



TENNESSEE DEPARTMENT OF CORRECTION

AFFIRMATIVE ACTION PLAN

FY 2022-2023

Equal Opportunity is Everybody's Business



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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, veterans, 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, veterans, and persons with disabilities employed by the Department of Correction, as well as developing horizontal hiring practices 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 aspects of employment to current employees without regard for race, color, religion/creed, national origin, sex, age, veteran's status, disability (except when any of these factors is an existing bona fide occupational qualification), pregnancy and genetic information.

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, veterans, 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 considers all applicants on the basis of eligibility. 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 Department 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, veterans, individuals with disabilities 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 it is the expectation of full cooperation from all managers, supervisors, 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. The

Assistant Director of Human Resources/Employee Relations at TDOC and oversees the Affirmative Action Program. The Assistant Director of Human Resources supervises all Affirmative Action Officers (AA/EEO Officers), which implement the Affirmative Action Program throughout the Department of Correction.

A. Affirmative Action Officers 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 the 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 for:
 - a. Continually measure the effectiveness of the program and its parts.
 - b. Point out deficiencies and need 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 to the Affirmative Action Program by their commitment to executive order Number 3.
3. Exercise the necessary authority to implement change and resolve complaints within their division.

C. Wardens, Directors, and Superintendents will:

1. Designate a managerial level employee to coordinate and supervise the Affirmative Action Program in their facility, and any other individual 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 the organization.
6. Ensure that the employee with designated responsibilities for the Affirmative Action Program 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 Program administrators for training, Respectful Workplace Training.
9. Review the annual Affirmative Action Plan to ensure that realistic goals have been established for minorities and females prior to submitting 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 towards seeking applicants in areas where minorities, veterans, individuals with disabilities, 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 the 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 a 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 or Promotion Review Boards and ensure that consideration is given to meet established goals.

G. All employees will:

1. Be sensitive to the importance of their actions and behaviors 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 the Plan

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

- A. A copy of Executive Order Number 3 will be circulated by the Affirmative Action Officer to all divisions of the Department of Correction.
- B. Directors, Wardens, and Superintendents will display the Executive Order Number 3 conspicuously on the employee bulletin boards.
- C. The Affirmative Action Officer, TDOC, will meet with all Wardens, Directors, and Superintendents to reassure understanding of the intent of the Commissioner's policy statement and to discuss the necessity of affirmative action to fulfill that intent.
- D. Affirmative Action Officer will publish status reports concerning affirmative action activities and progress.
- E. The Department of Correction will feature employees in publications, which represent the composition of the department's workforce.
- F. The Affirmative Action Officer will provide special counseling sessions with employees to discuss the policy and explain the individual responsibilities.
- G. The Affirmative Action Officer will discuss the affirmative action policy with all new employees during orientation.
- H. 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 procedure to identify and eliminate discriminatory practices.
- B. Data will be collected on the recruitment and hiring processes of the department to monitor percentages of female and minorities applying for positions. The data will be utilized to identify areas that may require specialized recruitment efforts. The follow are four identified problem areas:

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

EEOC Category

Officials/Administrators
Professionals
Technicians
Protective Services
Skilled Crafts

Shortage of Staff

Minority, Female, Individuals with Disabilities
Minority, Female, Individuals with Disabilities
Minority, Female, Individuals with Disabilities
Minority, Female, Individuals with Disabilities
Female, Individuals with Disabilities

2. Retention of minorities and females in entry level positions.
3. Acceptance by minorities of promotion 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 counselor and placement officers at high schools, colleges, and training institutions.
4. Develop and maintain contact with the following organizations:

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
Military Branches for discharging veterans

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

Other Organizations and Schools

Community Action Agency

Goodwill Home Community Services Inc.

Private Colleges/Universities with high percentages of minority and female students

Private Technical Schools

Public Library for Listing

Senior Citizens Employment Services

United Way

Veteran's 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 requisitions certified by the Tennessee Department of Human Resources concerning preferred service positions. The selection of employees by the appointing authority is from a list of names certified in accordance with preferred service rule interviewing at least three (3) individuals from the certified eligible list, provided there are three (3) individuals on the eligible list.
- 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 proceeded, 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 employee 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. Some examples of these current training programs are as followed:
 - 1. Commanding Success Institute – TDOC Program
 - 2. Management Institute – TDOC Program
 - 3. Commissioner’s Leadership Academy – TDOC Program
 - 4. Professional Management Academy – TDOC Program
 - 5. Command College – TDOC Program
 - 6. Executive Development Academy – TDOC Program
 - 7. iLead – TDOC Program
 - 8. LEAD TN – DOHR Program
 - 9. Tennessee Government Management Institute – DOHR program
 - 10. Accelerated Leadership Institute – DOHR Program
 - 11. Tennessee Government Executive Institute – DOHR Program
 - 12. Tennessee Professionals Management Institute – DOHR Program
 - 13. Leadership Academy for Excellence and Disabilities Services – DOHR Program

- D. Provide the training at an institutional level in the subject matter areas of ADA and Workplace Discrimination/Harassment.

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

VIII. Promotion

Upwards 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, Major, Captain, Lieutenant, and Sergeant.) Each year Assistant Commissioners, Wardens, Superintendents, 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 impact on female and/or minority candidates?

- D. Does the oral interview process have a disparate effect on female and/or minority candidates?
- E. Are female 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 female 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 policy on non-discrimination, the Department of Correction does not discriminate on the basis of race, color, sex, religion/creed, national origin, age, disability, veteran's status, pregnancy, or genetic information 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 and/or discrimination/harassment complaints should be directed to the following:

Tennessee Department of Correction
Rachel Jackson Building, 3rd Floor
Attn: Assistant Director of Human Resources
320 6th Avenue North
Nashville, TN 37243
Phone: (615) 253-8192
Fax: (615) 532-8821

Also, it should be noted that all ADA inquiries and/or complaints should also be sent to the name and address listed above.

- C. The Department of Correction will attempt to provide reasonable accommodations for 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/harassment of a protected class as soon as possible after the events occur. All complaints will be handled in 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 the 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 the Employee Relations Division within one (1) business day.

The Department's Assistant Director of Human Resources for the Employee Relations (HR Manager II) 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 Employment Opportunity Commission, or the Employee Relations Division.

B. Investigative Process

All reported complaints of sexual misconduct, sexual harassment, workplace discrimination/harassment (involving a protected class), and claims of retaliation will be promptly, fairly, and thoroughly investigated. These complaints shall be investigated by the Department of Correction Affirmative Action Officers, as well as the Office of Investigation and Conduct, on an as needed basis.

Upon completion of the investigation, the complainant and the accused shall be informed by the Warden, Superintendent, District Director, Director, Assistant Commissioner, Deputy Commissioner, Correctional Administrator, or Director of OIC of the results of the investigation via a formal letter. When a violation of policy 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 the conduct that constitutes discrimination and/or harassment of a protected class; however, does allege conduct which would violate Department of Human Resources Policy 17-001, *"Abusive Conduct in the Workplace,"* a formal investigation will occur, and the complainant and alleged party will be notified of the results of this investigation via memorandum.

If it is determined that the allegation does not allege workplace discrimination/harassment or abusive conduct, a formal investigation will not be conducted and the complainant will be informed via memorandum. These complaints shall be reviewed by the Affirmative Action Officers for review and response, as determined appropriate. These responses will also be given in conjunction with Wardens, Superintendents, District Directors, Correctional Administrators, Assistant Commissioners, and Directors.

XIII. Internal Monitoring

Internal monitoring of the Affirmative Action Program will be an on-going process for each Budget Code/Division submitting and 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 EEOC category for any reason when assessing actual goal achievement.

XIV. Affirmative Action Plan 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 Checklist, (Appendix C), will be used as a guide in determining the effectiveness of each program.

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

XV. Goals and Timetables

Goal:	Description:	Timetable:
Goal # 1	Achieve goals for hiring or promoting minorities, females, and persons with disabilities.	On-going
Goal # 2	Maintain already established formal and informal complaint procedure system to assure that all employees have an opportunity to resolve complaints.	On-going
Goal # 3	Establish procedures for recruiting minorities, females, and persons with disabilities.	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.	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.	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.	On-going
Goal # 7	Improving hiring persons with disabilities by utilizing State of Tennessee Preferred Service Requisitions which produces the eligible list for each position.	On-going

XVI. Problem Areas and Corrective Action

Problem:	Corrective Action:
Lack of minorities and females with requisite skills on requisitions in the reasonable recruiting areas is a continuing problem.	On-going recruitment efforts began several years ago to attract interested 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 to announce vacancies and special efforts to attract minorities and females. Also, Rapid Hiring events have been explored in order to fill positions in the most efficient manner possible. These efforts will continue.
There continues to be a lack of qualified minorities in close proximity to work sites in several areas of the state.	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 and implemented for applicants concerning the positions of Correctional Officers, as these are high turnover positions within the Department of Correction. Retention bonuses have been established and implemented for those in the security series as an incentive to seek and remain employed with the Department of Correction, as these are high turnover positions. Additionally, Correctional Officer positions and the Probation/Parole series of positions have recently established and implemented increased salary ranges in order to attract more talent to these positions, as they are known to be high turnover positions.
Upward mobility and/or the hiring of minorities and females in the EEOC categories officials/administrators are critical areas throughout the Department.	Supervisors and managers who have final promoting and hiring authority take positive steps to identify, promote an/or hire those minorities and females who are qualified to perform the duties of positions in the EEOC categories officials/administrators and professionals in an effort to achieve goals.

APPENDIX A

EXECUTIVE ORDER
AND AFFIRMATIVE ACTION POLICY STATEMENT



STATE OF TENNESSEE
EXECUTIVE ORDER
BY THE GOVERNOR

No. 4

**AN ORDER MANDATING NONDISCRIMINATION IN EMPLOYMENT PRACTICES
OF THE EXECUTIVE BRANCH**

WHEREAS, this Administration is committed to fair and equal opportunity under the law;
and

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

WHEREAS, a policy that the Executive Branch does not discriminate on the bases of race, color, national origin, age, sex, pregnancy, religion, creed, disability, veteran's status, or any other category protected by state and/or federal civil rights laws in employment matters is not only mandated by law, but also is 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; and

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

WHEREAS, this Executive Order No. 4 underscores the commitment of this Administration to the highest standards of nondiscriminatory employment practices in the Executive Branch.

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

This policy specifically prohibits discrimination on the bases of race, color, national origin, age, sex, pregnancy, religion, creed, disability, veteran's status, or any other category protected by state and/or federal civil rights laws.

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.

In furtherance of this policy of nondiscrimination, the Commissioner of Human Resources and the Commissioner of Labor and Workforce Development are directed to take appropriate measures to train those in the Executive Branch responsible for hiring, firing, promoting, demoting, or otherwise managing employees regarding nondiscrimination practices. Such training is directed to occur within 120 days of this Order and to recur with reasonable frequency to promote 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 Executive Branch positions accurately reflect the citizens 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.

This Executive Order No. 4 supersedes and rescinds Governor Haslam's Executive Order No. 3, dated January 15, 2011, and all other directives and memoranda concerning the same subject. All previous executive orders, the terms of which are inconsistent with the terms of this Executive Order No. 4, are hereby repealed.

IN WITNESS WHEREOF, I have subscribed my signature and caused the Great Seal of the State of Tennessee to be affixed this 24th day of January, 2019.

Bill Lee
GOVERNOR

ATTEST:

Joe Hunt
SECRETARY OF STATE



BILL LEE
GOVERNOR



LISA HELTON
INTERIM COMMISSIONER

STATE OF TENNESSEE
DEPARTMENT OF CORRECTION
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320 SIXTH AVENUE NORTH
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OFFICE (615) 253-8139 • FAX (615) 532-8281

MEMORANDUM

TO: Department of Correction Employees

FROM: Lisa Helton, Interim Commissioner *LH*

DATE: July 25, 2022

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/color, religion/creed, age, national origin, sex, age, veteran's status, disability, pregnancy, or genetic information (except when any of these factors are existing bona fide occupation 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, veterans, individuals with disabilities, and women will receive equal consideration for all 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 based on 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 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 minority groups, veterans, individuals with disabilities 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 anticipate the full cooperation of all managers, supervisors, and other employees to carry out this policy.

LH: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:
(MUST BE COMPLETED PRIOR TO INTERVIEW)

COMMENTS:

* PERCENTAGES ROUNDED TO NEAREST TENTH OF A PERCENT

**ALL DISABILITY STATISTICS ARE INCLUDE IN A TOTAL 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.

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

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.
 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

Business Unit: 32901
 Department: 32901

AFFIRMATIVE ACTION FULL TIME EMPLOYEES REPORT

Job Category Breakdown as of 30-JUN-2023

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	27	29.7	4	4.4	2	2.2	0	0.0	38	41.8	20	22.0	0	0.0	0	0.0
Professionals	22	17.3	10	7.9	0	0.0	0	0.0	44	34.6	43	33.9	1	0.8	5	3.9
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	4	66.7	0	0.0	0	0.0	0	0.0	2	33.3	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn	2	50.0	1	25.0	0	0.0	0	0.0	0	0.0	0	0.0	1	25.0	0	0.0
Administrative Support	0	0.0	2	40.0	0	0.0	0	0.0	2	40.0	0	0.0	0	0.0	1	20.0
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	55		17		2		2		86		63		2		6	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	26	28.6	58	63.7	91	39.1
Professionals	61	48.0	93	73.2	127	54.5
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	2	33.3	6	2.6
Protective Service - Non Sworn	2	50.0	1	25.0	4	1.7
Administrative Support	3	60.0	3	60.0	5	2.1
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	92		157		233	

Business Unit: 32901
Department: 32906

Job Category Breakdown as of 30-JUN-2023

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	16	36.4	5	11.4	1	2.3	2	4.5	16	36.4	4	9.1	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	1	50.0	0	0.0	0	0.0	0	0.0	1	50.0	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	11.1	0	0.0	0	0.0	0	0.0	7	77.8	1	11.1	0	0.0	0	0.0
Skilled Craft	7	87.5	0	0.0	0	0.0	1	12.5	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	2	100.0	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	29		6		1		3		26		5		0		0	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	1	20.0	2	40.0	5	7.1
Professionals	12	27.3	20	45.5	44	62.9
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	1	50.0	2	2.9
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0
Administrative Support	1	11.1	8	88.9	9	12.9
Skilled Craft	1	12.5	0	0.0	8	11.4
Service Maintenance	0	0.0	0	0.0	2	2.9
Other	0	0.0	0	0.0	0	0.0
Total	15		31		70	

AFFIRMATIVE ACTION FULL TIME EMPLOYEES REPORT

Report ID: TNHR013.SQR

Business Unit: 32901
Department: 32908
Job Category Breakdown as of 30-JUN-2023

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	

AFFIRMATIVE ACTION FULL TIME EMPLOYEES REPORT

Report ID: TNHR013.SQR

Job Category Breakdown as of 30-JUN-2023

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	

Business Unit: 32901
 Department: 32913

PeopleSoft
 AFFIRMATIVE ACTION FULL TIME EMPLOYEES REPORT
 Job Category Breakdown as of 30-JUN-2023

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	1	20.0	1	20.0	0	0.0	0	0.0
Professionals	7	20.0	3	8.6	0	0.0	0	0.0	9	25.7	16	45.7	0	0.0	0	0.0
Technicians	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	18	14.4	22	17.6	3	2.4	2	1.6	14	11.2	59	47.2	5	4.0	2	1.6
Protective Service - Non Sworn,	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0
Administrative Support	0	0.0	1	9.1	0	0.0	1	9.1	6	54.5	2	18.2	1	9.1	0	0.0
Killed 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	29		28		3		3		30		79		6		2	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	2	40.0	2	40.0	5	2.8
Professionals	19	54.3	25	71.4	35	19.4
Technicians	1	50.0	0	0.0	2	1.1
Protective Services	93	74.4	80	64.0	125	69.4
Protective Service - Non Sworn,	1	50.0	1	50.0	2	1.1
Administrative Support	5	45.5	9	81.8	11	6.1
Killed 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	121		117		180	

AFFIRMATIVE ACTION FULL TIME EMPLOYEES REPORT

Report ID: TNHR013.SQR

Job Category Breakdown as of 30-JUN-2023

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	5	83.3	0	0.0	0	0.0	0	0.0	1	16.7	0	0.0	0	0.0	0	0.0
Professionals	25	43.9	1	1.8	0	0.0	1	1.8	29	50.9	1	1.8	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	161	68.8	9	3.8	6	2.6	1	0.4	52	22.2	2	0.9	1	0.4	2	0.9
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	20.0	0	0.0	0	0.0	0	0.0	20	80.0	0	0.0	0	0.0	0	0.0
Skilled Craft	10	90.9	0	0.0	0	0.0	1	9.1	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	5	100.0	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	213		10		6		3		102		3		1		2	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	1	16.7	6	1.8
Professionals	3	5.3	30	52.6	57	16.8
Technicians	0	0.0	0	0.0	1	0.3
Protective Services	21	9.0	57	24.4	234	68.8
Protective Service - Non Sworn	0	0.0	0	0.0	1	0.3
Administrative Support	0	0.0	20	80.0	25	7.4
Skilled Craft	1	9.1	0	0.0	11	3.2
Service Maintenance	0	0.0	0	0.0	5	1.5
Other	0	0.0	0	0.0	0	0.0
Total	25		108		340	

Business Unit: 32901
Department: 32916

Job Category Breakdown as of 30-JUN-2023

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	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	1	3.4	8	27.6	0	0.0	0	0.0	0	0.0	19	65.5	1	3.4	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	3	100.0	0	0.0	0	0.0
Protective Services	8	9.0	39	43.8	0	0.0	0	0.0	2	2.2	40	44.9	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	1	100.0	0	0.0	0	0.0
Administrative Support	0	0.0	1	9.1	0	0.0	0	0.0	2	18.2	8	72.7	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	2	66.7	0	0.0	0	0.0	0	0.0	1	33.3	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	9		51		0		0		4		72		1		0	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	1	100.0	0	0.0	1	0.7
Professionals	28	96.6	20	69.0	29	21.2
Technicians	3	100.0	3	100.0	3	2.2
Protective Services	79	88.8	42	47.2	89	65.0
Protective Service - Non Sworn	1	100.0	1	100.0	1	0.7
Administrative Support	9	81.8	10	90.9	11	8.0
Skilled Craft	0	0.0	0	0.0	0	0.0
Service Maintenance	1	33.3	1	33.3	3	2.2
Other	0	0.0	0	0.0	0	0.0
Total	124		77		137	

Business Unit: 32901
Department: 32917

Job Category Breakdown as of 30-JUN-2023

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-2023

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	4	57.1	0	0.0	0	0.0	0	0.0	3	42.9	0	0.0	0	0.0	0	0.0
Professionals	52	54.2	1	1.0	1	1.0	0	0.0	41	42.7	1	1.0	0	0.0	0	0.0
Technicians	2	66.7	0	0.0	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0
Protective Services	358	72.0	5	1.0	7	1.4	6	1.2	112	22.5	4	0.8	4	0.8	1	0.2
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	10.0	0	0.0	0	0.0	0	0.0	27	90.0	0	0.0	0	0.0	0	0.0
Skilled Craft	18	94.7	0	0.0	0	0.0	0	0.0	1	5.3	0	0.0	0	0.0	0	0.0
Service Maintenance	3	100.0	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	440		6		8		6		185		5		4		1	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	3	42.9	7	1.1
Professionals	3	3.1	42	43.8	96	14.7
Technicians	0	0.0	1	33.3	3	0.5
Protective Services	27	5.4	121	24.3	497	75.9
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	27	90.0	30	4.6
Skilled Craft	0	0.0	1	5.3	19	2.9
Service Maintenance	0	0.0	0	0.0	3	0.5
Other	0	0.0	0	0.0	0	0.0
Total	30		195		655	

Business Unit: 32901
 Department: 32921

PeopleSoft
 AFFIRMATIVE ACTION FULL TIME EMPLOYEES REPORT
 Job Category Breakdown as of 30-JUN-2023

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	50.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0	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	1		0		0		0		0		1		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	100.0
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	1		1		2	

Business Unit: 32901
Department: 32922

Job Category Breakdown as of 30-JUN-2023

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	50.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0	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	1		0		0		0		0		1		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	100.0
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	1		1		2	

Business Unit: 32901
Department: 32923

Job Category Breakdown as of 30-JUN-2023

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	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	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	1	100.0
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		1	

Business Unit: 32901
Department: 32932

Job Category Breakdown as of 30-JUN-2023

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	7	70.0	1	10.0	0	0.0	0	0.0	2	20.0	0	0.0	0	0.0	0	0.0
Technicians	15	71.4	3	14.3	1	4.8	1	4.8	1	4.8	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	11	91.7	0	0.0	0	0.0	1	8.3	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	4	100.0	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	42		4		1		2		3		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	5	9.6
Professionals	1	10.0	2	20.0	10	19.2
Technicians	5	23.8	1	4.8	21	40.4
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	1	8.3	0	0.0	12	23.1
Service Maintenance	0	0.0	0	0.0	4	7.7
Other	0	0.0	0	0.0	0	0.0
Total	7		3		52	

Business Unit: 32901
Department: 32941

Job Category Breakdown as of 30-JUN-2023

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	37.5	3	37.5	0	0.0	0	0.0	0	0.0	2	25.0	0	0.0	0	0.0
Professionals	21	29.2	9	12.5	0	0.0	0	0.0	12	16.7	30	41.7	0	0.0	0	0.0
Technicians	2	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	74	21.8	67	19.7	0	0.0	0	0.0	54	15.9	137	40.3	3	0.9	2	0.6
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	1	2.7	0	0.0	0	0.0	0	0.0	26	70.3	7	18.9	2	5.4	1	2.7
Skilled Craft	7	87.5	0	0.0	0	0.0	0	0.0	1	12.5	0	0.0	0	0.0	0	0.0
Service Maintenance	2	50.0	1	25.0	0	0.0	0	0.0	0	0.0	1	25.0	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	111		80		0		0		93		177		5		3	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	5	62.5	2	25.0	8	1.7
Professionals	39	54.2	42	58.3	72	15.3
Technicians	0	0.0	0	0.0	2	0.4
Protective Services	212	62.4	196	57.6	340	72.0
Protective Service - Non Sworn	0	0.0	0	0.0	1	0.2
Administrative Support	10	27.0	36	97.3	37	7.8
Skilled Craft	0	0.0	1	12.5	8	1.7
Service Maintenance	1	25.0	1	25.0	4	0.8
Other	0	0.0	0	0.0	0	0.0
Total	268		278		472	

Business Unit: 32901
 Department: 32942

PeopleSoft
 AFFIRMATIVE ACTION FULL TIME EMPLOYEES REPORT

Job Category Breakdown as of 30-JUN-2023

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	42.9	2	28.6	0	0.0	0	0.0	1	14.3	1	14.3	0	0.0	0	0.0
Professionals	14	41.2	3	8.8	0	0.0	1	2.9	8	23.5	7	20.6	1	2.9	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	76	42.9	47	26.6	7	4.0	3	1.7	22	12.4	17	9.6	2	1.1	3	1.7
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	4	40.0	2	20.0	0	0.0	0	0.0	2	20.0	2	20.0	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	100.0	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	97		54		7		4		36		27		3		3	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	3	42.9	2	28.6	7	3.0
Professionals	12	35.3	16	47.1	34	14.7
Technicians	0	0.0	1	100.0	1	0.4
Protective Services	79	44.6	44	24.9	177	76.6
Protective Service - Non Sworn	0	0.0	1	100.0	1	0.4
Administrative Support	4	40.0	4	40.0	10	4.3
Skilled Craft	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	1	100.0	1	0.4
Other	0	0.0	0	0.0	0	0.0
Total	98		69		231	

Business Unit: 32901
Department: 32943

Job Category Breakdown as of 30-JUN-2023

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	29	54.7	0	0.0	0	0.0	0	0.0	24	45.3	0	0.0	0	0.0	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	179	76.2	3	1.3	2	0.9	3	1.3	47	20.0	0	0.0	0	0.0	1	0.4
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	6	18.2	1	3.0	0	0.0	0	0.0	26	78.8	0	0.0	0	0.0	0	0.0
Skilled Craft	7	87.5	0	0.0	1	12.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	3	100.0	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	233		4		3		3		99		0		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	1.5
Professionals	0	0.0	24	45.3	53	15.5
Technicians	0	0.0	2	40.0	5	1.5
Protective Services	9	3.8	48	20.4	235	68.5
Protective Service - Non Sworn	0	0.0	0	0.0	1	0.3
Administrative Support	1	3.0	26	78.8	33	9.6
Skilled Craft	1	12.5	0	0.0	8	2.3
Service Maintenance	0	0.0	0	0.0	3	0.9
Other	0	0.0	0	0.0	0	0.0
Total	11		100		343	

Business Unit: 32901
Department: 32944

Job Category Breakdown as of 30-JUN-2023

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	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	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	1	100.0
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		1	

Business Unit: 32901
Department: 32945

Job Category Breakdown as of 30-JUN-2023

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	0	0.0	0	0.0	0	0.0	1	20.0	1	20.0	0	0.0	0	0.0
Professionals	34	37.4	9	9.9	1	1.1	0	0.0	35	38.5	11	12.1	0	0.0	1	1.1
Technicians	2	50.0	0	0.0	0	0.0	0	0.0	2	50.0	0	0.0	0	0.0	0	0.0
Protective Services	95	52.2	21	11.5	2	1.1	2	1.1	34	18.7	24	13.2	4	2.2	0	0.0
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	31	81.6	2	5.3	0	0.0	0	0.0
Skilled Craft	12	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	50.0	0	0.0	0	0.0	0	0.0	2	33.3	1	16.7	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	155		30		3		2		105		39		4		1	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	1	20.0	2	40.0	5	1.5
Professionals	22	24.2	47	51.6	91	26.8
Technicians	0	0.0	2	50.0	4	1.2
Protective Services	53	29.1	62	34.1	182	53.7
Protective Service - Non Sworn	0	0.0	0	0.0	1	0.3
Administrative Support	2	5.3	33	86.8	38	11.2
Skilled Craft	0	0.0	0	0.0	12	3.5
Service Maintenance	1	16.7	3	50.0	6	1.8
Other	0	0.0	0	0.0	0	0.0
Total	79		149		339	

Business Unit: 32901
Department: 32946

Job Category Breakdown as of 30-JUN-2023

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	57.1	1	14.3	0	0.0	0	0.0	1	14.3	1	14.3	0	0.0	0	0.0
Professionals	9	16.7	9	16.7	1	1.9	0	0.0	7	13.0	26	48.1	0	0.0	2	3.7
Technicians	2	15.4	4	30.8	0	0.0	0	0.0	2	15.4	4	30.8	0	0.0	1	7.7
Protective Services	52	22.7	68	29.7	10	4.4	3	1.3	20	8.7	64	27.9	8	3.5	4	1.7
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	4	26.7	2	13.3	0	0.0	1	6.7	3	20.0	3	20.0	0	0.0	2	13.3
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	1	50.0	0	0.0	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	72		84		11		5		33		99		8		9	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	2	28.6	2	28.6	7	2.2
Professionals	38	70.4	35	64.8	54	16.8
Technicians	9	69.2	7	53.8	13	4.0
Protective Services	157	68.6	96	41.9	229	71.3
Protective Service - Non Sworn	0	0.0	0	0.0	1	0.3
Administrative Support	8	53.3	8	53.3	15	4.7
Skilled Craft	0	0.0	0	0.0	0	0.0
Service Maintenance	2	100.0	1	50.0	2	0.6
Other	0	0.0	0	0.0	0	0.0
Total	216		149		321	

Business Unit: 32901
Department: 32947

Job Category Breakdown as of 30-JUN-2023

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	0	0.0	0	0.0	0	0.0	1	20.0	0	0.0	0	0.0	0	0.0
Professionals	51	58.0	0	0.0	0	0.0	0	0.0	36	40.9	1	1.1	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0
Protective Services	345	77.2	3	0.7	8	1.8	1	0.2	89	19.9	1	0.2	0	0.0	0	0.0
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0
Administrative Support	3	9.1	0	0.0	0	0.0	0	0.0	29	87.9	0	0.0	1	3.0	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	100.0	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	420		3		8		1		159		2		1		0	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	1	20.0	5	0.8
Professionals	1	1.1	37	42.0	88	14.8
Technicians	0	0.0	2	100.0	2	0.3
Protective Services	13	2.9	90	20.1	447	75.3
Protective Service - Non Sworn	0	0.0	2	100.0	2	0.3
Administrative Support	1	3.0	30	90.9	33	5.6
Skilled Craft	0	0.0	0	0.0	14	2.4
Service Maintenance	0	0.0	0	0.0	3	0.5
Other	0	0.0	0	0.0	0	0.0
Total	15		162		594	

Job Category Breakdown as of 30-JUN-2023

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	3	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	0	0.0	0	0.0	0	0.0	1	14.3	1	14.3	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	23	56.1	5	12.2	0	0.0	0	0.0	9	22.0	1	2.4	0	0.0	0	0.0
Protective Service - Non Sworn	9	60.0	2	13.3	3	20.0	0	0.0	1	6.7	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	40		7		3		3		12		2		0		0	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	3	4.5
Professionals	1	14.3	2	28.6	7	10.4
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	9	22.0	10	24.4	41	61.2
Protective Service - Non Sworn	5	33.3	1	6.7	15	22.4
Administrative Support	0	0.0	1	100.0	1	1.5
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	15		14		67	

Business Unit: 32901
Department: 32951

Job Category Breakdown as of 30-JUN-2023

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	9	36.0	3	12.0	0	0.0	0	0.0	9	36.0	3	12.0	0	0.0	1	4.0
Professionals	305	26.2	105	9.0	6	0.5	15	1.3	400	34.4	296	25.5	18	1.5	18	1.5
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	4.1	0	0.0	0	0.0	0	0.0	50	68.5	18	24.7	1	1.4	1	1.4
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	317		108		6		15		459		317		19		20	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	7	28.0	13	52.0	25	2.0
Professionals	458	39.4	732	62.9	1163	92.2
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	20	27.4	70	95.9	73	5.8
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	485		815		1261	

Business Unit: 32901
Department:

Job Category Breakdown as of 30-JUN-2023

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	83	43.5	16	8.4	2	1.0	0	0.0	58	30.4	31	16.2	0	0.0	1	0.5
Professionals	598	30.5	164	8.4	10	0.5	21	1.1	664	33.9	456	23.3	21	1.1	26	1.3
Technicians	28	49.1	8	14.0	1	1.8	1	1.8	11	19.3	7	12.3	0	0.0	1	1.8
Protective Services	1394	53.5	289	11.1	45	1.7	27	1.0	458	17.6	349	13.4	27	1.0	15	0.6
Protective Service - Non Sworn,	17	56.7	3	10.0	3	10.0	0	0.0	4	13.3	2	6.7	1	3.3	0	0.0
Administrative Support	35	10.6	9	2.7	0	0.0	2	0.6	232	70.1	43	13.0	5	1.5	5	1.5
Skilled Craft	86	93.5	0	0.0	1	1.1	3	3.3	2	2.2	0	0.0	0	0.0	0	0.0
Service Maintenance	25	69.4	3	8.3	0	0.0	1	2.8	3	8.3	4	11.1	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	2266		492		62		55		1432		892		54		48	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	50	26.2	90	47.1	191	3.6
Professionals	698	35.6	1167	59.5	1960	37.0
Technicians	18	31.6	19	33.3	57	1.1
Protective Services	752	28.9	849	32.6	2604	49.1
Protective Service - Non Sworn,	9	30.0	7	23.3	30	0.6
Administrative Support	64	19.3	285	86.1	331	6.2
Skilled Craft	4	4.3	2	2.2	92	1.7
Service Maintenance	5	13.9	7	19.4	36	0.7
Other	0	0.0	0	0.0	0	0.0
Total	1603		2426		5301	

APPENDIX E
GOALS - AFFIRMATIVE ACTION PLAN
FY 2022-2023

Budget Code	Job Group Code	ECOL Category	Utilized Female	Utilized Black	Utilized Hispanic	Utilized Asian	Utilized Native	Utilized Hawaiian	Utilized Other Races	Vacant Positions	Goal Female	Goal Black	Goal Hispanic	Goal Asian	Goal Native	Goal Hawaiian	Goal Other Races	Actual Hired Female	Actual Hired Black	Actual Hired Hispanic	Actual Hired Asian	Actual Hired Native	Actual Hired Hawaiian	Actual Hired Other Races
32913	11301	Officials and Administrators	Y	Y	Y	Y	Y	Y	Y	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
32913	11801	Officials and Administrators	N	Y	Y	Y	Y	Y	Y	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
32913	21703	Professionals	Y	N	Y	Y	Y	Y	Y	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
32913	21301	Professionals	Y	Y	Y	Y	Y	Y	Y	2	0	0	0	0	0	0	0	3	2	0	0	0	0	0
32913	21302	Professionals	Y	Y	Y	Y	Y	Y	Y	6	0	0	0	0	0	0	0	2	1	0	0	0	0	0
32913	21701	Professionals	Y	Y	N	N	Y	Y	Y	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0
32913	31301	Technicians	N	N	Y	Y	Y	Y	Y	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
32913	41301	Protective Service Workers	Y	Y	Y	Y	Y	Y	Y	39	0	0	0	0	0	0	0	25	25	3	0	0	0	1
32913	51301	Paraprofessionals	Y	Y	Y	Y	Y	Y	Y	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
32913	61301	Administrative Support	Y	Y	Y	Y	Y	Y	Y	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
32913	61301	Administrative Support	Y	Y	Y	Y	Y	Y	Y	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
32913	61301	Administrative Support	Y	Y	Y	Y	Y	Y	Y	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0

Budget Code	EEO-4 Job Category	Vacant Positions	Total Positions	Total Veteran	Total Disability	Veteran (%)	Disability (%)	Veteran Utilized	Disability Utilized	Veteran Hiring Goal	Disability Hiring Goal	Veteran New Hired	Disability New Hired	Last Updated
32901	1	11	92	4	1	3.92	0.98	N	N	3	2	0	0	6/19/2023
32901	2	21	142	18	10	12.77	7.09	Y	Y	0	0	0	1	6/19/2023
32901	3	0	0	5	1	100	100	Y	Y	0	0	0	0	6/19/2023
32901	4	1	1	0	0	0	0	N	N	1	1	0	0	6/19/2023
32901	5	0	0	0	0	0	0	N	N	0	0	0	0	6/19/2023
32901	6	0	8	3	2	37.5	25	Y	Y	0	0	0	0	6/19/2023
32901	7	0	0	0	0	100	100	Y	Y	0	0	0	1	6/19/2023
32901	8	0	0	0	0	100	100	Y	Y	0	0	0	0	6/19/2023
32901	N	0	0	0	0	100	100	Y	Y	0	0	0	0	6/19/2023

Budget Code	EEO-4 Job Category	Vacant Positions	Total Positions	Total Veteran	Total Disability	Veteran (%)	Disability (%)	Veteran Utilized	Disability Utilized	Veteran Hiring Goal	Disability Hiring Goal	Veteran New Hired	Disability New Hired	Last Updated
32906	1	0	4	0	0	0	0	N	N	1	1	3	2	6/12/2023
32906	2	9	39	1	1	2.27	2.27	N	N	1	1	3	2	6/12/2023
32906	3	0	0	0	0	100	100	Y	Y	0	0	0	0	6/12/2023
32906	4	0	2	0	0	0	0	N	N	1	1	0	0	6/12/2023
32906	5	0	0	0	0	100	100	Y	Y	0	0	0	0	6/12/2023
32906	6	2	11	0	1	0	10	N	Y	1	0	0	0	6/12/2023
32906	7	0	8	1	0	12.5	0	Y	N	0	1	0	0	6/12/2023
32906	8	0	3	0	0	0	0	N	N	1	1	0	0	6/12/2023
32906	N	0	0	0	0	100	100	Y	Y	0	0	0	0	6/12/2023
32906		0	0	0	0	100	100	Y	Y	0	0	0	0	6/12/2023

Budget Code	EEO-4 Job Category	Vacant Positions	Total Positions	Total Veteran	Total Disability	Veteran (%)	Disability (%)	Veteran Utilized	Disability Utilized	Veteran Hiring Goal	Disability Hiring Goal	Veteran New Hired	Disability New Hired	Last Updated
32913	1	0	5	1	0	20	0	Y	N	0	1	0	0	6/12/2023
32913	2	11	32	1	0	2.86	0	N	N	1	1	0	0	6/12/2023
32913	3	0	1	0	0	0	0	N	N	1	1	0	0	6/12/2023
32913	4	45	120	0	0	0	0	N	N	1	1	0	0	6/12/2023
32913	5	0	1	0	0	0	0	N	N	1	1	0	0	6/12/2023
32913	6	3	10	0	0	0	0	N	N	1	1	0	0	6/12/2023
32913	7	0	0	0	0	100	100	Y	Y	0	0	0	0	6/12/2023
32913	8	0	0	0	0	100	100	Y	Y	0	0	0	0	6/12/2023
32913		0	0	0	0	100	100	Y	Y	0	0	0	0	6/12/2023

Budget Code	EEO-4 Job Category	Vacant Positions	Total Positions	Total Veteran	Total Disability	Veteran (%)	Disability (%)	Veteran Utilized	Disability Utilized	Veteran Hiring Goal	Disability Hiring Goal	Veteran New Hired	Disability New Hired	Last Updated
32914	1	0	7	1	1	16.67	16.67	Y	Y	0	0	0	0	6/12/2023
32914	2	7	56	4	3	6.45	4.84	Y	N	0	2	2	4	6/12/2023
32914	3	0	1	1	1	100	100	Y	Y	1	1	0	0	6/12/2023
32914	4	64	235	37	21	15.74	8.94	Y	Y	1	1	19	3	6/12/2023
32914	5	1	1	1	1	100	100	Y	Y	0	0	0	0	6/12/2023
32914	6	4	23	0	0	0	0	N	N	1	1	1	1	6/12/2023
32914	7	3	10	2	1	18.18	9.09	Y	Y	0	0	0	0	6/12/2023
32914	8	0	5	2	0	40	0	Y	N	0	1	0	0	6/12/2023
32914	N	0	0	0	0	100	100	Y	Y	0	0	0	0	6/12/2023

Budget Code	EEO-4 Job Category	Vacant Positions	Total Positions	Total Veteran	Total Disability	Veteran (%)	Disability (%)	Veteran Utilized	Disability Utilized	Veteran Hiring Goal	Disability Hiring Goal	Veteran New Hired	Disability New Hired	Last Updated
32916	1	1	1	3	0	300	0	Y	N	0	1	0	0	6/12/2023
32916	2	4	27	3	1	10.34	3.45	Y	N	0	1	0	0	6/12/2023
32916	3	0	3	1	0	33.33	0	Y	N	0	1	0	0	6/12/2023
32916	4	23	74	29	0	31.87	0	Y	N	0	3	3	2	6/12/2023
32916	5	0	1	0	0	0	0	N	N	0	1	0	0	6/12/2023
32916	6	3	10	1	0	9.09	0	Y	N	0	1	0	0	6/12/2023
32916	7	2	1	1	0	100	100	Y	Y	0	2	0	0	6/12/2023
32916	8	0	4	0	0	0	0	N	N	0	1	0	0	6/12/2023
32916	N	0	0	0	0	100	100	Y	Y	0	0	0	0	6/12/2023
32916		0	0	0	0	100	100	Y	Y	0	0	0	0	6/12/2023

Budget Code	EEO-4 Job Category	Vacant Positions	Total Positions	Total Veteran	Total Disability	Veteran (%)	Disability (%)	Veteran Utilized	Disability Utilized	Veteran Hiring Goal	Disability Hiring Goal	Veteran New Hired	Disability New Hired	Last Updated
32918	1	0	8	1	1	14.29	14.29	Y	Y	0	0	0	0	6/12/2023
32918	2	14	95	10	10	9.71	9.71	Y	Y	0	0	5	3	6/12/2023
32918	3	0	3	1	1	33.33	33.33	Y	Y	0	0	0	0	6/12/2023
32918	4	10	493	45	28	8.7	5.42	Y	N	0	3	18	11	6/12/2023
32918	5	1	1	0	1	0	100	N	Y	1	0	0	1	6/12/2023
32918	6	2	30	1	3	3.33	10	N	Y	1	0	0	1	6/12/2023
32918	7	3	23	0	2	0	11.11	N	Y	0	0	1	0	6/12/2023
32918	8	0	3	0	2	0	66.67	N	Y	1	0	0	0	6/12/2023
32918	N	0	0	0	0	100	100	Y	Y	0	0	0	0	6/12/2023
32918		0	0	0	0	100	100	Y	Y	0	0	0	0	6/12/2023

Budget Code	EEO-4 Job Category	Vacant Positions	Total Positions	Total Veteran	Total Disability	Veteran (%)	Disability (%)	Veteran Utilized	Disability Utilized	Veteran Hiring Goal	Disability Hiring Goal	Veteran New Hired	Disability New Hired	Last Updated
32921	1	0	2	1	1	50	50	Y	Y	0	0	0	0	6/13/2023
32921	2	0	0	0	0	100	100	Y	Y	0	0	0	0	6/13/2023
32921	3	0	0	0	0	100	100	Y	Y	0	0	0	0	6/13/2023
32921	4	0	0	0	0	100	100	Y	Y	0	0	0	0	6/13/2023
32921	5	0	0	0	0	100	100	Y	Y	0	0	0	0	6/13/2023
32921	6	0	0	0	0	100	100	Y	Y	0	0	0	0	6/13/2023
32921	7	0	0	0	0	100	100	Y	Y	0	0	0	0	6/13/2023
32921	8	0	0	0	0	100	100	Y	Y	0	0	0	0	6/13/2023
32921	N	0	0	0	0	100	100	Y	Y	0	0	0	0	6/13/2023

Budget Code	EEO-4 Job Category	Vacant Positions	Total Positions	Total Veteran	Total Disability	Veteran (%)	Disability (%)	Veteran Utilized	Disability Utilized	Veteran Hiring Goal	Disability Hiring Goal	Veteran New Hired	Disability New Hired	Last Updated
32922	1	0	2	0	0	0	0	N	N	1	1	0	0	6/13/2023
32922	2	0	0	0	0	100	100	Y	Y	0	0	0	0	6/13/2023
32922	3	0	0	0	0	100	100	Y	Y	0	0	0	0	6/13/2023
32922	4	0	0	0	0	100	100	Y	Y	0	0	0	0	6/13/2023
32922	5	0	0	0	0	100	100	Y	Y	0	0	0	0	6/13/2023
32922	6	0	0	0	0	100	100	Y	Y	0	0	0	0	6/13/2023
32922	7	0	0	0	0	100	100	Y	Y	0	0	0	0	6/13/2023
32922	8	0	0	0	0	100	100	Y	Y	0	0	0	0	6/13/2023
32922	N	0	0	0	0	100	100	Y	Y	0	0	0	0	6/13/2023

Budget Code	EEO-4 Job Category	Vacant Positions	Total Positions	Total Veteran	Total Disability	Veteran (%)	Disability (%)	Veteran Utilized	Disability Utilized	Veteran Hiring Goal	Disability Hiring Goal	Veteran New Hired	Disability New Hired	Last Updated
32932	1	0	5	1	0	20	0	Y	N	0	1	0	0	6/18/2023
32932	2	0	8	8	0	80	0	Y	N	0	1	0	0	6/18/2023
32932	3	3	23	0	1	0	4.76	N	N	1	1	0	0	6/18/2023
32932	4	0	0	0	0	100	100	Y	Y	0	0	0	0	6/18/2023
32932	5	0	0	0	0	100	100	Y	Y	0	0	0	0	6/18/2023
32932	6	0	0	0	0	100	100	Y	Y	0	0	0	0	6/18/2023
32932	7	8	9	3	0	25	0	Y	N	0	1	0	0	6/18/2023
32932	8	0	4	2	0	50	0	Y	N	0	1	0	0	6/18/2023
32932	N	0	0	0	0	100	100	Y	Y	0	0	0	0	6/18/2023

Budget Code	EEO-4 Job Category	Vacant Positions	Total Positions	Total Veteran	Total Disability	Veteran (%)	Disability (%)	Veteran Utilized	Disability Utilized	Veteran Hiring Goal	Disability Hiring Goal	Veteran New Hired	Disability New Hired	Last Updated
32941	1	1	8	2	1	25	12.5	Y	Y	0	0	0	0	6/12/2023
32941	2	19	77	7	3	9.59	4.11	Y	N	0	1	0	0	6/12/2023
32941	3	1	2	1	0	50	0	Y	N	0	1	0	0	6/12/2023
32941	4	144	341	16	8	4.68	2.34	N	N	1	1	0	4	6/12/2023
32941	5	0	1	0	0	0	0	N	N	1	1	0	0	6/12/2023
32941	6	8	31	1	1	2.78	2.78	N	N	1	1	0	0	6/12/2023
32941	7	6	6	1	0	12.5	0	Y	N	0	1	0	1	6/12/2023
32941	8	0	4	1	0	25	0	Y	N	0	1	0	0	6/12/2023
32941	N	0	0	0	0	100	100	Y	Y	0	0	0	0	6/12/2023
32941		0	0	0	0	100	100	Y	Y	0	0	0	0	6/12/2023

Budget Code	EEO-4 Job Category	Vacant Positions	Total Positions	Total Veteran	Total Disability	Veteran (%)	Disability (%)	Veteran Utilized	Disability Utilized	Veteran Hiring Goal	Disability Hiring Goal	Veteran New Hired	Disability New Hired	Last Updated
32942	1	1	5	1	0	14.29	0	Y	N	0	1	0	0	6/12/2023
32942	2	7	30	20	0	58.82	0	Y	N	0	2	1	0	6/12/2023
32942	3	0	1	1	0	100	0	Y	N	0	1	0	0	6/12/2023
32942	4	83	197	25	0	13.3	0	Y	N	0	10	31	4	6/12/2023
32942	5	0	1	1	0	100	0	Y	N	0	1	0	0	6/12/2023
32942	6	3	11	3	0	25	0	Y	N	0	1	1	0	6/12/2023
32942	7	0	0	0	0	100	100	Y	Y	0	0	0	0	6/12/2023
32942	8	0	1	1	0	100	0	Y	N	0	1	0	0	6/12/2023
32942	N	0	0	0	0	100	100	Y	Y	0	0	0	0	6/12/2023

Budget Code	EO-4 Job Category	Vacant Positions	Total Positions	Total Veteran	Total Disability	Veteran (%)	Disability (%)	Veteran Utilized	Disability Utilized	Veteran Hiring Goal	Disability Hiring Goal	Veteran New Hired	Disability New Hired	Last Updated
32943	1	1	7	1	0	20	0	Y	N	0	1	0	0	6/12/2023
32943	2	3	58	5	0	8.77	0	Y	N	0	1	2	4	6/12/2023
32943	3	1	5	0	0	0	0	N	N	1	1	0	0	6/12/2023
32943	4	99	209	25	0	10.16	0	Y	N	0	3	32	15	6/12/2023
32943	5	2	0	1	0	100	0	Y	N	0	0	0	0	6/12/2023
32943	6	1	36	2	1	6.06	3.03	Y	N	0	1	0	1	6/12/2023
32943	7	0	8	1	0	11.11	0	Y	N	0	1	0	1	6/12/2023
32943	8	1	3	0	0	0	0	N	N	1	1	0	0	6/12/2023
32943		0	0	0	0	100	100	Y	Y	0	0	0	0	6/12/2023

Budget Code	EEO-4 Job Category	Vacant Positions	Total Positions	Total Veteran	Total Disability	Veteran (%)	Disability (%)	Veteran Utilized	Disability Utilized	Veteran Hiring Goal	Disability Hiring Goal	Veteran New Hired	Disability New Hired	Last Updated
32944	1	0	2	1	0	100	0	Y	N	0	1	0	0	6/18/2023
32944	2	0	0	0	0	100	100	Y	Y	0	0	0	0	6/18/2023
32944	3	0	0	0	0	100	100	Y	Y	0	0	0	0	6/18/2023
32944	4	0	0	0	0	100	100	Y	Y	0	0	0	0	6/18/2023
32944	5	0	0	0	0	100	100	Y	Y	0	0	0	0	6/18/2023
32944	6	0	0	0	0	100	100	Y	Y	0	0	0	0	6/18/2023
32944	7	0	0	0	0	100	100	Y	Y	0	0	0	0	6/18/2023
32944	8	0	0	0	0	100	100	Y	Y	0	0	0	0	6/18/2023
32944	N	0	0	0	0	100	100	Y	Y	0	0	0	0	6/18/2023

Budget Code	EEO-4 Job Category	Vacant Positions	Total Positions	Total Veteran	Total Disability	Veteran (%)	Disability (%)	Veteran Utilized	Disability Utilized	Veteran Hiring Goal	Disability Hiring Goal	Veteran New Hired	Disability New Hired	Last Updated
32945	1	2	7	1	0	14.29	0	Y	N	0	1	0	0	6/12/2023
32945	2	20	87	13	1	14.29	1.1	Y	N	0	0	2	4	6/12/2023
32945	3	3	4	0	0	0	0	N	N	0	0	1	1	6/12/2023
32945	4	212	210	32	2	16.41	1.03	Y	N	0	0	4	4	6/12/2023
32945	5	0	1	0	0	0	0	N	N	0	0	1	1	6/12/2023
32945	6	6	37	2	1	5	2.5	N	N	0	0	1	1	6/12/2023
32945	7	6	10	3	0	25	0	Y	N	0	0	0	1	6/12/2023
32945	8	0	6	2	0	33.33	0	Y	N	0	0	0	1	6/12/2023
32945	N	0	0	0	0	100	100	Y	Y	0	0	0	0	6/12/2023

Budget Code	EEO-4 Job Category	Vacant Positions	Total Positions	Total Veteran	Total Disability	Veteran (%)	Disability (%)	Veteran Utilized	Disability Utilized	Veteran Hiring Goal	Disability Hiring Goal	Veteran New Hired	Disability New Hired	Last Updated
32946	1	1	7	1	1	12.5	12.5	Y	Y	0	0	0	0	6/13/2023
32946	2	12	58	7	6	12.73	10.91	Y	Y	0	0	1	0	6/13/2023
32946	3	6	12	2	3	16.67	25	Y	Y	0	0	0	0	6/13/2023
32946	4	50	233	11	12	4.74	5.17	N	N	10	10	6	5	6/13/2023
32946	5	1	0	0	0	100	100	Y	Y	0	0	0	0	6/13/2023
32946	6	10	13	2	2	12.5	12.5	Y	Y	0	0	0	0	6/13/2023
32946	7	0	0	0	0	100	100	Y	Y	0	0	0	0	6/13/2023
32946	8	2	4	1	1	50	50	Y	Y	0	0	0	0	6/13/2023
32946	N	0	0	0	0	100	100	Y	Y	0	0	0	0	6/13/2023

Budget Code	EEO-4 Job Category	Vacant Positions	Total Positions	Total Veteran	Total Disability	Veteran (%)	Disability (%)	Veteran Utilized	Disability Utilized	Veteran Hiring Goal	Disability Hiring Goal	Veteran New Hired	Disability New Hired	Last Updated
32947	1	0	6	0	0	0	0	N	N	1	1	0	0	6/13/2023
32947	2	13	81	3	2	3.3	2.2	N	N	3	2	4	4	6/13/2023
32947	3	0	3	0	0	0	0	N	N	1	1	0	0	6/13/2023
32947	4	0	0	0	4	0	0.88	N	N	10	4	33	17	6/13/2023
32947	5	0	2	2	1	100	50	Y	Y	0	0	0	0	6/13/2023
32947	6	4	32	0	0	0	0	N	N	1	1	0	0	6/13/2023
32947	7	9	10	0	0	0	0	N	N	1	1	0	0	6/13/2023
32947	8	0	3	0	0	0	0	N	N	1	1	0	0	6/13/2023

Budget Code	EEO-4 Job Category	Vacant Positions	Total Positions	Total Veteran	Total Disability	Veteran (%)	Disability (%)	Veteran Utilized	Disability Utilized	Veteran Hiring Goal	Disability Hiring Goal	Veteran New Hired	Disability New Hired	Last Updated
32948	1	0	4	3	0	75	0	Y	N	0	1	1	0	6/18/2023
32948	2	2	8	4	0	66.67	0	Y	N	0	1	0	1	6/18/2023
32948	3	0	0	0	0	100	100	Y	Y	0	0	0	0	6/18/2023
32948	4	4	34	7	0	17.07	0	Y	N	0	1	0	0	6/18/2023
32948	5	5	15	0	0	0	0	N	N	2	1	0	0	6/18/2023
32948	6	0	1	0	0	0	0	N	N	1	1	0	0	6/18/2023
32948	7	0	0	0	0	100	100	Y	Y	0	0	0	0	6/18/2023
32948	8	0	0	0	0	100	100	Y	Y	0	0	0	0	6/18/2023
32948	N	0	0	0	0	100	100	Y	Y	0	0	0	0	6/18/2023

Budget Code	EEO-4 Job Category	Vacant Positions	Total Positions	Total Veteran	Total Disability	Veteran (%)	Disability (%)	Veteran Utilized	Disability Utilized	Veteran Hiring Goal	Disability Hiring Goal	Veteran New Hired	Disability New Hired	Last Updated
32951	1	1	26	1	0	3.85	0	N	N	1	1	0	0	6/18/2023
32951	2	185	1125	120	9	10.1	0.76	Y	N	0	10	10	14	6/18/2023
32951	3	0	0	0	0	100	100	Y	Y	0	0	0	0	6/18/2023
32951	4	0	0	0	0	100	100	Y	Y	0	0	0	0	6/18/2023
32951	5	0	0	0	0	100	100	Y	Y	0	0	0	0	6/18/2023
32951	6	10	71	5	0	6.85	0	Y	N	0	1	0	1	6/18/2023
32951	7	0	0	0	0	100	100	Y	Y	0	0	0	0	6/18/2023
32951	8	0	0	0	0	100	100	Y	Y	0	0	0	0	6/18/2023
32951	N	0	0	0	0	100	100	Y	Y	0	0	0	0	6/18/2023
32951		0	0	0	0	100	100	Y	Y	0	0	0	0	6/18/2023

FY 2022-2023

UTILIZATION OF GOALS - NEW HIRES

APPENDIX F

Business Unit: 32901
Department: 32901

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	44.4	0	0.0	1	11.1	0	0.0	2	22.2	2	22.2	0	0.0	0	0.0
Professionals	3	25.0	2	16.7	0	0.0	0	0.0	4	33.3	3	25.0	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	75.0	1	12.5	0	0.0	1	12.5	0	0.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn	0	0.0	1	100.0	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	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	14		4		1		1		6		5		0		0	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	3	33.3	4	44.4	9	29.0
Professionals	5	41.7	7	58.3	12	38.7
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	2	25.0	0	0.0	8	25.8
Protective Service - Non Sworn	1	100.0	0	0.0	1	3.2
Administrative Support	0	0.0	0	0.0	1	3.2
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	11		11		31	

Business Unit: 32901
 Department: 32906

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	5	55.6	0	0.0	1	11.1	0	0.0	2	22.2	1	11.1	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	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	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	9		0		1		0		2		1		0		0	
Job Category	Total Minority		Total Females		Total Employees											
	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	22.2	3	33.3	9	69.2	0	0.0	2	22.2	1	11.1	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	1	7.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Skilled Craft	0	0.0	0	0.0	3	23.1	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		3		13		0		3		1		0		0	

Business Unit: 32901
Department: 32908

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	

Business Unit: 32901
 Department: 32911

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	

Business Unit: 32901
Department: 32913

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	3	27.3	0	0.0	0	0.0	0	0.0	3	27.3	5	45.5	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	7	14.6	12	25.0	0	0.0	1	2.1	4	8.3	21	43.8	3	6.3	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	50.0	0	0.0	0	0.0	0	0.0	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	11		13		0		1		7		27		3		0	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	1	1.6
Professionals	5	45.5	8	72.7	11	17.7
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	37	77.1	28	58.3	48	77.4
Protective Service - Non Sworn,	0	0.0	0	0.0	0	0.0
Administrative Support	2	100.0	1	50.0	2	3.2
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	44		37		62	

Business Unit: 32901
Department: 32914

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	4	44.4	0	0.0	0	0.0	0	0.0	5	55.6	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	50	73.5	0	0.0	2	2.9	0	0.0	14	20.6	2	2.9	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	16.7	0	0.0	0	0.0	0	0.0	5	83.3	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	58		0		2		0		24		2		0		0	
Job Category	Total Minority		Total Females		Total Employees											
	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	5	55.6	9	10.5	0	0.0	5	55.6	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	4	5.9	16	23.5	68	79.1	0	0.0	14	20.6	2	2.9	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	5	83.3	6	7.0	0	0.0	5	83.3	0	0.0	0	0.0	0	0.0
Skilled Craft	0	0.0	0	0.0	3	3.5	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	4		26		86		0		24		2		0		0	

Business Unit: 32901
 Department: 32916

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	4	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	3	7.3	22	53.7	0	0.0	0	0.0	0	0.0	16	39.0	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	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	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	3		23		0		0		0		22		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	4	100.0	4	100.0	4	8.3
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	38	92.7	16	39.0	41	85.4
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0
Administrative Support	3	100.0	2	66.7	3	6.3
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	45		22		48	

Business Unit: 32901
Department: 32917

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

Job Category	Write 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
Killed 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
Killed 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	

Business Unit: 32901
Department: 32918

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	4	33.3	0	0.0	0	0.0	0	0.0	8	66.7	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	112	69.6	3	1.9	6	3.7	3	1.9	34	21.1	2	1.2	1	0.6	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	4	100.0	0	0.0	0	0.0	0	0.0
Skilled Craft	4	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	120		3		6		3		47		2		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	8	66.7	12	6.6
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	5	9.3	37	23.0	161	88.5
Protective Service - Non Sworn,	0	0.0	1	100.0	1	0.5
Administrative Support	0	0.0	4	100.0	4	2.2
Skilled Craft	0	0.0	0	0.0	4	2.2
Service Maintenance	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
Total	5		50		182	

Business Unit: 32901
Department: 32922

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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 Services - 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
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 Services - Non Sworn	0	0.0	0	0.0	0	0.0
Administrative Support	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	

Business Unit: 32901
Department: 32923

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	

Business Unit: 32901
 Department: 32932

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	1	33.3	1	33.3	1	33.3	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	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	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	4		1		1		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	16.7
Technicians	2	66.7	0	0.0	3	50.0
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	2	33.3
Service Maintenance	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
Total	2		0		6	

Business Unit: 32901
Department: 32941

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	37.5	0	0.0	0	0.0	0	0.0	2	25.0	3	37.5	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	16	20.5	16	20.5	0	0.0	3	3.8	15	19.2	25	32.1	2	2.6	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	0	0.0	0	0.0	0	0.0	0	0.0	8	10.0	5	6.3	1	1.3	0	0.0
Killed 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	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	21		16		0		3		24		33		3		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	3	37.5	5	62.5	8	7.9
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	47	60.3	43	55.1	78	77.2
Protective Service - Non Sworn,	0	0.0	0	0.0	0	0.0
Administrative Support	6	46.2	13	100.0	13	12.9
Killed Craft	0	0.0	0	0.0	2	2.0
Service Maintenance	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
Total	56		61		101	

Business Unit: 32901
 Department: 32942

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	36	41.9	24	27.9	6	7.0	4	4.7	9	10.5	5	5.8	0	0.0	2	2.3
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	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	37		24		6		4		10		6		0		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	50.0	1	50.0	2	2.2
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	41	47.7	16	18.6	86	96.6
Protective Service - Non Sworn,	0	0.0	1	100.0	1	1.1
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	42		18		89	

Business Unit: 32901
 Department: 32943

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	62.5	0	0.0	0	0.0	0	0.0	3	37.5	0	0.0	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
Objective Services	98	75.4	0	0.0	0	0.0	3	2.3	28	21.5	0	0.0	0	0.0	1	0.8
Objective 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	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	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	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	107		0		0		3		34		0		0		1	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	1	0.7
Professionals	0	0.0	3	37.5	8	5.5
Technicians	0	0.0	0	0.0	1	0.7
Objective Services	4	3.1	29	22.3	130	89.7
Objective Service - Non Sworn	0	0.0	0	0.0	1	0.7
Administrative Support	0	0.0	3	100.0	3	2.1
Skilled Craft	0	0.0	0	0.0	1	0.7
Service Maintenance	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
Total	4		35		145	

Business Unit: 32901
Department: 32944

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	0.0	0	0.0	0	0.0	0	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	0	0.0	0	0.0

Business Unit: 32901
 Department: 32946

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	33.3	0	0.0	0	0.0	0	0.0	1	16.7	3	50.0	0	0.0	0	0.0
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
Objective Services	18	27.3	13	19.7	2	3.0	1	1.5	7	10.6	24	36.4	0	0.0	1	1.5
Objective 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	33.3	1	16.7	0	0.0	0	0.0	0	0.0	2	33.3	0	0.0	1	16.7
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	22		14		2		1		8		30		0		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	3	50.0	4	66.7	6	7.6
Technicians	1	100.0	1	100.0	1	1.3
Objective Services	41	62.1	32	48.5	66	83.5
Objective Service - Non Sworn	0	0.0	0	0.0	0	0.0
Administrative Support	4	66.7	3	50.0	6	7.6
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	49		40		79	

Business Unit: 32901
Department: 32947

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	25.0	0	0.0	0	0.0	0	0.0	6	75.0	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	137	71.7	1	0.5	3	1.6	2	1.0	46	24.1	1	0.5	1	0.5	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	7	100.0	0	0.0	0	0.0	0	0.0
Skilled Craft	6	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	145		1		3		2		59		1		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	6	75.0	8	3.8
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	8	4.2	48	25.1	191	50.1
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	7	100.0	7	3.3
Skilled Craft	0	0.0	0	0.0	6	2.8
Service Maintenance	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
Total	8		61		212	

Business Unit: 32901
 Department: 32948

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	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	9	69.2	1	7.7	0	0.0	1	7.7	2	15.4	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn	3	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	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	14		1		0		1		2		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	1	5.6
Professionals	0	0.0	0	0.0	1	5.6
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	2	15.4	2	15.4	13	72.2
Protective Service - Non Sworn	0	0.0	0	0.0	3	16.7
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	2		2		18	

Business Unit: 32901
Department: 32951

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	56	29.7	14	6.4	4	1.8	10	4.6	74	33.9	50	22.9	4	1.8	6	2.8
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	1	4.0	0	0.0	0	0.0	0	0.0	14	56.0	8	32.0	1	4.0	1	4.0
Killed 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	57		14		4		10		88		58		5		7	

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	88	40.4	134	61.5	218	89.7
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	10	40.0	24	96.0	25	10.3
Killed 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	98		158		243	

Business Unit: 32901
Department:

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	7	53.8	0	0.0	1	7.7	0	0.0	2	15.4	3	23.1	0	0.0	0	0.0
Professionals	41	29.1	16	5.1	5	1.6	10	3.2	110	35.1	70	22.4	4	1.3	7	2.2
Technicians	2	40.0	1	20.0	1	20.0	0	0.0	0	0.0	1	20.0	0	0.0	0	0.0
Protective Services	5:9	55.8	95	10.2	19	2.0	19	2.0	166	17.8	99	10.6	8	0.9	5	0.5
Protective Service - Non Sworn	4	57.1	1	14.3	0	0.0	0	0.0	2	28.6	0	0.0	0	0.0	0	0.0
Administrative Support	6	7.8	3	3.9	0	0.0	0	0.0	45	58.4	19	24.7	2	2.6	2	2.6
Skilled Craft	25	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	654		116		26		29		325		192		14		14	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	4	30.8	5	38.5	13	0.9
Professionals	112	35.8	191	61.0	313	22.8
Technicians	3	60.0	1	20.0	5	0.4
Protective Services	245	26.3	278	29.9	930	67.9
Protective Service - Non Sworn	1	14.3	2	28.6	7	0.5
Administrative Support	26	33.8	68	88.3	77	5.6
Skilled Craft	0	0.0	0	0.0	25	1.8
Service Maintenance	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
Total	391		545		1370	

End of Report

Business Unit: 32901
Department: 32901

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	13	68.4	0	0.0	0	0.0	0	0.0	5	26.3	1	5.3	0	0.0	0	0.0
Professionals	5	26.3	1	5.3	0	0.0	0	0.0	5	26.3	7	36.8	0	0.0	1	5.3
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	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 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	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Killed 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	20		1		0		0		11		8		0		1	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	1	5.3	6	31.6	19	46.3
Professionals	9	47.4	13	68.4	19	46.3
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	0	0.0	1	2.4
Protective Service - Non Sworn	0	0.0	1	50.0	2	4.9
Administrative Support	0	0.0	0	0.0	0	0.0
Killed 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	10		20		41	

Business Unit: 32901
Department: 32906

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	3	60.0	0	0.0	0	0.0	0	0.0	1	20.0	1	20.0	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
Killed 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	5		0		0		0		1		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	2	28.6
Professionals	1	20.0	2	40.0	5	71.4
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
Killed 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	1		2		7	

AFFIRMATIVE ACTION FULL TIME PROMOTED EMPLOYEES BY JOB CATEGORY REPORT

Business Unit: 32901
 Department: 32908

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	0.0	0	0.0	0	0.0	0	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	0	0.0	0	0.0

Business Unit: 32901
Department: 32911

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	0.0	0	0.0	0	0.0	0	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	0	0.0	0	0.0

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023
 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	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	3	27.3	1	9.1	0	0.0	0	0.0	3	27.3	4	36.4	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	8	21.6	6	16.2	2	5.4	0	0.0	5	13.5	16	43.2	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	66.7	0	0.0	1	33.3	0	0.0
Killed 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	12		7		2		0		10		20		1		0	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	0	0.0	1	1.9
Professionals	5	45.5	7	63.6	11	21.2
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	24	64.9	21	56.8	37	71.2
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0
Administrative Support	1	33.3	3	100.0	3	5.8
Killed 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	30		31		52	

Business Unit: 32901
Department: 32914

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	4	33.3	0	0.0	0	0.0	0	0.0	8	66.7	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	34	63.0	3	5.6	2	3.7	1	1.9	10	18.5	2	3.7	1	1.9	1	1.9
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	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	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	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	40		3		2		1		19		2		1		1	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	3	0.0	0	0.0	1	1.4
Professionals	3	0.0	8	66.7	12	17.4
Technicians	3	0.0	0	0.0	0	0.0
Protective Services	13	18.5	14	25.9	54	78.3
Protective Service - Non Sworn	3	0.0	0	0.0	0	0.0
Administrative Support	3	0.0	1	100.0	1	1.4
Skilled Craft	3	0.0	0	0.0	1	1.4
Service Maintenance	3	0.0	0	0.0	0	0.0
Other	3	0.0	0	0.0	0	0.0
Total	10		23		69	

Business Unit: 32901
Department: 32916

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	3	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	1	5.3	6	31.6	0	0.0	0	0.0	0	0.0	12	63.2	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	1	100.0	0	0.0	0	0.0
Killed 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	1	100.0	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		7		0		0		0		16		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	3	100.0	3	100.0	3	12.5
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	18	94.7	12	63.2	19	79.2
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0
Administrative Support	1	100.0	1	100.0	1	4.2
Killed Craft	0	0.0	0	0.0	0	0.0
Service Maintenance	0	0.0	0	0.0	1	4.2
Other	0	0.0	0	0.0	0	0.0
Total	23		16		24	

AFFIRMATIVE ACTION FULL TIME PROMOTED EMPLOYEES BY JOB CATEGORY REPORT

Business Unit: 32901
Department: 32917

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	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	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Technicians	3	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	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	3	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	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	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	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	3	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	3	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

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

AFFIRMATIVE ACTION FULL-TIME PROMOTED EMPLOYEES BY JOB CATEGORY REPORT

Business Unit: 32901
 Department: 32918

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	10	66.7	1	6.7	0	0.0	0	0.0	4	26.7	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	62	69.7	1	1.1	2	2.2	3	3.4	17	19.1	0	0.0	3	3.4	1	1.1
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	0	0.0	0	0.0	0	0.0	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0
Killed 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	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	74		2		2		3		24		0		3		1	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	1	100.0	1	0.9
Professionals	1	6.7	4	26.7	15	13.8
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	10	11.2	21	23.6	89	81.7
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	2	100.0	2	1.8
Killed Craft	0	0.0	0	0.0	2	1.8
Service Maintenance	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
Total	11		28		109	

Business Unit: 32901
 Department: 32921
 Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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
Killed 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	0.0	0	0.0	0	0.0	0	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
Killed 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	0	0.0	0	0.0

Business Unit: 32901
Department: 32922

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	

AFFIRMATIVE ACTION FULL TIME PROMOTED EMPLOYEES BY JOB CATEGORY REPORT

Business Unit: 32901
Department: 32923

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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
Killed 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	0.0	0	0.0	0	0.0	0	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
Killed 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	0	0.0	0	0.0

Business Unit: 32901
Department: 32932

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	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	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
Killed Craft	1	50.0	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	1	100.0	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	3		1		0		1		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	1	100.0	0	0.0	1	20.0
Technicians	0	0.0	0	0.0	1	20.0
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
Killed Craft	1	50.0	0	0.0	2	40.0
Service Maintenance	0	0.0	0	0.0	1	20.0
Other	0	0.0	0	0.0	0	0.0
Total	2		0		5	

Business Unit: 32901
Department: 32941

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	3	21.4	2	14.3	0	0.0	0	0.0	1	7.1	8	57.1	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	16	22.9	10	14.3	0	0.0	2	2.9	10	14.3	32	45.7	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
Killed 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	23		12		0		2		15		40		0		0	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	2	0.0	0	0.0	1	1.1
Professionals	13	71.4	9	64.3	14	15.7
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	44	62.9	42	60.0	70	78.7
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	4	100.0	4	4.5
Killed 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	54		55		89	

Report ID: TNHR016.SQR
 Business Unit: 32901
 Department: 32942
 Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	1	50.0	1	50.0	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	22	48.9	6	13.3	1	2.2	0	0.0	8	17.8	7	15.6	1	2.2	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	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	24		8		1		0		8		7		1		0	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	3	0.0	0	0.0	1	2.0
Professionals	1	50.0	0	0.0	2	4.1
Technicians	3	0.0	0	0.0	0	0.0
Protective Services	15	33.3	16	35.6	45	91.8
Protective Service - Non Sworn	3	0.0	0	0.0	0	0.0
Administrative Support	1	100.0	0	0.0	1	2.0
Skilled Craft	3	0.0	0	0.0	0	0.0
Service Maintenance	3	0.0	0	0.0	0	0.0
Other	3	0.0	0	0.0	0	0.0
Total	17		16		49	

Business Unit: 32901
 Department: 32943
 Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	0.0	0	0.0	0	0.0	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0
Professionals	5	60.0	0	0.0	0	0.0	0	0.0	4	40.0	0	0.0	0	0.0	0	0.0
Technicians	3	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	64	78.0	2	2.4	1	1.2	1	1.2	14	17.1	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn	3	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	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	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	71		2		1		1		22		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	1.0
Professionals	0	0.0	4	40.0	10	10.3
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	4	4.9	14	17.1	82	84.5
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	3	100.0	3	3.1
Skilled Craft	0	0.0	0	0.0	1	1.0
Service Maintenance	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	0.0
Total	4		22		97	

Business Unit: 32901
Department: 32944

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	0.0	0	0.0	0	0.0	0	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	0	0.0	0	0.0

Business Unit: 32901
Department: 32945

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	50.0	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0
Professionals	2	25.0	0	0.0	0	0.0	0	0.0	5	62.5	1	12.5	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	14	42.4	7	21.2	0	0.0	2	6.1	5	15.2	4	12.1	1	3.0	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	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	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	17		7		0		2		14		5		1		0	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	0	0.0	1	50.0	2	4.3
Professionals	1	12.5	6	75.0	8	17.4
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	14	42.4	10	30.3	33	71.7
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	3	100.0	3	6.5
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	15		20		46	

Business Unit: 32901
Department: 32946

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	11	15.7	17	24.3	5	7.1	0	0.0	5	7.1	28	40.0	4	5.7	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	1	33.3	1	33.3	1	33.3	0	0.0	0	0.0
Killed 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	13		19		5		1		7		29		4		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	3.8
Technicians	1	50.0	0	0.0	2	2.6
Protective Services	54	77.1	37	52.9	70	89.7
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0
Administrative Support	2	66.7	2	66.7	3	3.8
Killed 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	58		40		78	

AFFIRMATIVE ACTION FULL TIME PROMOTED EMPLOYEES BY JOB CATEGORY REPORT

Business Unit: 32901
 Department: 32947

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	7	63.6	0	0.0	0	0.0	0	0.0	4	36.4	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	83	76.1	0	0.0	4	3.7	0	0.0	22	20.2	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	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	90		0		4		0		28		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	4	36.4	4	36.4	11	9.0
Technicians	1	100.0	1	100.0	1	0.8
Protective Services	4	3.7	22	20.2	109	89.3
Protective Service - Non Sworn	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	1	100.0	1	0.8
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	4		28		122	

AFFIRMATIVE ACTION FULL TIME PROMOTED EMPLOYEES BY JOB CATEGORY REPORT

Business Unit: 32901
Department: 32948

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	C.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Professionals	1	50.0	0	0.0	0	C.0	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0
Technicians	0	0.0	0	0.0	0	C.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Protective Services	0	0.0	1	50.0	0	C.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0
Protective Service - Non Sworn	2	66.7	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	0	0.0	0	C.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	C.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	C.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Other	0	0.0	0	0.0	0	C.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	5		1		1		0		1		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	2	22.2
Professionals	1	50.0	1	50.0	2	22.2
Technicians	0	0.0	0	0.0	0	0.0
Protective Services	1	50.0	1	50.0	2	22.2
Protective Service - Non Sworn	1	33.3	0	0.0	3	33.3
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		2		9	

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AFFIRMATIVE ACTION FULL TIME PROMOTED EMPLOYEES BY JOB CATEGORY REPORT

Business Unit: 32901
 Department: 32951

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	0	0.0	0	0.0	0	0.0	1	20.0	1	20.0	0	0.0	1	20.0
Professionals	64	24.3	19	7.2	1	0.4	4	1.5	92	35.0	75	28.5	4	1.5	4	1.5
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	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	66		19		1		4		94		76		4		5	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	2	40.0	3	60.0	5	1.9
Professionals	107	40.7	175	66.5	263	97.8
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	1	100.0	1	0.4
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	109		179		269	

AFFIRMATIVE ACTION FULL TIME PROMOTED EMPLOYEES BY JOB CATEGORY REPORT

Business Unit: 32901
Department:

Job Category Breakdown from 01-JUL-2022 to 30-JUN-2023

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	66.7	0	0.0	0	0.0	0	0.0	9	25.0	2	5.6	0	0.0	1	2.8
Professionals	110	29.0	27	7.1	1	0.3	4	1.1	128	33.8	100	26.4	4	1.1	5	1.3
Technicians	2	50.0	1	25.0	0	0.0	0	0.0	1	25.0	0	0.0	0	0.0	0	0.0
Protective Services	316	51.7	59	9.7	17	2.8	9	1.5	97	15.9	101	16.5	10	1.6	2	0.3
Protective Service - Non Sworn	3	60.0	0	0.0	1	20.0	0	0.0	1	20.0	0	0.0	0	0.0	0	0.0
Administrative Support	0	0.0	1	4.3	0	0.0	1	4.3	18	78.3	2	8.7	1	4.3	0	0.0
Skilled Craft	5	83.3	0	0.0	0	0.0	1	16.7	0	0.0	0	0.0	0	0.0	0	0.0
Service Maintenance	1	50.0	1	50.0	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	461		89		19		15		254		205		15		8	

Job Category	Total Minority		Total Females		Total Employees	
	NBR	PCT	NBR	PCT	NBR	PCT
Officials/Administrators	3	8.3	12	33.3	36	3.4
Professionals	141	37.2	237	62.5	379	35.6
Technicians	1	25.0	1	25.0	4	0.4
Protective Services	198	32.4	210	34.4	611	57.3
Protective Service - Non Sworn	1	20.0	1	20.0	5	0.5
Administrative Support	5	21.7	21	91.3	23	2.2
Skilled Craft	1	16.7	0	0.0	6	0.6
Service Maintenance	0	0.0	0	0.0	2	0.2
Other	0	0.0	0	0.0	0	0.0
Total	351		482		1066	

End of Report