

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** Agricultural Commissioner's Department  
**Full Time Employees:** 35  
**Allocated Positions:** 38

### I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period

Key:      OMQ - Others More Qualified                      EIW- Eliminated in Written Exam                      EIQ - Eliminated in Oral Exam

The numbers in the charts below will not balance because the No Shows (NS) are not included in these figures.

#### 1 Underutilization Category: Professionals

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male	2	82	60	12	4
Female	3	64	43	8	11
DNI		1	1		
<b>ETHNIC</b>					
DNI		13	12	1	
WH	4	71	45	9	11
BL		6	4	2	
HIS		40	34	4	1
AS	1	16	8	4	3
NA		1	1		
Disabled					

### II. EEO Grievances

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

**There were no reported EEO grievances this reporting period.**

### III. EEO Training

During this reporting period, this department had the following employees participating in EEO training:

Workshop	Number of Employees	Supervision /Non-Supervisory
Disabilities Awareness-DRAIL	1	Professionals
Mandatory Sexual Harassment	1	Administrative Support
Mandatory Sexual Harassment	3	Officials & Administrators
Mandatory Sexual Harassment	2	Professionals
Preventing Workplace Harassment	18	Service Maintenance

### IV. EEO Commission Meeting Attendance

**This department attended 5 out of 5 meetings during this reporting period.**

### V. Other EEO Related Accomplishments

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**

**VI. Recruitment goals for the next reporting period**

**The Agricultural Commissioner is currently underutilized in the following categories:**

Officials & Administrators

Professionals

Administrative Support

Service and Maintenance

<b>Occupational Categories</b>	<b>Female</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Native American</b>
<b>A.</b> Officials & Administrators	1	0	1	0	0
<b>B.</b> Professionals	0	1	3	0	0
<b>C.</b> Technicians	0	0	0	0	0
<b>D.</b> Administrative Support	0	0	1	0	0
<b>E.</b> Service and Maintenance	0	1	6	2	0

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.

**VII. EEO categories for the Agricultural Commissioner's Department**

**Officials & Administrators**

Assistant Ag Commissioner  
 County Ag Commissioner & Sealer  
 Manager I

**Professionals**

Ag/Weights & Measurer Inspector I/II/III  
 Deputy Ag Commissioner & Sealer  
 Accountant I

**Service & Maintenance**

Agricultural Assistant I/II

**Administrative Support**

Account Clerk II/III  
 Confidential Assistant IV

**Technicians**

Software Developer II

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** Alliance Worknet  
**Full Time Employees:** 80  
**Allocated Positions:** 84

I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period

Key:      OMQ - Others More Qualified                      EIW- Eliminated in Written Exam                      EIQ - Eliminated in Oral Exam

The numbers in the charts below will not balance because the No Shows (NS) are not included in these figures.

### 1 Underutilization Category: Officials & Administrators

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male	1	15	6	6	3
Female	1	25	12	3	10
DNI					
<b>ETHNIC</b>					
DNI					
WH	2	28	11	7	10
BL		1	1		
HIS		9	5	1	3
AS		2	1	1	
NA					
Disabled					

### 2 Underutilization Category: Technicians

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male	3	28	0	7	5
Female	8	88	7	20	20
DNI		2			
<b>ETHNIC</b>					
DNI		2			
WH	4	53	5	12	10
BL	1	15		7	3
HIS	4	39	2	7	10
AS	2	9		1	2
NA					
Disabled					

### 3 Underutilization Category: Administrative Support

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male	1	3			3
Female	2	18	3	2	13
DNI					
<b>ETHNIC</b>					
DNI					
WH	2	8	1	1	6
BL	1	1			1
HIS		6	1	1	4
AS		6	1		5
NA					
Disabled					

#### II. EEO Grievances

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

**There were no reported EEO grievances this reporting period.**

#### III. EEO Training

During this reporting period, this department had the following employees participating in EEO training:

Workshop	Number of Employees	Supervision /Non-Supervisory
Mandatory Sexual Harassment	3	Officials and Administrator
Mandatory Sexual Harassment	5	Professionals
Mandatory Sexual Harassment	5	Technicians
Mandatory Sexual Harassment	1	Administrative Support
Preventing Workplace Harassment	3	Officials & Administrators
Preventing Workplace Harassment	7	Professionals
Preventing Workplace Harassment	58	Technicians
Preventing Workplace Harassment	12	Administrative Support

**Department trained all staff this year**

#### IV. EEO Commission Meeting Attendance

**This department attended 2 out of 5 meetings during this reporting period.**

#### V. Other EEO Related Accomplishments

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**

**VI. Recruitment goals for the next reporting period**

**The Alliance Worknet is currently underutilized in the following categories:**

Officials & Administrators

Professionals

Technicians

Administrative Support

<b>Occupational Categories</b>	<b>Female</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Native American</b>
<b>A.</b> Officials & Administrators	1	0	0	1	0
<b>B.</b> Professionals	0	0	2	0	0
<b>C.</b> Technicians	0	0	0	2	0
<b>D.</b> Administrative Support	0	1	0	1	0

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.

**VII. EEO categories for the Alliance Worknet**

**Officials & Administrators**

Alliance Worknet Director  
Manager III

**Professionals**

Accountant I/III  
Family Services Supervisor  
Staff Services Analyst

**Administrative Support**

Account Clerk III  
Accounting Technician  
Administrative Clerk II/III  
Confidential Assistant II/III  
Storekeeper II

**Technicians**

Application Specialist II  
Family Services Specialist I/III/IV  
Software Developer II  
Software Developer/Analyst III  
Senior Systems Engineer  
Systems Engineer II

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** Animal Services  
**Full Time Employees:** 32  
**Allocated Positions:** 35

### I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period

Key:      OMQ - Others More Qualified                      EIW- Eliminated in Written Exam                      EIQ - Eliminated in Oral Exam

The numbers in the charts below will not balance because the No Shows (NS) are not included in these figures.

#### 1 Underutilization Category: Administrative Support

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male					
Female	2	3	1		
DNI					
<b>ETHNIC</b>					
DNI					
WH	2	3	1		
BL					
HIS					
AS					
NA					
Disabled					

**No list established - less than five applied.**

### II. EEO Grievances

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

Charge/Filing Date	Charges Filed Under EEO Grievance Procedure/Other	Disposition
11/9/2009	Sexual Harassment	Responded

### III. EEO Training

During this reporting period, this department had the following employees participating in EEO training:

Workshop	Number of Employees	Supervision /Non-Supervisory
Mandatory Sexual Harassment	3	Protective Service-Non Sworn
Disabilities Awareness - DRAIL	1	Protective Service-Non Sworn
Diversity-Just be F.A.I.R.	1	Administrative Support

### IV. EEO Commission Meeting Attendance

**This department attended 2 out of 5 meetings during this reporting period.**

### V. Other EEO Related Accomplishments

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**

**VI. Recruitment goals for the next reporting period**

**The Animal Services Department is currently underutilized in the following categories:**

Officials & Administrators

Administrative Support

Protective Service- Non Sworn

Service and Maintenance

<b>Occupational Categories</b>	<b>Female</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Native American</b>
<b>A.</b> Officials & Administrators	0	0	1	0	0
<b>B.</b> Professionals	0	0	0	0	0
<b>C.</b> Administrative Support	0	0	2	1	0
<b>D.</b> Protective Service- Non Sworn	3	1	2	1	0
<b>E.</b> Service and Maintenance	0	1	0	1	0

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.

**VII. EEO categories for Animal Services**

**Officials & Administrators**

Director of Animal Services

Staff Services Coordinator

**Professionals**

County Veterinarian

**Administrative Support**

Account Clerk II/III

Administrative Clerk II/III

Confidential Assistant IV

Supervising Account Admin Clerk I

**Service & Maintenance**

Animal Care Specialist I/II/III

**Protective Service : Non Sworn**

Animal Services Officer I/II

Animal Services Operations Supervisor

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** Area Agency on Aging and Veterans Services  
**Full Time Employees:** 14  
**Allocated Positions:** 14

### I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period

Key:      OMQ - Others More Qualified                      EIW- Eliminated in Written Exam                      EIQ - Eliminated in Oral Exam

**The numbers in the charts below will not balance because the No Shows (NS) are not included in these figures.**

**No Recruitments were held during this reporting period.**

### II. EEO Grievances

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

**There were no reported EEO grievances this reporting period.**

### III. EEO Training

During this reporting period, this department had the following employees participating in EEO training:

Workshop	Number of Employees	Supervision /Non-Supervisory
Mandatory Sexual Harassment	3	Officials and Administrators

### IV. EEO Commission Meeting Attendance

**This department attended 5 out of 5 meetings during this reporting period.**

### V. Other EEO Related Accomplishments

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**

### VI. Recruitment goals for the next reporting period

**Area Agency On Aging & Veterans Services is currently underutilized in the following categories:**

Officials & Administrators

Administrative Support

Occupational Categories	Female	Black	Hispanic	Asian	Native American
A. Officials & Administrators	0	0	0	1	0
B. Professionals	0	0	0	0	0
C. Technicians	0	0	0	0	0
D. Administrative Support	0	1	0	2	0

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.



**VII. EEO Categories for Area Agency on Aging and Veterans Services**

**Officials & Administrators**

Director of Area Agency on Aging  
Manager I/II  
Staff Services Coordinator

**Professionals**

Social Worker II

**Administrative Support**

Account Clerk III  
Community Health Worker III  
Confidential Assistant III  
Veterans Services Representative

**Technicians**

Staff Services Technician

# EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** Assessor  
**Full Time Employees:** 56  
**Allocated Positions:** 60

**I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period**

Key: OMQ - Others More Qualified      EIW- Eliminated in Written Exam      EIQ - Eliminated in Oral Exam

The numbers in the charts below will not balance because the No Shows (NS) are not included in these figures.

**1 Underutilization Category: Technicians**

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male	1	2			2
Female					
DNI					
<b>ETHNIC</b>					
DNI	1	1			1
WH		1			1
BL					
HIS					
AS					
NA					
Disabled					

**II. EEO Grievances**

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

**There were no reported EEO grievances this reporting period.**

**III. EEO Training**

During this reporting period, this department had the following employees participating in EEO training:

Workshop	Number of Employees	Supervision /Non-Supervisory
Mandatory Sexual Harassment	6	Professionals
Mandatory Sexual Harassment	2	Technicians
Mandatory Sexual Harassment	2	Administrative Support

**IV. EEO Commission Meeting Attendance**

**This department attended 4 out of 5 meetings during this reporting period.**

**V. Other EEO Related Accomplishments**

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**

**VI. Recruitment goals for the next reporting period**

**The Assessor is currently underutilized in the following categories:**

- Professionals
- Technicians
- Administrative Support

Occupational Categories	Female	Black	Hispanic	Asian	Native American
A. Officials & Administrators	0	0	0	0	0
B. Professionals	0	2	7	2	0
C. Technicians	0	0	1	1	0
D. Administrative Support	0	1	0	2	0

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.

**VII. EEO Categories for Assessor**

**Officials & Administrators**

Manager IV

**Administrative Support**

- Account Clerk III
- Administrative Clerk I
- Confidential Assistant III/IV
- Supervising Account/Admin Clerk I

**Elected Official**

Assessor

**Professionals**

- Appraiser I/II/III
- Appraiser Technician
- Auditor/Appraiser II/III
- Senior Appraiser
- Senior Auditor/Appraiser
- Supervising Appraiser
- Supervising Auditor Appraiser

**Technicians**

- Cadastral Supervisor
- Cadastral Technician II
- Software Developer/Analyst III

# EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** Auditor-Controller  
**Full Time Employees:** 40  
**Allocated Positions:** 46

**I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period**

Key: OMQ - Others More Qualified      EIW- Eliminated in Written Exam      EIQ - Eliminated in Oral Exam

The numbers in the charts below will not balance because the No Shows (NS) are not included in these figures.

**1 Underutilization Category: Officials and Administrators**

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male	1	17	14		2
Female		9	7		1
DNI					
<b>ETHNIC</b>					
DNI					
WH		15	12		2
BL		2	1		
HIS		5	5		
AS	1	4	3		1
NA					
Disabled					

**2 Underutilization Category: Professional**

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male	1	1			1
Female		12	5	6	1
DNI					
<b>ETHNIC</b>					
DNI					
WH	1	4		3	1
BL					
HIS		5	2	2	1
AS		4	3	1	
NA					
Disabled					

**3 Underutilization Category: Administrative Support**

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male		1	1		
Female	1	2	1		2
DNI					
<b>ETHNIC</b>					
DNI					
WH	1	2	1		2
BL					
HIS		1	1		
AS					
NA					
Disabled					

**II. EEO Grievances**

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

**There were no reported EEO grievances this reporting period.**

**III. EEO Training**

During this reporting period, this department had the following employees participating in EEO training:

Workshop	Number of Employees	Supervision /Non-Supervisory
Disabilities Awareness-DRAIL	1	Administrative Support
Diversity-Just be F.A.I.R.	1	Professionals
Diversity-Just be F.A.I.R.	2	Administrative Support
Mandatory Sexual Harassment	4	Officials & Administrators
Mandatory Sexual Harassment	6	Professionals
Mandatory Sexual Harassment	2	Administrative Support

**IV. EEO Commission Meeting Attendance**

**This department attended 4 out of 5 meetings during this reporting period.**

**V. Other EEO Related Accomplishments**

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**

**VI. Recruitment goals for the next reporting period**

**The Auditor-Controller's Office is currently underutilized in the following categories:**

Officials & Administrators

Professionals

Technicians

Occupational Categories	Female	Black	Hispanic	Asian	Native American
A. Officials & Administrators	0	0	1	0	0
B. Professionals	1	0	0	1	0
C. Technicians	0	0	1	0	0
D. Administrative Support	0	0	0	0	0

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.

**VII. EEO Categories for Auditor Controller**

**Officials & Administrators**

Assistant Auditor Controller  
Manager II/III/IV

**Technicians**

Application Specialist II  
Software Developer/Analyst III  
Senior Software Developer/Analyst

**Professionals**

Accountant I/II/III

**Administrative Support**

Account Clerk II/III  
Accounting Supervisor  
Accounting Technician  
Administrative Clerk II  
Confidential Assistant III/IV/V

**Elected Official**

Auditor/Controller

# EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** Behavioral Health and Recovery Services  
**Full Time Employees:** 324  
**Allocated Positions:** 352

I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period

Key: OMQ - Others More Qualified      EIW- Eliminated in Written Exam      EIQ - Eliminated in Oral Exam

The numbers in the charts below will not balance because the No Shows (NS) are not included in these figures.

**1 Underutilization Category: Officials and Administrators**

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male	0	45	35	3	6
Female	1	11	5		7
DNI					
<b>ETHNIC</b>					
DNI		1	1		
WH		30	20	1	8
BL		3	3		
HIS		13	11	2	
AS	1	9	5		5
NA					
Disabled					

**2 Underutilization Category: Professionals**

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE
Male	1	25	12	3	10
Female		73	26	17	28
DNI				1	
<b>ETHNIC</b>					
DNI		27	10	1	15
WH		35	13	7	15
BL		4	1		3
HIS	1	24	11	10	3
AS		8	3	2	2
NA				1	
Disabled					

**3 Underutilization Category: Technicians**

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE
Male	1	16	4	3	6
Female	2	40	14	1	18
DNI					
<b>ETHNIC</b>					
DNI		2	1	1	
WH	1	30	5	1	17
BL		3	2		1
HIS	2	14	6	1	5
AS		6	3	1	1
NA		1	1		
Disabled					

**4 Underutilization Category: Administrative Support**

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE
Male		1			
Female	1	14	3	1	8
DNI					
<b>ETHNIC</b>					
DNI					
WH		6			5
BL					
HIS	1	9	3	1	3
AS					
NA					
Disabled					

**II. EEO Grievances**

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

Charge/Filing Date	Charges Filed Under EEO Grievance Procedure/Other	Disposition
11/9/2009	Denied Services	Not a Valid DFEH/EEO Complaint

**III. EEO Training**

During this reporting period, this department had the following employees participating in EEO training:

Workshop	Number of Employees	Supervision /Non-Supervisory
Mandatory Sexual Harassment	15	Officials and Administrator
Mandatory Sexual Harassment	24	Professionals
Mandatory Sexual Harassment	3	Technicians
Mandatory Sexual Harassment	2	Administrative Support
Preventing Workplace Harassment	1	Professionals
Disabilities Awareness-DRAIL	1	Technicians

**IV. EEO Commission Meeting Attendance**

**This department attended 4 out of 5 meetings during this reporting period.**

**V. Other EEO Related Accomplishments**

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**



**VI. Recruitment goals for the next reporting period**

**Behavioral Health and Recovery Services is currently underutilized in the following categories:**

- Officials & Administrators
- Professionals
- Technicians
- Administrative Support

Occupational Categories	Female	Black	Hispanic	Asian	Native American
A. Officials & Administrators	0	1	3	2	0
B. Professionals	0	6	0	1	0
C. Technicians	0	1	1	0	0
D. Administrative Support	0	4	0	1	0
E. Service and Maintenance	0	0	0	0	0

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.

**VII. EEO Categories for Behavioral Health & Recovery Services**

**Officials & Administrators**

- Associate Director
- Assistant Director
- Behavioral Health Director
- Behavioral Health Medical Director
- Manager I/II/III/IV
- Staff Services Coordinator

**Technicians**

- Application Specialist I/II
- Clinical Services Technician I/II
- Family Services Specialist II
- Software Developer/Analyst III
- Senior Software Developer/Analyst
- Senior Systems Engineer
- Staff Services Technician

**Professionals**

- Accountant III
- Behavioral Health Advocate
- Behavioral Health Specialist I/II
- Clinical Psychologist
- Conservator Investigator
- Deputy Public Guardian II
- Mental Health Clinician I/II
- Medical Records Specialist
- Psychiatric Nurse II
- Psychiatrist
- Recreational Therapist
- Staff Services Analyst

**Administrative Support**

- Account Clerk III
- Accounting Technician
- Administrative Clerk II/III
- Confidential Assistant III/IV
- Medical Records Clerk
- Stock/Delivery Clerk II

**Services & Maintenance**

- Stock Delivery Clerk I

# EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** Board of Supervisors-Clerk of The Board  
**Full Time Employees:** 14  
**Allocated Positions:** 14

## I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period

Key: OMQ - Others More Qualified      EIW- Eliminated in Written Exam      EIQ - Eliminated in Oral Exam

**The numbers in the charts below will not balance because the No Shows (NS) are not included in these figures.**

**No Recruitments were held during this reporting period.**

## II. EEO Grievances

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

**There were no reported EEO grievances this reporting period.**

## III. EEO Training

During this reporting period, this department had the following employees participating in EEO training:

**There were no reported EEO training this reporting period.**

## IV. EEO Commission Meeting Attendance

**The Chief Executive Office represents this department at EEO meetings**

## V. Other EEO Related Accomplishments

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**

## VI. Recruitment goals for the next reporting period

**The Board of Supervisors - Clerk of The Board is currently underutilized in the following categories:**

Officials & Administrators

Administrative Support

Occupational Categories	Female	Black	Hispanic	Asian	Native American
A. Officials & Administrators	0	0	1	0	0
B. Administrative Support	0	0	2	1	0

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.

VII. EEO categories for the Board of Supervisors-Clerk of The Board

**Officials & Managers**

Manager I  
Manager IV (Clerk of the Board)

**Administrative Support**

Confidential Assistant III/IV

**Elected Official**

Board of Supervisors (5)

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** Chief Executive Office  
**Full Time Employees:** 60  
**Allocated Positions:** 64

### I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period

Key:      OMQ - Others More Qualified                      EIW- Eliminated in Written Exam                      EIQ - Eliminated in Oral Exam

**No recruitments were held during this reporting period.**

### II. EEO Grievances

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

**There were no reported EEO grievances this reporting period.**

### III. EEO Training

During this reporting period, this department had the following employees participating in EEO training:

Workshop	Number of Employees	Supervision /Non-Supervisory
Mandatory Sexual Harassment	21	Officials and Administrators
Preventing Workplace Harassment	2	Administrative Support

### IV. EEO Commission Meeting Attendance

**This department attended 5 out of 5 meetings during this reporting period.**

### V. Other EEO Related Accomplishments

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**

### VI. Recruitment goals for the next reporting period

**The Chief Executive Office is currently underutilized in the following categories:**

Officials & Administrators  
 Professionals  
 Administrative Support

Occupational Categories	Female	Black	Hispanic	Asian	Native American
<b>A.</b> Officials & Administrators	0	2	4	3	0
<b>B.</b> Professionals	0	0	1	0	0
<b>C.</b> Administrative Support	0	0	5	3	0

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.

VII. EEO Categories for the Chief Executive Office

**Officials & Administrators**

Assistant Executive Officer/Chief Operations Officer  
Assistant Executive Officer  
Chief Executive Officer  
Chief Information Officer  
Deputy Executive Officer  
Deputy Fire Warden/Deputy Director of OES  
Fire Warden/Assistant Director of OES  
Manager I/II/III/IV

**Administrative Support**

Account Clerk III  
Confidential Assistant I/II/III/IV/V

**Professionals**

Fire Prevention Specialist II

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** Child Support Services  
**Full Time Employees:** 168  
**Allocated Positions:** 174

### I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period

Key: OMQ - Others More Qualified      EIW- Eliminated in Written Exam      EIQ - Eliminated in Oral Exam

The numbers in the charts below will not balance because the No Shows (NS) are not included in these figures.

#### 1 Underutilization Category: Professionals

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male		2	1		
Female	1	2			
DNI					
<b>ETHNIC</b>					
DNI					
WH	1	2	1		
BL					
HIS		1			
AS		1			
NA					
Disabled					

**Eligible list not established - less than five applied**

### II. EEO Grievances

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

Charge/Filing Date	Charges Filed Under EEO Grievance Procedure/Other	Disposition
10/23/2009	Age Discrimination	Investigated - Age Not Substantiated 1/29/10
7/15/2009	Retaliation	US EEOC Closed 2/3/2010

### III. EEO Training

During this reporting period, this department had the following employees participating in EEO training:

Workshop	Number of Employees	Supervision /Non-Supervisory
Mandatory Sexual Harassment	9	Officials and Administrator
Mandatory Sexual Harassment	5	Professionals
Mandatory Sexual Harassment	3	Administrative Support
Preventing Workplace Harassment	1	Technicians

### IV. EEO Commission Meeting Attendance

**This department attended 5 out of 5 meetings during this reporting period.**

**V. Other EEO Related Accomplishments**

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**

**VI. Recruitment goals for the next reporting period**

**The Department of Child Support Services is currently underutilized in the following categories:**

Officials & Administrators

Professionals

Technicians

Administrative Support

Occupational Categories	Female	Black	Hispanic	Asian	Native American
A. Officials & Administrators	0	1	3	0	0
B. Professionals	0	2	0	7	0
C. Technicians	0	0	2	1	0
D. Administrative Support	0	4	4	5	1

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.

**VII. EEO Categories for Department of Child Support Services****Officials & Administrators**

Assistant Director  
 Chief Attorney  
 Director of Child Support Services  
 Manager II/III

**Technicians**

Application Specialist II/III  
 Senior Systems Engineer  
 Systems Engineer II

**Professionals**

Accountant II  
 Attorney I/II/III/IV/V  
 Child Support Officer I/II/III  
 Child Support Supervisor  
 Staff Services Analyst

**Administrative Support**

Account Clerk II/III  
 Accounting Supervisor  
 Accounting Technician  
 Administrative Clerk I/II  
 Confidential Assistant II/III/IV  
 Legal Clerk I/II/III/IV  
 Paralegal III  
 Supervising Legal Clerk II

# EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** Children and Families Commission  
**Full Time Employees:** 6  
**Allocated Positions:** 7

## I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period

Key: OMQ - Others More Qualified      EIW- Eliminated in Written Exam      EIQ - Eliminated in Oral Exam

**No Recruitments were held during this reporting period.**

## II. EEO Grievances

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

**There were no reported EEO grievances this reporting period.**

## III. EEO Training

During this reporting period, this department had the following employees participating in EEO training:

**There were no reported EEO training this reporting period.**

## IV. EEO Commission Meeting Attendance

**The Chief Executive Office represents the department at these meetings.**

## V. Other EEO Related Accomplishments

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**

## VI. Recruitment goals for the next reporting period

**Childrens & Families Commission is currently underutilized in the following categories:**

Officials & Administrators

Occupational Categories	Female	Black	Hispanic	Asian	Native American
A. Officials & Administrators	1	0	0	0	0
B. Professionals	0	0	0	0	0
C. Administrative Support	0	0	0	0	0

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.

## VII. EEO Categories for Children and Families Commission

### Officials & Administrators

Executive Director - CFC  
Staff Services Coordinator

### Professionals

Accountant II

### Administrative Support

Confidential Assistant IV



## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** Clerk Recorder-Elections  
**Full Time Employees:** 35  
**Allocated Positions:** 44

### I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period

Key: OMQ - Others More Qualified      EIW- Eliminated in Written Exam      EIQ - Eliminated in Oral Exam

The numbers in the charts below will not balance because the No Shows (NS) are not included in these figures.

#### 1 Underutilization Category: Administrative Support

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male		2	1	1	
Female	1	27	10	5	12
DNI					
<b>ETHNIC</b>					
DNI					
WH	1	7	1	3	3
BL		1		1	
HIS		14	7	1	6
AS		6	3	1	2
NA		1			1
Disabled					

### II. EEO Grievances

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

**There were no reported EEO grievances this reporting period.**

### III. EEO Training

During this reporting period, this department had the following employees participating in EEO training:

Workshop	Number of Employees	Supervision /Non-Supervisory
Disabilities Awareness - DRAIL	7	Administrative Support
Disabilities Awareness - DRAIL	2	Technicians
Diversity-Just be F.A.I.R.	1	Administrative Support
Diversity-Just be F.A.I.R.	1	Technicians
Mandatory Sexual Harassment	1	Officials and Administrators
Mandatory Sexual Harassment	1	Technicians
Mandatory Sexual Harassment	1	Professionals
Mandatory Sexual Harassment	3	Administrative Support

### IV. EEO Commission Meeting Attendance

**This department attended 5 out of 5 meetings during this reporting period.**

**V. Other EEO Related Accomplishments**

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**

**VI. Recruitment goals for the next reporting period**

**The Clerk Recorder's Office is currently underutilized in the following categories:**

Officials & Administrators

Administrative Support

Occupational Categories	Female	Black	Hispanic	Asian	Native American
A. Officials & Administrators	1	0	1	0	0
B. Professionals	0	0	0	0	0
C. Technicians	0	0	0	0	0
D. Administrative Support	0	1	2	1	0

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.

**VII. EEO Categories for the Clerk Recorder-Elections**

**Officials & Administrators**

Manager I/III

**Technicians**

Application Specialist II/III

Staff Services Technician

Systems Engineer II

**Professionals**

Accountant I

**Elected Official**

Clerk Recorder

**Administrative Support**

Account Clerk III

Administrative Clerk I/II/III

Confidential Assistant IV

Legal Clerk II/III/IV

Supervising Legal Clerk I

Storekeeper II

# EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** Community Services Agency  
**Full Time Employees:** 840  
**Allocated Positions:** 859

I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period

Key: OMQ - Others More Qualified

EIW- Eliminated in Written Exam

EIQ - Eliminated in Oral Exam

The numbers in the charts below will not balance because the No Shows (NS) are not included in these figures.

## 1 Underutilization Category: Professionals

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male	1	9	2		7
Female	4	30	3	1	24
DNI					
<b>ETHNIC</b>					
DNI					
WH	3	22	2		19
BL		2	1		1
HIS	2	10	1	1	7
AS		4			4
NA		1	1		
Disabled					

## 2 Underutilization Category: Technicians

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male	10	87	15	15	40
Female	23	349	45	88	130
DNI		2			
<b>ETHNIC</b>					
DNI		2	2	4	5
WH	12	173	18	37	84
BL	3	35	4	4	11
HIS	16	159	30	37	56
AS	2	49	6	21	12
NA		5		1	2
Disabled					

### 3 Underutilization Category: Administrative Support

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male					
Female	1	9	6		3
DNI					
<b>ETHNIC</b>					
DNI					
WH	1	7	5		2
BL					
HIS		1	1		
AS		1			1
NA					
Disabled					

### II. EEO Grievances

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

Charge/Filing Date	Charges Filed Under EEO Grievance Procedure/Other	Disposition
10/13/2009	Hostile Work Environment	Investigated - Not Substantiated
10/29/2009	Hostile Work Environment	Investigated - Not Substantiated
10/30/2009	Age Discrimination	Hearing Board Upheld County's decision
12/4/2009	Age Discrimination	Investigated - Not Substantiated
2/8/2010	Other - Employment	Responded
2/25/2010	Sexual/Disability	Appeal Pending
6/22/2010	Disability	Responded

### III. EEO Training

During this reporting period, this department had the following employees participating in EEO training:

Workshop	Number of Employees	Supervision /Non-Supervisory
Disabilities Awareness-DRAIL	7	Administrative Support
Disabilities Awareness-DRAIL	7	Technicians
Disabilities Awareness-DRAIL	1	Professionals
Diversity-Just Be F.A.I.R.	1	Administrative Support
Mandatory Sexual Harassment	19	Officials and Administrators
Mandatory Sexual Harassment	25	Professionals
Mandatory Sexual Harassment	8	Technicians
Mandatory Sexual Harassment	12	Administrative Support

### IV. EEO Commission Meeting Attendance

This department attended 4 out of 5 meetings during this reporting period.

**V. Other EEO Related Accomplishments**

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**

**VI. Recruitment goals for the next reporting period**

**The Community Services Agency is currently underutilized in the following categories:**

- Officials & Administrators
- Professionals
- Technicians
- Administrative Support

Occupational Categories	Female	Black	Hispanic	Asian	Native American
A. Officials & Administrators	0	1	3	1	0
B. Professionals	0	6	0	3	1
C. Technicians	0	15	0	23	2
D. Administrative Support	0	7	0	8	0

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.

**VII. EEO categories for the Community Services Agency**

**Officials & Administrators**

- Assistant Director
- Director of Community Services Agency
- Manager II/III/IV

**Technicians**

- Application Specialist I/II/III
- Family Services Specialist I/II/III/IV
- Eligibility Worker III
- Fraud Technician
- Nursing Assistant
- Software Developer II
- Software Developer/Analyst III
- Special Investigator I/II/III
- Senior Application Specialist
- Senior Software Developer/Analyst
- Senior Systems Engineer
- Systems Engineer II
- Systems Technician II

**Professionals**

- Accountant I/II/III
- Buyer
- Family Services Supervisor
- Social Worker II/III/IV
- Social Worker Supervisor I/II

**Administrative Support**

- Account Clerk II/III
- Accounting Supervisor
- Accounting Technician
- Administrative Clerk I/II/III
- Collector
- Confidential Assistant II/III/IV/V
- Interviewer I/II
- Legal Clerk IV
- Social Services Assistant
- Stock Delivery Clerk II
- Supervising Account/Admin Clerk II
- Supervising Legal Clerk II
- Storekeeper I/II

# EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** Cooperative Extension  
**Full Time Employees:** 4  
**Allocated Positions:** 4

## I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period

Key: OMQ - Others More Qualified      EIW- Eliminated in Written Exam      EIQ - Eliminated in Oral Exam

**No recruitments were held during this reporting period.**

## II. EEO Grievances

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

**There were no reported EEO grievances this reporting period.**

## III. EEO Training

During this reporting period, this department had the following employees participating in EEO training:

Workshop	Number of Employees	Supervision /Non-Supervisory
Mandatory Sexual Harassment	1	Administrative Support

## IV. EEO Commission Meeting Attendance

**This department attended 2 out of 5 meetings during this reporting period.**

## V. Other EEO Related Accomplishments

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**

## VI. Recruitment goals for the next reporting period

**The Cooperative Extension is not currently underutilized in any category.**

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.

## VII. EEO categories for Cooperative Extension

### **Administrative Support**

Administrative Secretary  
Confidential Assistant IV

# EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** County Counsel  
**Full Time Employees:** 14  
**Allocated Positions:** 16

## I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period

Key: OMQ - Others More Qualified      EIW- Eliminated in Written Exam      EIQ - Eliminated in Oral Exam

**No Recruitments were held during this reporting period.**

## II. EEO Grievances

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

**There were no reported EEO grievances this reporting period.**

## III. EEO Training

During this reporting period, this department had the following employees participating in EEO training:

Workshop	Number of Employees	Supervision /Non-Supervisory
Mandatory Sexual Harassment	5	Officials and Administrator
Mandatory Sexual Harassment	7	Professionals

## IV. EEO Commission Meeting Attendance

**This department attended 2 out of 5 meetings during this reporting period.**

## V. Other EEO Related Accomplishments

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**

## VI. Recruitment goals for the next reporting period

**County Counsel is currently underutilized in the following categories:**

- Officials & Administrators
- Professionals
- Administrative Support

Occupational Categories	Female	Black	Hispanic	Asian	Native American
A. Officials & Administrators	1	0	1	0	0
B. Professionals	0	0	2	1	0
C. Administrative Support	0	0	0	1	0

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.

## VII. EEO categories for County Counsel

**Officials & Administrators**  
 Assistant County Counsel  
 County Counsel

**Professionals**  
 Deputy County Counsel II/V

**Administrative Support**  
 Confidential Assistant II/III/IV

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** District Attorney's Office  
**Full Time Employees:** 120  
**Allocated Positions:** 132

### I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period

Key: OMQ - Others More Qualified                      EIW- Eliminated in Written Exam                      EIQ - Eliminated in Oral Exam

**No Recruitments were held during this reporting period.**

### II. EEO Grievances

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

**There were no reported EEO greivances this reporting period.**

### III. EEO Training

During this reporting period, this department had the following employees participating in EEO training:

Workshop	Number of Employees	Supervision /Non-Supervisory
Disabilities Awareness-DRAIL	1	Administrative Support
Diversity-Just be F.A.I.R.	2	Adminstrative Support
Mandatory Sexual Harassment	6	Officials and Administrators
Mandatory Sexual Harassment	2	Administrative Support

### IV. EEO Commission Meeting Attendance

**This department attended 4 out of 5 meetings during this reporting period.**

### V. Other EEO Related Accomplishments

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**

### VI. Recruitment goals for the next reporting period

**The District Attorney's Office is currently underutilized in the following categories:**

Officials & Administrators  
 Professionals  
 Technicians  
 Administrative Support  
 Protective Service - Non Sworn

Occupational Categories	Female	Black	Hispanic	Asian	Native American
A. Officials & Administrators	1	0	1	1	0
B. Professionals	3	2	6	3	0
C. Technicians	0	0	1	1	0
D. Administrative Support	0	0	5	6	1
E. Protective Service - Non Sworn	5	1	2	1	0

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.



VII. EEO categories for the District Attorney's Office

**Officials & Administrators**

Assistant District Attorney  
Chief Criminal Investigator  
Chief Deputy District Attorney  
Manager II/III

**Technicians**

Application Specialist I/III  
Software Developer/Analyst III  
Systems Engineer II

**Protective Service: Non-Sworn**

Criminal Investigator II

**Professionals**

Accountant I  
Attorney II/III/IV/V  
Senior Criminal Investigator  
Victim Services Program

**Elected Official**

District Attorney

**Administrative Support**

Account Clerk III  
Confidential Assistant III/IV  
Interviewer II  
Legal Clerk I/II/III/IV  
Paralegal I/II/III  
Supervising Legal Clerk I/II

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** Environmental Resources  
**Full Time Employees:** 88  
**Allocated Positions:** 95

**I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period**

Key:    OMQ - Others More Qualified                      EIW- Eliminated in Written Exam                      EIQ - Eliminated in Oral Exam

The numbers in the charts below will not balance because the No Shows (NS) are not included in these figures.

**1 Underutilization Category: Officials & Administrators**

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male	3	57	35	2	14
Female	1	20	11	3	6
DNI	1				
<b>ETHNIC</b>					
DNI		2	2		
WH	2	40	23	1	13
BL		3	2	1	
HIS	1	16	11	1	4
AS	2	13	8	2	
NA		3			3
Disabled					

**2 Underutilization Category: Professionals**

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE
Male		43	43		
Female	1	22	17		4
DNI					
<b>ETHNIC</b>					
DNI		2	2		
WH	1	39	34		4
BL		1	1		
HIS		19	19		
AS		4	4		
NA					
Disabled					

**3 Underutilization Category: Service & Maintenance**

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE
Male	1	11	4		6
Female					
DNI					
<b>ETHNIC</b>					
DNI					
WH	1	10	4		5
BL					
HIS		1			1
AS					
NA					
Disabled					

**II. EEO Grievances**

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

**There were no reported EEO grievances this reporting period.**

**III. EEO Training**

During this reporting period, this department had the following employees participating in EEO training:

Workshop	Number of Employees	Supervision /Non-Supervisory
Disabilities Awareness - DRAIL	2	Officials and Administrators
Disabilities Awareness - DRAIL	1	Professionals
Disabilities Awareness - DRAIL	4	Administrative Support
Disabilities Awareness - DRAIL	3	Service and Maintenance
Diversity-Just Be F.A.I.R.	2	Administrative Support
Mandatory Sexual Harassment	9	Officials and Administrators
Mandatory Sexual Harassment	8	Professionals
Mandatory Sexual Harassment	1	Technicians
Mandatory Sexual Harassment	1	Administrative Support
Mandatory Sexual Harassment	1	Service and Maintenance
Preventing Workplace Harassment	1	Professionals

**IV. EEO Commission Meeting Attendance**

**This department attended 2 out of 5 meetings during this reporting period.**

**V. Other EEO Related Accomplishments**

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**

**VI. Recruitment goals for the next reporting period**

**The Department of Environmental Resources is currently underutilized in the following categories:**

- Officials & Administrators
- Professionals
- Technicians
- Administrative Support
- Service and Maintenance

Occupational Categories	Female	Black	Hispanic	Asian	Native American
A. Officials & Administrators	0	1	1	0	0
B. Professionals	1	1	6	0	0
C. Technicians	0	1	0	1	0
D. Administrative Support	0	0	2	0	0
E. Service and Maintenance	0	3	6	0	0

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.

VII. EEO categories for Environmental Resources

**Officials & Administrators**

Assistant Director  
Director of Environmental Resources  
Manager I/III/IV  
Staff Services Coordinator  
Supervising Milk & Dairy Inspector

**Professionals**

Accountant II  
Environmental Health Specialist II/III  
Hazardous Material Specialist II/III  
Milk & Dairy Inspector I  
Resource Management Specialist III  
Senior Environmental Health Specialist  
Senior Hazardous Material Specialist  
Senior Resource Management Specialist  
Staff Services Analyst

**Technician**

Application Specialist II  
Software Developer/Analyst III  
Systems Engineer II  
Zoning Enforcement Officer

**Service & Maintenance**

Environmental Technician  
Landfill Equipment Operator I/II/III  
Landfill Lead Worker

**Administrative Support**

Account Clerk III  
Accounting Technician  
Administrative Clerk II/III  
Administrative Secretary  
Confidential Assistant III/IV  
Supervising Account/Admin Clerk I

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** General Services Agency  
**Full Time Employees:** 74  
**Allocated Positions:** 76

### I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period

Key:      OMQ - Others More Qualified                      EIW- Eliminated in Written Exam                      EIQ - Eliminated in Oral Exam

**No Recruitments were held during this reporting period.**

### II. EEO Grievances

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

**There were no reported EEO grievances this reporting period.**

### III. EEO Training

During this reporting period, this department had the following employees participating in EEO training:

Workshop	Number of Employees	Supervision /Non-Supervisory
Mandatory Sexual Harassment	3	Officials and Administrators
Mandatory Sexual Harassment	2	Professionals
Mandatory Sexual Harassment	2	Administrative Support
Mandatory Sexual Harassment	3	Skilled Craft Workers
Mandatory Sexual Harassment	1	Service and Maintenance
Diversity-Just be F.A.I.R.	1	Administrative Support
Preventing Workplace Harassment	6	Skilled Craft Workers

### IV. EEO Commission Meeting Attendance

**This department attended 5 out of 5 meetings during this reporting period.**

### V. Other EEO Related Accomplishments

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**There were no EEO related accomplishments reported during this reporting period.**

### VI. Recruitment goals for the next reporting period

**The General Services Agency is currently underutilized in the following categories:**

Officials & Administrators  
 Professionals  
 Administrative Support  
 Skilled Craft Workers  
 Service and Maintenance

Occupational Categories	Female	Black	Hispanic	Asian	Native American
<b>A.</b> Officials & Administrators	0	0	2	1	0
<b>B.</b> Professionals	0	0	0	1	0
<b>C.</b> Administrative Support	0	0	2	0	0
<b>D.</b> Skilled Craft Workers	16	1	5	0	0
<b>E.</b> Service and Maintenance	3	1		1	0

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.

**VII. EEO categories for the General Services Agency**

**Officials & Administrators**

General Services Agency Director  
Manager II/III/IV  
Staff Services Coordinator

**Skilled Craft Workers**

Building Services Supervisor  
Equipment Mechanic  
Lead Equipment Mechanic  
Maintenance Engineer I/II/III  
Senior Multilith Operator

**Professionals**

Accountant I  
Buyer  
Senior Buyer  
Staff Services Analyst

**Service & Maintenance**

Equipment Services Technician  
Housekeeper/Custodian  
Senior Custodian  
Stock/Delivery Clerk I  
Supervising Janitor

**Administrative Support**

Account Clerk III  
Accounting Technician  
Administrative Clerk II  
Confidential Assistant IV  
Stock Delivery Clerk II  
Storekeeper I/II

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** Health Services Agency  
**Full Time Employees:** 494  
**Allocated Positions:** 542

I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period

Key: OMQ - Others More Qualified      EIW- Eliminated in Written Exam      EIQ - Eliminated in Oral Exam

The numbers in the charts below will not balance because the No Shows (NS) are not included in these figures.

### 1 Underutilization Category: Officials and Administrators

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male		32	32		
Female		31	27		4
DNI					
<b>ETHNIC</b>					
DNI		4	3		1
WH		23	21		2
BL		17	17		
HIS		10	9		1
AS		8	8		
NA		1	1		
Disabled					

Recruitment canceled - Residency Program transferred to Doctor's Hospital.

### 2 Underutilization Category: Professionals

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male		39	13		20
Female	5	206	40		144
DNI					
<b>ETHNIC</b>					
DNI		3	1		1
WH	2	111	22		76
BL	1	18	8		9
HIS	2	40	12		27
AS		72	10		50
NA		1			1
Disabled					

### 3 Underutilization Category: Technicians

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male		14	8	2	3
Female	2	82	30	25	24
DNI		1	1		
<b>ETHNIC</b>					
DNI					
WH	2	46	16	14	14
BL		6	2	1	2
HIS		36	19	7	9
AS		9	2	5	2
NA		0			
Disabled					

**4 Underutilization Category: Administrative Support**

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male		1	1		
Female	1	7	3		4
DNI					
<b>ETHNIC</b>					
DNI					
WH		5	3		2
BL		1	1		
HIS	1	2			2
AS					
NA					
Disabled					

**II. EEO Grievances**

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

Charge/Filing Date	Charges Filed Under EEO Grievance Procedure/Other	Disposition
8/23/2009	Racial	Responded
12/31/2009	Disability	US EEOC Closed 9/16/10
3/26/2010	Sexual	Dropped by Employee
3/5/2010	Race/Origin/Sex	DFEH Closed 9/16/2010
6/23/2010	Sexual/Ethnicity	No Action Required Notice; 6/29/2010

**III. EEO Training**

During this reporting period, this department had the following employees participating in EEO training:

Workshop	Number of Employees	Supervision /Non-Supervisory
Mandatory Sexual Harassment	26	Officials and Administrators
Mandatory Sexual Harassment	14	Professionals
Mandatory Sexual Harassment	2	Technicians
Mandatory Sexual Harassment	9	Administrative Support
Mandatory Sexual Harassment	3	Service and Maintenance
Disabilities Awareness-DRAIL	1	Officials and Administrators
Disabilities Awareness-DRAIL	1	Professionals
Disabilities Awareness-DRAIL	1	Technicians
Disabilities Awareness-DRAIL	1	Administrative Support
Preventing Workplace Harassment	1	Professionals

**IV. EEO Commission Meeting Attendance**

**This department attended 5 out of 5 meetings during this reporting period.**



**V. Other EEO Related Accomplishments**

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

- \* Department provides training and information on Equal Rights and harassment policy for all new employees at departmental new employee orientation.
- \* Department conducted diversity awareness week activities, which include the creation of an internet intranet page providing staff with information on some specific cultures. These cultures were chosen to be highlighted based on the cultural backgrounds of the majority of our customers. Information shared with employees were focused on their health care practices and beliefs, their dietary habits, and some general customs. This information provides the knowledge and know how to staff for improvement in customer service. Employees were tested on their knowledge at the end of the week with a quiz, with prizes awarded to the top winners. In addition, employees were encouraged to participate in pot lucks to showcase cultural and ethnic foods.
- \* Equal Rights Officer worked with HR to ensure the recruitment interviewing panels are well represented.

**VI. Recruitment goals for the next reporting period**

**The Health Services Agency is currently underutilized in the following categories:**

- Officials & Administrators
- Professionals
- Technicians
- Administrative Support
- Service and Maintenance

<b>Occupational Categories</b>	<b>Female</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Native American</b>
<b>A.</b> Officials & Administrators	0	0	2	0	0
<b>B.</b> Professionals	0	7	16	0	0
<b>C.</b> Technicians	0	4	0	6	1
<b>D.</b> Administrative Support	0	5	0	12	2
<b>E.</b> Service and Maintenance	0	0	0	2	0

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.

VII. EEO Categories for Health Services Agency

**Officials & Administrators**

Associate Director  
Assistant Director  
Director of Residency Program  
Manager II/III/IV  
Managing Director of Health Services Agency  
Medical Director  
Outpatient Pharmacy Manager  
Public Health Officer  
Staff Services Coordinator

**Technician**

Application Specialist II/III  
Clinical Lab Assistant II  
Family Services Specialist II  
Licensed Vocational Nurse II  
Nursing Assistant  
Pharmacy Technician  
Software Developer/Analyst III  
Systems Engineer II  
Staff Services Technician

**Service & Maintenance**

Housekeeper/Custodian  
Orothopedic Assistant  
Senior Custodian  
Stock Delivery Clerk I  
Therapist Aid I

**Professionals**

Accountant I/II/III  
Clinical Lab Scientist III  
Family Services Supervisor  
Health Educator  
MH Clinician II  
Medical Investigator  
Pharmacist  
Physical/Occupational Therapist II/III  
Physician Assistant  
Public Health Nutritionist I/II  
Public Health Nurse I/II/III  
Resident Physician I/II/III  
Social Worker IV  
Senior Nurse Practitioner  
Senior Physician Assistant  
Staff Nurse II/III  
Staff Services Analyst

**Administrative Support**

Account Clerk II/III  
Accounting Supervisor  
Accounting Technician  
Administrative Clerk I/II/III  
Administrative Secretary  
Community Health Worker II/III  
Confidential Assistant II/III/IV/V  
Medical Records Clerk  
Stock Delivery Clerk II  
Storekeeper I  
Supervising Acct/Admin Clerk I/II

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** Law Library  
**Full Time Employees:** 2  
**Allocated Positions:** 2

### I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period

Key: OMQ - Others More Qualified      EIW- Eliminated in Written Exam      EIQ - Eliminated in Oral Exam

**No recruitments were held during this reporting period.**

### II. EEO Grievances

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

**There were no reported EEO grievances this reporting period.**

### III. EEO Training

During this reporting period, this department had the following employees participating in EEO training:

Workshop	Number of Employees	Supervision /Non-Supervisory
Mandatory Sexual Harassment	1	Administrative Support

### IV. EEO Commission Meeting Attendance

**No meetings were attended during this reporting period.**

### V. Other EEO Related Accomplishments

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**

### VI. Recruitment goals for the next reporting period

**The Law Library is currently underutilized in the following categories:**

Administrative Support

Occupational Categories	Female	Black	Hispanic	Asian	Native American
A. Administrative Support	0	0	1	0	0

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.

### VII. EEO Categories for Law Library

**Administrative Support**

Confidential Assistant IV  
 Library Assistant II

# EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** Local Agency Formation Commission  
**Full Time Employees:** 3  
**Allocated Positions:** 3

## I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period

Key: OMQ - Others More Qualified      EIW- Eliminated in Written Exam      EIQ - Eliminated in Oral Exam

**No Recruitments were held during this reporting period.**

## II. EEO Grievances

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

**There were no reported EEO grievances this reporting period.**

## III. EEO Training

During this reporting period, this department had the following employees participating in EEO training:

**There were no reported EEO training this reporting period.**

## IV. EEO Commission Meeting Attendance

**The Chief Executive Office represents this department at EEO meetings**

## V. Other EEO Related Accomplishments

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**

## VI. Recruitment goals for the next reporting period

**The Local Agency Formation Commission is currently underutilized in the following categories:**

Officials & Administrators

Administrative Support

	Occupational Categories	Female	Black	Hispanic	Asian	Native American
A.	Officials & Administrators	0	0	1	0	0
B.	Administrative Support	0	0	1	0	0

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.

## VII. EEO Categories for Local Agency Formation Commission

### Officials & Administrators

Manager II/IV

### Administrative Support

Confidential Assistant IV

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** Library  
**Full Time Employees:** 77  
**Allocated Positions:** 77

### I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period

Key:      OMQ - Others More Qualified                      EIW- Eliminated in Written Exam                      EIQ - Eliminated in Oral Exam

The numbers in the charts below will not balance because the No Shows (NS) are not included in these figures.

#### 1 Underutilization Category: Administrative Support

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male	4	124	19	39	66
Female	12	350	50	128	172
DNI		9		3	4
<b>ETHNIC</b>					
DNI	1	16	2	5	9
WH	9	246	32	79	133
BL		27	4	13	10
HIS	3	143	26	55	62
AS	3	43	3	15	25
NA		8	2	3	3
Disabled					

### II. EEO Grievances

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

**There were no reported EEO grievances this reporting period.**

### III. EEO Training

During this reporting period, this department had the following employees participating in EEO training:

Workshop	Number of Employees	Supervision /Non-Supervisory
Mandatory Sexual Harassment	2	Officials and Administrators
Mandatory Sexual Harassment	5	Professionals
Mandatory Sexual Harassment	1	Technicians
Mandatory Sexual Harassment	10	Administrative Support
Mandatory Sexual Harassment	1	Service and Maintenance
Preventing Workplace Harassment	1	Administrative Support

### IV. EEO Commission Meeting Attendance

**This department attended 2 out of 5 meetings during this reporting period.**

**V. Other EEO Related Accomplishments**

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**

**VI. Recruitment goals for the next reporting period**

**The Library is currently underutilized in the following categories:**

- Officials & Administrators
- Professionals
- Technicians
- Administrative Support

Occupational Categories	Female	Black	Hispanic	Asian	Native American
A. Officials & Administrators	0	0	1	0	0
B. Professionals	0	1	4	1	0
C. Technicians	0	0	1	0	0
D. Administrative Support	0	1	5	5	1

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.

**VII. EEO categories for the Library**

**Officials & Administrators**

- County Librarian
- Manager II/III/IV

**Professionals**

- Accountant II
- Librarian II/III

**Administrative Support**

- Account Clerk III
- Administrative Clerk I/II
- Clerical Division Supervisor
- Confidential Assistant IV
- Library Assistant II
- Storekeeper II

**Technicians**

- Application Specialist II
- Systems Engineer I

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** Parks and Recreation Department  
**Full Time Employees:** 22  
**Allocated Positions:** 23

### I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period

Key:      OMQ - Others More Qualified                      EIW- Eliminated in Written Exam                      EIQ - Eliminated in Oral Exam

**The numbers in the charts below will not balance because the No Shows (NS) are not included in these figures.**

#### **1 Underutilization Category: Service & Maintenance**

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male	6	84	2	9	34
Female	2	28	2	4	10
DNI					
<b>ETHNIC</b>					
DNI		5		1	2
WH	6	64	3	7	29
BL		6			1
HIS	1	27		5	9
AS	1	7	1		2
NA		3			1
Disabled					

### II. EEO Grievances

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

**There were no reported EEO grievances this reporting period.**

### III. EEO Training

During this reporting period, this department had the following employees participating in EEO training:

Workshop	Number of Employees	Supervision /Non-Supervisory
Mandatory Sexual Harassment	2	Officials and Administrator
Mandatory Sexual Harassment	11	Service and Maintenance
Disabilities Awareness-DRAIL	1	Administrative Support

### IV. EEO Commission Meeting Attendance

**This department attended 2 out of 5 meetings during this reporting period.**

### V. Other EEO Related Accomplishments

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**

**VI. Recruitment goals for the next reporting period**

**The Parks & Recreation Department is currently underutilized in the following categories:**

Service and Maintenance

	<b>Occupational Categories</b>	<b>Female</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Native American</b>
<b>A.</b>	Officials & Administrators	0	0	0	0	0
<b>B.</b>	Skilled Craft Workers	0	0	0	0	0
<b>C.</b>	Service and Maintenance	7	0	4	2	0

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.

**VII. EEO categories for the Parks & Recreation Department**

**Officials & Administrators**

Deputy Director of Parks  
Manager I

**Skilled Craft Workers**

Equipment Mechanic

**Administrative Support**

Account Clerk III

**Service & Maintenance**

Park Maintenance Worker I/II/III  
Park Supervisor



## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** Planning and Community Development  
**Full Time Employees:** 31  
**Allocated Positions:** 33

### I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period

Key: OMQ - Others More Qualified      EIW- Eliminated in Written Exam      EIQ - Eliminated in Oral Exam

The numbers in the charts below will not balance because the No Shows (NS) are not included in these figures.

#### 1 Underutilization Category: Technicians

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male					
Female	1	2			2
DNI					
<b>ETHNIC</b>					
DNI					
WH	1	2			2
BL					
HIS					
AS					
NA					
Disabled					

### II. EEO Grievances

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

**There were no reported EEO grievances this reporting period.**

### III. EEO Training

During this reporting period, this department had the following employees participating in EEO training:

Workshop	Number of Employees	Supervision /Non-Supervisory
Mandatory Sexual Harassment	2	Officials and Administrator
Mandatory Sexual Harassment	1	Professionals
Mandatory Sexual Harassment	1	Technicians
Mandatory Sexual Harassment	1	Administrative Support
Preventing Workplace Harassment	1	Technicians

### IV. EEO Commission Meeting Attendance

**This department attended 3 out of 5 meetings during this reporting period.**

### V. Other EEO Related Accomplishments

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**

**VI. Recruitment goals for the next reporting period**

**The Planning & Community Development Department is currently underutilized in the following categories:**

Officials & Administrators

Professionals

Technicians

Administrative Support

<b>Occupational Categories</b>	<b>Female</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Native American</b>
<b>A.</b> Officials & Administrators	0	0	2	1	0
<b>B.</b> Professionals	2	1	0	0	0
<b>C.</b> Technicians	0	0	1	1	0
<b>D.</b> Administrative Support	0	0	2	1	0

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.

**VII. EEO categories for Planning and Community Development**

**Officials & Administrators**

Director of Planning & Comm Development

Manager II/III/IV

Staff Services Coordinator

**Administrative Support**

Account Clerk III

Administrative Clerk II/III

Confidential Assistant IV

**Professionals**

Associate Planner

Assistant Planner

Plan Check Engineer

**Technicians**

Application Specialist III

Building Inspector I/II/III

Staff Services Technician

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** Probation Department  
**Full Time Employees:** 221  
**Allocated Positions:** 241

### I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period

Key: OMQ - Others More Qualified      EIW- Eliminated in Written Exam      EIQ - Eliminated in Oral Exam

The numbers in the charts below will not balance because the No Shows (NS) are not included in these figures.

#### 1 Underutilization Category: Professionals

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male		8		1	7
Female	1	6	1	1	4
DNI					
<b>ETHNIC</b>					
DNI		1			1
WH	1	7		1	6
BL					
HIS		6	1	1	4
AS					
NA					
Disabled					

### II. EEO Grievances

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

**There were no reported EEO grievances this reporting period.**

### III. EEO Training

During this reporting period, this department had the following employees participating in EEO training:

Workshop	Number of Employees	Supervision /Non-Supervisory
Mandatory Sexual Harassment	3	Officials and Administrator
Mandatory Sexual Harassment	11	Professionals
Mandatory Sexual Harassment	1	Administrative Support
Mandatory Sexual Harassment	3	Protective Service: Sworn

### IV. EEO Commission Meeting Attendance

**This department attended 5 out of 5 meetings during this reporting period.**

### V. Other EEO Related Accomplishments

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**

**VI. Recruitment goals for the next reporting period**

**The Probation Department is currently underutilized in the following categories:**

- Officials & Administrators
- Professionals
- Technicians
- Protective Service- Sworn
- Administrative Support

	<b>Occupational Categories</b>	<b>Female</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Native American</b>
<b>A.</b>	Officials & Administrators	0	1	2	0	0
<b>B.</b>	Professionals	0	1	0	9	1
<b>C.</b>	Technicians	1	0	1	0	0
<b>D.</b>	Protective Service- Sworn	1	0	0	9	1
<b>E.</b>	Administrative Support	0	0	0	3	0

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.

**VII. EEO categories for Probation Department**

**Officials & Administrators**

- Chief Probation Officer
- Assistant Chief Probation Officer
- Manager II/III
- Manager IV - Safety

**Protective Service Workers - Sworn**

- Probation Corrections Officer I/II/III
- Supervising Probation Correction Officer

**Professionals**

- Accountant I/II
- Deputy Probation Officer II/III
- Staff Services Analyst
- Supervising Probation Officer

**Technicians**

- Software Developer/Analyst III
- Systems Engineer II

**Administrative Support**

- Account Clerk II/III
- Accounting Technician
- Confidential Assistant III/IV
- Legal Clerk II/III/IV
- Stock Delivery Clerk II
- Supervising Legal Clerk II

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** Public Defender  
**Full Time Employees:** 44  
**Allocated Positions:** 45

### I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period

Key:      OMQ - Others More Qualified                      EIW- Eliminated in Written Exam                      EIQ - Eliminated in Oral Exam

**No Recruitments were held during this reporting period.**

### II. EEO Grievances

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

**There were no reported EEO grievances this reporting period.**

### III. EEO Training

During this reporting period, this department had the following employees participating in EEO training:

Workshop	Number of Employees	Supervision /Non-Supervisory
Mandatory Sexual Harassment	3	Officials and Administrator
Mandatory Sexual Harassment	1	Administrative Support

### IV. EEO Commission Meeting Attendance

**This department attended 1 out of 5 meetings during this reporting period.**

### V. Other EEO Related Accomplishments

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**

### VI. Recruitment goals for the next reporting period

**The Public Defender's Office is currently underutilized in the following categories:**

Officials & Administrators  
 Professionals  
 Technicians  
 Administrative Support

Occupational Categories	Female	Black	Hispanic	Asian	Native American
A. Officials & Administrators	0	0	1	0	0
B. Professionals	1	0	5	0	0
C. Technicians	1	0	1	0	0
D. Administrative Support	0	0	4	1	0

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.

VII. EEO categories for Public Defender

**Professionals**

Attorney III/IV/V

**Technicians**

Special Investigator I/II/III

**Officials & Administrators**

Chief Deputy Public Defender

Public Defender

**Administrative Support**

Account Clerk III

Confidential Assistant III

Legal Clerk III/IV

Paralegal II

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** Public Works Department  
**Full Time Employees:** 108  
**Allocated Positions:** 112

**I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period**

Key:    OMQ - Others More Qualified                      EIW- Eliminated in Written Exam                      EIQ - Eliminated in Oral Exam

The numbers in the charts below will not balance because the No Shows (NS) are not included in these figures.

**1 Underutilization Category: Professionals**

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male	1	3	1		2
Female		1			1
DNI	1	2			2
<b>ETHNIC</b>					
DNI	1	2			2
WH	1	4	1		3
BL					
HIS					
AS					
NA					
Disabled					

**2 Underutilization Category: Technicians**

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male	2	23	8	1	14
Female		8	2		6
DNI					
<b>ETHNIC</b>					
DNI					
WH	1	15	5	1	9
BL		3			3
HIS	1	10	3		7
AS		3	2		1
NA					
Disabled					

**II. EEO Grievances**

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

**There were no reported EEO grievances this reporting period.**

**III. EEO Training**

During this reporting period, this department had the following employees participating in EEO training:

Workshop	Number of Employees	Supervision /Non-Supervisory
Mandatory Sexual Harassment	5	Officials and Administrator
Mandatory Sexual Harassment	9	Professionals
Mandatory Sexual Harassment	2	Technicians
Mandatory Sexual Harassment	3	Administrative Support
Mandatory Sexual Harassment	1	Skilled Craft Workers
Mandatory Sexual Harassment	8	Service and Maintenance
Preventing Workplace Harassment	1	Professionals

**IV. EEO Commission Meeting Attendance**

**This department attended 4 out of 5 meetings during this reporting period.**

**V. Other EEO Related Accomplishments**

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**

**VI. Recruitment goals for the next reporting period**

**The Public Works Department is currently underutilized in the following categories:**

- Officials & Administrators
- Professionals
- Technicians
- Skilled Craft Workers
- Service and Maintenance

Occupational Categories	Female	Black	Hispanic	Asian	Native American
<b>A.</b> Officials & Administrators	1	0	2	0	0
<b>B.</b> Professionals	1	1	4	0	0
<b>C.</b> Technicians	4	1	2	0	0
<b>D.</b> Administrative Support	0	0	0	0	0
<b>E.</b> Skilled Craft Workers	3	0	2	1	0
<b>F.</b> Service and Maintenance	27	5	15	3	1

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.



VII. EEO categories for Public Works

**Officials & Administrators**

Deputy Director Public Works  
Director of Public Works  
Manager III/IV  
Staff Services Coordinator

**Technicians**

Application Specialist III  
Engineering Aid II  
Engineering Technician  
Senior Application Specialist  
Senior Engineering Technician  
Sr Software Developer/Analyst

**Service & Maintenance**

Road Maintenance Worker II/III  
Road Supervisor  
Senior Road Maintenance Worker

**Professionals**

Accountant III  
Associate Civil Engineer  
Associate Planner  
Assistant Engineer  
Sr Civil Engineer  
Staff Services Analyst  
Transportation Project Coordinator

**Skilled Craft Workers**

Heavy Equipment Mechanic  
Lead Equipment Mechanic

**Administrative Support**

Account Clerk III  
Accounting Technician  
Administrative Clerk II/III  
Administrative Secretary  
Confidential Assistant III/IV

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** StanCERA - Retirement Board  
**Full Time Employees:** 11  
**Allocated Positions:** 12

### I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period

Key: OMQ - Others More Qualified      EIW- Eliminated in Written Exam      EIQ - Eliminated in Oral Exam

**No recruitments were held during this reporting period.**

### II. EEO Grievances

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

**There were no reported EEO grievances this reporting period.**

### III. EEO Training

During this reporting period, this department had the following employees participating in EEO training:

Workshop	Number of Employees	Supervision /Non-Supervisory
Mandatory Sexual Harassment	4	Officials and Administrator

### IV. EEO Commission Meeting Attendance

**No meetings were attended during this reporting period.**

### V. Other EEO Related Accomplishments

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**

### VI. Recruitment goals for the next reporting period

**The Retirement Board is currently underutilized in the following categories:**

Officials & Administrators  
 Administrative Support

Occupational Categories	Female	Black	Hispanic	Asian	Native American
A. Officials & Administrators	0	0	1	0	0
B. Technicians	0	0	0	0	0
C. Administrative Support	0	1	3	1	0

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.

VII. EEO Categories for Retirement Board

**Officials & Administrators**

Retirement Administrator  
Manager II,III

**Administrative Support**

Confidential Assistant III, IV, V

**Technicians**

Software Developer/Analyst III

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** Sheriff's Department  
**Full Time Employees:** 568  
**Allocated Positions:** 568

I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period

Key:    OMQ - Others More Qualified                      EIW- Eliminated in Written Exam                      EIQ - Eliminated in Oral Exam

The numbers in the charts below will not balance because the No Shows (NS) are not included in these figures.

### 1 Underutilization Category: Technicians

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male	2	10			9
Female		2			2
DNI					
<b>ETHNIC</b>					
DNI					
WH	2	9			8
BL					
HIS					
AS		1			1
NA		2			2
Disabled					

### 2 Underutilization Category: Protective Services - Sworn

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male	3	100	39	1	5
Female		14	7		
DNI		2	1		
<b>ETHNIC</b>					
DNI	2	7	2		
WH	1	60	20	1	5
BL		6	4		
HIS		32	18		
AS		10	3		
NA		1			
Disabled					

Department conducted two recruitments in this category. Both recruitments canceled due to budget concerns.

**II. EEO Grievances**

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

Charge/Filing Date	Charges Filed Under EEO Grievance Procedure/Other	Disposition
10/9/2009	Gender	Responded
1/2010	Disability	US EEOC Closed 9/20/2010
5/25/2010	Race	Responded

**III. EEO Training**

During this reporting period, this department had the following employees participating in EEO training:

Workshop	Number of Employees	Supervision /Non-Supervisory
Mandatory Sexual Harassment	4	Officials and Administrator
Mandatory Sexual Harassment	1	Professionals
Mandatory Sexual Harassment	1	Technicians
Mandatory Sexual Harassment	3	Administrative Support
Mandatory Sexual Harassment	3	Protective Service - Sworn
Outside-Sexual Harassment Training	18	Officials and Administrator
Outside-Sexual Harassment Training	28	Protective Service: Sworn
Outside-Sexual Harassment Training	1	Professionals
Outside-Sexual Harassment Training	1	Administrative Support
Preventing Workplace Harassment	7	Administrative Support

**IV. EEO Commission Meeting Attendance**

**This department attended 4 out of 5 meetings during this reporting period.**

**V. Other EEO Related Accomplishments**

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**

**VI. Recruitment goals for the next reporting period**

**The Sheriff's Department is currently underutilized in the following categories:**

- Officials & Administrators
- Professionals
- Technicians
- Protective Service- Sworn
- Administrative Support
- Protective Service- Non Sworn
- Service and Maintenance

<b>Occupational Categories</b>	<b>Female</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Native American</b>
<b>A.</b> Officials & Administrators	5	1	5	2	0
<b>B.</b> Professionals	0	0	1	0	0
<b>C.</b> Technicians	0	1	2	1	0
<b>D.</b> Protective Service- Sworn	133	18	41	34	2
<b>E.</b> Administrative Support	0	6	8	5	0
<b>F.</b> Protective Service- Non Sworn	0	0	5	2	0
<b>G.</b> Service and Maintenance	0	0	0	1	0

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.

**VII. EEO categories for the Sheriff's Department**

**Officials & Administrators**

- Captain
- Custodial Lieutenant
- Forensic Pathologist
- Lieutenant
- Manager II/IV
- Undersheriff

**Protective Service Workers - Sworn**

- Deputy Sheriff
- Deputy Sheriff - Custodial
- Sergeant
- Sergeant-Custodial

**Protective Services Workers**

**Non-Sworn**

- Community Services Officer
- Deputy Coroner
- Security Officer

**Elected Official**

- Sheriff

**Professionals**

- Accountant II/III
- Supervising Public Administrator

**Administrative Support**

- Account Clerk II/III
- Accounting Technician
- Administrative Clerk II
- Administrative Secretary
- Confidential Assistant II/III/V
- Legal Clerk I/II/III/IV
- Stock Delivery Clerk II
- Storekeeper I/II
- Supervising Legal Clerk I/II

**Technicians**

- Application Specialist II
- Crime Analyst
- Crime Analyst Technician
- Software Developer/Analyst III
- Senior Systems Engineer
- Staff Services Technician
- Systems Engineer II
- Systems Technician I

**Service & Maintenance**

- Assistant Cook I/II
- Custodial Cook
- Equipment Services Technician
- Stock/Delivery Clerk I
- Supervising Custodial Cook

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** Stanislaus Regional 9-1-1  
**Full Time Employees:** 55  
**Allocated Positions:** 55

### I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period

Key:    OMQ - Others More Qualified                      EIW- Eliminated in Written Exam                      EIQ - Eliminated in Oral Exam

The numbers in the charts below will not balance because the No Shows (NS) are not included in these figures.

#### 1 Underutilization Category:

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male		89	62	26	
Female		308	187	104	5
DNI		1			
<b>ETHNIC</b>					
DNI		6	4	1	1
WH		222	134	76	3
BL		29	18	10	
HIS		100	69	26	1
AS		36	23	13	
NA		5	1	4	
Disabled					

**Department canceled Recruitment due to budget concerns.**

### II. EEO Grievances

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

**There were no reported EEO grievances this reporting period.**

### III. EEO Training

During this reporting period, this department had the following employees participating in EEO training:

Workshop	Number of Employees	Supervision /Non-Supervisory
Mandatory Sexual Harassment	4	Officials and Administrators
Mandatory Sexual Harassment	2	Administrative Support

### IV. EEO Commission Meeting Attendance

**This department attended 5 out of 5 meetings during this reporting period.**

### V. Other EEO Related Accomplishments

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**

**VI. Recruitment goals for the next reporting period**

**Stanislaus Regional 9-1-1 is currently underutilized in the following categories:**

Officials & Administrators

Technicians

Administrative Support

<b>Occupational Categories</b>	<b>Female</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Native American</b>
<b>A.</b> Officials & Administrators	1	0	2	1	0
<b>B.</b> Technicians	1	0	2	1	0
<b>C.</b> Administrative Support	0	3	6	3	0

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.

**VII. EEO categories for Stanislaus Regional 9-1-1**

**Officials & Administrators**

Lieutenant  
Manager I/III

**Technicians**

Application Specialist II  
Systems Engineer I/II

**Administrative Support**

Account Clerk III  
Confidential Assistant IV  
Emergency Call Taker  
Emergency Dispatcher



## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** Strategic Business Technology  
**Full Time Employees:** 25  
**Allocated Positions:** 25

### I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period

Key:      OMQ - Others More Qualified                      EIW- Eliminated in Written Exam                      EIQ - Eliminated in Oral Exam

**No Recruitments were held during this reporting period.**

### II. EEO Grievances

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

**There were no reported EEO grievances this reporting period.**

### III. EEO Training

During this reporting period, this department had the following employees participating in EEO training:

Workshop	Number of Employees	Supervision /Non-Supervisory
Mandatory Sexual Harassment	1	Officials and Administrator
Mandatory Sexual Harassment	1	Technicians

### IV. EEO Commission Meeting Attendance

**This department attended 5 out of 5 meetings during this reporting period.**

### V. Other EEO Related Accomplishments

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**

### VI. Recruitment goals for the next reporting period

**Strategic Business Technology is currently underutilized in the following categories:**

Officials & Administrators

Technicians

Occupational Categories	Female	Black	Hispanic	Asian	Native American
A. Officials & Administrators	0	0	1	0	0
B. Technicians	6	1	6	0	0
C. Administrative Support	0	0	0	0	0

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.

VII. EEO categories for Strategic Business Technology

**Officials & Administrators**

Director of Strategic Business Technology  
Manager IV  
Staff Services Coordinator

**Administrative Support**

Confidential Assistant IV

**Technicians**

Application Specialist II/III  
Software Developer/Analyst III  
Senior Software Developer/Analyst  
Senior System Engineer  
Systems Engineer I/II

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2009 - June 30, 2010  
**Department:** Treasurer/Tax Collector  
**Full Time Employees:** 31  
**Allocated Positions:** 33

### I. Analysis of Classifications In Underutilized Occupational Categories based upon recruitments conducted for this reporting period

Key:      OMQ - Others More Qualified                      EIW- Eliminated in Written Exam                      EIQ - Eliminated in Oral Exam

The numbers in the charts below will not balance because the No Shows (NS) are not included in these figures.

#### 1 Underutilization Category: Administrative Support

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male		3		2	1
Female	4	32		7	22
DNI					
<b>ETHNIC</b>					
DNI					
WH	1	20		4	14
BL					
HIS	3	13		3	9
AS		1		1	
NA		1		1	
Disabled					

### II. EEO Grievances

During this reporting period this department received and processed the following grievances under the County's EEO Grievance Procedure or other enforcement agency:

**There were no reported EEO grievances this reporting period.**

### III. EEO Training

During this reporting period, this department had the following employees participating in EEO training:

Workshop	Number of Employees	Supervision /Non-Supervisory
Mandatory Sexual Harassment	1	Officials and Administrator
Mandatory Sexual Harassment	4	Professionals
Mandatory Sexual Harassment	1	Administrative Support
Diversity-Just be F.A.I.R.	9	Administrative Support

### IV. EEO Commission Meeting Attendance

**This department attended 5 out of 5 meetings during this reporting period.**

### V. Other EEO Related Accomplishments

During this reporting period, this department was involved in the following noteworthy activities in support of equal employment opportunity in County government.

**No EEO related accomplishments were reported during this reporting period.**

VI. Recruitment goals for the next reporting period

The Treasurer-Tax Collector is currently underutilized in the following categories:

Officials & Administrators

Professionals

Administrative Support

Occupational Categories	Female	Black	Hispanic	Asian	Native American
A. Officials & Administrators	0	0	1	0	0
B. Professionals	0	0	1	1	0
C. Administrative Support	0	1	0	2	0

The Department and the Chief Executive Office/Human Resources team will utilize these goals to assist in the department's overall recruitment and advertising plan for the next reporting period.

VII. EEO categories for the Treasurer/Tax Collector

**Officials & Administrators**

Manager II/III

**Elected Official**

Treasurer/Tax Collector

**Professionals**

Accountant I/II

**Administrative Support**

Account Clerk III

Accounting Technician

Collector

Confidential Assistant IV

Senior Collector