerns raised at the Listen and Learn sessions conducted during the previous quarter. Most notable concerns for persons with disabilities included:
 - Program and activities for children/youth with disabilities
 - Housing
 - Transportation
 - Reduction of grant funding for programs and services for persons with disabilities

PART IV TECHNICAL ASSISTANCE AND TRAINING

The goal of this activity is to establish and maintain productive working relationships with County departments in order to provide specific guidance, recommendations, information and staff development opportunities in support of their equal employment/ADA /diversity program efforts and compliance. This activity involves the provision of sound technical assistance to departments concerning various employment and workplace equity/diversity/access concerns as well as the development, conduct and assessment of various EEO/Diversity/ADA training sessions.

A. TRAINING: During the reporting period, the OEEODA trained a total number of 780 employees as follows:

1. New Employee Orientation (NEO)

OEEODA staff conducted 5 sessions during the reporting period involving 157 participants.

2. Sexual Harassment Prevention (SHPT)

During the reporting period, OEEODA continued to work with staff in the Training Division to announce and develop participant materials, register and train county employees hired since July 1, 2003 in Sexual Harassment Prevention. The Office provided routine correspondence regarding SHPT attendance (e.g. completions, no-shows, and delinquent/unverifiable attendance) to: Department Heads, Elected Officials, Human Resource Managers/Coordinators, Training Coordinators, and Training Division staff. OEEODA staff conducted (5) general sessions during the reporting period resulting in 308 employees being trained. In addition, the Office developed and delivered a customized NEO/SHPT training for newly hired Office of Workforce Development employees, which resulted in an additional 140 employees who received training. (See Table 7)

In addition to administrating SHPT and perfecting the functionality of its relational database (e.g. Train Tracker) to advance the Office's ability to manage employee participation, the Office continued to implement its comprehensive SHPT standard operation procedure (SOP). Use of the SOP has enhanced better accuracy/compliance with regard to identifying and tracking employee SHPT participation. The successful implementation of the new SOP and associated software, improves the Office's ability to identify and reduce the number of newly hired and tenured employees with delinquent SHPT attendance records. To date, the Office identified approximately (1,454) employees with no record of SHPT attendance. After reviewing attendance trends, the Office noted a significant need to collaborate with departments possessing 24 hour operations (i.e. Fire, Police and the Sheriff's Office) and/or significant contract and temporary employee populations (i.e. Arts and Culture, Human Services and Registrations and Elections) to identify and resolve departmental logistical challenges that impeded SHPT attendance. During the next reporting period the Office will provide special SHPT sessions for employees in the Fire department.

- 3. SHPT Online Computer Based Learning (CBL) Course**
During the reporting period, the OEEODA continued discussions regarding the creation of online refresher training for later this year.
- 4. ADA/Reasonable Accommodation and Other Department Briefings.**
During the reporting period, the OEEODA conducted training regarding: ADA Emergency Evacuation Preparedness for Departmental Floor Leaders; ADA Corrective Action Plan Update and Approval Process for Department Disability Compliance Liaisons (DCLs); ADA Fulton County Security Personnel preparedness; and, Reasonable Accommodations. At the conclusion of the reporting period, approximately 175 employees received ADA/Program Access content specific training. Additionally, OEEODA staff conducted in service Complaint Response Training for Water Resources employees.
- 5. Managing Within the Law**
No sessions were conducted during the reporting period.

TABLE 7: MANDATORY SEXUAL HARASSMENT PREVENTION TRAINING

| <i>DEPARTMENT</i> | <i>Q-2 Employees Identified to Complete Initial SHPT</i> | <i>Q-2 Total Number of Identified Employees Completing Initial SHPT</i> | <i>Total Number of Employees Completing SHPT YTD</i> |
|--------------------------------------|--|---|--|
| Arts Council | 55 | 3 | 6 |
| Behavioral Health | 7 | 2 | 12 |
| Cooperative Extension | 0 | 5 | 6 |
| County Attorney | 12 | 6 | 6 |
| County Manager | 10 | 0 | 14 |
| County Commissioner | 23 | 7 | 12 |
| District Attorney | 51 | 15 | 29 |
| Emergency Services 911 | 3 | 9 | 11 |
| Finance | 8 | 2 | 4 |
| Fire | 116 | 1 | 24 |
| Facilities & Transportation Services | 16 | 19 | 28 |
| Health & Wellness | 40 | 12 | 30 |
| Health & Human Svcs. | 9 | 10 | 52 |
| Housing & Human Services | 82 | 7 | 17 |
| Information Technology | 12 | 5 | 7 |
| Juvenile Court | 21 | 5 | 7 |
| Library | 9 | 16 | 63 |
| Marshal | 10 | 6 | 8 |
| Medical Examiner | 2 | 3 | 6 |
| Planning and Community Svcs | 21 | 3 | 4 |
| Personnel | 7 | 0 | 6 |
| Police | 101 | 4 | 15 |
| Probate Court | 6 | 0 | 3 |
| Public Defender | 37 | 4 | 15 |
| Purchasing | 2 | 1 | 3 |
| Registration & Elections | 106 | 2 | 5 |
| Sheriff | 486 | 43 | 115 |
| State Court Solicitor | 41 | 8 | 33 |
| State Court - General | 46 | 17 | 26 |
| State Court-All Judges | 22 | 0 | 0 |
| Superior Court-All Judges | 50 | 2 | 2 |
| Superior Court - General | 96 | 25 | 36 |
| Superior Court - Clerk | 21 | 5 | 44 |
| Tax Assessors | 19 | 6 | 25 |
| Tax Commissioner | 9 | 37 | 71 |
| Water Resources Services | 11 | 18 | 27 |
| TOTALS | 1567 | 308 | 772 |

B. CONTACT, REFERRAL AND QUALIFICATION (CRQ)

To more accurately capture staff activity in the review and disposition of employee/departmental EEO related concerns and problems which were resolved at the lowest possible level and avoided a prolonged formal investigation, the OEEODA established an ACCESS database called Contacts, Referrals and Qualification (CRQ) database. The purpose of the CRQ is to allow OEEODA to more objectively track staff resources dedicated to the provision of case qualification, follow up assistance, counseling, referrals and/or other contact services of an EEO nature. Some concerns were routine in nature while others had been referred to OEEODA by department managers and employees for review due to questions concerning possible EEO or ADA policy violations. While such services may not have resulted in the initiation of complaint investigations, they required focused attention and effort from this Office to address and/or resolve. (See Table 8)

TABLE 8: Q-2 CONTACT/REFERRAL/QUALIFICATION (CRQ) ACTIVITIES

| DEPARTMENT | CRQ ACTIVITY Q-2 | YTD CRQ ACTIVITY |
|--|---------------------------------|---------------------------------|
| Arts and Culture | 3 | 9 |
| Behavioral Health | 0 | 0 |
| Clerk to the Commission/Commissioners Office | 1 | 1 |
| Clerk of Superior Court | 8 | 15 |
| Cooperative Extension | 2 | 2 |
| County Attorney | 0 | 3 |
| County Manager | 3 | 9 |
| District Attorney | 0 | 3 |
| Emergency Services 911 | 0 | 0 |
| Finance | 0 | 4 |
| Fire | 1 | 1 |
| Facilities and Transportation Services | 5 | 9 |
| Health & Wellness | 2 | 11 |
| Health and Human Services Admin | 1 | 1 |
| Housing and Human Services | 5 | 7 |
| Information Technology | 0 | 8 |
| Juvenile Court | 1 | 3 |
| Library | 4 | 8 |
| Marshal | 0 | 0 |
| Medical Examiner | 0 | 4 |
| Planning and Community Services | 2 | 2 |
| Personnel | 0 | 5 |
| Police and Public Safety | 3 | 3 |
| Probate Court | 2 | 2 |
| Public Defender | 0 | 6 |
| Purchasing | 1 | 1 |
| Registration and Elections | 2 | 10 |
| Sheriff | 12 | 27 |
| State Court | 1 | 1 |
| Superior Court | 0 | 1 |
| Tax Assessor | 0 | 1 |
| Tax Commissioner | 0 | 0 |
| Water Resources Services | 10 | 18 |
| TOTAL¹⁰ | 69 | 175 |

¹⁰ Does not include counseling/referral/inquiry activity (23) associated with inquiries from the public during the 2nd quarter

- C. **HEERY/RUSSELL-A Joint Venture/CORIZON INC.** - The OEEODA continues to provide EEO quarterly program review support to various County Departments associated with the subject contracts. The OEEODA received the vendors 2014, 1st quarter submissions in a timely manner. The OEEODA will EEO Program Assessment information for Heery/Russell to Facilities and Transportation Services and the Library accordingly.

PART V PROGRAM MONITORING AND COMPLIANCE

The goal of this program activity is to implement reporting protocols and mechanisms to monitor consistency in the integration of EEO in departmental employment activities including the generation of various statistical analyses which assess and report County workforce representation. This section presents workforce representation data for filled full-time and other than full time positions distributed by EEO4 Category, Race and Gender.

A. WORKFORCE PROFILE AND NARRATIVE

1. Full-Time Workforce Representation Countywide

The total number of individuals employed by Fulton County during the reporting period totaled 4,614 full-time employees.¹¹ Fulton County workforce representation is organized and reviewed using the eight federal EEO4 job categories used by the U. S. Department of Justice, which include: Officials/Administrators Professionals, Technicians, Protective Service Workers, Protective Service Workers Unsworn, Administrative Support, Skilled Craft Workers, and Service Maintenance. A distribution of employees by EEO4 category, race/ethnicity and gender is provided in the Table 9.

TABLE 9: DISTRIBUTION OF FULL-TIME EMPLOYEES BY RACE/ETHNICITY AND GENDER

| JOB CATEGORY | TOTAL POSITIONS | MALE | FEMALE | WHITE | BLACK | HISPANIC | ASIAN PI | NATIVE AMERICAN |
|------------------------------------|-----------------|--------------|--------------|--------------|--------------|-------------|-------------|-----------------|
| OFFICIALS/ ADMINISTRATORS | 102 | 59 | 43 | 29 | 69 | 1 | 3 | 0 |
| PROFESSIONALS | 1,815 | 707 | 1,108 | 336 | 1,412 | 27 | 36 | 4 |
| TECHNICIANS | 189 | 51 | 138 | 24 | 155 | 5 | 5 | 0 |
| PROTECTIVE SERVICE WORKERS | 647 | 443 | 204 | 114 | 521 | 8 | 3 | 1 |
| PROTECTIVE SERVICE WORKERS UNSWORN | 355 | 160 | 195 | 9 | 343 | 1 | 2 | 0 |
| ADMINISTRATIVE SUPPORT | 1,192 | 210 | 982 | 86 | 1,070 | 17 | 17 | 2 |
| SKILLED CRAFT WORKERS | 146 | 126 | 20 | 30 | 111 | 3 | 1 | 1 |
| SERVICE MAINTENANCE | 168 | 144 | 24 | 31 | 131 | 4 | 2 | 0 |
| TOTAL EMPLOYEES | 4,614 | 1,900 | 2,714 | 659 | 3,812 | 66 | 69 | 8 |
| % OF TOTAL | 100% | 41.4% | 58.8% | 14.3% | 82.6% | 1.4% | 1.5% | 0.2% |

¹¹ A total number of 4,614 full time occupied positions were reported as of June 12, 2014. Pursuant to EEO reporting guidelines this count excludes the following positions: elected officials and judges.

2. Other than Full-Time Workforce Representation

OEEODA continues to report workforce representation of encumbered other than full-time positions, as a means to examine how Fulton County uses its appointment flexibility to promote inclusion and diversity. Reporting for this class of positions follows the same format used to detail full-time positions.

The total number of individuals in this class employed by Fulton County during the reporting period totaled 642 employees.¹² This position class is also organized and reviewed using the previously mentioned eight federal EEO4 job categories which include: Officials/Administrators Professionals, Technicians, Protective Service Workers, Protective Service Workers Unsworn, Administrative Support, Skilled Craft Workers, and Service Maintenance. A distribution of employees by EEO4 category, race/ethnicity and gender is provided in the Table 10.

TABLE 10: DISTRIBUTION OF OTHER THAN FULL-TIME EMPLOYEES BY RACE/ETHNICITY AND GENDER

| JOB CATEGORY | TOTAL POSITIONS | MALE | FEMALE | WHITE | BLACK | HISPANIC | ASIAN PI | NATIVE AMERICAN |
|------------------------------------|-----------------|--------------|--------------|-------------|--------------|-------------|-------------|-----------------|
| OFFICIALS/ ADMINISTRATORS | 8 | 5 | 4 | 1 | 7 | 0 | 1 | 0 |
| PROFESSIONALS | 108 | 48 | 66 | 18 | 89 | 2 | 5 | 0 |
| TECHNICIANS | 50 | 13 | 28 | 2 | 36 | 3 | 0 | 0 |
| PROTECTIVE SERVICE WORKERS | 77 | 40 | 52 | 6 | 86 | 0 | 0 | 0 |
| PROTECTIVE SERVICE WORKERS UNSWORN | 78 | 21 | 41 | 6 | 54 | 1 | 0 | 1 |
| ADMINISTRATIVE SUPPORT | 261 | 97 | 179 | 25 | 247 | 3 | 1 | 0 |
| SKILLED CRAFT WORKERS | 8 | 8 | 4 | 5 | 7 | 0 | 0 | 0 |
| SERVICE MAINTENANCE | 52 | 36 | 21 | 6 | 51 | 0 | 0 | 0 |
| TOTAL EMPLOYEES | 642 | 260 | 382 | 61 | 562 | 8 | 10 | 1 |
| % OF TOTAL | 100% | 40.5% | 59.5% | 9.5% | 87.5% | 1.2% | 1.6% | 0.2% |

¹² A total number of 642 other than full-time occupied positions were reported June 12, 2014. Pursuant to EEO reporting guidelines this count excludes the following positions: elected officials, judges and their personal staff members.

3. Workforce Comparison of Full-Time Positions between Q1 2014 and Q 2 2014

As hiring activity continued during the second quarter of FY 2014, it was noted that a slight increase was observed in the total number of filled full time positions between the first and second quarters of 2014 (57). (See: Table 11)

When comparing percent representation between the first and second quarter reporting periods, the representation of Blacks and Females countywide experienced a slight increase (0.1%, and 0.3% respectively), while the representation of Hispanic and Male employees decreased slightly (-0.1% and -0.3% respectively). No change in the percent representation for Whites, Asian and Pacific Islanders or Native Americans was observed. (See: Tables 12 and 13).

Overall workforce representation has remained relatively constant for all groups this year.

4. Q 2 Workforce Comparison between Full-Time and Other than Full-Time Positions

While similar workforce race/ethnic representation patterns continue to generally exist in the County's full-time and other than full-time positions, it should be noted that percent representation for Black employees during the current reporting period continues to be higher in the latter class of positions than in the former. However, the percent representation for White and Hispanic employees is lower in the other than full-time class of positions when compared to their representation among full-time employees. Native American percent representation is the same in both positions classes. Overall Female percent representation continues to remain higher than that observed for Males in both classes of positions. In this regard, Female representation exceeds that of Males in full-time positions by 17.8%, and exceeds Male representation by 19% in the other than full-time position class. (See: Tables 14 and 15). In previous reports, there was a far greater disparity in the representation between Female and Male employees in the other than full time position class. Previous staff reductions have appeared to moderate gender representation disparities during the current reporting period.

The OEEODA will continue to research and monitor the methods by which departments conduct recruitment, outreach and selection activities for County positions as well as work with Personnel to develop and implement enhanced outreach strategies as appropriate.

TABLE 11: COMPARISON OF FULL-TIME WORKFORCE DIFFERENCES BY EEO CATEGORY

| EEO4 CATEGORY | Q-1 2014 REPORTED POSITIONS | Q-2 2014 REPORTED POSITIONS | Q-3 2014 REPORTED POSITIONS | DIFFERENCE SINCE Q-1 |
|---|-----------------------------------|-----------------------------------|-----------------------------------|-------------------------|
| OFFICIALS ADMINISTRATORS | 104 | 102 | | -2 |
| PROFESSIONALS | 1,808 | 1,815 | | 7 |
| TECHNICIANS | 194 | 189 | | -5 |
| PROTECTIVE SERVICE WORKERS | 622 | 647 | | 25 |
| PROTECTIVE SERVICE WORKERS UNSWORN | 353 | 355 | | 2 |
| ADMINISTRATIVE SUPPORT* | 1,171 | 1,192 | | 21 |
| SKILLED CRAFT WORKERS | 143 | 146 | | 3 |
| SERVICE MAINTENANCE | 162 | 168 | | 6 |
| TOTAL | 4,557 | 4,614 | | 57 |

TABLE 12: COMPARISON OF FULL-TIME WORKFORCE DIFFERENCES BY RACE/ETHNICITY

| RACE | Q-1 2012 REPORTED POSITIONS | Q-2 2014 REPORTED POSITIONS | Q-3 2014 REPORTED POSITIONS | PERCENT DIFFERENCE SINCE Q-1 |
|--------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|------------------------------------|
| BLACKS | 3,759 (82.5%) | 3,812 (82.6%) | | 0.1% |
| WHITES | 652 (14.3%) | 659 (14.3%) | | NA |
| HISPANICS | 70 (1.5%) | 66 (1.4%) | | -0.1% |
| ASIAN/ PACIFIC ISLANDERS | 68 (1.5%) | 69 (1.5%) | | NA |
| NATIVE AMERICANS | 8 (0.2%) | 8 (0.2%) | | NA |

TABLE 13: COMPARISON OF FULL-TIME WORKFORCE DIFFERENCES BY GENDER

| GENDER | Q-1 2014 REPORTED POSITIONS | Q-2 2014 REPORTED POSITIONS | Q-3 2014 REPORTED POSITIONS | PERCENT DIFFERENCE SINCE Q-1 |
|---------|-----------------------------------|-----------------------------------|-----------------------------------|------------------------------------|
| FEMALES | 2,672 (58.6%) | 2,714 (58.9%) | | 0.3% |
| MALES | 1,885 (41.4%) | 1900 (41.1%) | | -0.3% |

TABLE 14: COMPARISON OF FULL-TIME AND OTHER THAN FULL-TIME WORKFORCE BY RACE/ETHNICITY

| RACE | FULL-TIME POSITIONS | OTHER THAN FULL-TIME POSITIONS |
|-----------------------------|------------------------|-----------------------------------|
| BLACKS | 3,812* (82.6%) | 562* (87.5%) |
| WHITES | 659** (14.3%) | 61** (9.5%) |
| HISPANICS | 66** (1.4%) | 8** (1.2%) |
| ASIAN/ PACIFIC ISLANDERS | 69* (1.5%) | 10* (1.6%) |
| NATIVE AMERICANS | 8 (0.2%) | 1 (0.2%) |

*Denotes small percent representation increase since Q-1

**Denoted small percent representation decrease since Q-1

TABLE 15: COMPARISON OF FULL-TIME AND OTHER THAN FULL-TIME WORKFORCE BY GENDER

| GENDER | FULL-TIME POSITIONS | OTHER THAN FULL-TIME POSITIONS |
|---------|------------------------|-----------------------------------|
| FEMALES | 2,714* (58.9%) | 382** (59.5%) |
| MALES | 1,900** (41.1%) | 260* (40.5%) |

*Denotes small percent representation increase since Q-1

**Denoted small percent representation decrease since Q-1

APPENDIX A
DEPARTMENTAL EEO4 JOB SUMMARIES FOR
FULL-TIME EMPLOYEES

**ARTS AND CULTURE FULL TIME
Job Group Analysis Summary**

| Job Group | Total | | | | | | | | | | |
|------------------------------|-----------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| ADMINISTRATIVE SUPPORT - | 5 | 1 | 4 | 4 | 1 | 4 | 0 | 0 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 12 | 1 | 11 | 11 | 1 | 11 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 18 | 2 | 16 | 16 | 2 | 16 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 11.1 | 88.9 | 88.9 | 11.1 | 88.9 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

**BEHAVIORAL HEALTH FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | EMP | Total | | | | | | | | | | | |
|------------------------------|------------|-------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|------------|------------|------------|
| | | M | F | MIN | W | B | H | A | NA | PI | 2+ | | |
| ADMINISTRATIVE SUPPORT - | 20 | 2 | 18 | 20 | 0 | 19 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 1 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 66 | 23 | 43 | 63 | 3 | 61 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| SERVICE MAINTENANCE - | 6 | 4 | 2 | 6 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TECHNICIANS - | 12 | 2 | 10 | 12 | 0 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 105 | 32 | 73 | 102 | 3 | 99 | 2 | 1 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 30.5 | 69.5 | 97.1 | 2.9 | 94.3 | 1.9 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

**COMMISSIONERS' OFFICE FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | EMP | Total | | | | | | | | | | | | |
|------------------------------|-----------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | | M | F | MIN | W | B | H | A | NA | PI | 2+ | | | |
| ADMINISTRATIVE SUPPORT - | 2 | 1 | 1 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 11 | 6 | 5 | 9 | 2 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 18 | 4 | 14 | 12 | 6 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 31 | 11 | 20 | 23 | 8 | 23 | 0 |
| Total (%) | | 35.5 | 64.5 | 74.2 | 25.8 | 74.2 | 0.0 |

**COOPERATIVE EXTENSION FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | EMP | Total | | | | | | | | | | |
|--------------------------|----------|------------|--------------|--------------|------------|-------------|------------|------------|------------|------------|-------------|------------|
| | | M | F | MIN | W | B | H | A | NA | PI | 2+ | |
| ADMINISTRATIVE SUPPORT - | 2 | 0 | 2 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 |
| PROFESSIONALS - | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 3 | 0 | 3 | 3 | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 0 |
| Total (%) | | 0.0 | 100.0 | 100.0 | 0.0 | 66.7 | 0.0 | 0.0 | 0.0 | 0.0 | 33.3 | 0.0 |

**COUNTY ATTORNEY FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | EMP | Total | | | | | | | | | | |
|------------------------------|-----------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|------------|
| | | M | F | MIN | W | B | H | A | NA | PI | 2+ | |
| ADMINISTRATIVE SUPPORT - | 8 | 2 | 6 | 7 | 1 | 7 | 0 | 0 | 0 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 1 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 22 | 9 | 13 | 18 | 4 | 18 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 31 | 12 | 19 | 26 | 5 | 26 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 38.7 | 61.3 | 83.9 | 16.1 | 83.9 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

**COUNTY MANAGER FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | Total | | | | | | | | | | |
|------------------------------|-----------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| ADMINISTRATIVE SUPPORT - | 8 | 0 | 8 | 8 | 0 | 8 | 0 | 0 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 11 | 6 | 5 | 9 | 2 | 8 | 0 | 1 | 0 | 0 | 0 |
| PROFESSIONALS - | 63 | 17 | 46 | 55 | 8 | 54 | 1 | 0 | 0 | 0 | 0 |
| TECHNICIANS - | 2 | 2 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 84 | 25 | 59 | 73 | 11 | 71 | 1 | 1 | 0 | 0 | 0 |
| Total (%) | | 29.8 | 70.2 | 86.9 | 13.1 | 84.5 | 1.2 | 1.2 | 0.0 | 0.0 | 0.0 |

**COUNTY MARSHAL FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | Total | | | | | | | | | | |
|------------------------------|-----------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| ADMINISTRATIVE SUPPORT - | 13 | 0 | 13 | 12 | 1 | 12 | 0 | 0 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 2 | 1 | 1 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 2 | 0 | 2 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| PROTECTIVE SERVICE WORKERS - | 52 | 37 | 15 | 39 | 13 | 38 | 1 | 0 | 0 | 0 | 0 |
| Total (#) | 69 | 38 | 31 | 55 | 14 | 54 | 1 | 0 | 0 | 0 | 0 |
| Total (%) | | 55.1 | 44.9 | 79.7 | 20.3 | 78.3 | 1.4 | 0.0 | 0.0 | 0.0 | 0.0 |

**DISTRICT ATTORNEY FULL TIME
Job Group Analysis Summary**

| Job Group | Total | | | | | | | | | | |
|------------------------------|------------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| ADMINISTRATIVE SUPPORT - | 49 | 5 | 44 | 47 | 2 | 45 | 1 | 1 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 10 | 5 | 5 | 6 | 4 | 6 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 156 | 71 | 85 | 109 | 47 | 103 | 3 | 3 | 0 | 0 | 0 |
| TECHNICIANS - | 2 | 0 | 2 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 217 | 81 | 136 | 163 | 54 | 155 | 4 | 4 | 0 | 0 | 0 |
| Total (%) | | 37.3 | 62.7 | 75.1 | 24.9 | 71.4 | 1.8 | 1.8 | 0.0 | 0.0 | 0.0 |

**EMERGENCY SERVICES/ 911 FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | Total | | | | | | | | | | |
|------------------------------|-----------|-------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| ADMINISTRATIVE SUPPORT - | 33 | 13 | 20 | 31 | 2 | 31 | 0 | 0 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 2 | 1 | 1 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 7 | 2 | 5 | 6 | 1 | 6 | 0 | 0 | 0 | 0 | 0 |
| TECHNICIANS - | 2 | 2 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 |
| Total (#) | 44 | 18 | 26 | 40 | 4 | 39 | 0 | 1 | 0 | 0 | 0 |
| Total (%) | | 40.9 | 59.1 | 90.9 | 9.1 | 88.6 | 0.0 | 2.3 | 0.0 | 0.0 | 0.0 |

FACILITIES AND TRANSPORTATION SERVICES FULL TIME
Job Group Analysis Summary

Snapshot Date: 06/12/2014

| Job Group | Total | | | | | | | | | | |
|--------------------------------------|------------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| ADMINISTRATIVE SUPPORT - | 31 | 8 | 23 | 30 | 1 | 30 | 0 | 0 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 6 | 5 | 1 | 6 | 0 | 4 | 1 | 1 | 0 | 0 | 0 |
| PROFESSIONALS - | 68 | 40 | 28 | 56 | 12 | 51 | 1 | 3 | 0 | 1 | 0 |
| PROTECTIVE SERVICE WORKERS UNSWORN - | 4 | 4 | 0 | 4 | 0 | 4 | 0 | 0 | 0 | 0 | 0 |
| SERVICE MAINTENANCE - | 66 | 53 | 13 | 61 | 5 | 58 | 2 | 1 | 0 | 0 | 0 |
| SKILL CRAFT WORKERS - | 85 | 74 | 11 | 71 | 14 | 68 | 1 | 1 | 0 | 1 | 0 |
| TECHNICIANS - | 9 | 6 | 3 | 8 | 1 | 6 | 0 | 2 | 0 | 0 | 0 |
| Total (#) | 269 | 190 | 79 | 236 | 33 | 221 | 5 | 8 | 0 | 2 | 0 |
| Total (%) | | 70.6 | 29.4 | 87.7 | 12.3 | 82.2 | 1.9 | 3.0 | 0.0 | 0.7 | 0.0 |

**FINANCE FULL TIME
Job Group Analysis Summary**

| Job Group | Total | | | | | | | | | | |
|--------------------------------------|------------|-------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| ADMINISTRATIVE SUPPORT - | 27 | 7 | 20 | 26 | 1 | 25 | 1 | 0 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 7 | 4 | 3 | 2 | 5 | 2 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 63 | 15 | 48 | 62 | 1 | 60 | 1 | 1 | 0 | 0 | 0 |
| PROTECTIVE SERVICE WORKERS UNSWORN - | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| SERVICE MAINTENANCE - | 14 | 13 | 1 | 11 | 3 | 11 | 0 | 0 | 0 | 0 | 0 |
| SKILL CRAFT WORKERS - | 2 | 1 | 1 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 114 | 40 | 74 | 104 | 10 | 101 | 2 | 1 | 0 | 0 | 0 |
| Total (%) | | 35.1 | 64.9 | 91.2 | 8.8 | 88.6 | 1.8 | 0.9 | 0.0 | 0.0 | 0.0 |

FIRE FULL TIME

Snapshot Date: 06/12/2014

Job Group Analysis Summary

| Job Group | Total | | | | | | | | | | |
|--------------------------------------|------------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| OFFICIALS & ADMINISTRATORS - | 3 | 3 | 0 | 2 | 1 | 2 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 47 | 37 | 10 | 26 | 21 | 25 | 1 | 0 | 0 | 0 | 0 |
| PROTECTIVE SERVICE WORKERS - | 109 | 100 | 9 | 61 | 48 | 58 | 1 | 2 | 0 | 0 | 0 |
| PROTECTIVE SERVICE WORKERS UNSWORN - | 2 | 0 | 2 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| SKILL CRAFT WORKERS - | 1 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 162 | 141 | 21 | 92 | 70 | 88 | 2 | 2 | 0 | 0 | 0 |
| Total (%) | | 87.0 | 13.0 | 56.8 | 43.2 | 54.3 | 1.2 | 1.2 | 0.0 | 0.0 | 0.0 |

HEALTH AND HUMAN SERVICES FULL TIME
Job Group Analysis Summary

| Job Group | Total | | | | | | | | | | |
|------------------------------|----------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| OFFICIALS & ADMINISTRATORS - | 3 | 1 | 2 | 2 | 1 | 2 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 5 | 2 | 3 | 5 | 0 | 5 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 8 | 3 | 5 | 7 | 1 | 7 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 37.5 | 62.5 | 87.5 | 12.5 | 87.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

HEALTH AND WELLNESS FULL TIME Job Group Analysis Summary

Snapshot Date: 06/12/2014

| Job Group | Total | | | | | | | | | | |
|--------------------------------------|------------|-------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| ADMINISTRATIVE SUPPORT - | 65 | 7 | 58 | 60 | 5 | 58 | 2 | 0 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 4 | 0 | 4 | 4 | 0 | 4 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 163 | 35 | 128 | 149 | 14 | 134 | 6 | 7 | 0 | 2 | 0 |
| PROTECTIVE SERVICE WORKERS UNSWORN - | 1 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| SERVICE MAINTENANCE - | 4 | 3 | 1 | 4 | 0 | 4 | 0 | 0 | 0 | 0 | 0 |
| SKILL CRAFT WORKERS - | 7 | 5 | 2 | 7 | 0 | 6 | 1 | 0 | 0 | 0 | 0 |
| TECHNICIANS - | 96 | 15 | 81 | 94 | 2 | 88 | 4 | 2 | 0 | 0 | 0 |
| Total (#) | 340 | 66 | 274 | 319 | 21 | 295 | 13 | 9 | 0 | 2 | 0 |
| Total (%) | | 19.4 | 80.6 | 93.8 | 6.2 | 86.8 | 3.8 | 2.6 | 0.0 | 0.6 | 0.0 |

HOUSING AND COMMUNITY DEVELOPMENT FULL TIME
Job Group Analysis Summary

Snapshot Date: 06/12/2014

| Job Group | Total | | | | | | | | | | |
|------------------------------|-----------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| OFFICIALS & ADMINISTRATORS - | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 11 | 3 | 8 | 10 | 1 | 10 | 0 | 0 | 0 | 0 | 0 |
| SKILL CRAFT WORKERS - | 2 | 2 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 14 | 6 | 8 | 12 | 2 | 12 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 42.9 | 57.1 | 85.7 | 14.3 | 85.7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

**HUMAN SERVICES FULL TIME
Job Group Analysis Summary**

| Job Group | EMP | Total | | | | | | | | | | |
|--------------------------|------------|-------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|------------|------------|
| | | M | F | MIN | W | B | H | A | NA | PI | 2+ | |
| ADMINISTRATIVE SUPPORT - | 17 | 1 | 16 | 16 | 1 | 15 | 1 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 68 | 17 | 51 | 63 | 5 | 62 | 1 | 0 | 0 | 0 | 0 | 0 |
| SERVICE MAINTENANCE - | 11 | 5 | 6 | 10 | 1 | 9 | 1 | 0 | 0 | 0 | 0 | 0 |
| TECHNICIANS - | 15 | 4 | 11 | 14 | 1 | 13 | 1 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 111 | 27 | 84 | 103 | 8 | 99 | 4 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 24.3 | 75.7 | 92.8 | 7.2 | 89.2 | 3.6 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

INFORMATION TECHNOLOGY FULL TIME
Job Group Analysis Summary

Snapshot Date: 06/12/2014

| Job Group | Total | | | | | | | | | | |
|--------------------------------------|------------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| ADMINISTRATIVE SUPPORT - | 17 | 8 | 9 | 14 | 3 | 14 | 0 | 0 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 2 | 2 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 72 | 52 | 20 | 57 | 15 | 50 | 0 | 7 | 0 | 0 | 0 |
| PROTECTIVE SERVICE WORKERS UNSWORN - | 15 | 13 | 2 | 12 | 3 | 12 | 0 | 0 | 0 | 0 | 0 |
| TECHNICIANS - | 15 | 6 | 9 | 11 | 4 | 11 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 121 | 81 | 40 | 94 | 27 | 87 | 0 | 7 | 0 | 0 | 0 |
| Total (%) | | 66.9 | 33.1 | 77.7 | 22.3 | 71.9 | 0.0 | 5.8 | 0.0 | 0.0 | 0.0 |

**JUVENILE COURT FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | EMP | Total | | | | | | | | | | |
|--------------------------------------|------------|-------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|------------|------------|
| | | M | F | MIN | W | B | H | A | NA | PI | 2+ | |
| ADMINISTRATIVE SUPPORT - | 45 | 11 | 34 | 38 | 7 | 37 | 1 | 0 | 0 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 72 | 33 | 39 | 67 | 5 | 66 | 1 | 0 | 0 | 0 | 0 | 0 |
| PROTECTIVE SERVICE WORKERS - | 1 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROTECTIVE SERVICE WORKERS UNSWORN - | 6 | 3 | 3 | 6 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 |
| TECHNICIANS - | 2 | 1 | 1 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 127 | 49 | 78 | 115 | 12 | 113 | 2 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 38.6 | 61.4 | 90.6 | 9.4 | 89.0 | 1.6 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

**LIBRARY FULL TIME
Job Group Analysis Summary**

| Job Group | Total | | | | | | | | | | |
|--------------------------------------|------------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| ADMINISTRATIVE SUPPORT - | 137 | 32 | 105 | 111 | 26 | 101 | 2 | 7 | 0 | 1 | 0 |
| OFFICIALS & ADMINISTRATORS - | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 118 | 27 | 91 | 80 | 38 | 79 | 0 | 1 | 0 | 0 | 0 |
| PROTECTIVE SERVICE WORKERS UNSWORN - | 1 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| SKILL CRAFT WORKERS - | 3 | 2 | 1 | 3 | 0 | 2 | 1 | 0 | 0 | 0 | 0 |
| Total (#) | 260 | 62 | 198 | 195 | 65 | 183 | 3 | 8 | 0 | 1 | 0 |
| Total (%) | | 23.8 | 76.2 | 75.0 | 25.0 | 70.4 | 1.2 | 3.1 | 0.0 | 0.4 | 0.0 |

**MEDICAL EXAMINER FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | Total | | | | | | | | | | |
|------------------------------|-----------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| ADMINISTRATIVE SUPPORT - | 7 | 0 | 7 | 7 | 0 | 7 | 0 | 0 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 17 | 8 | 9 | 6 | 11 | 6 | 0 | 0 | 0 | 0 | 0 |
| SERVICE MAINTENANCE - | 2 | 1 | 1 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| TECHNICIANS - | 8 | 2 | 6 | 7 | 1 | 7 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 35 | 12 | 23 | 22 | 13 | 22 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 34.3 | 65.7 | 62.9 | 37.1 | 62.9 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

PERSONNEL FULL TIME
Job Group Analysis Summary

| Job Group | Total | | | | | | | | | | |
|------------------------------|-----------|------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| ADMINISTRATIVE SUPPORT - | 4 | 0 | 4 | 4 | 0 | 4 | 0 | 0 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 27 | 3 | 24 | 26 | 1 | 25 | 1 | 0 | 0 | 0 | 0 |
| Total (#) | 32 | 3 | 29 | 31 | 1 | 30 | 1 | 0 | 0 | 0 | 0 |
| Total (%) | | 9.4 | 90.6 | 96.9 | 3.1 | 93.8 | 3.1 | 0.0 | 0.0 | 0.0 | 0.0 |

PLANNING AND COMMUNITY SERVICE FULL TIME
Job Group Analysis Summary

Snapshot Date: 06/12/2014

| Job Group | EMP | Total | | | | | | | | | | |
|--------------------------------------|-----------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|------------|
| | | M | F | MIN | W | B | H | A | NA | PI | 2+ | |
| ADMINISTRATIVE SUPPORT - | 6 | 0 | 6 | 5 | 1 | 4 | 0 | 1 | 0 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 3 | 2 | 1 | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 20 | 13 | 7 | 13 | 7 | 13 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROTECTIVE SERVICE WORKERS UNSWORN - | 5 | 3 | 2 | 5 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| SERVICE MAINTENANCE - | 12 | 12 | 0 | 5 | 7 | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| SKILL CRAFT WORKERS - | 4 | 4 | 0 | 3 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| TECHNICIANS - | 6 | 3 | 3 | 4 | 2 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 56 | 37 | 19 | 36 | 20 | 35 | 0 | 1 | 0 | 0 | 0 | 0 |
| Total (%) | | 66.1 | 33.9 | 64.3 | 35.7 | 62.5 | 0.0 | 1.8 | 0.0 | 0.0 | 0.0 | 0.0 |

**POLICE FULL TIME
Job Group Analysis Summary**

| Job Group | EMP | Total | | | | | | | | | | | |
|--------------------------------------|------------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|------------|------------|
| | | M | F | MIN | W | B | H | A | NA | PI | 2+ | | |
| ADMINISTRATIVE SUPPORT - | 17 | 0 | 17 | 15 | 2 | 15 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 2 | 1 | 1 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 42 | 26 | 16 | 29 | 13 | 28 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROTECTIVE SERVICE WORKERS - | 96 | 67 | 29 | 63 | 33 | 62 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROTECTIVE SERVICE WORKERS UNSWORN - | 12 | 5 | 7 | 11 | 1 | 11 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SKILL CRAFT WORKERS - | 10 | 8 | 2 | 10 | 0 | 10 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TECHNICIANS - | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 180 | 107 | 73 | 129 | 51 | 127 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 59.4 | 40.6 | 71.7 | 28.3 | 70.6 | 1.1 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

**PROBATE COURT FULL TIME
Job Group Analysis Summary**

| Job Group | EMP | Total | | | | | | | | | | |
|--------------------------|-----------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|------------|
| | | M | F | MIN | W | B | H | A | NA | PI | 2+ | |
| ADMINISTRATIVE SUPPORT - | 25 | 5 | 20 | 21 | 4 | 20 | 1 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 4 | 1 | 3 | 2 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 29 | 6 | 23 | 23 | 6 | 22 | 1 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 20.7 | 79.3 | 79.3 | 20.7 | 75.9 | 3.4 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

**PUBLIC DEFENDER FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | Total | | | | | | | | | | |
|--------------------------|------------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| ADMINISTRATIVE SUPPORT - | 20 | 1 | 19 | 20 | 0 | 20 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 103 | 42 | 61 | 68 | 35 | 62 | 2 | 3 | 0 | 1 | 0 |
| Total (#) | 123 | 43 | 80 | 88 | 35 | 82 | 2 | 3 | 0 | 1 | 0 |
| Total (%) | | 35.0 | 65.0 | 71.5 | 28.5 | 66.7 | 1.6 | 2.4 | 0.0 | 0.8 | 0.0 |

**PURCHASING FULL TIME
Job Group Analysis Summary**

| Job Group | EMP | Total | | | | | | | | | | |
|------------------------------|-----------|-------------|-------------|--------------|------------|--------------|------------|------------|------------|------------|------------|------------|
| | | M | F | MIN | W | B | H | A | NA | PI | 2+ | |
| ADMINISTRATIVE SUPPORT - | 5 | 0 | 5 | 5 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 2 | 0 | 2 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 26 | 14 | 12 | 26 | 0 | 26 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 33 | 14 | 19 | 33 | 0 | 33 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 42.4 | 57.6 | 100.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

REGISTRATIONS AND ELECTIONS FULL TIME
Job Group Analysis Summary

| Job Group | Total | | | | | | | | | | |
|------------------------------|-----------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| ADMINISTRATIVE SUPPORT - | 10 | 3 | 7 | 9 | 1 | 9 | 0 | 0 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 9 | 3 | 6 | 9 | 0 | 9 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 20 | 7 | 13 | 18 | 2 | 18 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 35.0 | 65.0 | 90.0 | 10.0 | 90.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

**SHERIFF FULL TIME
Job Group Analysis Summary**

| Job Group | Total | | | | | | | | | | |
|--------------------------------------|------------|-------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| ADMINISTRATIVE SUPPORT - | 106 | 13 | 93 | 103 | 3 | 102 | 0 | 1 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 7 | 6 | 1 | 6 | 1 | 6 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 51 | 20 | 31 | 48 | 3 | 47 | 0 | 1 | 0 | 0 | 0 |
| PROTECTIVE SERVICE WORKERS - | 389 | 238 | 151 | 369 | 20 | 362 | 5 | 1 | 0 | 1 | 0 |
| PROTECTIVE SERVICE WORKERS UNSWORN - | 302 | 125 | 177 | 300 | 2 | 297 | 1 | 2 | 0 | 0 | 0 |
| TECHNICIANS - | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 856 | 402 | 454 | 827 | 29 | 815 | 6 | 5 | 0 | 1 | 0 |
| Total (%) | | 47.0 | 53.0 | 96.6 | 3.4 | 95.2 | 0.7 | 0.6 | 0.0 | 0.1 | 0.0 |

**SOLICITOR FULL TIME
Job Group Analysis Summary**

| Job Group | EMP | Total | | | | | | | | | | | |
|------------------------------|-----------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|------------|------------|
| | | M | F | MIN | W | B | H | A | NA | PI | 2+ | | |
| ADMINISTRATIVE SUPPORT - | 38 | 2 | 36 | 38 | 0 | 38 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 49 | 21 | 28 | 27 | 22 | 24 | 1 | 2 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 88 | 23 | 65 | 66 | 22 | 63 | 1 | 2 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 26.1 | 73.9 | 75.0 | 25.0 | 71.6 | 1.1 | 2.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

**STATE COURT GENERAL FULL TIME
Job Group Analysis Summary**

| Job Group | EMP | Total | | | | | | | | | | |
|------------------------------|------------|-------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|------------|------------|
| | | M | F | MIN | W | B | H | A | NA | PI | 2+ | |
| ADMINISTRATIVE SUPPORT - | 62 | 7 | 55 | 58 | 4 | 58 | 0 | 0 | 0 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 3 | 1 | 2 | 3 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 38 | 7 | 31 | 34 | 4 | 33 | 1 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 103 | 15 | 88 | 95 | 8 | 94 | 1 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 14.6 | 85.4 | 92.2 | 7.8 | 91.3 | 1.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

**SUPERIOR COURT CLERK FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | Total | | | | | | | | | | |
|------------------------------|------------|-------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| ADMINISTRATIVE SUPPORT - | 135 | 32 | 103 | 133 | 2 | 128 | 3 | 2 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 2 | 1 | 1 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 56 | 15 | 41 | 54 | 2 | 54 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 193 | 48 | 145 | 189 | 4 | 184 | 3 | 2 | 0 | 0 | 0 |
| Total (%) | | 24.9 | 75.1 | 97.9 | 2.1 | 95.3 | 1.6 | 1.0 | 0.0 | 0.0 | 0.0 |

**SUPERIOR COURT GENERAL FULL TIME
Job Group Analysis Summary**

| Job Group | Total | | | | | | | | | | |
|------------------------------|------------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| ADMINISTRATIVE SUPPORT - | 67 | 9 | 58 | 52 | 15 | 49 | 2 | 1 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 148 | 46 | 102 | 131 | 17 | 128 | 2 | 1 | 0 | 0 | 0 |
| TECHNICIANS - | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 217 | 55 | 162 | 185 | 32 | 179 | 4 | 2 | 0 | 0 | 0 |
| Total (%) | | 25.3 | 74.7 | 85.3 | 14.7 | 82.5 | 1.8 | 0.9 | 0.0 | 0.0 | 0.0 |

TAX ASSESSOR FULL TIME
Job Group Analysis Summary

Snapshot Date: 06/12/2014

| Job Group | Total | | | | | | | | | | |
|--------------------------------------|------------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| ADMINISTRATIVE SUPPORT - | 55 | 12 | 43 | 54 | 1 | 52 | 1 | 1 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 3 | 3 | 0 | 2 | 1 | 2 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 76 | 45 | 31 | 65 | 11 | 62 | 2 | 1 | 0 | 0 | 0 |
| PROTECTIVE SERVICE WORKERS UNSWORN - | 2 | 1 | 1 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| TECHNICIANS - | 4 | 2 | 2 | 2 | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 140 | 63 | 77 | 125 | 15 | 120 | 3 | 2 | 0 | 0 | 0 |
| Total (%) | | 45.0 | 55.0 | 89.3 | 10.7 | 85.7 | 2.1 | 1.4 | 0.0 | 0.0 | 0.0 |

**TAX COMMISSIONER FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | EMP | Total | | | | | | | | | |
|------------------------------|------------|-------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|------------|
| | | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| ADMINISTRATIVE SUPPORT - | 139 | 20 | 119 | 139 | 0 | 136 | 2 | 1 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 5 | 4 | 1 | 4 | 1 | 4 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 40 | 8 | 32 | 38 | 2 | 38 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 184 | 32 | 152 | 181 | 3 | 178 | 2 | 1 | 0 | 0 | 0 |
| Total (%) | | 17.4 | 82.6 | 98.4 | 1.6 | 96.7 | 1.1 | 0.5 | 0.0 | 0.0 | 0.0 |

**WATER RESOURCES FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | Total | | | | | | | | | | |
|--------------------------------------|------------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| ADMINISTRATIVE SUPPORT - | 17 | 8 | 9 | 15 | 2 | 14 | 0 | 1 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 3 | 2 | 1 | 1 | 2 | 0 | 0 | 1 | 0 | 0 | 0 |
| PROFESSIONALS - | 75 | 47 | 28 | 51 | 24 | 45 | 0 | 6 | 0 | 0 | 0 |
| PROTECTIVE SERVICE WORKERS UNSWORN - | 4 | 4 | 0 | 1 | 3 | 1 | 0 | 0 | 0 | 0 | 0 |
| SERVICE MAINTENANCE - | 53 | 53 | 0 | 38 | 15 | 36 | 1 | 1 | 0 | 0 | 0 |
| SKILL CRAFT WORKERS - | 32 | 29 | 3 | 17 | 15 | 17 | 0 | 0 | 0 | 0 | 0 |
| TECHNICIANS - | 13 | 6 | 7 | 6 | 7 | 6 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 197 | 149 | 48 | 129 | 68 | 119 | 1 | 9 | 0 | 0 | 0 |
| Total (%) | | 75.6 | 24.4 | 65.5 | 34.5 | 60.4 | 0.5 | 4.6 | 0.0 | 0.0 | 0.0 |

APPENDIX B

**DEPARTMENTAL EEO4 JOB SUMMARIES FOR
OTHER THAN FULL-TIME (OTF) EMPLOYEES**

**ARTS AND CULTURE OTHER THAN FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | Total | | | | | | | | | | |
|--------------------------|-----------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| ADMINISTRATIVE SUPPORT - | 6 | 1 | 5 | 6 | 0 | 5 | 1 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 6 | 2 | 4 | 3 | 3 | 3 | 0 | 0 | 0 | 0 | 0 |
| TECHNICIANS - | 1 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 13 | 4 | 9 | 10 | 3 | 9 | 1 | 0 | 0 | 0 | 0 |
| Total (%) | | 30.8 | 69.2 | 76.9 | 23.1 | 69.2 | 7.7 | 0.0 | 0.0 | 0.0 | 0.0 |

**BEHAVIORAL HEALTH OTHER THAN FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | EMP | Total | | | | | | | | | | |
|--------------------------|-----------|-------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|------------|------------|
| | | M | F | MIN | W | B | H | A | NA | PI | 2+ | |
| ADMINISTRATIVE SUPPORT - | 4 | 3 | 1 | 4 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 6 | 2 | 4 | 5 | 1 | 4 | 0 | 1 | 0 | 0 | 0 | 0 |
| SERVICE MAINTENANCE - | 3 | 1 | 2 | 3 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 13 | 6 | 7 | 12 | 1 | 11 | 0 | 1 | 0 | 0 | 0 | 0 |
| Total (%) | | 46.2 | 53.8 | 92.3 | 7.7 | 84.6 | 0.0 | 7.7 | 0.0 | 0.0 | 0.0 | 0.0 |

COMMISSIONERS' OFFICE OTHER THAN FULL TIME
Job Group Analysis Summary

Snapshot Date: 06/12/2014

| Job Group | Total | | | | | | | | | | |
|------------------------------|----------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| ADMINISTRATIVE SUPPORT - | 2 | 0 | 2 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 2 | 1 | 1 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 3 | 2 | 1 | 2 | 1 | 2 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 7 | 3 | 4 | 5 | 2 | 5 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 42.9 | 57.1 | 71.4 | 28.6 | 71.4 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

**COUNTY MANAGER OTHER THAN FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | EMP | Total | | | | | | | | | | |
|--------------------------|----------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|------------|
| | | M | F | MIN | W | B | H | A | NA | PI | 2+ | |
| ADMINISTRATIVE SUPPORT - | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 2 | 1 | 1 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| TECHNICIANS - | 1 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 4 | 2 | 2 | 3 | 1 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 50.0 | 50.0 | 75.0 | 25.0 | 75.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

**DISTRICT ATTORNEY OTHER THAN FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | Total | | | | | | | | | | |
|--------------------------------------|-----------|-------------|-------------|-------------|-------------|-------------|------------|-------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| ADMINISTRATIVE SUPPORT - | 2 | 0 | 2 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 1 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| PROTECTIVE SERVICE WORKERS UNSWORN - | 8 | 5 | 3 | 6 | 2 | 3 | 0 | 3 | 0 | 0 | 0 |
| Total (#) | 11 | 6 | 5 | 9 | 2 | 6 | 0 | 3 | 0 | 0 | 0 |
| Total (%) | | 54.5 | 45.5 | 81.8 | 18.2 | 54.5 | 0.0 | 27.3 | 0.0 | 0.0 | 0.0 |

FACILITIES AND TRANSPORTATION SERVICES OTHER THAN FULL TIME
Job Group Analysis Summary

Snapshot Date: 06/12/2014

| Job Group | EMP | Total | | | | | | | | | | |
|--------------------------|-----------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|------------|
| | | M | F | MIN | W | B | H | A | NA | PI | 2+ | |
| ADMINISTRATIVE SUPPORT - | 2 | 1 | 1 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 2 | 2 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| SERVICE MAINTENANCE - | 3 | 3 | 0 | 3 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| SKILL CRAFT WORKERS - | 3 | 2 | 1 | 2 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 10 | 8 | 2 | 9 | 1 | 9 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 80.0 | 20.0 | 90.0 | 10.0 | 90.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

**HEALTH AND HUMAN SERVICES OTHER THAN FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | EMP | Total | | | | | | | | | | |
|-----------------------|-----------|-------------|-------------|--------------|------------|--------------|------------|------------|------------|------------|------------|------------|
| | | M | F | MIN | W | B | H | A | NA | PI | 2+ | |
| PROFESSIONALS - | 2 | 0 | 2 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| SERVICE MAINTENANCE - | 4 | 3 | 1 | 4 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| TECHNICIANS - | 5 | 0 | 5 | 5 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 11 | 3 | 8 | 11 | 0 | 11 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 27.3 | 72.7 | 100.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

**HEALTH AND WELLNESS OTHER THAN FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | EMP | Total | | | | | | | | | |
|--------------------------------------|-----------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|
| | | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| ADMINISTRATIVE SUPPORT - | 17 | 15 | 2 | 9 | 8 | 8 | 1 | 0 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 5 | 2 | 3 | 4 | 1 | 3 | 0 | 1 | 0 | 0 | 0 |
| PROFESSIONALS - | 17 | 8 | 9 | 15 | 2 | 11 | 1 | 3 | 0 | 0 | 0 |
| PROTECTIVE SERVICE WORKERS - | 1 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| PROTECTIVE SERVICE WORKERS UNSWORN - | 10 | 1 | 9 | 10 | 0 | 9 | 1 | 0 | 0 | 0 | 0 |
| SERVICE MAINTENANCE - | 11 | 7 | 4 | 11 | 0 | 11 | 0 | 0 | 0 | 0 | 0 |
| TECHNICIANS - | 20 | 0 | 20 | 18 | 2 | 15 | 3 | 0 | 0 | 0 | 0 |
| Total (#) | 81 | 34 | 47 | 68 | 13 | 58 | 6 | 4 | 0 | 0 | 0 |
| Total (%) | | 42.0 | 58.0 | 84.0 | 16.0 | 71.6 | 7.4 | 4.9 | 0.0 | 0.0 | 0.0 |

HOUSING AND COMMUNITY DEVELOPMENT OTHER THAN FULL TIME
Job Group Analysis Summary

Snapshot Date: 06/12/2014

| Job Group | EMP | Total | | | | | | | | | | |
|--------------------------|-----|-------|-------|-------|-----|-------|-----|-----|-----|-----|-----|-----|
| | | M | F | MIN | W | B | H | A | NA | PI | 2+ | |
| ADMINISTRATIVE SUPPORT - | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 0.0 | 100.0 | 100.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

**HUMAN SERVICES OTHER THAN FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | Total | | | | | | | | | | |
|--------------------------------------|------------|-------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| ADMINISTRATIVE SUPPORT - | 50 | 17 | 33 | 48 | 2 | 48 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 36 | 16 | 20 | 34 | 2 | 32 | 1 | 1 | 0 | 0 | 0 |
| PROTECTIVE SERVICE WORKERS UNSWORN - | 40 | 18 | 22 | 34 | 6 | 33 | 0 | 0 | 0 | 1 | 0 |
| SERVICE MAINTENANCE - | 22 | 9 | 13 | 21 | 1 | 21 | 0 | 0 | 0 | 0 | 0 |
| SKILL CRAFT WORKERS - | 4 | 1 | 3 | 2 | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| TECHNICIANS - | 6 | 6 | 0 | 6 | 0 | 6 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 158 | 67 | 91 | 145 | 13 | 142 | 1 | 1 | 0 | 1 | 0 |
| Total (%) | | 42.4 | 57.6 | 91.8 | 8.2 | 89.9 | 0.6 | 0.6 | 0.0 | 0.6 | 0.0 |

**INFORMATION TECHNOLOGY OTHER THAN FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | EMP | Total | | | | | | | | | |
|-----------------|-----|-------|------|-------|-----|-------|-----|-----|-----|-----|-----|
| | | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| PROFESSIONALS - | 2 | 1 | 1 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 2 | 1 | 1 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 50.0 | 50.0 | 100.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

**JUVENILE COURT OTHER THAN FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | EMP | Total | | | | | | | | | | | |
|-----------------|-----|-------|-----|-------|-----|-------|-----|-----|-----|-----|-----|-----|-----|
| | | M | F | MIN | W | B | H | A | NA | PI | 2+ | | |
| PROFESSIONALS - | 1 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 1 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 100.0 | 0.0 | 100.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

**LIBRARY OTHER THAN FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | Total | | | | | | | | | | |
|-----------------|-------|------|------|------|------|------|-----|-----|-----|-----|-----|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| PROFESSIONALS - | 6 | 2 | 4 | 5 | 1 | 5 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 6 | 2 | 4 | 5 | 1 | 5 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 33.3 | 66.7 | 83.3 | 16.7 | 83.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

**MEDICAL EXAMINER OTHER THAN FULL TIME
Job Group Analysis Summary**

| Job Group | EMP | Total | | | | | | | | | | |
|------------------|----------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|------------|
| | | M | F | MIN | W | B | H | A | NA | PI | 2+ | |
| PROFESSIONALS - | 2 | 1 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TECHNICIANS - | 1 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 3 | 2 | 1 | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 66.7 | 33.3 | 33.3 | 66.7 | 33.3 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

PLANNING AND COMMUNITY SERVICE OTHER THAN FULL TIME
Job Group Analysis Summary

Snapshot Date: 06/12/2014

| Job Group | Total | | | | | | | | | | |
|--------------------------------------|-----------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| ADMINISTRATIVE SUPPORT - | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| OFFICIALS & ADMINISTRATORS - | 1 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 2 | 2 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| PROTECTIVE SERVICE WORKERS UNSWORN - | 16 | 6 | 10 | 16 | 0 | 16 | 0 | 0 | 0 | 0 | 0 |
| SERVICE MAINTENANCE - | 7 | 6 | 1 | 2 | 5 | 2 | 0 | 0 | 0 | 0 | 0 |
| SKILL CRAFT WORKERS - | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| TECHNICIANS - | 2 | 0 | 2 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 30 | 16 | 14 | 23 | 7 | 23 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 53.3 | 46.7 | 76.7 | 23.3 | 76.7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

**POLICE OTHER THAN FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | Total | | | | | | | | | | |
|------------------------------|-----------|-------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| PROFESSIONALS - | 1 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| PROTECTIVE SERVICE WORKERS - | 10 | 2 | 8 | 9 | 1 | 9 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 11 | 3 | 8 | 10 | 1 | 10 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 27.3 | 72.7 | 90.9 | 9.1 | 90.9 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

**REGISTRATIONS AND ELECTIONS OTHER THAN FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | Total | | | | | | | | | | |
|--------------------------------------|------------|-------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| ADMINISTRATIVE SUPPORT - | 154 | 49 | 105 | 151 | 3 | 151 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 3 | 0 | 3 | 3 | 0 | 3 | 0 | 0 | 0 | 0 | 0 |
| PROTECTIVE SERVICE WORKERS UNSWORN - | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| TECHNICIANS - | 13 | 10 | 3 | 11 | 2 | 11 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 171 | 60 | 111 | 165 | 6 | 165 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 35.1 | 64.9 | 96.5 | 3.5 | 96.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

**SHERIFF OTHER THAN FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | EMP | Total | | | | | | | | | | | | |
|--------------------------------------|-----------|-------------|-------------|-------------|------------|-------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | | M | F | MIN | W | B | H | A | NA | PI | 2+ | | | |
| ADMINISTRATIVE SUPPORT - | 9 | 2 | 7 | 9 | 0 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 4 | 2 | 2 | 4 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROTECTIVE SERVICE WORKERS - | 66 | 33 | 33 | 62 | 4 | 62 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROTECTIVE SERVICE WORKERS UNSWORN - | 1 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TECHNICIANS - | 1 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 81 | 39 | 42 | 77 | 4 | 77 | 0 |
| Total (%) | | 48.1 | 51.9 | 95.1 | 4.9 | 95.1 | 0.0 |

**SOLICITOR OTHER THAN FULL TIME
Job Group Analysis Summary**

| Job Group | EMP | Total | | | | | | | | | | |
|--------------------------|-----|-------|-------|------|------|------|-----|-----|-----|-----|-----|-----|
| | | M | F | MIN | W | B | H | A | NA | PI | 2+ | |
| ADMINISTRATIVE SUPPORT - | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 2 | 0 | 2 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 3 | 0 | 3 | 2 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 0.0 | 100.0 | 66.7 | 33.3 | 66.7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

**STATE COURT GENERAL OTHER THAN FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | EMP | Total | | | | | | | | | |
|--------------------------|-----------|-------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|
| | | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| ADMINISTRATIVE SUPPORT - | 8 | 1 | 7 | 7 | 1 | 7 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 2 | 0 | 2 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 10 | 1 | 9 | 9 | 1 | 9 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 10.0 | 90.0 | 90.0 | 10.0 | 90.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

SUPERIOR COURT CLERK OTHER THAN FULL TIME
Job Group Analysis Summary

Snapshot Date: 06/12/2014

| Job Group | Total | | | | | | | | | | |
|-----------------|-------|-------|-----|-----|-------|-----|-----|-----|-----|-----|-----|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| PROFESSIONALS - | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 100.0 | 0.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

**SUPERIOR COURT GENERAL OTHER THAN FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | Total | | | | | | | | | | |
|--------------------------|----------|------------|--------------|--------------|------------|-------------|------------|-------------|------------|------------|------------|
| | EMP | M | F | MIN | W | B | H | A | NA | PI | 2+ |
| ADMINISTRATIVE SUPPORT - | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| PROFESSIONALS - | 4 | 0 | 4 | 4 | 0 | 4 | 0 | 0 | 0 | 0 | 0 |
| SERVICE MAINTENANCE - | 2 | 0 | 2 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 7 | 0 | 7 | 7 | 0 | 6 | 0 | 1 | 0 | 0 | 0 |
| Total (%) | | 0.0 | 100.0 | 100.0 | 0.0 | 85.7 | 0.0 | 14.3 | 0.0 | 0.0 | 0.0 |

TAX ASSESSOR OTHER THAN FULL TIME
Job Group Analysis Summary

| Job Group | EMP | Total | | | | | | | | | | |
|--------------------------|-----|-------|-------|-------|-----|-------|-----|-----|-----|-----|-----|-----|
| | | M | F | MIN | W | B | H | A | NA | PI | 2+ | |
| ADMINISTRATIVE SUPPORT - | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 0.0 | 100.0 | 100.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

**TAX COMMISSIONER OTHER THAN FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | EMP | Total | | | | | | | | | | |
|--------------------------------------|----------|------------|--------------|-------------|-------------|-------------|-------------|------------|------------|------------|------------|------------|
| | | M | F | MIN | W | B | H | A | NA | PI | 2+ | |
| PROFESSIONALS - | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROTECTIVE SERVICE WORKERS UNSWORN - | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 2 | 0 | 2 | 1 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 0.0 | 100.0 | 50.0 | 50.0 | 50.0 | 50.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |

**WATER RESOURCES OTHER THAN FULL TIME
Job Group Analysis Summary**

Snapshot Date: 06/12/2014

| Job Group | EMP | Total | | | | | | | | | | |
|--------------------------|----------|-------------|-------------|--------------|------------|--------------|------------|------------|------------|------------|------------|------------|
| | | M | F | MIN | W | B | H | A | NA | PI | 2+ | |
| ADMINISTRATIVE SUPPORT - | 1 | 0 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| PROFESSIONALS - | 2 | 1 | 1 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (#) | 3 | 1 | 2 | 3 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total (%) | | 33.3 | 66.7 | 100.0 | 0.0 | 100.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |