

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2008 - June 30, 2009  
**Department:** Agricultural Commissioner  
**Full Time Employees:** 37  
**Allocated Positions:** 38

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

The Agricultural Commissioner's Office did not conduct a recruitment in any category during this reporting period or there were no underutilized categories 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:

**The Agricultural Commissioner's Office did not have any 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
Sexual Harassment For Supervisors	1	Officials & Administrators
Sexual Harassment For Supervisors	2	Professionals
County New Employee Orientation	3	Professionals

### IV. EEO Commission Meeting Attendance

This department attended   5   out of 6 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 reported during this reporting period.**

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

**The Agricultural Commissioner's Office 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	2	4	1	0
C. 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 Agricultural Commissioner

**Officials & Administrators**

Assistant Ag Commissioner  
County Ag Commissioner & Sealer  
Manager I

**Service & Maintenance**

Agricultural Assistant I/II

**Administrative Support**

Account Clerk II/III  
Accounting Technician  
Confidential Assistant IV

**Professionals**

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

**Technicians**

Systems Engineer II

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2008 - June 30, 2009  
**Department:** Alliance WorkNet  
**Full Time Employees:** 81  
**Allocated Positions:** 86

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

The Alliance WorkNet did not conduct a recruitment in any category during this reporting period or there were no underutilized categories 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:

Charge/Filing Date	Charges Filed Under EEO Grievance	Disposition
12/8/2008	Age Discrimination	Response sent to EEOC 1/16/09

### III. EEO Training

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

Workshop	Number of Employees	Supervision /Non-Supervisory
Preventing Sexual Harassment	1	Technicians
Sexual Harassment For Supervisors	1	Officials & Administrators
Sexual Harassment For Supervisors	1	Professionals
Sexual Harassment For Supervisors	1	Technicians
County New Employee Orientation	3	Technicians

### IV. EEO Commission Meeting Attendance

This department attended  3  out of 6 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 reported during this reporting period.**

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

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

- Officials & Administrators
- Professionals
- Technicians
- Administrative Support

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

**Technicians**

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

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2008 - June 30, 2009  
**Department:** Animal Services  
**Full Time Employees:** 33  
**Allocated Positions:** 39

### 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	DNQ/OMQ	EIW/EIQ	ELIGIBLE LIST	TOO LATE
Male		47	40	5	1	
Female	2	71	50	15	4	
DNI			1		1	
<b>ETHNIC</b>						
DNI		2	1			
WH	1	72	55	14	3	
BL		6	4	1		
HIS	1	32	25	5	3	
AS		1	1			
NA		5	5			
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:

**The Department of Animal Services did not have any 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
Preventing Sexual Harassment	1	Service & Maintenance
Sexual Harassment For Supervisors	1	Professionals
Sexual Harassment For Supervisors	1	Service & Maintenance
County New Employee Orientation	3	Service & Maintenance

### IV. EEO Commission Meeting Attendance

This department attended   5   out of 6 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 reported during this reporting period.**

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

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

- Officials & Administrators
- Administrative Assistant
- Service & Maintenance

<b>Occupational Categories</b>	<b>Female</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Native American</b>
<b>A. Officials &amp; Administrators</b>	0	0	1	0	0
<b>B. Protective Service: Non Sworn</b>	3	1	2	1	0
<b>C. Administrative Support</b>	0	0	2	1	0
<b>D. Service &amp; Maintenance</b>	0	1	1	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 Animal Services**

**Officials & Administrators**

- Director of Animal Services
- Staff Services Coordinator

**Professionals**

- County Veterinarian

**Administrative Support**

- Account Clerk II/III
- Administrative Clerk 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, 2008 - June 30, 2009  
**Department:** Area Agency on Aging and Veterans Services  
**Full Time Employees:** 17  
**Allocated Positions:** 18

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

Area Agency On Aging & Veterans Services did not conduct a recruitment in any category during this reporting period or there were no underutilized categories 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:

**Area Agency on Aging & Veterans Services did not have any reported EEO Grievances this reporting period.**

### III. EEO Training

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

**Area Agency on Aging & Veterans Services did not have any reported training this reporting period.**

### IV. EEO Commission Meeting Attendance

This department attended   5   out of 6 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 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. Administrative Support	0	0	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 Area Agency on Aging and Veterans Services

**Officials & Administrators**

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

**Technicians**

Staff Services Technician

**Professionals**

Social Worker II

**Administrative Support**

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

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2008 - June 30, 2009  
**Department:** Assessor  
**Full Time Employees:** 60  
**Allocated Positions:** 65

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

The Assessor's Office did not conduct a recruitment in any category during this reporting period or there were no underutilized categories 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:

**The Assessor's Office did not have any 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
Sexual Harassment For Supervisors	1	Administrative Support
Sexual Harassment For Supervisors	3	Professionals
County New Employee Orientation	1	Administrative Support
County New Employee Orientation	1	Professionals

**IV. EEO Commission Meeting Attendance**

This department attended   5   out of 6 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 reported during this reporting period.**

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

**The Assessor'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	1	0	1	0	0
B. Professionals	0	2	7	2	0
C. Technicians	0	0	2	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 II/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 I/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, 2008 - June 30, 2009  
**Department:** Auditor Controller  
**Full Time Employees:** 43  
**Allocated Positions:** 48

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

The Auditor-Controller's Office did not conduct a recruitment in any category during this reporting period, or recruitments conducted were not an underutilized 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:

**The Auditor-Controller's Office did not have any 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	1	Professionals
Disabilities Awareness	1	Technicians
Preventing Sexual Harassment	1	Administrative Support
Preventing Sexual Harassment	1	Professionals
Bridging Diversity	1	Officials & Administrators
Bridging Diversity	1	Technicians

### IV. EEO Commission Meeting Attendance

This department attended   5   out of 6 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 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	2	0	0
B. Professionals	2	0	0	1	0
C. Technicians	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 Auditor Controller

**Officials & Administrators**

Assistant Auditor Controller  
Manager II/III/IV

**Technicians**

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

**Professionals**

Accountant I/II/III

**Administrative Support**

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

**Elected Official**

Auditor/Controller

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2008 - June 30, 2009  
**Department:** Behavioral Health and Recovery Services  
**Full Time Employees:** 347  
**Allocated Positions:** 429

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

Key: OMQ - Others More Qualific 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**

Recruitments were conducted in this category, but this category was not underutilized this recording period.

**2 Underutilization Category: Officials & Administrators**

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male		28	49	1	1
Female	1	75	64	1	6
DNI		1			
<b>ETHNIC</b>					
DNI		1	3		
WH	1	59	58		5
BL		7	8		1
HIS		21	24	2	1
AS		14	17		
NA		2	3		
Disabled					

Recruitment #9521 - Staff Services Coordinator - Recruitment Canceled before Oral Exam.

**3 Underutilization Category: Professionals**

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male		21	18		3
Female	1	81	60	5	12
DNI		4			
<b>ETHNIC</b>					
DNI		11	7		1
WH	1	47	31	1	8
BL		9	7	1	
HIS		31	26	3	5
AS		6	5		1
NA		2	2		
Disabled					

**4 Underutilization Category: Service & Maintenance**

Behavioral Health & Recovery Services did not conduct a recruitment in this category during this rating period.

**5 Underutilization Category: Technicians**

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male		47	19	1	15
Female	2	118	64	10	23
DNI		1			
<b>ETHNIC</b>					
DNI		4	2		2
WH		73	35	4	18
BL		16	9	2	2
HIS	2	54	26	3	15
AS		14	7	1	1
NA		5	4	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:

**Behavioral Health & Recovery Services did not have any 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	1	Administrative Support
Disabilities Awareness	3	Professionals
Disabilities Awareness	2	Technicians
Gender Communication	1	Technicians
Preventing Sexual Harassment	5	Professionals
Preventing Sexual Harassment	2	Technicians
Sexual Harassment For Supervisors	1	Administrative Support
Sexual Harassment For Supervisors	4	Officials & Administrators
Sexual Harassment For Supervisors	5	Professionals
Bridging Diversity	1	Technicians
County New Employee Orientation	2	Administrative Support
County New Employee Orientation	5	Professionals
County New Employee Orientation	4	Technicians

**IV. EEO Commission Meeting Attendance**

This department attended  5  out of 6 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 reported during this reporting period.**

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

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

- Officials & Administrators
- Professionals
- Technicians
- Administrative Support

<b>Occupational Categories</b>	<b>Female</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Native American</b>
<b>A. Officials &amp; Administrators</b>	0	1	3	2	0
<b>B. Professionals</b>	0	5	0	2	0
<b>C. Technicians</b>	0	1	0	0	0
<b>D. Administrative Support</b>	0	4	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 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, 2008 - June 30, 2009  
**Department:** Board of Supervisors-Clerk of The Board  
**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

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		17	13	3	Eligible List not est.
Female	1	88	78	6	
DNI		3	3		
<b>ETHNIC</b>					
DNI			5		
WH	1	66	53	6	
BL		7	7		
HIS		25	21	3	
AS		7	6		
NA		3	2		
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:

**The Board of Supervisors-Clerk of the Board did not have any 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
Sexual Harassment For Supervisors	2	Officials & Administrators
County New Employee Orientation	1	Administrative Support

**IV. EEO Commission Meeting Attendance**

The Board of Supervisors and the Clerk of The Board are represented by the Chief Executive Office 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 reported during this reporting period.**

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

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

Officials & Administrators

Administrative Support

	<b>Occupational Categories</b>	<b>Female</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Native American</b>
<b>A.</b>	Officials & Administrators	0	0	1	0	0
<b>B.</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, 2008 - June 30, 2009  
**Department:** Chief Executive Office  
**Full Time Employees:** 66  
**Allocated Positions:** 77

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

The Chief Executive Office did not conduct a recruitment in any category during this reporting period or there were no underutilized categories 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:

**The Chief Executive Office did not have any 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
Preventing Sexual Harassment	1	Administrative Support
Sexual Harassment For Supervisors	8	Officials & Administrators
County New Employee Orientation	1	Administrative Support

## IV. EEO Commission Meeting Attendance

This department attended   6   out of 6 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.

Added additional information at the County's Equal Rights Program website. Now posted at the website:  
 Names of Equal Rights Officers; Past Agenda's and Minutes from bi-monthly meetings; Meeting schedule;  
 Annual EEO Reports and Summaries; Annual Equal Rights Award info; Information regarding Diversity Week.

## 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	5	3	0
B. Professionals	0	0	1	0	0
C. Administrative Support	0	0	5	3	0

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 I/II

**Technicians**

Staff Services Tech

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2008 - June 30, 2009  
**Department:** Child Support Services  
**Full Time Employees:** 176  
**Allocated Positions:** 179

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

The Department of Child Support Services did not conduct a recruitment in any category during this reporting period or there were no underutilized categories 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:

Charge/Filing Date	Charges Filed Under EEO Grievance	Disposition
6/9/2009	Discrimination based on retaliation	Response sent 7/15/09; Complaint closed 2/3/10

### III. EEO Training

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

Workshop	Number of Employees	Supervision /Non-Supervisory
Sexual Harassment For Supervisors	1	Administrative Support
Sexual Harassment For Supervisors	1	Technicians

### IV. EEO Commission Meeting Attendance

This department attended   3   out of 6 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 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	5	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/IV

**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  
Stock Delivery Clerk II  
Supervising Account/Admin Clerk II  
Supervising Legal Clerk II

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2008 - June 30, 2009  
**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

The Children & Families Commission did not conduct a recruitment in any category during this reporting period or there were no underutilized categories 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:

**The Children & Families Commission did not have any reported EEO Grievances this reporting period.**

### III. EEO Training

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

**The Children & Families Commission did not report attending any EEO training this reporting period.**

### IV. EEO Commission Meeting Attendance

**The Chief Executive Office represents the Children & Families Commission 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 reported during this reporting period.**

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

**The Children & 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

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, 2008 - June 30, 2009  
**Department:** Clerk Recorder-Elections  
**Full Time Employees:** 43  
**Allocated Positions:** 49

## 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

### 1 Underutilization Category: **Administrative Support**

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male		50			
Female		253			
DNI		8			
<b>ETHNIC</b>					
DNI		10			
WH		151			
BL		18			
HIS		94			
AS		27			
NA		11			
Disabled					

Recruitment closed - Did not process applications received.

## 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:

**The Clerk Recorder-Elections did not have any 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	1	Administrative Support
Preventing Sexual Harassment	2	Administrative Support
Bridging Diversity	1	Administrative Support
New Employee Orientation	1	Administrative Support

## IV. EEO Commission Meeting Attendance

This department attended   3   out of 6 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 reported during this reporting period.**

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

The Clerk Recorder-Elections Department is currently underutilized in the following categories:

Officials & Administrators

Administrative Support

	<b>Occupational Categories</b>	<b>Female</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Native American</b>
<b>A.</b>	Officials & Administrators	1	0	1	0	0
<b>B.</b>	Administrative Support	0	0	3	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 the Clerk Recorder-Elections**

**Officials & Administrators**

Manager I/II/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 II/IV

Legal Clerk I/II/III/IV

Supervising Legal Clerk I/II

Storekeeper I

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2008 - June 30, 2009  
**Department:** Community Services Agency  
**Full Time Employees:** 853  
**Allocated Positions:** 955

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

The Community Services Agency did not conduct a recruitment in any category during this reporting period or there were no underutilized categories 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:

Charge/Filing Date	Charges Filed Under EEO Grievance	Disposition
1/23/2009	Discrimination based on national origin/ancestry	Case Closed

### 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	2	Administrative Support
Disabilities Awareness	13	Professionals
Disabilities Awareness	1	Technicians
Preventing Sexual Harassment	1	Administrative Support
Preventing Sexual Harassment	1	Technicians
Sexual Harassment For Supervisors	2	Administrative Support
Sexual Harassment For Supervisors	1	Officials & Administrators
Sexual Harassment For Supervisors	12	Professionals
Bridging Diversity	2	Administrative Support
Bridging Diversity	2	Professionals
County New Employee Orientation	8	Administrative Support
County New Employee Orientation	1	Officials & Administrators
County New Employee Orientation	1	Professionals
County New Employee Orientation	14	Technicians

### IV EEO Commission Meeting Attendance

This department attended   3   out of 6 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 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	7	0	2	1
C. Technicians	0	13	0	22	2
D. Administrative Support	0	7	0	7	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
- Fraud Technician
- Nursing Assistant
- Software Developer I/II
- Software Developer/Analyst III
- Special Investigator II/III
- Senior Application Specialist
- Senior Software Developer/Analyst
- Senior Systems Engineer
- Systems Engineer 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 I/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, 2008 - June 30, 2009  
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

Cooperative Extension did not conduct a recruitment in any category during this reporting period or there were no underutilized categories 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:

**No EEO training reported this reporting period.**

### III. EEO Training

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

**Cooperative Extension did not have any reported training this reporting period.**

### IV. EEO Commission Meeting Attendance

This department attended   1   out of 6 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 reported during this reporting period.**

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

**There were no underutilized categories for this reporting period.**

### VII. EEO categories for Cooperative Extension

#### **Service & Maintenance**

Agricultural Assistant I

#### **Administrative Support**

Administrative Secretary  
Confidential Assistant IV

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2008 - June 30, 2009  
**Department:** County Counsel  
**Full Time Employees:** 16  
**Allocated Positions:** 18

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

**1 Underutilization Category: Professionals**

	HIRED	APPLIED	OMQ	EIW/EIQ	ELIGIBLE LIST
Male		19	9	2	3
Female	1	13	6	2	3
DNI					
<b>ETHNIC</b>					
DNI					
WH	1	27	11	4	6
BL		1	1		
HIS		1	1		
AS		3	2		
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:

**County Counsel did not have any 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	1	Administrative Support
Sexual Harassment For Supervisors	1	Administrative Support
Sexual Harassment For Supervisors	1	Officials & Administrators
County New Employee Orientation	1	Professionals

**IV. EEO Commission Meeting Attendance**

This department attended  5  out of 6 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 reported during this reporting period.**

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

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

- Officials & Administrators
- Professionals
- Administrative Support

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

**Officials & Administrators**

Assistant County Counsel  
County Counsel

**Professionals**

Deputy County Counsel II/III/IV

**Administrative Support**

Confidential Assistant II/III/IV

# EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2008 - June 30, 2009  
**Department:** District Attorney  
**Full Time Employees:** 130  
**Allocated Positions:** 143

**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**

[Recruitment canceled prior to Qualification and Appraisal Panel.](#)

	HIRED	APPLIED	OMQ	EIW/EIQ	ELIGIBLE LIST
Male		16	1		
Female		13	3		
DNI					
<b>ETHNIC</b>					
DNI		4	1		
WH		16	1		
BL		2	1		
HIS		2			
AS		5	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:

**The District Attorney's Office did not have any 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
Sexual Harassment For Supervisors	1	Administrative Support
Sexual Harassment For Supervisors	1	Professionals
County New Employee Orientation	3	Professionals
County New Employee Orientation	1	Technicians

**IV. EEO Commission Meeting Attendance**

This department attended  6  out of 6 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 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
- Protective Service - Non Sworn
- Administrative Support

<b>Occupational Categories</b>	<b>Female</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Native American</b>
<b>A. Officials &amp; Administrators</b>	1	0	1	1	0
<b>B. Professionals</b>	6	3	8	3	0
<b>C. Technicians</b>	0	0	1	1	0
<b>D. Protective Service - Non Sworn</b>	6	1	3	2	0
<b>E. Administrative Support</b>	0	0	5	6	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 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

**Elected Official**

- District Attorney

**Professionals**

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

**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, 2008 - June 30, 2009  
**Department:** Environmental Resources  
**Full Time Employees:** 91  
**Allocated Positions:** 101

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

The Department of Environmental Resources did not conduct a recruitment in any category during this reporting period or there were no underutilized categories 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:

Charge/Filing Date	Charges Filed Under EEO Grievance	Disposition
12/22/2008	Discrimination based on sex	Right to Sue Letter issued 3/18/09
10/22/2008	Discrimination based on sex	Right to Sue Letter issued 3/18/09
12/17/2008	Discrimination based on sex	Right to Sue Letter issued 3/18/09
2/3/2009	Discrimination based on sex	Right to Sue Letter issued 3/18/09

### 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	3	Administrative Support
Disabilities Awareness	3	Service & Maintenance
Preventing Sexual Harassment	2	Administrative Support
Preventing Sexual Harassment	1	Professionals
Preventing Sexual Harassment	3	Service & Maintenance
Sexual Harassment For Supervisors	2	Administrative Support
Sexual Harassment For Supervisors	1	Officials & Administrators
Sexual Harassment For Supervisors	1	Service & Maintenance
Sexual Harassment For Supervisors	1	Technicians
County New Employee Orientation	1	Professionals
County New Employee Orientation	3	Service & Maintenance
Bridging Diversity	2	Administrative Support
Bridging Diversity	1	Service & Maintenance

### IV. EEO Commission Meeting Attendance

This department attended   5   out of 6 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 reported this reporting period.**

**VII. 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 & Maintenance

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

**Officials & Administrators**

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

**Professionals**

- Accountant II
- Environmental Health Specialist II/III
- Hazardous Material Specialist III
- Milk & Dairy Inspector II
- Resource Management Specialist III
- Senior Environmental 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, 2008 - June 30, 2009  
**Department:** General Services Agency  
**Full Time Employees:** 83  
**Allocated Positions:** 87

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

The General Services Agency did not conduct a recruitment in any category during this reporting period or there were no underutilized categories 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:

**The General Services Agency did not have any 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	1	Administrative Support
Disabilities Awareness	1	Officials & Administrators
Preventing Sexual Harassment	5	Administrative Support
Preventing Sexual Harassment	11	Service & Maintenance
Preventing Sexual Harassment	17	Skilled Craft Workers
Sexual Harassment For Supervisors	1	Administrative Support
Sexual Harassment For Supervisors	2	Officials & Administrators
Sexual Harassment For Supervisors	2	Professionals
Sexual Harassment For Supervisors	1	Skilled Craft Workers
Bridging Diversity	1	Officials & Administrators
Bridging Diversity	1	Professionals
County New Employee Orientation	1	Administrative Support
County New Employee Orientation	1	Professionals
County New Employee Orientation	3	Service & Maintenance

### IV. EEO Commission Meeting Attendance

This department attended   4   out of 6 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 reported 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 & Maintenance

<b>Occupational Categories</b>	<b>Female</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Native American</b>
<b>A. Officials &amp; Administrators</b>	0	0	2	1	0
<b>B. Professionals</b>	0	0	0	1	0
<b>C. Administrative Support</b>	0	0	3	0	0
<b>D. Skilled Craft Workers</b>	16	1	6	0	0
<b>E. Service &amp; Maintenance</b>	4	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 General Services Agency**

**Officials & Administrators**

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

**Professionals**

- Accountant I
- Buyer
- Senior Buyer
- Staff Services Analyst

**Administrative Support**

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

**Skilled Craft Workers**

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

**Service & Maintenance**

- Equipment Services Technician
- Housekeeper/Custodian
- Senior Custodian
- Stock/Delivery Clerk I

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2008 - June 30, 2009  
**Department:** Health Services Agency  
**Full Time Employees:** 519  
**Allocated Positions:** 598

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**

Recruitments were conducted in this category, but this category was not underutilized this recording period.

**2 Underutilization Category: Officials & Administrators**

Recruitment # 9520, 9545, and 9565 did not result in the establishment of an Eligible List.

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male		47	48	2	
Female	4	119	101	10	3
DNI					
<b>ETHNIC</b>					
DNI	1	5	5	2	
WH	2	86	75	8	2
BL		12	7	2	
HIS	1	46	46		1
AS		14	13		
NA		3	3		
Disabled					

**3 Underutilization Category: Professionals**

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male	1	61	45	4	
Female	3	154	60	11	
DNI		5	4		
<b>ETHNIC</b>					
DNI		5	3		
WH	2	123	57	12	
BL		11	10		
HIS	1	36	21	2	
AS	1	43	17	1	
NA		2	1		
Disabled					

**4 Underutilization Category: Service & Maintenance**

Recruitments were conducted in this category, but this category was not underutilized this recording period.

**5 Underutilization Category: Technicians**

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male		44	7	2	1
Female	11	226	120	20	17
DNI		1			
<b>ETHNIC</b>					
DNI		13	6	2	2
WH	2	93	25	6	6
BL		23	10	4	4
HIS	9	124	75	9	6
AS		17	10	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:

**The Health Services Agency did not have any reported EEO Grievances this reporting period.**

**IIIV. EEO Training**

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

Workshop	Number of Employees	Supervision /Non-Supervisory
Preventing Sexual Harassment	1	Administrative Support
Sexual Harassment For Supervisors	6	Officials & Administrators
Sexual Harassment For Supervisors	4	Professionals
Sexual Harassment For Supervisors	2	Technicians
County New Employee Orientation	3	Administrative Support
County New Employee Orientation	1	Officials & Administrators
County New Employee Orientation	8	Professionals
County New Employee Orientation	3	Technicians

**IV. EEO Commission Meeting Attendance**

This department attended  5  out of 6 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.**

- ER Officer or alternate attended bi-monthly meetings.
- Department provides training and information on County's ER Program, harassment policy, and the grievance procedure for all new employees at departmental new employee orientation.
- Department conducted annual diversity awareness week activities, which include the creation of an intranet page providing staff with information on some specific cultures of the continents, focusing on information how each of these cultures addresses health care. This information provides the knowledge and know how to staff for improvement in customer service. In addition, employees were encouraged to participate in pot lucks and quizzes to test their knowledge learned.
- ER Officer worked with HR to ensure the recruitment interviewing panels are well represented.
- ER Officer conducted and completed a number of internal investigations.
- ER Officer provided Harassment training to 40+ employees at their staff meeting.

**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 & Maintenance

<b>Occupational Categories</b>	<b>Female</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Native American</b>
A. Officials & Administrators	0	0	1	0	0
B. Professionals	0	1	20	0	0
C. Technicians	0	1	0	0	1
D. Administrative Support	0	0	0	0	2
E. Service & 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 Health Services Agency**

**Officials & Administrators**

- Associate Director
- Assistant Director
- Assistant Public Health Officer
- 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 III/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

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2008 - June 30, 2009  
**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**

The Local Agency Formation Commission did not conduct a recruitment in any category during this reporting period or there were no underutilized categories 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:

**The Local Agency Formation Commission did not have any reported EEO Grievances this reporting period.**

**III. EEO Training**

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

**No EEO training reported this reporting period.**

**IV. EEO Commission Meeting Attendance**

This department attended   0   out of 6 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 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

Occupational Categories	Female	Black	Hispanic	Asian	Native American
A. Officials & Administrators	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, 2008 - June 30, 2009  
**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

The Law Library did not conduct a recruitment in any category during this reporting period or there were no underutilized categories 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:

**The Law Library did not have any reported EEO Grievances this reporting period.**

### III. EEO Training

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

**No EEO training reported during this reporting period.**

### IV. EEO Commission Meeting Attendance

This department attended  0  out of 6 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 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, 2008 - June 30, 2009  
**Department:** Library  
**Full Time Employees:** 84  
**Allocated Positions:** 96

## 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

The Library did not conduct a recruitment in any other category during this reporting period.

### 3 Underutilization Category: Professionals

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male		3	2		
Female	1	15	5	5	
DNI					
<b>ETHNIC</b>					
DNI		1	1		
WH	1	9	3	2	
BL		1			
HIS		5	3	1	
AS		2		2	
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:

**The Library did not have any 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
Sexual Harassment For Supervisors	5	Administrative Support
Sexual Harassment For Supervisors	3	Officials & Administrators
Sexual Harassment For Supervisors	1	Professionals

## IV. EEO Commission Meeting Attendance

This department attended   0   out of 6 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 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

	<b>Occupational Categories</b>	<b>Female</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Native American</b>
<b>A.</b>	Officials & Administrators	0	0	1	0	0
<b>B.</b>	Professionals	0	1	6	2	0
<b>C.</b>	Technicians	0	0	1	0	0
<b>D.</b>	Administrative Support	0	1	4	4	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 I/II/III

**Administrative Support**

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

**Technicians**

- Application Specialist II
- Systems Engineer I

# EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2008 - June 30, 2009  
**Department:** Parks & Recreation  
**Full Time Employees:** 27  
**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

### **1 Underutilization Category:**

The Parks & Recreation Department did not conduct a recruitment in any category during this reporting period or there were no underutilized categories 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:

**The Parks & Recreation Department did not have any 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
Sexual Harassment For Supervisors	2	Service & Maintenance

## IV. EEO Commission Meeting Attendance

This department attended   5   out of 6 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 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 Maintenance

Occupational Categories	Female	Black	Hispanic	Asian	Native American
A. Service & Maintenance	9	0	3	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 III

### **Skilled Craft Workers**

Equipment Mechanic

### **Administrative Support**

Account Clerk III

### **Service & Maintenance**

Park Maintenance Worker II/III  
Park Supervisor  
Park Aide

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2008 - June 30, 2009  
**Department:** Planning and Community Development  
**Full Time Employees:** 37  
**Allocated Positions:** 43

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

The Planning and Community Development Department did not conduct a recruitment in any category during this reporting period or there were no underutilized categories 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:

**Planning and Community Development did not have any 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
Sexual Harassment For Supervisors	2	Officials & Administrators
Sexual Harassment For Supervisors	1	Technicians

### IV. EEO Commission Meeting Attendance

This department attended   5   out of 6 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 reported during this reporting period.**

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

**Planning and Community Development is currently underutilized in the following categories:**

- Officials and Administrators
- Professionals
- Technicians
- Administrative Support

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

**Officials & Administrators**

Assistant Director  
Director of Planning  
Manager II/III/IV  
Public Works Manager II  
Staff Services Coordinator  
Supervising Building Inspector

**Professionals**

Associate Civil Engineer  
Associate Planner  
Plan Check Engineer

**Technicians**

Application Specialist II/III  
Building Inspector II  
Senior Engineering Technician  
Staff Services Technician

**Administrative Support**

Account Clerk III  
Administrative Clerk II/III  
Confidential Assistant III/IV

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2008 - June 30, 2009  
**Department:** Probation  
**Full Time Employees:** 231  
**Allocated Positions:** 255

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

Key: OMQ - Others More Qualific 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: Protective Service Workers - Sworn

	HIRED	APPLIED	DNQ/OMQ	EIW/EIQ	ELIGIBLE LIST
Male	2	579	171	159	34
Female	1	408	102	153	41
DNI		13	1	10	1
<b>ETHNIC</b>					
DNI		22	2	14	1
WH	3	425	116	131	43
BL		111	37	34	25
HIS		332	96	99	3
AS		90	15	39	1
NA		20	8	5	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:

**The Probation Department did not have any 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
Sexual Harassment For Supervisors	1	Administrative Support
Sexual Harassment For Supervisors	2	Officials & Administrators
Sexual Harassment For Supervisors	2	Professionals
Sexual Harassment For Supervisors	1	Protective Service Workers - Sworn
County New Employee Orientation	1	Officials & Administrators
County New Employee Orientation	1	Professionals
County New Employee Orientation	8	Protective Service Workers - Sworn
County New Employee Orientation	1	Technicians

### IV. EEO Commission Meeting Attendance

This department attended   6   out of 6 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 reported during this reporting period.**

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

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

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

	<b>Occupational Categories</b>	<b>Female</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Native American</b>
<b>A.</b>	Officials & Administrators	0	1	2	0	0
<b>B.</b>	Professionals	0	2	0	9	1
<b>C.</b>	Technicians	1	0	1	0	0
<b>D.</b>	Protective Service- Sworn	1	0	0	10	1
<b>E.</b>	Administrative Support	0	0	0	3	0

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

**VII. EEO categories for Probation**

**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

**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

**Technicians**

- Software Developer/Analyst III
- Systems Engineer II

# EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2008 - June 30, 2009  
**Department:** Public Defender  
**Full Time Employees:** 45  
**Allocated Positions:** 49

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

The Public Defender's Office did not conduct a recruitment in any category during this reporting period or there were no underutilized categories 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:

**The Public Defender did not have any reported EEO Grievances this reporting period.**

**III. EEO Training**

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

**No EEO training reported this reporting period.**

**IV. EEO Commission Meeting Attendance**

This department attended   0   out of 6 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 reported this reporting period.**

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

**The Public Defender 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	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 Public Defender**

**Professionals**  
Attorney III/IV/V

**Officials & Administrators**  
Chief Deputy Public Defender  
Public Defender

**Administrative Support**  
Account Clerk III  
Confidential Assistant III  
Legal Clerk III/IV  
Paralegal II  
Supervising Legal Clerk II

**Technicians**  
Special Investigator I/II/III

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2008 - June 30, 2009  
**Department:** Public Works  
**Full Time Employees:** 113  
**Allocated Positions:** 120

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

Key: OMQ - Others More Qualific 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	2	53	28	4	16
Female		3	3		
DNI		1			
<b>ETHNIC</b>					
DNI		3	2		
WH	1	36	20	4	9
BL		3	3		
HIS		7	5		2
AS	1	8	1		5
NA					
Disabled					

**2 Underutilization Category: Technicians**

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male	1	205	57		16
Female	1	58	10		8
DNI		2			
<b>ETHNIC</b>					
DNI		6			
WH	1	164	39		18
BL		12	1		
HIS	1	43	15		5
AS		33	9		1
NA		7	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:

**The Public Works Department did not have any 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
Sexual Harassment For Supervisors	1	Professionals
Sexual Harassment For Supervisors	1	Service & Maintenance
County New Employee Orientation	1	Officials & Administrators
County New Employee Orientation	1	Professionals
County New Employee Orientation	2	Service & Maintenance

**IV. EEO Commission Meeting Attendance**

This department attended   3   out of 6 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 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 & Maintenance

Occupational Categories	Female	Black	Hispanic	Asian	Native American
A. Officials & Administrators	1	1	3	0	0
B. Professionals	1	1	4	0	0
C. Technicians	5	1	3	0	0
D. Skilled Craft Workers	3	0	2	1	0
E. Service & Maintenance	23	3	5	6	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
- Public Works Manager II
- Staff Services Coordinator

**Technicians**

- Application Specialist II/III
- Engineering Aid II
- Engineering Technician
- Senior Application Specialist
- Senior Engineering Technician

**Professionals**

- Accountant III
- Associate Civil Engineer
- Associate Planner
- Assistant Engineer
- Right Of Way Agent
- Staff Services Analyst
- Supervising Civil Engineer
- Transportation Project Coordinator

**Skilled Craft Workers**

- Heavy Equipment Mechanic
- Maintenance Mechanic

**Administrative Support**

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

**Service & Maintenance**

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

## EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2008 - June 30, 2009  
**Department:** 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

The Retirement Board did not conduct a recruitment in any category during this reporting period or there were no underutilized categories 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:

**The Retirement Board did not have any 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
County New Employee Orientation	1	Administrative Support

### IV. EEO Commission Meeting Attendance

This department attended   0   out of 6 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 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.	Administrative Support	0	0	2	1	0

### 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, 2008 - June 30, 2009  
**Department:** Sheriff  
**Full Time Employees:** 628  
**Allocated Positions:** 676

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.

### 2 Underutilization Category: Officials & Administrators

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

### 3 Underutilization Category: Administrative Support

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE
Male		3		2	
Female	1	144	28	66	12
DNI					
<b>ETHNIC</b>					
DNI		5		3	
WH		80	14	36	7
BL		7	4	2	1
HIS	1	38	6	21	3
AS		15	4	5	1
NA		1		1	
Disabled					

### 3 Underutilization Category: Protective Service Worker - Sworn

	HIRED	APPLIED	OMQ/DNQ	EIW/EIQ	ELIGIBLE LIST
Male	17	524	105	45	11
Female	3	100	29	3	
DNI		5	1		
<b>ETHNIC</b>					
DNI		5	1		
WH	11	338	68	29	9
BL		40	7	1	
HIS	8	171	41	10	2
AS	1	65	17	7	
NA		10	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:

Charge/Filing Date	Charges Filed Under EEO Grievance Procedure/Other	Disposition
12/11/2008	Discrimination based on race, disability, retaliation	Response sent to EEOC 1/26/09

**III. EEO Training**

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

Workshop	Number of Employees	Supervision /Non-Supervisory
Preventing Sexual Harassment	2	Administrative Support
Preventing Sexual Harassment	3	Professionals
Preventing Sexual Harassment	8	Protective Service Workers - Sworn
Preventing Sexual Harassment	1	Technicians
Sexual Harassment For Supervisors	3	Administrative Support
Sexual Harassment For Supervisors	1	Officials & Administrators
Sexual Harassment For Supervisors	6	Professionals
Sexual Harassment For Supervisors	1	Protective Services Workers - Non Sworn
Sexual Harassment For Supervisors	29	Protective Service Workers - Sworn
Sexual Harassment For Supervisors	2	Service & Maintenance
County New Employee Orientation	7	Administrative Support
County New Employee Orientation	1	Professionals
County New Employee Orientation	3	Protective Services Workers - Non Sworn
County New Employee Orientation	9	Protective Service Workers - Sworn
County New Employee Orientation	1	Service & Maintenance
County New Employee Orientation	1	Technicians

**IV. EEO Commission Meeting Attendance**

This department attended   3   out of 6 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 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
- Protective Service- Non Sworn
- Administrative Support

<b>Occupational Categories</b>	<b>Female</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>Native American</b>
<b>A.</b> Officials & Administrators	6	2	6	2	0
<b>B.</b> Professionals	0	0	1	1	0
<b>C.</b> Technicians	0	1	2	1	0
<b>D.</b> Protective Service- Sworn	144	20	38	38	2
<b>E.</b> Protective Service- Non Sworn	0	1	6	4	0
<b>F.</b> Administrative Support	0	6	7	6	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 Office**

**Officials & Administrators**

- Captain
- Custodial Lieutenant
- Forensic Pathologist
- Lieutenant
- Manager II/III/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
- Staff Services Analyst
- Supervising Public Administrator

**Administrative Support**

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

**Technicians**

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

**Service & Maintenance**

- Assistant Cook I/II
- Custodial Cook
- Supervising Custodial Cook

# EQUAL EMPLOYMENT OPPORTUNITY REPORT

**Report Cycle Dates:** July 1, 2008 - June 30, 2009  
**Department:** Stanislaus Regional 9-1-1  
**Full Time Employees:** 57  
**Allocated Positions:** 63

**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	248	212	29	5
Female	4	814	708	102	4
DNI		8	7	1	
<b>ETHNIC</b>					
DNI		23	14	6	
WH	4	575	503	66	5
BL	1	79	70	8	1
HIS	1	277	238	38	2
AS	1	91	81	10	1
NA		25	21	4	0
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:

**Stanislaus Regional 911 did not have any 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
Sexual Harassment For Supervisors	5	Administrative Support
Sexual Harassment For Supervisors	2	Officials & Administrators

**IV. EEO Commission Meeting Attendance**

This department attended  6  out of 6 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 reported during this reporting period.**

VI. Recruitment goals for the next reporting period

Stanislaus Regional 911 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	7	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, 2008 - June 30, 2009  
**Department:** Strategic Business Technology  
**Full Time Employees:** 25  
**Allocated Positions:** 29

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

Strategic Business Technology did not conduct a recruitment in any category during this reporting period or there were no underutilized categories 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:

**The Strategic Business Technology Department did not have any 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
Sexual Harassment For Supervisors	1	Officials & Administrators
Sexual Harassment For Supervisors	3	Technicians

### IV. EEO Commission Meeting Attendance

This department attended   3   out of 6 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 reported during this reporting period.**

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

**The Strategic Business Technology Department 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

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, 2008 - June 30, 2009  
**Department:** Treasurer/Tax Collector  
**Full Time Employees:** 32  
**Allocated Positions:** 37

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

The Treasurer/Tax Collector did not conduct a recruitment in the underutilized categories during this reporting period or there were no underutilized categories 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:

**The Treasurer/Tax Collector did not have any 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
Sexual Harassment For Supervisors	2	Administrative Support
Sexual Harassment For Supervisors	2	Officials & Administrators
Sexual Harassment For Supervisors	1	Professionals
County New Employee Orientation	3	Administrative Support

### IV. EEO Commission Meeting Attendance

This department attended   3   out of 6 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 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

**Technician**

Software Developer Analyst III

**Professionals**

Accountant I/II

**Administrative Support**

Account Clerk III

Accounting Technician

Collector

Confidential Assistant IV

Senior Collector