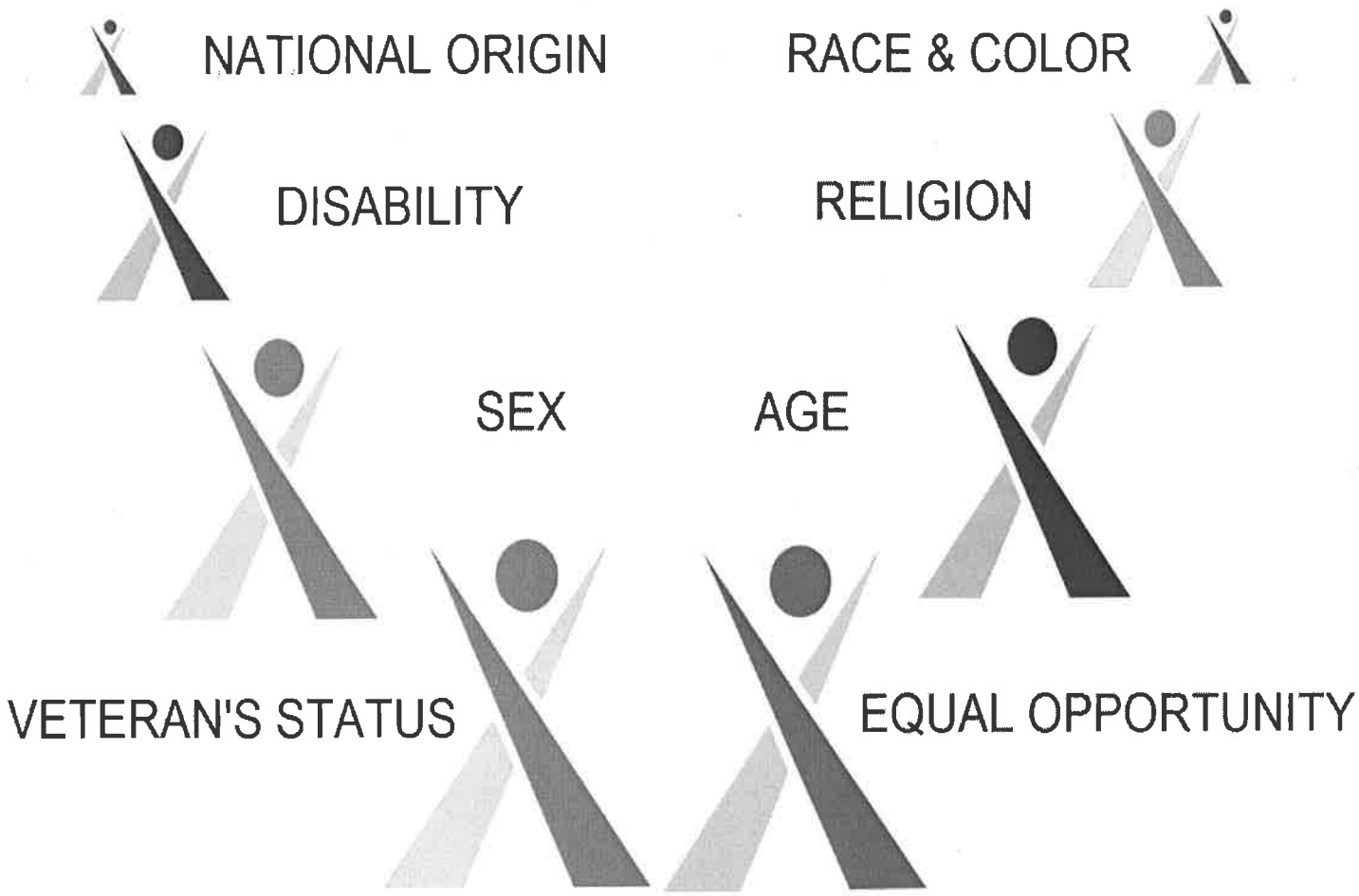


# TENNESSEE DEPARTMENT OF CORRECTION

# AFFIRMATIVE ACTION PLAN

## FY 2014-2015

## Equal Opportunity is Everybody's Business

STATE OF TENNESSEE
**DEPARTMENT OF HUMAN RESOURCES**
FIRST FLOOR, JAMES K. POLK BUILDING
505 DEADERICK STREET
NASHVILLE, TENNESSEE 37243-0635
(615) 741-2958

**Bill Haslam**
GOVERNOR

**Rebecca R. Hunter**
COMMISSIONER

December 12, 2014

**VIA MESSENGER MAIL**

Derrick D. Schofield, Commissioner
TN Department of Correction
6th Floor, Rachel Jackson Bldg.
Nashville, TN 37243

RE: Affirmative Action Planning 2015

Dear Commissioner Schofield:

Please be advised that the Department of Correction (329.00) has completed an Affirmative Action Plan for the 2014-15 fiscal year. After review, it appears that the submitted plan meets the criteria established by this agency and has been accepted. The affirmative action personnel designated within your agency has access to a copy of your agency's plan on the Tennessee Affirmative Action Planning System web site at http://dohr.aap.tn.gov/AAP/Login.aspx.

Thank you for your continued assistance in equal employment matters. If you have any questions or concerns, please do not hesitate to contact me.

Respectfully,

Lesley Farmer

Lesley T. Farmer
Director of Equal Employment Opportunity
& Assistant General Counsel

Cc: Carrie Brock

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# DEPARTMENT OF CORRECTION

# AFFIRMATIVE ACTION PLAN

## I. INTRODUCTION

The Affirmative Action Program is designed to increase the percentage of minorities, females and persons with disabilities employed by the Department of Correction. Minorities are defined as Black, Hispanic, Asian or Pacific Islanders, American Indian or Alaskan Native. The Affirmative Action Program is a positive management tool designed to improve hiring and upward mobility opportunities for minorities, females, and persons with disabilities employed by the Department of Correction, as well as developing horizontal hiring patterns necessary to obtain our equal employment opportunity objectives.

## II. POLICY STATEMENT

The Department of Correction reaffirms its policy to provide equal employment opportunities to all applicants for state employment and to provide training, compensation, promotion, and all other aspect of employment to current employees without regard to race and color, religion/creed, national origin, sex, age, veteran's status, disability (except when any of these factors is an existing bona fide occupational qualification), and pregnancy.

Therefore, this department established a program of affirmative action in order to ensure that all personnel policies relevant to the recruitment and hiring of employees will guarantee equal opportunities for all minorities, females, and persons with disabilities, as well as receiving equal consideration after appointment in terms of salary, promotion, and other general conditions of employment. All Correction Institutions will adhere to the Rules of the Tennessee Department of Human Resources, which consider all applicants on the basis of eligibility according to merit standards. To be totally effective and to become a reality in our department, Equal Opportunity and Affirmative Action MUST be viewed as important by management to the first-line employee. All Departmental employees will be strictly accountable for adhering to this policy and will take affirmative action to ensure equality of opportunity in the internal affairs of this department.

Each organizational element will set realistic goals taking into consideration geographical area, labor force, and legal restrictions for hiring and promoting all minorities and females. Goal accomplishment shall have priority when hiring new employees or promoting from within the department when applicants are equally qualified for the position under consideration.

This Affirmative Action policy will remain in effect until such goals are achieved, and I expect the full cooperation of all managers, supervisor, and other employees to carry out this policy.

## III. ASSIGNMENT OF RESPONSIBILITY

The Department of Correction's Director of Human Resources is designated as the Affirmative Action Coordinator (AAC) and has the overall responsibility for matters pertaining to affirmative action. Carrie Brock is designated as Affirmative Action Officer (AAO), TDOC.

A. Affirmative Action Officer will:

1. Review and implement employment practices as designated by the Equal Employment Opportunity Commission and Executive Order Number 3 in all divisions of the Department of Correction.

2. Investigate complaints and claims of discriminatory practices arising in the Department of Correction.

3. Make a periodic review of the program and implement recommendations of expansion and improvement where applicable.

4. Review all proposed contracts in which Department of Correction funds are expended to ensure that non-discriminatory employment practices are being performed.

5. Design, implement, and monitor programs which will increase minority participation in the distribution of Capital Outlay Projects.

6. Develop and implement audit and reporting systems designed to:

   a. Continually measure the effectiveness of the program and its parts.

   b. Point out deficiencies and needs for remedial action.

   c. Determine degree to which goals and objectives have been achieved.

7. Conduct periodic audits of hiring and promotion patterns and techniques to ensure that provisions of the program are being met.

B. Assistant Commissioners will:

1. Monitor the progress of their respective division in reaching the affirmative action objectives.

2. Provide leadership and support of the Affirmative Action Program by their commitment to Executive Order Number 3.

3. Exercise the necessary authority to implement changes to resolve

complaints within their divisions.

C. Wardens, Directors, and Tennessee Correction Academy (TCA) Superintendent will:

1. Designate managerial level employee to coordinate and supervise the Affirmative Action Program, and any other Affirmative Action Officers as deemed necessary to administer the policy.

2. Become familiar with the affirmative action objectives and promotional opportunities in their organization and devise plans for implementing the departmental objectives.

3. Provide leadership in support of the Affirmative Action Program by demonstrating positive action to accomplish departmental objectives.

4. Ensure that each employee in the organization understands his/her responsibility in the implementation of the Department of Correction's Affirmative Action Program.

5. Submit a written response to the Affirmative Action Coordinator stating his/her position when notified that a charge is filed against that organization.

6. Ensure that Affirmative Action Officer at local level is allowed sufficient time in his/her work schedule to fulfill the responsibilities required by the department.

7. Establish a special recruitment and orientation program for minorities and females; disseminate communication regarding available job openings to minority neighborhoods and female organizations.

8. Schedule all Affirmative Action Officers for training in Respectful Workplace: A Guide to Understanding Workplace Discrimination and Harassment.

9. Review the annual Affirmative Action Plan to ensure that realistic goals have been established for minorities and females prior to submitting it to Central Office for consolidation and publication.

10. Assign recruitment coordinators to work directly with organizations and individuals to aid them in understanding the application process and requirements. The recruitment coordinator must direct efforts toward seeking applicants in areas where minorities and females have been underutilized.

11. Give priority to goal accomplishment when hiring new employees or promoting from within the department when applicants are equally qualified for the position under consideration.

12. Ensure that each employee reviews the Affirmative Action Plan (AAP) annually and that new employees review the AAP during orientation.

D. The Director of Human Resources for the Department of Correction will:

1. Analyze all procedures of the recruitment and hiring process to ensure that artificial barriers for hiring and promoting minorities and females are eliminated.

2. Assist in providing career counseling to identify employee potential and to establish short range and long range objectives for advancement.

E. The Superintendent of Tennessee Correction Academy (TCA) will:

1. Provide training opportunities on a non-discriminatory basis to develop skills needed to improve current performance and for upward mobility.

2. Establish a written policy, which ensures objectivity as the basis for selecting employees for training.

F. The Local Affirmative Action Officer will:

1. Serve as resource person to provide information concerning the Department of Correction's Affirmative Action Program.

2. Provide a forum for other employees to ask questions concerning the Affirmative Action Program and to suggest improvements from their perspectives.

3. Assist in the review of the Affirmative Action Plan for evaluation and monitoring purposes.

4. Keep abreast of changes in fair employment practices, rules, laws, procedures and/or policies.

5. Serve as liaison between all employees and the Affirmative Action Coordinator/Officer, TDOC.

6. Prepare the annual Affirmative Action Plan for respective institution or region.

7. Serve as a voting member on Hiring and Promotion Review Boards and ensure that consideration is given to meeting established goals.

G. All employees will:

1. Be sensitive to the importance of their actions and behavior in the implementation of this Affirmative Action Program.

2. Assume the responsibility of reviewing the AAP during orientation and annually thereafter.

## IV. INTERNAL COMMUNICATION OF PLAN

The Department of Correction's commitment to equal employment opportunity will be communicated internally as follows:

1. A copy of Executive Order Number 3 will be circulated by the Affirmative Action Officer to all divisions of the Department of Correction.

2. Directors, Wardens and Superintendent of Tennessee Correction Academy will display the Executive Order Number 3 conspicuously on the employee bulletin boards.

3. The Affirmative Action Officer, TDOC, will meet with all Wardens, Directors and Superintendent of the TCA to assure understanding of the intent of the Commissioner's policy statement and to discuss the necessity of affirmative action to fulfill that intent.

4. Affirmative Action Officer will publish status reports concerning affirmative action activities and progress.

5. The Department of Correction will feature employees in publications, which represent the composition of the department's workforce.

6. The Affirmative Action Officer will provide special counseling sessions with employees to discuss the policy and explain the individual responsibilities.

7. The Affirmative Action Officer will discuss the affirmative action policy with all new employees during orientation.

8. A copy of the Affirmative Action Policy statement for the Department and the Institution will be available to all employees and posted on employee bulletin boards.

## V. RECRUITMENT

A. Affirmative Action Officer will analyze and review all recruitment procedures to identify and eliminate all discriminatory practices.

B. Data will be collected on the recruitment and hiring processes of the department to monitor percentages of females and minorities applying for positions. The data will be utilized to identify areas that may require specialized recruitment efforts. The following are four identified problem areas:

1. The preliminary study has identified the following categories as problem areas:

| EEO CATEGORY | SHORTAGE OF STAFF |
|---|---|
| Official/Administrators | Minority and Female |
| Professionals | Minority and Female |
| Technicians (Lt. Sgt.) | Minority and Female |
| Protective Services | Minority and Female |
| Skilled Crafts | Female |

2. Retention of minorities and females in entry level positions.

3. Acceptance by minorities of promotion in remote areas of the state.

4. Lack of housing for minorities in remote areas of the state.

C. The following are suggested methods to be utilized in recruiting minorities and females:

1. Feature pictures of minority and female employees in publications.

2. Use minority and female employees in the recruitment and selection process.

3. Develop and maintain contact with counselors and placement officers at high schools, colleges, and training institutions.

4. Develop and maintain contact with the following organizations.

a. State and Local Government Organizations
Chamber of Commerce
Tennessee Department of Labor and Workforce Development
Tennessee Department of Human Services/Rehabilitative

Services
State Universities and Colleges
State Community Colleges
State Technical and Vocational Schools
Mayor's Employment and Training Resources Agency
Mayor's Office of Community Services

b. Minority and Women's Organizations
Business and Professional Women's (BPW) Clubs
Federation of Women's Clubs
NAACP Affiliates
National Organization for Women
Religious Organizations
Urban League Affiliates

c. Other Organizations and Schools
Communication Action Agency
Goodwill Home Community Services Inc.
Private Colleges/Universities with high percentages of Minority/Female Students
Private Technical Schools
Public Library for Listing
Senior Citizens Employment Service
United Way
Veterans Centers
YMCA
YWCA
Youth Corps

## VI. SELECTION AND APPOINTMENTS

A. It is the policy of the Department of Correction to promote from within those qualified and dedicated employees who have demonstrated the potential to assume greater responsibility. In this regard a departmental, Institutional, or Unit Promotion Requisition should be initially requested for certification. When there are employees without the requisite skills to fill a vacancy, an Appointment Requisition should be requested for certification.

B. All selection and appointment procedures will be in compliance with the State of Tennessee T.E.A.M. Act. These procedures are standardized in that appointments are made from a requisition certified by the Tennessee Department of Human Resources. The selection of employees by the appointing authority is from a list of names certified in accordance with preferred service rule interviewing at least 3 individuals from the certified eligible list, and any veteran listed on requisition.

C. The Affirmative Action Employment Report (Appendix B), must be completed, signed by the Personnel Officer, Affirmative Action Officer, Warden, Director, or Superintendent for each requisition processed, each transfer in or out and each demotion. Goal accomplishment shall have priority when hiring new employees or promoting from within the department when applicants are equally qualified for the position under consideration.

## VII. TRAINING

A review of past practices reveals that the following areas must be addressed:

A. Ensure that all training programs are publicized and made available equally to all eligible employees by routing through work units and posting to employee bulletin boards.

B. Develop training programs for employees to enable them to improve their chances of passing promotional or other job entrance employment tests, i.e.; pre-service, in-service and on the job training.

C. Develop on-the-job training classes within the department to improve opportunities for minorities and females.

D. Provide training at institutional level in the subject matter areas of Cultural Diversity, ADA, and Workplace Discrimination/Harassment Harassment.

This training shall be coordinated through training channels to the Director of Affirmative Action, Tennessee Department of Human Resources.

## VIII. PROMOTION

Upward mobility appears to be a critical need of the Department of Correction according to the lack of minorities and females in the Officials/Administrators and the ranks of the Protective Services and Technicians EEO Categories (i.e.; Director, Associate Warden, Captain, Lieutenant and Sergeant). Each year Assistant Commissioners, Wardens, Superintendent of TCA, and Directors will review the promotional policies, practices, and procedures by addressing the following questions:

A. Are promotional opportunities given equally to all employees?

B. Are training opportunities for promotion equally available to all employees?

C. Do requirements for eligibility for promotion (i.e. Captains, Lieutenants, and Sergeants) have a disparate effect on female and/or minority candidates?

D. Does the oral interview process have disparate effect on female and/or

minority candidates?

E. Are females and minorities represented in the administration of the promotional selection process?

F. What is the nature of the promotional appointment process (i.e., selection by interviewing at least 3 candidates) and, what, if any, identifiable effect does this have on the promotion of females and minorities?

Once these questions are addressed, career ladders and counseling services will be developed for various job classifications to assist employees in upgrading their employment skills and education.

## IX. LAYOFF

The specific criteria, procedures, and conditions for the reduction in the labor force are outlined in Policy #302.07.

## X. DISMISSAL, SEPARATION, SUSPENSION AND LAYOFF/REDUCTION-IN FORCE

The Department of Correction's termination procedures are in accordance with the rules set forth in Chapter 1120-2-.14 in the Rules of the Tennessee Department of Human Resources.

## XI. POLICY OF NON-DISCRIMINATION

A. Pursuant to the State of Tennessee's policy on non-discrimination, Department of Correction does not discriminate on the basis of race and color, sex, religion, national origin, age, disability, veteran's status, pregnancy, or creed in its policies, or in the admission or access to, or treatment of, or employment in its programs, services or activities.

B. Equal Employment Opportunity/Affirmative Action inquiries or workplace discrimination and/or harassment complaints should be directed to the Tennessee Department of Correction EEO/AA Coordinator or Officer, 320 6th Avenue North, 3rd Floor, Rachel Jackson Building, Nashville, Tennessee 37243-0465. Phone # (615) 253-8192; TDD # (800) 848-0299; Fax # (615) 532-8821. ADA inquiries or complaints should be directed to the Tennessee Department of Correction, ADA Coordinator, 320 6th Avenue North, 3rd Floor Rachel Jackson Building, Nashville, Tennessee 37243-0465. Phone numbers are the same as above.

C. The Department of Correction will attempt to accommodate the needs of persons with disabilities whenever possible. Modification of work locations

and job assignments shall be made whenever possible in order to guarantee equal employment opportunities for qualified persons with disabilities.

## XII. WORKPLACE DISCRIMINATION/HARASSMENT COMPLAINT PROCESS

A. Procedures for Filing Complaints

Employees are strongly encouraged to report any incidents of perceived sexual misconduct, sexual harassment, or workplace discrimination and harassment as soon as possible after the event occurs. All complaints will be handled in a timely manner, and to the extent permitted by law, the confidentiality of each party involved will be observed, provided it does not interfere with the Department's ability to investigate the allegations or to take corrective action.

Employees may file a complaint with their department's Human Resources Director, the department head, their supervisor(s), or any individual designated by the Department to receive such reports. The TDOC staff person receiving the complaint shall document all information on the Intake and Referral form. All complaints received should be forwarded to Equal Employment Opportunity Officer within one (1) business day.

The Department's Equal Employment Opportunity Officer (EEOO) in Central office is the central repository of all workplace harassment complaints. Under no circumstances is the individual alleging workplace harassment required to file a complaint with the alleged harasser. If an employee believes he/she cannot file a complaint within his/her agency, that person should contact the Tennessee Department of Human Resources, Equal Opportunity Division, or Employee Relations Division.

B. Investigation Process

All reported complaints of sexual misconduct, sexual harassment workplace discrimination and harassment (involving a protected class), and claims of retaliation will be promptly, fairly and thoroughly investigated.

Upon completion of an investigation, the complainant and the accused shall be informed by the Warden, Superintendent, District Director, Director, Assistant Commissioner, Deputy Commissioner, Correctional Administrators, or the Director of OIC of the results of the investigation via a formal letter. When a violation of this instruction is found to have occurred, appropriate corrective action will be taken promptly by the applicable manager.

C. Complaints Not Related to Discrimination/Harassment Issues

If it is determined that the allegations made in the complaint do not come

within the range of conduct that constitutes workplace discrimination or harassment, a formal investigation will not be conducted and the complainant will be informed by memorandum. Wardens, District Directors, Directors, and appropriate Deputy Commissioners, Assistant Commissioners and Correctional Administrators may pursue other means to resolve the complaint.

## XIII. INTERNAL MONITORING

Internal monitoring of the Affirmative Action Program will be an on-going process for each Budget Code/Division submitting an Affirmative Action Plan with established hiring goals to determine specific plans of action necessary to achieve those goals. Specific attention should be given to the number of minorities and females separated from each EEO category for any reason when assessing actual goal achievement.

## XIV. AFFIRMATIVE ACTION PROGRAM REVIEW

The Affirmative Action Program of each budget Code/Division will be reviewed periodically by the Affirmative Action Officer, TDOC. The Affirmative Action Program Review Check List, (Appendix C), will be used as a guide in determining the effectiveness of each program.

When indicated, recommendations will be made in an effort to improve the effectiveness of each Affirmative Action Program.

## XV. GOALS AND TIMETABLES

GOAL 1: Achieve goals for hiring or promoting minorities, females, and persons with disabilities.

TIMETABLE: On-going

GOAL 2: Maintain already established formal and informal complaint procedure system to assure that all employees have an opportunity to resolve complaints or achieve understanding of management decisions without appealing to external organization.

TIMETABLE: On-going

GOAL 3: Establish procedures for recruiting minorities, females, and persons with disabilities.

TIMETABLE: On-going

GOAL 4: Establish methods for identification of promotable and/or high

potential employees in keeping with T.E.A.M. Act procedures and DOHR policies.

TIMETABLE: On-going

GOAL 5: Review communications, training materials, manuals, etc., to eliminate sexist language; to include photographs of and/or references to minorities and/or females in non-traditional positions.

TIMETABLE: On-going

GOAL 6: Disseminate information about successful minorities and/or females within the department, state government, and other correction agencies who may serve as role models.

TIMETABLE: On-going

GOAL 7: Improve hiring of persons with disabilities by utilizing State of Tennessee the Eligible List on Preferred Service Requisitions.

TIMETABLE: On-going

## XVI. PROBLEM AREAS AND CORRECTIVE ACTION

Problem

Lack of minorities and females with requisite skills on requisitions in the reasonable recruiting areas is a continuing problem.

Corrective Action

On-going recruiting efforts began several years ago to attract and interest minorities and females in getting on requisitions for classifications in the Department of Correction. Recruitment Officers are using the local radio, newspapers, internet, television and Department of Labor and Workforce Development Job Service Officers to announce vacancies and special efforts to attract minorities and females. These efforts will continue.

Problem

There continues to be a lack of qualified minorities in close proximity to work sites in several areas in the state.

Corrective Action

Recruitment is occurring outside of the area in order to gather qualified minority applicants for these positions. Also, radio and television ads are being pursued in order to attract targeted candidates. A career help line has been established in order for applicants to call and gather information about vacant positions.

Sign-on bonuses have been established for applicants concerning the positions of Correctional Officer and Nursing staff, as these are high turnover positions within the Department of Correction.

Problem

Lack of transportation and inadequate compensation plays a major part in minorities' reluctance to accept positions at remote work sites.

Corrective Action

The Department of Correction is currently developing a program to assist individuals with transportation to and from work in order to increase employment opportunities for minorities and females in geographic areas where underutilization occurs throughout the State of Tennessee.

Problem

Upward mobility and/or the hiring of minorities and females in EEO categories officials/administrators and professionals are critical areas throughout the Department.

Corrective Action

Supervisors and managers who have final promoting and hiring authority take positive steps to identify, promote and/or hire those minorities and females who are qualified to perform the duties of positions in EEO categories officials/administrators and professionals in an effort to achieve the established goals.

# APPENDIX A

# EXECUTIVE ORDER
# AND AFFIRMATIVE ACTION POLICY STATEMENT

STATE OF TENNESSEE

# EXECUTIVE ORDER

BY THE GOVERNOR

NO. 3

AN ORDER CONCERNING NONDISCRIMINATION IN EMPLOYMENT PRACTICES
OF THE
EXECUTIVE BRANCH

WHEREAS, one of the principal initiatives of this Administration is the recruitment of additional jobs and the development of a workforce having the education, training and skills necessary (i) to attract new employers and induce existing employers to increase their workforce, and (ii) to perform and carry out those responsibilities in an exemplary manner; and

WHEREAS, this Administration intends to set an example illustrating the highest standards of employment practices, policies and procedures in order to attract, train, promote and retain qualified employees who are performing at the highest level; and

WHEREAS, a policy showing that the Executive Branch does not discriminate on the basis of race, gender, color, national origin, religion, age, or against otherwise qualified individuals with disabilities in employment matters is not only mandated by law, but it is also critical to maintaining the integrity and trust in State government and setting the standard for all employers in the State of Tennessee, both present and future.

NOW THERFORE, by virtue of the power and authority vested in me by the Tennessee Constitution and the laws of the State of Tennessee, I, Bill Haslam, Governor of the State of Tennessee, do hereby declare that it is the resolute and steadfast policy of the State of Tennessee to afford equal opportunity to all citizens in all aspects of state government.

This policy specifically prohibits discrimination on the basis of race, gender, color, national origin, religion, age, political affiliation or against otherwise qualified individuals with disabilities.

The Commissioner of Human Resources is hereby directed to review current employment practices and procedures to ensure compliance with this policy of nondiscrimination. In particular, the Commissioner of Human Resources and the Commissioner of Labor and Workforce Development are directed to take appropriate measures to emphasize the recruitment, training, employment, promotion, recognition and retention of qualified minorities, veterans, women, disabled individuals and older Tennesseans to serve at all levels of State government. Those responsible in the Executive Branch for employing and appointing persons to positions with boards, commissions, agencies and divisions of the Executive Branch shall take comparable steps to comply with this overriding policy of nondiscrimination.

The Commissioner of Economic and Community Development is hereby directed to inform and instruct all companies considering Tennessee as a business location that this prevailing policy of nondiscrimination must be reflected in their employment practices and workforces in Tennessee.

It is imperative that the workforce filling state positions accurately reflect the citizens that they serve. The Commissioner of Labor and Workforce Development and the Commissioner of Human Resources shall

report periodically to the Deputy Governor and Chief of Staff on the steps taken to comply with and carry out the policy and directives of this Order. Any employee of the Executive Branch found in violation of the policy shall be subject to appropriate disciplinary action.

This Executive Order is intended only to improve the internal management of the Executive Branch of the State of Tennessee and does not create any right to administrative or judicial review, or any other right or benefit, substantive or procedural, enforceable at law or equity by a party against the State of Tennessee, its agencies or instrumentalities, its officers or employees, or any other person. Nor does it permit or in any way require the lowering of any job requirements, performance standards, or qualifications for positions.

A copy of this Order shall be placed in conspicuous locations in all state facilities.

Executive Order No. 3 supercedes and rescinds Executive Order No. 13 dated October 9, 2003 and any and all other executive orders and implementing directives and memoranda on the same subject.

IN WITNESS WHEREOF, I have subscribed my signature and caused the Great Seal of the State of Tennessee to be affixed this 15th day of January, 2011.

**Bill Haslam, Governor**

Attest:

**Secretary of State**

BILL HASLAM
*GOVERNOR*

DERRICK D. SCHOFIELD
*COMMISSIONER*

STATE OF TENNESSEE
DEPARTMENT OF CORRECTION
SIXTH FLOOR RACHEL JACKSON BUILDING
320 SIXTH AVENUE NORTH
NASHVILLE, TENNESSEE 37243-0465
OFFICE (615) 253-8139 • FAX (615) 532-8281

**MEMORANDUM**

**TO:** **Department of Correction Employees**

**FROM:** **Derrick D. Schofield**

**DATE:** **June 30, 2014**

**SUBJECT:** **Affirmative Action Policy Statement**

The Department of Correction reaffirms its policy to provide equal employment opportunities to all applicants for state employment and to provide training, compensation, promotion, and all other aspects of employment to current employees without regard to race, religion, national origin, sex, age, veteran's status, disability, pregnancy, creed (except when any of these factors are existing bona fide occupational qualifications) in its policies or in the admission or access to or treatment or employment in its programs, services or activities.

Therefore, this department established a program of affirmative action in order to ensure that all personnel policies relevant to the recruitment and hiring of employees will guarantee equal opportunities for all minority groups and women. Likewise, all minorities and women will receive equal consideration after appointment in terms of salaries, promotions, and other general conditions of employment. All Correction divisions will adhere to the Rules of the Tennessee Department of Human Resources, which considers all applicants on the basis of eligibility according to merit standards. To be totally effective and to become reality in our department, Equal Opportunity and Affirmative Action **must** be viewed as important by every segment of the work force from the higher levels of management to the first-line employee. All departmental employees will be strictly accountable for adhering to this policy and will use affirmative action to ensure equality of opportunity in the internal affairs of the department.

Each organizational element will set realistic goals taking into consideration geographical areas, labor force, and legal restrictions for hiring and promoting all minority groups and women. Goal accomplishments shall have priority when hiring new employees or promoting from within the department when applicants are equally qualified for the position under consideration.

The Affirmative Action Policy will remain in effect until such goals are achieved, and I expect full cooperation of all managers, supervisors, and other employees to carry out this policy.

DDS:CB

# APPENDIX B

# AFFIRMATIVE ACTION EMPLOYMENT REPORT

## AFFIRMATIVE ACTION EMPLOYMENT REPORT

CIVIL SERVICE REGISTER # _____ DATE: _____

CLASSIFICATION TITLE: _____ EEO CATEGORY: _____ BUDGET CODE: _____

**NUMBER OF INDIVIDUALS WITH DISABILITY NOTED OR INFORMED BY APPLICANT

| | TOTAL APPLICANTS INTERVIEWED | REACHABLE APPLICANTS INTERVIEWED | TOTAL APPLICANTS HIRED | PERCENT HIRED* | INTERVIEWED | HIRED | PERCENT HIRED |
|---|---|---|---|---|---|---|---|
| WHITE MALES | | | | | | | |
| WHITE FEMALES | | | | | | | |
| BLACK MALES | | | | | | | |
| BLACK FEMALES | | | | | | | |
| ***OTHER MALES | | | | | | | |
| ***OTHER FEMALES | | | | | | | |
| TOTAL: | | | | | | | |

ESTABLISHED EMPLOYMENT GOALS FOR THIS EEO CATEGORY: BLACK_____ OTHER_____ FEMALE _____ DISABLED _____
(MUST BE COMPLETED PRIOR TO INTERVIEW)

COMMENTS:

_____
_____
_____
_____
_____
_____
_____
_____

* PERCENTAGES ROUNDED TO NEAREST TENTH OF A PERCENT

**ALL DISABILITY STATISTICS ARE INCLUDE IN ATOTAL HIRED≅ COLUMN.

***HISPANIC, ASIAN & AMERICAN INDIAN

NOTE: THIS REPORT IS TO BE COMPLETED FOR ALL CIVIL SERVICE AND NON-CIVIL SERVICE HIRES, PROMOTIONS, DEMOTIONS, AND TRANSFERS.

CR-2951 (REV. 7/95)

## CERTIFICATE

I CERTIFY THAT THE INFORMATION ABOVE IS CORRECT.

SIGNATURE_____
PERSONNEL OFFICER

I CERTIFY THAT INTERVIEW BOARD MEMBERS WERE AWARE OF AA GOALS AND THESE GOALS WERE CONSIDERED WHEN MAKING SELECTIONS

SIGNATURE _____
*WARDEN/DIRECTOR/SUPERINTENDENT (ONLY)

SIGNATURE _____
AFFIRMATIVE ACTION OFFICER

RDA S836-2

# APPENDIX C

# AFFIRMATIVE ACTION PROGRAM REVIEW CHECK LIST

AFFIRMATIVE ACTION PROGRAM REVIEW
CHECK LIST

Budget Code/Facility

Date:
Total Employees:
Total Black:
Total Other:
Total Females:

1. Is the Institutional Affirmative Action Policy Statement on hand and available to all employees? ☐ Yes ☐ No

2. Has a managerial level employee been designated to coordinate and supervise the AA program? (Recommend Personnel Officer be designated.) ☐ Yes ☐ No

3. Has the AAO allowed sufficient time in his/her work schedule to fulfill the responsibilities of the Office? ☐ Yes ☐ No

4. Has a special recruitment and orientation program for minorities and females been established? ☐ Yes ☐ No

5. Have Recruitment Coordinators been assigned to aid individuals in the application process and requirements? ☐ Yes ☐ No

6. Does the local AAO provide a Forum for other employees to ask questions concerning the AAP and to suggest improvements from their perspectives? ☐ Yes ☐ No

7. Does the Affirmative Action Officer serve as a voting member of Promotional and Hiring Review Boards? ☐ Yes ☐ No

8. Do employees assume responsibility for reviewing the AAP? ☐ Yes ☐ No

9. Is a copy of Executive Order #3 posted on Employee Bulletin Boards? ☐ Yes ☐ No

10. Have on-the-job training classes been developed to improve opportunities for minorities and females? ☐ Yes ☐ No

11. Has training been scheduled at institutional level in Respectful Workplace: A Guide to Preventing Workplace Discrimination and Harassment ☐ Yes ☐ No

12. Does the Affirmative Action Officer analyze and review recruitment procedures to identify and eliminate all discriminatory practices? ☐ Yes ☐ No

13. Are employees made aware of vacant positions at the Institutions/Divisions? ☐ Yes ☐ No

14. Are training programs publicized and made available equally to all eligible employees? ☐ Yes ☐ No

15. Are promotional opportunities made fully and equally known to all employees? ☐ Yes ☐ No

16. Are females and minorities represented in the administration of promotional selection process? ☐ Yes ☐ No

17. Are individual Hiring and Promotion packets maintained indicating the decision of the board and reasons for non-selection? ☐ Yes ☐ No

18. Does the AAO review the records of transfers between shifts during past twelve months? (The following will be considered: race, frequency of moves, seniority, experience, requested vs. involuntarily moves.) ☐ Yes ☐ No

19. Are promotional registers requested initially to fill vacant positions? ☐ Yes ☐ No

20. Interview at least two employees to determine effectiveness of institutional/ divisional AA Program from their perspective. (selected at random from institutional roster). ☐ Yes ☐ No

21. Is an Equal Opportunity Employer poster posted on the Employee Bulletin Board? ☐ Yes ☐ No

22. Are employees aware of whom the Affirmative Action Officer is for their institution/division? ☐ Yes ☐ No

# APPENDIX D

# WORK FORCE ANALYSIS

Job Category Breakdown as of 30-JUN-2015

Business Unit: 32901
Department: 32901

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 24 | 34.8 | 11 | 15.9 | 0 | 0.0 | 0 | 0.0 | 18 | 26.1 | 14 | 20.3 | 1 | 1.4 | 1 | 1.4 |
| Professionals | 50 | 38.8 | 12 | 9.3 | 0 | 0.0 | 0 | 0.0 | 28 | 21.7 | 36 | 27.9 | 0 | 0.0 | 3 | 2.3 |
| Technicians | 1 | 5.9 | 4 | 23.5 | 0 | 0.0 | 0 | 0.0 | 1 | 5.9 | 10 | 58.8 | 0 | 0.0 | 1 | 5.9 |
| Protective Services | 1 | 50.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 50.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 2 | 6.1 | 6 | 18.2 | 0 | 0.0 | 0 | 0.0 | 15 | 45.5 | 7 | 21.2 | 0 | 0.0 | 3 | 9.1 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 78 | | 33 | | 0 | | 0 | | 62 | | 68 | | 1 | | 8 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 27 | 39.1 | 34 | 49.3 | 69 | 27.6 |
| Professionals | 51 | 39.5 | 67 | 51.9 | 129 | 51.6 |
| Technicians | 15 | 88.2 | 12 | 70.6 | 17 | 6.8 |
| Protective Services | 1 | 50.0 | 1 | 50.0 | 2 | 0.8 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 16 | 48.5 | 25 | 75.8 | 33 | 13.2 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 110 | | 139 | | 250 | |

Job Category Breakdown as of 30-JUN-2015

Business Unit: 32901
Department: 32906

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 1 | 25.0 | 1 | 25.0 | 0 | 0.0 | 0 | 0.0 | 2 | 50.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 16 | 59.3 | 4 | 14.8 | 0 | 0.0 | 0 | 0.0 | 6 | 22.2 | 1 | 3.7 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 3 | 75.0 | 1 | 25.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 1 | 7.1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 13 | 92.9 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 6 | 85.7 | 0 | 0.0 | 0 | 0.0 | 1 | 14.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 4 | 23.5 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 11 | 64.7 | 2 | 11.8 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 31 | | 6 | | 0 | | 1 | | 32 | | 3 | | 0 | | 0 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 1 | 25.0 | 2 | 50.0 | 4 | 5.5 |
| Professionals | 5 | 18.5 | 7 | 25.9 | 27 | 37.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 1 | 25.0 | 0 | 0.0 | 4 | 5.5 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 13 | 92.9 | 14 | 19.2 |
| Skilled Craft | 1 | 14.3 | 0 | 0.0 | 7 | 9.6 |
| Service Maintenance | 2 | 11.8 | 13 | 76.5 | 17 | 23.3 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 10 | | 35 | | 73 | |

Job Category Breakdown as of 30-JUN-2015

Business Unit: 32901
Department: 32908

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 0 | | 0 | | 0 | |

Job Category Breakdown as of 30-JUN-2015

Business Unit: 32901
Department: 32911

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 0 | | 0 | | 0 | |

Job Category Breakdown as of 30-JUN-2015

Business Unit: 32901
Department: 32913

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 2 | 33.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 3 | 50.0 | 1 | 16.7 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 4 | 9.5 | 8 | 19.0 | 0 | 0.0 | 1 | 2.4 | 10 | 23.8 | 18 | 42.9 | 1 | 2.4 | 0 | 0.0 |
| Technicians | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 20 | 13.7 | 34 | 23.3 | 0 | 0.0 | 1 | 0.7 | 25 | 17.1 | 60 | 41.1 | 3 | 2.1 | 3 | 2.1 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 2 | 12.5 | 4 | 25.0 | 0 | 0.0 | 0 | 0.0 | 6 | 37.5 | 4 | 25.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 1 | 11.1 | 4 | 44.4 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 3 | 33.3 | 0 | 0.0 | 1 | 11.1 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 30 | | 50 | | 0 | | 2 | | 44 | | 86 | | 4 | | 4 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 1 | 16.7 | 4 | 66.7 | 6 | 2.7 |
| Professionals | 28 | 66.7 | 29 | 69.0 | 42 | 19.1 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 1 | 0.5 |
| Protective Services | 101 | 69.2 | 91 | 62.3 | 146 | 66.4 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 8 | 50.0 | 10 | 62.5 | 16 | 7.3 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 4 | 44.4 | 4 | 44.4 | 9 | 4.1 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 146 | | 138 | | 220 | |

Job Category Breakdown as of 30-JUN-2015

Business Unit: 32901
Department: 32914

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 4 | 66.7 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 16.7 | 1 | 16.7 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 29 | 58.0 | 0 | 0.0 | 1 | 2.0 | 1 | 2.0 | 18 | 36.0 | 1 | 2.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 217 | 73.8 | 7 | 2.4 | 0 | 0.0 | 7 | 2.4 | 57 | 19.4 | 3 | 1.0 | 2 | 0.7 | 1 | 0.3 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 3 | 12.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 22 | 88.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 11 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 12 | 63.2 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 7 | 36.8 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 277 | | 7 | | 1 | | 8 | | 105 | | 5 | | 2 | | 1 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 1 | 16.7 | 2 | 33.3 | 6 | 1.5 |
| Professionals | 3 | 6.0 | 19 | 38.0 | 50 | 12.3 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 1 | 0.2 |
| Protective Services | 20 | 6.8 | 63 | 21.4 | 294 | 72.4 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 22 | 88.0 | 25 | 6.2 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 11 | 2.7 |
| Service Maintenance | 0 | 0.0 | 7 | 36.8 | 19 | 4.7 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 24 | | 113 | | 406 | |

Job Category Breakdown as of 30-JUN-2015

Business Unit: 32901
Department: 32916

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 1 | 33.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 2 | 66.7 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 4 | 14.8 | 7 | 25.9 | 0 | 0.0 | 0 | 0.0 | 2 | 7.4 | 13 | 48.1 | 1 | 3.7 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 1 | 33.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 2 | 66.7 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 4 | 3.6 | 39 | 35.1 | 0 | 0.0 | 0 | 0.0 | 3 | 2.7 | 65 | 58.6 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 2 | 16.7 | 0 | 0.0 | 0 | 0.0 | 3 | 25.0 | 7 | 58.3 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 1 | 25.0 | 3 | 75.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 2 | 22.2 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 7 | 77.8 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 10 | | 54 | | 0 | | 0 | | 8 | | 96 | | 1 | | 0 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 2 | 66.7 | 2 | 66.7 | 3 | 1.8 |
| Professionals | 21 | 77.8 | 16 | 59.3 | 27 | 16.0 |
| Technicians | 3 | 100.0 | 2 | 66.7 | 3 | 1.8 |
| Protective Services | 104 | 93.7 | 68 | 61.3 | 111 | 65.7 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 9 | 75.0 | 10 | 83.3 | 12 | 7.1 |
| Skilled Craft | 3 | 75.0 | 0 | 0.0 | 4 | 2.4 |
| Service Maintenance | 7 | 77.8 | 7 | 77.8 | 9 | 5.3 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 151 | | 105 | | 169 | |

Job Category Breakdown as of 30-JUN-2015

Business Unit: 32901
Department: 32917

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 1 | 50.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 50.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 25 | 44.6 | 15 | 26.8 | 1 | 1.8 | 0 | 0.0 | 6 | 10.7 | 9 | 16.1 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 26 | | 16 | | 1 | | 0 | | 6 | | 10 | | 0 | | 0 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 1 | 50.0 | 1 | 50.0 | 2 | 3.4 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 25 | 44.6 | 15 | 26.8 | 56 | 94.9 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 1 | 100.0 | 0 | 0.0 | 1 | 1.7 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 27 | | 16 | | 59 | |

Job Category Breakdown as of 30-JUN-2015

Business Unit: 32901
Department: 32918

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 5 | 71.4 | 1 | 14.3 | 0 | 0.0 | 0 | 0.0 | 1 | 14.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 52 | 53.6 | 2 | 2.1 | 0 | 0.0 | 0 | 0.0 | 41 | 42.3 | 1 | 1.0 | 1 | 1.0 | 0 | 0.0 |
| Technicians | 3 | 60.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 2 | 40.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 325 | 70.8 | 5 | 1.1 | 3 | 0.7 | 2 | 0.4 | 119 | 25.9 | 4 | 0.9 | 1 | 0.2 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 7 | 20.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 28 | 80.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 22 | 88.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 3 | 12.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 7 | 29.2 | 0 | 0.0 | 0 | 0.0 | 1 | 4.2 | 16 | 66.7 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 421 | | 8 | | 3 | | 3 | | 210 | | 5 | | 2 | | 0 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 1 | 14.3 | 1 | 14.3 | 7 | 1.1 |
| Professionals | 4 | 4.1 | 43 | 44.3 | 97 | 14.9 |
| Technicians | 0 | 0.0 | 2 | 40.0 | 5 | 0.8 |
| Protective Services | 15 | 3.3 | 124 | 27.0 | 459 | 70.4 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 28 | 80.0 | 35 | 5.4 |
| Skilled Craft | 0 | 0.0 | 3 | 12.0 | 25 | 3.8 |
| Service Maintenance | 1 | 4.2 | 16 | 66.7 | 24 | 3.7 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 21 | | 217 | | 652 | |

Job Category Breakdown as of 30-JUN-2015

Business Unit: 32901
Department: 32921

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 1 | 50.0 | 0 | 0.0 | 0 | 0.0 | 1 | 50.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 2 | 100.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 0 | | 1 | | 0 | | 0 | | 1 | | 2 | | 0 | | 0 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 1 | 50.0 | 1 | 50.0 | 2 | 50.0 |
| Professionals | 2 | 100.0 | 2 | 100.0 | 2 | 50.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 3 | | 3 | | 4 | |

Job Category Breakdown as of 30-JUN-2015

Business Unit: 32901
Department: 32922

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 50.0 | 1 | 50.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 33.3 | 2 | 66.7 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 0 | | 0 | | 0 | | 0 | | 2 | | 3 | | 0 | | 0 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 1 | 50.0 | 2 | 100.0 | 2 | 40.0 |
| Professionals | 2 | 66.7 | 3 | 100.0 | 3 | 60.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 3 | | 5 | | 5 | |

Job Category Breakdown as of 30-JUN-2015

Business Unit: 32901
Department: 32923

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 0 | | 0 | | 0 | |

Job Category Breakdown as of 30-JUN-2015

Business Unit: 32901
Department: 32932

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 5 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 22 | 84.6 | 2 | 7.7 | 0 | 0.0 | 1 | 3.8 | 0 | 0.0 | 1 | 3.8 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 3 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 2 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 14 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 3 | 75.0 | 1 | 25.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 47 | | 3 | | 0 | | 1 | | 2 | | 1 | | 0 | | 0 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 5 | 9.3 |
| Professionals | 4 | 15.4 | 1 | 3.8 | 26 | 48.1 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 3 | 5.6 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 2 | 100.0 | 2 | 3.7 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 14 | 25.9 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 4 | 7.4 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 5 | | 3 | | 54 | |

Job Category Breakdown as of 30-JUN-2015

Business Unit: 32901
Department: 32941

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 3 | 60.0 | 1 | 20.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 20.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 33 | 37.5 | 9 | 10.2 | 0 | 0.0 | 0 | 0.0 | 29 | 33.0 | 17 | 19.3 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 3 | 27.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 5 | 45.5 | 2 | 18.2 | 0 | 0.0 | 1 | 9.1 |
| Protective Services | 137 | 35.1 | 76 | 19.5 | 0 | 0.0 | 1 | 0.3 | 58 | 14.9 | 117 | 30.0 | 1 | 0.3 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 1 | 2.6 | 0 | 0.0 | 0 | 0.0 | 33 | 86.8 | 3 | 7.9 | 1 | 2.6 | 0 | 0.0 |
| Skilled Craft | 9 | 90.0 | 1 | 10.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 3 | 16.7 | 3 | 16.7 | 0 | 0.0 | 0 | 0.0 | 5 | 27.8 | 7 | 38.9 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 188 | | 91 | | 0 | | 1 | | 130 | | 147 | | 2 | | 1 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 2 | 40.0 | 1 | 20.0 | 5 | 0.9 |
| Professionals | 26 | 29.5 | 46 | 52.3 | 88 | 15.7 |
| Technicians | 3 | 27.3 | 8 | 72.7 | 11 | 2.0 |
| Protective Services | 195 | 50.0 | 176 | 45.1 | 390 | 69.6 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 5 | 13.2 | 37 | 97.4 | 38 | 6.8 |
| Skilled Craft | 1 | 10.0 | 0 | 0.0 | 10 | 1.8 |
| Service Maintenance | 7 | 38.9 | 12 | 66.7 | 18 | 3.2 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 242 | | 280 | | 560 | |

Job Category Breakdown as of 30-JUN-2015

Business Unit: 32901
Department: 32942

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 2 | 40.0 | 1 | 20.0 | 0 | 0.0 | 0 | 0.0 | 2 | 40.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 15 | 41.7 | 11 | 30.6 | 1 | 2.8 | 0 | 0.0 | 5 | 13.9 | 4 | 11.1 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 110 | 46.2 | 72 | 30.3 | 6 | 2.5 | 2 | 0.8 | 15 | 6.3 | 29 | 12.2 | 2 | 0.8 | 2 | 0.8 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 2 | 14.3 | 1 | 7.1 | 0 | 0.0 | 0 | 0.0 | 8 | 57.1 | 1 | 7.1 | 1 | 7.1 | 1 | 7.1 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 2 | 20.0 | 1 | 10.0 | 1 | 10.0 | 0 | 0.0 | 3 | 30.0 | 3 | 30.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 131 | | 86 | | 8 | | 2 | | 34 | | 37 | | 3 | | 3 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 1 | 20.0 | 2 | 40.0 | 5 | 1.6 |
| Professionals | 16 | 44.4 | 9 | 25.0 | 36 | 11.8 |
| Technicians | 0 | 0.0 | 1 | 100.0 | 1 | 0.3 |
| Protective Services | 113 | 47.5 | 48 | 20.2 | 238 | 78.3 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 4 | 28.6 | 11 | 78.6 | 14 | 4.6 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 4 | 40.0 | 6 | 60.0 | 10 | 3.3 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 139 | | 77 | | 304 | |

Job Category Breakdown as of 30-JUN-2015

Business Unit: 32901
Department: 32943

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 5 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 37 | 55.2 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 28 | 41.8 | 2 | 3.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 2 | 16.7 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 10 | 83.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 276 | 79.1 | 1 | 0.3 | 3 | 0.9 | 2 | 0.6 | 64 | 18.3 | 3 | 0.9 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 8 | 24.2 | 1 | 3.0 | 1 | 3.0 | 0 | 0.0 | 23 | 69.7 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 9 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 8 | 36.4 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 13 | 59.1 | 0 | 0.0 | 0 | 0.0 | 1 | 4.5 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 345 | | 2 | | 4 | | 2 | | 139 | | 5 | | 0 | | 1 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 5 | 1.0 |
| Professionals | 2 | 3.0 | 30 | 44.8 | 67 | 13.5 |
| Technicians | 0 | 0.0 | 10 | 83.3 | 12 | 2.4 |
| Protective Services | 9 | 2.6 | 67 | 19.2 | 349 | 70.1 |
| Protective Service - Non Sworn | 0 | 0.0 | 1 | 100.0 | 1 | 0.2 |
| Administrative Support | 2 | 6.1 | 23 | 69.7 | 33 | 6.6 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 9 | 1.8 |
| Service Maintenance | 1 | 4.5 | 14 | 63.6 | 22 | 4.4 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 14 | | 145 | | 498 | |

Job Category Breakdown as of 30-JUN-2015

Business Unit: 32901
Department: 32944

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 2 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn. | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 2 | | 0 | | 0 | | 0 | | 1 | | 0 | | 0 | | 0 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 2 | 66.7 |
| Professionals | 0 | 0.0 | 1 | 100.0 | 1 | 33.3 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn. | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 0 | | 1 | | 3 | |

Job Category Breakdown as of 30-JUN-2015

Business Unit: 32901
Department: 32945

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 4 | 80.0 | 1 | 20.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 46 | 46.9 | 5 | 5.1 | 1 | 1.0 | 0 | 0.0 | 37 | 37.8 | 9 | 9.2 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 8 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 184 | 50.0 | 32 | 8.7 | 0 | 0.0 | 4 | 1.1 | 82 | 22.3 | 62 | 16.8 | 3 | 0.8 | 1 | 0.3 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 6 | 14.0 | 1 | 2.3 | 0 | 0.0 | 0 | 0.0 | 35 | 81.4 | 1 | 2.3 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 13 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 8 | 42.1 | 1 | 5.3 | 0 | 0.0 | 0 | 0.0 | 6 | 31.6 | 4 | 21.1 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 261 | | 40 | | 1 | | 4 | | 168 | | 76 | | 3 | | 1 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 1 | 20.0 | 0 | 0.0 | 5 | 0.9 |
| Professionals | 15 | 15.3 | 46 | 46.9 | 98 | 17.7 |
| Technicians | 0 | 0.0 | 8 | 100.0 | 8 | 1.4 |
| Protective Services | 102 | 27.7 | 148 | 40.2 | 368 | 66.4 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 2 | 4.7 | 36 | 83.7 | 43 | 7.8 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 13 | 2.3 |
| Service Maintenance | 4 | 21.1 | 10 | 52.6 | 19 | 3.4 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 125 | | 248 | | 554 | |

Job Category Breakdown as of 30-JUN-2015

Business Unit: 32901
Department: 32946

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 2 | 22.2 | 4 | 44.4 | 0 | 0.0 | 1 | 11.1 | 0 | 0.0 | 2 | 22.2 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 13 | 14.1 | 13 | 14.1 | 0 | 0.0 | 0 | 0.0 | 28 | 30.4 | 35 | 38.0 | 0 | 0.0 | 3 | 3.3 |
| Technicians | 2 | 5.7 | 6 | 17.1 | 0 | 0.0 | 0 | 0.0 | 10 | 28.6 | 17 | 48.6 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 75 | 35.2 | 56 | 26.3 | 15 | 7.0 | 8 | 3.8 | 21 | 9.9 | 36 | 16.9 | 0 | 0.0 | 2 | 0.9 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 5 | 20.0 | 4 | 16.0 | 0 | 0.0 | 1 | 4.0 | 4 | 16.0 | 10 | 40.0 | 0 | 0.0 | 1 | 4.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 2 | 11.8 | 2 | 11.8 | 0 | 0.0 | 1 | 5.9 | 3 | 17.6 | 8 | 47.1 | 0 | 0.0 | 1 | 5.9 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 99 | | 85 | | 15 | | 11 | | 66 | | 108 | | 0 | | 7 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 7 | 77.8 | 2 | 22.2 | 9 | 2.3 |
| Professionals | 51 | 55.4 | 66 | 71.7 | 92 | 23.5 |
| Technicians | 23 | 65.7 | 27 | 77.1 | 35 | 9.0 |
| Protective Services | 117 | 54.9 | 59 | 27.7 | 213 | 54.5 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 16 | 64.0 | 15 | 60.0 | 25 | 6.4 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 10 | 58.8 | 12 | 70.6 | 17 | 4.3 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 226 | | 181 | | 391 | |

Job Category Breakdown as of 30-JUN-2015

Business Unit: 32901
Department: 32947

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 3 | 75.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 25.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 59 | 64.1 | 0 | 0.0 | 1 | 1.1 | 0 | 0.0 | 30 | 32.6 | 1 | 1.1 | 0 | 0.0 | 1 | 1.1 |
| Technicians | 2 | 33.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 4 | 66.7 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 423 | 84.3 | 8 | 1.6 | 4 | 0.8 | 0 | 0.0 | 64 | 12.7 | 2 | 0.4 | 0 | 0.0 | 1 | 0.2 |
| Protective Service - Non Sworn. | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 5 | 13.2 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 33 | 86.8 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 16 | 94.1 | 0 | 0.0 | 1 | 5.9 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 8 | 32.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 17 | 68.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 517 | | 8 | | 6 | | 0 | | 149 | | 3 | | 0 | | 2 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 1 | 25.0 | 4 | 0.6 |
| Professionals | 3 | 3.3 | 32 | 34.8 | 92 | 13.4 |
| Technicians | 0 | 0.0 | 4 | 66.7 | 6 | 0.9 |
| Protective Services | 15 | 3.0 | 67 | 13.3 | 502 | 73.3 |
| Protective Service - Non Sworn. | 0 | 0.0 | 0 | 0.0 | 1 | 0.1 |
| Administrative Support | 0 | 0.0 | 33 | 86.8 | 38 | 5.5 |
| Skilled Craft | 1 | 5.9 | 0 | 0.0 | 17 | 2.5 |
| Service Maintenance | 0 | 0.0 | 17 | 68.0 | 25 | 3.6 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 19 | | 154 | | 685 | |

Job Category Breakdown as of 30-JUN-2015

Business Unit: 32901
Department: 32948

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 6 | 66.7 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 11.1 | 2 | 22.2 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 18 | 52.9 | 5 | 14.7 | 1 | 2.9 | 0 | 0.0 | 8 | 23.5 | 1 | 2.9 | 1 | 2.9 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 20 | 62.5 | 9 | 28.1 | 0 | 0.0 | 0 | 0.0 | 1 | 3.1 | 1 | 3.1 | 1 | 3.1 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 44 | | 14 | | 1 | | 0 | | 11 | | 4 | | 2 | | 0 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 2 | 22.2 | 3 | 33.3 | 9 | 11.8 |
| Professionals | 8 | 23.5 | 10 | 29.4 | 34 | 44.7 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 11 | 34.4 | 3 | 9.4 | 32 | 42.1 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 1 | 100.0 | 1 | 1.3 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 21 | | 17 | | 76 | |

Job Category Breakdown as of 30-JUN-2015

Business Unit: 32901
Department: 32951

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 1 | 33.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 2 | 66.7 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 280 | 33.9 | 88 | 10.7 | 3 | 0.4 | 0 | 0.0 | 279 | 33.8 | 165 | 20.0 | 5 | 0.6 | 5 | 0.6 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 5 | 6.8 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 45 | 60.8 | 23 | 31.1 | 1 | 1.4 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 286 | | 88 | | 3 | | 0 | | 326 | | 189 | | 6 | | 5 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 2 | 66.7 | 3 | 0.3 |
| Professionals | 266 | 32.2 | 454 | 55.0 | 825 | 91.4 |
| Technicians | 1 | 100.0 | 1 | 100.0 | 1 | 0.1 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 24 | 32.4 | 69 | 93.2 | 74 | 8.2 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 291 | | 526 | | 903 | |

Job Category Breakdown as of 30-JUN-2015

Business Unit: 32901
Department:

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 70 | 46.4 | 21 | 13.9 | 0 | 0.0 | 1 | 0.7 | 33 | 21.9 | 24 | 15.9 | 1 | 0.7 | 1 | 0.7 |
| Professionals | 679 | 39.1 | 166 | 9.6 | 8 | 0.5 | 3 | 0.2 | 551 | 31.7 | 310 | 17.8 | 9 | 0.5 | 12 | 0.7 |
| Technicians | 18 | 17.3 | 11 | 10.6 | 0 | 0.0 | 0 | 0.0 | 41 | 39.4 | 32 | 30.8 | 0 | 0.0 | 2 | 1.9 |
| Protective Services | 1820 | 57.5 | 355 | 11.2 | 32 | 1.0 | 27 | 0.9 | 515 | 16.3 | 392 | 12.4 | 13 | 0.4 | 10 | 0.3 |
| Protective Service - Non Sworn | 1 | 50.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 50.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 46 | 11.4 | 21 | 5.2 | 1 | 0.2 | 1 | 0.2 | 271 | 67.1 | 56 | 13.9 | 3 | 0.7 | 5 | 1.2 |
| Skilled Craft | 101 | 91.8 | 4 | 3.6 | 1 | 0.9 | 1 | 0.9 | 3 | 2.7 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 58 | 30.1 | 14 | 7.3 | 1 | 0.5 | 2 | 1.0 | 81 | 42.0 | 34 | 17.6 | 0 | 0.0 | 3 | 1.6 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 2793 | | 592 | | 43 | | 35 | | 1496 | | 848 | | 26 | | 33 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 48 | 31.8 | 59 | 39.1 | 151 | 2.6 |
| Professionals | 508 | 29.2 | 882 | 50.7 | 1738 | 29.6 |
| Technicians | 45 | 43.3 | 75 | 72.1 | 104 | 1.8 |
| Protective Services | 829 | 26.2 | 930 | 29.4 | 3164 | 53.9 |
| Protective Service - Non Sworn | 0 | 0.0 | 1 | 50.0 | 2 | 0.0 |
| Administrative Support | 87 | 21.5 | 335 | 82.9 | 404 | 6.9 |
| Skilled Craft | 6 | 5.5 | 3 | 2.7 | 110 | 1.9 |
| Service Maintenance | 40 | 20.7 | 118 | 61.1 | 193 | 3.3 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 1577 | | 2403 | | 5866 | |

End of Report

# APPENDIX E

# GOALS - AFFIRMATIVE ACTION PLAN
# FY 2014-2015

**RMSI (32942) Goals**

| Job Code | Description | Fem Util | Blk Util | His Util | Oth Util | Vacancy | Fem Goal | Blk Goal | His Goal | Oth Goal |
|---|---|---|---|---|---|---|---|---|---|---|
| 14201 | Officials and Administrators | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 24201 | Professionals | N | Y | Y | Y | 1 | 1 | 0 | 0 | 0 |
| 24202 | Professionals | N | Y | Y | Y | 1 | 1 | 0 | 0 | 0 |
| 34201 | Technicians | N | Y | Y | Y | 0 | 1 | 0 | 0 | 0 |
| 44201 | Protective Service | N | N | Y | Y | 7 | 2 | 2 | 0 | 0 |
| 64201 | Administrative Support | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 84202 | Service Maintenance | Y | Y | Y | N | 0 | 0 | 0 | 0 | 1 |

**TCA (32906) Goals**

| Job Code | Description | Fem Util | Blk Util | His Util | Oth Util | Vacancy | Fem Goal | Blk Goal | His Goal | Oth Goal |
|---|---|---|---|---|---|---|---|---|---|---|
| 10601 | Officials and Administrators | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 20601 | Professionals | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 40601 | Protective Service | Y | Y | Y | Y | 1 | 0 | 0 | 0 | 0 |
| 60601 | Administrative Support | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 60602 | Administrative Support | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 70601 | Skilled Craft | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 80601 | Service Maintenance | Y | Y | Y | Y | 1 | 0 | 0 | 0 | 0 |

**TCIX (32914) Goals**

| Job Code | Description | Fem Util | Blk Util | His Util | Oth Util | Vacancy | Fem Goal | Blk Goal | His Goal | Oth Goal |
|---|---|---|---|---|---|---|---|---|---|---|
| 11401 | Officials and Administrators | Y | Y | Y | Y | 1 | 0 | 0 | 0 | 0 |
| 21401 | Professionals | N | N | Y | Y | 2 | 1 | 1 | 0 | 0 |
| 31401 | Technicians | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 41401 | Protective Service | Y | Y | Y | Y | 2 | 0 | 0 | 0 | 0 |
| 61401 | Administrative Support | Y | Y | Y | Y | 2 | 0 | 0 | 0 | 0 |
| 71401 | Skilled Craft | Y | Y | Y | Y | 1 | 0 | 0 | 0 | 0 |
| 81401 | Service Maintenance | N | Y | Y | Y | 1 | 1 | 0 | 0 | 0 |

**TPW (32913) Goals**

| Job Code | Description | Fem Util | Blk Util | His Util | Oth Util | Vacancy | Fem Goal | Blk Goal | His Goal | Oth Goal |
|---|---|---|---|---|---|---|---|---|---|---|
| 11301 | Officials and Administrators | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 21301 | Professionals | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 21302 | Professionals | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 21303 | Professionals | Y | Y | Y | Y | 1 | 1 | 0 | 0 | 0 |
| 41301 | Protective Service | Y | Y | Y | Y | 2 | 0 | 0 | 1 | 0 |
| 61301 | Administrative Support | Y | Y | Y | Y | 2 | 1 | 1 | 1 | 0 |
| 81302 | Service Maintenance | N | Y | N | Y | 0 | 0 | 0 | 1 | 0 |

## MLCC (32916) Goals

| Job Code | Description | Fem Util | Blk Util | His Util | Oth Util | Vacancy | Fem Goal | Blk Goal | His Goal | Oth Goal |
|---|---|---|---|---|---|---|---|---|---|---|
| 11601 | Officials and Administrators | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 21601 | Professionals | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 21602 | Professionals | Y | Y | Y | Y | 1 | 0 | 0 | 0 | 0 |
| 31601 | Technicians | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 41601 | Protective Service | Y | Y | Y | Y | 2 | 0 | 0 | 0 | 0 |
| 61601 | Administrative Support | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 61602 | Administrative Support | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 71601 | Skilled Craft | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 81601 | Service Maintenance | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 81602 | Service Maintenance | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 81603 | Service Maintenance | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |

## NECX (32943) Goals

| Job Code | Description | Fem Util | Blk Util | His Util | Oth Util | Vacancy | Fem Goal | Blk Goal | His Goal | Oth Goal |
|---|---|---|---|---|---|---|---|---|---|---|
| 14301 | Officials and Administrators | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 24301 | Professionals | N | Y | Y | Y | 0 | 1 | 0 | 0 | 0 |
| 24302 | Professionals | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 24303 | Professionals | N | N | Y | Y | 1 | 1 | 1 | 0 | 0 |
| 24304 | Professionals | Y | Y | Y | Y | 1 | 0 | 0 | 0 | 0 |
| 34302 | Technicians | Y | Y | Y | Y | 1 | 0 | 0 | 0 | 0 |
| 44301 | Protective Service | Y | Y | Y | Y | 2 | 0 | 0 | 0 | 0 |
| 54303 | Protective Service - Non Sworn | N | Y | Y | Y | 0 | 1 | 0 | 0 | 0 |
| 64301 | Administrative Support | N | Y | Y | Y | 1 | 1 | 0 | 0 | 0 |
| 74301 | Skilled Craft | Y | Y | Y | Y | 1 | 0 | 0 | 0 | 0 |
| 84301 | Service Maintenance | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 84302 | Service Maintenance | Y | N | Y | Y | 1 | 0 | 1 | 0 | 0 |

## NWCX (32945) Goals

| Job Code | Description | Fem Util | Blk Util | His Util | Oth Util | Vacancy | Fem Goal | Blk Goal | His Goal | Oth Goal |
|---|---|---|---|---|---|---|---|---|---|---|
| 14501 | Officials and Administrators | N | Y | Y | Y | 1 | 1 | 0 | 0 | 0 |
| 24501 | Professionals | N | N | Y | Y | 3 | 1 | 1 | 0 | 0 |
| 30000 | Technicians | Y | N | Y | Y | 3 | 0 | 1 | 0 | 0 |
| 44501 | Protective Service | Y | N | Y | Y | 6 | 0 | 4 | 0 | 0 |
| 64501 | Administrative Support | Y | N | Y | Y | 1 | 0 | 1 | 0 | 0 |
| 74501 | Skilled Craft | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 80000 | Service Maintenance | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 84502 | Service Maintenance | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |

## Field Services (32951) Goals

| Job Code | Description | Fem Util | Blk Util | His Util | Oth Util | Vacancy | Fem Goal | Blk Goal | His Goal | Oth Goal |
|---|---|---|---|---|---|---|---|---|---|---|
| 10101 | Officials and Administrators | Y | Y | Y | Y | 1 | 0 | 0 | 0 | 0 |
| 20000 | Professionals | Y | Y | Y | Y | 1 | 0 | 0 | 0 | 0 |
| 20101 | Professionals | Y | Y | Y | Y | 21 | 0 | 0 | 0 | 0 |
| 20102 | Professionals | Y | Y | Y | Y | 7 | 0 | 0 | 0 | 0 |
| 30102 | Technicians | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 60101 | Administrative Support | Y | Y | Y | Y | 2 | 0 | 0 | 0 | 0 |

## DSNF (32946) Goals

| Job Code | Description | Fem Util | Blk Util | His Util | Oth Util | Vacancy | Fem Goal | Blk Goal | His Goal | Oth Goal |
|---|---|---|---|---|---|---|---|---|---|---|
| 14601 | Officials and Administrators | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 24601 | Professionals | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 24602 | Professionals | Y | Y | Y | Y | 2 | 0 | 0 | 0 | 0 |
| 34601 | Technicians | Y | Y | Y | Y | 4 | 0 | 0 | 0 | 0 |
| 44601 | Protective Service | N | N | Y | Y | 2 | 2 | 2 | 0 | 0 |
| 64601 | Administrative Support | N | Y | Y | Y | 0 | 1 | 0 | 0 | 0 |
| 84602 | Service Maintenance | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 84603 | Service Maintenance | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |

## MCCX (32947) Goals

| Job Code | Description | Fem Util | Blk Util | His Util | Oth Util | Vacancy | Fem Goal | Blk Goal | His Goal | Oth Goal |
|---|---|---|---|---|---|---|---|---|---|---|
| 11101 | Officials and Administrators | N | Y | Y | Y | 1 | 1 | 0 | 0 | 0 |
| 21101 | Professionals | N | Y | Y | Y | 2 | 2 | 0 | 0 | 0 |
| 21102 | Professionals | Y | Y | Y | Y | 1 | 0 | 0 | 0 | 0 |
| 31101 | Technicians | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 31102 | Technicians | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 41101 | Protective Service | Y | Y | Y | Y | 6 | 11 | 0 | 0 | 0 |
| 51101 | Protective Service - Non Sworn | N | Y | Y | Y | 0 | 1 | 0 | 0 | 0 |
| 61101 | Administrative Support | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 71101 | Skilled Craft | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 81101 | Service Maintenance | Y | Y | Y | Y | 1 | 7 | 0 | 0 | 0 |
| 81102 | Service Maintenance | N | Y | Y | Y | 1 | 1 | 0 | 0 | 0 |

**Central Office (32900) Goals**

| Job Code | Description | Fem Util | Blk Util | His Util | Oth Util | Vacancy | Fem Goal | Blk Goal | His Goal | Oth Goal |
|---|---|---|---|---|---|---|---|---|---|---|
| 10100 | Officials and Administrators | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 10101 | Officials and Administrators | Y | Y | Y | Y | 2 | 0 | 0 | 0 | 0 |
| 20101 | Professionals | N | Y | Y | Y | 4 | 2 | 0 | 0 | 0 |
| 20102 | Professionals | N | Y | Y | Y | 1 | 1 | 0 | 0 | 0 |
| 20104 | Professionals | N | Y | Y | Y | 3 | 2 | 0 | 0 | 0 |
| 30101 | Technicians | Y | Y | Y | Y | 1 | 0 | 0 | 0 | 0 |
| 40101 | Protective Service | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 60101 | Administrative Support | N | Y | Y | Y | 2 | 2 | 0 | 0 | 0 |

**BCCX (32918) Goals**

| Job Code | Description | Fem Util | Blk Util | His Util | Oth Util | Vacancy | Fem Goal | Blk Goal | His Goal | Oth Goal |
|---|---|---|---|---|---|---|---|---|---|---|
| 11801 | Officials and Administrators | N | N | Y | Y | 1 | 1 | 1 | 0 | 0 |
| 21801 | Professionals | N | Y | Y | Y | 27 | 4 | 0 | 0 | 0 |
| 31801 | Technicians | Y | Y | Y | Y | 35 | 0 | 0 | 0 | 0 |
| 41801 | Protective Service | Y | Y | Y | Y | 22 | 0 | 0 | 0 | 0 |
| 51801 | Recreation | N | Y | Y | Y | 0 | 1 | 0 | 0 | 0 |
| 61801 | Administrative Support | Y | Y | Y | Y | 12 | 0 | 0 | 0 | 0 |
| 71801 | Skilled Craft | Y | Y | Y | Y | 4 | 0 | 0 | 0 | 0 |
| 81801 | Service Maintenance - Food Service | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 81802 | Service Maintenance - Facility Maintenance | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 81803 | Service Maintenance - Assistants | N | N | Y | Y | 5 | 1 | 1 | 0 | 0 |

**WTSP (32941) Goals**

| Job Code | Description | Fem Util | Blk Util | His Util | Oth Util | Vacancy | Fem Goal | Blk Goal | His Goal | Oth Goal |
|---|---|---|---|---|---|---|---|---|---|---|
| 14101 | Officials and Administrators | N | Y | Y | Y | 3 | 1 | 0 | 0 | 0 |
| 24101 | Professionals | N | N | Y | Y | 3 | 1 | 1 | 0 | 0 |
| 24103 | Professionals | Y | N | Y | Y | 6 | 0 | 2 | 0 | 0 |
| 34101 | Technicians | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 44101 | Protective Service | Y | N | Y | Y | 10 | 0 | 5 | 0 | 0 |
| 64101 | Administrative Support | Y | N | Y | Y | 2 | 0 | 1 | 0 | 0 |
| 74101 | Skilled Craft | Y | Y | Y | Y | 0 | 0 | 0 | 0 | 0 |
| 84101 | Service Maintenance | Y | Y | Y | Y | 1 | 0 | 0 | 0 | 0 |

# APPENDIX F

# UTILIZATION OF GOALS - NEW HIRES

# FY 2014-2015

Job Category Breakdown from 01-JUL-2014 to 30-JUN-2015

Business Unit: 32901
Department: 32901

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 2 | 100.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 1 | 33.3 | 1 | 33.3 | 0 | 0.0 | 0 | 0.0 | 1 | 33.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 25.0 | 3 | 75.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 1 | 25.0 | 0 | 0.0 | 0 | 0.0 | 1 | 25.0 | 2 | 50.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 1 | | 2 | | 0 | | 0 | | 3 | | 7 | | 0 | | 0 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 2 | 100.0 | 2 | 100.0 | 2 | 15.4 |
| Professionals | 1 | 33.3 | 1 | 33.3 | 3 | 23.1 |
| Technicians | 3 | 75.0 | 4 | 100.0 | 4 | 30.8 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 3 | 75.0 | 3 | 75.0 | 4 | 30.8 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 9 | | 10 | | 13 | |

Job Category Breakdown from 01-JUL-2014 to 30-JUN-2015

Business Unit: 32901
Department: 32906

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 4 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 0 | | 0 | | 0 | | 0 | | 5 | | 0 | | 0 | | 0 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 1 | 100.0 | 1 | 20.0 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 4 | 100.0 | 4 | 80.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 0 | | 5 | | 5 | |

Job Category Breakdown from 01-JUL-2014 to 30-JUN-2015

Business Unit: 32901
Department: 32908

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 0 | | 0 | | 0 | |

Job Category Breakdown from 01-JUL-2014 to 30-JUN-2015

Business Unit: 32901
Department: 32911

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 0 | | 0 | | 0 | |

Job Category Breakdown from 01-JUL-2014 to 30-JUN-2015

Business Unit: 32901
Department: 32913

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 6 | 9.0 | 9 | 13.4 | 0 | 0.0 | 1 | 1.5 | 14 | 20.9 | 30 | 44.8 | 4 | 6.0 | 3 | 4.5 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 2 | 66.7 | 1 | 33.3 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 6 | | 9 | | 0 | | 1 | | 17 | | 32 | | 4 | | 3 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 1 | 100.0 | 1 | 1.4 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 47 | 70.1 | 51 | 76.1 | 67 | 93.1 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 1 | 33.3 | 3 | 100.0 | 3 | 4.2 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 1 | 100.0 | 1 | 100.0 | 1 | 1.4 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 49 | | 56 | | 72 | |

Job Category Breakdown from 01-JUL-2014 to 30-JUN-2015

Business Unit: 32901
Department: 32914

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 1 | 33.3 | 0 | 0.0 | 1 | 33.3 | 0 | 0.0 | 1 | 33.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 78 | 73.6 | 1 | 0.9 | 0 | 0.0 | 3 | 2.8 | 21 | 19.8 | 1 | 0.9 | 2 | 1.9 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 3 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 1 | 33.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 2 | 66.7 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 83 | | 1 | | 1 | | 3 | | 25 | | 1 | | 2 | | 0 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 1 | 33.3 | 1 | 33.3 | 3 | 2.6 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 7 | 6.6 | 24 | 22.6 | 106 | 91.4 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 1 | 100.0 | 1 | 0.9 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 3 | 2.6 |
| Service Maintenance | 0 | 0.0 | 2 | 66.7 | 3 | 2.6 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 8 | | 28 | | 116 | |

Job Category Breakdown from 01-JUL-2014 to 30-JUN-2015

Business Unit: 32901
Department: 32916

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 2 | 6.3 | 16 | 50.0 | 0 | 0.0 | 0 | 0.0 | 1 | 3.1 | 13 | 40.6 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 1 | 33.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 2 | 66.7 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 2 | | 18 | | 0 | | 0 | | 1 | | 17 | | 0 | | 0 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 1 | 100.0 | 1 | 100.0 | 1 | 2.6 |
| Professionals | 1 | 100.0 | 1 | 100.0 | 1 | 2.6 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 29 | 90.6 | 14 | 43.8 | 32 | 84.2 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 3 | 100.0 | 2 | 66.7 | 3 | 7.9 |
| Skilled Craft | 1 | 100.0 | 0 | 0.0 | 1 | 2.6 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 35 | | 18 | | 38 | |

Job Category Breakdown from 01-JUL-2014 to 30-JUN-2015

Business Unit: 32901
Department: 32917

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 15 | 30.6 | 9 | 18.4 | 3 | 6.1 | 0 | 0.0 | 8 | 16.3 | 12 | 24.5 | 1 | 2.0 | 1 | 2.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 50.0 | 1 | 50.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 15 | | 9 | | 3 | | 0 | | 9 | | 13 | | 1 | | 1 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 26 | 53.1 | 22 | 44.9 | 49 | 96.1 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 1 | 50.0 | 2 | 100.0 | 2 | 3.9 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 27 | | 24 | | 51 | |

Job Category Breakdown from 01-JUL-2014 to 30-JUN-2015

Business Unit: 32901
Department: 32918

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 1 | 20.0 | 2 | 40.0 | 0 | 0.0 | 0 | 0.0 | 2 | 40.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 172 | 68.3 | 6 | 2.4 | 3 | 1.2 | 2 | 0.8 | 62 | 24.6 | 4 | 1.6 | 2 | 0.8 | 1 | 0.4 |
| Protective Service - Non Sworn. | 1 | 50.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 50.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 1 | 20.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 4 | 80.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 3 | 30.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 7 | 70.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 179 | | 8 | | 3 | | 2 | | 76 | | 4 | | 2 | | 1 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 2 | 40.0 | 2 | 40.0 | 5 | 1.8 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 18 | 7.1 | 69 | 27.4 | 252 | 91.6 |
| Protective Service - Non Sworn. | 0 | 0.0 | 1 | 50.0 | 2 | 0.7 |
| Administrative Support | 0 | 0.0 | 4 | 80.0 | 5 | 1.8 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 1 | 0.4 |
| Service Maintenance | 0 | 0.0 | 7 | 70.0 | 10 | 3.6 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 20 | | 83 | | 275 | |

Job Category Breakdown from 01-JUL-2014 to 30-JUN-2015

Business Unit: 32901
Department: 32921

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 0 | | 0 | | 0 | |

Job Category Breakdown from 01-JUL-2014 to 30-JUN-2015

Business Unit: 32901
Department: 32922

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 0 | | 0 | | 0 | | 0 | | 1 | | 0 | | 0 | | 0 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 1 | 100.0 | 1 | 100.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 0 | | 1 | | 1 | |

Job Category Breakdown from 01-JUL-2014 to 30-JUN-2015

Business Unit: 32901
Department: 32923

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 0 | | 0 | | 0 | |

Job Category Breakdown from 01-JUL-2014 to 30-JUN-2015

Business Unit: 32901
Department: 32932

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 2 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 3 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 5 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 2 | 40.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 3 | 60.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 0 | | 0 | | 5 | |

Job Category Breakdown from 01-JUL-2014 to 30-JUN-2015

Business Unit: 32901
Department: 32941

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 2 | 40.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 2 | 40.0 | 1 | 20.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 69 | 33.7 | 41 | 20.0 | 2 | 1.0 | 1 | 0.5 | 23 | 11.2 | 66 | 32.2 | 1 | 0.5 | 2 | 1.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 1 | 50.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 50.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 2 | 100.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 73 | | 41 | | 2 | | 1 | | 26 | | 70 | | 1 | | 2 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 1 | 100.0 | 1 | 100.0 | 1 | 0.5 |
| Professionals | 1 | 20.0 | 3 | 60.0 | 5 | 2.3 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 1 | 0.5 |
| Protective Services | 113 | 55.1 | 92 | 44.9 | 205 | 94.9 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 1 | 50.0 | 2 | 0.9 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 2 | 100.0 | 2 | 100.0 | 2 | 0.9 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 117 | | 99 | | 216 | |

Job Category Breakdown from 01-JUL-2014 to 30-JUN-2015

Business Unit: 32901
Department: 32942

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 1 | 33.3 | 1 | 33.3 | 0 | 0.0 | 0 | 0.0 | 1 | 33.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 45 | 38.5 | 38 | 32.5 | 3 | 2.6 | 2 | 1.7 | 12 | 10.3 | 14 | 12.0 | 1 | 0.9 | 2 | 1.7 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 50.0 | 1 | 50.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 46 | | 39 | | 3 | | 2 | | 14 | | 15 | | 1 | | 2 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 1 | 33.3 | 1 | 33.3 | 3 | 2.5 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 60 | 51.3 | 29 | 24.8 | 117 | 95.9 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 1 | 50.0 | 2 | 100.0 | 2 | 1.6 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 62 | | 32 | | 122 | |

Job Category Breakdown from 01-JUL-2014 to 30-JUN-2015

Business Unit: 32901
Department: 32943

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 3 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 52 | 72.2 | 1 | 1.4 | 1 | 1.4 | 0 | 0.0 | 17 | 23.6 | 1 | 1.4 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 3 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 3 | 50.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 2 | 33.3 | 0 | 0.0 | 0 | 0.0 | 1 | 16.7 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 55 | | 1 | | 1 | | 0 | | 27 | | 1 | | 0 | | 1 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 3 | 100.0 | 3 | 3.5 |
| Technicians | 0 | 0.0 | 1 | 100.0 | 1 | 1.2 |
| Protective Services | 3 | 4.2 | 18 | 25.0 | 72 | 83.7 |
| Protective Service - Non Sworn | 0 | 0.0 | 1 | 100.0 | 1 | 1.2 |
| Administrative Support | 0 | 0.0 | 3 | 100.0 | 3 | 3.5 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 1 | 16.7 | 3 | 50.0 | 6 | 7.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 4 | | 29 | | 86 | |

Job Category Breakdown from 01-JUL-2014 to 30-JUN-2015

Business Unit: 32901
Department: 32944

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 0 | | 0 | | 0 | |

Job Category Breakdown from 01-JUL-2014 to 30-JUN-2015

Business Unit: 32901
Department: 32945

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 5 | 71.4 | 1 | 14.3 | 0 | 0.0 | 0 | 0.0 | 1 | 14.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 94 | 45.6 | 30 | 14.6 | 0 | 0.0 | 2 | 1.0 | 43 | 20.9 | 34 | 16.5 | 2 | 1.0 | 1 | 0.5 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 2 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 3 | 33.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 4 | 44.4 | 2 | 22.2 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 105 | | 32 | | 0 | | 2 | | 48 | | 36 | | 2 | | 1 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 1 | 0.4 |
| Professionals | 1 | 14.3 | 1 | 14.3 | 7 | 3.1 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 69 | 33.5 | 80 | 38.8 | 206 | 91.2 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 1 | 100.0 | 0 | 0.0 | 1 | 0.4 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 2 | 0.9 |
| Service Maintenance | 2 | 22.2 | 6 | 66.7 | 9 | 4.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 73 | | 87 | | 226 | |

Job Category Breakdown from 01-JUL-2014 to 30-JUN-2015

Business Unit: 32901
Department: 32946

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 3 | 13.0 | 1 | 4.3 | 0 | 0.0 | 0 | 0.0 | 9 | 39.1 | 9 | 39.1 | 0 | 0.0 | 1 | 4.3 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 3 | 42.9 | 3 | 42.9 | 0 | 0.0 | 1 | 14.3 |
| Protective Services | 29 | 38.7 | 14 | 18.7 | 8 | 10.7 | 4 | 5.3 | 7 | 9.3 | 12 | 16.0 | 0 | 0.0 | 1 | 1.3 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 33.3 | 1 | 33.3 | 0 | 0.0 | 1 | 33.3 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 33 | | 15 | | 8 | | 4 | | 20 | | 25 | | 0 | | 4 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 11 | 47.8 | 19 | 82.6 | 23 | 21.1 |
| Technicians | 4 | 57.1 | 7 | 100.0 | 7 | 6.4 |
| Protective Services | 39 | 52.0 | 20 | 26.7 | 75 | 68.8 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 1 | 0.9 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 2 | 66.7 | 3 | 100.0 | 3 | 2.8 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 56 | | 49 | | 109 | |

Job Category Breakdown from 01-JUL-2014 to 30-JUN-2015

Business Unit: 32901
Department: 32947

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 3 | 75.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 25.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 123 | 86.6 | 5 | 3.5 | 0 | 0.0 | 0 | 0.0 | 13 | 9.2 | 0 | 0.0 | 1 | 0.7 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 3 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 2 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 1 | 9.1 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 10 | 90.9 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 129 | | 5 | | 0 | | 0 | | 27 | | 0 | | 1 | | 0 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 1 | 25.0 | 4 | 2.5 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 6 | 4.2 | 14 | 9.9 | 142 | 87.7 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 3 | 100.0 | 3 | 1.9 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 2 | 1.2 |
| Service Maintenance | 0 | 0.0 | 10 | 90.9 | 11 | 6.8 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 6 | | 28 | | 162 | |

Job Category Breakdown from 01-JUL-2014 to 30-JUN-2015

Business Unit: 32901
Department: 32948

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 1 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 0 | 0.0 | 0 | 0.0 | 1 | 100.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 0 | | 0 | | 1 | |

Job Category Breakdown from 01-JUL-2014 to 30-JUN-2015

Business Unit: 32901
Department: 32951

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 58 | 47.5 | 16 | 13.1 | 1 | 0.8 | 0 | 0.0 | 32 | 26.2 | 13 | 10.7 | 2 | 1.6 | 0 | 0.0 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn. | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 3 | 14.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 13 | 61.9 | 4 | 19.0 | 1 | 4.8 | 0 | 0.0 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 61 | | 16 | | 1 | | 0 | | 45 | | 17 | | 3 | | 0 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 32 | 26.2 | 47 | 38.5 | 122 | 85.3 |
| Technicians | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Services | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Protective Service - Non Sworn. | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 5 | 23.8 | 18 | 85.7 | 21 | 14.7 |
| Skilled Craft | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 37 | | 65 | | 143 | |

Job Category Breakdown from 01-JUL-2014 to 30-JUN-2015

Business Unit: 32901
Department:

| Job Category | White Males | | Black Males | | Hispanic Males | | Other Males | | White Females | | Black Females | | Hispanic Females | | Other Females | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 1 | 14.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 2 | 28.6 | 4 | 57.1 | 0 | 0.0 | 0 | 0.0 |
| Professionals | 78 | 42.6 | 22 | 12.0 | 2 | 1.1 | 0 | 0.0 | 54 | 29.5 | 24 | 13.1 | 2 | 1.1 | 1 | 0.5 |
| Technicians | 1 | 7.7 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 5 | 38.5 | 6 | 46.2 | 0 | 0.0 | 1 | 7.7 |
| Protective Services | 685 | 51.8 | 170 | 12.8 | 20 | 1.5 | 15 | 1.1 | 221 | 16.7 | 187 | 14.1 | 14 | 1.1 | 11 | 0.8 |
| Protective Service - Non Sworn | 1 | 33.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 2 | 66.7 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Administrative Support | 6 | 11.3 | 3 | 5.7 | 0 | 0.0 | 0 | 0.0 | 33 | 62.3 | 10 | 18.9 | 1 | 1.9 | 0 | 0.0 |
| Skilled Craft | 11 | 91.7 | 1 | 8.3 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Service Maintenance | 11 | 23.4 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 27 | 57.4 | 7 | 14.9 | 0 | 0.0 | 2 | 4.3 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 794 | | 196 | | 22 | | 15 | | 344 | | 238 | | 17 | | 15 | |

| Job Category | Total Minority | | Total Females | | Total Employees | |
|---|---|---|---|---|---|---|
| | NBR | PCT | NBR | PCT | NBR | PCT |
| Officials/Administrators | 4 | 57.1 | 6 | 85.7 | 7 | 0.4 |
| Professionals | 51 | 27.9 | 81 | 44.3 | 183 | 11.2 |
| Technicians | 7 | 53.8 | 12 | 92.3 | 13 | 0.8 |
| Protective Services | 417 | 31.5 | 433 | 32.7 | 1323 | 80.6 |
| Protective Service - Non Sworn | 0 | 0.0 | 2 | 66.7 | 3 | 0.2 |
| Administrative Support | 14 | 26.4 | 44 | 83.0 | 53 | 3.2 |
| Skilled Craft | 1 | 8.3 | 0 | 0.0 | 12 | 0.7 |
| Service Maintenance | 9 | 19.1 | 36 | 76.6 | 47 | 2.9 |
| Other | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 |
| Total | 503 | | 614 | | 1641 | |

End of Report