

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		
ETHNIC					
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

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

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

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

Elected Official

Auditor/Controller

Professionals

Accountant I/II/III

Administrative Support

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

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					
ETHNIC					
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	
ETHNIC					
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					
ETHNIC					
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					
ETHNIC					
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
A. Officials & Administrators	0	2	4	3	0
B. Professionals	0	0	1	0	0
C. 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					
ETHNIC					
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					
ETHNIC					
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					
ETHNIC					
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			
ETHNIC					
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					
ETHNIC					
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				
ETHNIC					
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					
ETHNIC					
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					
ETHNIC					
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
A. Officials & Administrators	0	0	2	1	0
B. Professionals	0	0	0	1	0
C. Administrative Support	0	0	2	0	0
D. Skilled Craft Workers	16	1	5	0	0
E. 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					
ETHNIC					
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					
ETHNIC					
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		
ETHNIC					
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					
ETHNIC					
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

Occupational Categories	Female	Black	Hispanic	Asian	Native American
A. Officials & Administrators	0	0	2	0	0
B. Professionals	0	7	16	0	0
C. Technicians	0	4	0	6	1
D. Administrative Support	0	5	0	12	2
E. 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
ETHNIC					
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					
ETHNIC					
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

	Occupational Categories	Female	Black	Hispanic	Asian	Native American
A.	Officials & Administrators	0	0	0	0	0
B.	Skilled Craft Workers	0	0	0	0	0
C.	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					
ETHNIC					
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

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

	Occupational Categories	Female	Black	Hispanic	Asian	Native American
A.	Officials & Administrators	0	1	2	0	0
B.	Professionals	0	1	0	9	1
C.	Technicians	1	0	1	0	0
D.	Protective Service- Sworn	1	0	0	9	1
E.	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
ETHNIC					
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					
ETHNIC					
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
A. Officials & Administrators	1	0	2	0	0
B. Professionals	1	1	4	0	0
C. Technicians	4	1	2	0	0
D. Administrative Support	0	0	0	0	0
E. Skilled Craft Workers	3	0	2	1	0
F. 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					
ETHNIC					
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		
ETHNIC					
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

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

Occupational Categories	Female	Black	Hispanic	Asian	Native American
A. Officials & Administrators	1	0	2	1	0
B. Technicians	1	0	2	1	0
C. 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					
ETHNIC					
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