

KARL F. DEAN
MAYOR



METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY

HUMAN RESOURCES
CIVIL SERVICE COMMISSION
EMPLOYEE BENEFIT BOARD
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TO: The Honorable Mayor Karl F. Dean
Members of the Metro Council

FROM: Rita Roberts-Turner, Director of Human Resources

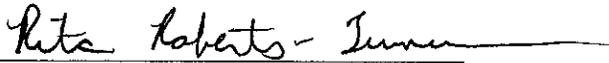
DATE: June 1, 2013

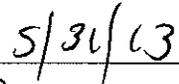
SUBJECT: Title VI Compliance Report

In Fall 2004, Metro Councilman Sam Coleman sponsored **Ordinance BL2004-352**, "An Ordinance requiring all departments, boards, and commissions to develop an implementation plan pursuant to Title VI of the Civil Rights Act of 1964 and requiring annual compliance reports by such departments, boards, and commissions." By way of example, Councilman Coleman submitted the State of Tennessee's Title VI Implementation Plan.

To fulfill the requirements of Ordinance BL2004-352, The Human Resources Department has produced the attached Title VI Compliance Implementation Report. As you will see from the Table of Contents, the Metro Title VI Report begins with an assessment of the greater Nashville community and drills down quickly to the departmental level. We asked each affected department to supply us with six specific classes of information: a) authority; b) organizational environment; c) Federal funding in that department; d) a program overview of that department's contracts; e) minority participation on the board or commission; and f) the number of Title VI complaints received last year.

We appreciate the opportunity to complete this important review.


Rita Roberts-Turner
Director of Human Resources


Date



Title VI

Compliance Implementation Report

Karl F. Dean, Mayor

2013

Department of Human Resources

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**The detailed EEO report Metrowide is at the end of Title VI report

INTRODUCTION

Title VI is a federal law which requires the non-discriminatory delivery of services which are supported by federal financial assistance. It prohibits discrimination on the basis of race, color, or national origin. Other civil rights laws prohibit discrimination on the basis of gender, age, and disability.

The Policy and Law

It is the policy of the Metropolitan Government of Nashville and Davidson County (Metro) that all of its services and activities be delivered and administered in a manner which is compliant with the requirements of Title VI of the 1964 Civil Rights Act.

Title VI of the 1964 Civil Rights Act requires that “No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.” 42 U.S.C., §2000d.

The intent of this policy and law is to ensure that all persons, regardless of their race, color or national origin, are allowed to participate in all Metro programs.

Purpose

The purpose of Title VI of the Civil Rights Act of 1964 is to prohibit recipients of federal funds from discriminating against participants and potential participants on the basis of race, color, creed, or national origin. Such requirement works to ensure that all persons, regardless of these elements, are allowed access to and participation in programs, which are federally funded. To assist in compliance, Metro has established procedures which assist in the monitoring of Title VI compliance activities and complaint processing.

The purpose of this Compliance Implementation Plan is to meet the implementation planning and annual reporting requirements set forth by grantors of federal funding. It is intended that detail will be provided regarding Metro’s efforts and strategies to foster the intent of and ensure compliance with Title VI of the Civil Rights Act of 1964.

Applicability

Title VI applies to Metro functions, facilities, operations programs and projects that receive federal funding. Title VI also applies to services provided by sub recipients that receive federal financial assistance through

Metro. It is the city's goal that all services be administered in a nondiscriminatory manner.

Authority

The Metro Title VI Coordinator duty lies with staff in the Human Relations Commission. The Metro Title VI Coordinator reports directly to the Human Relations Director.

The Metro Title VI Coordinator is responsible for 1) educating departmental coordinators on their responsibilities under Title VI, 2) informing clients of their rights under Title VI, 3) monitoring for compliance with Title VI legislation within their respective departments and, 4) maintaining required documentation for Title VI compliance.

The Metro Title VI Coordinator's duties may include and may not be limited to the following:

- Conducting annual Title VI training for all departmental Title VI coordinators and to departments as requested;
- Disseminating all Title VI resources, including posters and brochures, to departmental Title VI Coordinators;
- Maintaining Title VI complaint logs and conducting investigations;
- Educating departmental coordinators on necessary monitoring techniques to ensure departmental compliance;
- Submitting annual Title VI plan to grantors in a timely manner;
- Other duties as necessary to ensure Title VI compliance.

Departmental Coordinator responsibilities include and may not be limited to the following:

- Ensuring that all new employees within their respective departments receive Title VI training and information;
- Ensuring that procedures are in place to provide for public notification of rights under Title VI;
- Prominently displaying all Title VI resources, including posters and brochures in locations managed by their departments that are frequented by the public;
- Employing necessary monitoring techniques to ensure departmental compliance;
- Providing the Metro Title VI Coordinator with departmental information to be included in the annual Title VI plan in a timely manner;
- Other duties as necessary to ensure Title VI compliance.

The Title VI Coordinator for the Metropolitan Government of Nashville Davidson County is:

Caroline Blackwell
Metro Human Relations Commission
800 Second Avenue South, 4th Floor
Nashville, TN 37210
615-880-3374 (v) 615-880-3373 (f)
Email: Caroline.Blackwell@nashville.gov

Department Heads for the various Metro Departments have designated Departmental Title VI Coordinators to assist with the coordination of Title VI related activities throughout Metro Government. A listing of designated Title VI coordinators can be found in Appendix A.

NASHVILLE'S MINORITY POPULATION

Over the past several years, Nashville has experienced demographic shifts, which have resulted in a more diverse community. This is evident in all aspects of life in Nashville. Appendix B provides a breakdown of Nashville's population by race and ethnicity most recently reported by the US Census Bureau.

ORGANIZATIONAL ENVIRONMENT

The Metropolitan Government was formed in 1963 with the merger of the governments of the former city of Nashville and Davidson County. Metro Nashville is a friendly, progressive city with a diverse economy, strong transportation links, and many institutions of higher education. It is the capital of Tennessee, the largest city in the mid-state, and the hub of an area of 1.23 million residents.

Per the Metropolitan Charter §1.01, the city of Nashville and the county of Davidson are a consolidated entity, which performs all, or substantially all, of the governmental and corporate functions previously performed by the county and by the city.

Metro is divided into two districts: the General Services District (GSD) and the Urban Services District (USD). The GSD is synonymous with Davidson County; the USD comprises the old City of Nashville plus certain areas added since Metro was formed.

The geographic areas, purposes, and functions of these two districts determine the way services are budgeted and provided in Metro. The two districts relate services provided to taxes paid. The GSD receives a base level of services; its property is taxed at the GSD rate to fund these

services. The USD receives more of certain services, which are funded by an additional USD rate to fund those services.

The Metro Charter further defines the organization as follows:

The governmental and corporate authority of the metropolitan government shall be vested in a metropolitan county mayor, who shall be the chief executive officer; a metropolitan county council, which shall be the chief legislative body; an urban council, which shall levy a property tax within the urban services district; the judges of the metropolitan court; the justices of the peace; the departments, boards and commissions herein provided; and such officers, agencies, boards and commissions as may be provided by the Constitution or general laws of the State of Tennessee,⁴ or by ordinance enacted pursuant to this Charter.

Metropolitan Charter §1.06

The operation of the Metro Government is divided into the executive branch, the legislative function of the Metropolitan Council, and the judicial function. It also includes other Metropolitan Government entities and other elected officials. See the individual departmental tabs at the end of this plan for annual department specific information.

ADMINISTRATION PRIORITIES

These goals reflect the shared concerns of the Metropolitan Mayor and the Council. Metro priorities and goals are:

- To fully fund our schools
- To assure public safety
- To provide a quality of life that enhances our community and neighborhoods
- To provide a fair and sustaining income for our employees

These priorities are addressed while ensuring the government meets its fundamental objectives of maintaining balanced budgets, keeping taxes low, and investing in Nashville's future.

As these priorities are enacted, Metro Government stays vigilant around other issues of strategic importance through:

- the large Council and body of other elected officials;

- the participation of citizens on Metro's boards and commissions; and
- a strong administrative structure.

THE OFFICE OF THE MAYOR

Karl F. Dean is the sixth mayor of the Metropolitan Government of Nashville and Davidson County, elected on September 11, 2007. Dean's priorities as mayor are improving schools, making neighborhoods safer and bringing more and better jobs to Nashville.

The Office of the Mayor has several divisions: the Office of Economic and Community Development, the Office of Children and Youth, and the Office of Neighborhoods.

Economic and Community Development

The Mayor's Office of Economic and Community Development (OECD) exists to ensure a positive local government climate for private sector investment, which is crucial for future expansion of the tax base, growth in the number of quality jobs, and the creation of wealth in the community.

OECD works to:

- Coordinate the activities and uses of the government's resources in a strategic manner to enhance Nashville's economic future.
- Increase the job base by working with other economic development agencies to create new job opportunities through new business recruitment and existing business job base expansion.
- Increase the tax revenue base as a result of new job growth and new capital investment.
- Improve government's responsiveness to requests for assistance from the business community.

Office of Children and Youth

The Mayor's Office of Children and Youth (MOCY) works in partnership with public and private entities to ensure that all of Nashville's children are healthy, safe, successful in school, and connected to caring adults, allowing them the opportunity to contribute to the progress of our city.

The creation of the Mayor's Office of Children and Youth was a key recommendation of the Madeline Initiative, a 75-member community task force composed of city leaders, program administrators, service providers, and advocates. After two years of work funded by a grant from Danforth Foundation, the Steering Committee of the Madeline Initiative presented their report to then Mayor Bill Purcell in December 2001. With a proposed

Mayor's Office of Children and Youth recommended by Mayor Bill Purcell and adopted by the Metro Council, the new Office was officially created on July 18, 2002.

Office of Neighborhoods

The mission of the Mayor's Office of Neighborhoods is to improve the quality of life in Nashville's neighborhoods through a more informed, active and involved citizenry and enhanced governmental response to community needs.

Since its inception in September 1999, the Office of Neighborhoods has worked to bring citizens and government together through various initiatives:

- Mayor's Night Out/In - meetings that provide citizens the opportunity to address their concerns directly with the Mayor and other government officials
- Neighborhood Response Team - a coalition of various sectors of local government that coordinate responses to neighborhood needs
- Neighborhood Training Institute - workshops to build capacity and assist in the establishment and development of neighborhood associations
- Neighborhood Liaison – staff who are available to meet with your neighborhood groups and associations concerning ongoing issues in your area
- Neighborhood Conference - Through conferences held in 2002 through 2005, Metro departments and neighborhood leaders came together to learn about and share ideas on improving the quality of life in the city. Another conference is scheduled for October 2006
- Community Enhancement Grants - funds provided to community organizations and groups to improve their neighborhoods.

THE METROPOLITAN COUNCIL

The Metropolitan Council is the legislative body of Nashville and Davidson County. Members are elected to serve a term of four years. There is one Vice-Mayor, five council members-at-large, and thirty-five district council representatives. Specific information on the Metropolitan Council can be found in Article 3 of the Metropolitan Charter.

The Metropolitan Council meets regularly on the first and third Tuesdays of each month at 6:30 p.m. Meetings are open to the public and are held in the Historic Courthouse at One Public Square, Suite 204.

Meetings on the first Tuesday of odd-numbered months are reserved for public hearings on bills on zoning matters. The Vice-Mayor presides over these meetings. Agendas of the Council meetings and Minutes of prior meetings are prepared by the Metropolitan Clerk's Office. Appendix C provides a listing of Metropolitan Council members for the 2011-2015 term.

THE DEPARTMENTS OF THE METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY AND FUNCTIONS

Metro delivers services and performs operations through the activities and functions of its departments, boards, commissions, and other elected offices. The following provides detail with regard to Metro's Executive Departments, semi-autonomous agencies, boards and commissions, and other elected officials which comprise the Metropolitan Government of Nashville and Davidson County. See Appendix D for an organizational chart of the structure of the Operating Departments.

Codes Administration

The Codes Department provides direction and coordination of departmental policy and support for the operating programs. This includes the licensing of Electrical, Plumbing, and Mechanical/Gas contractors, and serving as secretary to six administrative boards.

Criminal Justice Planning Unit

The goal of the Criminal Justice Planning Unit is to assist policy makers in better planning for the expected population of correctional facilities, intermediate sanctions, and other criminal justice services and programs. The CJPU's main focus is to forecast inmate populations under correctional supervision by the use of computer modeling. The CJPU currently presents a semiannual report which predicts and assesses the ten-year correctional inmate population for Davidson County. Starting with the 2004 semiannual report, the CJPU will provide five-year correctional population projections. Additionally, the unit is available to provide accurate data and credible analysis to policy makers when making decisions for the Davidson County Justice System.

Emergency Communications

The Operations Division of the Emergency Communications Center consists of the dispatchers who are the voice on the other end of the phone calls made to 9-1-1, 862-8600, and a number of other public safety emergency numbers within Metro. They are also the voice on the other end of the radio for Metro's Police and Fire field personnel. MNPd and NFD field personnel receive calls for service from ECC telecommunicators, who provides the informational support work needed to complete those calls.

The mission of the Emergency Communications Center is to enhance the quality of life for all citizens in our community by processing all 9-1-1 calls and by the dispatching of appropriate emergency responders in an expeditious, courteous, and professional manner; thereby saving lives, protecting property, curbing crime, and preventing major fire losses.

Finance

The Finance Department is charged with administering the financial affairs of the Metropolitan Government in accordance with applicable provisions of the Charter, applicable ordinances, and principles and practices of sound municipal fiscal administration.

The mission of the Department of Finance is to provide financial management, information, and business products to policy makers, departments, agencies, investors, and the Nashville community so they can have confidence in Metro Government, make informed decisions, and achieve their results.

Fire

The Fire Department is charged with providing class 6 to 9 level of fire protection services and a strong first responder emergency medical service to all residents of the General Services District outside the Urban Services District; to provide class 3 level of fire coverage and first responder emergency medical service to residents of the USD through the following programs: suppression, rescue, communications, training, safety, maintenance and repair, and prevention and required administrative activities; and to provide the highest possible level and quality of emergency medical care and rescue services to the residents of Metropolitan Nashville/Davidson County.

General Services

The General Services Department serves all of the other departments in Metro Nashville Davidson County Government through a system of support services including building maintenance and operation, radio communications, motor pool services, security services, postal services, photographic services and printing services.

The mission of the General Services Department is to provide radio communications, facilities maintenance and operations, photographic, postal, printing, and security products to Metropolitan Government Departments so they can provide the highest level of service to their customers and citizens.

Human Resources

The Department of Human Resources provides information and support in the areas of training, compensation, benefits, and compliance with all local, state and Federal laws, rules and regulations for active and retired Metropolitan Government employees. Our goal is to provide opportunities that promote the professional development of employees in a diverse municipal workforce.

The mission of the Human Resources Department is to provide human resources business and benefits products to employees and agencies so they can provide quality government services and to retirees so they can receive the benefits to which they are entitled. Both the Metropolitan Employees Benefit Board and the Civil Service Commission are housed in the Department of Human Resources.

Information Technology Services

The mission of the Information Technology Services Department is to provide information, communication and business solutions to the departments and agencies of the Metropolitan Government so that they can achieve their business objectives and exceed the expectations of the citizens we all serve.

Law

The Legal Department provides complete legal advice and representation to all levels of the administrative, legislative and operational divisions of The Metropolitan Government of Nashville and Davidson County. The Department provides legal counsel to all Metro departments, agencies, and commissions; handles all litigation involving the Metropolitan Government; provides legal counsel to the Mayor, Council, and other Metropolitan officials; acts as a liaison with other governmental agencies on legal issues; administers insurance and safety program to identify, analyze, evaluate and make recommendations for treatment of loss risks; and provides loss prevention services.

Police

The Police Department is charged with enforcing the law and to protect the general public in accordance with the provisions of the Metropolitan Charter and ordinances.

The mission of the Police Department is to provide community based police services through crime prevention strategies and partnerships, to ensure a

safe and peaceful Nashville. In carrying out its mission, the members of the Police Department will continue to value:

- organizational excellence and professionalism
- the impartial enforcement of the law
- the people we serve and each other
- problem-solving partnerships
- open communication
- ethics and integrity

Public Works

Public Works is charged with providing for the engineering, maintenance, construction, and repair of streets, roads, bridges, guardrails, sidewalks, traffic signs and signals, operate parking facilities, to provide for the refuse collection, street and sidewalk cleaning, and street light operation within the Urban Service District; and to provide for activities directly related to solid waste and disposal and the curbside collection and processing of recyclable materials in selected areas of Davidson County including both USD and GSD areas.

Soil and Water Conservation

The Davidson County Soil Conservation District Board is responsible for providing technical assistance on natural resource concerns to individuals and agencies of the government, and for offering educational activities in the area of soil and water conservation for schools. The district cooperates with other governmental agencies in activities relating to soil and water conservation. The district assists land users with the development and revision of soil and water conservation plans to meet the provisions of the 1995 Farm Bill and the 1990 Food Agricultural Conservation and Trade Act. The farm bill requires individuals receiving United States Department of Agriculture (USDA) benefits to follow an approved conservation plan on their farmland.

The mission of the Soil and Water Conservation Department is to study, plan, and provide technical and educational assistance on soil, water and environment related problems to individuals, groups, and units of government in Davidson County.

Water Services

Water Services works to provide quality water services at an economical price, including construction, operation and maintenance of all water and

sanitary sewerage facilities of the Metropolitan Government and for the collection of all charges for the services of such utilities.

SEMI-AUTONOMOUS AGENCIES, BOARDS, AND COMMISSIONS

Metro delivers services and performs operations through the activities and functions of its agencies, boards, commissions, and other elected offices. The following provides detail with regard to Metro's Semi-autonomous agencies, boards, and commissions. Only those entities supported by the Metro Budget are listed below.

Agricultural Extension

The Smith-Lever Act of 1914 established the Agricultural Extension Service (AES). It is the off-campus educational unit of two land grant universities (The University of Tennessee and Tennessee State University).

Agricultural Extension Service provides informal educational programs in agriculture, horticulture, family and consumer sciences, and supports and organizes 4-H programs.

The mission of the Agricultural Extension Service is to help people improve their lives through education, using research-based information focused on issues and needs.

Arts Commission

Administrative staff serves as the liaison with the Commission, the Office of the Mayor, and Metro Council. The staff is responsible for budget preparation; seeking outside funding from regional, state, and national sources; overseeing public information programs; planning and managing the department's finances; coordinating Commission and committee work; and engaging in cultural planning and research pertaining to public policy issues.

The mission of the Metropolitan Nashville Arts Commission is to provide leadership that stimulates and advances the arts to enrich the human experience for the community. In order to create a vibrant, vigorous, healthy community where all the arts flourish and grow, the Arts Commission's goals are to promote organizational stability and growth, foster excellence, generate awareness, increase accessibility, respond to diverse community needs, and facilitate cooperation and partnerships.

Auditorium Commission

The Nashville Municipal Auditorium is a public-service oriented entertainment facility that seeks to attract a broad spectrum of events for the Nashville community and the Middle Tennessee area.

Beer Permit Board

The Beer Board regulates the transportation, storage, sale, distribution, and possession of alcoholic beverages that have less than five percent alcohol by weight. The board is additionally responsible for the issuance of permits for permission to operate dance halls. The board consists of seven members appointed by the Mayor and approved by the Metropolitan Council. Members serve a four year term. Six board staff members are responsible for issuing permits and monitoring and inspecting permitted establishments for compliance with the beer and public dance laws. The board and staff work in conjunction with the Police, Health, Zoning, and Fire Marshall's offices.

Convention Center Commission

The mission of the Nashville Convention Center is to generate economic impact in Nashville and Middle Tennessee through the presentation of well-serviced events. Since the Center's opening in January of 1987, the Nashville Convention Center has brought in excess of 900 million dollars to the Nashville economy. The Convention Center's primary clients are trade shows, conventions, corporate meetings, consumer shows, and food and beverage functions.

Election Commission

The Election Commission was created to maintain voter registration files and conduct all elections for Davidson County (Federal, State, and Metro) and the six incorporated satellite cities within Davidson County. The Commission is governed by five commissioners appointed by the State Election Commission for two year terms. The commissioners are charged with ensuring compliance with state election laws and operating within Metro's purchasing and budgetary laws.

Farmer's Market Board

Through a collaboration of government and local owner-operators, the Farmer's Market provides a diverse collection of the freshest, highest-quality foods available; service to customers that is second to none, and products that provide a good value for the dollar in an atmosphere that provides a unique shopping experience with an emphasis on Tennessee.

Historical Commission

The Historical Commission seeks to preserve, protect, and document the history, historic places, buildings, and neighborhoods of Davidson County through education, technical assistance, and advocacy. The Historic Zoning Program provides technical/design assistance to property owners within historic zoning areas and works with neighborhoods seeking stabilization and revitalization. They are also responsible for issuing preservation permits and regulatory historic zoning properties.

Human Relations

The mission of the Human Relations Commission is to protect and promote the personal dignity of all people by protecting and promoting their safety, health, security, peace, and general welfare. Human Relations Commissioners are appointed by the Mayor and confirmed by the Metro Council to represent the conscience of the Nashville and Davidson County community. Commissioners are responsible for the oversight, resolution, and addressing of community concern issues and complaints of discrimination (real and perceived).

The Executive Director manages the day-to-day operations of the Human Relations Commission. The Director is responsible for all fiscal, administrative, and program areas of the Commission.

Justice Integration Systems Policy Committee

The mission of the Justice Integration Services Department is to provide comprehensive, integrated justice information management products to Metro Justice and Public Safety agencies, Metro departments, other jurisdictions and the general public so they can benefit from shared justice information and make informed decisions and recommendations that impact the safety and well-being of their communities.

Library Board

The Library Board seeks to collect and make accessible to the public, printed, electronic, audiovisual, non-print, and broadcast information materials to facilitate the informal self-education of all persons, including the disabled; to enrich and further develop the knowledge of persons undertaking formal education; to encourage recreational reading and constructive use of leisure time; to support the cause of literacy; and to meet the day-to-day informational needs of all persons in the community.

Twenty branch libraries throughout Davidson County provide a full range of library service in local or regional settings. Functions include reference service, children's service, reader's advisory assistance and public programming. Each branch maintains a book collection offering a full range of nonfiction, popular reading, and study materials for all ages. Many provide books-on-tape as well as popular videos. Most branches also furnish copy machines, tax forms, and limited access to the Volunteer Income Tax Assistance Program (VITA) during tax season, Free Application for Federal Student Aid (FAFSA) forms, and magnet school applications. Online catalog terminals and public PCs, available at every location, provide access to the system wide collection and the Internet.

Metro Action Commission

The mission of the Metropolitan Action Commission (MAC) is to administer Head Start, Community Services Block Grant (CSBG), Low Income Home Energy Assistance Program (LIHEAP), USDA Summer Food and other social service programs for Metropolitan Government.

Nashville Career Advancement Center

The mission of the Nashville Career Advancement Center (NCAC) is to provide job readiness, career resource and employment connection products to individuals, employers and organizations so they can make a broader contribution to the economic well-being of the community.

Parks and Recreation

Parks and Recreation works to provide and maintain sufficient acreage, facilities, and programming to effectively offer the most diversified recreational services possible, ensuring that all citizens, regardless of income level, have equal opportunity and choice of participation. In addition, Parks maintains and increases the usability of the region's physical structures for the enjoyment of the citizens of Davidson County and their guests.

Planning Commission

The Planning Commission acts as the official planning agency for the Metropolitan Government and assumes the responsibilities granted to municipal, regional, or metropolitan planning agencies by state law including general planning, zoning, and subdivision regulations.

The mission of the Planning Department is to promote livability and quality growth in Metropolitan Nashville-Davidson County that enhances the built environment, conserves the natural environment, and preserves cultural and historical resources. With this purpose, the Planning Department will:

- Ensure meaningful citizen participation,
- Promote responsible growth and development,
- Encourage development that accommodates a variety of lifestyles, housing, transportation alternatives, and employment opportunities,
- Promote regional cooperation in planning throughout Middle Tennessee, and
- Serve as an accessible resource for information and technical assistance for residents, neighborhoods, and the business community.

Public Health Board

The Public Health Board is responsible for protecting and promoting the health of the residents of the county and the thousands of others who work, shop, and play in the city everyday. The department's 555 employees are committed to providing high quality services.

Social Services

The Metropolitan Social Services Department's primary purpose is to respond to persons in need of assistance, opportunities and information when challenged by economic, social or behavioral problems.

In delivering these services, Metropolitan Social Services will respect the dignity of people in need and support their unique ability to grow, change and succeed through personal choices.

Metropolitan Social Services staff works in conjunction with other agencies to develop professional, comprehensive and effective responses to individual and community challenges and to build understanding and support by the public.

Metropolitan Social Services will provide research and analysis of social problems within the county to other branches and departments of Metropolitan Government as needed.

Transportation Licensing Commission

The mission of the Transportation Licensing Commission is to provide jurisdiction over the licensing and regulation of all taxicabs, wreckers, and horse-drawn carriages operating within the boundaries of the Metropolitan Government.

OTHER ELECTED OFFICIALS

Metro delivers services and performs operations through the activities and functions of its departments boards, commissions, and other elected offices. The following provides detail with regard to Metro's other elected officials.

Assessor of Property

The mission of the Assessor of Property is to appraise real property at its market value, and business tangible personal property under schedules provided by law; to classify property correctly under the law; to apply property assessment in accordance with each parcel's proper classification; to maintain accurate public records; to reappraise every real parcel at least every four years and to reappraise all business tangible personal property annually; to provide property owners easy access to appeal rights; to generate annually an assessment roll for the purpose of property taxation by the Metropolitan Council.

Board of Education

The purpose of the Metro Board of Education is to do whatever it takes for all students to acquire the knowledge and skills to become productive, responsible citizens. The vision is to be the top-performing school district in the nation.

Circuit Court Clerk

The Circuit Court Clerk's mission is to serve the eight Circuit Courts, the Civil Division of the General Sessions Court, the Metropolitan Traffic Courts, and the public as a record keeping office; to file and maintain all records associated with Civil Court cases; to collect, disburse and report on funds according to state statutes and court orders.

County Clerk

The County Clerk serves to collect certain state privilege license fees as well as other state and local revenues, fees, commissions, and taxes as provided by law.

Criminal Court Clerk

The Criminal Court Clerk's mission is to serve the courts having criminal jurisdiction, to be responsible for all records generated from arrest through disposal of charges on state warrants or indictments, and as an elective office, to serve the legal, financial, and public communities by rendering service in an efficient manner.

District Attorney General

By authority granted in TCA § 8-7-10, the District Attorney General serves to investigate and prosecute all criminal offenses that occur within Davidson County where there is sufficient evidence to warrant conviction. All prosecutions are designed to punish offenders, incapacitate violent and repeat criminals, and generally to deter future criminal activity. Additionally, the office is committed to treating victims and witnesses with dignity.

General Sessions Court Judges

Metropolitan General Sessions Court is committed to excellence in administering justice and is a contributing partner working toward a safe and vital community in Nashville-Davidson County.

The Court Judges of the Metropolitan General Sessions Court of Nashville-Davidson County is a high volume, limited jurisdiction Court that was first established in 1937. It has grown to an eleven division Court that handles civil cases with monetary limits not greater than \$15,000. The criminal case jurisdiction covers preliminary hearings in felony cases and misdemeanor trials in which the defendant waives the right to a jury. Since it is not a "court of record," its decisions are subject to appeal. Since 1971, this Court has been authorized under the Metropolitan Charter to handle Metropolitan ordinance violations involving traffic, environmental, and other county ordinance violations. General Sessions judges are elected to an eight-year term.

In addition to the eleven judges, a part-time referee conducts the initial hearings for environmental cases and the non-traffic Metro ordinance violations, and five law trained judicial commissioners preside over Night Court 24 hours per day, 365 days per year.

The General Sessions Courts have dockets that adjudicate the following types of cases: criminal bond, traffic, civil, driver's license, jail review, orders of protection, domestic violence, environmental, emergency committals, special committals, state traffic and felony drug, probation, and Mental Health Court.

Juvenile Court Clerk

The Juvenile Court Clerk is responsible for keeping all records of the Court. The Clerk's Office maintains separate minutes, dockets and records for all matters pertaining to Juvenile Court proceedings. In addition, this office collects payments, fines and restitutions and maintains accounts in excess of \$1.7 million for child victim criminal injuries. The Clerk's staff files litigation and paternity petitions, sets Court costs and dates and files all motions. The Juvenile Court Clerk is an elected official and maintains a separate budget from the Juvenile Court.

Public Defender

The Metropolitan Public Defender's Office operates under the authority of the Metropolitan Charter, Title II, Section 2-16-010, which states as follows: The public defender shall render legal aid and defend only those indigent defendants who are in jail, charged with the commission of a crime and are unable to make bond, or such other defendants as a court with criminal jurisdiction shall determine to be indigent. In addition, the public defender shall provide guardian *ad litem* services when such services are deemed required by the Davidson County juvenile court for children who are the subject of proceedings in such court and the Metropolitan Government would be required by law to pay reasonable compensation for such services if not provided by the public defender. The Public Defender's Office is staffed with 42 licensed attorneys who represent indigent clients on charges ranging from public drunkenness to first degree murder.

Register of Deeds

The Register of Deeds Office records deeds, mortgages, plats, leases, liens, limited partnership agreements, charters, and service discharges. All documents are imaged and indexed.

The mission of the Register of Deeds is to record all documents pertaining to real estate and documents relative to the Uniform Commercial Code. We also strive to maintain the integrity of all official records and to offer courteous, friendly, and expeditious service to all who use the Register's Office.

Sheriff

With a commitment to excellence, the mission of the Sheriff's Department is to strive to be the leader in the field of corrections, service to civil process, and innovative community based programs, emphasizing: accountability, diversity, integrity, and professionalism.

Since 1963, DCSO has devoted 100% of its efforts and resources to two major areas of critical concern, corrections and civil process. In the mid-1990s, the DCSO Correctional Work Center was awarded national accreditation by the American Correctional Association. The Training Academy followed in 1999, becoming the first local Sheriff's Office Training Academy in America to achieve national ACA accreditation. In January, 2001, DCSO became the first County correctional administration in the United States to be accredited by the ACA. The Criminal Justice Center and the Hill Detention Center were accredited in 2002.

State Trial Courts

State Trial Courts, under Circuit, Criminal and Chancery Judges, consist of the following two divisions.

The **Clerk and Master** serves the four elected chancellors, performs judicial duties pursuant to state law and the Metro Charter, conducts hearings as judicial officer, writes reports of findings to the chancellors upon referred cases, and oversees a staff of 19 clerks.

The Clerk and Master administers the caseload for the four chancellors, including maintenance of books, records and case files; collecting and reporting substantial revenue from delinquent taxes and court costs; issuing process and investing funds held as trustee as an arm of the Chancery Court; and providing public records and information to citizens.

The **Juvenile Court** provides a judicial and non-judicial service delivery system that is fair, accessible, efficient and responsive that will meet the immediate and long term needs of the citizens of Greater Nashville and Davidson County Tennessee in a manner consistent with public safety.

Trustee

The Trustee is responsible for collecting Davidson County's Real Property Tax, Public Utility Tax, Personal Property Tax, and Central Business Improvement District Tax, Vegetation Liens and Demolition Liens each year; and administering the Tax Relief Program for the State of Tennessee and Metro Government. The Office of the Trustee accepts the Certified Real Property and Personal Tax Roll from the Assessor of Property in

September each year. The Trustee's office then mails printed tax statements by October 1. The Tennessee Regulatory Authority sends the Utility Tax Roll to the Trustee in December each year, and tax statements are printed and mailed in January. This office also collects and processes the Central Business Improvement District tax receivables.

PROGRAM COVERAGE

Title VI applies to both Metro functions, facilities, operations programs and projects that receive federal funding as well as to services provided by sub-recipients that receive federal financial assistance through contracts from Metro. It is the city's goal that all services be administered in a nondiscriminatory manner.

Federal Funding in Metro

Currently, there are several Metro Departments which benefit from outside funding as a viable programming resource. A variety of mechanisms exist to manage grants in Metro. The Division of Grants Coordination was established to better enable Metro to manage its current grants and to seek additional outside funding.

The Division of Grants Coordination assists Metro departments with identifying funding opportunities, fostering collaborations and developing sound grant proposals; serving as a "gatekeeper" and monitor of grants as they move through the Metro approval process; developing and implementing policies and procedures for grants to Metro; providing technical assistance and grants-related training to departments, maintaining a database of Metro's grants, acting as a liaison between user departments and the Finance Department on grants-related matters and managing Title VI activities.

In that Metro, through the Division of Grants Coordination, is able to comprehensively identify and track all of its federal grants, information regarding those grants is readily available. A list of current Metro grants from Federal sources (including pass thru grants) is found in Appendix E.

Contracted Program Overview

Contracted programs are vital to Metro's success in a number of areas and account for a significant portion of Metro's resources. To view a list of Metro Government expenditures by Department for the period July 1, 2012 - May 1, 2013, see Appendix F. This data includes the business ownership characteristics of the suppliers.

RESOURCES COMMITTED TO TITLE VI COMPLIANCE

Metro has committed significant resources to program areas with a direct impact on Title VI implementation planning and compliance review efforts. The Metro Title VI coordination function has been assigned to staff in the Human Relations Commission; however, each department has an assigned Title VI coordinator with departmental responsibility lying ultimately with the Department Head and overall responsibility for the Metro's compliance lying with the Mayor. Each department is responsible for implementation, compliance and data collection in their respective areas.

Additionally, the Office of Financial Accountability (OFA) in the Office of Management and Budget is responsible for the monitoring of Metro's state and federal grants contracts. This Office also monitors Metro's direct appropriation grant contracts to non-profits organizations. As a part of the grant monitoring reviews, civil rights program issues are reviewed for compliance. See Appendix G for an example of the Monitoring Guide used to monitor review items, and for the online information, including the Complaint Form, for Metro's Title VI resources.

TITLE VI PROCEDURES

The responsibility for coordinating Title VI compliance within the Metropolitan Government of Nashville and Davidson County is assigned to and divided among respective departments. Each department head has appointed a Title VI Departmental Coordinator (See Appendix A). The Departmental Coordinator works closely with the Metro Title VI Coordinator and is responsible for administering the compliance procedures and Title VI complaint processing for the respective departments.

Title VI Compliance

It is the official policy of the Metropolitan Government of Nashville and Davidson County that all its services be administered in compliance with the requirements of Title VI.

This policy is and will continue to be communicated to all Metro employees through departmental coordinators, training programs and new employee orientation. The policy will be communicated to recipients of Metro funding through sample language contained in all contracts and grant agreements (Appendix H). In addition, a sample of Title VI training is provided in the powerpoint presentation included in Appendix M.

The ultimate responsibility of complying with the provision of Title VI of the Civil Rights Act of 1964 is vested in the Mayor, who is accountable for the

administration of Metro and its departments. The City's Title VI Coordinator has the responsibility of ensuring that the city complies with this plan. The Metro Legal Department will serve as an advisor in compliance efforts.

Compliance Reporting

Annual reports submitted by departmental coordinators will be reviewed by the Metro Title VI Coordinator. The Title VI Coordinator will determine from this information whether or not departmental coordinators have received sufficient orientation and training to enable them to fulfill their Title VI responsibilities.

The Metro Title VI Coordinator will also determine whether or not departmental coordinators have sufficient materials to administer the Title VI program. Such materials shall include adequate posters and pamphlets, and procedural manuals.

The Metro Title VI Coordinator will also review self-surveys completed by departmental coordinators to determine if any non-compliance issues exist (See Appendix I). Should any such issues be evident, the Title VI Coordinator will meet with the respective departmental coordinators to discuss these issues. Should a substantial problem be evident, the Title VI Coordinator will file a report of Title VI finding with the Metro Legal Department and the reporting department will be advised of steps to remedy the non-compliance.

Based upon the compliance reports submitted by the departmental coordinators, the Department of Human Resources is responsible for compiling the comprehensive Title VI Compliance report on an annual basis. Copies will be provided to the Mayor, council members, Finance Director, departmental coordinators, and grantors of federal assistance as requested. A copy shall also be filed with the Metro Clerk.

MONITORING FOR COMPLIANCE

Metro Government shall work diligently to monitor departmental compliance within the provisions of Title VI. The following language shall be included in all sub-recipient contracts to ensure delivery of services in a non-discriminatory manner:

Non-Discrimination. It is the policy of the Metropolitan Government not to discriminate on the basis of age, race, sex, color, national origin, or disability in its hiring and employment practices, or in admission to, access to, or operation of its programs, services, and activities. With regard to all aspects of this contract, Contractor certifies and warrants it will comply with this policy. No person shall be excluded from participation in, be denied benefits of, be discriminated against in

the admission or access to, or be discriminated against in treatment or employment in Metro's contracted programs or activities, on the grounds of handicap and/or disability, age, race, color, religion, sex, national origin, or any other classification protected by federal or Tennessee State Constitutional or statutory law; nor shall they be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of contracts with Metro or in the employment practices of Metro's Contractors. Accordingly, all proposers entering into contracts with Metro shall, upon request, be required to show proof of such nondiscrimination and to post in conspicuous places that are available to all employees and applicants, notices of nondiscrimination.

Departmental monitoring activities will be as follows:

I. Departmental Monitoring Activities

Each departmental coordinator will be responsible for:

A. Collecting, analyzing, and reporting statistical information on beneficiaries of federally funded programs and services provided by each respective department. This data will be analyzed to determine the total number of program participants, the target population size, and the percentage of protected beneficiary participants to the whole of program recipients.

B. Completing the Title VI Departmental Self-Survey (Appendix I).

C. Preparing and submitting to the Metro Title VI Coordinator, an annual compliance report detailing the department's efforts to comply with Title VI.

II. Sub-recipient Reporting Activities

A. Departmental coordinators will also be responsible for monitoring respective departmental sub-recipient compliance with Title VI.

B. Prior to the awarding of a sub-recipient contract, departmental coordinators will make a compliance assessment using the following process:

1. A compliance review and determination will be documented in writing using information provided by the potential sub-recipient as a basis for the determination.

2. If deficiencies are evident in the review, prompt remedial action on the part of the potential sub-recipient shall occur.

C. Sub-recipients shall also collect and analyze data (race, color, national origin) of the beneficiaries of the programs they administer using Metro funding passed from federal sources. This data collection and analysis shall be provided to the respective departmental coordinator.

Additionally, the Office of Financial Accountability in the Office of Management and Budget is responsible for the monitoring of Metro's state and federal grants contracts. This Office also monitors Metro's direct

appropriation grant contracts to non-profits organizations. As a part of the grant monitoring reviews, civil rights program issues are reviewed for compliance. Appendix G provides an example of the Monitoring Guide used for more information on monitoring review items.

When other instances of noncompliance become evident, the following actions will be taken.

Should a Metro employee be determined guilty of any discriminatory practice which is prohibited by Title VI, the Title VI Coordinator will refer the issue to the Department of Human Resources and recommend that the employee be subject to appropriate disciplinary action. On a case-by-case basis, the Title VI Coordinator may also retrain the employee on Title VI in lieu of or in combination with disciplinary actions.

Sub-recipients determined guilty of non-compliance will be given a written notice of such finding and will be given an opportunity to comply as detailed by a subsequent corrective action report submitted to the respective departmental coordinator. Failure to comply within 30 working days of the notice may be considered contract breach and may result in contract suspension or termination. Receipt of the Federal funds may be held pending the corrective action.

COMMUNICATION

Metro will take appropriate steps to communicate its Title VI policy and program to all Metro employees, sub-recipients and the general public. Sub-recipient notification of Title VI is imperative, and all will be made aware of the importance of Title VI compliance. It is equally important that protected beneficiaries are encouraged to participate in departmental programs and are informed of Metro policies, especially regarding filing complaints. Metro will employ the following methods to disburse information regarding Title VI.

Employee Notification

The following strategies will be employed to ensure employee notification of Title VI.

- New employee orientation will address the Title VI law and compliance expectations;
- Departmental coordinators will participate in Title VI training annually and will attend training conferences when possible;
- Departmental coordinators will train new employees within their respective departments;

- Supervisors will receive Title VI training during the Metro Management Institute training series;
- The new employee handbook carries the policy statement;
- The Title VI plan will be available at the Nashville.gov website
- A reference copy of the plan will be on file in the office of each departmental human resource officer as well as on file in the Department of Human Resources.
- See Appendix M for an example of Title VI training materials.

Sub-recipient Notification

All grants/contracts currently include language which stipulates that no person will be subjected to discrimination in the delivery of the program for which the funds will be used on the grounds of race, color, national origin, or sex. Additionally, the following strategies will be employed:

- Sub-recipients will receive information from the respective grantor department detailing the Title VI policy and indicating that compliance is expected;
- Sub-recipients will be expected to adopt Metro’s complaint process or develop their own to be approved by Metro, which will govern the program(s) for which the funds will be used;
- All sub-recipient contracts will include language regarding non-discrimination.
- A Title VI information site is available online.

Public Notification

The Metropolitan Government of Nashville and Davidson County will employ the following methods to notify the public about Title VI and its applicability:

- Title VI signage, posters, and brochures will be placed in conspicuous places frequented by the public;
- Copies of the brochures and signs will also be provided to the public as requested;
- All advertising and publications will include a non-discrimination statement;
- A Title VI information site is available online.

TITLE VI COMPLAINT PROCEDURES

A complaint alleging discrimination against a department or entity within Metro should be filed with the Title VI coordinator. The Title VI coordinator is primarily responsible for receiving and acknowledging complaints, investigating and reporting the findings. Complaints are preferred in writing preferably using the Complaint Form (Appendix J) and sent to the Metro Title VI Coordinator; however, verbal complaints will be accepted, transcribed by the Title VI Coordinator and signed by the complainant. The complainant or his/her representative may complete this form.

The Metro Title VI Coordinator will keep the original and forward a copy to the respective coordinator of the department against whom the complaint is filed. The complainant may be represented by an attorney or other representative of his/her own choosing and may bring witnesses and present testimony and evidence in the course of any subsequent investigation.

All complaints must be filed with the Title VI Coordinator unless complaints are filed with external entities first. The Title VI Coordinator will notify the respective department coordinator of the filed complaint.

The Title VI Coordinator will investigate complaints against all other departments, in conjunction with and under the advice of the Metro Legal Department and will make a finding based on the investigation. The investigation may include a discussion of the complaint with all affected parties to determine the problem.

The complaint must be filed no later than 180 calendar days after the alleged discriminatory incident. The complainant may be represented by an attorney or other representative of his/her own choosing and may bring witnesses and present testimony and evidence in the course of any subsequent investigation.

The Title VI Coordinator will maintain a Title VI Complaint Log detailing the type and status of each complaint (see Appendix K). The Complaint Log shall be maintained in a locked filing cabinet and shall be maintained for a period of three years. The log shall include a case file number; indicate the date of receipt; nature of complaint; and disposition of the complaint.

Complaint files shall include a copy of the written complaint or a summary of the oral complaint; a record of contacts made and information obtained during the investigation; and other related correspondence from the complainant, agency or organization against whom the complaint was

made. Complaints shall be held strictly confidential to the extent allowable by law.

When the investigation is concluded, the Title VI Coordinator, in cooperation with the Metro Legal Department, will prepare a written report of findings. Should this report include a finding of Title VI violation, proposed remedial action shall also be included in the report.

The final report will include the following:

- the written complaint containing the allegation, basis, and date of filing
- summarized statements taken from witnesses
- finding of facts
- opinion (based on all evidence in the record) that the incident is substantiated or unsubstantiated
- remedial action(s) for substantiated cases

The Title VI Coordinator will retain a copy of the report on permanent file and the findings will be communicated to the complainant within ten business days of the finding. The complainant may also file a complaint with the Tennessee Title VI Compliance Commission for investigation. To allow for sequential filing with external entities, the report shall be released no later than sixty (60) calendar days of the date on which the complaint was received. Any complainant unsatisfied with the finding may choose to appeal the finding to an external entity such as the Tennessee Title VI Commission or the Regional Division of the U.S. Office of Civil Rights in Atlanta, Georgia.

Should a complaint be filed with Metro *and* an external entity simultaneously, the external complaint shall supersede the Metro complaint and Metro's complaint procedures will be suspended pending the external findings.

If corrective action(s) are recommended, the alleged discriminatory contractor or sub-contractor will be given thirty (30) calendar days to inform the investigation coordinator of the actions taken for compliance. Corrective actions can be in the form of actions to be taken at a future date after the initial thirty (30) days with projected time period(s) in which action will be completed. All corrective actions must be made within sixty (60) days from the date of the actual recommendation.

If the recommended corrective action(s) have not been taken within the sixty (60) days time period allowed, the contractor or sub-contractor will be

found to be in noncompliance with Title VI rules and regulations, and a plan will be undertaken for enforcement action.

Appeal Procedures

- The complainant has the right to appeal all written reports to the Title VI Coordinator in writing within fourteen (14) days of receipt of the final report of findings.
- The appeal must specifically cite the portion(s) of the finding with which the complainant disagrees and his/her reason(s) for disagreement.
- The Title VI Coordinator will forward this appeal within seven (7) days to the appropriate Title VI Advisory Board for review.
- The Board's review of the finding will be based on the entire record.
- The Board must complete the appeal review within thirty (30) calendar days after receipt of the appeal.
- The Board will forward their written findings to the complainant, the Title VI coordinator, the Department of Law, and the Mayor.

LIMITED ENGLISH PROFICIENCY

An increasing number of people in our community have come from other countries throughout the world. Metro strives to enhance the ability of its employees to provide appropriate services to persons from other countries.

The Federal Executive Order 13166, "Improving Access to Services for Persons with Limited English Proficiency (LEP)," was issued by President Bill Clinton on August 11, 2000. The Executive Order requires federal agencies to assess and address the needs of otherwise eligible persons seeking access to federally conducted programs and activities who, due to limited English proficiency, cannot fully and equally participate in or benefit from those programs and activities. A federally conducted program or activity is, in simple terms, anything a Federal agency does.

Federal agencies and departments and their subrecipients must take reasonable steps to ensure "meaningful" access to the information and services they provide to LEP individuals. The purpose of Executive Order 13166 is not to create new core services, but to eliminate or reduce, to the maximum extent practical, limited English proficiency as a barrier or impediment to accessing existing core services.

LEP guidance issued by the Department of Justice (DOJ) identifies reasonable steps to ensure meaningful access. Factors to be considered are 1) the number or proportion of LEP individuals serviced by the program,

2) the frequency of contact with the program, 3) the nature and importance of the program, and 4) the resources available. These factors have the greatest impact in initially determining what, if any, language assistance measures may be appropriate.

An assessment of the most recent census information regarding the foreign born population in Davidson County and Metro's primary services and the primary groups potentially served indicates that interactions with potential LEP individuals will vary depending upon the location of the Metro department and the services provided. Therefore Metro will ensure that appropriate assistance is provided to these individuals when requesting assistance in programs administered by the respective Metro Department. Metro departments will also respond to requests by the general public for information on the services provided and will ensure that public information (oral, written or electronic) is accessible to LEP individuals upon request.

Language Assistance Plan

Metro adopts the following language assistance principles for situations in which LEP individuals need direct services or information and to ensure compliance with Executive Order 13166.

1. Each Metro Department accessible to the public at which written or oral information is made available will have in place language assistance or personnel resources capable of providing, within a reasonable period of time, information and/or instruction in appropriate languages other than English. Metro has contracted with an appropriate organization that will provide both written and oral translation services to all Metro departments as needed. These services will be provided telephonically, where practical. Metro employees shall contact this organization when needed and will be able to acquire language translation or interpreter services needed to provide service to LEP persons.
2. Written procedures for accessing these services will be provided to all Metro employees (i.e. on Metro's online Title VI site). A listing of volunteer Metro departmental employees who are available to provide temporary language assistance at their department of employment in case of an emergency should also be made available, if possible. These employees shall be identified by name, office, location, business telephone number, work hours, language and level of fluency.
3. When it has been established by census data that 25% or more of a language group seeking assistance from Metro departments do not speak or understand English well, the respective department will take

steps to have primary forms or documents translated into language(s) the group understands. This includes but is not limited to complaint forms or brochures that explain departmental services and the procedures needed to file or inform individuals of their rights under the discrimination complaint process. This also includes outreach material used to provide information on the assistance provided by the respective department.

4. Signage within publicly accessible Metro facilities will be posted which will explain Metro's Title VI policy and, where applicable, will be posted in languages other than English. Departments should post signage in languages other than English where it is found that 25% or more of the people served do not speak English well.
5. Appendix L is a sample Language Identification Flashcard with the phrase "Mark this box if you read or speak (name of language)" translated into 38 different languages. This flashcard should be used to assist employees in identifying the primary language of LEP individuals during face to face meetings.

MINORITY PARTICIPATION IN BOARDS AND COMMISSIONS

There are a number of boards and commissions which constitute integral parts of Metro's services. Metro will take the necessary steps to ensure that adequate notification is provided regarding these Boards and Commissions and that the public is given adequate opportunity as allowed by law to participate. (See departmental tabs for specific Boards and Commissions and the membership composition).

METROPOLITAN ARTS COMMISSION

Authority

Leigh Patton, community arts manager, is the Title VI coordinator for Metro Arts and will respond as appropriate to all Title VI responsibilities.

Phone: 615-862-6744

Email: leigh.patton@nashville.gov

Organizational Environment

Mission

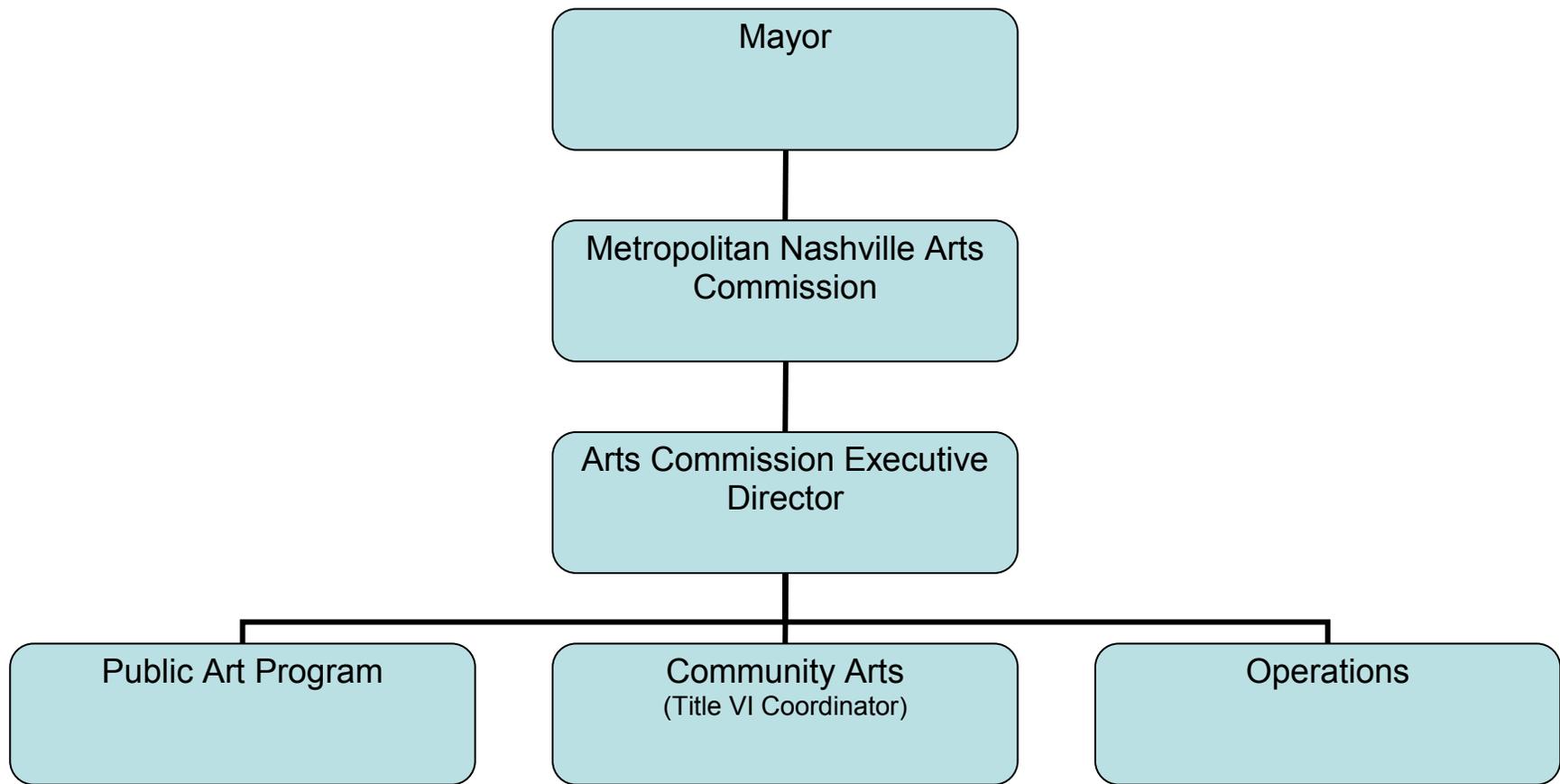
The Metro Nashville Arts Commission exists to provide leadership that stimulates and advances the arts to enrich the human experience for the community.

Vision

Creativity is central to the life experience of every Nashvillian.

Goals

- Expand the City's Public Art Gallery through new installations, partnerships and public artist training.
- Elevate the Arts & Culture Brand of Nashville through targeted research, innovative events and collaborations.
- Increase Community-wide Arts Access through effective grantmaking, partnerships, and neighborhood alliances and artist-led events.
- Improve Creative Infrastructure through public policy, built environment design and collaborations



Federal Funding in the Metropolitan Arts Commission

Federal financial assistance may be used to augment our departmental budget in achieving departmental goals and initiatives.

Contracted Program Overview

MNAC uses contracts to utilize those with specific experience, knowledge and skills that are needed on a short-term basis.

Number of Complaints Received Last Year 0

METROPOLITAN BEER PERMIT BOARD

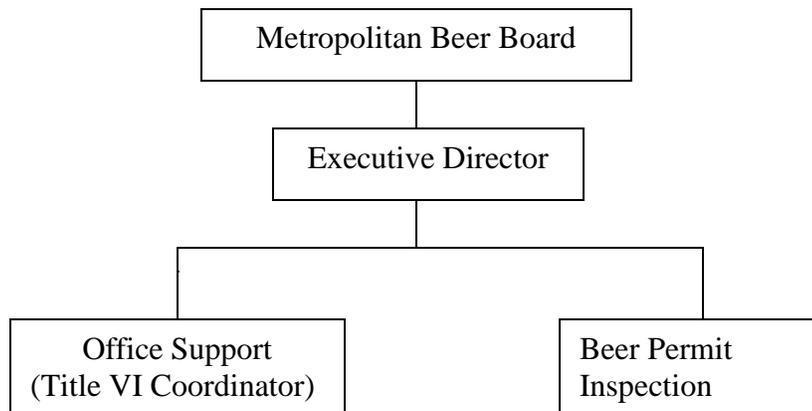
Authority

Julie Hudson – Office Support Specialist I

Accept complaints by citizens, records name, date, phone numbers, and complaint and submit to Executive Director.

Organizational Environment

Mission Statement of the Beer Board is to license, regulate and control the transportation, storage, sale, distribution, possession, receipt and/or manufacture of beer with an alcoholic content of not more than five percent by weight. To issue and regulate public dance permits.



Federal Funding in the Metropolitan Beer Permit Board Department
N/A

Contracted Program Overview
N/A

Minority Participation on the Board/Commission: 3

Number of Complaints Received Last Year: 0

Statement of Non-Discrimination:

The Metropolitan Government of Nashville and Davidson County does not discriminate on the basis of age, race, sex, color, national origin, religion or disability in admission to, access to, or operations its programs, services, or activities. The Beer Permit Board does not discriminate in its hiring or employment practices.

Metropolitan Department of Codes & Building Safety

TITLE VI POLICY

Authority:

Title IV Coordinator for the Department of Codes & Building Safety, in coordination with the City of Nashville's Title VI Coordinator, is charged with the responsibility for implementing, monitoring, and ensuring the department's compliance with Title VI regulations. This responsibility would include:

1. Avoiding, minimizing, and/or mitigating disproportionately high and adverse human health or environmental effects, including social and economic effects, on minority populations and low-income populations.
2. Ensuring the full and fair participation by all potentially affected communities in the decision-making process.
3. Preventing the denial of, reduction in, or significant delay in the receipts of benefits by minority populations and low-income populations.

The Department of Codes & Building Safety's Title VI coordinator is Roy L. Jones, Assistant Director, 800 Second Avenue, South, Nashville, Tennessee 37210 (#615-862-6541). Mr. Jones reports directly to the Director of the Department of Codes & Building Safety, Mr. Terry Cobb.

Organizational Environment:

Mission statement: The mission of the Department of Codes & Building Safety is to provide permit, inspection, enforcement, and information products to the Nashville community so they can experience safe buildings and improved quality of life.

Strategic goals:

By the year 2015, Codes customers will experience improved ability to communicate and access information through improved technology within Codes, as evidenced by:

- 10% reduction of customers accessing information online
- 75% of customers who report satisfaction with communications with the department

By the year 2015, citizens of Davidson County will experience cleaner, safer neighborhoods, as evidenced by:

- 10% reduction in substandard housing
- 10% reduction in number of abandoned and/or inoperable/unlicensed vehicles
- 10% reduction of visual clutter (signs, debris, trash, graffiti)

By the year 2015, Codes customers will experience improved response times to their inspections requests, as evidenced by:

75% of customers who received a response within 48 hours including communication of action on service requests

By the year 2015, citizens of and visitors to Davidson County will experience increased Code compliance in new buildings as evidenced by:

10% increase in building projects obtaining a Use and Occupancy Letter indicating all required inspections performed and approved

Organizational chart attached

Federal Funding in the Metropolitan Codes & Building Safety:

Number of departmental Federal and state grants:

None

Federal Financial Assistance is used to achieve departmental goals and initiatives by:

- Providing that all department programs will be conducted and/or operated with all requirements imposed by, or pursuant to, the Title VI of the Civil Rights Act of 1964.
- Providing that the department notifies, through the City's Title VI Coordinator, that all minority business enterprises will be afforded full opportunity to submit bids in response to any bid invitation and will not be discriminated against on the grounds of race, color, sex, or national origin in consideration of an award.

Contracted Program Overview:

Department of Codes & Building Safety – list of contracts:

1. *Real Estate Loan Services of Tennessee, Inc.* – Contractor shall provide title search services for the department and will be the primary provider of title search services. The Metropolitan Government of Nashville is charged with the responsibility of collecting through litigation proceeding delinquent property taxes and demolition liens. The lawsuits initiated by these actions require serving notice on all delinquent property tax owners, obtaining default judgments, and preparing the properties for public sale. The preparation for sale includes conducting a title search to insure that Metro has notified all interested parties as required by statute.
2. *Abernathy Truck Salvage, Inc.* – The Department of Codes Administration may have abandoned vehicles towed and destroyed by a demolisher. The contractor shall, upon notification from Codes, take possession of the identified vehicle within 48 hours after notification, and shall have the responsibility for towing and demolishing the vehicle in accordance with all applicable environmental, federal, state and local laws.
3. *IKON Office Solutions* – All copier and printing products are purchased through this contract that has been established between the contractor and the Metropolitan Government.

All contracts, including those listed above, shall be performed in accordance to individual contract provisions and under all rules and regulations as provided by the Division of Purchasing, Department of Finance, Metropolitan Government of Nashville and Davidson County, Tennessee.

Minority Participation on the Various Boards/Commissions:

The Department of Codes & Building Safety has no particular Title VI board or commission established within the department and would refer all questions concerning same to the Legal Department, Metropolitan Government of Nashville and Davidson County, Tennessee.

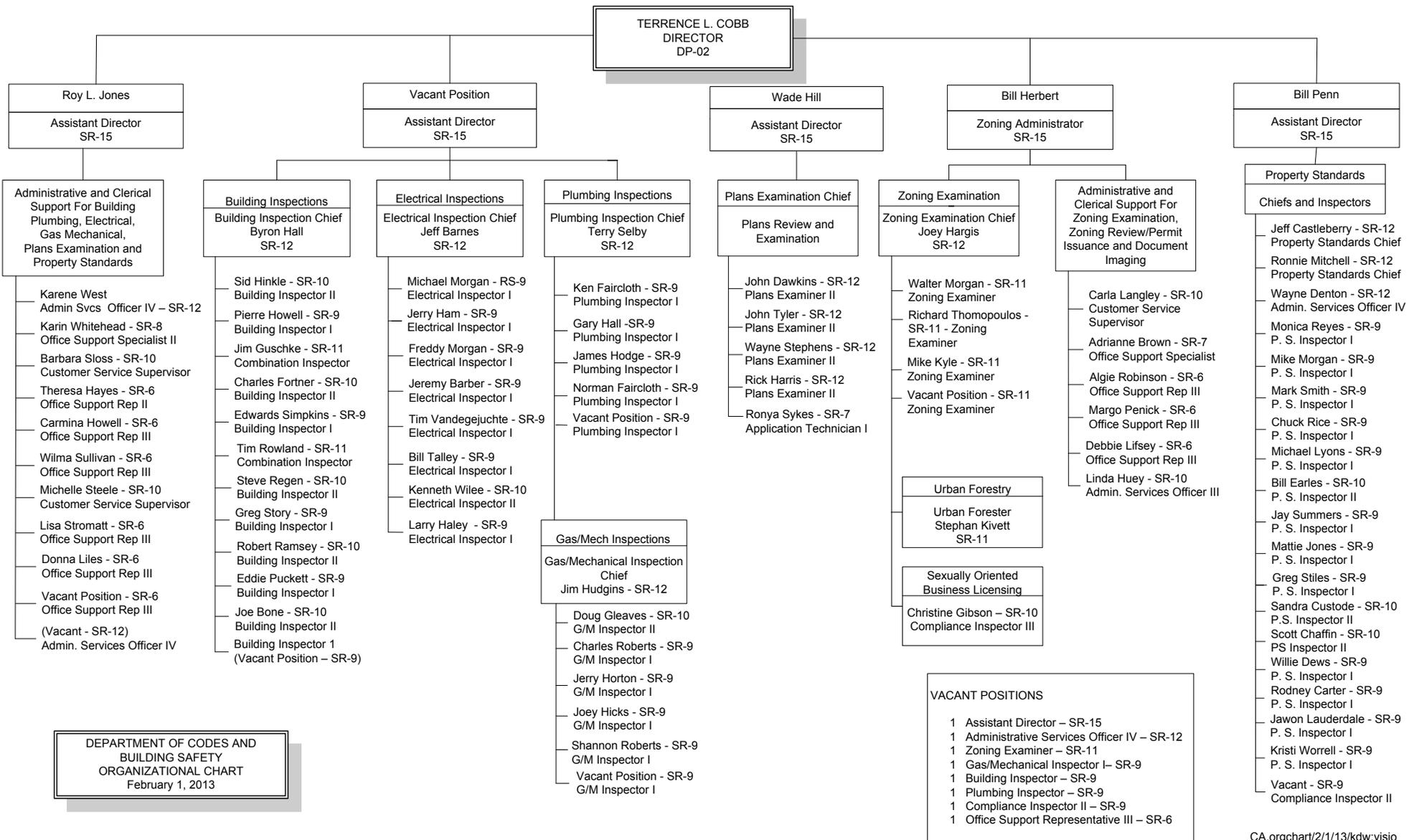
Number of Complaints Received Last Year:

None

Department's Non-Discrimination Statement:

Harassment of any person in the form of verbal or physical conduct based on a person's race, gender, color, religion, national origin, or disability will not be condoned when such conduct:

- Has the purpose or effect of creating an intimidating, hostile or offensive work environment;
- Has the purpose or effect of unreasonably interfering with an individual's work performance;
- or,
- Otherwise adversely affects an individual's opportunities associated with employment.



- VACANT POSITIONS**
- 1 Assistant Director – SR-15
 - 1 Administrative Services Officer IV – SR-12
 - 1 Zoning Examiner – SR-11
 - 1 Gas/Mechanical Inspector I – SR-9
 - 1 Building Inspector – SR-9
 - 1 Plumbing Inspector – SR-9
 - 1 Compliance Inspector II – SR-9
 - 1 Office Support Representative III – SR-6

DEPARTMENT OF CODES AND
BUILDING SAFETY
ORGANIZATIONAL CHART
February 1, 2013

CRIMINAL COURT CLERK

Authority

Dana Effler is the Title VI contact person for the Office of the Criminal Court Clerk (862-5663; danaeffler@jjs.nashville.org). Mrs. Effler is the Administrative Assistant/HR Manager to Tommy Bradley and Howard C. Gentry, the elected Davidson County Criminal Court Clerk.

Organizational Environment

General Mission Statement\Strategic Goals – The Criminal Court Clerk of Nashville, Davidson County, Tennessee is responsible to perform the clerical duties for the operation of the criminal courts, both General Sessions Court and State Trial Court. The Clerk is responsible for record management, both hard copy and electronic, and prepares the minutes (official record) for the Criminal Trial Court.

Federal Funding in the Metropolitan Criminal Court Clerk

The Criminal Court Clerk's Office receives no Federal Financial Assistance – not applicable.

Contracted Program Overview

The Criminal Court Clerk's Office does not enter into contracts other than the vendors approved by the Metropolitan Finance Department – not applicable.

Minority Participation on the _____ 0 _____ Board/Commission

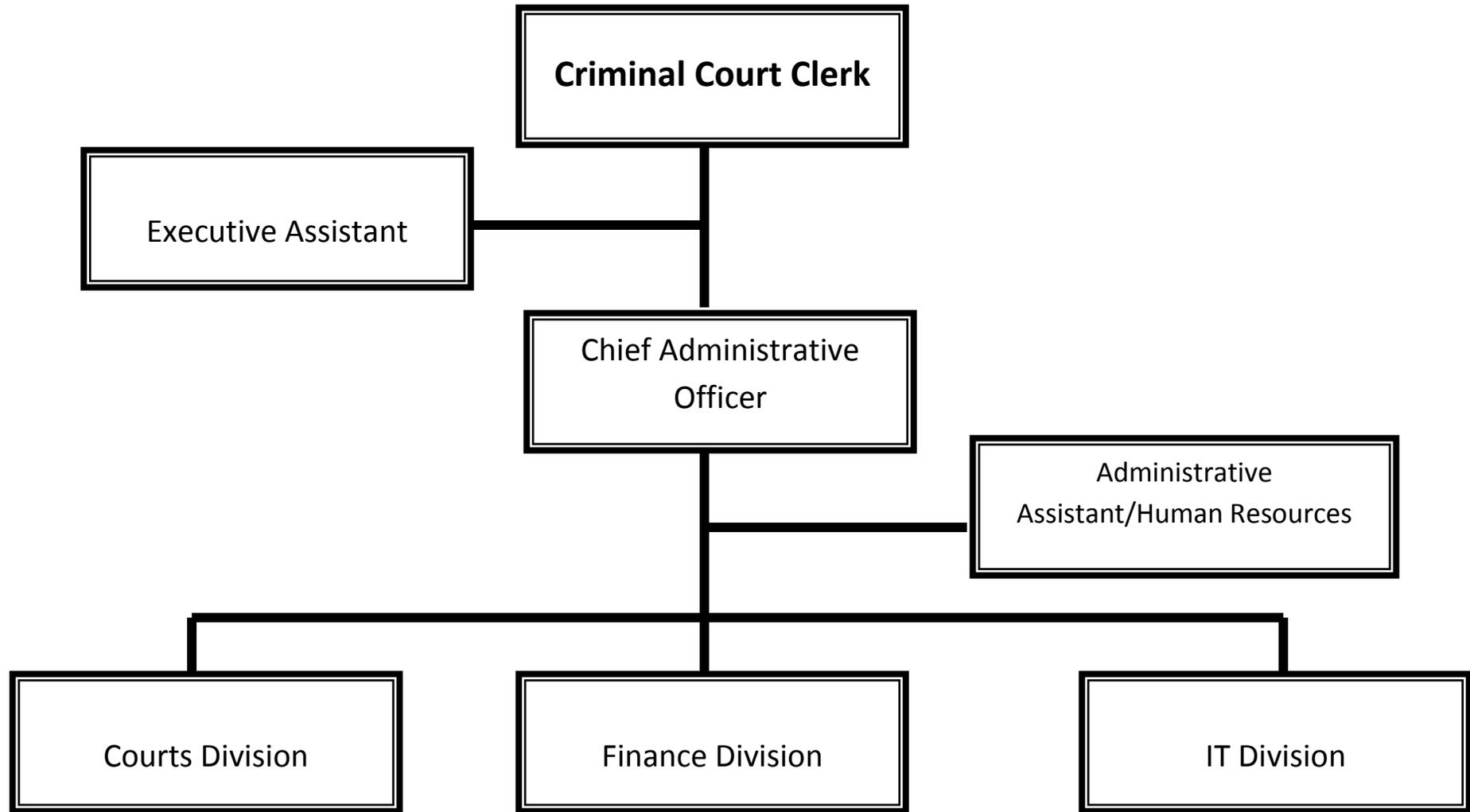
There are no Boards/Commissions within the Criminal Court Clerk's Office.

Number of Complaints Received Last Year _____ 0 _____.

Please include your department's non-discrimination statement

The Criminal Court Clerk's Office is an equal opportunity employer.

Criminal Court Clerk's
Organizational Chart



EMERGENCY COMMUNICATIONS CENTER

Authority

The Title VI Coordinator for the Metro Nashville Emergency Communications Center (MNECC) is Lisa Fulton. She may be reached at (615) 401-6277.

Organizational Environment

The Mission of the Metro Nashville Emergency Communications Center is to provide initial emergency and non-emergency first responder products to the Public and our First Responder Partners so they can experience the benefits of a healthier, more secure community.

Goals

- **Citizens and visitors to Davidson County will continue to receive Best in Class Emergency Response Communications while MNECC continues to strive to meet increasing and changing demand for service, by 2013, as measured by:**
 - 90% 9-1-1 calls answered in less than 6 seconds
 - 90% 9-1-1 calls dispatched for Fire-Suppression in less than 90 seconds
 - 95% 9-1-1 calls dispatched for Fire-Emergency Medical Services in less than 90 seconds
 - 90% 9-1-1 calls dispatched for Police in less than 90 seconds
- **By 2013, citizens and visitors to Davidson County will continue to receive Best in Class Emergency Response Communications as a result of highly qualified and supported workforce as measured by:**
 - 90% Citizen Survey Responses are satisfied with service
 - 90% 1st Responder Partner Survey Responses are satisfied with service
 - 90% Emergency Medical Dispatch Quality Assurance Reviews above 90%
 - 90% Emergency Fire Dispatch Quality Assurance Reviews above 90%
- **By 2013, ECC will continue to improve procedures that will address how not to allow changing technology to have a negative impact on overtime and**

Federal Funding in the Emergency Communications Department

At the present time the Emergency Communications Center does not receive any Federal Financial Assistance in providing our emergency or non-emergency products.

Contracted Program Overview

The Emergency Communications Center does not have contracted programs.

Minority Participation on the Board/Commission: _____ N/A _____

Number of Complaints Received Last Year: _____ 0 _____

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**The detailed EEO report Metrowide is at the end of Title VI report

METROPOLITAN DEPARTMENT OF FINANCE

Authority

The Title VI Coordinator for the Finance Department handles questions, concerns, complaints, or requests for additional information regarding Title VI of the Civil Rights Act. The Coordinator provides public notification of rights under Title VI, maintains a Title VI complaint log, and ensures that all complaints are investigated thoroughly. The following person has been designated as this department's Title VI Coordinator:

Kimberly Northern, Administrative Services Officer 3
Office of Management and Budget
700 2nd Ave South, Ste 201
Nashville, TN 37210
Phone: 615-880-1710
Fax: 615-880-2800

Organizational Environment

Mission

The mission of the Department of Finance is to provide financial management, information, and business products to policy makers, departments, agencies, investors, and the Nashville Community so they can have confidence in Metro government, make informed decisions, and achieve their results.

Federal Funding in the Metropolitan Finance Department

The Department of Finance manages a Public Assistance grant awarded by the Federal Emergency Management Agency (FEMA) due to the Presidential Disaster Declaration from the severe storms and flooding of May 2010. The purpose of the grant is to assist Metro Nashville & Davidson County in their emergency response and recovery efforts. This program provides funding for debris removal, emergency protective measures, and permanent restoration of infrastructure.

Contracted Program Overview

The department of Finance uses a variety of contracts to provide financial management, building construction and renovation and business products to policy makers, departments, agencies, investors, and the Nashville Community. See expenditures for the Department of Finance in the Procurement report in Appendix.

Minority Participation on Departmentally Supported Board/Commission—No such board exists.

Number of Complaints Received Last Year **0** .

NASHVILLE FIRE DEPARTMENT

Mission Statement

The mission of the Nashville Fire Department is to provide emergency medical care, fire protection and fire/hazard mitigation products to the citizens and visitors of our community so they can live in a community where quality patient care is provided and the potential for loss of life or property damage due to fire and/or other hazards is minimized.

NASHVILLE FIRE DEPARTMENT

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NASHVILLE FIRE DEPARTMENT

Strategic Goals

1. **By July 1, 2013, the Nashville community will experience a 2 percent reduction in response times and improved work environment for our firefighters as evidenced by:**
 - Renovation of the training tower and Fire Academy infrastructure
 - New Stations 2, 3, 21, 30, 31, and 33
2. **By July 1, 2013, the department will implement the recommendations of the Commission of Fire Accreditation International on professional development as evidenced by:**
 - The introduction of a new credentialing and training program for firefighters and officers
 - The introduction of a new Emergency Vehicle Operator Course as specified in NFPA standards
3. **By June 1, 2012, the Nashville community will experience a fire department with improved effectiveness during emergency field operations and its non-operational workforce as evidenced by:**
 - The introduction of new information technology software and hardware considered essential to access emergency field ground information
 - Emergency response vehicles will be outfitted with Mobile Data Terminals
4. **By June 1, 2012, the Nashville Fire Department will increase yearly inspections by 5 percent augment its Fire Inspection Program as evidenced by:**
 - The introduction of Mobile Data Terminals for fire inspectors
5. **Beginning September 1, 2009 through September 1, 2014, the Nashville Fire Department will continue to meet and/or exceed the Standards of Coverage for “Response Time Standards for Advanced Life Support Units and “Response Times Standards for all Emergency Related Fire Calls” as set by the Commission on Fire Accreditation International.**

NASHVILLE FIRE DEPARTMENT

Emergency Response Line of Business

The purpose of the Emergency Response Line of Business is to provide fire suppression, emergency medical services, hazardous materials, rescue, and homeland security products to the citizens and visitors within our community so they can receive scene stabilization in a timely manner.

Basic Life Support/AED Response Program

The purpose of the Basic Life Support/AED Response Program is to provide preliminary medical support products to the citizens and visitors within our community so they can mitigate non-life threatening medical problems in a timely manner.

Result Measure

- Percentage of time Basic Life Support/AED units (fire engines, ladder trucks, & heavy rescues) with defibrillation capability maintain or exceed Commission on Fire Accreditation (CFAI) / National Fire Protection Association (NFPA) response times standards for urban, suburban and rural zones of Nashville and Davidson County

Output Measure

- Number of Basic Life Support/AED Response calls provided

Demand Measure

- Number of Basic Life Support/AED Response calls anticipated

Advanced Life Support Response Program

The purpose of the Advanced Life Support Response Program is to provide preliminary medical support products to the citizens and visitors within our community so they can mitigate non-life threatening medical problems in a timely manner.

Result Measure

- Percentage of time Advanced Life Support units (paramedic ambulance or paramedic fire engine company) maintain or exceed Commission on Fire Accreditation (CFAI) / EMS Management Transport Audit response times standards for urban, suburban, and rural zones of Nashville and Davidson County

Output Measure

- Number of Advanced Life Support Response calls provided

Demand Measure

- Number of Advanced Life Support Response calls anticipated

NASHVILLE FIRE DEPARTMENT

Emergency Response Line of Business

The purpose of the Emergency Response Line of Business is to provide fire suppression, emergency medical services, hazardous materials, rescue, and homeland security products to the citizens and visitors within our community so they can receive scene stabilization in a timely manner.

Fire Response Program

The purpose of the Fire Response Program is to provide fire suppression and rescue products to the citizens and visitors within our community so they can have fires confined to area of involvement upon arrival.

Result Measure

- Percentage of time Fire Response units (fire engines, ladder trucks, & heavy rescues) maintain or exceed Commission on Fire Accreditation (CFAI) / National Fire Protection Association (NFPA) response time's standards for urban, suburban, and rural zones of Nashville and Davidson County

Output Measure

- Number of fire response calls provided

Demand Measure

- Number of fire response calls anticipated

Advanced Life Support Care Program

The purpose of the Advanced Life Support Care Program is to provide emergency medical care products to the citizens and visitors within our community so they can receive quality advanced patient care.

Result Measure

- Percentage of Medical tickets (medical forms that document patient information) audited through random sampling that are compliant with departmental medical protocols

Output Measure

- Number of Advanced Life Support Care calls provided

Demand Measure

- Number of Advanced Life Support Care calls anticipated

NASHVILLE FIRE DEPARTMENT

Emergency Response Line of Business

The purpose of the Emergency Response Line of Business is to provide fire suppression, emergency medical services, hazardous materials, rescue, and homeland security products to the citizens and visitors within our community so they can receive scene stabilization in a timely manner.

Basic Life Support Care Program

The purpose of the Basic Life Support Care Program is to provide urgent medical care products to the citizens and visitors within our community so they can be evaluated, treated and transported in a timely manner.

Result Measure

- Percentage of Medical tickets (medical forms that document patient information) audited through random sampling that are compliant with departmental medical protocols

Output Measure

- Number of Basic Life Support Care calls provided

Demand Measure

- Number of Basic Life Support Care calls anticipated

NASHVILLE FIRE DEPARTMENT

Services and Administration Line of Business

The purpose of the Services and Administration Line of Business is to provide Information, support, staffing, supplies, and training products to the Nashville Fire Department so it can reduce loss of life, environmental hazards and property loss associated with fire and hazards.

Prevention and Inspection Program

The purpose of the Prevention and Inspection Program is to provide safety and enforcement products to the citizens and visitors within our community so they can receive minimal exposure to fire and explosion hazards.

Result Measure Program

- Percentage of High-Risk occupancies that are on an approved rotational scheduled by the Commission on Fire Accreditation International that upon inspection by a state certified fire inspector I or II have no fire code violations

Output Measure

- Number of High-Risk occupancies inspections completed per year on the rotational schedule

Demand Measure

- Number of High-Risk occupancies inspections anticipated per year on the rotational schedule

Logistics and Training Program

The purpose of the Logistics and Training Program is to provide informational and training products to the Nashville Fire Department so they can assure the appropriate levels of resources are available for each service that the Nashville Fire Department provides to its citizens and visitors of our communities.

Result Measure

- Percentage of purchase requisitions submitted and processed within 10 days
- Percentage increase of personnel who meet credentialing and certification standards as specified by NFPA

Output Measure

- Number of purchase requisitions provided
- Number of NFPA courses provided

Demand Measure

- Number of purchase requisitions anticipated
- Number of NFPA courses anticipated



**DIRECTOR/CHIEF
NASHVILLE FIRE DEPARTMENT**

Medical Director

Admin ASO 4

OEM/Outreach
‡ Fire Commander

Public Affairs

Finance/HR

Public Education (2)

Honor Guard
Function

CISM
(1)

NFD Special Ceremonies
Function

Chaplain Services
Function

**Deputy Director
Temporary Assignment**

**‡ OPERATIONS
Assigned Position**

**‡ SERVICES
Assigned Position**

**‡ ADMINISTRATIVE
Assigned Position**

Suppression
‡ Fire Commander
(30)

EMS
‡ Fire Commander
(200)

Special Operations
Function

Arson Investigation (4)

Quality Improvement (4)

Planning/Staffing (7)

FMO
Development/Special
Events (7)

Risk Management (1)

Training Academy/Safety (10)

Health/Fitness (1)

Exposure Control (2)

Logistics (2)

Fleet
5-YR/5-YR
Development/Oversight (1)

Expendable Supplies (3)

Air Services (2)

✓ FMO Inspectors (20)

Accreditation (1)

Capital Projects
5-YR/5-YR
Development/Oversight
Function

Facility Maintenance (4)

Durable Supplies (2)

ISO Compliance

Budget Control
Function

Payroll (3)

IT
Information Mgmt (4)

Hiring & Promotions
Function

Internal Affairs
(Arson Investigators)
Function

Labor Relations
Function

Ambulance Billing (4)

Medicare
Medicaid
Function

Private Contract
Oversight
Function

Contract Renewal
Recommendation
Function

Grants
Function

‡ Indicates an ASSIGNMENT
 * Indicates an assignment to Special Ops. Works under authority of Fire Marshal
 • Responsible for Code Development, Interpretation and Training
 ✓ Day to day functional oversight of Administrative Deputy

Parenthetical numbers denote approximate number of employees assigned.
 "Function" denotes activity for persons from various divisions to perform duties when necessary.

METROPOLITAN FIRE DEPARTMENT

Authority

Departmental Coordinator responsibilities include and may not be limited to the following:

- Ensuring that all new and current employees within their respective departments receive Title VI training and information;
- Ensuring that procedures are in place to provide for public notification of rights violation under Title VI;
- Prominently displaying all Title VI resources, to include the investigation procedures manual, Title VI legal manual and posters and brochures in locations managed by their departments that are frequented by the public.
- Employing necessary monitoring techniques to ensure departmental compliance;
- Providing the Metro Title VI Coordinator with departmental information to be include in annual Title VI plan in a timely manner;
- Other duties as necessary to ensure Title VI compliance;

The Title VI coordinator for the Nashville Fire Department falls under Executive Leadership. The contact person is Drusilla Martin, CPA at 862-5462 and District Chief Manuel Fonseca at 862-4987

Organizational Environment

Mission statement and strategic goals are listed below.

Org chart sent separately.

DEPARTMENT MISSION

The mission of the Nashville Fire Department is to provide emergency medical care, fire protection and fire/hazard mitigation products to the citizens and visitors of our community so they can live in a community where quality patient care is provided and the potential for loss of life or property damage due to fire and/or other hazards is minimized.

STRATEGIC GOALS

Strategic Goals

1. By July 1, 2013, the Nashville community will experience a 2 percent reduction in response times and improved work environment for our firefighters as evidenced by:

- Renovation of the training tower and Fire Academy infrastructure
- New Stations 2, 3, 21, 30, 31, and 33

2. By July 1, 2013, the department will implement the recommendations of the Commission of Fire Accreditation International on professional development as evidenced by:

- The introduction of a new credentialing and training program for firefighters and officers
- The introduction of a new Emergency Vehicle Operator Course as specified in NFPA standards

3. By June 1, 2012, the Nashville community will experience a fire department with improved effectiveness during emergency field operations and its non-operational workforce as evidenced by:

- The introduction of new information technology software and hardware considered essential to access emergency field ground information
- Emergency response vehicles will be outfitted with Mobile Data Terminals

4. By June 1, 2012, the Nashville Fire Department will increase yearly inspections by 5 percent augment its Fire Inspection Program as evidenced by:

- The introduction of Mobile Data Terminals for fire inspectors

5. Beginning September 1, 2009 through September 1, 2014, the Nashville Fire Department will continue to meet and/or exceed the Standards of Coverage for “Response Time Standards for Advanced Life Support Units and “Response Times Standards for all Emergency Related Fire Calls” as set by the Commission on Fire Accreditation International.

Federal Funding in the Metropolitan Fire Department

1. The department uses funding from the Department of Homeland Security Federal Emergency Management Agency (FEMA) Assistance to Firefighters grant for equipment and training for Firefighter Safety and Hazard Material teams. We also have recently been awarded the SAFER grant from FEMA which is being used to staff the department with an additional 35 firefighters.

Contracted Program Overview

The Nashville Fire Department is in contract with EMS Management and Consultants for the purpose of billing and collections for our ambulance services.

Minority Participation on the Board/Commission: N/A

Number of Complaints Received Last Year N/A .

METROPOLITAN GENERAL SERVICES DEPARTMENT

Authority

The Title VI position within the Department of General Services is organizationally housed in the Division of Administration. The Title VI Coordinator for the Department of General Services is Velvet Hunter, Assistant Director for Administration, 862-5055.

Organizational Environment

General Services Mission Statement:

The mission of the Department of General Services is to provide facility and fleet operations, radio communications, employee security and customer assistance products to government agencies, Metro employees, and the Nashville community so they can meet their goals.

Strategic Goals:

Goal One By July 2014, the customer will experience improved customer satisfaction as evidenced by:

90% customer's satisfaction.

Goal Two By July 2014, General Services' employees will experience improved job satisfaction and performance as evidenced by:

95% employee satisfaction

Goal Three By the year 2014, the Nashville community will experience improved environmental sustainability as evidenced by:

% increase in fleet acquisition of alternative fuel capable vehicles/equipment

% increase in fleet miles per gallon by vehicle class

% annual building operations expenditures specifically for energy savings upgrades

% of design and construction projects incorporating green building practices

% decrease in new toner cartridges purchased in Metro

Federal Funding in the Metropolitan General Services Department

The Department of General Services manages a \$6.2 million grant from the U.S. Department of Energy. The purpose of the grant is to reduce fossil fuel emissions; reduce total energy use; and improve energy efficiency in the building sector, the transportation sector, and other appropriate sectors, along with creating jobs. Functions and activities to be implemented by various Metro agencies through this grant are Building Retrofit Program; Metro Green Services; Music City Bikeway; Waste Reduction and Recycling; Traffic Signals Program; and Geothermal Technology Program.

Contracted Program Overview

The Department of General Services uses several contracts to fulfill its day-to-day operational requirements associated with achieving the departmental mission. Through these contractual agreements, the department acquires the needed supplies, materials, and services to provide facility and fleet operations, radio communications, employee security, and customer assistance products to government agencies, Metro employees, and the Nashville community so they can meet their goals.

Minority Participation on the Board/Commission:

The Department of General Services does not have any active Boards or Commissions.

Number of Complaints Received Last Year:

Department of General Services did not receive any Title VI complaints last year.

Statement of Non-Discrimination

The Metropolitan Government of Nashville and Davidson County does not discriminate on the basis of age, race, sex, color, national origin, religion, or disability in admission to, access to, or operations of its programs, services, or activities. The Human Resources Department does not discriminate in its hiring or employment practices.

The following department has been designated to handle questions, concerns, complaints, requests for accommodation, or requests for additional information regarding the Americans with Disabilities Act. In addition, inquiries concerning non-discrimination policies other than ADA and Title VI compliance should be forwarded to:

Department of Human Resources
222 3rd Avenue North, Suite 200
Nashville, TN 37201
Phone: (615) 862-6640 / FAX: (615) 862-6654

The following person has been designated as the Metro Title VI Coordinator to handle questions, concerns, complaints, or requests for additional information regarding Title VI of The Civil Rights Act:

Shirley Sims Saldana
Human Relations Commission
800 Second Avenue South, 4th Floor
Nashville, TN 37210
615-880-3391v) 615-880-3373 (f)
Email: shirley.simssaldana@nashville.gov

Grant Name	Terms	Awarded Amounts	Funded Through
Air Pollution 103 Grant - Near Roadside Agreement	070112 - 123113	\$200,000	Federal
Air Pollution - 103 Grant PM2.5 Air Filter Testing-	070111 - 063014	Increase of \$160,000 total of \$675,000	Federal
Air Pollution - 103 Grant PM2.5 Air Filter Testing	070111 - 063014	\$24.00 per test	Federal
Air Pollution - 103 Grant Amendment 4 PM2.5 Air Filter	Extends term to 033112	Increase of \$130,000 for	Federal
Air Pollution - 105 Grant Amendment 7	100109 - 093013	\$321,000 Totaling	Federal
Air Pollution - 105 Grant Amendment 6	100109 - 093012	\$2,715,726	Federal
Air Pollution - 105 Grant Amendment 5	100109 - 093012	\$200,000	Federal
Air Pollution - 105 Grant Amendment 4	100109 - 093012	\$2,002,394	Federal
Bioterrorism - Emergency Preparedness Services	080112 - 063013	\$960,700	Federal
Bioterrorism - Emergency Preparedness Services	080112 - 073113	\$854,300	Federal
Certificate Insurance from Birth Record Data Base	070112 - 063017	\$3.50 search & \$2.00	State
Certificate Insurance from Birth Record Data Base State of TN*	120107 - 113012	Revenue Contract	State
Children's Special Services (CSS)	070112 - 063013	\$767,100	Federal & State
CSFP Commodity Supplemental Food Program	100112 - 093013	\$235,400	Federal
CSFP Commodity Supplemental Food Program	100111 - 093012	\$227,900	Federal
Communities Putting Prevention to Work - Amendment 1	031910 - 123112	\$7,525,527	Federal
Department of Children's Services	070109 - 063014	\$16,785	State, Federal and Interdepartmental
Eat Well, Play More Tennessee State Plan Implementation	111512 - 063013	\$20,000	State
Environmental Health Services - Inspection & Permits	070112 - 063017	\$6,175,000	State

Environmental Health Specialist - Food Safety	070112 - 063013	\$102,700	Federal
Family Planning Services - Amendment 1	070112 - 063017	\$4,273,000 decrease of \$854,600	Federal
Family Planning Services	070112 - 063017	\$894,700 per year total	State & Federal
Fatherhood - Martha O'Bryan Center	120111 - 113012	\$116,380	
Fatherhood - Matthew Walker Comprehensive Health Center	100111 - 113012	\$181,720	
Fetal Infant Mortality Review Grant	070112 - 063013	\$202,200	State/Interdepartment ?
Grant In Aid Funding	070112 - 063013	\$725,200	State
Health Promotion Grant	070112 - 063013	\$116,000	Federal
Healthy Start Initiative	060112 - 053113	\$809,920	Federal
Healthy Start Initiative - Eliminating Racial/Ethnic Disparities Amendment 1	060111 - 053112	\$905,186	Federal
Healthy Start Initiative - Eliminating Racial/Ethnic Disparities	060112 - 053113	\$745,672	Federal
Healthy Start Grant	070112 - 063013	\$661,100	State & Federal
HIV/AIDS Prevention, Surveillance, Diagnosis and Treatment	010113 - 123113	\$1,138,500	Federal
HIV/AIDS & Sexually Transmitted Disease Amendment	010112 - 123112	\$922,400	Federal & State
HIV/AIDS & Sexually Transmitted Disease	010112 - 123112	\$961,300	Federal & State
HIV Rapid Testing Services	093011 - 092912	\$238,500	Federal

HUGS Help Us Grow Successful	070109 - 063014	\$610,200	State
Immunization Services	010112 - 123112	\$539,800	Federal & State
New Life Projects - Pathways to Responsible Fatherhood	093012 - 092913	\$1,589,107	Federal
New Life Projects - Pathways to Responsible Fatherhood	093011 - 092914	\$1,589,107	Federal
Oral Disease Prevention Services School Based	070111 - 063016	\$696,000 each year	Interdepartmental
Project Diabetes Step Up for Health Implementatin Grant	081512 - 063013	\$150,000	State
Issuance of Certificates from the Birth Record Database	070112 - 063017	\$3.50 (1st copy \$2 2nd)	State
RCM Health Care Services	040111 - 033116	\$308,750	
Retail Food Stores Inspection	010112 - 123117	\$741,480	State
Retail Food Stores Inspection	010110 - 123114	\$296,768	State
Ryan White Grant Amendment 5 & 6	030111 - 022912	\$4,983,098/\$4,792,771	Federal
Ryan White Grant - Amendment 1	030112 - 022813	\$4,540,588	Federal
Ryan White Grant - Amendment 2	030112 - 022813	\$4,730,915	Federal
Ryan White Grant	030112 - 022813	\$4,540,588	Federal
Save Act Homeland Security, US Citizenship and Immigration Services	none given (per Dianne)	\$300	
School Based Oral Disease Prevention Services	070111 - 063016	\$3,480,000 - \$696,000	State
Systech, LLC Amendment III	070112 - 063015	\$3.50 per vehicle	
Systech, LLC Amendment I	2007-2012	Compensation change	

TBESC Tuberculosis Epidemiologic Studies Consortium Studies	080112 - 093014	\$89,660	Other
TBTC Clinical Trial Vanderbilt University - Amendment 4	100111 - 093012	\$42,782	Other
TBTC Clinical Trial Vanderbilt University - Amendment 1	100109 - 093014	\$65,000	Other
TBTC Clinical Trial Vanderbilt University	100109 - 093014	\$65,000	Other
TENNderCare Outreach Services - Amendment 1	070112 - 063013	\$606,400	State
TENNderCare Outreach Services	070112 - 063013	\$606,400	State/Interdepartment?
Tennessee Breast & Cervical Cancer Amendment 1	070111 - 063014	\$262,200	Federal
Tennessee Breast & Cervical Cancer Grant	070111 - 063014	\$94,200 each year	Federal
Tobacco Use Prevention & Control Services	033013 - 033114	\$42,500	Federal/Local
Tobacco Use Prevention	033012 - 032913	\$42,500	Federal
Tuberculosis Grant	070112 - 063013	\$1,404,400	Federal & State
United Neighborhood Health Services - Amendment 1	070112 - 063013	\$362,400	Other
United Way of Middle TN Inc.	030112 - 022817	\$4,000,000	Other
United Way - Minority AIDS Initiative - Amendment 3	none given (per Dianne)	\$290,642	Federal
United Way - Ryan White Amendment 9	none given (per Dianne)	\$3,976,318	Federal
Vandervilt University CDC Tuberculosis Trials	100111 - 093012	\$47,782	other
WIC Program	100112 - 093013	\$4,397,000	Federal
WIC Program	100111 - 093012	\$4,245,100	Federal

ASSURANCE OF COMPLIANCE

ASSURANCE OF COMPLIANCE WITH TITLE VI OF THE CIVIL RIGHTS ACT OF 1964, SECTION 504 OF THE REHABILITATION ACT OF 1973, TITLE IX OF THE EDUCATION AMENDMENTS OF 1972, AND THE AGE DISCRIMINATION ACT OF 1975

The Applicant provides this assurance in consideration of and for the purpose of obtaining Federal grants, loans, contracts, property, discounts or other Federal financial assistance from the Department of Health and Human Services.

THE APPLICANT HEREBY AGREES THAT IT WILL COMPLY WITH:

1. Title VI of the Civil Rights Act of 1964 (Pub. L. 88-352), as amended, and all requirements imposed by or pursuant to the Regulation of the Department of Health and Human Services (45 C.F.R. Part 80), to the end that, in accordance with Title VI of that Act and the Regulation, no person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the Applicant receives Federal financial assistance from the Department.
2. Section 504 of the Rehabilitation Act of 1973 (Pub. L. 93-112), as amended, and all requirements imposed by or pursuant to the Regulation of the Department of Health and Human Services (45 C.F.R. Part 84), to the end that, in accordance with Section 504 of that Act and the Regulation, no otherwise qualified handicapped individual in the United States shall, solely by reason of his handicap, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity for which the Applicant receives Federal financial assistance from the Department.
3. Title IX of the Educational Amendments of 1972 (Pub. L. 92-318), as amended, and all requirements imposed by or pursuant to the Regulation of the Department of Health and Human Services (45 C.F.R. Part 86), to the end that, in accordance with Title IX and the Regulation, no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any education program or activity for which the Applicant receives Federal financial assistance from the Department.
4. The Age Discrimination Act of 1975 (Pub. L. 94-135), as amended, and all requirements imposed by or pursuant to the Regulation of the Department of Health and Human Services (45 C.F.R. Part 91), to the end that, in accordance with the Act and the Regulation, no person in the United States shall, on the basis of age, be denied the benefits of, be excluded from participation in, or be subjected to discrimination under any program or activity for which the Applicant receives Federal financial assistance from the Department.

The Applicant agrees that compliance with this assurance constitutes a condition of continued receipt of Federal financial assistance, and that it is binding upon the Applicant, its successors, transferees and assignees for the period during which such assistance is provided. If any real property or structure thereon is provided or improved with the aid of Federal financial assistance extended to the Applicant by the Department, this assurance shall obligate the Applicant, or in the case of any transfer of such property, any transferee, for the period during which the real property or structure is used for a purpose for which the Federal financial assistance is extended or for another purpose involving the provision of similar services or benefits. If any personal property is so provided, this assurance shall obligate the Applicant for the period during which it retains ownership or possession of the property. The Applicant further recognizes and agrees that the United States shall have the right to seek judicial enforcement of this assurance.

The person or persons whose signature(s) appear(s) below is/are authorized to sign this assurance, and commit the Applicant to the above provisions.

3/26/2012
Date

Alan Romine
Signature and Title of Authorized Official

Metropolitan Public Health Dept.
Name of Applicant or Recipient

311-23rd Avenue North
Street

Nashville, Tenn. 37203
City, State, Zip Code

Mail Form to:
DHHS/Office for Civil Rights
Office of Program Operations
Humphrey Building, Room 509F
200 Independence Ave., S.W.
Washington, D.C. 20201

Form HHS-690
5/97

Title VI Compliance Plan

Metro Public Health Department

Submitted by:

Director of Health

William Paul, M.D.

Title VI Coordinator

Michelle Birdsong

May 24, 2013

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Mission:

The mission of the Metro Public Health Department is to promote physical and mental well-being and prevent disease, injury and disability for everyone in Nashville.

Our Goals:

Goal 1: Infectious Diseases and Environmental Threats

Threats to the public due to infectious diseases, environmental hazards and Weapons of Mass Destruction (WMD) will be effectively identified, contained, and reduced.

Goal 2: Health Disparities

Metro Public Health Department will reduce health disparities between the black and white populations during the next five years for asthma, diabetes, cardiovascular disease, infant mortality, and fetal mortality.

Goal 3: Lifestyle Behaviors

During the next five years an increasing percentage of Nashville residents will adopt healthy living habits including more physical activity, better nutrition, responsible sexual behavior, and less tobacco use.

Goal 4: Health Care Access

The Metro Public Health Department will increase the number of uninsured residents and publicly insured residents linked to acceptable medical, dental, mental health, and/or alcohol and drug abuse providers

during each of the next five years.

Our Vision:

“People creating healthy conditions everywhere!”

What We Do:

- Monitor health status to identify community health problems
- Diagnose and investigate health problems and health hazards in the community
- Inform, educate, and empower people about health issues
- Mobilize community partnerships to identify and solve health problems
- Develop policies and plans that support individual and community health efforts
- Enforce laws and plans that support individual and community health efforts
- Link people to needed personal health services and assure the provision of health care when otherwise unavailable
- Assure a competent public and personal health care workplace
- Evaluate effectiveness, accessibility, and quality of personal and population-based health services
- Conduct research for new insights and innovative solutions to health problems

Our Philosophy:

As we carry out these activities, we give highest priority overall to assuring the conditions in which people can be healthy.

Our Core Values:

Professionalism
Respect
Integrity
Dedication
Equality

Our Governance:

A six member Board of Health appointed by the Mayor and confirmed by vote of the Metro Council governs the Department.

Current members are:

<p>William Hance, JD Chair <i>Director of Communications – VUMC</i> (White/Male)</p>	<p>Henry Foster, MD <i>Chief Advisor to the President on Teen Pregnancy</i> (Black/Male)</p>
<p>Carol Etherington, MSN, RN, FANN <i>Director of Global Health Studies, Vanderbilt University School of Medicine</i> <i>Assistant Professor of Nursing, Vanderbilt University School of Nursing</i> (White/Female)</p>	<p>Alicia Batson, MD <i>Psychiatrist</i> (White/Female)</p>
<p>Samuel Felker, JD Attorney in private practice (White/Male)</p>	<p>Samuel O. Okpaku, MD, PhD Secretary <i>Psychiatrist in private practice</i> (Black/Male)</p>

Title VI Training for MPHD Employees

All employees at MPHD are required to attend Title VI Training. This includes employees who are full-time, part-time, temporary, seasonal, etc. Title VI training is one of the modules addressed during New Employee Orientation. The training encompasses the following information:

A review of the history of Title VI

A determination of the impact of Title VI on MPHD

Examples of Title VI violations/discrimination

Limited English Proficiency (LEP)

Discussions regarding Interpreters

Demonstration of Language Line Services
("over-the-phone" interpreting)

The consequences of non-compliance

The Title VI Coordinator attended a Title VI Refresher Training session offered thru the Metro Human Relations Commission on Tuesday, May 21 in the Sonny West Conference Room (Old Howard School Building). The Metro Human Relations Commission hosted the meeting in collaboration with the Tennessee Human Rights Commission. The session was led by Tiffany Taylor, THRC Title VI Director who addressed current best practice in Title VI compliance.

On May 23 2012, the Title VI Coordinator for MPHD hosted a Title VI videoconference site that was conducted by the State of Tennessee Department of Health addressing Title VI issues. Several agencies throughout the city attended this session.

During May 2010, the Title VI Coordinator attended a Title VI training session that was hosted by the State of Tennessee - Department of Children's Services.

On April 2, 2008, the Title VI Coordinator hosted a Title VI videoconference that was conducted by Luvenia Butler, Title VI Director for the Tennessee Department of Health. Approximately 16 representatives from community organizations or sub-recipients participated in the conference from the Lentz Center.

On April 26, 2006, the Title VI Coordinator attended a three-hour Title VI training session (on behalf of the Director- MPHD) that was conducted by Attorney Bruce Adelson from the Department of Justice (Civil Rights Division). The session outlined the regulatory requirements of Title VI in Metro Nashville Government.

On March 15, 2006 the Title VI Coordinator facilitated and attended a 2-hour satellite broadcast entitled "Providing Culturally and Linguistically Appropriate Care for Latino Patients". Several employees within MPHD attended the broadcast.

Training for Sub-recipients

During May 2012, agencies who receive federal funding from the Metro Public Health Department were invited to a training videoconference at the Lentz Center that was offered by the State of Tennessee Department of Health. This videoconference focused upon Title VI and Limited English Proficiency.

During the fall 2011, the State of Tennessee – Department of Minority Health offered a Title VI training session to local health departments as well as their sub-recipients of federal funding. The sub-recipients of funding from the MPHD were encouraged to attend this training.

On April 2, 2008, the Title VI Coordinator hosted a Title VI videoconference that was conducted by Luvenia Butler, Title VI Director for the Tennessee Department

of Health. Approximately 16 representatives from community organizations or sub-recipients participated in the conference from the Lentz Center.

On March 14, 2006, the State of Tennessee Department of Health scheduled a videoconference to provide Title VI training (LEP training) for all sub-recipients of MPHD funding. The MPHD served as a host location for this training initiative. MPHD encouraged its sub-recipients to attend this session. The ninety-minute session was taught by Marshall Tobias, Senior Investigator with the Office of Civil Rights, U. S. Department of Health and Human Services in Atlanta, Georgia.

Representatives from the following sub-recipient agencies attended the training:

Centerstone Mental Health
Alcohol and Drug Council of Middle Tennessee
Kids on the Block of Middle Tennessee
Campus for Human Development

Title VI

Limited English Proficiency Policy and Procedures Metro Public Health Department Nashville, Tennessee

Policy:

Title VI of the Civil Rights Act of 1964 provides that no person shall be subjected to discrimination on the basis of race, color, or national origin under any program or activity that receives Federal financial assistance. A number of programs in the Metro Public Health Department receive federal financial assistance from the Department of Health and Human Services and, therefore, all programs must comply with the provisions of Title VI. This policy deals specifically with assuring that Limited English Proficient (LEP) persons, who are eligible for federally-assisted programs or services, receive the language assistance necessary to afford them meaningful access to public health services.

Applicability:

This policy is applicable to all programs within the Metro Public Health Department.

Purpose:

The purpose of this policy is to clarify the responsibility of the Metro Public Health Department in serving LEP persons in compliance with Title VI of the Civil Rights Act of 1964.

Procedure:

The following procedures will be implemented on an ongoing basis for programs within the Metro Public Health Department:

1. Assessment

A) Data Collection:

Data is collected in PTBMIS throughout the year concerning the interpreter needs of each patient. Each patient is asked if they need an interpreter during his/her visit. If the patient answers “yes”, the primary language field of PTBMIS will be filled out accordingly. If the patient does not need an interpreter, English is coded as the primary language. In addition to the primary language information collected in PTBMIS, the information will also be included in a prominent place in the medical record of each LEP patient.

B) Data Reporting:

Each year a report is produced within the MPHD that includes:

- 1) Total number of persons served
- 2) For those persons for whom English is not the primary language:
 - Number served by language
 - Percent of total served by language

The populations served are reflected on the MPHD intranet site and is available to employees.

C) Data Analysis:

After reviewing the report described above as well as the clinic reports, a determination is made regarding the points of contact within the clinics at which interpreter services are needed.

The specific points of contact in the clinics where interpretation may be needed are identified. Field staff that encounter LEP clients outside of the clinic setting use an over-the-phone interpreter service to provide appropriate language services.

Some programs have employed a full-time Spanish interpreter for the clinic site. For all other LEP clients, programs use the services of an over-the-phone interpreter service or interpreters from other programs, if available.

Language Access

A) Oral Language Interpretation:

Full-time interpreters and bilingual employees are frequently available throughout the department upon request.

The language skills and interpreter skills of all employees who interpret are assessed by an outside contractor. Only those employees who achieve a satisfactory level during the assessment are allowed to interpret for our clients.

The MPHD Interpreter Language/Skills Assessment, Employment and Competency Development Policy provides specific guidelines and qualifications for individuals providing interpreter services for our patients. (This policy is also available on the MPHD Intranet site under "Documents/Title VI".)

In our efforts to provide competent interpretative services, the majority of our interpreters and bilingual employees have attended Advanced Medical Interpreter Training to ensure that they are familiar with the ethics, protocols, etc. to becoming an effective interpreter.

The Metro Public Health Department also currently contracts with an over-the-phone interpreter service that provides (OTP) services for over 200 languages. Our monthly invoice for Language Line Services ranges from \$8000 to \$11000.

Since the majority of our LEP clients are Hispanic, several employees within MPHD have been offered the opportunity to learn conversational Spanish in order to communicate more effectively with our clients. Beginning Spanish classes have recently been offered to staff at the East Center, Woodbine Center Lentz Center and South Nutrition Center. In the past, 65 employees have attended a two-hour training session for ten weeks....totaling twenty hours of instruction. Based upon our recent training needs assessment in May 2013, we will be offering Beginning Conversational Spanish and Intermediate Spanish courses for our staff.

We are currently in the process of scheduling classes with the Tennessee Foreign Language Institute to offer classes to our staff addressing the Burmese, Somali and Arabic-speaking cultures.

In the past, we have also offered ESL classes to bilingual employees in an effort to develop their English skills and their familiarity with medical terminology.

B) Translation of Written Materials:

Based on the results of the PTBMIS report as well as program needs, documents will be translated into the languages for our clients that exceed 5% of our client base. Our Spanish-speaking clients meet this threshold. During 2010, our Title VI Coordinator served on an RFP team that selected a company with whom to contract for translations services.

- Consequently, the vast majority of our vital written documents have been translated into Spanish. For those clients who speak languages other than Spanish, we will provide competent oral translation of the documents in a language that is understandable to the LEP client.
- Two medically “certified” interpreters also interpret documents into Spanish. We also have a contract with a translation company to translate documents into Spanish and other languages as needed.

C) Providing Notice to LEP persons

1. A notice is posted or provided to LEP persons in a language that they can understand about the right to *free language assistance*. This notice is provided in the most frequently spoken languages of our LEP clients, i.e. Spanish, Arabic, Kurdish, Somali and Vietnamese.
2. Cards have also been made available by Language Line Services to assist LEP clients in identifying their language needs.

3. Training of Staff

In addition to training existing employees, new employees are trained on Title VI regulations during New Hire Orientation sessions. All employees attending the training sign a statement acknowledging that they are aware of our obligations under Title VI of the Civil Rights Act of 1964 and agree to comply with this regulation. Documentation of training is maintained in each employee’s training record.

Employees have also received training on accessing the over-the-phone (OTP) interpreting services. Cards with instructions have also been made available for employees who need a refresher.

4. Monitoring

The Title VI Coordinator communicates with clinic managers to discuss the effectiveness of the Title VI program. Our program will continue to continuously monitor the effectiveness of the Title VI program and our language assistance program.

After reviewing and assessing information regarding our LEP client base, a staff meeting is conducted within each clinic to further plan for meeting the needs of our LEP clients. Each clinic manager has outlined an LEP plan for their respective clinic. This LEP plan is posted on the MPHD intranet site and is available to employees.

Employee Interpreters

Last Name	First Name	Work Location	Contact Name	Contact Number	Language(s)
Acosta	Nadia	WIC Clinic – Woodbine	Carline Fanfan	862-7940	Spanish
Ahmed	Khadra	TB Elimination	Tonya Gunter	340-0387	Somali Arabic Amharic
Bell	Michelle	Oral Health – East Clinic	Michelle Bell	862-6727	French
Bradford	Maria	Woodbine Clinic	Carline Fanfan	862-7940	Spanish
Ferguson	Homer	Children Special Services	Mary Koob	340-0564	Spanish
Gerdi	Haydar	Immunization	Mary Fowler	340-2168	Kurdish Arabic
Gharacholou	Marjan	WIC	Teresa Thomas	340-5368	Persian Farsi
Gonzalez	Jeni	Woodbine Clinic	Carline Fanfan	862-7940	Spanish
Luna	Jorge	Human Resources	Leslie Robeson	340-2163	Spanish
Mihic	Igor	WIC Clinic – Woodbine	Carline Fanfan	862-7940	Serbian German
Salazar	Rosa	Woodbine Clinic	Carline Fanfan	862-7940	Spanish
Vlatkovic	Dusan	WIC Administration	Teresa Thomas	340-5368	Serbian

Updated: June 3, 2011

Interpreter Language/Skills Assessment, Employment and Competency Development Policy

The Metro Public Health Department (MPHD) is committed to providing quality healthcare services to all residents of Nashville and Davidson County. To minimize language barriers in communicating with patients and the community and comply with Title VI regulations, the department will work to ensure that our interpreters have a competent skill level.

In addition to the use of over-the-phone interpreter services, the MPHD utilizes the following interpretative services:

1. Employees who are hired in “Interpreter” job classification

- A.** The selected applicant will be offered an Interpreter 1 position contingent upon successfully passing a pre-employment language and interpreter skills assessment. The prospective employee will be provided with instructions and preparatory material prior to each assessment.
- B.** After successful completion of the six (6) month probationary period, an interpreter is eligible to take the medical interpreting skills assessment. If the interpreter is successful, he/she is eligible for the Interpreter 2 classification. Promotion to this classification is contingent upon management approval and budget considerations.
- C.** If the interpreter does not pass the medical interpreting skills assessment, they can continue interpreting but must wait at least six (6) months before a retest of their medical interpreting skills to allow time for additional study, practice, etc.
- D.** The interpreter will develop his/her skills by completing at least six (6) hours of documented study, practice or course instruction and will be reassessed each year to ensure that an acceptable level of competency is maintained. The year commences once the employee has passed the interpreting skills assessment.
- E.** If an employee in an Interpreter 1 position does not pass the annual retest of interpreting skills, he/she will be removed from the interpreting assignment for a maximum of sixty (60) days. During that time the employee will be given an opportunity to study and develop their interpreting skills. After sixty (60) days, the employee will have his/her language skills reassessed. If the employee is still unsuccessful in passing the assessment, he/she will be subject to disciplinary action which could include termination.

F. If an employee within the Interpreter 2 classification does not successfully pass the annual retest of medical interpreting, the employee will be given sixty (60) days to study and develop his/her interpreting skills. After sixty (60) days, the employee's medical interpreting skills will be reassessed. If the employee is unsuccessful on this test, he/she will be reclassified to an Interpreter 1. The employee will subsequently have his/her interpreting skills assessed to ensure that he/she has the skills to qualify for the Interpreter 1 position. If the employee is unsuccessful in passing the interpreting assessment, he/she will be subject to disciplinary action which could include termination.

2. Employees who are hired in other classifications, but who may interpret in the course of their duties

A. An employee in a classification other than the Interpreter series is asked to volunteer to have his/her language and interpreting skills assessed. If an employee is successful on the assessment, the employee can interpret as needed in his/her position. If the employee is unsuccessful on the interpreting skills assessment, he/she must wait at least six (6) months before a retest to allow time for additional study, practice, etc. The employee will not be able to interpret until he/she has successfully passed the interpreting assessment.

B. The employee will continue to develop his/her interpreting skills by completing at least six (6) hours of documented study, practice and course instruction and will be reassessed each year to ensure that an acceptable level of competency is maintained. The year commences once the employee has passed an interpreting skills assessment. If the employee does not pass the annual assessment he/she can no longer interpret as needed in his/her position beyond the conversational level.

C. An employee who has successfully passed the interpreting assessment is eligible to take the medical interpreting skills test after six (6) months. If the interpreter does not pass the medical interpreting skills assessment, they can continue interpreting but must wait at least six (6) months before a retest of their medical interpreting skills to allow time for additional study, practice, etc.

3. Non-employees who interpret for the Metro Public Health Department

A. Under approved circumstances, there may be a need to use a non-employee to provide interpreter services. The interpreter must provide evidence of competency in interpreting through an assessment process. The MPH D may agree under specific circumstances to provide for the cost of the assessments. We will not typically utilize the services of an individual who has not had his/her interpreting skills assessed.

B. There may be an occasion where the patient refuses the services of an interpreter and defers to a family member. This offer and refusal of interpreter services provided by MPHD must be documented in PTBMIS. Furthermore, staff providing services to a Limited English Proficiency (LEP) client should request that an interpreter be present to observe and confirm that the information provided is correct. Following the observed communication, the MPHD interpreter will document the encounter describing the quality of the interpretation and specifically noting inaccuracies. Another option is to utilize the services of Language Line Services through speakerphone to listen to the conversation to verify the accuracy of the interpretation.

Date Approved: July 13, 2004

Date Effective: July 1, 2004

**Unduplicated Patient Count
2012**

71177

Race Count

WHITE	38705
BLACK	29175
ASIAN	1908
OTHER	943
UNKNOWN	365
AMIND	56
PACIF	25

Language Count

ENGLISH	56455
SPANISH	10035
OTHER	2015
ARABIC	1448
ARMENIAN	451
KURDISH	236
VIETNAMESE	94
RUSSIAN	70
CHINESE	64
FRENCH	54
TAGALOG	45
KOREAN	39
SWAHILI	32
TURKISH	21
HINDI	15
JAPANESE	14
PORTUGUESE	14

LAOTIAN	13
THAI	13
SERBO-CROATIAN	10
DANISH	9
ITALIAN	8
ROMANIAN	2
SUDANESE	2
GERMAN	1
ZULU	1

Country of Origin Count

UNITED STATES	60558
MEXICO	3652
EGYPT	1452
IRAQ	485
HONDURAS	468
BURMA	416
GUATEMALA	386
EL SALVADOR	384
SOMALIA	358
ETHIOPIA	300
BHUTAN	241
NIGERIA	189
VIETNAM	145
SUDAN	117
NEPAL	113
CUBA	95
INDIA	87
GHANA	77
CHINA	75
HAITI	74
IRAN	66
PUERTO RICO	61
KENYA	58
KOREA, REPUBLIC OF	55
UNKNOWN	54
CONGO	44
PHILLIPPINES	44
THAILAND	41
MALAYSIA	39
JORDAN	37
COLOMBIA	37
RUSSIA	34
PERU	30
ECUADOR	30
TURKEY	30
LAOS	28

JAMAICA	27
PAKISTAN	25
AFGHANISTAN	24
CANADA	24
UN OF SOV SOC REP	21
CAMEROON	19
JAPAN	19
NICARAGUA	19
BRAZIL	19
IRAQ-SAUDI ARAB N-ZO	18
LIBERIA	18
BANGLADESH	16
VENEZUELA	16
BURUNDI	15
SOUTH AFRICA	15
YEMEN (SANA)	15
SAUDI ARABIA	14
RWANDA	14
BOSNIA AND HERCEGOVI	14
MOROCCO	13
DOMINICAN REPUBLIC	13
GUYANA	12
TANZANIA, UN. REP OF	12
ALBANIA	11
CAMBODIA	11
PANAMA (INCL CANAL)	11
UNITED KINGDOM	10
ZIMBABWE(S.RHDOESIA)	10
CNT AFRICAN REP	9
TRINIDAD & TOBAGO	9
SENEGAL	9
YUGOSLAVIA	9
COSTA RICA	9
BAHAMAS, THE	8
YEMEN (ADEN)	8
IVORY COAST	8
UKRAINE	8
ITALY	8
ISRAEL	8
UGANDA	8
KOREA,DEM PPL REP OF	7
INDONESIA	7
SIERRA LEONE	7
GUINEA	6
MALAWI	6
SYRIA	6
ZAMBIA	6
TOGO	5

SPAIN	5
CHILE	5
ROMANIA	5
KYRGYZSTAN	5
KAZAKHSTAN	5
KAMPUCHEA(CAMBODIA)	5
GAMBIA, THE	4
LIBYA	4
CHINA (TAIWAN)	4
KUWAIT	4
NETHERLANDS	4
ARMENIA	4
MONACO	4
POLAND	3
GUADELOUPE	3
MALDIVES	3
GERMAN DEM REP(EAST)	3
ZAIRE	3
ALGERIA	3
MICRONESIA,FED.STS	3
BOLIVIA	3
ANGOLA	3
BELIZE	3
DOMINICA	3
BENIN(DAHOMEY)	2
FINLAND	2
ANTIGUA	2
ARGENTINA	2
AUSTRALIA	2
AUSTRIA	2
FRANCE	2
MAURITIUS	2
BERMUDA	2
AMERICAN SAMOA	2
SRI LANKA	2
LITHUANIA	2
LATVIA	2
ESTONIA	2
TONGA	2
SWAZILAND	2
SINGAPORE	2
OMAN	2
NEW ZEALAND	2
HONG KONG	2
MATINIQUE	2
LEBANON	2
GREENLAND	1
TURKMENISTAN	1

SERBIA	1
MOLDOVA	1
MACEDONIA	1
GERMAN FED REP(WEST)	1
SOLOMON ISLANDS	1
EQUATORIAL GUINEA	1
CZECH REPUBLIC	1
BELARUS	1
VIRGIN ISLS OF U.S.	1
URUGUAY	1
UN.STATES MIS PAC IS	1
HUNGARY	1
CHAD	1
CZECHOSLOVAKIA	1
CYPRUS	1
NEW CALEDONIA	1
NIGER	1
NORFOLK ISLAND	1
MONTSERRAT	1
TURKS & CAICOS ISLS	1
ST LUCIA	1
BOTSWANA	1
GAZA STRIP	1
MACAO	1
MAURITANIA	1
SWEDEN	1
SWITZERLAND	1
BRUNEI	1
DJIBOUTI	1
PARAGUAY	1

Public Notification

A notice is provided to LEP clients indicating that language services are available. This notice has been translated into the most frequently spoken languages of our clients. This notice is being posted in offices and clinics at MPHD.

ENGLISH

Please let us know if you need interpreter services that are available to you at no cost. All authorized interpreters for the MPHD have completed HIPAA privacy training and are required to comply with the privacy rules of the MPHD.

We will also provide free oral translation of documents that have not already been translated in written form.

SPANISH

Por favor, infórmenos si necesita del servicio de interpretación que se encuentra disponible para usted y sin costo alguno. Además, ofrecemos servicio gratuito de traducción oral de documentos que aún no están traducidos por escrito.

Todos los intérpretes autorizados del Departamento Metropolitano de Salud Pública (MPHD) han completado una capacitación sobre privacidad en el marco de la Ley de Portabilidad y Responsabilidad del Seguro de Salud, HIPAA, y se les exige acatar las normas sobre privacidad del MPHD.

ARABIC

نرجو إعلامنا إن كنت بحاجة إلى خدمات الترجمة الفورية و التي نوفرها مجاناً. كذلك نقدم ترجمة شفوية للوثائق التي لم تتم ترجمتها كتابة من قبل مجاناً.

جميع المترجمين الفوريين لدائرة الصحة العامة في واشنطن أنهاوا تدريباً على متطلبات قانون HIPAA وهم مطالبون بالتقيد بنظم الخصوصية التي تضعها الدائرة.

KURDISH

ئە گە ر پۆیوستیت بە خزمە تگوزاریی موته رجیم هه یه ئاگادارمان بکه وه . ئە م خزمە تگوزارییه به خۆراییی بۆت دابین ده کریت. ئیمه هه روه ها به لگه نامه یه ک که پێشتر به نووسین ته رجه مه نه کرابیته وه ، به شیوه یه زاره کی بۆت ته رجه مه ده که یه وه .

هه موو ته رجومانه مؤلته دراوه کانی MPHD راهینانی خسوسی بوونی HIPAA یان بینیه و داوایان لیکراوه خویان له گه ل یاساکانی خسوسی بوونی MPHD دا بگۆنجین.

SOMALI

Fadlan noo soo sheeg haddii aad u baahato adeegyada turjumaanka ee diyaar kuu ah bilaashna ah. Waxaan weliba bilaash ahaan afka uga turjumi doonnaa oo aan hadal ahaan kuugu sheegi doonnaa dukumeentiyada aan hore qoraal ahaan loogu turjumin.

Dhammaan turjumaannada sida rasmiga ah loo ogolaaday ee loogu talagalay MPHD waxay dhammaysteen tababarka xagga sirta ee HIPAA waxaana laga sugayaa inay adeecaan xeerasha sirta la xiriira ee u yaalla MPHD.

VIETNAMESE

Nếu quý vị cần dịch vụ thông dịch thì chúng tôi sẽ cung cấp miễn phí. Chúng tôi cũng có dịch vụ phiên dịch bằng lời nói miễn phí cho các hồ sơ chưa được dịch trên văn bản.

Tất cả các thông dịch viên chuyên môn của MPHD đều được huấn luyện về luật riêng tư HIPAA và phải tuân hành theo các điều quy về riêng tư của MPHD.

“I Speak” posters have been provided throughout the MPHD. These cards were provided to employees as they attended Title VI training.

At the Task Force of Immigrants and Refugees, we have shared the fact that language assistance is available for clients who have limited English proficiency.

We are evaluating the possibility of translating the MPHD Internet site into Spanish for our clients.

On the MPHD Intranet, we have included our non-discrimination statement that reflects contact information for the Title VI Coordinator. (See below)

Statement of Non-Discrimination

The Metro Public Health Department of Nashville and Davidson County does not discriminate on the basis of age, race, sex, color, national origin, religion, or disability in admission to, access to, or operations of its programs, services, or activities. The Metro Public Health Department of Nashville and Davidson County does not discriminate in its hiring or employment practices.

The following person has been designated to handle questions, concerns, complaints, requests for accommodation, or requests for additional information regarding the Americans with Disabilities Act:

John Dunn
311 23rd Avenue North
Nashville, TN 37203-1511
Phone: (615) 340-2219
FAX: (615) 340-2105

The following person has been designated as the Title VI Coordinator to handle questions, concerns, complaints, or requests for additional information regarding Title VI of The Civil Rights Act:

Michelle Birdsong
311 23rd Avenue North
Nashville, TN 37203-1511
Phone: (615) 340-2273
FAX: (615) 340-5655

Inquiries concerning non-discrimination policies other than ADA and Title VI compliance should be forwarded to:

Leslie Robeson
311 23rd Avenue North
Nashville, TN 37203-1511
Phone: (615) 340-2236
FAX: (615) 340-5665

Community Outreach Initiatives (2012 – 2013)

Examples of a few of our outreach initiatives include the following:

Our **Woodbine Clinic** is located in the “heart” of the Hispanic community and consequently services a significant number of Hispanic clients.

At the Woodbine Clinic, over 50% of the staff is bilingual with one full-time Spanish interpreter. The majority of the English-speaking staff has taken two or more Spanish classes in order to communicate effectively with Spanish-speaking clients and patients.

The Metro Public Health Department’s (MPHD) **TENNderCare Outreach Program** distributes TENNderCare educational material and MPHD resource list in the community through face to face contact. The program also distributes information through brochure distribution/drop off, in which partner organizations distributes materials to a diverse population on TENNderCare’s behalf. The numbers listed below reflect both face to face and educational material distributed via drop-offs:

Total English as a Second Language (ESL) contacts: 7224

Total ESL Educational Materials (07/01/2012-03/31/2013): 15746

TENNderCare educational materials were distributed throughout the community in the following languages. We currently have six Outreach Workers who speak

Spanish, Arabic, Somali, Burmese, French Creole, and a staff member who spoke Kurdish, who is no longer employed at MPHD.

- English
- Spanish
- Kurdish
- Somali
- Burmese
- Arabic

Various community organizations and service agencies visited, often on multiple occasions:

Nashville International Center for Empowerment (NICE) – 164 contacts

Center for Refugees and Immigrants (CRIT) – 407 contacts

Catholic Charities – 2970 contacts

Centennial Pediatrics – 3885 contacts

Una Help Center – 634

Islamic Center – 694

Other Community Events:

Maplewood High School

McGruder Family Resource Center

Centerstone

School for the Blind

A.Z. Kelley

Fatherhood Festival Mayor's Field

The **Healthy Beginnings** Program continues to provide a bilingual staff person for visitation to the Hispanic population. Much of our home visiting materials are in both English and Spanish. Staff members also look up additional teaching materials online for various other cultures. We also use a MPHD interpreter, (Jorge Luna), on occasion to mainly help with Spanish interpretation for the assessment of new referrals.

We continue to use over-the-phone language line assistance for interpretations of other languages during home visits.

As part of an annual Cultural Sensitivity review/report, the program conducted client satisfaction surveys to best determine how well we are meeting the needs of various cultural groups. The responses have been very positive and overall, they feel that the staff is sensitive to their various cultural needs.

We hosted our annual Family Gathering event for program moms and their families in October of 2012. We had various cultures to attend to include individuals from the Caucasian, African American and Hispanic cultures.

The program sponsored their annual Secret Santa event for inner city daycare children in December 2012 for primarily African American children in addition to children from other races and cultures.

The group received cultural sensitivity training through our MPHD interpreter (Jorge Luna) last July as part of their annual credentialing requirement. Their staff also assisted with the Incredible Baby Shower event again this year with information being provided to various ethnic groups including Hispanic, African and Asian populations as well as Caucasian and African-American.

Several staff members also assisted this month with the National Pregnancy Testing Day event. The population was primarily African-American but was available to all interested teens. The program continues to have a staff person who attends the monthly community Red Shield meetings in the East Nashville (old Sam Levy) area where they discuss a variety of community opportunities for the East Nashville population as a whole.

Lentz Preventive Health Clinic offers Family Planning and WIC services in evening clinics two nights a month. Outreach events are done with the STD Clinic at college campuses that help promote the Family Planning program. We have staff members that speak Arabic and Spanish in order to assist our clients as needed.

The Mobile Pediatric Assessment Clinic partners with Matthew Walker Comprehensive Health Clinic (MWCHC) to provide well child check-ups in Metro Nashville Schools and Metro Parks. All forms and other written information are provided in Spanish. Both medical providers as well as some employees of MWCHC speak Spanish and are able to communicate with Spanish-speaking children and parents. All oral communication with parents and children is provided by MWCHC. They have speakers of several different languages on staff who interpret when their services are needed.

Behavioral Health Services - *The Suicide Prevention and African-American Faith Communities Initiative* focuses on raising awareness of suicide and provides tools to African-American faith leaders and their congregations to prevent suicide. There is an Advisory Committee of African-American faith leaders, BHS staff and other community members that meet monthly to learn about the various activities in suicide prevention they have implemented and discuss strategies to continue to grow this initiative in the community. The second “Silencing the Silent Epidemic” Conference was developed by this Advisory Committee. The conference was held on October 17, 2012.

The MPHD Fatherhood Program provides The Boot Camp for New Dads® (aka Daddy Boot Camp®) workshop on a monthly basis at Nashville General Hospital. Boot Camp for New Dads® is a unique father-to-father, community-based workshop that inspires and equips men of different economic levels, ages and cultures to become confidently engaged with their infants, support their mates and personally navigate their transformation into dads. Boot Camp for New Dads® is being used as a tool to help combat the issue of high infant mortality rates in the North Nashville community. This program targets fathers living in North and East Nashville but will serve any father living in Davidson County who wants to be a better Dad.

**New Life Participants (as of 5/20/13)
Fatherhood Program**

Education

< 8th grade	< 1%
>8th-< HS	26%
HS or GED	36%
Some College or Technical School	26%
College Grad	5%
Unknown	6%

Employment

Employed (full or part-time)	38%
Unemployed	50%
Disabled	6%
Unknown	6%

Race/Ethnicity

African American	85%
White	8%
Hispanic	< 1%
Other	1%
Unknown	6%

The **WIC Program** teaches Breastfeeding Classes in both Spanish and English. WIC Vendor Management teaches the annual vending training classes in Spanish and Healthy Beginnings continues to provide a bilingual staff person for visitation to the Hispanic population. Much of our home visiting materials are both in English and Spanish. Staff members also look up additional teaching materials online for various other cultures. They continue to use over-the-phone services for interpreting of other ethnic group home visits. As a part of their annual Cultural Sensitivity review/report, the program conducted a client satisfaction survey on their clients as well as staff surveys to best determine how well the program is meeting the needs of various cultural groups. The program supported the annual Secret Santa event for inner city daycare children last December to majority African-American children as well as children of other cultures. The work group received cultural sensitivity training from Jorge Luna (staff interpreter) last fall as part of our annual credentialing requirement. The staff assisted with the Incredible Baby Shower event this year with information being provided to various ethnic groups including Hispanic, African and Asian populations as well as Caucasian and African American. Several staff also assisted on May 2, 2012 with the National Pregnancy testing Day event. Our population was mainly African American teens but was available to all interested teens. We continue to have a staff person, Nicole Barr who attends monthly community Red Shield meetings in the East Nashville (old Sam Levy) area. Additionally, our "Grocery Store Food List" has been translated into Arabic, Burmese, Kurdish and Somali for participant use.

The **South Nutrition Center** has a voice menu that allows callers to hear options in English and Spanish. Classes for group nutrition education are offered in English and Spanish. Online education opportunities are offered in English and Spanish. In addition to the designated interpreter for Spanish, there are staff members who speak Farsi, Tigrinya, German and Croatian.

School Health has increased the type of documents translated into Spanish and Arabic.

The **HUGS Program** serves a culturally diverse population by providing home visiting services to prenatal women, infants, children and their families. This fiscal year, 29% of our families are from non-English speaking countries (non-Latino) and 19% from Spanish-speaking countries. A total of 48% of HUGS families are from non-English speaking countries. HUGS has one bilingual (English/Spanish) home visitor. Other home visitors use interpreters provided through phone interpreter services.

The HUGS bilingual home visitor provided program information as well as multiple health-related educational messages translated into Spanish for the Incredible Baby Shower in March 2013. She also attended a training entitled "Meeting the Needs of Spanish-speaking Victims" provided by the Tennessee Licensed Professional Counselors Association in January 2013.

The Breast and Cervical Screening Program participated in the following health events:

McGavock High School – Diverse cultures

St John Church – African American

Victory Church – African American

Incredible Baby Shower – Diverse cultures

Healthfest health fair – Diverse cultures

Grace Church Nazarene – Diverse cultures

The Bridges to Care Program participated in outreach events at the following locations:

7/21/12 Napier Community Center-Hispanic Population

8/23/12 Matthew Walker – Diverse cultures

10/2/12 Vanderbilt Medical – Diverse cultures

12/15/12 Northeast YMCA - African American Population

1/22/2013 Hickman Health Fair – Diverse cultures

1/26/2013 Nolensville Road Kroger Health Fair – Hispanic and other cultures

3/9/2013 Incredible Baby Shower – Diverse cultures

3/14/2013 John Early Middle School Health Fair – Predominately African American

4/20/13 Hartman Park Outreach Event – Predominately African American

5/11/2013 Eastside Church Health Fair – Diverse cultures

5/14/2013 Hispanic Radio Interview - Hispanics

5/18/2013 Health & Happy Feast Fair – Diverse cultures

The Immunization Program has a Kurdish-speaking outreach worker who periodically interprets for other programs who utilize him based upon his availability. This decreases the cost of having to use Language Line Services. In the event of a Vaccine Preventable Disease for a patient that does not speak English we would contact someone in-house first if unavailable we would use Language Line. When contacting patients for Immunization records if an interpreter is needed we would follow the same process.

Public Health Emergency Preparedness - For the Mass Dispensing Exercise on March 15, 2013, the following efforts regarding language were implemented (these efforts are written into our Mass Dispensing Plan and will be activated in a real event as well):

- All signage directing patients through POD posted in English and Spanish
- Head of Household forms available in English and Spanish
- Spanish translators on site
- Language Line available in the “Functional Needs” area, with trained staff on how to use the system

We also posted volunteer sign-up information in both Spanish and English in the community around the designated POD locations (McGavock High School and Antioch High School) in order to have a more diverse volunteer base. This was to help our translators and Language Line staff exercise their skills as well.

Oral Health - The school-based dental sealant program operated in 24 Metro schools this year. Seventeen (17) schools are predominately black and 12 schools are at least 30% Hispanic. These programs included education, dental screening, dental examinations and personalized oral health instructions. Other programs including summer time were provided for 8 locations. A new location this year was the Islamic Center of Nashville. We worked with World Relief for a second year to provide services for immigrants and refugees from around the world. The other six programs service predominately African American children.

Students (3) from David Lipscomb were mentored to provide oral health educational programs for 400 students in six predominately Hispanic schools.

In addition to routine programs for oral health education throughout the year, the following were new client programs:

- Hearing Bridges youth program for 25 students.

- Islamic Center Health Fair- 70 adult participants.
- Susan Gray School tooth fairy education for 25 students with special needs
- Donelson Middle school special needs students; 8 students presentation
- Impact Teen program – 14 students (African American)

East Clinic – Jorge Luna (Spanish interpreter) has recently been assigned on a part-time basis to help with interpretation at the East Clinic. He answers Spanish-speaking callers and schedules appointments for them. We also have an employee who is a Spanish-speaking clerk for clinical services. There is a Spanish-speaking nurse on staff as well. We have many of our informational leaflets in Spanish. Our advanced practice nurse and one of our nutritionists speak Spanish as well.

The Ryan White Program provides funds for Middle Tennessee for translation/interpretation services for persons of all cultures accessing HIV services through the Ryan White program.

Metro Diversity in Dialogue Participant Roster Health Department Employees

A significant number of MPHD staff has attended the Diversity in Dialogue Training over the past several years:

Spring 2011

Celia Larson
Rhonda Becknell

Fall 2010

Ruby Carol Fields
Russane Buchi-Fortre

Spring 2010

Tony Halton
Billy Reagon
Christine Fouch

Spring 2009

Laura Brinkley-Rubenstein
Celia Goodson
Keith Rawls
Jason Stamm
Carl Sutton

Fall 2008

Robert Taylor
Nadia Acosta
Donna Manning
Marla Grantham
Zully Magana

Spring 2008

Yetteva Sheffield
Julie May
Sheila McCloskey
Nicole Barr
Zully Magana
Wayne Johnson

Fall 2006

No session offered

Spring 2006

Khadra Ahmed
Frances Clark
Edna Ajayi
Evelyn Shaw

Fall 2005

Feli Propes
Doretha Fykes
Jesse Henry
Spencer Hissam
Ida Self
Yalonda Parrish
Kimberly Searcy

Spring 2005

Alisa Haushalter
Nancy Ray
Katherine Mumphrey
Antrion Washington
Syed Huda
Alanna Veal
Linda Shaw
Felix Cedeno-Diaz
Catrina Chambers
Ruby Fields
Adriane Good

Fall 2004

Jossie Lange
Jesse Henry
Richard Smiley
Theresa Payne
Richard Dotson

Spring 2004

Bart Perkey
Billy Reagon
Deborah Bledsoe
Demetria Kimbro
Joan S. Miller
Judi Cornwell
Marie Fowler
Monica Helgeson
Roslyn Armstrong Gooch
Thereasa Howse

Fall 2003

Irma Bingham
Jesse Henry
Karen Grimm
Marlen Santana-Perez
Pamela Garvey
Scott Fellwock

Spring 2003

Amelia Kasper
Brad Beasley
Dan McEachern
Felix Cedenoz Diaz
Heather Keith
Laura Artates
Michelle Birdsong
Philip Michael Thomas
Scott Fellwock
Syed Huda
Tameka Jobe
Terry Grimes
Theresa Terrell
Yolanda Radford

Fall 2002

None

Complaints

There were no Title VI complaints received from clients during the 2012– 2013 fiscal year.

METROPOLITAN HISTORICAL COMMISSION

Authority

The Title VI Coordinator is responsible for educating staff on 1) their responsibilities under Title VI, 2) how to inform clients of their rights under Title VI, 3) how to monitor for compliance with Title VI legislation and, 4) how to maintain and submit any required documentation for Title VI compliance.

Duties may include and may not be limited to the following:

- Conducting annual training for departmental personnel as required;
- Working in conjunction with the Metro Title VI Coordinator to ensure that all new employees to Historical Commission receive Title VI training and information;
- Ensuring that procedures are in place to provide for public notification of rights under Title VI;
- Disseminating all Title VI resources, including posters and brochures, to departmental personnel as required;
- Maintaining Title VI complaint log and conducting any necessary investigations;
- Utilizing necessary monitoring techniques to ensure departmental compliance;
- Other duties as necessary to ensure Title VI compliance;

The Title VI Coordinator for the Metropolitan Historical Commission is:

Yvonne Ogren
Metro Historical Commission
3000 Granny White Pike
Nashville, TN 37204
615-862-7970
Email: yvonne.ogren@nashville.gov

Organizational Environment

Mission statement

To preserve, protect, and document the history, historic places, buildings, and neighborhoods of Davidson County through education, technical assistance, and advocacy.

Federal Funding in the Metropolitan Historical Commission

The Metro Historical Commission presently does not receive any federal funds. It is a pass through agency.

Contracted Program Overview

The Metro Historical Commission does not host any current contracts.

Minority Participation on the Commissions below:

Metro Historical Commission

Mr. Bob Allen	Caucasian Male
Mr. Clay Bailey	Caucasian Male
Ms. Menié Bell	Asian Female
Mrs. Lula Brooks	African-American Female

Mr. George Cate, Jr.	Caucasian Male
Mr. David Currey	Caucasian Male
Dr. Don Cusic	Caucasian Male
Mr. Jim Forkum	Caucasian Male
Mr. Jim Hoobler	Caucasian Male
Ms. Lynn McDonald	Caucasian Female
Dr. Bill McKee	Caucasian Male
Mr. Mark Rogers	Caucasian Male
Ms. Gerry Searcy	African-American Female
Mrs. Holly Sharp	Caucasian Female
Ms. Linda Wynn	African-American Female

Metro Historic Zoning Commission*

Ms. Menié Bell	Asian Female
Ms. Rose Cantrell	Caucasian Female
Mr. Sam Champion	Caucasian Male
Mr. Richard Fletcher	Caucasian Male
Mr. Hunter Gee	Caucasian Male
Mr. Aaron Kaalberg	Caucasian Male
Mr. Ben Mosley	Caucasian Male
Ms. Ann Nielson	Caucasian Female
Mr. Brian Tibbs	African-American Male

Number of Complaints Received Last Year none (0) .

Statement of Non-Discrimination

Metro Government does not discriminate on the basis of race, color, national origin, gender, gender identity, sexual orientation, age, religion, creed or disability in admission to, access to, or operations of its programs, services, or activities. Discrimination against any person in recruitment, examination, appointment, training, promotion, retention, discipline or any other employment practices because of non-merit factors shall be prohibited.



METRO HUMAN RELATIONS COMMISSION TITLE VI PLAN

1. AUTHORITY

Title VI of the 1964 Civil Rights Act requires that “No person in the United States shall, on the ground of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance” The Metro Human Relations Commission is committed to compliance with Title VI and all other laws that protect the rights, safety, dignity, and welfare of residents of Nashville and Davidson County.

Moreover, the Human Relations Commission is the agency designated to support Metropolitan Government’s system-wide compliance with the provisions of Title VI. Consequently, its internal and external responsibilities include, and may not be limited to:

- Assisting Metro Government’s Title VI Coordinators to ensure that all new and current employees and directors within each department receive Title VI training and information;
- Ensuring that procedures are in place to provide for public notification of rights violation under Title VI;
- Providing resources to Metro Title VI Coordinators to help ensure that Title VI resources, including investigation procedures, legal provisions, posters and brochures, are appropriately accessible and displayed;
- Engaging necessary monitoring techniques to ensure departmental compliance;
- Other duties as necessary to ensure Title VI compliance.

Title VI Coordinating responsibility falls under the MHRC’s executive leadership. For information contact:

Caroline G. Blackwell, Executive Director
Metro Human Relations Commission
800 Second Avenue South Nashville, Tennessee 37210
Telephone: (615) 880-3370 | Facsimile: (615) 880-3373
Email: caroline.blackwell@nashville.gov

2. ORGANIZATIONAL MISSION & ENVIRONMENT

The Metro Human Relations Commission is charged with upholding the personal dignity of all people in Nashville and Davidson County by protecting and promoting their safety, health, security, peace, and general welfare. (Chapter 2.132.020) The commission endeavors to carry out this mission proactively and reactively by:

- Investigating complaints within the general services district regarding perceived discrimination;
- Reviewing allegations of discriminatory misconduct by metropolitan government employees, including but not limited to employees of the police department, fire department, health department, department of codes administration, public works, metropolitan beer permit board, metropolitan development and housing agency and department of water and sewerage services, and fostering better relations between employees of metropolitan government and the people they seek to serve;
- Lessening and eliminating prejudice and discrimination through educational and awareness-enhancing programs designed to promote tolerance, respect, and the value of diversity;
- Proposing legislation addressing human relations issues in the general services district and enhancing the enforcement of statutes and ordinances that already exist; and
- Fostering mutual understanding, tolerance, and respect among all economic, social, religious, ethnic, and other community groups by working with existing educational, religious, governmental, social and community agencies.

3. TITLE VI INFORMATION AND DISSEMINATION

Title VI information posters will be publicly displayed in the MHRC office. Title VI coordinator contact information is available on the MHRC website along with additional resources related to Metro's nondiscrimination responsibilities.

The provisions of Title VI will be made known to MHRC employees via direct training and the department's policy manual. During orientation, new employees shall be informed of the provisions of Title VI, and the MHRC's expectations to perform their duties accordingly. All employees and MHRC board of Commissioners shall also be provided a copy of the Title VI plan and are required to sign the Acknowledgement of Receipt (Appendix A).

4. SUBCONTRACTORS AND VENDORS

All subcontractors and vendors who receive payment from the MHRC where funding originates from any federal assistance, are subject to the provisions of Title VI of the Civil Rights Act of 1964 as amended. Any written contracts shall contain non-discrimination language, either directly or through the bid specification package which becomes an associated component of any contract.

5. RECORD KEEPING

The Title VI Coordinator will maintain records in compliance with Metro and federal records retention policies. These records include, but are not limited to, signed acknowledgements of receipt from the employees indicating the receipt of the of the MHRC Title VI Plan, copies of Title VI complaints or lawsuits and related documentation, and records of correspondence to and from complainants, and Title VI investigations.

6. TITLE VI COMPLAINT REVIEW PROCESS & PROCEDURES

An individual may file a signed, written complaint up to one hundred and eighty (180) days from the date of the alleged discrimination. The MHRC provides a complaint form on its website, and provides translation services in accordance with the LEP (Limited English Proficiency) requirements of Title VI. All complaints will be investigated unless:

- It is withdrawn
- The complainant fails to provide required information after repeated attempts
- The complaint is not filed within the time period allotted
- Upon review, the issues cited do not involve discrimination based on a protected class. In such cases, the MHRC will offer direction to appropriate entity.

Minimally, all complaints should be submitted in writing and should include the following:

- Your Full Name (complainant)
- Mailing address
- How best to contact you (i.e., telephone number, email address, etc.)
- How, when, where and why you believe you were discriminated against
- The name and contact information of the person or persons you believe discriminated against you (respondents)
- Names and contact information of any witnesses
- Other information that you deem significant

The Title VI Complaint Form (Appendix B) may be used to submit the complaint information. The complaint must be filed in writing with the Metro Human Relations Commission at the following address to ensure proper and timely investigation:

Metro Human Relations Commission

P.P. Box 196300

800 Second Avenue South Nashville, Tennessee 37210

Telephone: (615) 880-3370 | Facsimile: (615) 880-3373

email: mhrc@nashville.gov

NOTE: The Commission encourages complainants to certify any mail that is sent through the U.S. Postal Service. The signed original copy of any complaint submitted by fax or email must be mailed or delivered to the MHRC Title VI Coordinator as soon as possible, but no later than one hundred eighty (180) days from the alleged date of discrimination.

What happens to the complaint after it is submitted?

- a. All complaints alleging discrimination based on race, color or national origin in a service or benefit provided by the MHRC or other entity will be directly addressed for investigation. Through its civil rights compliance functions, the MHRC shall provide appropriate assistance to complainants, including persons with disabilities, or who are limited in their ability to communicate in English.

- b. Acknowledgement of the complaint will be mailed or emailed within seven (7) days. Please note that in responding to any requests for additional information, a complainant's failure to provide the requested information may result in the administrative closure of the complaint.
- c. Upon determination that the complaint warrants an investigation, the complainant is sent a letter, including the name of the investigator/fact-finder, and is provided with his/her rights under Title VI and related statutes.
- d. The respondent is notified by mail that he/she has been named in a complaint and is provided with his/her rights under Title VI and related statutes. The letter also includes the fact-finder's name and informs the respondent that he/she will be contacted for an interview.
- e. A letter or other official correspondence is sent to the appropriate manager and/or department head when the complainant(s) or respondent(s) are located in Metro Government.
- f. The investigator/fact-finder shall prepare a written plan, which includes but is not limited to:
 - Names of the complainant(s) and respondent(s)
 - Basis for the complaint
 - Issues, events or circumstances that caused the person to believe that he/she has been discriminated against
 - Information needed to address the issue
 - Criteria, sources necessary to obtain the information
 - Identification of key people
 - Estimated investigation time line
 - Remedy sought by complainant(s)
- g. An investigation addresses only those issues relevant to the allegations in the complaint. Confidentiality will be maintained as much as possible. Interviews will be conducted to obtain facts and evidence regarding the allegations in the complaint. The investigator will ask questions to elicit information about aspects of the case about which witnesses can provide firsthand information. Interviews can be tape recorded with the interviewee's consent. A chronological contact sheet is maintained in the case file throughout the investigation.
- h. Within 30 to 60 days of receipt of the complaint (if possible) the fact-finder prepares a written report and submits the report and supporting documentation to the MHRC Executive Director for review. After reviewing the file, the Executive Director makes a determination of "probable cause" or "no cause" and prepares a final decision letter in the matter.

- i. In the event the Executive Director finds the complaint is not substantiated, the complainant is also advised of his or her right to appeal, by providing additional information or seeking redress through another entity.
- j. A copy of the complaint and the investigation report will be kept on file in accordance with required record-retention procedures.

7. LIMITED ENGLISH PROFICIENCY

Individuals who do not speak English as their primary language and who have a limited ability to read, write, speak or understand English can be defined as Limited English Proficient (LEP). Executive Order (EO) 13166 - *Improving Access to Services for Persons with Limited English Proficiency* is directed at implementing the protections afforded by Title VI of the Civil Rights Act of 1964 and related regulations. Accordingly, it prohibits recipients of Federal financial assistance from discriminating based on national origin by failing to provide meaningful access to services to individuals who are LEP. This protection requires that LEP persons be provided an equal opportunity to benefit from or have access to services that are normally provided in English.

The Metro Human Relations Commission recognizes the increasing racial, ethnic, and linguistic diversity in the city and seeks to provide meaningful access to LEP residents through a plan guided by the Department of Justice's (DOJ) four-factor analysis. The four factors, DOJ allows publically-funded entities to consider are:

1. The number or proportion of LEP persons eligible to be served or likely to be encountered by a recipient of federal assistance
2. The frequency with which LEP individuals come into contact with the program or service
3. The nature and importance of the program, activity or service provided by the program to people's lives
4. The resources available to the grantee/recipient and the associated costs

What the provisions of the MHRC LEP plan?

- Use of Language Line to ensure appropriate translation for clients seeking services from the department
- Publication and distribution of department brochures in Spanish, Kurdish, and Arabic
- Publication and distribution of "Know Your Rights" brochures in Spanish and Arabic
- Publication and distribution Title VI posters in Spanish
- Use of I-Speak cards

8. FEDERAL FUNDING

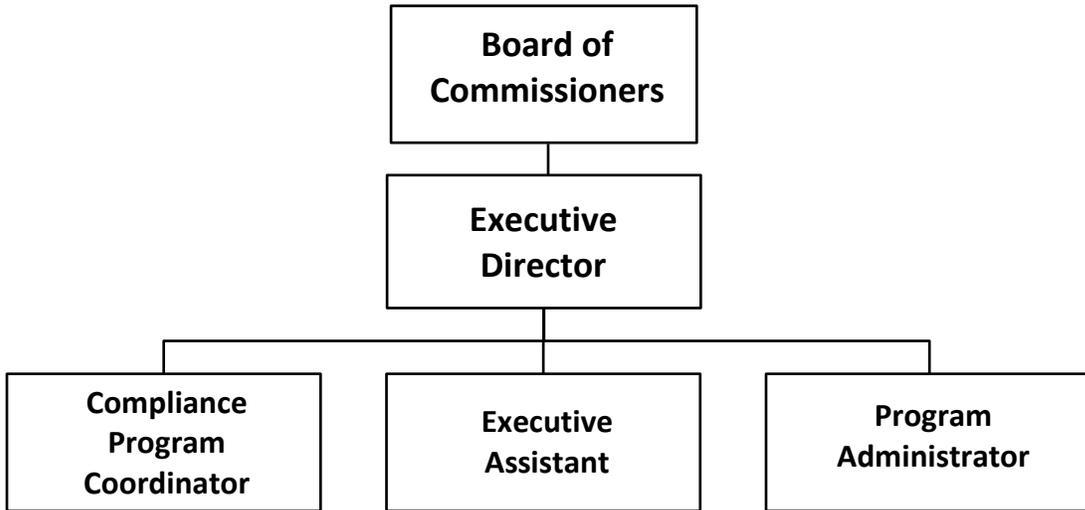
Currently, the MHRC receives no direct federal financial assistance from grants or other sources to achieve its goals and initiatives.

9. CONTRACTED PROGRAMS

The department currently holds no contracts with outside agencies in the delivery of its programs or services.

10. MINORITY PARTICIPATION ON THE BOARD OF COMMISSIONERS

The MHRC Board of Commissioners is composed of 17 members, seven (7) of whom meet the criteria for racial/ethnic minority status. There is currently one vacancy on the board.



11. TITLE VI COMPLAINTS RECEIVED LAST YEAR: None

12. DEPARTMENTAL NON-DISCRIMINATION STATEMENT: The Metro Human Relations Commission does not discriminate on the basis of race, color, national origin, sex, gender identity, sexual orientation, age, religion, creed or disability in admission to, access to, or operations of its programs, services, or activities. Discrimination against any person in recruitment, examination, appointment, training, promotion, retention, discipline or any other employment practices because of non-merit factors shall be prohibited.



APPENDIX A: EMPLOYEE ACKNOWLEDGEMENT OF RECEIPT OF TITLE VI PLAN

I hereby acknowledge the receipt of the Metro Human Relations Commission’s Title VI Plan. I have read the plan and am committed to ensuring that no person is excluded from participation in, or denied the benefits of the Metro Human Relations Commission on the basis of race, color, or national origin, as protected by *Title VI of the Civil Rights Act of 1964* (42 U.S. C Section 2000d), Executive Order (EO) 13166 - *Improving Access to Services for Persons with Limited English Proficiency*, or any other law or regulation governing the provision of these rights.

All employees of the Metro Human Relations Commission are expected to consider, respect, and observe this policy in their daily work and duties. If a resident approaches you with a question or complaint, invite him or her to complete an intake form, and provide whatever assistance is needed to do so. In the event of any questions, consult with—or direct the client to—the *Title VI Coordinator*. In all dealings with residents, staff members are required to use courtesy titles (i.e., Mr., Mrs., Ms.), to address them without regard to race, color or national origin.

Your Signature _____

Print Your Name _____

Date _____



Appendix B: TITLE VI COMPLAINT FORM

Title VI of the 1964 Civil Rights Act requires that “No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance.” If you feel you have been discriminated against in Metro Human Relations Commission services, please provide the following information in order to assist us in processing your complaint and sent it to:

**Metro Human Relations Commission
P.O. Box 196300
800 Second Avenue South Nashville, Tennessee 37219**

Please print clearly:

Last Name: _____ First Name _____

Address: _____

City, State, Zip Code: _____

Telephone Number: _____(home) _____(cell)

Person discriminated against if not self:

Last Name _____ First name _____

Address of person discriminated against: _____

City, State, Zip Code : _____

Please indicate why you believe the discrimination occurred:

- _____ RACE
- _____ COLOR
- _____ NATIONAL ORIGIN
- _____ RETALIATION

If you are claiming retaliation, which of the following best applies:

- ___ BECAUSE YOU FILED A COMPLAINT OF DISCRIMINATION
- ___ BECAUSE YOU GAVE TESTIMONY OR OTHERWISE PARTICIPATED IN A DISCRIMINATION COMPLAINT
- ___ BECAUSE YOU OPPOSED OR OBJECTED TO DISCRIMINATION
- ___ OTHER:

Please list any and all witnesses' names and phone numbers:

What type of corrective action would you like to see taken?

Please attach any documents you have which support this allegation. Date and sign this form in the space below, and send it to the Title VI Coordinator at:

**Metro Human Relations Commission
P.O. Box 196300
800 Second Avenue South Nashville, Tennessee 37210**

Your signature

Print your name

Date

METRO HUMAN RESOURCES DEPARTMENT

Authority

The Title VI Coordinator is responsible for educating staff on 1) their responsibilities under Title VI, 2) how to inform clients of their rights under Title VI, 3) how to monitor for compliance with Title VI legislation and, 4) how to maintain and submit any required documentation for Title VI compliance.

Duties may include and may not be limited to the following:

- Conducting annual training for departmental personnel as required;
- Working in conjunction with the Metro Title VI Coordinator to ensure that all new employees to Human Resources receive Title VI training and information;
- Ensuring that procedures are in place to provide for public notification of rights under Title VI;
- Disseminating all Title VI resources, including posters and brochures, to departmental personnel as required;
- Maintaining Title VI complaint log and conducting any necessary investigations;
- Utilizing necessary monitoring techniques to ensure departmental compliance;
- Other duties as necessary to ensure Title VI compliance;

The Title VI Coordinator for the Metropolitan Government Human Resources Department is:

Sherry Adams, Human Resources Analyst
222 3rd Avenue North, 222 Building
Nashville, TN 37201
615-862-6640
Email: Sherry.Adams@nashville.gov

Organizational Environment

The mission of the Human Resources Department is to provide human resources business and benefits products to:

- Metropolitan Government employees and agencies so they can provide quality government services, and
- Metropolitan Government retirees so they can receive the benefits to which they are entitled.

Federal Funding in the Human Resources Department

The Metro Human Resources Department does not currently receive any federal funds.

Contracted Program Overview

The Metro Human Resources department uses the myriad of contracts with other parties to fulfill its day-to-day operational requirements associated with achieving its primary mission of providing quality government services and benefits. Metro Human Resources enters into contracts following Metro purchasing guidelines' and procedures, which includes the standard language for title VI requirements.

Minority Participation on the Benefit Board and Civil Service Commission:

Benefit Board Members

Ms. Rita Roberts-Turner (Black Female)
07/01/2009
222 Third Avenue North, Ste. 200
Nashville TN 37201
Representing: Director - Human Resources

Dr. Christine Bradley (Caucasian Female)
07/17/2012 - 06/30/2015
4248 Jamesborough Place
Nashville, TN 37215

Ms. Ann Butterworth (Caucasian Female)
08/03/2010 - 06/30/2013
505 Deaderick Street #1700
Nashville TN 37243

Mr. Charles D. Clariday (Caucasian Male)
06/12/2012 – 06/30/2015
1600 Holly Street
Nashville TN 37206
Representing: Elected by Fire Department

Mr. B. R. Hall, Sr. (Caucasian Male)
07/10/2012 – 06/30/2015
526 Donald Avenue
Goodlettsville TN 37072
Representing: Elected Retiree

Chief W. Todd Henry (Caucasian Male)
07/10/2012 – 12/31/2014
200 James Robertson Parkway
Nashville TN 37201
Representing: Elected by Police Department

Ms. Edna Jones (Caucasian Female)
07/01/2011 - 06/30/2014
740 South 5th Street
Nashville TN 37206
Representing: Elected by General Government

Mr. Richard M. Riebeling (Caucasian Male)
09/01/2011 - 08/31/2015
106 Metropolitan Courthouse
Nashville TN 37201
Representing: Finance Department

Mr. Jerry Hall (Caucasian Male)
04/09/2013 – 06/30/2016
730 Second Avenue South, 2nd Floor
Nashville TN 37210
Representing: Elected by General Government

Mr. G. Thomas Curtis (Caucasian Male)
07/19/2011 - 06/30/2014
3102 West End Avenue #600
Nashville TN 37203

Civil Service Commission Members

Michael Allen (Caucasian Male)
Commissioner
07/06/1999 - 03/31/2014

Steve Corbitt (Caucasian Male)
Vice Chairman
04/02/1991 - 03/31/2016

William H. Farmer (Caucasian Male)
Chairman
01/04/2000 - 03/31/2018

Joann North (White Female)
Commissioner
10/07/2008 - 03/31/2015

D. Billye Sanders (Black Female)
Commissioner
12/20/2005 - 03/31-2017

Number of Complaints Received Last Year: 0

Statement of Non-Discrimination

The Metropolitan Government of Nashville and Davidson County does not discriminate on the basis of age, race, sex, color, national origin, religion, or disability in admission to, access to, or operations of its programs, services, or activities. The Human Resources Department does not discriminate in its hiring or employment practices.

The following person has been designated to handle questions, concerns, complaints, requests for accommodation, or requests for additional information regarding the Americans with Disabilities Act:

Department of Human Resources
222 3rd Avenue North, Suite 200
Nashville, TN 37201
Phone: (615)862-6640
FAX: (615) 862-6654

The following has been designated as the Metro Title VI Coordinator to handle questions, concerns, complaints, or requests for additional information regarding Title VI of The Civil Rights Act:

Metro Human Relations Commission
800 Second Avenue South
Fourth Floor
P.O. Box 196300
Nashville, Tennessee 37210
Telephone: (615)880-3391
Facsimile: (615)880-3373

Inquiries concerning non-discrimination policies other than ADA and Title VI compliance should be forwarded to:

Department of Human Resources
222 Third Avenue, Suite 200
Nashville TN, 37201
Phone: (615) 862-6640

METROPOLITAN INFORMATION TECHNOLOGY SERVICES DEPARTMENT

Authority

The Title VI position for Information Technology Services Department is Cyndy Maddox 880-2573.

Organizational Environment

The Mission of the Information Technology Services Department is to provide information, communications, and business solutions products to the departments and agencies of Metro Government so they can achieve their business objectives and meet the needs and the expectations of the citizens we all serve.

Goal One

By the end of year 2014, Metro Government customers and citizens will experience improved data security & reliability with priority given to public safety risks by implementation of a comprehensive Metrowide Information Security Plan.

Goal Two

By the end of year 2014, Metro Government customers and citizens will experience improved data security and reliability with priority given to public safety risks by implementation of a comprehensive Metro wide Information Security Plan.

Goal Three

By year end 2015, Metro ITS will implement a disaster recovery data center strategy(s) that will allow Metro to benefit from economies of scale and provide a world class disaster recovery data center solution that will be available to all Metro departments and agencies with information technology assets and/or services.

Federal Funding in the ITS Department

The ITS Department does not receive Federal Financial Assistance.

Contracted Program Overview

The ITS Department uses several contracts to fulfill its day-to-day operational requirements associated with achieving the departmental mission. Through these contractual agreements, the department acquires the needed supplies, materials, and services to provide applications development and support, internet/intranet design and development, desktop support, videography consulting for Metro 3, communications and connectivity including voice and data to government agencies and Metro employees so they can achieve their business goals.

Minority Participation on the Board/Commission.

The ITS department does not have any active Boards or Commissions

Number of Complaints Received Last Year.

The ITS department did not receive any Title VI complaints last year.

Statement of Non-Discrimination

The Metropolitan Government of Nashville and Davidson County does not discriminate on the basis of age, race, sex, color, national origin, religion, or disability in admission to, access to, or operations of its programs, services, or activities. The Human Resources Department does not discriminate in its hiring or employment practices.

The following office has been designated to handle questions, concerns, complaints, requests for accommodation, or requests for additional information regarding the Americans with Disabilities Act:

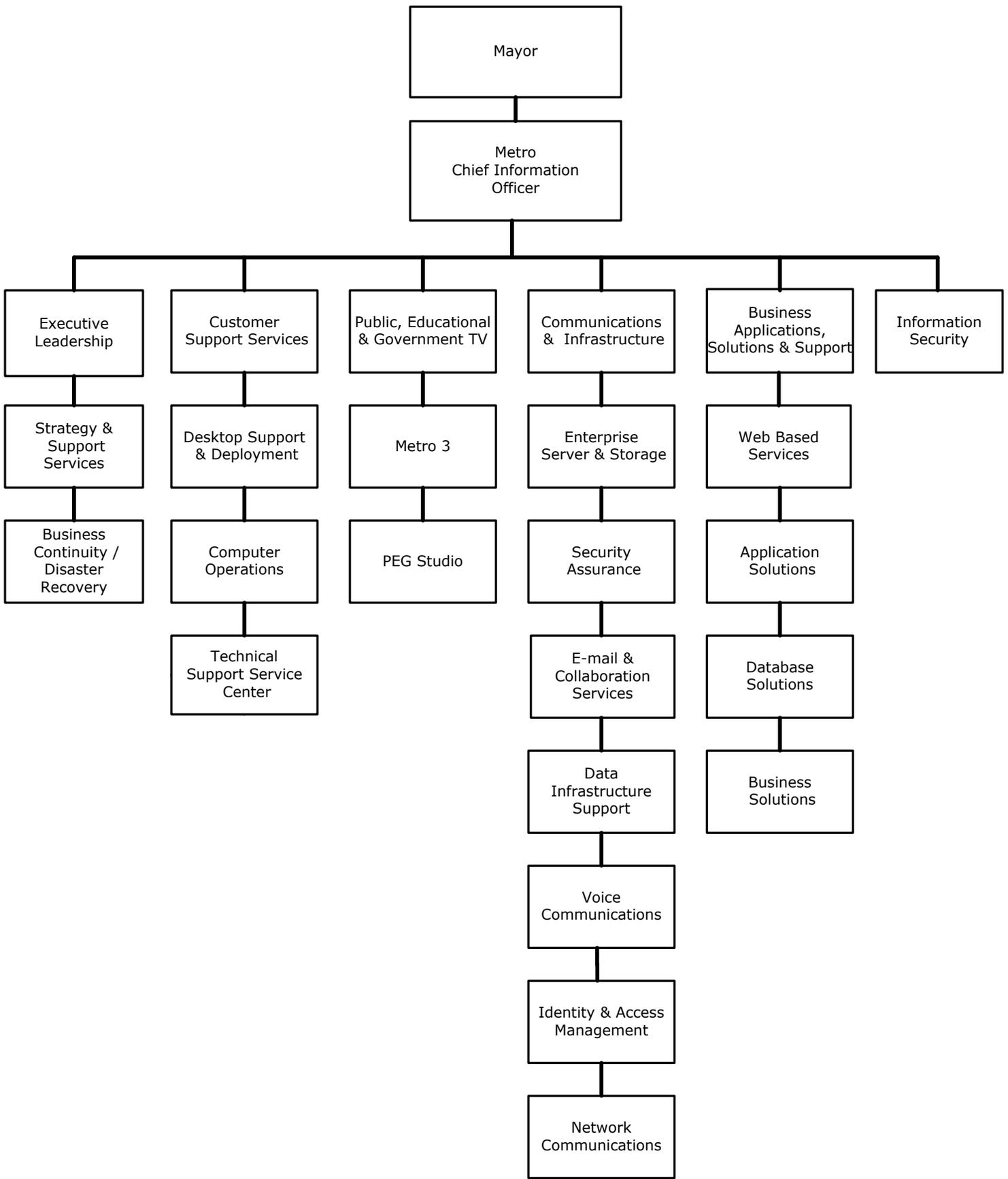
Human Resources
222 3rd Avenue North
Nashville, TN 37201
Phone: (615)862-6640

The following person has been designated as the Metro Title VI Coordinator to handle questions, concerns, complaints, or requests for additional information regarding Title VI of The Civil Rights Act:

Shirley SimsSaldana
Human Relations Commission
800 Second Avenue South, 4th Floor
Nashville, TN 37210
615-880-3391v) 615-880-3373 (f)
Email: shirley.simssaldana@nashville.gov

Inquiries concerning non-discrimination policies other than ADA and Title VI compliance should be forwarded to:

Department of Human Resources
222 Third Avenue, Suite 200
Nashville TN, 37201
Phone: (615) 862-6640



JUVENILE COURT OF NASHVILLE & DAVIDSON COUNTY

Title VI Implementation Plan – FY13

Authority

The Juvenile Court Title VI Coordinator role is currently a collateral duty of the current Juvenile Court Administrator of Business Operations & Personnel, who in turn reports directly to the Juvenile Court Judge. The current Court Administrator and Title VI coordinator for the court is Jim Swack, Phone: 862-8022, E-mail address:

jimswack@jis.nashville.org

The responsibilities of the court's Title VI coordinator include, but are not limited to, the following:

- Conduct training for court personnel on Title VI – related rights and responsibilities and maintain a roster of trained employees. The video presentation, “*Understanding & Abiding by Title VI of the Civil Rights Act,*” produced by the Civil Rights Division of the U.S. Dept. of Justice, is the primary tool utilized to conduct this training.
- Develop and implement a plan for training of new court employees of Title VI issues.
- Function as a departmental resource on Title VI related matters.
- Insure that notices advising JJC visitors of their rights under Title VI are visibly posted in all public access areas of the Juvenile Justice Center facility and in community-based satellite probation office locations.

Organizational Environment

DEPARTMENT NAME	Juvenile Court
------------------------	----------------

DEPARTMENT MISSION	The mission of the Juvenile Court is to provide judicial decisions, safety, support, and guidance products to children and families who come in contact with the Court so they can become productive members of our community.
---------------------------	--

Departmental Goals

In FY2013, children and their families will experience timely scheduling and attention of their cases and delivery of identified and/or court-ordered services as indicated by:

- 85% of children and families receiving identified and/or court-order services in a timely manner (i.e. meets or exceeds definition of “substantial compliance”)
- 85% of cases scheduled in a timely manner within federal and state mandates

In FY2013, children and families of Davidson County will experience uninterrupted delivery of essential core services as evidenced by:

- 85% of children/families who receive uninterrupted delivery of core essential services

In FY2013, visitors and staff conducting business in and for Juvenile Court will experience enhanced security as evidenced by:

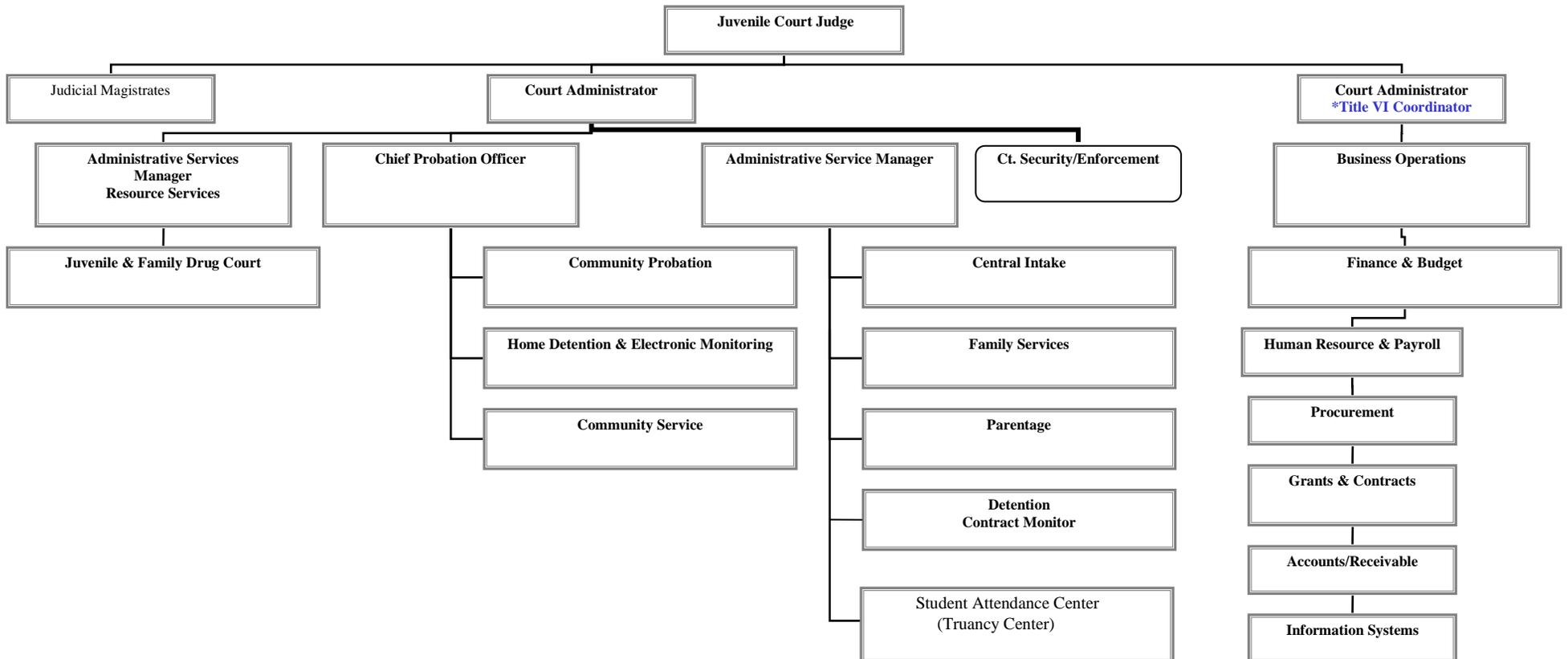
- 90% of staff and visitors to Juvenile Court that have an incident-free experience.
- 90% of staff in the community who identify and respond properly to potential unsafe situations

In FY2013, customers of Juvenile Court and the community will experience improved timeliness, utilization of court resources, and decision-making for children and their families as evidenced by:

- 90% of cases and events where required information (electronic and hardcopy) is available at the needed time.
- 90% of cases where the time from filing to disposition is 90 days or less, as per statutory requirements (standards).
- Less than 5% of cases delayed or continued due to unavailable information.

JUVENILE COURT OF NASHVILLE & DAVIDSON COUNTY

ORGANIZATIONAL CHART



FY13 Federal Funding in the Juvenile Court

Child Support Enforcement, Title IV-D

The Child Support Enforcement Grant provides the Juvenile Court with judicial staff, enforcement personnel, and support staff to enforce the federal child support program for persons who have never been married. These federal funds are passed through to the Juvenile Court via a grant from the Tennessee Department of Human Services.

Juvenile Accountability Block Grant

The Juvenile Accountability Block Grant provides partial funding to the Juvenile Court for three probation staff positions utilized primarily in providing for greater accountability on the part of delinquent offenders within the juvenile justice system. These federal funds are passed through to the Juvenile Court via a grant from the Tennessee Commission on Children and Youth.

Contracted Program Overview

Juvenile Court utilizes contracted services as needed to facilitate the efficient operation of its activities. All current contracted services were secured pursuant to Metro Purchasing requirements following either the Invitation to Bid (ITB) or Request for Proposals (RFP) process. The most significant contract for Juvenile Court is with G4Securicor for the operation of the Juvenile Detention facility.

Minority Participation on the Board/Commission N/A

Number of Complaints Received Last Year None

Significant FY13 Title VI – Related Accomplishments

As of 5/24/2013, **95% of full & part-time Juvenile Court staff have received Title VI training.** The last court-wide staff refresher Title VI training was conducted in February 2010. Nine new Probation Officer 1 staff were hired in FY2013 to replace previously resigned or retired probation staff, and all new personnel received Title VI training as part of their orientation training at Juvenile Court

In FY13 the Juvenile Court continued making significant strides in addressing Title VI Limited English Proficiency (L.E.P.) issues by helping insure that non-English speaking participants in the Juvenile Court system have full access to and enhanced understanding of the Juvenile Court process in which they are participating.

The Court maintains a designated a central administration contact for all interpreter requests for all court dockets. The designated contact processes interpreter requests from appointed counsel, Public Defender's office, Juvenile Clerk's office, District Attorney's office, Probation Officers, and Judicial Officers and arranges for appropriate language certified interpreter services for the requested court dockets. The designated contact additionally maintains a roster of certified interpreters and processes court orders and fee claim paperwork submitted by interpreters to insure payment for these services from the appropriate funding source.

Increasing ethnic diversity in the Nashville area presents an increasing responsibility on the Juvenile Court to provide translation services to non-English speaking clients of the court. During FY13 the Court processed approximately 1,100 interpreter service requests with interpreter services provided in an additional 1,200 matters per year for various court dockets and related activities. During the past year, the Court has made arrangements for the provision of these services in 28 different spoken languages or dialects plus American Sign language. The provision for and use of interpreter services at the Juvenile Court has increased over 870% since FY06.

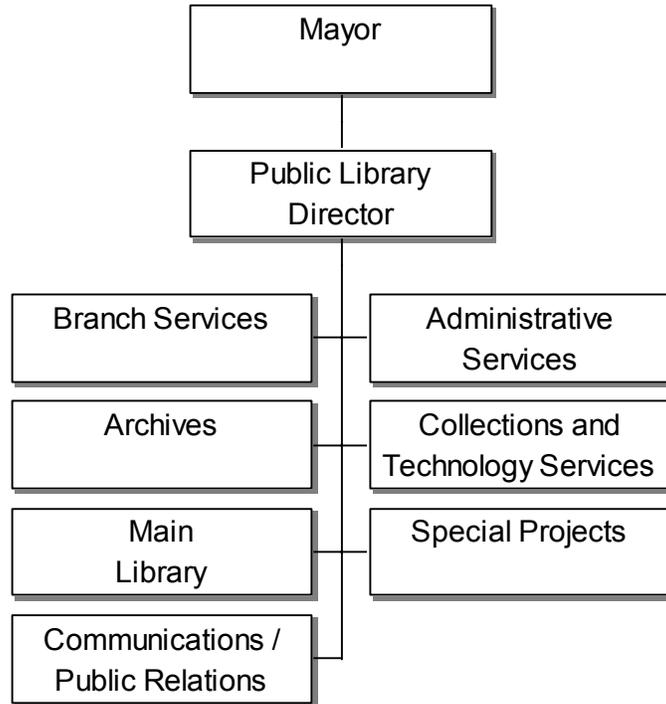
Beginning in FY13, the TN Administrative Office of the Courts made significant funding available to TN. courts for the provision of interpreter services in all manner of court hearings. The provision of this funding requires interpreters to bill the AOC directly for services with the court providing the necessary verification documentation to the interpreter. Juvenile Court has made extensive use of AOC funding during FY13 to provide interpreter services, resulting in a significant budget savings to the court.

Additionally in FY13, Juvenile Court's IT Director integrated the Interpreter Request Form into the Court's Juvenile Information Management System (JIMS). While not entirely eliminating the need for individually completed & emailed forms, this integration significantly increases the efficiency of the process of insuring needed interpreter services are provided and significantly enhances the tracking of cases where the need for interpreter services has been identified.

During FY13, Juvenile Court continued the use of Simultaneous Interpretation Equipment, consisting of four transmitter microphones, twelve receivers and corresponding earphones. This equipment was provided to the Court by the Administrative Office of the Courts in FY06. The equipment is used by interpreters that are retained by Juvenile Court and are certified or registered with the AOC. This equipment enables one interpreter to be used (if appropriate) in court cases. With the use of transmitters, ear phones and programmable display receivers, which can be placed on the same frequency, translation can be provided to multiple persons in court through one interpreter. These devices are particularly useful in Juvenile Court dependency/neglect cases – some of which arise due to differences in cultural norms between immigrants & refugees home country's culture and that of the United States.

The use of interpreter services as described above, combined with the use of Simultaneous Interpretation Equipment constitutes ongoing progress for the Juvenile Court in insuring that Limited English Proficiency concerns are addressed effectively in a manner consistent with Title VI objectives.

Nashville Public Library
Organizational Structure
FY 2012 - 2013



METROPOLITAN PUBLIC LIBRARY

Authority

The Nashville Public Library is governed by a 7 member board and is responsible to collect and make accessible to the public, printed, electronic, audiovisual, non-print, and broadcast information materials to facilitate the informal self-education of all persons, including the disabled; to enrich and further develop the knowledge of persons undertaking formal education; to encourage recreational reading and constructive use of leisure time; to support the cause of literacy; and to meet the day-to-day informational needs of all persons in the community.

The Library's Title VI Coordinator is Human Resources Manager, Chase Adams. Title VI responsibilities include compliance planning, monitoring, training and reporting as required by Metro and to various governmental grantors. Mr. Adams is one of 5 Associate Directors and his responsibilities include human resources, finance, facilities, and security management for the library system. His contact information is as follows:

Office- 862-5770

Cell – 506-4378

Email – chase.adams@nashville.gov

Organizational Environment

See attached organizational chart.

DEPARTMENT MISSION

The mission of the Nashville Public Library is to provide information, programs, and reference assistance products to individuals, families, and the larger community so they can enjoy the benefits of reading and life-long learning.

Federal Funding in the Metropolitan Public Library Department

Listed below are various Federal grants received by the Public Library in FY 12-13

PUBLIC LIBRARY

LSTA Library Services for Disadvantaged	INSTITUTE OF MUSEUM AND LIBRARY SERVICES	\$ 5,000.00
LSTA Library Services for Interlibrary Loan	INSTITUTE OF MUSEUM AND LIBRARY SERVICES	\$ 1,400.00
LSTA Library Services for Technology Svcs	INSTITUTE OF MUSEUM AND LIBRARY SERVICES	\$ 7,679.00
TOTAL	PUBLIC LIBRARY	\$14,079

Contracted Program Overview

Listed below are various contract used by the Public Library and a description of how they support our goals and programs

AMERICAN CONSTRUCTORS 18890 Design Build Construction of Goodlettsville Library
AMERICAN PAPER & TWINE 16254 Copy Paper
ATHENS PAPER 16253 Trash Bags
AT&T 18341 Telephone Services, Communication Services
A-Z 18336 Office Supplies
A-Z 16255 Tissue Paper & Paper Towels
BELLSOUTH BUSINESS SYSTEMS 15493 Telephone Services, Long Distance and Local
BELLSOUTH COMMUNICATION SYSTEMS INC 16174 Telecommunication Services
BONDED FILTER 16582 Air Filters
BOULTON ENTERPRISES 18062 Painting
BOXES, ETC. 18127 Boxes
CARE SAFETY 18478 Safety supplies
CHILTON TURF CENTER 18111 Small Equipment Maintenance
CK MASONRY 16101 General Construction
COMMERCIAL COPY SERVICES 16008 Copy Machines
CONGRESSIONAL QUARTERLY INC (P#) 15528 Information Highway Electronic Services
CONVEY SYSTEMS INC 14852 Two-Way Radio Supplies, Parts, and Accessor **Software License Agreement**
COYNE TEXTILES 16142 Textiles, Linens
CMS UNIFORM 16342 Uniform Purchases
DILLINGHAM & SMITH 16232 Plumbing
DILLINGHAM & SMITH 15576 HVAC Repair / Replacement
DUBBERLY GARCIA ASSOCIATES INC 16198 Analytical Studies and Surveys
EDUCATION NETWORKS OF AMERICA INC 16167 Information Highway Electronic Services
ENVISIONWARE INC 16161 Applications Software for Microcomputer Systems
GOBBELL HAYS PARTNERS, INC. 16085 Engineering Consultant Services
GRAINGER INDUSTRIAL 16699 Various Industrial & Commercial Supplies
IKON 16390 Toner & Print Cartridges, Printing Services
INNOVATIVE INTERFACES INC 15792 Computers, Data Processing Equipment
INNOVATIVE INTERFACES INC 16116 Book Security Systems, Equipment, and Supply
JOHN BOUCHARD & SONS 16231 Plumbing
JOHN BOUCHARD & SONS 16244 Electrical
JR CONSTRUCTION 16026 General Construction
MARBLELIFE OF TN 14917 Flooring to Include Refinishing and Sealing
MARCIVE INC 14953 Cataloging Services
MARCIVE INC 14954 Cataloging Services
MERGENT INC 15539 Information Highway Electronic Services
MIDDLE TN EXTERMINATING 16313 Pest Control
NEWSBANK INC 15838 Information Highway Electronic Services
RAINS ELECTRIC 16228 Electrical
ROTH PUBLISHING INC 15534 Information Highway Electronic Services
SCOTT BOLT & SCREW 18521 Nut, Bolts & Misc Hardware Items
SELECT AIR SERVICES 15580 HVAC Repair / Replacement
SIEMENS BUILDING TECH 15581 HVAC Repair / Replacement
SOUTHERN LIBRARY BINDERY CO INC 14801 Bookbinding, Rebinding, And Repair
SOUTHEAST ELECTRIC 16247 Electrical
TENNESSEE PAINTWORKS 18068 Painting
THOMSON GALE (P#) 15800 Publications and Audio Visual Materials
TRIGREEN EQUIPMENT 18121 Small Equipment Maintenance
TRITSCHLER'S LANDSCAPE CONT. 16075 General Construction
UNIQUE MANAGEMENT SERVICES INC 14774 Collection Services
WILLIAMS SUPPLY 18566 Electrical Lamps, Hardware & Related Items
YORK INTERNATIONAL CORP 14886 Heating, Air Conditioning, and Ventilation Services
YORK INTERNATIONAL CORP 15004 Heating, Air Conditioning, and Ventilation Services
YOUNG GROUP 16207 Roof Repair

Minority Participation on the Public Library Board

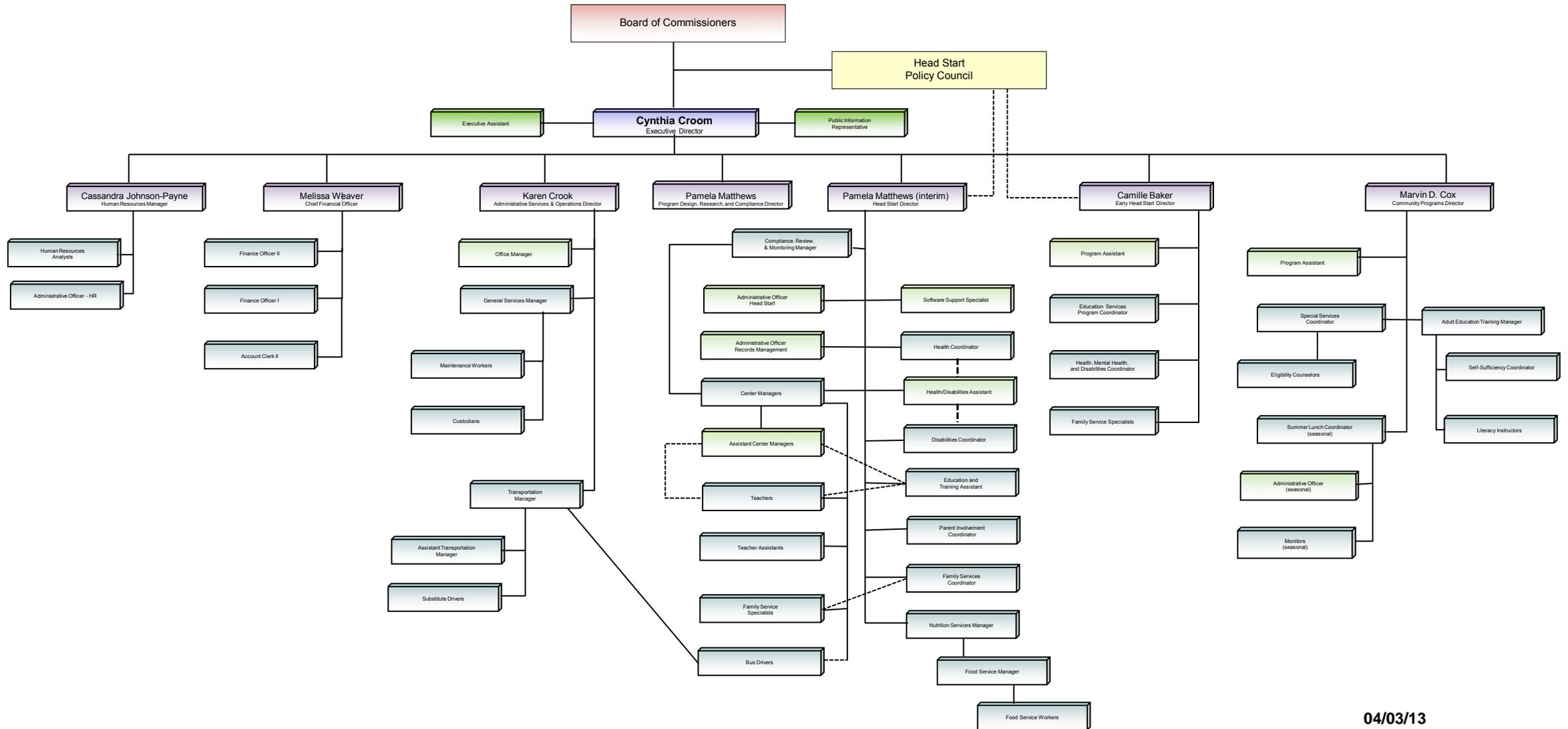
1 Black Females
1 Other Female
1 Hispanic Female
2 White Females
2 White Male

Number of Title VI Complaints Received Last Year - 0

Statement of Non-Discrimination

It is the policy of the Public Library that all persons shall have equal access to facilities and services regardless of race, color, national origin, sex, age, religion or handicap.

Metropolitan Action Commission



METROPOLITAN ACTION COMMISSION

Authority

Cynthia Croom, Executive Director

Organizational Environment

Mission Statement – “To stimulate a better focusing of all available local, State, private and Federal resources upon the goal of enabling low-income families and low income individuals of all ages, in rural and urban areas, to attain the skills, knowledge, and motivations and secure the opportunities needed for them to become self-sufficient.”

Federal Funding

METROPOLITAN ACTION COMMISSION

P	Summer Food Services Program 12-13	U.S. DEPARTMENT OF AGRICULTURE through the TN DEPT. OF HUMAN SERVICES	\$733,500
P	Child & Adult Care Food Program 12-13	U.S. DEPARTMENT OF AGRICULTURE through the TN DEPT. OF HUMAN SERVICES	\$1,282,900
P	Community Services Block Grant 12-13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES through the TN DEPT. OF HUMAN SERVICES	\$1,563,548
P	Low Income Home Energy Assistance Program 12-13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES through the TN DEPT. OF HUMAN SERVICES	\$6,052,446
D	Head Start 12-13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$12,013,223

TOTAL METRO ACTION \$21,645,617

Minority Participation on the Board/Commission: 9 board members = 50%

Number of Complaints Received Last Year _____ **0** _____.

Please include your department's non-discrimination statement

Administrators and supervisors in the Metropolitan Action Commission shall comply with all laws, regulations and guidelines governing various forms of discrimination.

May 10, 2013

Metropolitan's Clerk's Office
205 Metropolitan Courthouse
Nashville, Tennessee 37201
Telephone number: 615-862-6770
Website: <http://www.nashville.gov/Metro-Clerk.aspx>

Compliance Report
Title VI, Civil Rights Act of 1964

Authority

The Metropolitan Clerk has the responsibility for Title VI compliance for the Metropolitan Clerk's Office. Ana L. Escobar, Metropolitan Clerk, can be reached by phone at 615-862-6772 or by email at ana.escobar@nashville.gov for more information.

Policy

It is the policy of the Metropolitan Clerk's Office to spend no public funds which might encourage, support, or result in racial discrimination, either actual or perceived.

Organizational environment

The mission of the Metropolitan Clerk's Office is to efficiently and effectively serve as the recordkeeping office for Metropolitan Government for all documents relating to official actions of all Metro Departments and the Metropolitan Government. These duties include the recording and safekeeping of agendas, minutes, rosters, and legislation of the Metropolitan Council and to provide public access as well as protection for these permanent official records. The Clerk's Office also administers the Alarm Permits and the Solicitation Permits programs for Davidson County. The Records Management Center is part of the Clerk's Office which assists departments with the storage and the destruction of their records.

Federal Funding

There are no grants administered by the Metropolitan Clerk's Office.

Contracted Program Overview

The Metropolitan Clerk's Office works strictly within the guidelines and directives of the Metropolitan Division of Purchases and its Small and Minority Business Office to assure adherence to all laws and requirements related to Title VI.

The four contracts administered by the Metropolitan Clerk's Office, as itemized on an attachment hereto, include one female-owned small business, two local large business contractors, and one out-of-state contractor. Each of the contracts is entered with the purpose of achieving departmental goals and initiatives.

CONTRACTS ADMINISTERED BY METROPOLIAN CLERK'S OFFICE

LETTERLOGIC, INC.

-Direct mail services for alarm permit mailings

-Local small business

RICHARDS & RICHARDS

-Secure records destruction services

-Local large business contractor

BOXES, ETC.

-Records storage box supplier

-Local large business contractor

INTERNATIONAL ROLL-CALL

-Electronic Council voting system hardware/
software

-Out-of-state contractor

METROPOLITAN BOARD OF PARKS AND RECREATION

Authority

The Title VI Coordinator's duty lies with staff in the Finance and Administration Division and reports directly to the Director – Parks and Recreation Department.

The Title VI Coordinator is responsible for educating staff on (1) their responsibilities under Title VI, (2) how to inform clients of their rights under Title VI, (3) how to monitor for compliance with Title VI legislation, and (4) how to maintain and submit any required documentation for Title VI compliance.

Duties may include and may not be limited to the following:

- Conducting annual training for departmental personnel as required;
- Working in conjunction with the Metro Title VI Coordinator to ensure that all new employees to Parks and Recreation receive Title VI training and information;
- Ensuring that procedures are in place to provide for public notification of rights under Title VI;
- Disseminating all Title VI resources, including posters and brochures, to departmental personnel as required;
- Maintaining Title VI complaint log and conducting any necessary investigations;
- Utilizing necessary monitoring techniques to ensure departmental compliance;
- Submitting annual Title VI plan to grantors in a timely manner; and
- Other duties as necessary to ensure Title VI compliance.

The Title VI Coordinator for the Metropolitan Government Board of Parks and Recreation is:

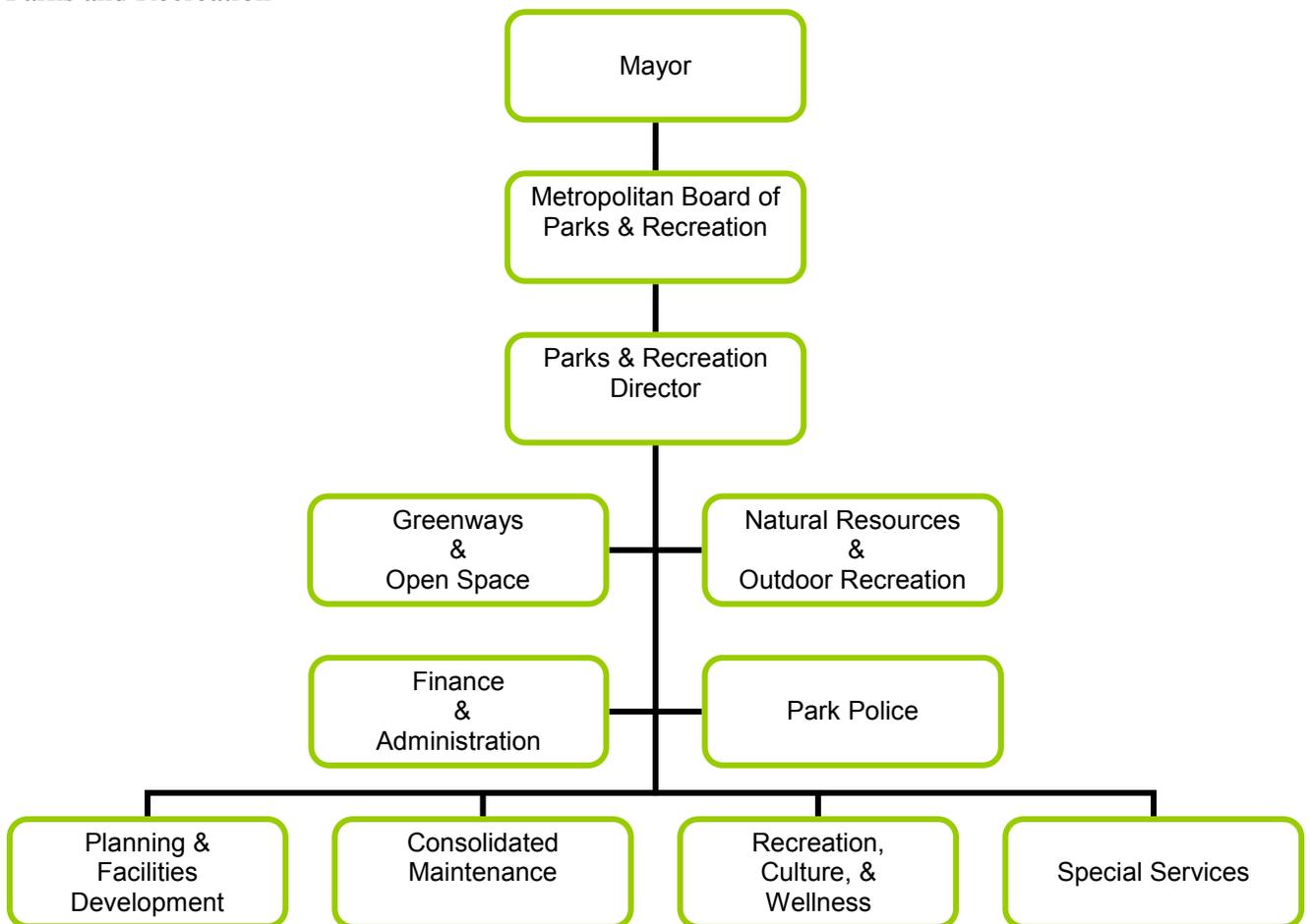
James A. Gray
Special Projects Manager
Centennial Park Office
Nashville, TN 37201
615-862-8400(v) 615-862-8414(f)
Email: james.gray@nashville.gov

Organizational Environment

It is the mission of the Metropolitan Board of Parks and Recreation to provide every citizen of Nashville and Davidson County with an equal opportunity for safe recreational and cultural activities within a network of parks and greenways that preserves and protects the region's natural resources.

Below is an organization chart for the Metropolitan Board of Parks and Recreation.

Organizational Structure Parks and Recreation



Federal Funding in the Metropolitan Parks and Recreation Department

The Parks and Recreation Department has several goals that are positively impacted through the use of Federal Financial Assistance. The first is the goal to increase the number of recreational, cultural, and environmental opportunities provided as a result of continued partnerships throughout the community. The accomplishment of this goal would be evidenced by an increasing trend in the percentage of supplemental resources gained through partnerships. The supplemental resources received in the recent past have come from the Federal Highway Administration, the Department of Housing and Urban Development, the Department of Urban Forestry, and the Department of Justice.

The second goal that is impacted by the receipt and use of federal grants is that customers will continue to experience clean and safe parks, innovative programs and services, user-friendly facilities, and an expanding park system as evidenced by increasing miles of natural and greenway trails, increasing acres of park land, decreases in the acreage per population ratio, and decreasing crime rates in Metro Parks. The funds that are received from the agencies cited in the previous paragraph are used in ways such as building greenways and trails, training park police officers, and creating programs for youth during the summer.

Contracted Program Overview

The Parks and Recreation Department uses the myriad of contracts with other parties to fulfill its day-to-day operational requirements associated with achieving its primary mission of providing every citizen of Nashville and Davidson County with an equal opportunity for safe recreational and cultural activities within a network of parks and greenways that preserves and protects the region's natural resources. Through these contractual agreements, the department acquires the needed operational and capital supplies, materials, and support to continue to provide recreational services and facilities to the residents and visitors of Metro Nashville.

Minority Participation on the 3 of 7 members (42.9%) Board/Commission.

Number of Complaints Received Last Year 0.

Statement of Non-Discrimination

The Metropolitan Government of Nashville and Davidson County does not discriminate on the basis of age, race, sex, color, national origin, religion, or disability in admission to, access to, or operations of its programs, services, or activities.

Metropolitan Planning Department
Active Contracts
May 1, 2013

Metro Funded Contracts

Contract Number	Vendor	Service/Commodity Provided Under Contract	Beginning Date	Ending Date	Amount
18840	Randall Gross	Consultant for Market Assessment and Redevelopment Strategy as requested by Metro Planning Dept. Advance Planning and Research Fund	2/1/10	1/31/15	\$ 49,800.00
19605	G Squared	GIS Orthoimagery Updates	2/1/12	1/31/17	\$ 243,000.00
314440	McNeely, Pigott, & Fox	Community Outreach nashvillenext	1/21/13	7/21/15	\$ 260,150.00
310283	Socialmentum, LLC DBA Mindmixer.com	Community Involvement Web Portal Development & Support nashvillenext	12/1/12	12/1/17	\$ 17,500.00

**Nashville Area MPO
Grant Funded Contracts**

L-2672	Westat, Inc	Data Collection Activities for Regional Planning Models	11/8/11	11/8/13	\$ 1,116,500.00
L-2781	Nashville Civic Design Center NCDC	Transportation Planning and Urban Design activities as outlined in the FY 2012 and FY 2013 Unified Planning Work Program (UPWP) as amended	10/1/11	9/30/13	\$ 50,000.00
L-2850	The TMA Group	Conduct public outreach activities in support of transportation planning services and work in support of the Clean Air Partnership of Middle TN as outlined in the Unified Planning Work Program (UPWP)	10/1/12	9/30/13	\$ 50,000.00
L-2888	Gresham, Smith and Partners	Southeast Area Transportation and Land Use Study	2/13/13	2/13/15	\$ 499,950.00
L-2899	Parsons, Brinckerhoff, Inc.	General Planning Consultant Services Task Orders to define and approve specific activities, schedule, and budget for each assigned task.	3/1/13	3/1/16	\$ 742,500.00
L-2900	Cambridge Systematics, Inc	General Planning Consultant Services Task Orders to define and approve specific activities, schedule, and budget for each assigned task.	3/1/13	3/1/16	\$ 742,500.00
L-2903	Resource Systems Group, Inc	General Planning Consultant Services Task Orders to define and approve specific activities, schedule, and budget for each assigned task.	3/4/13	3/4/13	\$ 742,500.00
L-2904	Greater Nashville Regional Council GNRC	Technical Assistance Multi-Modal Planning as outlined in the Unified Planning Work Program (UPWP)	10/1/12	9/30/13	\$ 70,000.00
L-2666	TDOT	Transportation Planning Grant as amended	10/1/11	9/30/13	\$ 4,183,451.00
L-2671	TDOT	Transit Planning Grant	10/1/10	11/30/15	\$ 399,082.00
L-2877	TDOT	Transit Planning Grant	7/1/11	6/30/16	\$ 777,545.00
L-2920	TDOT	Planning Grant SPR Funds	2/1/13	9/30/15	\$ 1,158,588.00
L-2669	TDOT	Planning Grant SPR Funds Household Survey Grant	10/1/11	9/30/13	\$ 187,500.00

Total #####

METROPOLITAN PLANNING DEPARTMENT

Authority

The Title VI Coordinator duty lies with staff in the Metropolitan Planning Commission. The Title VI Coordinator reports directly to the Administrative Services Officer III.

The Title VI Coordinator is responsible for implementing, monitoring, and ensuring compliance with Title VI regulations.

Duties may include and may not be limited to the following:

- Attend Title VI training
- Ensure all new and current employees attend/receive Title VI training
- Display Title VI posters and brochures
- Ensure all contracts, ads, and public notices have Title VI assurance language
- Monitor the ethnicity of those who receive contracts
- Maintain records of all Title VI complaints and information
- Know who to contact to get Title VI information and assistance

The Title VI Coordinator for the Metropolitan Planning Department is:

Josie L. Bass

Metropolitan Planning Department

Metro Office Building

P.O. Box 196300

800 2nd. Avenue South

Nashville, TN 37219-6300

615-862-7154 (v) 615-862-7209 (f)

Email: josie.bass@nashville.gov

Title VI Training

Employees

FY 2012-13—the new employees participated in the Civil Rights Online Title VI Program Training and received a certificate.

Metropolitan Nashville-Davidson County Planning Commission Mission Statement¹

The Planning Commission guides growth and development as Nashville and Davidson County evolve into a more socially, economically and environmentally sustainable community, with a commitment to the preservation of important assets, efficient use of public infrastructure, distinctive and diverse neighborhood character, free and open civic life, and choices in housing and transportation.

Metropolitan Nashville-Davidson County Planning Department

The mission of the Planning Department is to help Nashville and Davidson County evolve into a more sustainable community, guided by efficient use of infrastructure, distinctive and diverse community character, open and vibrant civic life, and choices in housing and transportation focused on improving the quality of life.

Issues:

- a. *The lack of regional cooperation due to the state and local taxing structure, fragmented and ineffective planning, and overuse of natural resources has contributed significantly to a fundamentally unsustainable development pattern characterized by sprawl, pollution and unnecessary resource depletion that will undermine the economic viability of the region and Davidson County and destroy the quality of life that is unique to the area. (Community Planning)*
- b. *The inability to effectively coordinate land use policy and transportation plans, particularly across jurisdictional boundaries, will hamper mobility and prevent Davidson County and the rest of the Nashville region from realizing its maximum economic growth potential. (Land Use and Mobility)*
- c. *A lack of accurate geographic information necessary to make responsible and informed decisions will increase Metro's costs and preclude informed decisions. (Geographic Information Services)*
- d. *The lack of proactive and constructive land development implementation tools and techniques within Davidson County results in increasingly inefficient development patterns and severely inhibits the ability to build sustainable communities. (Community Design and Implementation)*
- e. *The growing inability, and in some cases unwillingness, to understand the actual alternatives available to address the issues of sustainable growth and development will increasingly prevent the community from making responsible and appropriate choices. (Community Leadership)*

¹ NOTE: The achievement of a truly sustainable community requires the integral cooperation of the citizenry, all Metro departments, and state and federal government. It requires a commitment to the vision, goals and objectives contained herein. The active support and engagement of the Parks, Water Services, Public Works, Codes Administration, and Fire Departments, the Metropolitan Transit Authority and MDHA are essential to achievement of the goals outlined.

Community Planning Goal

Over the next five years implement a planning program that increases Metro Council's, developers', and citizens' understanding of growth-related issues and results in comprehensively sustainable community and neighborhood plans by placing a basic premium on the critical importance of:

- *meaningful citizen participation that identifies and preserves distinctive community character and contributes to a shared civic life;*
- *livable and walkable mixed-use neighborhoods with actual and functional transportation choices and housing opportunities that meet the needs of all citizens, regardless of age, income, or family status;*
- *applying sustainable building and development practices as the first principle of choice as opposed to choice of last resort;*
- *appropriate opportunities for context-responsive development² in the Downtown and other neighborhoods well-served by urban infrastructure;*
- *broadened awareness of the need to establish economic competitiveness in the 21st century economy to build the highest possible quality of life.*

Line of Business

1 Planning Policy and Design

The purpose of the Planning Policy and Design Line of Business is to develop sustainable community and neighborhood plans and implementation strategies necessary to achieve comprehensive sustainable development.

Program 1.1: Planning Policy and Design. The purpose of the Planning Policy and Design Program is to develop sustainable community and neighborhood plans and implementation strategies necessary to achieve comprehensive sustainable development.

Result Measure: % increase in land designated by policy as appropriate for “smart growth” projects. **(KEY)**

Output Measure: Number of “smart growth project” opportunity areas identified and planned

Demand Measure: Amount of land available for “smart growth projects”

² Context-responsive development recognizes that communities evolve over time and new development responds to existing design to add value to the built environment that preceded it. Context-responsive development creates desirable blocks and communities where people engage in places to work, to live, to learn, to relax and to shop for daily needs. Streets are an important component of the *public realm* (public spaces where people interact), which help defines a community's aesthetic quality, identity, economic activity, health, social cohesion and opportunity, not just its mobility. Context-responsive development generates buildings that shape and define memorable streets, squares, and plazas, while allowing uses to change easily over time.

Land Use and Mobility Goal

During the next two years, develop a plan that fully integrates community and transportation planning in order to increase transit use, maximize the utilitarian functionality of pedestrian and bicycle networks through mixed use community development patterns that reduce trip lengths, and provides sustainable community and neighborhood development patterns.

Line of Business

2 Regional Transportation Planning

The purpose of the Regional Transportation Planning Line of Business is to provide short and long-term recommendations, budget, coordination, and educational advice to state, regional and local governments, so they can provide diverse and effective transportation options for their citizens.

Program 2.1: Regional Transportation Planning Program: The purpose of the Regional Transportation Planning Program is to provide short and long-term recommendation, budget, coordination, and educational advice to state, regional and local governments, so they can provide diverse and effective transportation options for their citizens.

Result Measure: Increase in the comprehensive mobility index. (Index developed with equal input from **(KEY)**)

1. reduction in VMT per person;
2. increase in bicycle commuting or use;
3. increase in transit usage;
4. increase in pedestrian activity.

Output Measure: The \$\$ amount of projects in the MPO's TIP located in congested corridors that offer alternatives to roadway widening.

Demand Measure: The number of candidate projects requested for inclusion in the MPO's TIP located in congested corridors that offer alternatives to roadway widening.

Efficiency: Percentage of households in the urbanized area with access to transit or non-motorized modes.

Development Implementation Goal

By December 2016, revise land development policies and regulations for a minimum of 60% of the developable (non-maintenance or conservation) land within Davidson County to ensure new development and redevelopment results in sustainable, compact, mixed-use, walkable neighborhoods, designed to provide a unifying sense of place, actual housing and transportation choices, usable public space, and sound environmental stewardship through form-based coding³ and other techniques⁴.

³ A method of regulating development to achieve a specific urban form. Form-based codes create a predictable public realm primarily by controlling physical form, with a lesser focus on land use, through city or county regulations.

Line of Business

3 Land Development

The purpose of the Land Development Line of Business is to provide design expertise, professional planning advice, and policy and regulatory tools and techniques to decision-makers, developers and the general public so they can have the information and regulatory framework to implement and apply the principles of sustainable development consistent with the community's vision established in the General Plan.

Program 3.1: Land Development Program. The purpose of the Land Development Program is to provide design expertise, professional planning advice, and policy and regulatory tools and techniques to decision-makers, developers and the general public so they can have the information and regulatory framework to implement and apply the principles of sustainable development consistent with the community's vision established in the General Plan.

Result Measure: % increase in the appraised value of identified "smart growth projects" compared to the county as a whole. **(KEY)**

Output Measure: Number of identified "smart growth projects" approved.

Demand Measure: Number of identified "smart growth projects" for which approval is requested.

Form-based codes address the relationship between building facades and the public realm, the form and mass of buildings in relation to one another, and the scale and types of streets and blocks. The regulations and standards in Form-based codes, presented in both diagrams and words, are keyed to a *regulating plan* that designates the appropriate form and scale (and therefore, character) of development rather than only distinctions in land-use types. This is in contrast to conventional zoning's focus on the micromanagement and segregation of land uses, and the control of development intensity through abstract and uncoordinated parameters (e.g., FAR, dwellings per acre, setbacks, parking ratios, traffic LOS) to the neglect of an integrated built form. Not to be confused with design guidelines or general statements of policy, Form-based codes are regulatory, not advisory.

Form-based codes are drafted to achieve a community vision based on time-tested forms of urbanism. Ultimately, a Form-based code is a tool; the quality of development outcomes is dependent on the quality and objectives of the community plan that a code implements. Source Form-Based Code Institute

⁴ The very first developments completed based on form-based codes are (in 2008) just beginning to be occupied and subject to property tax on the building improvements. In FY2008 such development demonstrated an increase in property value of 75.4% as compared to value increases of 27.8% in the remainder of the county.

Geographic Information Services Goal

Over the next five years, increase the value of Metro's enterprise GIS by integrating GIS applications into a minimum of 10% more of the Metro Government lines of business.

Line of Business

4 GIS Information Services

The Purpose of GIS Information Services Line of Business is to efficiently provide spatial data and information, applications and geographic analysis to Metro Departments/Agencies, Elected Officials and the general public so they can have the critical information available to make decisions based on accurate data.

Program 4.1: GIS Services and Application Program. The Purpose of GIS Services and Application Development Program is to efficiently provide spatial data and information, applications and geographic analysis to Metro Departments/Agencies, Elected Officials and the general public so they can have the critical information available to make decisions based on accurate data.

Result Measure: Change in the percentage of lines of business that are utilizing Metro's enterprise GIS in their workflow. **(KEY)**

Output Measure: Percentage of lines of businesses in metro government served by Metro's enterprise GIS.

Demand Measure: Expected number of lines of businesses requesting access to GIS information or services.

Program 4.2: Geographic Data Maintenance Program. The purpose of the Geographic Data Maintenance Program is to provide accurate geographic and land information products to Planning Department staff, other Metro departments and agencies, and the public, so they can have timely and accurate property and zoning datasets that meet national standards (NSDI) to achieve their objectives and avoid duplication of effort.

Result Measure: Percentage of property and zoning dataset entries made accurately on initial entry

Output Measure: Number of property datasets entries

Demand Measure: Number of property dataset entries expected to be required

Community Leadership Goal

By December 2016 establish a comprehensive leadership culture, including advanced staff and community education, necessary to empower staff and community members with the information to make the informed decisions required to achieve a sustainable community development pattern and maintain and enhance the quality of life.

Line of Business

5 Executive Leadership

The purpose of the Executive Leadership Line of Business is to provide management and leadership services to the department and community by providing tools, information, education and guidance as to critical planning alternatives and options necessary to attain a sustainable community.

Program 5.1: Executive Leadership Program. The purpose of the Executive Leadership Program is to provide management and leadership services to the department and community by providing tools, information, education and guidance as to critical planning alternatives and options necessary to attain a sustainable community.

Result Measure: Reduction in Nashville's carbon footprint **(KEY)**

Output Measure: Actual annual carbon footprint calculation

Demand Measure: Attainment of a carbon neutral footprint

METROPOLITAN PLANNING COMMISSIONERS

COMMISSIONERS	RACE	TERM EXPIRES
James McClean, Chairman	Caucasian/Male	3/17
Hunter Gee, Vice-Chairman	Caucasian/Male	3/16
Stewart Clifton	Caucasian/Male	3/17
Judy D. Cummings	African-American/Female	3/15
Jeff Haynes	Caucasian/Male	3/15
Derrick Dalton	African-American/Male	3/16
Phil Ponder	Caucasian/Male	3/14
Greg Adkins	Caucasian/Male	3/14
Ex Officio: Councilmember	Caucasian/Male	
Phil Claiborne		
Andree LeQuire	Caucasian/Female	
Susan Jones (Legal)	African-American/Female	

NO COMPLAINTS WERE RECEIVED FOR THE YEAR 2012-13

MINORITY PARTICIPATION ON THE COMMISSION IS: (7) Caucasian males,
(1) African-American male and (2) African American females and (1) Caucasian Female

MPO Technical Coordinating Committee

Name	Representing	Gender	Race
Kirk Bednar	Brentwood	M	W
Donn Lovvorn	Fairview	M	W
Kevin Comstock	Franklin	M	W
Jim Svoboda	Gallatin	M	W
Rick Gregory	Goodlettsville	M	W
Fred Rogers	Hendersonville	M	W
Kristen Costanza	LaVergne	F	W
Jeff Baines (Interim)	Lebanon	M	W
Robert Mobley	Millersville	M	W
Ken Martin (Interim)	Mt. Juliet	M	W
Dana Richardson	Murfreesboro	M	W
Nellie Patton	Murfreesboro	F	B
None at this time	Portland		
John Pewitt	Spring Hill	M	W
George James	Springfield	M	W
Addam McCormick	White House	M	W
Tim Roach	GNRC	M	W
Richard Riebeling	Metro Dept. of Finance	M	W
Billy Davis	Metro Dept. of Public Works	M	W
Rob Raney	Metro Health Dept./Air Pollution Control	M	W
Butch Gelband	Metro Nashville Airport Authority	M	W
Rick Bernhardt	Metro Planning Dept.	M	W
Jonathan Cleghon (Interim)	Metro Traffic & Parking Commission	M	W
Paul Ballard	Metro Transit Authority	M	W
Lora Baulsir	RTA	F	W
Doug Demosi	Rutherford County	M	W
Gary Hammock	Sumner County	M	W
Marc Corrigan	TDEC	M	W
Paul Degges	TDOT Design Div.	M	W
Joe Carpenter	TDOT Dept. Environment & Planning	M	W
Jerry Roache	TDOT Public Transportation Waterways & Rail Div.	M	B
Debbie Henry	The TMA Group	F	W

Kevin Rigsby	Town of Smyrna	M	W
Joe Horne	Williamson County	M	W
Tom Brashear	Wilson County	M	W
Corbin Davis	FHWA	M	W
Elizabeth Martin	FTA, Division IV	F	W

MPO Executive Board

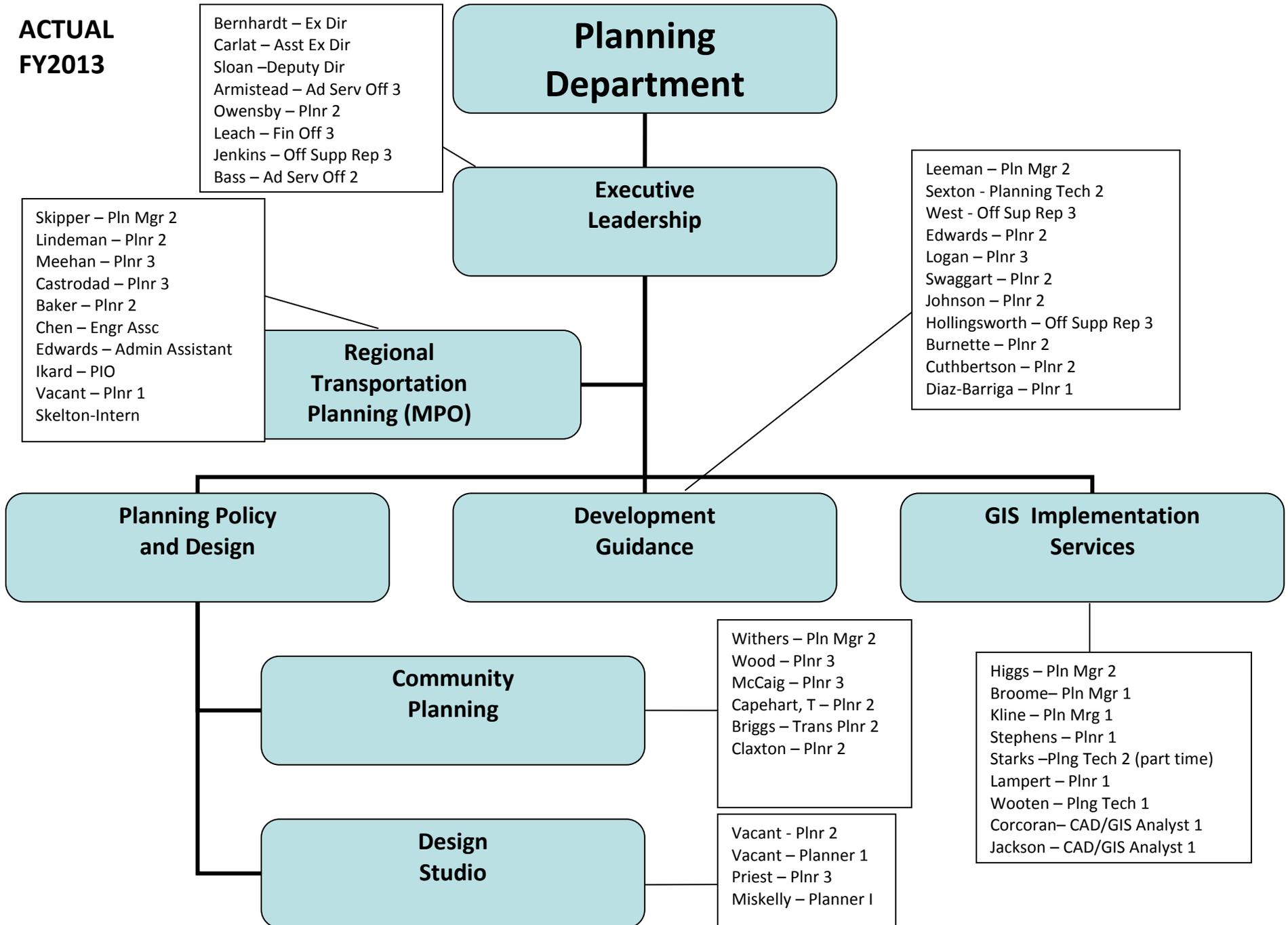
Name	Gender	Race
The Honorable Karl Dean, Mayor	M	W
The Honorable Rogers Anderson, County Mayor City of Williamson County	M	W
The Honorable Paul Webb City of Brentwood	M	W
The Honorable Beverly Totty City of Fairview	F	W
The Honorable Ken Moore City of Franklin	M	W
The Honorable Jo Ann Graves City of Gallatin	F	W
The Honorable John Coombs City of Goodlettsville	M	W
The Honorable Scott Foster City of Hendersonville	M	W
The Honorable Senna Mosely City of La Verne	F	W
The Honorable Philip Craighhead City of Lebanon	M	W
The Honorable Timothy Lassiter City of Millersville	M	W
The Honorable Ed Hagerty City of Mt. Juliet	M	W
The Honorable Tommy Bragg City of Murfreesboro	M	W
The Honorable Kenneth Wilbur City of Portland	M	W
The Honorable Michael Dinwiddie City of Spring Hill	M	W
The Honorable Rick Graham City of Springfield	M	W
Michael Arnold City of White House	M	W
Tim Roach GNRC	M	W

Diane Neighbors Vice Mayor Metropolitan Nashville Davidson County	F	W
The Honorable Ernest Burgess City of Rutherford County	M	W
The Honorable Bill Haslam Governor of Tennessee	M	W
The Honorable Tony Dover Town of Smyrna	M	W
The Honorable Anthony Holt Sumner County	M	W
The Honorable Randall Hutto Mayor of Wilson County	M	W

Metropolitan Planning Organization gender/race representation for the Technical Coordinating Committee is: Caucasian White Males (26), Caucasian White Females (4), Black Males (0) and Black Females (1)

Metropolitan Planning Organization gender/race representation for the Executive Board is: Caucasian Males (19), Caucasian Females (4), Black Males (0) and Black Females (0)

**ACTUAL
FY2013**



METROPOLITAN NASHVILLE POLICE DEPARTMENT

Authority

The Metropolitan Nashville Police Department's Title VI Coordinator responsibility lies with the Director, Human Resources Division. This individual reports directly to the Deputy Chief of Police for the Administrative Services Bureau.

The Title VI Coordinator is responsible for educating staff on 1) their responsibilities under Title VI, 2) how to inform clients of their rights under Title VI, 3) how to monitor for compliance with Title VI legislation and, 4) how to maintain and submit any required documentation for Title VI compliance.

Duties may include and may not be limited to the following:

- Conducting annual training for departmental personnel as required;
- Working in conjunction with the Metro Title VI Coordinator to ensure that all new employees of the Metropolitan Nashville Police Department receive Title VI training and information;
- Ensuring that procedures are in place to provide for public notification of rights under Title VI;
- Disseminating all Title VI resources, including posters and brochures, to departmental personnel as required;
- Maintaining Title VI complaint log and conducting any necessary investigations;
- Utilizing necessary monitoring techniques to ensure departmental compliance;
- Submitting annual Title VI plan to grantors in a timely manner;
- Other duties as necessary to ensure Title VI compliance;

The Title VI Coordinator for the Metropolitan Nashville Police Department is:

Suzanne Bibb Director, Human
Resources Division 200 James
Robertson Parkway Nashville, TN
37201 615-862-7351(p) 615-880-
2997(f)

Organizational Environment

Mission Statement

The Mission of the Metropolitan Nashville Police Department is to provide community-based police products to the public so they can experience a safe and peaceful Nashville.

Organizational Chart

A copy of the MNPD organizational chart is attached.



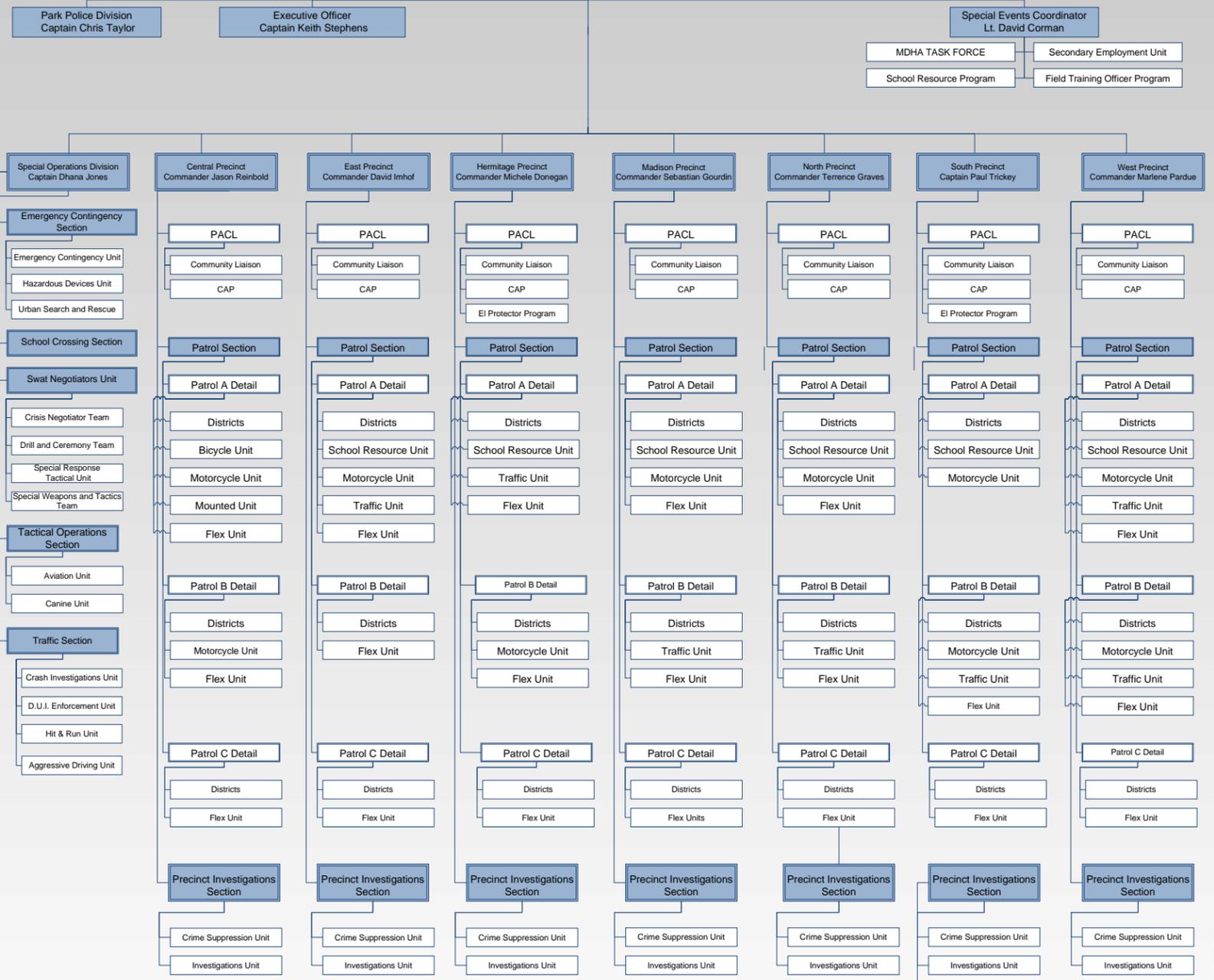
**Chief of Police
Steve Anderson**

- Behavioral Health Division**
- Field Supervisor Section**
Captain Ben Dicke
Captain Kenneth Walburn
- Fiscal Affairs Division**
Mr. Samir Mehic
- Office of Professional Accountability**
Captain Preston Brandimore
- Public Information Office**
Mr. Don Aaron
- Strategic Development Division**
Captain Mike Hagar

**Administrative Services
Deputy Chief W. Todd Henry**

- Support Services Division**
Captain Rita Brockman Baker
 - Risk Management Legal Resources**
Lieutenant William Watkins
 - Case Preparation Section
 - DA Liaison Grand Jury Unit
 - Safety and Inspections Division**
 - Safety Unit
 - Inspections Section
 - Court Appearance Section
 - Property, Evidence & Facilities Division**
 - Fleet Management**
Lt. Philip Wigger
 - Vehicle Impound Section
 - Supply Section**
 - Human Resources**
Ms. Sue Bibb
 - Payroll Section
 - Personnel Section
 - Recruitment and Background Section
 - Information & Technology Division**
Mr. Richy Vaughn
 - RMS Project Manager
 - Software Administration
 - Quality Assurance
 - Software Development
 - Database Systems Administration
 - Systems Security
 - Operations and Academic Section
 - Records Division**
Captain Michelle Richter
 - Alarms Unit
 - Archives Unit
 - Data Processing & Teleserve Section
 - Records Section
 - Training Division**
Captain Harmon Hunsicker
 - Confrontation Management Section
 - Special Police Commissions
 - Operations Section
 - Physical Training Section

**Field Operations
Deputy Chief Brian Johnson**



- Special Events Coordinator**
Lt. David Corman
- MDHA TASK FORCE
 - School Resource Program
 - Secondary Employment Unit
 - Field Training Officer Program

**Investigative Services
Deputy Chief J. Damian Higgins**

- Criminal Investigation Division**
Captain Preston Brandimore
 - Personal Crimes
 - Sex Crimes Unit
 - ICAC
 - Cold Case Homicide
 - Property Crimes
 - Auto Theft
 - Fraud
 - Pawn Shop
 - Surveillance & Technical Support
 - FBI Violent Crimes Task Force
 - Warrants Division
Captain Randy Hickerson
 - Fugitives Unit
 - Task Force U.S. Marshal's Service
 - Domestic Violence Division
Captain Kay Lokey
 - Counseling Section
 - Investigations Section
 - Identification Division
Captain Karl Roller
 - Identification Section
 - Latent Print
 - 10 Print
 - Technical Investigation Section
 - Evidence Receiving
 - Firearms Unit - IBIS
 - MNPD Crime Laboratory
 - Drug Identification Unit
 - Forensic Administration
 - Serology - DNA Unit
 - Toxicology Unit
 - Youth Services Division
Captain Gordon Howey
 - Counseling Section
 - Investigative Section
 - School Investigations Section
 - Specialized Investigations Division
Captain Mike Alexander
 - Seizure Equipment
 - Gang/Vice Enforcement Section
 - Security Threat Section
 - Gambling & Prostitution
 - Security Threat Section
 - Joint Terrorism Task Force
 - Narcotics Section
 - Middle Tennessee Drug Enforcement DEA
 - Twentieth Judicial Drug Task Force

METROPOLITAN PUBLIC DEFENDER

Authority

The Title VI Coordinator for the Public Defender's Office handle questions, concerns, complaints, or requests for additional information regarding Title VI of the Civil Rights Act. The Coordinator ensures the Office provides public notification of rights under Title VI, maintains a Title VI complaint log, and ensures that all complaints will be investigated thoroughly. The following person has been designated as this department's Title VI Coordinator:

Annette Crutchfield, Administrative Services Manager
Office of the Metropolitan Public Defender
404 James Robertson Parkway, Ste 2022
Nashville, Tn 37219
Phone: 615-880-3711
Fax: 615-313-9352

Organizational Environment

Mission Statement – The mission of the Public Defender Office is to provide zealous representation and to fight for equal justice for the indigent accused, in accordance with the United States Supreme court mandate and the Metropolitan Government of Nashville and Davidson County Charter.

Strategic Goals:

Continue to improve the Metropolitan Public Defender Office level of service in all courts and specific attention paid to the General Sessions Jail and Review dockets.

Explore methods for expanding recruitment of bilingual staff.

Federal Funding

The Public Defender Office currently receives federal funding for two grants. The grants are Edward Byrne Memorial Justice Assistance Grants.

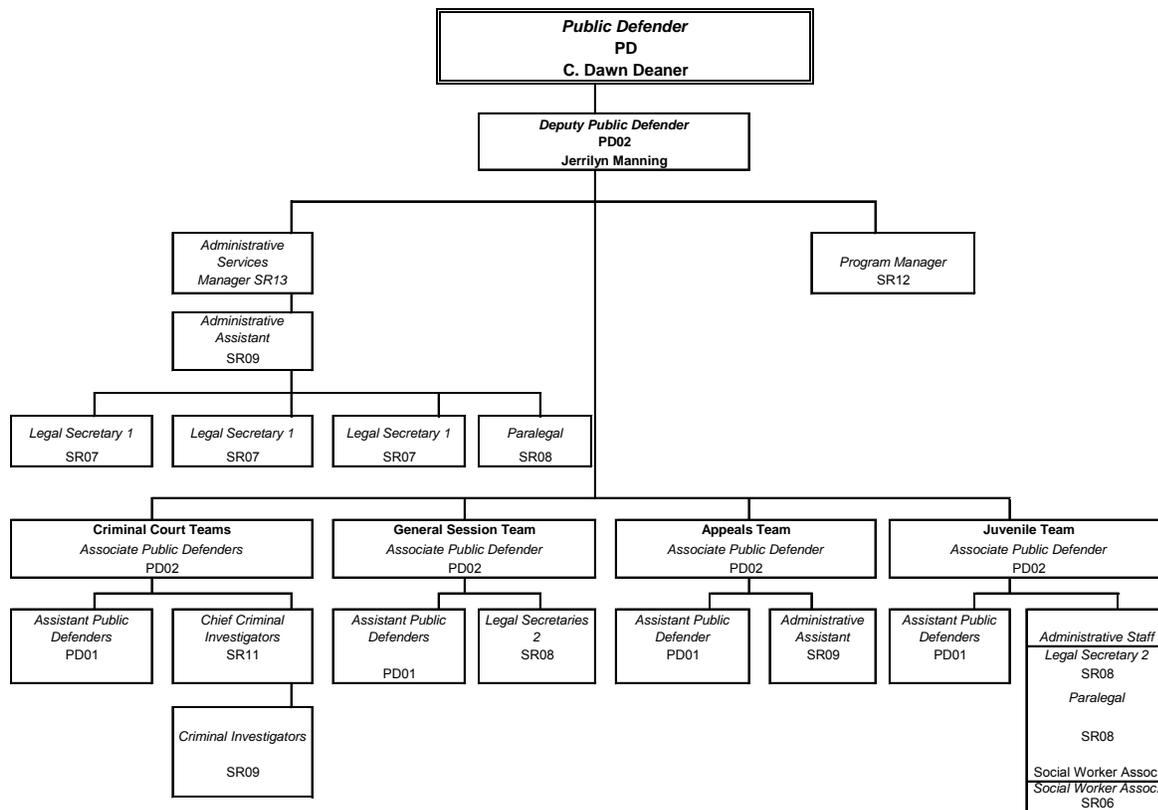
Contracted Program Overview

The Public Defender Office has not signed any contracts other than grants.

Organizational Chart

The Title VI Coordinator is a member of the Office Administrative Services group. See organizational chart on below.

Metropolitan Public Defender Organizational Chart

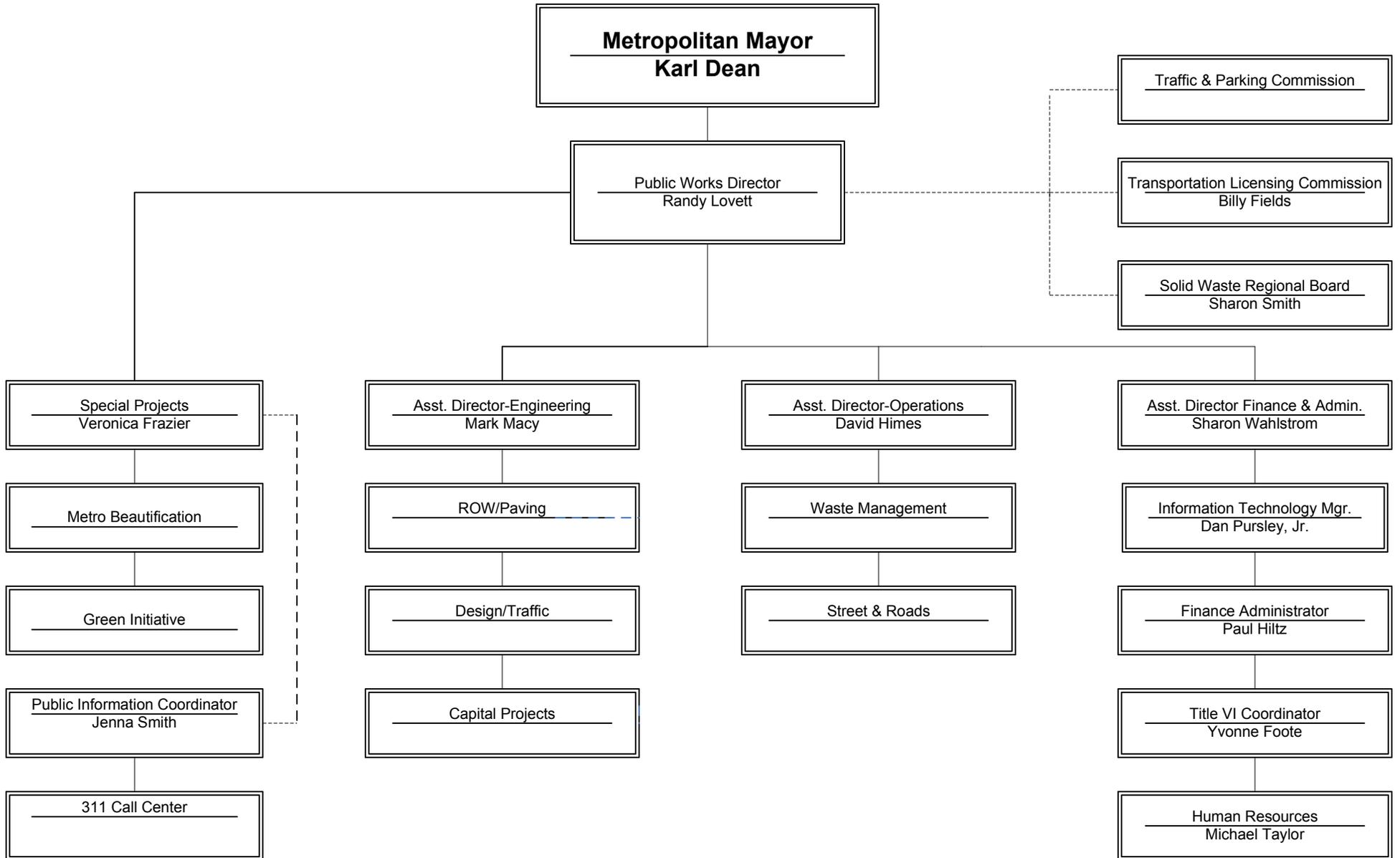


Minority Participation on the X Not applicable _____ Board/Commission.

Number of Complaints Received Last Year- 0

Submitted May 21, 2013

Public Works Organizational Chart



METROPOLITAN PUBLIC WORKS

Authority

Public Work's Title VI Coordinator is Yvonne Foote, Administrative Specialist. She reports to the Assistant Director of Finance and Administration. The Title VI responsibilities include compliance planning, monitoring, training and reporting to various governmental grantors and as required by Metro. Contact information for Ms. Foote is as follows:

Office: 615-862-8753

E-mail: Yvonne.foote@nashville.gov

Organizational Environment

(See attached organizational chart)

Mission	The mission of Metro Nashville Public Works is to provide professional expertise, transportation, infrastructure and neighborhood environmental products to people who live, work, travel through, or play in Metro Nashville so they can experience clean neighborhoods, safe and efficient transportation.
Goals	<p>Metro Public Works will continue its commitment to excellence in customer service by striving for: All customer inquiries and requests will be acknowledged by the next working day. Customer inquiries will be appropriately resolved within 30 days, 95% of the time.</p> <p>The construction of all sidewalks scheduled for completion before 2016 will be completed before 2016. By 2016, drivers in Metro Nashville will, on average, experience no worsening of traffic congestion of delays notwithstanding the increased land development and corresponding growth of traffic volume, as evidenced by the annual MPO Travel Time Data.</p> <p>By the end of 2016, citizens in Metro Nashville will experience greater reduction in land filled waste as evidenced by the changes in the Metro Code banning brush & yard waste (July 2011), corrugated cardboard (July 2013) and electronic waste (July 2015) from residential trash collections.</p>

Federal Funding in the Public Works Department

The department has been awarded over \$38.6 million in Federal funds that are used to achieve the goals and initiatives as defined in the departmental mission statement. These resources are primarily applied to capital needs for bikeways, sidewalks, traffic signal systems, streets, roads, intersections and bridges.

Contracted Program Overview

The department utilizes contracts with various firms for professional services related to survey, design and construction monitoring of bikeways, sidewalks, traffic signal systems, streets, roads, intersections and bridges county-wide (GSD and USD) which include:

- Engineering, construction, maintenance and repair services for streets, roads, bridges, sidewalks and bikeways; this includes, but is not limited to, traffic signals, signs, pavement markings, and guardrails
- Implementation of FastTrac infrastructure development program including installation of new infrastructure and support systems
- Certain off-street parking facilities and also on-street parking operations and enforcement
- Recycling and disposal of solid waste
- Refuse collection, street cleaning, and street lighting for the Urban Services District (USD) area only
- Communications to general public about all of the above geared to enhance their mobility, safety and health within Davidson County.

These contracts are vital to the department in attaining its goals.

Minority Participation on the Solid Waste Regional Board* –

13 Members

- 9 Caucasian
- 3 African-American
- 1 Vacant

Minority Participation on the Traffic and Parking Commission* –

9 Members

- 5 Caucasian
- 4 African-American

*Both of these bodies are “non-governing” but are regulatory in nature.

Minority Participation on the Metropolitan Beautification and Environment Commission –

35 Members

- 20 Caucasian
- 7 African-American
- 8 Vacant

Minority Participation on the Vegetation Control Board -

5 Members

- 2 Caucasian
- 1 African-American
- 2 Vacant

Minority Participation on the Tree Advisory Committee –

14 Members

- 13 Caucasian
- 1 African-American

Number of Complaints Received Last Year – None

Statement of Non-discrimination

In compliance with Title VI of the Civil Rights Act of 1964, Metro Public Works will ensure equal opportunity in all aspects of its programs and services without regard to race, color, or national origin. Contact Information:

Yvonne Foote
862-8753
yvonne.foote@nashville.gov

Davidson County Sheriff's Office

May 16, 2013

Authority

The Standard's Director serves as the Title VI coordinator for the Davidson County Sheriff's Office. The Title VI Coordinator reports to the Chief Deputy.

The Title VI coordinator is responsible for training and educating all employees annually under Title VI statement, and new employees as well as contract employees and customers.

The Title VI Coordinator for the Davidson County Sheriff's Office is:

Kim Waters

430 3rd Avenue North

Nashville, TN 37201

615-862-8276

Email: kwaters@dcsso.nashville.org

Organizational Environment

AGENCY MISSION

“As a law enforcement agency committed to public safety, we strive to be the leader in the field of corrections, service of civil process, and innovative community-based programs, emphasizing: Accountability, Diversity, Integrity, and Professionalism.”

AGENCY PURPOSE

The purpose of the Davidson County Sheriff's Office is to provide operation and oversight of county correctional facilities, service of civil process, and innovative community outreach projects to the residents of Davidson County so they can experience safer and stronger neighborhoods.

STRATEGIC GOALS

Goal One

Maintain our correctional population within its certified capacity, while continuing to provide programming and effective rehabilitative services and the taxpayer will experience lowered cost as evidenced by:

- 100% of American Correctional Association (ACA) Mandatory standards.
- 98% of American Correctional Association (ACA) non-mandatory standards.
- 100% of Tennessee Correctional Institute (TCI) Mandatory standards.
- 100% US Immigration and Customs Enforcement (ICE) standards.

Goal Two

The community and policy makers will better understand the financial impact of the DCSO as evidenced by:

- 20% of revenue generated as measured against budgeted funds;
- Offender per-diem cost per facility
- Cost per service of civil process

TDOT Funding in the Davidson County Sheriff's Office

- 30324170 Litter Grant 2012/2013 are used for community outreach to all Davidson County residents, regardless of race, color or national origin. This grant will expire 6/30/13.

Contracted Program Overview

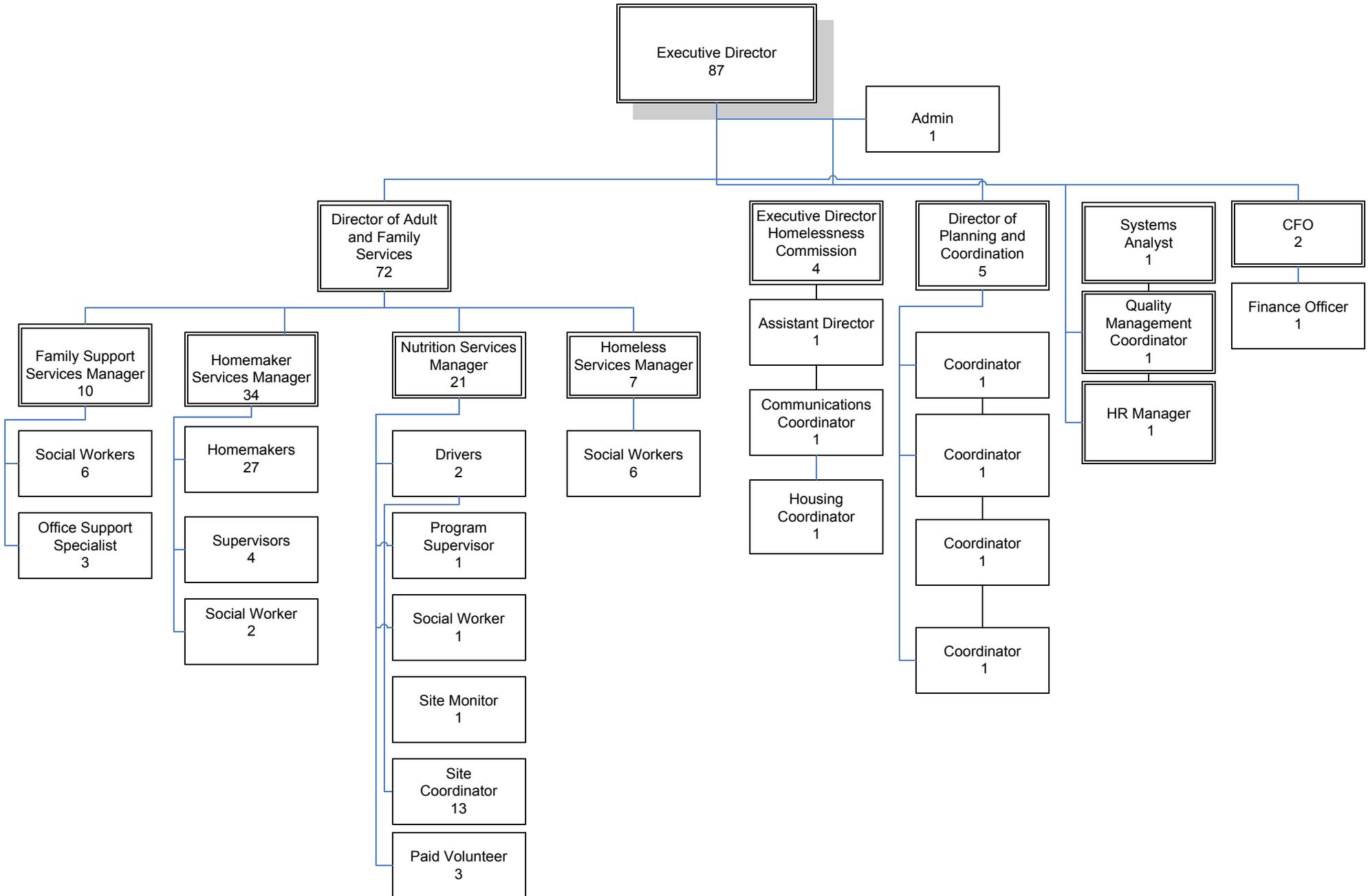
The Davidson County Sheriff's Office enters into contracts following Metro purchasing guidelines' and procedures, which includes the standard language for title VI requirements.

Minority Participation on the Board/Commission-N/A

Number of Complaints' Received Last Year-0

Metro Social Services

May 13, 2013



METROPOLITAN SOCIAL SERVICES DEPARTMENT

Authority

It is the responsibility of the Title VI Coordinator to ensure, demonstrate and substantiate Title VI compliance, throughout the department, by means of training, accessibility and dissemination of information.

MSS Title VI Coordinator: Yuri L. Hancock
Human Resource Manager
(615) 862-6405

Organizational Environment

Mission Statement:

To provide research, planning, coordination and family support products to the most vulnerable people in Davidson County so they can experience the best quality of life possible. (Organizational Chart Attached)

Federal Funding in the Metropolitan Social Services Department

The Senior Nutrition Program and Homemaker Program both receive funding from the Area Agency on Aging and Disability of the Greater Nashville Regional Council, as well as Medicaid Waiver funding from the federal government through two Manage Care Providers (MCO). The Homemaker Program also receives funding from the Tennessee Department of Human Services. While our contracts are not with federal agencies, these funds originate at the federal level (Older Americans Act funding and Social Services Block Grant). The funding which is received from these grants and local funds are used to operate the programs.

The MSS **Homemaker Program** provides in-home support services for eligible frail elderly and other adults who have a mental or physical disability. The program assists them with household tasks or personal care, as well specialized homemaker services to children and their families.

Positive Program Impacts include:

- **Socialization** - Increased socialization for the customer
- **Health** - Maintenance of a healthy living environment
- **Independence** - Enhances the independence of elderly and/or disabled individuals by allowing them to remain in their own residences (rather than go to assisted living or nursing home facilities)

- **Stability and Safety** -Reduced number of children at imminent risk of entering state custody, and for children who have already been placed in state custody, services facilitate their return to their own homes to be united with their families

The MSS **Nutrition Program** provides nutritious meals, through senior dining settings, home delivered meals, and nutritional liquid supplements to frail seniors and persons under 60 with disabilities and transportation to congregate meal sites.

Positive Program Impact

- **Socialization** – The program provides non-homebound seniors with the opportunity for activities and socialization, enhancing well-being and mental health. Congregate site participants interact with other participants, while homebound customers maintain regular communication with staff.
- **Independence** – By providing nutritional meals to homebound seniors/disabled persons, they have the opportunity to thrive at home (rather than in nursing homes)
- **Health/Nutrition** – Daily nutritious meals (including appropriate meals for those on special diets) are an important component for healthy living.
- **Family Assurance** – For caregivers or extended family members (who may be at work or live in other locations) they receive assurance that their senior/disabled person receives a daily nutritional meal and staff contact.

Contracted Program Overview

The department uses the funding from the contracts to enhance the capacity for providing services to the community. Without the federal funds, the department's level of services would be dramatically decreased. In addition to the contractual arrangement, the department works with the funding sources in various areas, including advocacy and service planning.

Tennessee Department of Human Services Homemaker

Area Agency on Aging and Disability of the Greater Nashville Regional Council Nutrition, Transportation and Homemaker

AmeriGroup, Tennessee, Inc.

United Healthcare (formerly AmeriChoice, Inc.)

Minority Participation on the 7 member Board: 2

Number of Complaints Received Last Year: 0

METRO WATER SERVICES

Authority

The Title VI Coordinator is responsible for Title VI plan goals, objectives, implementation and related performance. Responsibilities are outlined in the table below. We have attempted to draft a plan that meets the needs of our Department in proactively achieving the intents and the positive business results of Title VI requirements. Title VI focuses not only on nondiscrimination, but also equity, access, diverse perspective, quality of service, employee and community involvement, and a positive, professional way to act and interact with one another. This recognition results in a commitment to implementation follow-through and performance measurement as critical factors of success. The Title VI Coordinator for Metro Water Services reports to the Director of Metro Water Services and can be contacted as follows:

Charles Boddie, Title VI Coordinator
615-862-7240 or E-MAIL: charles.boddie@nashville.gov

LEADERSHIP TEAM AND COORDINATOR RESPONSIBILITIES

Leadership Team	Coordinator
MWS Director and Leadership Team leads and manages plan implementation	The Coordinator supports the Department with planning and compliance review
<u>Plan Development</u> <ul style="list-style-type: none"> • Establish values, policy, and goals 	<u>Plan Development</u> <ul style="list-style-type: none"> • Develop values, policy, goals and strategies • Describe MWS process for managing concerns about diversity issues • Identify baseline data for collection • Develop compliance review and evaluation process
<u>Plan Implementation</u> <ul style="list-style-type: none"> • Communicate values, policy, and goals • Manage implementation • Collect baseline and compliance review data • Manage process for managing concerns about diversity issues (considering suggestions and adjudicating complaints) • Participate in training Manage public notification of plan, values	<u>Plan Implementation</u> <ul style="list-style-type: none"> • Coordinate training • Plan public notification of plan, values and MWS process for managing concerns about diversity issues

and MWS process for managing concerns about diversity issues	
Leadership Team Responsibilities Continued	Coordinator Responsibilities Continued
<u>Compliance Review</u> <ul style="list-style-type: none"> • Review periodic compliance review data • Prescribe improvement strategies • Manage implementation of improvement strategies 	<u>Compliance Review</u> <ul style="list-style-type: none"> • Schedule periodic and annual compliance reviews • Analyze compliance review data and general data reflecting performance • Evaluate plan implementation and management • Develop improvement strategies • Report periodic review data and evaluations to Leadership team
<u>Evaluation</u> <ul style="list-style-type: none"> • Ensure MWS compliance with legal requirements and exemplary achievement through program diversity • Manage continued implementation and implementation of improvement strategies 	<u>Evaluation</u> <ul style="list-style-type: none"> • Report annual compliance review data and evaluation to MWS Leadership Team, and Human Resources • Develop continued implementation and improvement strategies

Organizational Environment

Mission

The mission of Metropolitan Water Services is to provide drinking water, wastewater treatment, and Stormwater management services to our community so we can enjoy a vital, safe, and dependable water supply and protected environment.

Strategic Goals

Goal One

MWS customers will continue to enjoy recreational activities using streams that are swimmable and fishable (according to state and federal criteria), as evidenced by:

- a. Reduced mileage of (303(d)) Impaired Streams listed in MWS' service area
- b. 99% compliance for all permitted Stormwater and collection system operations
- c. 99% compliance for wastewater effluent quality

Goal Two

MWS will continue to maintain competitiveness, relative to the top 10 rated large public utilities*, for clean, safe water services (water and wastewater), as indicated by:

- a. Cost per MG (million gallons) water treated
- b. Cost per MG (million gallons) of wastewater treatment capacity
- c. Billing cost per customer
- d. # of IODs (injuries on duty)
- e. # of at fault vehicular accidents
- f. # of OSHA/TOSHA (Occupational Safety and Health Administration/Tennessee Occupational Safety and Health Administration) violations
- g. % of bad debt to revenue billed
- h. % non-revenue water
- i. Demand for Stormwater Capital Improvements will show a negative trend, as reflected in the comparison of projects completed vs. projects designed.

**American Waterworks Association (AWWA), Association of Metropolitan Sewage Agencies (AMSA), and Water Environmental Federation (WEF), as applicable*

Goal Three

Customers of MWS will continue to have clean, safe, drinkable water, at levels meeting EPA (Environmental Protection Agency) water production and distribution water quality standards, as indicated by:

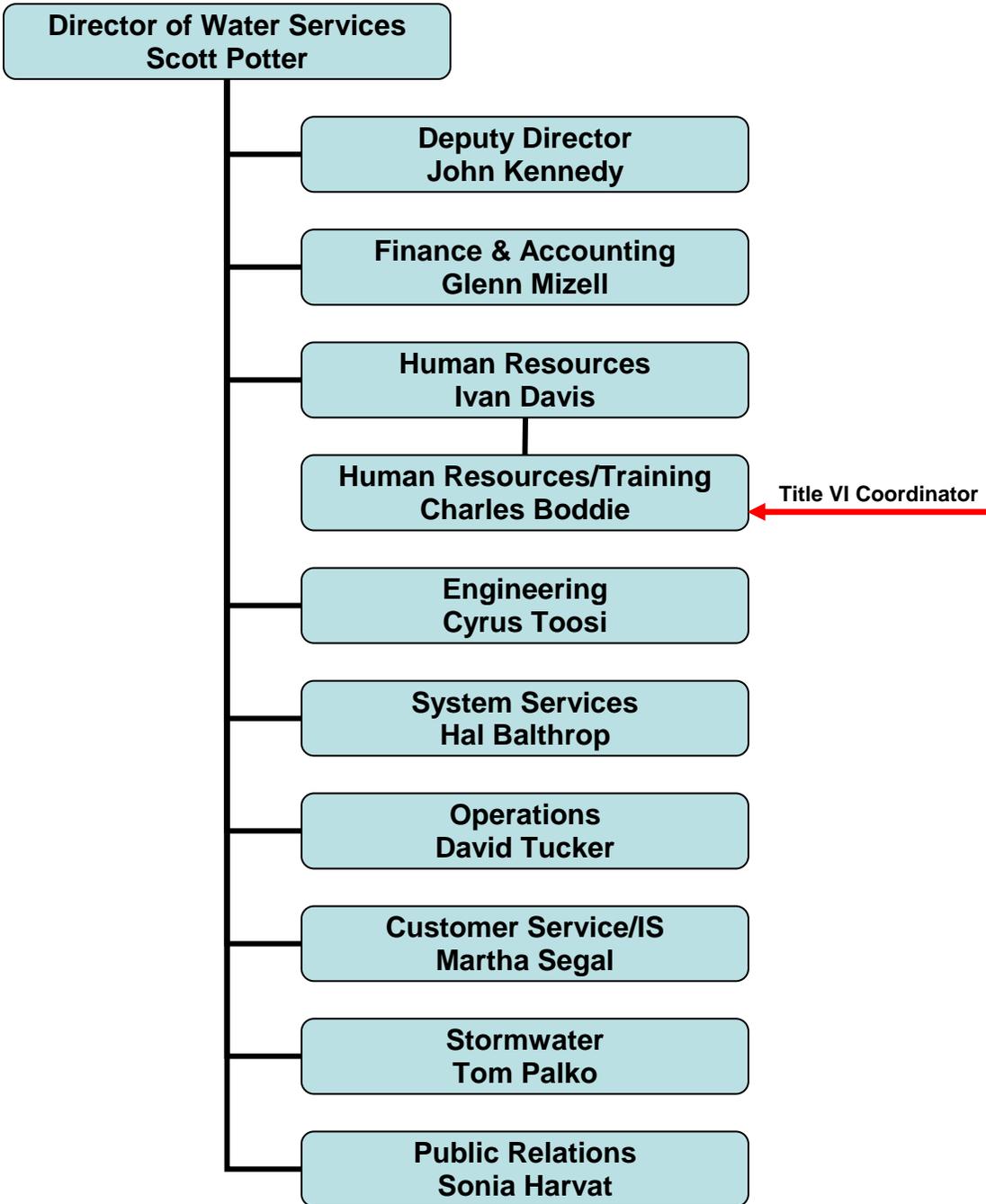
- a) Turbidity levels
- b) Chlorine levels
- c) Bacteria levels
- d) Taste and Odor
- e) Disinfection By-Products

Goal Four

MWS customers will continue to find it easier to do business with MWS and will be provided bills for service that are more accurate and timely, and telephone inquires, when needed, will be answered more quickly and with less time "on hold". These improvements will be evidenced by:

- a. 5%, plus or minus 3%, on average, of calls where customers hang up before receiving call response (call abandonment) 45 seconds or less, on average, that customers are "on hold"
- b. 99% of customer bills, per month, reflecting accurate meter readings meters read accurately per month 99% of customer bills issued on time

Organizational Chart



Federal Funding in the Metropolitan Water Services Department

Section 404 of the Robert T. Stafford Disaster Relief and Emergency Assistance Act established the Hazard Mitigation Grant Program (HMGP) in November 1988. Regulations governing the HMGP can be found at [44 Code of Federal Regulations 206](#). It was created to assist states and local communities in implementing long-term hazard mitigation measures following a major disaster declaration.

The Program's objectives are:

- To prevent future losses of lives and property due to disasters
- To implement State or local Hazard Mitigation plans
- To enable mitigation measures to be implemented during immediate recovery from a disaster, and
- To provide funding for previously identified mitigation measures that benefit the disaster area.

Any State and local government entity is eligible. State agencies and other divisions that may have projects that help support hazard mitigation objectives include those involved with natural resources, geological hazards, public works, infrastructure regulation or construction, floodplain management, parks and recreation, and community development.

As an eligible entity, Metro Water Services purchases homes in floodplains and has them demolished. The acquired property on which structures are removed will carry a permanent deed restriction providing that the property be maintained for open-space, recreational, or wetlands management purposes only.

Contracted Program Overview

The Goals of the Department as specified in the Metro Procurement Code

4.44.030 Mandatory duties of the purchasing agent.

- A. Assistance within metropolitan government agencies. Where feasible, the purchasing agent shall provide appropriate staff who shall be responsible to the purchasing agent and who shall serve within designated metropolitan government agencies to assist metropolitan government small and disadvantaged businesses in learning how to do business with the metropolitan government.

Metro utilizes the Office of Minority and Women Business Assistance division of Metro Purchasing to provide assistance to SBE's who are seeking to do business with Metro. The Office of Minority and Women Business Assistance works to ensure that both public and private resources are available to support the development and economic prosperity of small and historically underutilized businesses by collaborating with Metropolitan Nashville Government Departments, and other members of the Nashville business community.

- B. Special Publications. The purchasing agent will give special publicity to procurement procedures and issue special publications designed to assist small and disadvantaged businesses in learning how to do business with the metropolitan government.

The Office of Minority and Women Business Assistance serves as a resource to minority and small businesses providing information and technical assistance in general business development.

- C. Source Lists. The purchasing agent shall compile, maintain and make available source lists of small and disadvantaged businesses for the purpose of encouraging procurement from small and disadvantaged businesses.

MWS utilizes the Metro iProcurement purchasing system for all purchases, unless the procurement is to be by RFP / ITB. MWS employees are trained to use SBE vendors when making purchases via procurement cards, where feasible.

- D. Solicitation Mailing Lists. To the extent deemed by such officer to be appropriate and as may be required by regulation, the purchasing agent shall include small and disadvantaged businesses on solicitation mailing lists.

The Office of Minority and Women Business Assistance serves as a resource to minority and small businesses providing information and technical assistance in general business development.

- E. Solicitation of Small and Disadvantaged Businesses. The purchasing agent shall assure that small and disadvantaged businesses are solicited on each procurement under one thousand dollars and on each other procurement for which such businesses may be suited.

Each RFP has a SBE participation component which receives between 10 and 20 percent weight in the overall evaluation of the project bid / response. The Office of Minority and Women Business Assistance works with SBE vendors regarding bidding opportunities listed on the Purchasing Bid Opportunities Bulletin.

- F. Training Programs. The purchasing agent shall develop special training programs to be conducted by the metropolitan government to assist small and disadvantaged businesses in learning how to do business with the metropolitan government

MWS participated in the Metro Small Business Symposium designed to provide information regarding how to do business with MWS. Construction project, as well as all other bidding processes provide for a pre-bid

conference where questions regarding small and disadvantaged business participation are addressed by Purchasing.

4.44.040 Discretionary duties of the purchasing agent.

- A. Bonding. Notwithstanding other provisions of this the purchasing agent may reduce the level or change the types of bonding normally required or accept alternative forms of security to the extent reasonably necessary to encourage procurement from small and disadvantaged businesses.

MWS requires all project prime contractors to be bonded for the amount of the project bid.

- B. Progress Payments. The purchasing agent may make such special provisions for progress payments as such officer may deem reasonably necessary to encourage procurement from small and disadvantaged businesses.

It is the goal of MWS to make progress payments to contractors within 15 days of receipt of an approved pay estimate.

0% Minority Participation on the Stormwater Management Committee.

Number of Complaints Received Last Year: 0.

Statement of Non-Discrimination:

We have implemented a plan that meets the needs of our Department in proactively achieving the intents and the positive business results of Title VI requirements. Title VI focuses, not only on nondiscrimination, but also equity, access, diverse perspective, quality of service, employee and community involvement, and a positive, professional way to act and interact with one another. This recognition results in a commitment to implementation follow-through and performance measurement as critical factors of success.

Metro Nashville Title VI Coordinators

Department	Title VI Coordinator
Arts Commission	Leigh Patton
Beer Board	Julie Hudson
Codes Administration	Roy Jones
Criminal Court Clerk	Dana Effler
Emergency Communications - 911	Lynette Dawkins & Lisa Fulton
Finance	Kim Northern
Fire	Drusilla Martin
General Hospital	Diana Wohlfahrt (Diana.wohlfahrt@nashvilleha.org)
General Services	Jerry Hall
Health	Michelle Birdsong
Historical Commission	Yvonne Ogren
Human Relations Commission	Caroline Blackwell
Human Resources	Sherry Adams
Information Technology Services	Cyndy Maddox
Justice Integration Services	Natalie Stiers
Juvenile Court	Jim Swack
MDHA	Pat Thicklin
Metro Action Commission	Cassandra Johnson-Payne
Metro Clerk	Ana Escobar
Metro Transit Authority	James McAteer & Sharon Simmons
Municipal Auditorium	Sharon Hill
Nashville Career Advancement Center	Coni Caudle
Nashville Convention Center	Ashli Fowler
Parks & Recreation	James Gray
Planning Commission	Josie Bass
Police	Sue Bibb
Public Defender	Annette Crutchfield
Public Library	Chase Adams
Public Schools	Bruce Bowers
Public Works	Yvonne Foote
Sheriff	Kim Waters & Lynn Norris
Social Services	Yuri Hancock
Soil & Water Conservation	Carol Edwards
Transportation Licensing Commission	Billy Fields
Water Services	Charles Boddie

U.S. Department of Commerce

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State & County QuickFacts

Nashville-Davidson (balance), Tennessee

People QuickFacts	Nashville-Davidson	Tennessee
Population, 2011 estimate	609,644	6,399,787
Population, 2010 (April 1) estimates base	601,222	6,346,113
Population, percent change, April 1, 2010 to July 1, 2011	1.4%	0.8%
Population, 2010	601,222	6,346,105
Persons under 5 years, percent, 2010	7.2%	6.4%
Persons under 18 years, percent, 2010	21.7%	23.6%
Persons 65 years and over, percent, 2010	10.2%	13.4%
Female persons, percent, 2010	51.5%	51.3%

White persons, percent, 2010 (a)	60.5%	77.6%
Black persons, percent, 2010 (a)	28.4%	16.7%
American Indian and Alaska Native persons, percent, 2010 (a)	0.3%	0.3%
Asian persons, percent, 2010 (a)	3.1%	1.4%
Native Hawaiian and Other Pacific Islander, percent, 2010 (a)	0.1%	0.1%
Persons reporting two or more races, percent, 2010	2.5%	1.7%
Persons of Hispanic or Latino origin, percent, 2010 (b)	10.0%	4.6%
White persons not Hispanic, percent, 2010	56.3%	75.6%

Living in same house 1 year & over, percent, 2007-2011	79.0%	84.1%
Foreign born persons, percent, 2007-2011	11.9%	4.5%
Language other than English spoken at home, percent age 5+, 2007-2011	15.7%	6.4%
High school graduate or higher, percent of persons age 25+, 2007-2011	85.1%	83.2%
Bachelor's degree or higher, percent of persons age 25+, 2007-2011	33.7%	23.0%
Veterans, 2007-2011	38,154	501,665
Mean travel time to work (minutes), workers age 16+, 2007-2011	23.3	24.0

Housing units, 2010	272,622	2,812,133
Homeownership rate, 2007-2011	56.2%	69.0%
Housing units in multi-unit structures, percent, 2007-2011	37.6%	18.1%
Median value of owner-occupied housing units, 2007-2011	\$164,100	\$137,200
Households, 2007-2011	244,206	2,457,997
Persons per household, 2007-2011	2.34	2.50
Per capita money income in the past 12 months (2011 dollars), 2007-2011	\$27,372	\$24,197
Median household income, 2007-2011	\$46,141	\$43,989
Persons below poverty level, percent, 2007-2011	18.2%	16.9%

Business QuickFacts	Nashville-Davidson	Tennessee
Total number of firms, 2007	61,671	545,348
Black-owned firms, percent, 2007	11.4%	8.4%
American Indian- and Alaska Native-owned firms, percent, 2007	0.6%	0.5%
Asian-owned firms, percent, 2007	3.5%	2.0%
Native Hawaiian and Other Pacific Islander-owned firms, percent, 2007	0.1%	0.1%
Hispanic-owned firms, percent, 2007	3.0%	1.6%
Women-owned firms, percent, 2007	26.8%	25.9%

Manufacturers shipments, 2007 (\$1000)	6,452,038	140,447,760
Merchant wholesaler sales, 2007 (\$1000)	10,837,514	80,116,528
Retail sales, 2007 (\$1000)	10,272,149	77,547,291
Retail sales per capita, 2007	\$17,337	\$12,563

Accommodation and food services sales, 2007 (\$1000)		
	2,126,158	10,626,759
Geography QuickFacts	Nashville-Davidson	Tennessee
Land area in square miles, 2010	475.13	41,234.90
Persons per square mile, 2010	1,265.4	153.9
FIPS Code	52006	47
Counties		

(a) Includes persons reporting only one race.

(b) Hispanics may be of any race, so also are included in applicable race categories.

D: Suppressed to avoid disclosure of confidential information

F: Fewer than 100 firms

FN: Footnote on this item for this area in place of data

NA: Not available

S: Suppressed; does not meet publication standards

X: Not applicable

Z: Value greater than zero but less than half unit of measure shown

Source U.S. Census Bureau: State and County QuickFacts. Data derived from Population Estimates, American Community Survey, Census of Population and Housing, County Business Patterns, Economic Census, Survey of Business Owners, Building Permits, Consolidated Federal Funds Report, Census of Governments
Last Revised: Thursday, 10-Jan-2013 10:46:35 EST

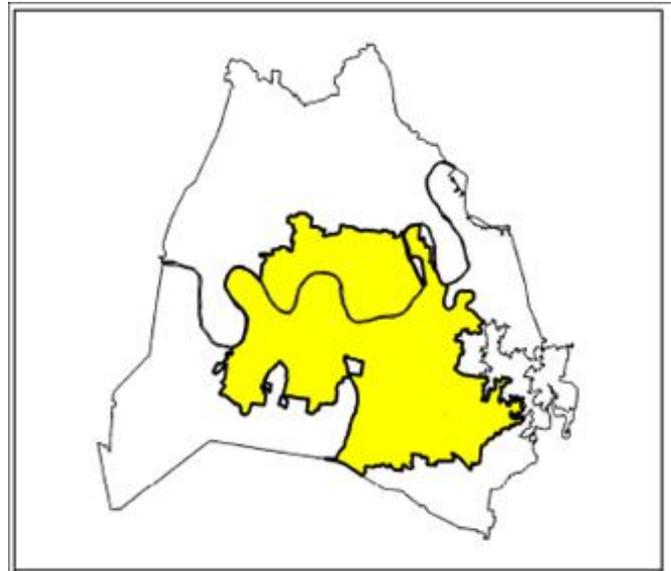
Organizational Chart of Operating Departments and the Metropolitan Government of Nashville & Davidson County Form of Government

On April 1, 1963 the governments of the City of Nashville and Davidson County were consolidated into a single "Metropolitan Government of Nashville and Davidson County," under which the boundaries of the City of Nashville and Davidson County are coextensive.

The executive and administrative powers are vested in the Mayor, who is elected at large for a four-year term. The Mayor is authorized to administer, supervise and control all departments and to appoint all members of boards and commissions. A two-thirds vote of the legislative body, the Council, is required to override the Mayor's veto. The Charter also provides for a Vice-Mayor, who is elected at large for a four-year term and is the presiding officer of the Council. The Council is composed of 40 members who are elected for four-year terms.

The Charter provides a framework for local government in Nashville to serve the needs of two service districts: (i) the General Services District (the "GSD") and (ii) the Urban Services District (the "USD"). The GSD embraces the entire area of Davidson County and its residents are taxed to support those services, functions and debt obligations which are deemed properly chargeable to the whole population. Such services include general administration, police, fire protection, courts, jails, health, welfare, hospitals, streets and roads, traffic, schools, parks and recreation, airport facilities, auditoriums, public housing, urban renewal, planning and public libraries.

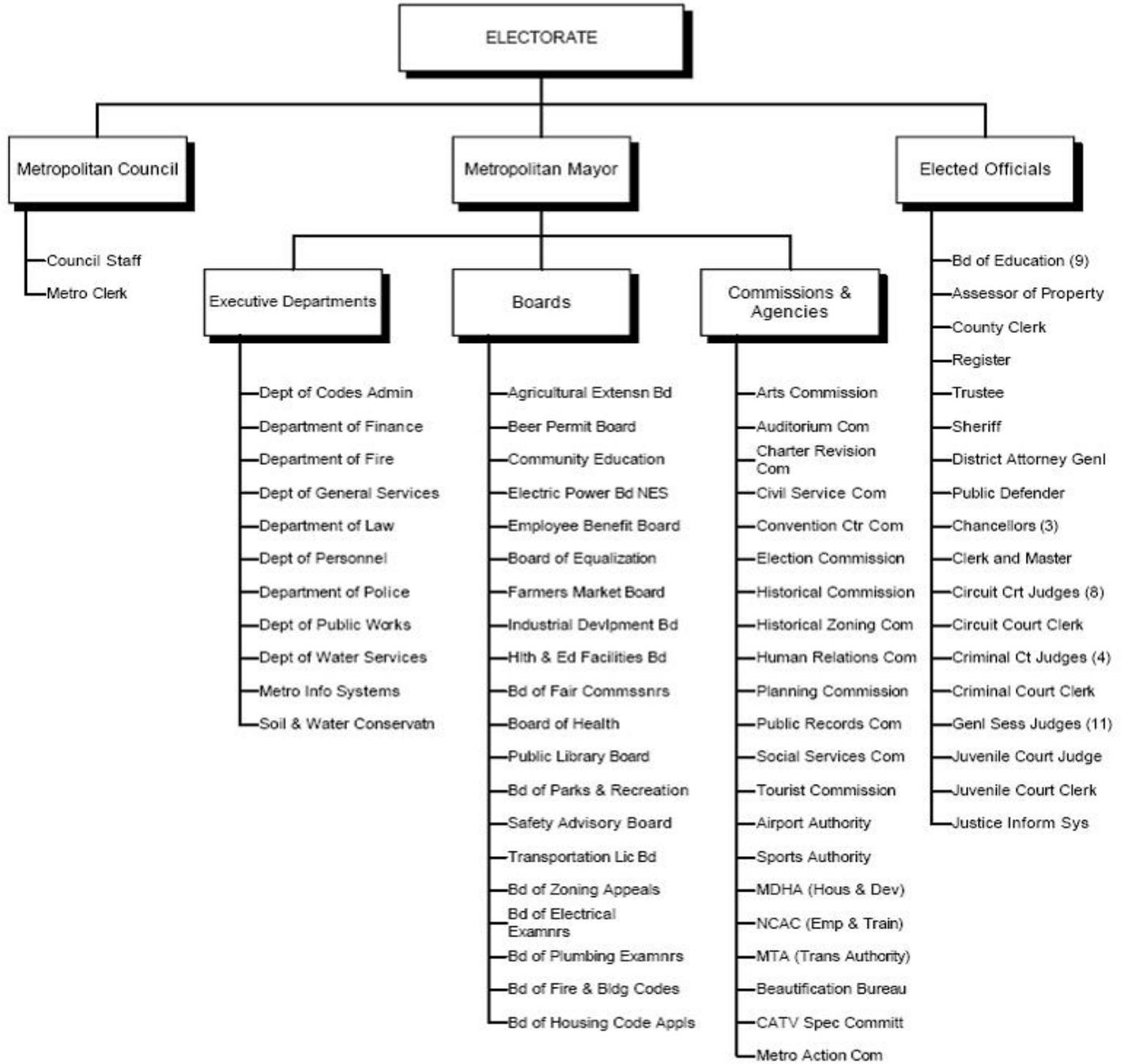
The original USD conformed to the corporate limits of the City of Nashville as they existed on April, 1963, the date of consolidation. USD residents are charged an additional tax to support those services, functions and debt obligations which benefit only the USD. Such services include additional police protection, storm sewers, street lighting and refuse collection. The Charter provides: "The area of the Urban Services District may be expanded and its territorial limits extended by annexation whenever particular areas of the General Services District come to need urban services, and The Metropolitan Government becomes able to provide such service within a reasonable period which shall be no greater than one year after ad valorem taxes in the annexed area become due." Since April 1, 1963 the area of the USD has been expanded from 72 square miles to 152 square miles.



The USD (shaded area) is a subset of the GSD.

THE METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY

ORGANIZATION CHART



FEDERAL GRANTS 2012-2013 BY GRANTOR

(Includes Accruals from Prior FY)

Dir. or Pass-Thru	TITLE	GRANTOR	AWARD AMOUNT
ARTS COMMISSION			
P	Major Cultural Institution 13	NATIONAL ENDOWMENT FOR THE THE ARTS	\$78,700.00
	TOTAL ARTS COMMISSION		\$78,700.00
DISTRICT ATTORNEY			
P	VOCA Hispanic, Child, and Family 12-15	U.S. DEPARTMENT OF JUSTICE	\$474,948.00
P	Project Safe Neighborhood Comm. Gun Violence Pros. Unit 09-12	U.S. DEPARTMENT OF JUSTICE	\$90,652.00
P	Project Safe Neighborhood - Gang Prosecution 10-13	U.S. DEPARTMENT OF JUSTICE	\$105,293.00
D	ARRA Justice Assistance Grant 09-13	U.S. DEPARTMENT OF JUSTICE	\$0.00
D	Justice Assistance Grant 09-13 (b)	U.S. DEPARTMENT OF JUSTICE	\$0.00
	TOTAL DISTRICT ATTORNEY		\$670,893.00
ELECTION COMM.			
P	Voting Machine Lease 12-13	U.S. ELECTION ASSISTANCE COMMISSION	\$381,000.00
	TOTAL ELECTION COMM.		\$381,000.00
FINANCE DEPARTMENT			
P	FLOOD Public Assistance 10-15 01	U.S. DEPARTMENT OF HOMELAND SECURITY	\$53,278,117.88
	TOTAL FINANCE DEPARTMENT		\$53,278,117.88
FIRE DEPARTMENT			
D	Assistance to Firefighters 12-13	U.S. DEPARTMENT OF HOMELAND SECURITY	\$552,040.00
D	Fire Prevention and Safety 11-12	U.S. DEPARTMENT OF HOMELAND SECURITY	\$240,900.00
D	Assistance to Firefighters 10-12	U.S. DEPARTMENT OF HOMELAND SECURITY	\$840,333.00
D	Staffing for Adequate Fire and Emergency Response (SAFER) 12-14	U.S. DEPARTMENT OF HOMELAND SECURITY	\$4,201,120.00

Dir. or Pass-Thru	TITLE	GRANTOR	AWARD AMOUNT
FIRE DEPARTMENT			
D	Staffing for Adequate Fire and Emergency Response (SAFER) 10-12 (b)	U.S. DEPARTMENT OF HOMELAND SECURITY	\$3,516,513.00
TOTAL FIRE DEPARTMENT			\$9,350,906.00
GENERAL SERVICES			
D	ARRA Energy Efficiency and Conservation 09-12 (initial and final)	U.S. DEPARTMENT OF ENERGY	\$6,225,400.00
TOTAL GENERAL SERVICES			\$6,225,400.00
HEALTH DEPARTMENT			
D	U.S. EPA PM2 Air Pollution 103 08-09	ENVIRONMENTAL PROTECTION AGENCY	\$675,000.00
D	Air Pollution 105 09-11	ENVIRONMENTAL PROTECTION AGENCY	\$1,509,000.00
D	Air Pollution Section 103 Near Roadside 12-13	ENVIRONMENTAL PROTECTION AGENCY	\$200,000.00
P	Family Planning 12-17	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$4,273,000.00
D	Pathways to Responsible Fatherhood 11-12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$1,589,107.00
P	Help Us Grow Successfully (HUGS) 9-14	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$3,051,000.00
D	HIV Emergency Relief 12-13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$4,730,915.00
P	Breast and Cervical Cancer Screening 11-14	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$262,200.00
P	Healthy Start 13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$661,100.00
P	Environmental Health Specialist Network 13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$102,700.00
D	HIV Emergency Relief 13-14	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$1,708,433.00
P	Tobacco Use Prevention Services 12-13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$42,500.00
P	Bioterrorism 11-12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$854,300.00
P	Bioterrorism 12-13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$960,700.00
P	HIV-AIDS Prevention, Surveillance, STD, Rapid Testing and CAPUS 13-13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$1,138,500.00

Dir. or Pass-Thru	TITLE	GRANTOR	AWARD AMOUNT
HEALTH DEPARTMENT			
P	Health Promotion Services 13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$116,000.00
P	Tuberculosis Control, Prevention and Outreach Services 13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$1,404,400.00
P	Commodity Supplemental Food Program (CSFP) 12-13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$235,400.00
P	HIV-AIDS Prevention, Surveillance and STD 12-12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$922,400.00
P	Eat Well, Play More 12-13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$20,000.00
D	ARRA Communities Putting Prevention to Work 10-12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$7,527,527.00
P	Immunization Service 13-13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$518,500.00
D	Pathways to Responsible Fatherhood 12-13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$1,589,107.00
D	Healthy Start Initiative - Eliminating Racial Ethnic Disparities 12-14	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$809,920.00
P	Women, Infant and Children (WIC) 12-13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$4,397,000.00
P	Rapid HIV Testing 11-12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$238,500.00
P	Children's Special Services 13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$767,100.00
P	Commodity Supplemental Food Program (CSFP) 11-12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$227,900.00
P	Immunization Service 12-12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$539,800.00
P	Tobacco Use Prevention Services 13-14	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$42,500.00
P	Women, Infant and Children (WIC) 11-12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$4,245,100.00
TOTAL HEALTH DEPARTMENT			\$45,359,609.00

Dir. or Pass-Thru	TITLE	GRANTOR	AWARD AMOUNT
JUSTICE INTEG. SVCE.			
D	Justice Assistance Grant 09-13 (b)	U.S. DEPARTMENT OF JUSTICE	\$0.00
D	ARRA Justice Assistance Grant 09-13	U.S. DEPARTMENT OF JUSTICE	\$0.00
TOTAL JUSTICE INTEG. SVCE.			\$0.00
JUVENILE COURT			
P	Child Support Enforcement, Title IV-D 13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$789,690.00
D	ARRA Justice Assistance Grant 09-13	U.S. DEPARTMENT OF JUSTICE	\$0.00
P	Juvenile Accountability Block Grant (JABG) 11-12	U.S. DEPARTMENT OF JUSTICE	\$129,636.00
P	Juvenile Accountability Block Grant (JABG) 12-13	U.S. DEPARTMENT OF JUSTICE	\$101,023.00
D	Justice Assistance Grant 09-13 (b)	U.S. DEPARTMENT OF JUSTICE	\$0.00
TOTAL JUVENILE COURT			\$1,020,349.00
MAYOR'S OFFICE			
P	ARRA Southeast Energy Efficiency Alliance Community Retrofit Ramp-Up Consortium	U.S. DEPARTMENT OF ENERGY	\$887,005.00
TOTAL MAYOR'S OFFICE			\$887,005.00
METRO ACTION			
P	Summer Food Service 12-12	U.S. DEPARTMENT OF AGRICULTURE	\$784,389.00
P	Child and Adult Care Food Program NAZA 12-13	U.S. DEPARTMENT OF AGRICULTURE	\$51,438.00
P	Child and Adult Care Food Program 12-13	U.S. DEPARTMENT OF AGRICULTURE	\$917,991.00
P	Community Services Block Grant 13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$1,563,548.49
P	Low Income Home Energy Assistance Program (LIHEAP) 13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$6,052,445.75
D	Early Head Start /Head Start 13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$12,013,223.00
TOTAL METRO ACTION			\$21,383,035.24

Dir. or Pass-Thru	TITLE	GRANTOR	AWARD AMOUNT
MNPS			
D	Justice Assistance Grant 09-13 (b)	U.S. DEPARTMENT OF JUSTICE	\$0.00
D	ARRA Justice Assistance Grant 09-13	U.S. DEPARTMENT OF JUSTICE	\$0.00
TOTAL MNPS			\$0.00
NCAC			
P	WIA Adult 11-13 (b)	U.S. DEPARTMENT OF LABOR	\$1,896,460.00
P	Administrative Funds 11-12	U.S. DEPARTMENT OF LABOR	\$8,000.00
P	Incumbent Worker 11-12	U.S. DEPARTMENT OF LABOR	\$100,000.00
P	WIA Dislocated Worker 11-13	U.S. DEPARTMENT OF LABOR	\$582,683.00
P	WIA Youth 11-13	U.S. DEPARTMENT OF LABOR	\$2,039,782.00
P	Resource Sharing 13	U.S. DEPARTMENT OF LABOR	\$60,000.00
P	WIA Adult 11-13	U.S. DEPARTMENT OF LABOR	\$156,998.00
P	OJT Amazon Dislocated Worker 12-13	U.S. DEPARTMENT OF LABOR	\$80,000.00
P	Incentive Funds 13-13	U.S. DEPARTMENT OF LABOR	\$27,083.00
P	WIA Dislocated Worker - Rapid Response 12-13	U.S. DEPARTMENT OF LABOR	\$220,000.00
P	Tennessee Works Act - OJT 12-13	U.S. DEPARTMENT OF LABOR	\$55,000.00
P	Incumbent Worker 12-13	U.S. DEPARTMENT OF LABOR	\$100,000.00
P	WIA Dislocated Worker 12-14(b)	U.S. DEPARTMENT OF LABOR	\$1,829,917.00
P	WIA Adult 12-14(b)	U.S. DEPARTMENT OF LABOR	\$1,903,054.00
P	WIA Dislocated Worker 12-14	U.S. DEPARTMENT OF LABOR	\$315,238.00
P	WIA Dislocated Worker 11-13 (b)	U.S. DEPARTMENT OF LABOR	\$2,458,611.00
P	WIA Adult 12-14	U.S. DEPARTMENT OF LABOR	\$157,191.00

Dir. or Pass-Thru	TITLE	GRANTOR	AWARD AMOUNT
NCAC			
P	WIA Youth 12-14	U.S. DEPARTMENT OF LABOR	\$2,038,772.00
P	Incentive Funds 12-12	U.S. DEPARTMENT OF LABOR	\$53,500.00
TOTAL NCAC			\$14,082,289.00

OFFICE OF EMERG. MGMT.

P	U.S. Homeland Security/Urban Areas Security 10-13	U.S. DEPARTMENT OF HOMELAND SECURITY	\$1,085,285.75
P	FY12 Homeland Security 12-14	U.S. DEPARTMENT OF HOMELAND SECURITY	\$265,909.34
P	FY10 BZPP OLH Zone B 10-13	U.S. DEPARTMENT OF HOMELAND SECURITY	\$194,000.00
P	FY10 BZPP TN HLTH Svces Zone A 10-13	U.S. DEPARTMENT OF HOMELAND SECURITY	\$194,000.00
D	Port Security 08-11	U.S. DEPARTMENT OF HOMELAND SECURITY	\$1,546,019.00
D	Port Security 11-14	U.S. DEPARTMENT OF HOMELAND SECURITY	\$1,000,046.00
D	Port Security 09-12	U.S. DEPARTMENT OF HOMELAND SECURITY	\$1,560,071.00
D	Port Security 10-13	U.S. DEPARTMENT OF HOMELAND SECURITY	\$1,001,608.00
P	FY11 Homeland Security 11-14	U.S. DEPARTMENT OF HOMELAND SECURITY	\$662,595.17
P	Public Assistance FEMA Declaration 1978-DR-TN 11-16	U.S. DEPARTMENT OF HOMELAND SECURITY	\$22,778.03
P	Emergency Management Performance 11-13	U.S. DEPARTMENT OF HOMELAND SECURITY	\$183,350.00
TOTAL OFFICE OF EMERG. MGMT.			\$7,715,662.29

PARKS & RECREATION

P	Growing Right Onto Wellness (GROW) 10-13	NATIONAL INSTITUTES OF HEALTH/NATIONAL HEART,LUNG,	\$376,228.67
P	Summer Enrichment Kirkpatrick Park 12-12	U.S. DEPARTMENT OF HOUSING & URBAN DEV.	\$20,000.00
P	Swim 12-12	U.S. DEPARTMENT OF HOUSING & URBAN DEV.	\$20,000.00
D	ARRA Justice Assistance Grant 09-13	U.S. DEPARTMENT OF JUSTICE	\$0.00
D	Justice Assistance Grant 09-13 (b)	U.S. DEPARTMENT OF JUSTICE	\$0.00

Dir. or Pass-Thru	TITLE	GRANTOR	AWARD AMOUNT
PARKS & RECREATION			
P	Riverside Drive Connector Trail 11-14	U.S. DEPARTMENT OF TRANSPORTATION	\$72,547.00
P	Stones River Greenway	U.S. DEPARTMENT OF TRANSPORTATION	\$8,200,000.00
P	ARRA TSU Connector Greenway 09-15	U.S. DEPARTMENT OF TRANSPORTATION	\$1,074,608.00
P	Cumberland River Greenway 07-13	U.S. DEPARTMENT OF TRANSPORTATION	\$1,344,796.02
TOTAL PARKS & RECREATION			\$11,108,179.69
PLANNING COMMISSION			
P	State Planning & Research 11-12	U.S. DEPARTMENT OF TRANSPORTATION	\$678,877.00
P	Short-Range Transit Planning Activities 11-16	U.S. DEPARTMENT OF TRANSPORTATION	\$777,545.00
P	Short-Range Transit Planning Activities 10-15	U.S. DEPARTMENT OF TRANSPORTATION	\$399,082.00
P	Regional Household Travel Survey 11-13	U.S. DEPARTMENT OF TRANSPORTATION	\$187,500.00
P	Nashville Expanded Urbanized Area 13-15	U.S. DEPARTMENT OF TRANSPORTATION	\$1,158,588.00
P	Transportation Planning & Coordination 11-13	U.S. DEPARTMENT OF TRANSPORTATION	\$4,183,451.00
TOTAL PLANNING COMMISSION			\$7,385,043.00
POLICE DEPARTMENT			
D	ATF/Metro Crime Gun Unit 08-12	BUREAU OF ALCOHOL, TOBACCO AND FIREARMS	\$120,600.00
P	Public and Indian Housing Drug Elimination Program - MDHA Special Task Force 08-13	U.S. DEPARTMENT OF HOUSING & URBAN DEV.	\$3,321,100.00
P	Crime Victim Assistance-Victims of Crime (VOCA) 12-15	U.S. DEPARTMENT OF JUSTICE	\$163,578.00
D	Justice Assistance Grant 09-13 (b) (All)	U.S. DEPARTMENT OF JUSTICE	\$857,577.00
D	GREAT Regional Training Center 11-12	U.S. DEPARTMENT OF JUSTICE	\$620,000.00
D	Bulletproof Vest Partnership 10-12	U.S. DEPARTMENT OF JUSTICE	\$33,902.85
D	Justice Assistance Grant (JAG) 12-15	U.S. DEPARTMENT OF JUSTICE	\$522,006.00

Dir. or Pass-Thru	TITLE	GRANTOR	AWARD AMOUNT
POLICE DEPARTMENT			
D	Justice Assistance Grant 11-14	U.S. DEPARTMENT OF JUSTICE	\$666,280.00
D	Gang Resistance Education And Training (G.R.E.A.T.) 11-12	U.S. DEPARTMENT OF JUSTICE	\$100,000.00
D	Justice Assistance Grant 08-12	U.S. DEPARTMENT OF JUSTICE	\$933,270.00
D	ARRA Justice Assistance Grant 09-13	U.S. DEPARTMENT OF JUSTICE	\$3,831,717.00
P	Governor's Highway Safety Alcohol Saturation 12-13	U.S. DEPARTMENT OF TRANSPORTATION	\$399,888.58
P	Governor's Highway Safety Alcohol Saturation 11-12	U.S. DEPARTMENT OF TRANSPORTATION	\$399,888.60
TOTAL POLICE DEPARTMENT			\$11,969,808.03
PUBLIC DEFENDER			
D	Justice Assistance Grant 09-13 (b)	U.S. DEPARTMENT OF JUSTICE	\$0.00
D	ARRA Justice Assistance Grant 09-13	U.S. DEPARTMENT OF JUSTICE	\$0.00
TOTAL PUBLIC DEFENDER			\$0.00
PUBLIC LIBRARY			
P	LSTA Technology 12-13	INSTITUTE OF MUSEUM AND LIBRARY SERVICES	\$7,679.00
TOTAL PUBLIC LIBRARY			\$7,679.00
PUBLIC WORKS			
P	Countywide Wayfinding and Traffic Guidance Phase 2, 08-12	U.S. DEPARTMENT OF TRANSPORTATION	\$1,600,000.00
P	Signal System Upgrade Phase 3B 11-14	U.S. DEPARTMENT OF TRANSPORTATION	\$600,000.00
P	Intersection Improvements 08-17	U.S. DEPARTMENT OF TRANSPORTATION	\$5,850,000.00
P	Gateway to Heritage Phase 1 08-13	U.S. DEPARTMENT OF TRANSPORTATION	\$608,000.00
P	ARRA Signal Timing Upgrade 09-15	U.S. DEPARTMENT OF TRANSPORTATION	\$997,000.00
P	ATIS Phase 1B - Traffic Detection and Monitoring System 11-14	U.S. DEPARTMENT OF TRANSPORTATION	\$1,640,000.00

Dir. or Pass-Thru	TITLE	GRANTOR	AWARD AMOUNT
PUBLIC WORKS			
P	Jefferson Street Intersection Improvement 08-09	U.S. DEPARTMENT OF TRANSPORTATION	\$920,808.00
P	Shelby Ave. Gateway Blvd. 09-17	U.S. DEPARTMENT OF TRANSPORTATION	\$5,200,000.00
P	Harding Place Pedestrian Network Enhancement: Phase 1 - Nolensville Pike	U.S. DEPARTMENT OF TRANSPORTATION	\$1,899,640.00
P	Traffic Signal Communication Upgrade and Interconnect 04-07	U.S. DEPARTMENT OF TRANSPORTATION	\$560,000.00
P	Harding Place Sidewalk and Bikeways 10-15	U.S. DEPARTMENT OF TRANSPORTATION	\$862,840.20
P	Safe Routes to Schools Tom Joy Elementary 10-13	U.S. DEPARTMENT OF TRANSPORTATION	\$220,349.00
TOTAL PUBLIC WORKS			\$20,958,637.20
SHERIFF			
D	Justice Assistance Grant 09-13 (b)	U.S. DEPARTMENT OF JUSTICE	\$0.00
D	ARRA Justice Assistance Grant 09-13	U.S. DEPARTMENT OF JUSTICE	\$0.00
TOTAL SHERIFF			\$0.00
SOCIAL SERVICES			
P	GNRC Nutrition Services NSIP (Nutrition Services) 13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$145,712.00
P	GNRC Personal Care (Options) 13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$19,300.00
P	GNRC Homemaker Services (Options) 13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$51,000.00
P	GNRC Transportation Services (Nutrition Services) 13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$70,000.00
P	GNRC Nutrition Services IIIC (Nutrition Services) 13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$460,700.00
P	GNRC Home Delivered Meals III C2 (Nutrition Services) 13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$312,924.00
P	GNRC Home Delivered Meals (Nutrition Services) 13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$49,750.00
P	GNRC Nutrition Choices (Options) 13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$76,200.00
P	SSBG Homemaker 13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$261,300.00
TOTAL SOCIAL SERVICES			\$1,446,886.00

Dir. or Pass-Thru	TITLE	GRANTOR	AWARD AMOUNT
STATE TRIAL COURTS			
D	ARRA Justice Assistance Grant 09-13	U.S. DEPARTMENT OF JUSTICE	\$0.00
P	State JAG Residential Drug Court 12-13	U.S. DEPARTMENT OF JUSTICE	\$50,000.00
D	Justice Assistance Grant 09-13 (b)	U.S. DEPARTMENT OF JUSTICE	\$0.00
P	Courtroom Technology 13	U.S. DEPARTMENT OF JUSTICE	\$10,000.00
TOTAL STATE TRIAL COURTS			\$60,000.00
WATER & SEWER			
P	Flood Yale Avenue Home Buyout 12-15	U.S. DEPARTMENT OF HOMELAND SECURITY	\$3,995,600.00
P	FLOOD Delray Drive-West Hamilton Home Buyout 10-13	U.S. DEPARTMENT OF HOMELAND SECURITY	\$8,280,204.00
P	FLOOD Miami Avenue Home Buyout 11-14	U.S. DEPARTMENT OF HOMELAND SECURITY	\$7,734,510.00
P	Flood Pennington Bend Home Buyout 11-14	U.S. DEPARTMENT OF HOMELAND SECURITY	\$5,112,161.50
P	Flood Benzing Road/Park Terrace Home Buyout 11-14	U.S. DEPARTMENT OF HOMELAND SECURITY	\$13,329,032.50
P	FLOOD West Hamilton/Hite St 41 Home Buyout 11-14	U.S. DEPARTMENT OF HOMELAND SECURITY	\$4,559,616.50
TOTAL WATER & SEWER			\$43,011,124.50
Grand Total		\$256,380,323.83	

**Fiscal Year 2013 Disadvantaged Business Report
FY 13 Fiscal Yr. (July 1, 2012 - April 30, 2013)**

	Disadvantaged Business														Totals			
	Ethnic Minority Male Only					Woman Owned									OS&E*	Total Disadvantaged Business	Non-Ethnic Male	Total of All Business
	African American	Hispanic	Asian	Native American	Non-Specific Male Minority	Total Male Ethnic Minority	African American	Hispanic	Asian	Native American	Non-Specific Female Minority	Non-Ethnic Female	Total Woman Owned					
1 Agricultural Extension	0	0	0	0	0	\$0	0	0	0	0	0	0	\$0	0	\$0	0	\$0	
2 Arts Commission Auditorium	1755	0	0	3,500	0	\$5,255	12,475	0	0	0	0	53,563	\$66,038	0	\$71,293	698,818	\$770,111	
3 Commission	0	0	0	12,275	0	\$12,275	0	0	0	0	467	62,748	\$63,215	0	\$75,490	1,105,121	\$1,180,611	
4 Beer Permit Board Community	4,698	0	0	0	0	\$4,698	0	0	0	0	0	336	\$336	0	\$5,034	69,442	\$74,476	
5 Education	0	0	0	0	0	\$0	0	0	0	0	0	0	\$0	0	\$0	0	\$0	
6 Convention Center Election	75,005	1,149	0	7,833	0	\$83,987	0	0	0	0	0	82,702	\$82,702	0	\$166,689	841,808	\$1,008,497	
7 Commission	0	0	0	6,016	0	\$6,016	0	0	0	0	3,507	168	\$3,675	0	\$9,691	1,079,647	\$1,089,338	
8 Farmer's Market Historical	255,381	0	0	360	0	\$255,741	12,540	0	0	1,092	4,560	3,379	\$21,571	0	\$277,312	624,537	\$901,849	
9 Commission	0	0	0	0	0	\$0	0	0	0	0	0	0	\$0	0	\$0	0	\$0	
10 Human Relations Justice Integration	0	0	0	535	0	\$535	1,759	0	0	0	0	443	\$2,202	0	\$2,737	29,389	\$32,126	
11 Systems	0	0	0	0	0	\$0	0	0	0	0	0	0	\$0	0	\$0	0	\$0	
12 Library Metro Action	272,360	18,447	0	55,479	0	\$346,286	0	0	0	0	3,213	439,441	\$442,654	0	\$788,940	4,474,781	\$5,263,721	
13 Commission Nashville Career	390,674	1,150	3,547	102,649	0	\$498,020	22,400	0	0	0	2,400	87,114	\$111,914	0	\$609,934	12,978,721	\$13,588,655	
14 Advancement Ctr Parks and	41,420	0	4,743	0	0	\$46,163	0	0	0	0	0	73,373	\$73,373	0	\$119,536	2,554,584	\$2,674,120	
15 Recreation Planning	227,309	0	1,292	41,362	0	\$269,963	9,133	3,228	4,125	0	58,237	77,893,847	\$77,968,570	0	\$78,238,533	19,891,956	\$98,130,489	
16 Commission	0	0	0	8,888	0	\$8,888	0	0	0	0	0	6,542	\$6,542	0	\$15,430	917,590	\$933,020	
17 Public Health	49,015	2,654	34,098	195,571	0	\$281,338	50,006	0	6,965	0	81,131	170,330	\$308,432	0	\$589,770	8,954,414	\$9,544,184	
18 Social Services Transportation	140,893	0	0	4,780	0	\$145,673	1,300	0	0	0	0	236,023	\$237,323	0	\$382,996	1,412,835	\$1,795,831	
19 Licensing Codes	0	0	0	0	0	\$0	0	0	0	0	0	1,283	\$1,283	0	\$1,283	22,558	\$23,841	
20 Administration Criminal Justice	25,860	0	18,256	7,174	0	\$51,290	0	0	0	0	0	380	\$380	0	\$51,670	774,157	\$825,827	
21 Planning Unit Emergency	0	0	0	337	0	\$337	0	0	0	0	0	0	\$0	0	\$337	624	\$961	
22 Communications	0	0	0	3,495	0	\$3,495	0	0	0	0	0	37,403	\$37,403	0	\$40,898	53,025	\$93,923	
23 Finance	0	0	0	10,668	0	\$10,668	0	0	0	0	0	45,451	\$45,451	0	\$56,119	295,135	\$351,254	
24 Fire	0	0	0	0	0	\$0	0	0	0	0	0	0	\$0	0	\$0	0	\$0	

25	General Services	8,480,130	34,917	65	1,041,977	0	\$9,557,089	5,512	0	0	0	184,408	1,161,430	\$1,351,350	0	\$10,908,439	68,913,735	\$79,822,174
26	Human Resources Information	3,842	0	0	2,737	0	\$6,579	0	0	0	0	0	17,722	\$17,722	0	\$24,301	394,636	\$418,937
27	Technology Serc.	793,746	0	27,350	23,103	0	\$844,199	0	0	0	0	0	477,491	\$477,491	0	\$1,321,690	15,700,109	\$17,021,799
28	Law	0	0	0	4,332	0	\$4,332	0	274	0	0	0	10,768	\$11,042	0	\$15,374	1,149,966	\$1,165,340
29	Police	469,677	0	12,552	14,680,128	0	\$15,162,357	23,736	2,702	0	0	21,635	772,212	\$820,285	0	\$15,982,642	9,260,382	\$25,243,024
30	Public Works Soil & Water	287,309	83,642	181	48,903	0	\$420,035	0	0	0	0	103,303	5,329,845	\$5,433,148	0	\$5,853,183	72,915,240	\$78,768,423
31	Conservation	0	0	0	0	0	\$0	0	0	0	0	0	0	\$0	0	\$0	1,517	\$1,517
32	Water Services	2,094,918	0	619,699	222,872	0	\$2,937,489	1,912,420	170	0	0	874,288	1,740,865	\$4,527,743	0	\$7,465,232	104,362,238	\$111,827,470
33	Assessor of Property	0	0	0	13,522	0	\$13,522	0	0	0	0	195	0	\$195	0	\$13,717	620,295	\$634,012
34	Board of Education	108,846,366	162,039	1,072,719	84,643,498	0	\$194,724,622	328,478	47,817	19,726	15,915	29,873	5,723,984	\$6,165,793	571,886	\$201,462,301	37,506,545	\$238,968,846
35	Circuit Court Clerk	0	0	0	23,943	0	\$23,943	0	0	0	0	0	2,038	\$2,038	0	\$25,981	288,325	\$314,306
36	County Clerk Criminal Court	0	0	0	10,527	0	\$10,527	0	0	0	0	0	1,055	\$1,055	0	\$11,582	312,371	\$323,953
37	Clerk District Attorney	2,000	0	0	7,405	0	\$9,405	0	0	0	0	0	3,982	\$3,982	0	\$13,387	220,587	\$233,974
38	General General Sessions	3,781	0	0	15,015	0	\$18,796	0	0	0	0	0	8,048	\$8,048	0	\$26,844	372,753	\$399,597
39	Court Judges Juvenile Court	4,950	0	5,080	13,772	0	\$23,802	0	0	3,200	0	0	10,865	\$14,065	0	\$37,867	398,334	\$436,201
40	Clerk	0	11,519	0	23,165	0	\$34,684	0	0	0	0	0	8,384	\$8,384	0	\$43,068	3,705,386	\$3,748,454
41	Public Defender	0	0	0	2,578	0	\$2,578	0	0	0	0	0	566	\$566	0	\$3,144	12,855	\$15,999
42	Register of Deeds	0	0	0	5,280	0	\$5,280	0	0	0	0	0	0	\$0	0	\$5,280	157,884	\$163,164
43	Sheriff	758	0	6,876	191,128	0	\$198,762	0	0	19,874	0	2,192	329,654	\$351,720	0	\$550,482	24,614,584	\$25,165,066
44	State Trial Courts	44,649	444	0	43,955	0	\$89,048	6,935	226	0	0	281	2,727	\$10,169	0	\$99,217	435,033	\$534,250
45	Trustee	0	0	0	1,433	0	\$1,433	0	0	0	0	0	0	\$0	0	\$1,433	66,720	\$68,153
Totals		\$122,516,496	\$315,961	\$1,806,458	\$101,480,195	\$0	\$226,119,110	\$2,386,694	\$54,417	\$53,890	\$17,007	\$1,369,690	\$94,796,162	\$98,677,860	\$571,886	\$325,368,856	\$398,188,637	\$723,557,493
							31.3%							13.6%	0.1%	45.0%	55.0%	100.0%
							69.5%							30.3%	0.2%	100.0%		

* OS&E (Other Socially and Economically Disadvantaged Business) includes disabled and veteran owned businesses.

Title VI In Metro Government

<http://www.nashville.gov/humanrelations/titleVI/>

It is the intent of the Metropolitan Government of Nashville and Davidson County that all citizens be allowed access to and participation in all city funded programs and services. It is further the intent of Metro, that all citizens are aware of their rights to such access and participation. This site is designed to serve as an educational tool for citizens so that they may understand one of the civil rights laws which protect their benefit of programs and services, specifically, Title VI of the Civil Rights Act of 1964. At this site, you'll learn about your rights under Title VI of the 1964 Civil Rights Act, you'll learn how to file a discrimination complaint, be able to access other useful Civil Rights Links, and other useful information.

We would like to hear from you. Let us know how this site meets your needs, and what type of information you would like to see in future updates.

Thanks for visiting. We are always updating our site, so check here regularly for new information and materials. Be sure to bookmark the site for easy reference!

- [What is Title VI?](#)
- [Examples of Title VI Non-Compliance](#)
- [How To File A Complaint](#)
- [Rules, Executive Orders, and Laws](#)
- [Common Myths about Title VI](#)
-  [New Coordinator Orientation](#)
- [Limited English Proficiency \(LEP\)](#)
-  [See the Metro Title VI Plan for 2007](#)

Executive Title VI Training Video, April 26, 2006

-  [Part I](#)
-  [Part II](#)
-  [Part III](#)
-  [Part IV](#)
-  [Part V](#)
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**Sample Language to be Included in Contracts
Regarding Non-Discrimination**

Non-Discrimination. It is the policy of the Metropolitan Government not to discriminate on the basis of age, race, sex, color, national origin, or disability in its hiring and employment practices, or in admission to, access to, or operation of its programs, services, and activities. With regard to all aspects of this contract, Contractor certifies and warrants it will comply with this policy. No person shall be excluded from participation in, be denied benefits of, be discriminated against in the admission or access to, or be discriminated against in treatment or employment in Metro's contracted programs or activities, on the grounds of handicap and/or disability, age, race, color, religion, sex, national origin, or any other classification protected by Federal or Tennessee State Constitutional or statutory law; nor shall they be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of contracts with Metro or in the employment practices of Metro's Contractors. Accordingly, all proposers entering into contracts with Metro shall, upon request, be required to show proof of such nondiscrimination and to post in conspicuous places that are available to all employees and applicants, notices of nondiscrimination.



**Metro Government of Nashville & Davidson County
Title VI Survey**

Metro Department: _____

1. Date of Survey:

2. Name of Respondent:

3. Street Address:

4. City: _____ County: _____ State: _____ Zip: _____
Phone: _____ Fax: _____

5. Name of Administrative Head and Title:

6. Name of Departmental Title VI Coordinator:
Title: _____

7. List appointed advisory group, board, panel, committee or commissions (include attachments if necessary): NOTE: This question does not apply to elected officials.
 - A. Are the members: Elected Appointed

 - B. What is the racial composition of the group?
White _____ Non-white _____ Total _____

 - C. What are the terms of service?

- D. If minorities represent 5% (or more) of the population in the geographic service area but do not serve on any advisory groups, what steps will be taken to obtain minority representation?
8. Do you have a written non-discrimination policy stating that services will be provided to all persons without regard to race, color, or national origin?
Yes No
9. Are Title VI information posters including the name of the Metro or departmental coordinator prominently and public displayed?
Yes No
10. Are permanent records kept on all Title VI complaints?
Yes No
11. If applicable, describe any complaints received in the last fiscal year. List name, race, charge, and findings.
12. Is Title VI information disseminated to your employees and your clients/constituents/applicants?
Yes No
13. Describe the way in which they are informed.
14. Are you confident that applicants and clients are aware of their rights under Title VI of the Civil Rights Act, including the right to file a complaint?
Yes No
15. Are new employees clearly informed about their specific responsibilities to clients under Title VI?
Yes No

16. Are staff members periodically reminded of information detailing their Title VI responsibilities?

Yes No

17. If yes, please state the way in which this is done.

18. Do all contracts to provide direct services contain a Title VI Statement of Compliance?

Yes No

19. Is each of your subcontractors or vendors clearly aware of your commitment to Title VI?

Yes No

20. Are all physical areas (i.e. restrooms, dining rooms, waiting rooms, etc) provided without regard to race, color, or national origin?

Yes No

21. Do you have any problems, questions, or suggestions concerning this survey form?

DECLARATION OF RESPONDENT: I declare that I have completed this survey to the best of my knowledge and believe it to be true and correct.

Title VI Coordinator

Date



Metropolitan Government of Nashville and Davidson County

**Title VI
Discrimination Complaint**

Title VI of the 1964 Civil Rights Act requires that "No person in the United States shall, on the ground of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance."

1. Name (Complainant):	2. Phone:	3. Home address (street#, city state, zip):												
4. If applicable, name of person(s) who allegedly discriminated against you:		6. Date of alleged incident:												
5. Location and position of person(s) if known:														
7. Discrimination because of: <table style="width: 100%; margin-top: 10px;"> <tr> <td><input type="checkbox"/> Race</td> <td><input type="checkbox"/> Gender</td> <td><input type="checkbox"/> Other: _____</td> </tr> <tr> <td><input type="checkbox"/> National Origin</td> <td><input type="checkbox"/> Age</td> <td></td> </tr> <tr> <td><input type="checkbox"/> Color</td> <td><input type="checkbox"/> Veteran Status</td> <td></td> </tr> <tr> <td><input type="checkbox"/> Disability</td> <td><input type="checkbox"/> Religion</td> <td></td> </tr> </table>			<input type="checkbox"/> Race	<input type="checkbox"/> Gender	<input type="checkbox"/> Other: _____	<input type="checkbox"/> National Origin	<input type="checkbox"/> Age		<input type="checkbox"/> Color	<input type="checkbox"/> Veteran Status		<input type="checkbox"/> Disability	<input type="checkbox"/> Religion	
<input type="checkbox"/> Race	<input type="checkbox"/> Gender	<input type="checkbox"/> Other: _____												
<input type="checkbox"/> National Origin	<input type="checkbox"/> Age													
<input type="checkbox"/> Color	<input type="checkbox"/> Veteran Status													
<input type="checkbox"/> Disability	<input type="checkbox"/> Religion													
8. Explain as briefly and clearly as possible what happened and how you believe you were discriminated against. Indicate who was involved. Be sure to include how you feel other persons are treated differently than you. Attach additional sheets as needed. Also, attach any written material pertaining to your case.														
9. Why do you believe these events occurred?														
10. What other information do you think is relevant to the investigation?														
11. How can this/these issue(s) be resolved to your satisfaction?														
12. Please list below an person(s) we may contact for additional information to support or clarify your complaint (witnesses, fellow employees, supervisors, others):														
Name:	Title:	Address:												
1.		Phone Number:												
2.														
3.														
4.														
5.														
Signature:		Date:												

LANGUAGE IDENTIFICATION FLASHCARD

Hello, I'm from the U.S. Census Bureau. Is someone here now who speaks English and can help us? If not, please write your phone number and someone will contact you in English.

01. English

Buenos días (Buenas tardes), soy de la Oficina del Censo de los Estados Unidos. ¿Se encuentra alguien que hable inglés y pueda ayudarnos? Si no, por favor, anote su número de teléfono y alguien se comunicará con usted en español.

02. Español/
Spanish

Përshëndetje, unë vij nga Zyra e Regjistrimit të Popullsisë së Sh.B.A-së. A ndodhet dikush tani këtu që flet anglisht dhe mund të na ndihmojë? Nëse jo, ju lutemi shkruani numrin e telefonit tuaj dhe dikush do t'ju kontaktojë në gjuhën shqipe.

03. Shqip/
Albanian

እንደምንት ፣ ከአሜሪካ የሕዝብ ቆጠራ ቢሮ ነኝ ። አሁን እንግሊዝኛ ቋንቋ የሚናገር እና ሊረዳን የሚችል ሰው አለ? ከሌለ እባክትን የስልክ ቁጥርን ይጻፉልንና በአማርኛ የሚያናግርት ይናገሩልን።

04. ቁጥርቁሽ/Amharic

مرحبًا، أنا من مكتب الإحصاء الأمريكي. هل يوجد هنا الآن شخص يتحدث الإنجليزية ويمكنه مساعدتنا؟ إذا آان لا يوجد، فلارجاء آأابة رقم هاتفكم وسيصل بكم آأد الأشخاص بالآلغة العربية.

05. العربية/
Arabic

Բարև Ձեզ, Ես ԱՄՆ-ի Մարդահամարի Բյուրոյից եմ: Ներկա՞ է արդյոք մեկը, որը խոսում է Անգլերեն և կարող է մեզ օժնկել: Եթե ոչ, մխրեք Ձեր հեռախոսի համարը և Ձեզ հետ կկապվեն Հայերենով:

06. Հայերեն/
Armenian

হ্যালো, আমি ইউ.এস. সেন্সাস বিউরো থেকে এসেছি। এখানে এখন এমন কেউ আছেন কি যিনি ইংরেজি বলতে পারেন এবং আমাদের সাহায্য করতে পারেন যদি তেমন কেউ না থাকে, আপনার ফোন নম্বর লিখে দিন এবং আপনার সঙ্গে একজন বাংলায় যোগাযোগ করবেন।

07. বাংলা/
Bengali

Разрешете да ви се представя, аз съм служител на Бюрото по преброяване на населението на САЩ. Има ли тук някой, който говори английски и би могъл да ни помогне? Ако няма, моля, напишете своя телефонен номер, за да може някой от нашите служители да ви се обади на български.

08. български/
Bulgarian

“နူသယူ၁်မသာ အုန နှ် ဃနညကျ ကြမနကေ၁်ပ၁ာနသညန. နမန ညသတ တုသ ပုစနဂ္ဂ နညါ၁ျ ညိ
ခညေ. နူစ ကျိ ညသအယ စူနဂ္ဂန တမအန ပသကမ စုသညန ညကာတနမ ညိ ပ၁ာနသညန တဂ္ဂ
ခသညအခေအ ပသက ငည နညါ၁ျ.

09. မြန်မာ/
Burmese

សូម្បី ខ្ញុំមកពីការិយាល័យជំរឿនរបស់សហរដ្ឋអាមេរិក ១ ឬ ១ ជនសុស ពុរពុច ។ តើមាននរណានៅ ទីនេះដែលចេះនិយាយភាសាអង់គ្លេសហើយអាចជួយយើងបា
នទេ ? ប្រសិនបើមិនមានទេ សូមសរសេរ លេខទូរស័ព្ទរបស់អ្នកមក ហើយនរណាម្នាក់នឹងទាក់ទងអ្នកជាភាសាខ្មែរ ។

10. ភាសាខ្មែរ/
Cambodian

您好。我是为美国人口普查局工作的。您这里有没有会说英语的人可以帮助我们？如果没有，
请写下您的电话号码，然后将有人用中文与您联系。

11. 中文/
Chinese
(Simplified)

您好。我是为美國人口普查局工作的。請問您這里有沒有會說英語的人可以幫助我們？如
果沒有，請寫下您的電話號碼，之後將有人使用中文與您聯絡。

12. 中文/
Chinese
(Traditional)

Dobar dan, ja sam iz Američkog biroa za cenzus. Ima li ovdje nekoga tko govori engleski i može
nam pomoći? Ako nema, molim Vas da napišete svoj broj telefona, pa ćemo stupiti s Vama u
kontakt na hrvatskom jeziku.

13. hrvatski/
Croatian

Dobrý den, jsem z Amerického úřadu pro sčítání lidu (U.S. Census Bureau). Je zde někdo, kdo
hovoří anglicky a může nám pomoci? Pokud ne, napište prosím své telefonní číslo a někdo Vás
bude kontaktovat v češtině.

14. čeština/
Czech

سلام، من در دفتر نفوس شماری، در ایالات متحدهء امریکا ایفای وظیفه مینمایم. آیا همراه شما،
همین لحظه کسی است که با لسان انگلیسی آشنایی داشته باشد و ما را کمک کرده بتواند؟ اگر
نیست، پس لطفاً نمبرتیلیفونتانرا بدهیتا به لسان هندی با شما درتماس شویم.

15. دری/
Dari

Kudual, ɣen ɣe raan de maktam de kuɛn de kɔc de Amerika. Nɔŋ raan ɣe jam ɛ thon de Linglith lɛu
bɛ wok kony ɛ kɛ looiku? Na liu, ke yɪ göör telepundu ku anɔŋ raan bɛ yïin col ɛ thuɔŋjɔŋ.

16. Thuɔŋjɔŋ/
Dinka

Hallo, ik ben van het Amerikaanse Census Bureau. Is er iemand hier die Engels spreekt en ons kan
helpen? Als dat niet zo is, wilt u dan uw telefoonnummer opschrijven? Dan zal iemand telefonisch
contact met u opnemen in het Nederlands.

17. Nederlands/
Dutch

سلام. من یک کارمند اداره سرشماری ایالات متحده هستم. آیا کسی حالا اینجا هست که به زبان انگلیسی صحبت میکند و میتواند به ما کمک کند؟ اگر کسی نیست، لطفاً شماره تلفنتان را بنویسید، و یک نفر به زبان فارسی با شما تماس خواهد گرفت.

18. فارسی/
Farsi

Bonjour, je travaille pour le Bureau de Recensement des États-Unis. Y a-t-il quelqu'un ici qui parle anglais et puisse nous aider ? Sinon, notez votre numéro de téléphone pour que quelqu'un puisse vous contacter en Français.

19. Français/
French

Guten Tag, ich komme im Auftrag des Bundesbüro zu Durchführung von Volkszählungen. Kann ich mit jemandem sprechen, der Englisch spricht und der uns helfen kann? Wenn nicht, schreiben Sie bitte Ihre Telefonnummer auf und es wird sich jemand in deutscher Sprache mit Ihnen in Verbindung setzen.

20. Deutsch/
German

Γειά σας,
Είμαστε από την Υπηρεσία Απογραφής των ΗΠΑ. Είναι κανείς εδώ αυτή τη στιγμή που μιλάει Αγγλικά να μας εξυπηρετήσει; Αν όχι, παρακαλώ σημειώστε το τηλέφωνό σας και θα επικοινωνήσει κάποιος μαζί σας στα ΕΛΛΗΝΙΚΑ.

21. Ελληνικά/
Greek

Bonjou, mwen se anpwlaye biwo resansman ameriken. Èske m ka pale ak yon moun nan kay la ki konn pale anglè ? Si pa gen moun nan kay la ki pale anglè, tanpri ekri nimewo telefòn ou pou yon moun kki pale kreyòl ayisyen rele w.

22. kreyòl ayisyen/
Haitian Creole

שלום, אני ממושרד מפקד האוכלוסין של ארצות הברית. האם יש כאן מישהו ברגע זה שמדבר אנגלית ויכול לעזור לנו? במידה ולא, אנא כתבו את מספר הטלפון שלכם ומישהו ייצור קשר אתכם בשפה העברית.

23. עברית/
Hebrew

हैलो, मैं यू.एस. जनगणना ब्यूरो से हूँ। क्या अभी यहां ऐसा कोई व्यक्ति है जो अंग्रेजी बोलता हो और हमारी मदद कर सकता हो? यदि नहीं, तो कृपया अपना फोन नंबर लिखें और कोई व्यक्ति आपसे हिन्दी में संपर्क करेगा।

24. हिन्दी/
Hindi

Nyob zoo. Kuv tuaj hauv Teb Chaws Asmeskas Chaw Suav Pej Xeem tuaj. Puas muaj leej twg nyob hauv tsev uas txawj lus Askiv thiab pab tau peb? Yog tsis muaj, thov sau koj tus xov tooj tseg, mam li muaj ib tug neeg hais lus Hmoob hu tuaj rau koj.

25. Hmoob/
Hmong

Jó napot kívánok, az Egyesült Államok Népszámlálási Hivatalától vagyok. Van a közelben valaki, aki beszél angolul, és segíteni tud nekünk? Ha nem, kérem, írja le a telefonszámát, és kapcsolatba fogunk lépni Önnel magyarul.

26. Magyar/
Hungarian

Hello, taga Census Bureau ako ng U.S. Adda kadi kadakayo nga makapagsarita ti English ken mabalin nga tumulong kaniami? Nu awan paki surat yo iti numero iti telepono yo ta adda iti tumawag kaniayo nga ag Ilocano.

27. Ilocano/
Ilocano

Salve, chiamo da parte del Census Bureau degli Stati Uniti. C'è qualcuno che parla inglese ed è in grado di aiutarci? In caso negativo, scriva il numero di telefono e sarà contattato da qualcuno che parla Italiano.

28. Italiano/
Italian

こんにちは。私は米国勢調査局の係員です。こちらには英語を理解できこの調査にご協力いただける方がいらっしゃいますか？もしない場合は、あなたのお電話番号をお書きいただければ、日本語を話す係員が連絡をいたします。

29. 日本語/
Japanese

안녕하세요. 저는 미국 인구조사국에서 일하고 있습니다. 영어를 사용하시는 분 중에 저희를 도와 주실 수 있는 분이 여기 계십니까? 없으신 경우, 전화번호를 적어주시면 한국어를 할 수 있는 직원이 연락을 드릴 것입니다.

30. 한국어/
Korean

ສະບາຍດີ, ຂ້າພະເຈົ້າ ມາຈາກສຳນັກງານສຳຫຼວດພົນລະເມືອງ ແຫ່ງສະຫະລັດອາເມລິກາ. ມີໃຜຢູ່ທີ່ນີ້ ສາມາດເວົ້າພາສາອັງກິດ ແລະ ຊ່ວຍເຫຼືອພວກເຮົາໄດ້ບໍ່? ຖ້າບໍ່ມີ, ກະລຸນາຂຽນເລກ ໂທລະສັບຂອງທ່ານ ແລະ ພວກເຮົາ ຈະຕິດຕໍ່ທ່ານ ເປັນພາສາລາວ.

31. ພາສາລາວ/
Laotian

Sveiki, aš esu iš JAV Gyventojų surašymo biuro. Ar čia dabar yra kas nors, kas kalba angliškai ir galėtų mums padėti? Jei ne, prašome užrašyti savo telefono numerį ir su jumis susisieks lietuvių kalba.

32. Lietuvių/
Lithuanian

ഹലോ, ഞാൻ യു എസ് സെൻസസ് ബ്യൂറോയിൽ നിന്നാണ്. ഇംഗ്ലീഷ് സംസാരിക്കുന്ന ആരെങ്കിലും ഇപ്പോൾ ഇവിടെയുണ്ടോ ഞങ്ങളെ സഹായിക്കാൻ? ഇല്ലെങ്കിൽ, നിങ്ങളുടെ ടെലിഫോൺ നമ്പർ എഴുതി നൽകുക. മലയാളത്തിൽ സംസാരിക്കുന്ന ആരെങ്കിലും താങ്കളെ ബന്ധപ്പെടും.

33. മലയാളം/
Malayalam

Yá'át'ééh, Neeznáá nináháháágo Bila'ashdla'ii náóltah bíł haz'á bá naashnish. Háidaaish kóó Bilagáanaa biq zaad yee yáłti'ígíí hóló? 'Ádingo 'éí nibéesh bee hane'é nihá 'ádííłííł dóó t'áá háida t'áá Diné Bizaad yee yáłti'ígíí nich'í' náhodoolnih.

34. Diné Bizaad/
Navajo

नमस्ते, म अमेरिकाको जनगणना अफिसबाट आएको । यहाँ अंग्रेजी बोल्न जान्ने अन्त हामीलाई मदत गर्नसक्ने कोहि मान्छे छन ? नभा, तपाईंको फोन नम्बर लेखिदिनु अनि कसैले तपाईंसित नेपाली भाषामा कुरा गर्नेछन् ।

35. नेपाली/
Nepali

ਹੈਲੋ, ਮੈਂ ਯੂ ਐੱਸ. ਜਨਗਣਨਾ ਬਿਊਰੋ ਵਲੋਂ ਆਇਆ/ਆਈ ਹਾਂ। ਕੀ ਇਥੇ ਕੋਈ ਅੰਗਰੇਜ਼ੀ ਬੋਲ ਸਕਦਾ ਹੈ ਅਤੇ ਸਾਡੀ ਮਦਦ ਕਰ ਸਕਦਾ ਹੈ? ਜੇ ਨਹੀਂ, ਤਾਂ ਕਿਰਪਾ ਕਰਕੇ ਆਪਣਾ ਟੈਲੀਫੋਨ ਨੰਬਰ ਲਿਖ ਦਿਉ ਅਤੇ ਕੋਈ ਤੁਹਾਨੂੰ ਪੰਜਾਬੀ ਵਿੱਚ ਸੰਪਰਕ ਕਰੇਗਾ।

36. ਪੰਜਾਬੀ/
Panjabi

Dzień dobry. Jestem z Amerykańskiego Biura Spisu Ludności. Czy ktoś tutaj mówi po angielsku i mógłby nam pomóc? Jeżeli nie, proszę napisać swój numer telefonu, a ktoś skontaktuje się z Państwem po polsku.

37. Polski/
Polish

Olá, sou do Serviço de censo dos Estados Unidos. Alguém aqui fala inglês e pode nos ajudar? Caso contrário, escreva seu telefone e alguém vai entrar em contato com você em português.

38. Português/
Portuguese

Bună ziua, sunt de la Biroul de Recensământ al S.U.A. Este cineva aici, în acest moment, care vorbește engleză și ne poate ajuta? Dacă nu, vă rog scrieți-vă numărul de telefon și cineva vă va contacta telefonic în română.

39. Română/
Romanian

Здравствуйте! Я представляю Бюро переписи населения Соединенных Штатов. Присутствует здесь кто-нибудь, кто говорит по-английски и мог бы помочь нам? Если нет, то, пожалуйста, напишите свой телефонный номер, чтобы наши сотрудники могли побеседовать с вами по-русски.

40. русский/
Russian

Добар дан, ја сам из Америчког бироа за попис становништва. Да ли овде има некога ко говори енглески и може да нам помогне? Ако нема, молим Вас да напишете свој број телефона, па ћемо контактирати с Вама на српском језику.

41. српски/
Serbian

Hallo, Waxaan anigu ka tirsanahay Xafiiska Tirakoobka Mareykanka. Halkan ciddi ma Joogta hadda oo ku hadasha Ingiriisiga oo na caawin karta? Haddi kalese, fadlan qor lambarka talafoonkaaga markaasna qof ayaa kugulasoo xidhiidhi doona adiga Soomaalliga.

42. Soomaali/
Somali

Halo, nimetoka Shirika la Sensa la Merika Je, kuna mtu hapa sasa anayezungumza Kiingereza na anaweza kutusaidia? Ikiwa hakuna, tafadhali andika nambari yako ya simu na mtu atawasiliana na wewe kwa Kiswahili.

43. Kiswahili/
Swahili

Hello, Ako'y galing sa U.S. Census Bureau. Mayroon ba ditong marunong magsalita ng Ingles at makakatulong sa amin ngayon? Kung wala, pakisulat ang telepono ninyo at may tatawag sa inyo sa Tagalog.

44. Tagalog/
Tagalog

สวัสดีครับ/ค่ะ ผม/ดิฉันเป็นเจ้าหน้าที่จากสำนักงานสัมมะโนประชากรสหรัฐ มีใครพอจะพูดภาษาอังกฤษเพื่อช่วยแปลได้บางหรือเปล่า ครับ/ค่ะ ถ้าไม่มีช่วยแจ้งเบอร์โทรศัพท์เพื่อที่เราจะสามารถติดต่อกลับมาใหม่ได้เป็นภาษาไทย

45. ไทย/
Thai

ሃሎው፡ ካብ ቤት ጽሕፈት ምዃጣር ሕዝቢ ከሜሪካ እየ ኣነ። ሕጻ. እንግሊዝኛ ምህራፊብን ክሕግዘን ምእኩልን ሰብ ኣጠቢ ኣሎዶ? እንተዘይኮነ፡ ብክብረትኩም ቁጽሪ ቴሌፎንኩም ጽሓፉ ሓደሰብ ብትግርኛ ክሃረብኩም እየ።

46. ትግርኛ/
Tigrinya

Merhaba, A.B.D. İstatistik Bürosu'ndanım. Orada İngilizce konuşan ve bize yardım edebilecek birisi var mı? Yoksa, lütfen telefon numaranızı yazın, sizinle Türkçe dilinde temasa geçilecek.

47. TÜRKÇE/
Turkish

Привіт, Ми з США. Сенсес Бюро. Тут є хтось, хто володіє англійською мовою і може допомогти нам? Якщо ні, будь ласка, запишіть ваш телефонний номер і з вами зв'яжуться на українській мові.

48. українська
мова/
Ukrainian

بیلو، میں امریکی مردم شماری بیورو سے ہوں۔ کیا یہاں کوئی ایسا شخص ہے جو انگریزی بولتا ہو اور ہماری مدد کر سکتا ہو؟ اگر نہیں، تو براہ کرم اپنا فون نمبر لکھوائیں اور کوئی شخص آپ سے اردو زبان میں رابطہ کرے گا۔

49. اردو/
Urdu

Xin chào, tôi là nhân viên của Cục Thống Kê Dân Số Hoa Kỳ. Ở đây hiện có ai biết nói tiếng Anh và có thể giúp chúng tôi không? Nếu không, xin vui lòng ghi lại số điện thoại của quý vị. Chúng tôi sẽ liên lạc lại với quý vị bằng tiếng Việt.

50. Tiếng Việt/
Vietnamese

האלאו, איך בין פון די יונייטעד סטעיטס צענזוס ביורא. איז פאראן דא איינער וואס רעדט ענגליש און קען אונז העלפן? אויב נישט, ביטע שרייבט אראפ אייער טעלעפאן נומער און איינער וועט זיך פארשטענדליגן מיט אייך אויף אידיש.

51. אידיש/
Yiddish

Metro Government's Compliance with Title VI



Department of Human Resources

Requests for ADA accommodation should be directed
to Human Resources at 862-6640.

Objectives

- Review the history of Title VI
- Determine the impact on Metro Government
- Help you understand what is needed from your department

History of Title VI: Federal



- The **Civil Rights Act of 1964** includes Adam Clayton Powell's amendment now known as Title VI.
- The **Civil Rights Restoration Act of 1987** determines that if an agency receives federal financial assistance, then all of its programs and activities are subject to the requirements of Title VI.

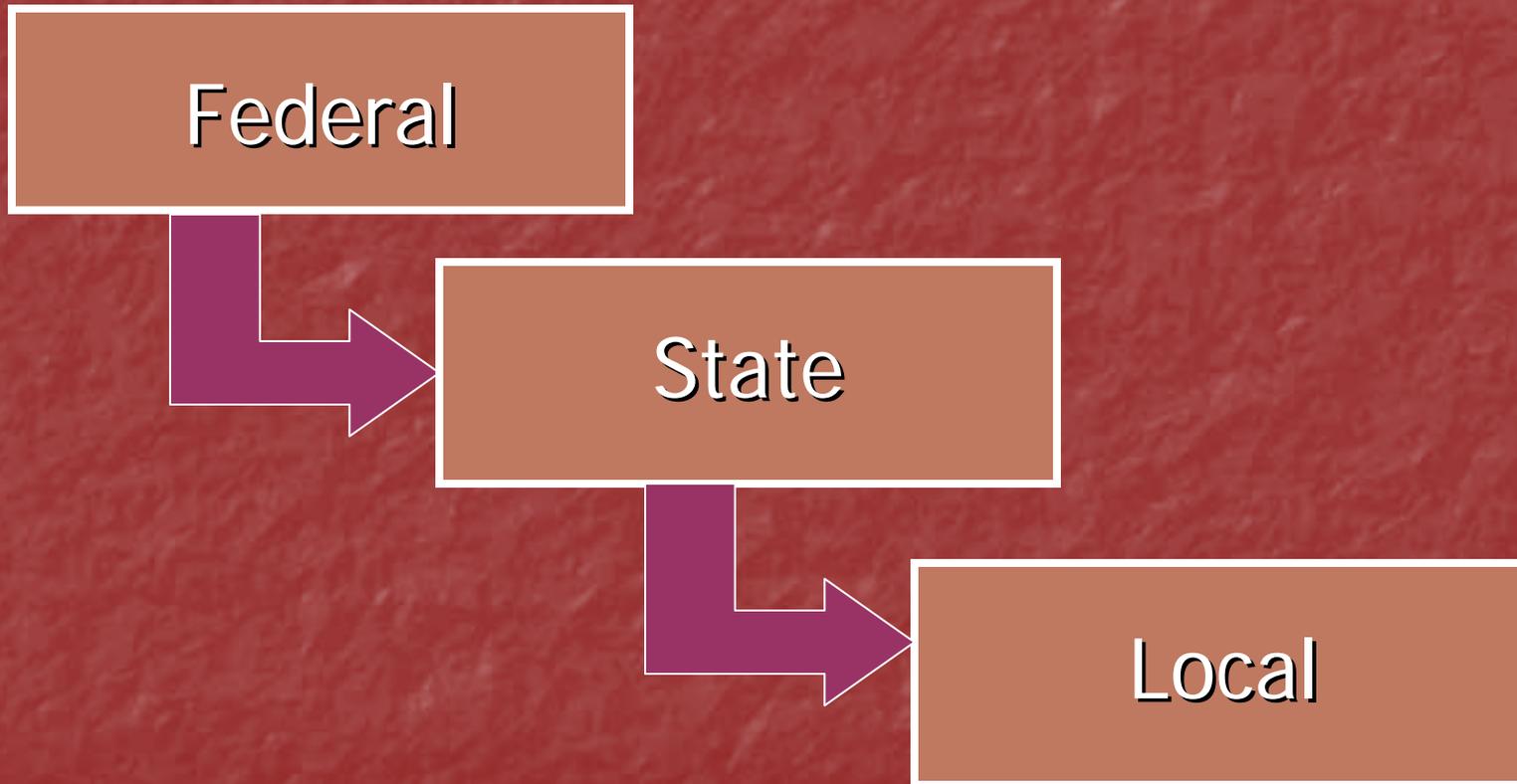
"Simple Justice"

- The landmark Civil Rights Act of 1964 was a product of the growing demand for the government to launch a nationwide offensive against racial discrimination. President John F. Kennedy identified "simple justice" as the foundation for Title VI.

History of Title VI: State

- In **1993**, the Tennessee General Assembly enacts legislation that requires state agencies to comply with Title VI.
- And in August **2002**, the Tennessee Title VI Compliance Commission was established, which proclaims that local governments must also comply.

Trickle Down Effect



What is Title VI?

- Title VI prohibits discrimination on the basis of **race, color, or national origin**:

“No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.”

Title VI

Title VI does not provide relief for discrimination based on

- Age
- Gender
- Disability
- Employment (except where employment practices result in discrimination)

What does Title VI prohibit?

- Denying an individual any service, financial aid, or benefit because of race, color, or origin
- Providing services or benefits to some individuals that are different or inferior (either in quantity or quality) to those provided to others
- Giving segregated or separate treatment in any manner related to program services or benefits
- Employing different standards or conditions as prerequisites for serving individuals
- Discouraging minorities from participating on planning or advisory committees

Examples of Discrimination

- Federal funds are granted to a city to build a new hospital, and the city issues a contract with a company that discriminates by race, color, or national origin.
- A Public Health department requires clients with limited English abilities to bring interpreters to their appointments.
- A Codes assessor requires different standards to be applied to homes owned by minorities.

Examples of Discrimination

- A nursing home places only minority patients in the older wing of their facility
- Old buses only serve minority areas of town
- Laws are enforced differently in minority and non-minority neighborhoods
- Incinerators, landfill, or sewerage plants are constructed only in low-income or minority neighborhoods

How is Metro Affected?

- School health programs
- The Lentz Health Center
- Alcohol or drug programs
- Downtown clinic for the homeless
- Retail food store inspections
- Supplemental food program (WIC)



Examples of Metro's Sub-recipients

- Alcohol and Drug Council of Middle TN
- Kids on the Block
- Centerstone Community Mental Health
- Bridges to Care

Title VI on Language

- Title VI requires that information and services are provided in *languages other than English* when significant numbers of clients demonstrate limited English speaking ability.



Executive Order 13166

- President Bill Clinton issued Executive Order 13166 in August 2000.
- It focuses on providing "*meaningful access*" to services for persons with Limited English Proficiency (LEP)



Executive Order 13166

- informs recipients of the requirements of Title VI and legal obligations
- explains how complaints are investigated
- seeks compliance through technical assistance, voluntary compliance, and referral for further legal action

What is “meaningful access”?

Meaningful access considers:

- the number (or proportion) of eligible persons in the served population
- the frequency with which limited English proficiency (LEP) individuals come into contact with the program
- the importance of the service being provided
- the resources available to the recipient

LEP Compliance



- Determine the languages spoken by clients in your area
- Hire bilingual employees and assess skills of staff interpreters
- Provide over-the-phone interpreters
- Provide translated written documents

How Does Metro Comply?

- Provide community outreach and education
- Train employees on Title VI
- Assess our client base (race, national origin, and language) and address LEP issues
- Collect racial and ethnic data
- Form committees to address cultural awareness issues
- Regularly monitor and assess our compliance
- Ensure complaint procedure is known:
(complaints are sent to Shirley Sims-Saldana in Human Relations Commission)

Primary Responsibilities

- Collect racial and ethnic data
- Provide services for LEP clients
- Ensure complaint procedure is known



Data Supplied to Human Resources

- Departmental authority for Title VI
- Organizational environment
- Federal funding in your department (if any)
- Program overview of your department's contracts
- Minority participation on boards or commissions
- Number of Title VI complaints received

For more information...

- Consult the Title VI website:

<http://www.nashville.gov/humanrelations/titleVI/index.htm>

Administrative

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	2 0.02%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 100.00%	0 0.00%	2 100.00%

Agricultural Extension

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PROFESSIONALS	7 0.08%	0 0.00%	2 28.57%	0 0.00%	2 28.57%	3 42.86%	2 28.57%	0 0.00%	5 71.43%

Arts Commission

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	1 0.01%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	3 0.03%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	3 100.00%	0 0.00%	3 100.00%

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PROFESSIONALS	5 0.06%	0 0.00%	2 40.00%	0 0.00%	2 40.00%	1 20.00%	2 40.00%	0 0.00%	3 60.00%

Assessor of Property

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	23	0	2	0	2	7	14	0	21
ADMINISTRATIVE SUPPORT	0.26%	0.00%	8.70%	0.00%	8.70%	30.43%	60.87%	0.00%	91.30%
ELECTED OFFICIALS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	1	0	1	0	1	0	0	0	0
ELECTED OFFICIALS	0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	39	5	21	2	28	1	10	0	11
OFFICIALS AND ADMINISTRATORS	0.44%	12.82%	53.85%	5.13%	71.79%	2.56%	25.64%	0.00%	28.21%
PROFESSIONALS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	12	1	8	0	9	0	3	0	3
PROFESSIONALS	0.13%	8.33%	66.67%	0.00%	75.00%	0.00%	25.00%	0.00%	25.00%

Beer Board

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	1	0	0	0	0	0	1	0	1
ADMINISTRATIVE SUPPORT	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	3	1	1	0	2	1	0	0	1
OFFICIALS AND ADMINISTRATORS	0.03%	33.33%	33.33%	0.00%	66.67%	33.33%	0.00%	0.00%	33.33%

Circuit Court Clerk

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	27	1	7	0	8	6	12	1	19
ADMINISTRATIVE SUPPORT	0.30%	3.70%	25.93%	0.00%	29.63%	22.22%	44.44%	3.70%	70.37%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	1	0	1	0	1	0	0	0	0
OFFICIALS AND ADMINISTRATORS	0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
PROFESSIONALS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	4	1	1	0	2	1	1	0	2
PROFESSIONALS	0.04%	25.00%	25.00%	0.00%	50.00%	25.00%	25.00%	0.00%	50.00%
PROTECTIVE SERVICE WORKERS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	13	3	2	0	5	2	6	0	8
PROTECTIVE SERVICE WORKERS	0.15%	23.08%	15.38%	0.00%	38.46%	15.38%	46.15%	0.00%	61.54%

Clerk and Master

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	1	0	0	0	0	0	1	0	1
ADMINISTRATIVE SUPPORT	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
PROFESSIONALS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	17	1	1	0	2	3	12	0	15
PROFESSIONALS	0.19%	5.88%	5.88%	0.00%	11.76%	17.65%	70.59%	0.00%	88.24%

Codes Administration

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	15	0	0	0	0	4	10	1	15
ADMINISTRATIVE SUPPORT	0.17%	0.00%	0.00%	0.00%	0.00%	26.67%	66.67%	6.67%	100.00%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	58	6	48	0	54	1	2	1	4
OFFICIALS AND ADMINISTRATORS	0.65%	10.34%	82.76%	0.00%	93.10%	1.72%	3.45%	1.72%	6.90%
PROFESSIONALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	8	1	5	0	6	0	2	0	2
PROFESSIONALS	0.09%	12.50%	62.50%	0.00%	75.00%	0.00%	25.00%	0.00%	25.00%
TECHNICIANS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	1	0	0	0	0	0	1	0	1
TECHNICIANS	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%

Community Ed Commissio

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	1	0	0	0	0	1	0	0	1
OFFICIALS AND ADMINISTRATORS	0.01%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
PROFESSIONALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PROFESSIONALS	1 0.01%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

Convention Center

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	14 0.16%	1 7.14%	2 14.29%	0 0.00%	3 21.43%	5 35.71%	6 42.86%	0 0.00%	11 78.57%

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	5 0.06%	0 0.00%	3 60.00%	0 0.00%	3 60.00%	0 0.00%	2 40.00%	0 0.00%	2 40.00%

PARA-PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PARA-PROFESSIONALS	1 0.01%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PROFESSIONALS	13 0.15%	1 7.69%	6 46.15%	0 0.00%	7 53.85%	3 23.08%	3 23.08%	0 0.00%	6 46.15%

PROTECTIVE SERVICE WORKERS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS	7 0.08%	5 71.43%	2 28.57%	0 0.00%	7 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

SERVICE MAINTENANCE	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	

SERVICE MAINTENANCE	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: SERVICE MAINTENANCE	10 0.11%	3 30.00%	3 30.00%	1 10.00%	7 70.00%	2 20.00%	1 10.00%	0 0.00%	3 30.00%

SKILLED CRAFT WORKERS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: SKILLED CRAFT WORKERS	5 0.06%	1 20.00%	4 80.00%	0 0.00%	5 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

TECHNICIANS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: TECHNICIANS	1 0.01%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

Convention Center Author

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	3 0.03%	2 66.67%	1 33.33%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	3 0.03%	0 0.00%	3 100.00%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PROFESSIONALS	6 0.07%	0 0.00%	2 33.33%	0 0.00%	2 33.33%	2 33.33%	2 33.33%	0 0.00%	4 66.67%

County Clerk

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	19	2	8	0	10	2	5	2	9
ADMINISTRATIVE SUPPORT	0.21%	10.53%	42.11%	0.00%	52.63%	10.53%	26.32%	10.53%	47.37%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	1	0	0	0	0	1	0	0	1
OFFICIALS AND ADMINISTRATORS	0.01%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
PARA-PROFESSIONALS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	4	0	1	0	1	0	3	0	3
PARA-PROFESSIONALS	0.04%	0.00%	25.00%	0.00%	25.00%	0.00%	75.00%	0.00%	75.00%
PROFESSIONALS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	38	0	6	0	6	3	26	3	32
PROFESSIONALS	0.43%	0.00%	15.79%	0.00%	15.79%	7.89%	68.42%	7.89%	84.21%
PROTECTIVE SERVICE WORKERS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	1	0	1	0	1	0	0	0	0
PROTECTIVE SERVICE WORKERS	0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
SERVICE MAINTENANCE		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	5	0	3	0	3	1	1	0	2
SERVICE MAINTENANCE	0.06%	0.00%	60.00%	0.00%	60.00%	20.00%	20.00%	0.00%	40.00%
TECHNICIANS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL

TECHNICIANS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: TECHNICIANS	1 0.01%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%

Criminal Court Clerk

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	77 0.86%	3 3.90%	25 32.47%	2 2.60%	30 38.96%	14 18.18%	31 40.26%	2 2.60%	47 61.04%

ELECTED OFFICIALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: ELECTED OFFICIALS	1 0.01%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	1 0.01%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

Criminal Justice Planning

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	1 0.01%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	1 0.01%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PROFESSIONALS	1 0.01%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%

District Attorney

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	22 0.25%	0 0.00%	2 9.09%	0 0.00%	2 9.09%	7 31.82%	13 59.09%	0 0.00%	20 90.91%

ELECTED OFFICIALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: ELECTED OFFICIALS	1 0.01%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	4 0.04%	0 0.00%	2 50.00%	0 0.00%	2 50.00%	0 0.00%	2 50.00%	0 0.00%	2 50.00%

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PROFESSIONALS	55 0.62%	1 1.82%	20 36.36%	0 0.00%	21 38.18%	5 9.09%	29 52.73%	0 0.00%	34 61.82%

PROTECTIVE SERVICE WORKERS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	

PROTECTIVE SERVICE WORKERS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS:	3	0	2	0	2	0	1	0	1
PROTECTIVE SERVICE WORKERS	0.03%	0.00%	66.67%	0.00%	66.67%	0.00%	33.33%	0.00%	33.33%

Election Commission

	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS:	1	0	0	0	0	0	1	0	1
	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS:	21	0	3	2	5	3	8	5	16
ADMINISTRATIVE SUPPORT	0.23%	0.00%	14.29%	9.52%	23.81%	14.29%	38.10%	23.81%	76.19%

ELECTED OFFICIALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS:	5	1	2	1	4	0	1	0	1
ELECTED OFFICIALS	0.06%	20.00%	40.00%	20.00%	80.00%	0.00%	20.00%	0.00%	20.00%

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS:	2	0	1	1	2	0	0	0	0
OFFICIALS AND ADMINISTRATORS	0.02%	0.00%	50.00%	50.00%	100.00%	0.00%	0.00%	0.00%	0.00%

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS:	6	0	1	1	2	2	2	0	4
PROFESSIONALS	0.07%	0.00%	16.67%	16.67%	33.33%	33.33%	33.33%	0.00%	66.67%

TECHNICIANS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	

TECHNICIANS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: TECHNICIANS	3 0.03%	0 0.00%	3 100.00%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

Emergency Communicatio

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	149 1.67%	3 2.01%	44 29.53%	1 0.67%	48 32.21%	27 18.12%	71 47.65%	3 2.01%	101 67.79%

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	10 0.11%	1 10.00%	4 40.00%	0 0.00%	5 50.00%	1 10.00%	4 40.00%	0 0.00%	5 50.00%

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PROFESSIONALS	5 0.06%	1 20.00%	1 20.00%	1 20.00%	3 60.00%	2 40.00%	0 0.00%	0 0.00%	2 40.00%

TECHNICIANS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: TECHNICIANS	2 0.02%	0 0.00%	1 50.00%	0 0.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%	1 50.00%

Farmer's Market

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	2	0	0	0	0	1	1	0	2
ADMINISTRATIVE SUPPORT	0.02%	0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	100.00%
PROFESSIONALS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	1	0	0	0	0	0	1	0	1
PROFESSIONALS	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
SERVICE MAINTENANCE		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	2	1	1	0	2	0	0	0	0
SERVICE MAINTENANCE	0.02%	50.00%	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
SKILLED CRAFT WORKERS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	1	0	1	0	1	0	0	0	0
SKILLED CRAFT WORKERS	0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

Finance

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	4	1	0	0	1	0	2	1	3
ADMINISTRATIVE SUPPORT	0.04%	25.00%	0.00%	0.00%	25.00%	0.00%	50.00%	25.00%	75.00%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	27	2	15	1	18	2	7	0	9
OFFICIALS AND ADMINISTRATORS	0.30%	7.41%	55.56%	3.70%	66.67%	7.41%	25.93%	0.00%	33.33%
PROFESSIONALS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL

PROFESSIONALS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: PROFESSIONALS	51 0.57%	5 9.80%	14 27.45%	0 0.00%	19 37.25%	13 25.49%	19 37.25%	0 0.00%	32 62.75%

TECHNICIANS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: TECHNICIANS	16 0.18%	2 12.50%	0 0.00%	0 0.00%	2 12.50%	6 37.50%	8 50.00%	0 0.00%	14 87.50%

Fire

ADMINISTRATIVE SUPPORT	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	13 0.15%	0 0.00%	1 7.69%	0 0.00%	1 7.69%	5 38.46%	7 53.85%	0 0.00%	12 92.31%

OFFICIALS AND ADMINISTRATORS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	38 0.43%	6 15.79%	13 34.21%	0 0.00%	19 50.00%	6 15.79%	13 34.21%	0 0.00%	19 50.00%

PROFESSIONALS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: PROFESSIONALS	242 2.71%	30 12.40%	188 77.69%	4 1.65%	222 91.74%	2 0.83%	18 7.44%	0 0.00%	20 8.26%

PROTECTIVE SERVICE WORKERS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS	326 3.65%	44 13.50%	249 76.38%	13 3.99%	306 93.87%	6 1.84%	14 4.29%	0 0.00%	20 6.13%

SKILLED CRAFT WORKERS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER

SKILLED CRAFT WORKERS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: SKILLED CRAFT WORKERS	8 0.09%	2 25.00%	6 75.00%	0 0.00%	8 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

TECHNICIANS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: TECHNICIANS	487 5.45%	32 6.57%	388 79.67%	11 2.26%	431 88.50%	6 1.23%	50 10.27%	0 0.00%	56 11.50%

General Services

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	22 0.25%	4 18.18%	12 54.55%	1 4.55%	17 77.27%	1 4.55%	4 18.18%	0 0.00%	5 22.73%

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	11 0.12%	0 0.00%	7 63.64%	0 0.00%	7 63.64%	0 0.00%	4 36.36%	0 0.00%	4 36.36%

PARA-PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PARA-PROFESSIONALS	3 0.03%	0 0.00%	2 66.67%	0 0.00%	2 66.67%	1 33.33%	0 0.00%	0 0.00%	1 33.33%

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PROFESSIONALS	28 0.31%	1 3.57%	17 60.71%	0 0.00%	18 64.29%	0 0.00%	10 35.71%	0 0.00%	10 35.71%

SERVICE MAINTENANCE	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	

SERVICE MAINTENANCE	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: SERVICE MAINTENANCE	4 0.04%	0 0.00%	4 100.00%	0 0.00%	4 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

SKILLED CRAFT WORKERS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: SKILLED CRAFT WORKERS	53 0.59%	8 15.09%	43 81.13%	1 1.89%	52 98.11%	1 1.89%	0 0.00%	0 0.00%	1 1.89%

TECHNICIANS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: TECHNICIANS	16 0.18%	0 0.00%	10 62.50%	0 0.00%	10 62.50%	2 12.50%	4 25.00%	0 0.00%	6 37.50%

General Sessions Court

ADMINISTRATIVE SUPPORT	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	24 0.27%	2 8.33%	0 0.00%	0 0.00%	2 8.33%	8 33.33%	11 45.83%	3 12.50%	22 91.67%

ELECTED OFFICIALS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: ELECTED OFFICIALS	10 0.11%	0 0.00%	6 60.00%	0 0.00%	6 60.00%	1 10.00%	3 30.00%	0 0.00%	4 40.00%

OFFICIALS AND ADMINISTRATORS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	13 0.15%	0 0.00%	8 61.54%	0 0.00%	8 61.54%	2 15.38%	3 23.08%	0 0.00%	5 38.46%

PARA-PROFESSIONALS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER

PARA-PROFESSIONALS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: PARA-PROFESSIONALS	1 0.01%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
PROFESSIONALS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: PROFESSIONALS	43 0.48%	5 11.63%	19 44.19%	1 2.33%	25 58.14%	10 23.26%	8 18.60%	0 0.00%	18 41.86%
PROTECTIVE SERVICE WORKERS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS	32 0.36%	6 18.75%	21 65.63%	0 0.00%	27 84.38%	3 9.38%	2 6.25%	0 0.00%	5 15.63%
SERVICE MAINTENANCE	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: SERVICE MAINTENANCE	1 0.01%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

Health

ADMINISTRATIVE SUPPORT	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	92 1.03%	3 3.26%	7 7.61%	0 0.00%	10 10.87%	31 33.70%	40 43.48%	11 11.96%	82 89.13%
OFFICIALS AND ADMINISTRATORS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	59 0.66%	3 5.08%	25 42.37%	0 0.00%	28 47.46%	10 16.95%	19 32.20%	2 3.39%	31 52.54%
PARA-PROFESSIONALS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL

PARA-PROFESSIONALS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: PARA-PROFESSIONALS	39 0.44%	5 12.82%	3 7.69%	4 10.26%	12 30.77%	17 43.59%	5 12.82%	5 12.82%	27 69.23%
PROFESSIONALS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: PROFESSIONALS	262 2.93%	15 5.73%	22 8.40%	2 0.76%	39 14.89%	66 25.19%	145 55.34%	12 4.58%	223 85.11%
PROTECTIVE SERVICE WORKERS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS	3 0.03%	1 33.33%	2 66.67%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
SERVICE MAINTENANCE	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: SERVICE MAINTENANCE	35 0.39%	10 28.57%	13 37.14%	3 8.57%	26 74.29%	2 5.71%	7 20.00%	0 0.00%	9 25.71%
SKILLED CRAFT WORKERS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: SKILLED CRAFT WORKERS	1 0.01%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
TECHNICIANS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: TECHNICIANS	9 0.10%	2 22.22%	2 22.22%	0 0.00%	4 44.44%	2 22.22%	3 33.33%	0 0.00%	5 55.56%

Historical Commission

ADMINISTRATIVE SUPPORT	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	1	0	0	0	0	0	1	0	1
ADMINISTRATIVE SUPPORT	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	1	0	1	0	1	0	0	0	0
OFFICIALS AND ADMINISTRATORS	0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

PROFESSIONALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	7	0	2	0	2	0	5	0	5
PROFESSIONALS	0.08%	0.00%	28.57%	0.00%	28.57%	0.00%	71.43%	0.00%	71.43%

Human Relations Commis

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	1	0	0	0	0	1	0	0	1
OFFICIALS AND ADMINISTRATORS	0.01%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%

Human Resources

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	6	0	0	0	0	4	2	0	6
ADMINISTRATIVE SUPPORT	0.07%	0.00%	0.00%	0.00%	0.00%	66.67%	33.33%	0.00%	100.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS		7 0.08%	1 14.29%	2 28.57%	0 0.00%	3 42.86%	2 28.57%	2 28.57%	0 0.00%	4 57.14%
PROFESSIONALS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: PROFESSIONALS		30 0.34%	3 10.00%	8 26.67%	0 0.00%	11 36.67%	8 26.67%	10 33.33%	1 3.33%	19 63.33%
TECHNICIANS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: TECHNICIANS		7 0.08%	1 14.29%	0 0.00%	0 0.00%	1 14.29%	0 0.00%	6 85.71%	0 0.00%	6 85.71%

Information Technology S

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT		7 0.08%	0 0.00%	4 57.14%	0 0.00%	4 57.14%	1 14.29%	2 28.57%	0 0.00%	3 42.86%
OFFICIALS AND ADMINISTRATORS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS		46 0.51%	0 0.00%	34 73.91%	2 4.35%	36 78.26%	0 0.00%	9 19.57%	1 2.17%	10 21.74%
PROFESSIONALS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: PROFESSIONALS		55 0.62%	6 10.91%	36 65.45%	1 1.82%	43 78.18%	0 0.00%	11 20.00%	1 1.82%	12 21.82%
TECHNICIANS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL

TECHNICIANS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: TECHNICIANS	16 0.18%	5 31.25%	9 56.25%	0 0.00%	14 87.50%	1 6.25%	1 6.25%	0 0.00%	2 12.50%

Internal Audit

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	2 0.02%	0 0.00%	2 100.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PROFESSIONALS	7 0.08%	1 14.29%	3 42.86%	2 28.57%	6 85.71%	1 14.29%	0 0.00%	0 0.00%	1 14.29%

Justice Integration Service

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	7 0.08%	0 0.00%	4 57.14%	1 14.29%	5 71.43%	0 0.00%	2 28.57%	0 0.00%	2 28.57%

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PROFESSIONALS	11 0.12%	1 9.09%	7 63.64%	1 9.09%	9 81.82%	0 0.00%	2 18.18%	0 0.00%	2 18.18%

Juvenile Court

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	16	0	0	0	0	4	11	1	16
ADMINISTRATIVE SUPPORT	0.18%	0.00%	0.00%	0.00%	0.00%	25.00%	68.75%	6.25%	100.00%
ELECTED OFFICIALS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	1	0	0	0	0	0	1	0	1
ELECTED OFFICIALS	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	12	2	7	0	9	1	2	0	3
OFFICIALS AND ADMINISTRATORS	0.13%	16.67%	58.33%	0.00%	75.00%	8.33%	16.67%	0.00%	25.00%
PROFESSIONALS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	54	12	5	0	17	14	23	0	37
PROFESSIONALS	0.60%	22.22%	9.26%	0.00%	31.48%	25.93%	42.59%	0.00%	68.52%
PROTECTIVE SERVICE WORKERS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	15	6	5	1	12	0	3	0	3
PROTECTIVE SERVICE WORKERS	0.17%	40.00%	33.33%	6.67%	80.00%	0.00%	20.00%	0.00%	20.00%
SERVICE MAINTENANCE		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	7	1	0	0	1	5	1	0	6
SERVICE MAINTENANCE	0.08%	14.29%	0.00%	0.00%	14.29%	71.43%	14.29%	0.00%	85.71%

Juvenile Court Clerk

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	23	1	3	0	4	7	12	0	19
ADMINISTRATIVE SUPPORT	0.26%	4.35%	13.04%	0.00%	17.39%	30.43%	52.17%	0.00%	82.61%
ELECTED OFFICIALS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	1	0	1	0	1	0	0	0	0
ELECTED OFFICIALS	0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	1	1	0	0	1	0	0	0	0
OFFICIALS AND ADMINISTRATORS	0.01%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
PROFESSIONALS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	2	0	0	0	0	0	2	0	2
PROFESSIONALS	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
SERVICE MAINTENANCE		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	2	0	0	0	0	0	1	1	2
SERVICE MAINTENANCE	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	100.00%

Law

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	5	0	0	0	0	2	3	0	5
ADMINISTRATIVE SUPPORT	0.06%	0.00%	0.00%	0.00%	0.00%	40.00%	60.00%	0.00%	100.00%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	5 0.06%	1 20.00%	4 80.00%	0 0.00%	5 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
PARA-PROFESSIONALS	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: PARA-PROFESSIONALS	6 0.07%	0 0.00%	1 16.67%	0 0.00%	1 16.67%	2 33.33%	3 50.00%	0 0.00%	5 83.33%
PROFESSIONALS	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: PROFESSIONALS	31 0.35%	1 3.23%	13 41.94%	0 0.00%	14 45.16%	1 3.23%	16 51.61%	0 0.00%	17 54.84%

Mayor's Office

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	11 0.12%	1 9.09%	2 18.18%	0 0.00%	3 27.27%	1 9.09%	6 54.55%	1 9.09%	8 72.73%
ELECTED OFFICIALS	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: ELECTED OFFICIALS	1 0.01%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
OFFICIALS AND ADMINISTRATORS	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	7 0.08%	1 14.29%	5 71.43%	0 0.00%	6 85.71%	0 0.00%	1 14.29%	0 0.00%	1 14.29%
PROFESSIONALS	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PROFESSIONALS	10 0.11%	0 0.00%	1 10.00%	0 0.00%	1 10.00%	1 10.00%	7 70.00%	1 10.00%	9 90.00%

Metro Action Commission

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	95 1.06%	2 2.11%	0 0.00%	0 0.00%	2 2.11%	76 80.00%	11 11.58%	6 6.32%	93 97.89%

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	5 0.06%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	4 80.00%	1 20.00%	0 0.00%	5 100.00%

PARA-PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PARA-PROFESSIONALS	32 0.36%	0 0.00%	2 6.25%	1 3.13%	3 9.38%	21 65.63%	5 15.63%	3 9.38%	29 90.63%

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PROFESSIONALS	105 1.17%	7 6.67%	0 0.00%	0 0.00%	7 6.67%	78 74.29%	18 17.14%	2 1.90%	98 93.33%

SERVICE MAINTENANCE	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: SERVICE MAINTENANCE	48 0.54%	17 35.42%	5 10.42%	0 0.00%	22 45.83%	25 52.08%	1 2.08%	0 0.00%	26 54.17%

TECHNICIANS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	

TECHNICIANS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: TECHNICIANS	1 0.01%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%

Metropolitan Clerk

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	8 0.09%	0 0.00%	1 12.50%	0 0.00%	1 12.50%	1 12.50%	6 75.00%	0 0.00%	7 87.50%

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	1 0.01%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	1 100.00%

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PROFESSIONALS	1 0.01%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%

SERVICE MAINTENANCE	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: SERVICE MAINTENANCE	1 0.01%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%

Metropolitan Council

ELECTED OFFICIALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	

ELECTED OFFICIALS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: ELECTED OFFICIALS	41 0.46%	4 9.76%	25 60.98%	0 0.00%	29 70.73%	4 9.76%	8 19.51%	0 0.00%	12 29.27%

OFFICIALS AND ADMINISTRATORS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	4 0.04%	0 0.00%	3 75.00%	0 0.00%	3 75.00%	0 0.00%	1 25.00%	0 0.00%	1 25.00%

PROFESSIONALS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: PROFESSIONALS	4 0.04%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 25.00%	3 75.00%	0 0.00%	4 100.00%

MTA

OFFICIALS AND ADMINISTRATORS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	1 0.01%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

Municipal Auditorium

OFFICIALS AND ADMINISTRATORS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	1 0.01%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

PROFESSIONALS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER

PROFESSIONALS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: PROFESSIONALS	3 0.03%	0 0.00%	1 33.33%	0 0.00%	1 33.33%	1 33.33%	1 33.33%	0 0.00%	2 66.67%

SERVICE MAINTENANCE	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: SERVICE MAINTENANCE	2 0.02%	1 50.00%	1 50.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

SKILLED CRAFT WORKERS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: SKILLED CRAFT WORKERS	1 0.01%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

NCAC

ADMINISTRATIVE SUPPORT	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	14 0.16%	4 28.57%	1 7.14%	0 0.00%	5 35.71%	6 42.86%	3 21.43%	0 0.00%	9 64.29%

OFFICIALS AND ADMINISTRATORS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	5 0.06%	0 0.00%	4 80.00%	0 0.00%	4 80.00%	0 0.00%	1 20.00%	0 0.00%	1 20.00%

PROFESSIONALS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: PROFESSIONALS	28 0.31%	2 7.14%	6 21.43%	0 0.00%	8 28.57%	11 39.29%	9 32.14%	0 0.00%	20 71.43%

Parks

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	43	3	16	0	19	5	19	0	24
ADMINISTRATIVE SUPPORT	0.48%	6.98%	37.21%	0.00%	44.19%	11.63%	44.19%	0.00%	55.81%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	13	1	7	0	8	0	5	0	5
OFFICIALS AND ADMINISTRATORS	0.15%	7.69%	53.85%	0.00%	61.54%	0.00%	38.46%	0.00%	38.46%
PARA-PROFESSIONALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	168	46	35	1	82	33	52	1	86
PARA-PROFESSIONALS	1.88%	27.38%	20.83%	0.60%	48.81%	19.64%	30.95%	0.60%	51.19%
PROFESSIONALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	90	14	29	1	44	12	34	0	46
PROFESSIONALS	1.01%	15.56%	32.22%	1.11%	48.89%	13.33%	37.78%	0.00%	51.11%
PROTECTIVE SERVICE WORKERS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	23	7	13	0	20	0	2	1	3
PROTECTIVE SERVICE WORKERS	0.26%	30.43%	56.52%	0.00%	86.96%	0.00%	8.70%	4.35%	13.04%
SERVICE MAINTENANCE		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	430	101	217	3	321	37	66	6	109
SERVICE MAINTENANCE	4.81%	23.49%	50.47%	0.70%	74.65%	8.60%	15.35%	1.40%	25.35%
SKILLED CRAFT WORKERS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER

SKILLED CRAFT WORKERS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: SKILLED CRAFT WORKERS	17 0.19%	0 0.00%	17 100.00%	0 0.00%	17 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

TECHNICIANS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: TECHNICIANS	16 0.18%	1 6.25%	7 43.75%	0 0.00%	8 50.00%	0 0.00%	8 50.00%	0 0.00%	8 50.00%

Planning Commission

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	5 0.06%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 20.00%	4 80.00%	0 0.00%	5 100.00%

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	5 0.06%	0 0.00%	3 60.00%	0 0.00%	3 60.00%	0 0.00%	2 40.00%	0 0.00%	2 40.00%

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PROFESSIONALS	32 0.36%	1 3.13%	16 50.00%	2 6.25%	19 59.38%	2 6.25%	11 34.38%	0 0.00%	13 40.63%

TECHNICIANS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: TECHNICIANS	4 0.04%	1 25.00%	3 75.00%	0 0.00%	4 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

Police

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	175	8	26	2	36	57	79	3	139
ADMINISTRATIVE SUPPORT	1.96%	4.57%	14.86%	1.14%	20.57%	32.57%	45.14%	1.71%	79.43%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	27	3	12	1	16	1	10	0	11
OFFICIALS AND ADMINISTRATORS	0.30%	11.11%	44.44%	3.70%	59.26%	3.70%	37.04%	0.00%	40.74%
PARA-PROFESSIONALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	1	0	0	0	0	0	1	0	1
PARA-PROFESSIONALS	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
PROFESSIONALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	135	8	89	2	99	7	27	2	36
PROFESSIONALS	1.51%	5.93%	65.93%	1.48%	73.33%	5.19%	20.00%	1.48%	26.67%
PROTECTIVE SERVICE WORKERS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	1291	154	880	35	1069	91	130	1	222
PROTECTIVE SERVICE WORKERS	14.44%	11.93%	68.16%	2.71%	82.80%	7.05%	10.07%	0.08%	17.20%
SKILLED CRAFT WORKERS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	4	1	2	1	4	0	0	0	0
SKILLED CRAFT WORKERS	0.04%	25.00%	50.00%	25.00%	100.00%	0.00%	0.00%	0.00%	0.00%
TECHNICIANS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER

TECHNICIANS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: TECHNICIANS	235 2.63%	25 10.64%	172 73.19%	2 0.85%	199 84.68%	12 5.11%	22 9.36%	2 0.85%	36 15.32%

Public Defender

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	13 0.15%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	7 53.85%	6 46.15%	0 0.00%	13 100.00%

ELECTED OFFICIALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: ELECTED OFFICIALS	1 0.01%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	3 0.03%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 33.33%	2 66.67%	0 0.00%	3 100.00%

PARA-PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PARA-PROFESSIONALS	3 0.03%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	3 100.00%	0 0.00%	3 100.00%

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PROFESSIONALS	46 0.51%	2 4.35%	15 32.61%	1 2.17%	18 39.13%	4 8.70%	23 50.00%	1 2.17%	28 60.87%

PROTECTIVE SERVICE WORKERS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	

PROTECTIVE SERVICE WORKERS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS	7 0.08%	1 14.29%	3 42.86%	1 14.29%	5 71.43%	1 14.29%	1 14.29%	0 0.00%	2 28.57%

Public Library

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	39 0.44%	1 2.56%	5 12.82%	1 2.56%	7 17.95%	10 25.64%	19 48.72%	3 7.69%	32 82.05%

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	6 0.07%	0 0.00%	3 50.00%	0 0.00%	3 50.00%	0 0.00%	3 50.00%	0 0.00%	3 50.00%

PARA-PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PARA-PROFESSIONALS	125 1.40%	10 8.00%	37 29.60%	2 1.60%	49 39.20%	23 18.40%	53 42.40%	0 0.00%	76 60.80%

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PROFESSIONALS	94 1.05%	2 2.13%	23 24.47%	0 0.00%	25 26.60%	11 11.70%	57 60.64%	1 1.06%	69 73.40%

PROTECTIVE SERVICE WORKERS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS	4 0.04%	0 0.00%	4 100.00%	0 0.00%	4 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

SERVICE MAINTENANCE	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	

SERVICE MAINTENANCE	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: SERVICE MAINTENANCE	26 0.29%	11 42.31%	10 38.46%	0 0.00%	21 80.77%	2 7.69%	3 11.54%	0 0.00%	5 19.23%
SKILLED CRAFT WORKERS	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: SKILLED CRAFT WORKERS	4 0.04%	0 0.00%	4 100.00%	0 0.00%	4 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
TECHNICIANS	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: TECHNICIANS	4 0.04%	0 0.00%	3 75.00%	0 0.00%	3 75.00%	0 0.00%	1 25.00%	0 0.00%	1 25.00%

Public Works

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	19 0.21%	1 5.26%	5 26.32%	0 0.00%	6 31.58%	3 15.79%	10 52.63%	0 0.00%	13 68.42%
OFFICIALS AND ADMINISTRATORS	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	21 0.23%	0 0.00%	13 61.90%	0 0.00%	13 61.90%	0 0.00%	8 38.10%	0 0.00%	8 38.10%
PROFESSIONALS	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: PROFESSIONALS	34 0.38%	6 17.65%	23 67.65%	0 0.00%	29 85.29%	0 0.00%	5 14.71%	0 0.00%	5 14.71%
PROTECTIVE SERVICE WORKERS	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL

PROTECTIVE SERVICE WORKERS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS	1 0.01%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
SERVICE MAINTENANCE	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: SERVICE MAINTENANCE	206 2.30%	73 35.44%	130 63.11%	1 0.49%	204 99.03%	0 0.00%	2 0.97%	0 0.00%	2 0.97%
SKILLED CRAFT WORKERS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: SKILLED CRAFT WORKERS	39 0.44%	11 28.21%	27 69.23%	0 0.00%	38 97.44%	0 0.00%	1 2.56%	0 0.00%	1 2.56%
TECHNICIANS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: TECHNICIANS	28 0.31%	7 25.00%	15 53.57%	0 0.00%	22 78.57%	1 3.57%	4 14.29%	1 3.57%	6 21.43%

Sheriff

ADMINISTRATIVE SUPPORT	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	110 1.23%	18 16.36%	27 24.55%	0 0.00%	45 40.91%	34 30.91%	30 27.27%	1 0.91%	65 59.09%
ELECTED OFFICIALS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: ELECTED OFFICIALS	1 0.01%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
OFFICIALS AND ADMINISTRATORS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL

OFFICIALS AND ADMINISTRATORS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	24 0.27%	1 4.17%	13 54.17%	0 0.00%	14 58.33%	4 16.67%	6 25.00%	0 0.00%	10 41.67%
PARA-PROFESSIONALS	MALE				FEMALE				
CATEGORY TOTALS: PARA-PROFESSIONALS	4 0.04%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	3 75.00%	1 25.00%	0 0.00%	4 100.00%
PROFESSIONALS	MALE				FEMALE				
CATEGORY TOTALS: PROFESSIONALS	218 2.44%	41 18.81%	73 33.49%	4 1.83%	118 54.13%	40 18.35%	53 24.31%	7 3.21%	100 45.87%
PROTECTIVE SERVICE WORKERS	MALE				FEMALE				
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS	461 5.16%	128 27.77%	250 54.23%	8 1.74%	386 83.73%	41 8.89%	33 7.16%	1 0.22%	75 16.27%
SERVICE MAINTENANCE	MALE				FEMALE				
CATEGORY TOTALS: SERVICE MAINTENANCE	13 0.15%	1 7.69%	12 92.31%	0 0.00%	13 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
TECHNICIANS	MALE				FEMALE				
CATEGORY TOTALS: TECHNICIANS	11 0.12%	1 9.09%	3 27.27%	0 0.00%	4 36.36%	2 18.18%	4 36.36%	1 9.09%	7 63.64%

Social Services

ADMINISTRATIVE SUPPORT	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	7	1	0	0	1	5	1	0	6
ADMINISTRATIVE SUPPORT	0.08%	14.29%	0.00%	0.00%	14.29%	71.43%	14.29%	0.00%	85.71%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	10	1	0	0	1	6	3	0	9
OFFICIALS AND ADMINISTRATORS	0.11%	10.00%	0.00%	0.00%	10.00%	60.00%	30.00%	0.00%	90.00%
PARA-PROFESSIONALS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	37	0	3	0	3	20	14	0	34
PARA-PROFESSIONALS	0.41%	0.00%	8.11%	0.00%	8.11%	54.05%	37.84%	0.00%	91.89%
PROFESSIONALS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	27	6	3	0	9	14	3	1	18
PROFESSIONALS	0.30%	22.22%	11.11%	0.00%	33.33%	51.85%	11.11%	3.70%	66.67%
SERVICE MAINTENANCE		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	2	0	1	0	1	0	1	0	1
SERVICE MAINTENANCE	0.02%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%

Soil and Water Conservati

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	1	0	0	0	0	0	1	0	1
ADMINISTRATIVE SUPPORT	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%

Sports Authority

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	1	1	0	0	1	0	0	0	0
OFFICIALS AND ADMINISTRATORS	0.01%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

PROFESSIONALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	1	0	0	0	0	1	0	0	1
PROFESSIONALS	0.01%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%

State Fair Board

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	8	0	3	0	3	0	4	1	5
ADMINISTRATIVE SUPPORT	0.09%	0.00%	37.50%	0.00%	37.50%	0.00%	50.00%	12.50%	62.50%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	4	0	2	0	2	0	2	0	2
OFFICIALS AND ADMINISTRATORS	0.04%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%

PROFESSIONALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	1	0	1	0	1	0	0	0	0
PROFESSIONALS	0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

PROTECTIVE SERVICE WORKERS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	1	0	0	0	0	0	1	0	1
PROTECTIVE SERVICE WORKERS	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%

SERVICE MAINTENANCE	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: SERVICE MAINTENANCE	102 1.14%	11 10.78%	33 32.35%	9 8.82%	53 51.96%	11 10.78%	29 28.43%	9 8.82%	49 48.04%

SKILLED CRAFT WORKERS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: SKILLED CRAFT WORKERS	1 0.01%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

State Trial Courts

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	9 0.10%	1 11.11%	0 0.00%	0 0.00%	1 11.11%	1 11.11%	6 66.67%	1 11.11%	8 88.89%

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	21 0.23%	3 14.29%	10 47.62%	0 0.00%	13 61.90%	1 4.76%	7 33.33%	0 0.00%	8 38.10%

PARA-PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PARA-PROFESSIONALS	4 0.04%	0 0.00%	1 25.00%	0 0.00%	1 25.00%	1 25.00%	2 50.00%	0 0.00%	3 75.00%

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PROFESSIONALS	58 0.65%	3 5.17%	23 39.66%	1 1.72%	27 46.55%	9 15.52%	22 37.93%	0 0.00%	31 53.45%

PROTECTIVE SERVICE WORKERS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	

PROTECTIVE SERVICE WORKERS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS	44 0.49%	3 6.82%	19 43.18%	1 2.27%	23 52.27%	3 6.82%	18 40.91%	0 0.00%	21 47.73%

SERVICE MAINTENANCE	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: SERVICE MAINTENANCE	13 0.15%	6 46.15%	1 7.69%	0 0.00%	7 53.85%	6 46.15%	0 0.00%	0 0.00%	6 46.15%

TECHNICIANS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: TECHNICIANS	1 0.01%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%

Transportation Licensing

ADMINISTRATIVE SUPPORT	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	2 0.02%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 100.00%	0 0.00%	2 100.00%

OFFICIALS AND ADMINISTRATORS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	4 0.04%	0 0.00%	4 100.00%	0 0.00%	4 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

Trustee

ADMINISTRATIVE SUPPORT	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	9	1	2	0	3	0	6	0	6
ADMINISTRATIVE SUPPORT	0.10%	11.11%	22.22%	0.00%	33.33%	0.00%	66.67%	0.00%	66.67%
ELECTED OFFICIALS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	1	0	1	0	1	0	0	0	0
ELECTED OFFICIALS	0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	4	0	1	0	1	1	2	0	3
OFFICIALS AND ADMINISTRATORS	0.04%	0.00%	25.00%	0.00%	25.00%	25.00%	50.00%	0.00%	75.00%
PARA-PROFESSIONALS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	2	0	0	0	0	0	2	0	2
PARA-PROFESSIONALS	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
PROFESSIONALS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	10	0	1	0	1	1	8	0	9
PROFESSIONALS	0.11%	0.00%	10.00%	0.00%	10.00%	10.00%	80.00%	0.00%	90.00%
SERVICE MAINTENANCE		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	1	0	1	0	1	0	0	0	0
SERVICE MAINTENANCE	0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

Water Services

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT		76 0.85%	4 5.26%	10 13.16%	0 0.00%	14 18.42%	34 44.74%	27 35.53%	1 1.32%	62 81.58%
OFFICIALS AND ADMINISTRATORS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS		49 0.55%	5 10.20%	27 55.10%	3 6.12%	35 71.43%	3 6.12%	11 22.45%	0 0.00%	14 28.57%
PROFESSIONALS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: PROFESSIONALS		106 1.19%	11 10.38%	56 52.83%	3 2.83%	70 66.04%	9 8.49%	25 23.58%	2 1.89%	36 33.96%
PROTECTIVE SERVICE WORKERS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS		1 0.01%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
SERVICE MAINTENANCE		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: SERVICE MAINTENANCE		147 1.64%	69 46.94%	76 51.70%	1 0.68%	146 99.32%	0 0.00%	0 0.00%	1 0.68%	1 0.68%
SKILLED CRAFT WORKERS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: SKILLED CRAFT WORKERS		223 2.49%	49 21.97%	160 71.75%	5 2.24%	214 95.96%	2 0.90%	6 2.69%	1 0.45%	9 4.04%
TECHNICIANS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL

TECHNICIANS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	119	26	71	2	99	5	15	0	20
TECHNICIANS	1.33%	21.85%	59.66%	1.68%	83.19%	4.20%	12.61%	0.00%	16.81%

Metro General Government Totals:	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	8939	1209	4330	155	5694	1181	1944	120	3245
		13.53%	48.44%	1.73%	63.70%	13.21%	21.75%	1.34%	36.30%

Administrative

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
10604	Chief Service Off-Mayor's Off	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10582	Pln Dir Afterschool, Mayors	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS:		2	0	0	0	0	2	0	2
OFFICIALS AND ADMINISTRATORS		0.02%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
PROFESSIONALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
04972	Special Asst	1	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
CATEGORY TOTALS:		1	0	0	0	1	0	0	1
PROFESSIONALS		0.01%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
DEPARTMENT TOTALS		3	0	0	0	1	2	0	3

Administrative

Agricultural Extension

<i>PROFESSIONALS</i>	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
00240 Extension Agent 1	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
00090 Extension Agent 3	5	0 0.00%	1 20.00%	0 0.00%	1 20.00%	2 40.00%	2 40.00%	0 0.00%	4 80.00%
01967 Extension Director	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS: PROFESSIONALS	7 0.08%	0 0.00%	2 28.57%	0 0.00%	2 28.57%	3 42.86%	2 28.57%	0 0.00%	5 71.43%
DEPARTMENT TOTALS	7	0	2	0	2	3	2	0	5
<i>Agricultural Extension</i>									

Arts Commission

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
10124	Office Support Spec 2	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS:		1	0	0	0	0	1	0	1
ADMINISTRATIVE SUPPORT		0.01%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07242	Admin Svcs Mgr	2	0	0	0	0	2	0	2
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
06650	Arts Commission Exec Dir	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS:		3	0	0	0	0	3	0	3
OFFICIALS AND ADMINISTRATORS		0.03%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
PROFESSIONALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07244	Admin Svcs Officer 3	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07245	Admin Svcs Officer 4	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10153	Finance Spec	1	0	1	0	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%
07378	Program Spec 1	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS:		4	0	1	0	0	3	0	3
PROFESSIONALS		0.05%	0.00%	25.00%	0.00%	25.00%	75.00%	0.00%	75.00%
DEPARTMENT TOTALS		8	0	1	0	1	7	0	7

Arts Commission

Assessor of Property

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07241	Admin Asst	2	0	0	0	0	1	1	0	2
			0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	100.00%
10121	Office Support Rep 2	3	0	0	0	0	1	2	0	3
			0.00%	0.00%	0.00%	0.00%	33.33%	66.67%	0.00%	100.00%
10122	Office Support Rep 3	6	0	1	0	1	2	3	0	5
			0.00%	16.67%	0.00%	16.67%	33.33%	50.00%	0.00%	83.33%
10123	Office Support Spec 1	4	0	0	0	0	0	4	0	4
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10124	Office Support Spec 2	3	0	0	0	0	1	2	0	3
			0.00%	0.00%	0.00%	0.00%	33.33%	66.67%	0.00%	100.00%
09020	Seasonal/Part-time/Temporary	3	0	1	0	1	1	1	0	2
			0.00%	33.33%	0.00%	33.33%	33.33%	33.33%	0.00%	66.67%
CATEGORY TOTALS:		21	0	2	0	2	6	13	0	19
ADMINISTRATIVE SUPPORT		0.24%	0.00%	9.52%	0.00%	9.52%	28.57%	61.90%	0.00%	90.48%

ELECTED OFFICIALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
05534	Tax Assessor	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		1	0	1	0	1	0	0	0	0
ELECTED OFFICIALS		0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07242	Admin Svcs Mgr	4	1	3	0	4	0	0	0	0
			25.00%	75.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
02675	Appraiser 1	7	1	1	0	2	3	2	0	5
			14.29%	14.29%	0.00%	28.57%	42.86%	28.57%	0.00%	71.43%
02670	Appraiser 2	10	1	6	0	7	0	3	0	3
			10.00%	60.00%	0.00%	70.00%	0.00%	30.00%	0.00%	30.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07247	Appraiser 3	8	1 12.50%	5 62.50%	0 0.00%	6 75.00%	0 0.00%	2 25.00%	0 0.00%	2 25.00%
04400	Appraiser 4	9	0 0.00%	5 55.56%	0 0.00%	5 55.56%	0 0.00%	4 44.44%	0 0.00%	4 44.44%
06524	Assessments Manager	2	0 0.00%	1 50.00%	1 50.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
09020	Seasonal/Part-time/Temporary	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS		41 0.47%	4 9.76%	21 51.22%	1 2.44%	26 63.41%	3 7.32%	12 29.27%	0 0.00%	15 36.59%
PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07244	Admin Svcs Officer 3	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
07245	Admin Svcs Officer 4	3	0 0.00%	1 33.33%	0 0.00%	1 33.33%	0 0.00%	2 66.67%	0 0.00%	2 66.67%
06116	Appraiser Analyst 3	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07779	Info Systems App Analyst 1	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07783	Info Systems App Analyst 3	3	0 0.00%	3 100.00%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07782	Info Systems Mgr	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10159	Training Spec	1	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS: PROFESSIONALS		11 0.13%	1 9.09%	7 63.64%	0 0.00%	8 72.73%	0 0.00%	3 27.27%	0 0.00%	3 27.27%

DEPARTMENT TOTALS	74	5	31	1	37	9	28	0	37
<i>Assessor of Property</i>									

Beer Board

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
10123	Office Support Spec 1	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT		1 0.01%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
06907	Beer Permit Board-Exec Dir	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
07251	Beer Permit Inspector 1	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
07723	Beer Permit Inspector 2	1	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS		3 0.03%	1 33.33%	1 33.33%	0 0.00%	2 66.67%	1 33.33%	0 0.00%	1 33.33%
DEPARTMENT TOTALS		4	1	1	0	2	1	1	0

Beer Board

Circuit Court Clerk

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07241	Admin Asst	3	0	0	0	0	1	2	0	3
			0.00%	0.00%	0.00%	0.00%	33.33%	66.67%	0.00%	100.00%
01302	Computer Operations Shift Supv	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
01340	Ct Clerk	6	1	1	0	2	2	2	0	4
			16.67%	16.67%	0.00%	33.33%	33.33%	33.33%	0.00%	66.67%
02760	Data Entry Operator 1	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
04600	Data Entry Operator 2	5	0	2	0	2	1	2	0	3
			0.00%	40.00%	0.00%	40.00%	20.00%	40.00%	0.00%	60.00%
10120	Office Support Rep 1	3	0	1	0	1	1	1	0	2
			0.00%	33.33%	0.00%	33.33%	33.33%	33.33%	0.00%	66.67%
10121	Office Support Rep 2	2	0	1	0	1	0	1	0	1
			0.00%	50.00%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%
10122	Office Support Rep 3	4	0	0	0	0	1	2	1	4
			0.00%	0.00%	0.00%	0.00%	25.00%	50.00%	25.00%	100.00%
04840	Steno Clerk 2	2	0	1	0	1	0	1	0	1
			0.00%	50.00%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%
CATEGORY TOTALS:		27	1	7	0	8	6	12	1	19
ADMINISTRATIVE SUPPORT		0.31%	3.70%	25.93%	0.00%	29.63%	22.22%	44.44%	3.70%	70.37%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
01056	Chief Dpty Clerk-Gen Sess Ct	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		1	0	1	0	1	0	0	0	0
OFFICIALS AND ADMINISTRATORS		0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

PROFESSIONALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER

PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07243	Admin Svcs Officer 2	2	0 0.00%	1 50.00%	0 0.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%	1 50.00%
07244	Admin Svcs Officer 3	2	1 50.00%	0 0.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%
10152	Finance Officer 3	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
CATEGORY TOTALS: PROFESSIONALS		5 0.06%	1 20.00%	1 20.00%	0 0.00%	2 40.00%	1 20.00%	2 40.00%	0 0.00%	3 60.00%
PROTECTIVE SERVICE WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07419	Warrant Officer 1	11	2 18.18%	2 18.18%	0 0.00%	4 36.36%	2 18.18%	5 45.45%	0 0.00%	7 63.64%
05340	Warrant Officer 2	2	1 50.00%	0 0.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS		13 0.15%	3 23.08%	2 15.38%	0 0.00%	5 38.46%	2 15.38%	6 46.15%	0 0.00%	8 61.54%
DEPARTMENT TOTALS		46	5	11	0	16	9	20	1	30
<i>Circuit Court Clerk</i>										

Clerk and Master

<i>ADMINISTRATIVE SUPPORT</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06302	Deputy Clerk & Master I	3	0	0	0	0	2	1	0	3
			0.00%	0.00%	0.00%	0.00%	66.67%	33.33%	0.00%	100.00%
CATEGORY TOTALS:		3	0	0	0	0	2	1	0	3
<i>ADMINISTRATIVE SUPPORT</i>		0.03%	0.00%	0.00%	0.00%	0.00%	66.67%	33.33%	0.00%	100.00%
<i>PROFESSIONALS</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
01205	Clerk & Master	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
06302	Deputy Clerk & Master I	6	1	1	0	2	1	3	0	4
			16.67%	16.67%	0.00%	33.33%	16.67%	50.00%	0.00%	66.67%
10527	Deputy Clerk & Master II	4	0	0	0	0	1	3	0	4
			0.00%	0.00%	0.00%	0.00%	25.00%	75.00%	0.00%	100.00%
06303	Supervisor Clerk & Maste	3	0	0	0	0	0	3	0	3
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS:		14	1	1	0	2	3	9	0	12
<i>PROFESSIONALS</i>		0.16%	7.14%	7.14%	0.00%	14.29%	21.43%	64.29%	0.00%	85.71%
DEPARTMENT TOTALS		17	1	1	0	2	5	10	0	15

Clerk and Master

Codes Administration

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07733	Compliance Inspector 3	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
06598	Cust Svc Supv	3	0	0	0	2	1	0	3
			0.00%	0.00%	0.00%	66.67%	33.33%	0.00%	100.00%
10122	Office Support Rep 3	8	0	0	0	1	6	1	8
			0.00%	0.00%	0.00%	12.50%	75.00%	12.50%	100.00%
10123	Office Support Spec 1	1	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
CATEGORY TOTALS:		13	0	0	0	4	8	1	13
ADMINISTRATIVE SUPPORT		0.15%	0.00%	0.00%	0.00%	30.77%	61.54%	7.69%	100.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
06811	Bldg Inspection Chief	1	0	1	0	0	0	0	0
			0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
06810	Bldg Inspector 1	2	1	1	0	0	0	0	0
			50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%
07254	Bldg Inspector 2	7	0	7	0	0	0	0	0
			0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
07081	Codes Admin Asst Dir	3	1	2	0	0	0	0	0
			33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%
01540	Codes Admin Dir	1	0	1	0	0	0	0	0
			0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
10459	Combination Codes Inspector	2	0	2	0	0	0	0	0
			0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
06822	Electrical Inspection Chief	1	0	1	0	0	0	0	0
			0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
06821	Electrical Inspector 1	7	0	7	0	0	0	0	0
			0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07290	Electrical Inspector 2	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06912	Mech/Gas Inspection Chief	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06910	Mech/Gas Inspector 1	3	0 0.00%	3 100.00%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07331	Mech/Gas Inspector 2	2	0 0.00%	2 100.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06738	Metropolitan Zoning Admin	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06870	Plumbing Inspection Chief	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06868	Plumbing Inspector 1	3	0 0.00%	3 100.00%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07348	Plumbing Inspector 2	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06922	Property Stan Insp 1	11	3 27.27%	5 45.45%	0 0.00%	8 72.73%	1 9.09%	1 9.09%	1 9.09%	3 27.27%
07422	Property Stand Insp 2	2	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%
06542	Property Standards Insp Chief	2	1 50.00%	1 50.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07230	Zoning Examination Chief	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07421	Zoning Examiner	3	0 0.00%	3 100.00%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS:		56	6	46	0	52	1	2	1	4
OFFICIALS AND ADMINISTRATORS		0.64%	10.71%	82.14%	0.00%	92.86%	1.79%	3.57%	1.79%	7.14%
PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL

PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07244	Admin Svcs Officer 3	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	
07245	Admin Svcs Officer 4	2	0 0.00%	1 50.00%	0 0.00%	1 50.00%	1 50.00%	0 0.00%	1 50.00%	
04702	Plans Examiner 2	4	1 25.00%	3 75.00%	0 0.00%	4 100.00%	0 0.00%	0 0.00%	0 0.00%	
06902	Urban Forester	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	
CATEGORY TOTALS: PROFESSIONALS		8 0.09%	1 12.50%	5 62.50%	0 0.00%	6 75.00%	2 25.00%	0 0.00%	2 25.00%	
TECHNICIANS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10100	Application Tech 1	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	
CATEGORY TOTALS: TECHNICIANS		1 0.01%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	
DEPARTMENT TOTALS		78	7	51	0	58	5	13	2	20
<i>Codes Administration</i>										

Community Ed Commission

<i>ADMINISTRATIVE SUPPORT</i>		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
10120	Office Support Rep 1	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS: <i>ADMINISTRATIVE SUPPORT</i>		1	0	0	0	0	1	0	1
		0.01%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
<i>OFFICIALS AND ADMINISTRATORS</i>		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
10605	Executive Dir-Community Ed Com	1	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
CATEGORY TOTALS: <i>OFFICIALS AND ADMINISTRATORS</i>		1	0	0	0	1	0	0	1
		0.01%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
<i>PROFESSIONALS</i>		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
06034	Program Coord	1	0	1	0	0	0	0	0
			0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS: <i>PROFESSIONALS</i>		1	0	1	0	0	0	0	0
		0.01%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
DEPARTMENT TOTALS		3	0	1	0	1	1	0	2
<i>Community Ed Commission</i>									

Convention Center

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
10654	Accounting Clerk-Conv Ctr	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10695	Adm Asst/Sales-MCC	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10664	Admin Asst/Oper-Conv Center	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10170	Cvn Ctr Human Resources Coord	1	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10704	Exec Asst/Admin-MCC	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS:		5	0	0	0	1	4	0	5
ADMINISTRATIVE SUPPORT		0.06%	0.00%	0.00%	0.00%	20.00%	80.00%	0.00%	100.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
10634	Dir Of Technology-Conv Center	1	0	1	0	0	0	0	0
			0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
10667	President/CEO-Convention Ctr	1	0	1	0	0	0	0	0
			0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
10666	Vice Pres/Operations-Conv Ctr	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS:		3	0	2	0	0	1	0	1
OFFICIALS AND ADMINISTRATORS		0.03%	0.00%	66.67%	0.00%	0.00%	33.33%	0.00%	33.33%

PROFESSIONALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07270	Cvn Ctr Event Mgr	2	0	1	0	0	1	0	1
			0.00%	50.00%	0.00%	0.00%	50.00%	0.00%	50.00%
06763	Cvn Ctr Sales Mgr	4	0	2	0	2	0	0	2
			0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	50.00%

PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10660	Dir Fin & Adm-Conv Ctr Auth	1	0	0	0	0	1	0	1	
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	
10659	Technology Supv-Conv Ctr Auth	1	0	1	0	0	0	0	0	
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	
CATEGORY TOTALS: PROFESSIONALS		8	0	4	0	2	2	0	4	
		0.09%	0.00%	50.00%	0.00%	50.00%	25.00%	25.00%	0.00%	50.00%
PROTECTIVE SERVICE WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10680	Security & Parking Off 1 -MCC	1	0	1	0	0	0	0	0	
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS		1	0	1	0	0	0	0	0	
		0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	
TECHNICIANS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10676	Engineering Supv-Conv Ctr	1	0	1	0	0	0	0	0	
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	
CATEGORY TOTALS: TECHNICIANS		1	0	1	0	0	0	0	0	
		0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	
DEPARTMENT TOTALS		18	0	8	0	3	7	0	10	
<i>Convention Center</i>										

Convention Center Authority

	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
10672 Housekeeping-Convention Ctr	1	1	0	0	1	0	0	0	0
		100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:	1	1	0	0	1	0	0	0	0
	0.01%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
10654 Accounting Clerk-Conv Ctr	1	0	0	0	0	0	1	0	1
		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10696 Adm Asst/Finance-MCC	1	0	0	0	0	1	0	0	1
		0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10695 Adm Asst/Sales-MCC	1	0	0	0	0	1	0	0	1
		0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
07241 Admin Asst	2	1	1	0	2	0	0	0	0
		50.00%	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10664 Admin Asst/Oper-Conv Center	1	0	0	0	0	0	1	0	1
		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10679 Ambassador 1 -MCC	6	0	1	0	1	0	4	1	5
		0.00%	16.67%	0.00%	16.67%	0.00%	66.67%	16.67%	83.33%
10689 Exhibitor Srv Rep 1 -MCC	1	1	0	0	1	0	0	0	0
		100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10705 Exhibitor Srvs Mgr-MCC	1	0	0	0	0	1	0	0	1
		0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10691 Guest Exp Mgr-MCC	1	0	0	0	0	1	0	0	1
		0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10690 Safety & Parking Supv-MCC	1	0	0	0	0	1	0	0	1
		0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
09020 Seasonal/Part-time/Temporary	1	1	0	0	1	0	0	0	0
		100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10683	Shipping & Rec Clerk-MCC	1	1	0	0	1	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		18	4	2	0	6	5	6	1	12
ADMINISTRATIVE SUPPORT		0.21%	22.22%	11.11%	0.00%	33.33%	27.78%	33.33%	5.56%	66.67%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10629	Dir Human Resou-Convention Ctr	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10615	Dir of Engineering-Conv Ctr	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10593	Finance Mgr-Conven Ctr Auth	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10592	Project Mgr 2-Conven Ctr Auth	2	0	2	0	2	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10658	Technology Mgr-Conv Ctr Auth	1	1	0	0	1	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		6	1	4	0	5	0	1	0	1
OFFICIALS AND ADMINISTRATORS		0.07%	16.67%	66.67%	0.00%	83.33%	0.00%	16.67%	0.00%	16.67%
PARA-PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10689	Exhibitor Srv Rep 1 -MCC	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10690	Safety & Parking Supv-MCC	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		2	0	1	0	1	0	1	0	1
PARA-PROFESSIONALS		0.02%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%
PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL

PROFESSIONALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
10625	Asst Director Sales-Conv Ctr	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
10619	Convention Ctr-Contract Adm	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
06762	Cvn Ctr Accountant	1	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
07270	Cvn Ctr Event Mgr	2	0 0.00%	2 100.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
10626	Dir Event Svcs-Convention Cent	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
10631	Dir Facilities-Convention Ctr	1	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
10628	Dir of Purchasing/DBE-Conv Ctr	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
10635	Dir of Safety and Sec-Conv Ctr	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
10596	Diver Bus Mgr-Conv Ctr Auth	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
10597	Engineer/Des Mgr-Conv Ctr Auth	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
10630	Engineering Mgr-Convention Ctr	2	0 0.00%	2 100.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
10700	Housekeeping Mgr-MCC	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
10595	Project Mgr 4-Conv Ctr Auth	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
10598	Public Info Mgr-Conv Ctr Auth	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
10702	Safety & Parking Mgr-MCC	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%

PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10594	Spec Project Mgr-Conv Ctr Auth	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	
10698	Sustainability Coord-MCC	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	
10657	Training Coord- Conv Ctr Auth	1	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	
10670	VP Sales and Mking-Conv Ctr	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	
CATEGORY TOTALS: PROFESSIONALS		21 0.24%	2 9.52%	11 52.38%	0 0.00%	13 61.90%	4 19.05%	4 19.05%	0 0.00%	8 38.10%
PROTECTIVE SERVICE WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10702	Safety & Parking Mgr-MCC	2	1 50.00%	1 50.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10690	Safety & Parking Supv-MCC	2	2 100.00%	0 0.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10680	Security & Parking Off 1 -MCC	13	5 38.46%	4 30.77%	1 7.69%	10 76.92%	2 15.38%	1 7.69%	0 0.00%	3 23.08%
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS		17 0.19%	8 47.06%	5 29.41%	1 5.88%	14 82.35%	2 11.76%	1 5.88%	0 0.00%	3 17.65%
SERVICE MAINTENANCE		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10673	Housekeeping Supv-Conv Ctr	3	1 33.33%	0 0.00%	0 0.00%	1 33.33%	1 33.33%	1 33.33%	0 0.00%	2 66.67%
10672	Housekeeping-Convention Ctr	8	3 37.50%	0 0.00%	1 12.50%	4 50.00%	3 37.50%	0 0.00%	1 12.50%	4 50.00%
10703	Set up Mgr-MCC	1	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

<i>SERVICE MAINTENANCE</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10674	Set Up Staff-Convention Ctr	4	4	0	0	4	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		16	9	0	1	10	4	1	1	6
SERVICE MAINTENANCE		0.18%	56.25%	0.00%	6.25%	62.50%	25.00%	6.25%	6.25%	37.50%
<i>SKILLED CRAFT WORKERS</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10681	Bldg & Grounds Maint-MCC	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10689	Exhibitor Srv Rep 1 -MCC	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10683	Shipping & Rec Clerk-MCC	1	1	0	0	1	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10687	Warehouse Coord-MCC	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS:		4	1	1	0	2	0	2	0	2
SKILLED CRAFT WORKERS		0.05%	25.00%	25.00%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%
<i>TECHNICIANS</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10681	Bldg & Grounds Maint-MCC	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10676	Engineering Supv-Conv Ctr	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10655	Engineering Tech-Conv Ctr	5	1	4	0	5	0	0	0	0
			20.00%	80.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10684	Event Coord-MCC	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10678	Network Tech-Convention Ctr	2	0	2	0	2	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

TECHNICIANS	TOTAL	MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10675 Set Up Staff Supv-Conv Ctr	3	1 33.33%	2 66.67%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10674 Set Up Staff-Convention Ctr	3	2 66.67%	1 33.33%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10686 Signage & Graphics-MCC	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
CATEGORY TOTALS: TECHNICIANS	17 0.19%	4 23.53%	11 64.71%	0 0.00%	15 88.24%	0 0.00%	2 11.76%	0 0.00%	2 11.76%
DEPARTMENT TOTALS <i>Convention Center Authority</i>	102	30	35	2	67	15	18	2	35

County Clerk

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07216	Business Tax Dir-County Clerk	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
06787	Deputy Clerk 1	4	1	1	0	2	2	0	0	2
			25.00%	25.00%	0.00%	50.00%	50.00%	0.00%	0.00%	50.00%
06788	Deputy Clerk 2	8	0	0	0	0	2	4	2	8
			0.00%	0.00%	0.00%	0.00%	25.00%	50.00%	25.00%	100.00%
06789	Deputy Clerk 3	2	0	0	0	0	0	2	0	2
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
06790	Deputy Clerk 4	2	0	0	0	0	1	1	0	2
			0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	100.00%
07647	Dir Of Taxpayer Svcs	1	1	0	0	1	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
02935	License Inspector 1	2	0	2	0	2	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
09020	Seasonal/Part-time/Temporary	2	0	2	0	2	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		22	2	5	0	7	6	7	2	15
ADMINISTRATIVE SUPPORT		0.25%	9.09%	22.73%	0.00%	31.82%	27.27%	31.82%	9.09%	68.18%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
01336	County Ct Clerk	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
CATEGORY TOTALS:		1	0	0	0	0	1	0	0	1
OFFICIALS AND ADMINISTRATORS		0.01%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
PARA-PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
09020	Seasonal/Part-time/Temporary	2	0	0	0	0	0	2	0	2
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%

<i>PARA-PROFESSIONALS</i>		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:		2	0	0	0	0	2	0	2
<i>PARA-PROFESSIONALS</i>		0.02%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
<i>PROFESSIONALS</i>		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07245	Admin Svcs Officer 4	1	0	0	0	0	0	1	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%
07077	Chief Dpty Clerk-County Clerk	1	0	1	0	1	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%
06787	Deputy Clerk 1	4	0	0	0	0	4	0	4
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
06788	Deputy Clerk 2	3	0	0	0	0	1	2	3
			0.00%	0.00%	0.00%	0.00%	33.33%	66.67%	100.00%
06789	Deputy Clerk 3	15	0	1	0	1	2	9	3
			0.00%	6.67%	0.00%	6.67%	13.33%	60.00%	20.00%
06790	Deputy Clerk 4	5	0	1	0	1	0	4	0
			0.00%	20.00%	0.00%	20.00%	0.00%	80.00%	0.00%
06791	Deputy Clerk 5	1	0	0	0	0	0	1	0
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
06792	Deputy Clerk 6	1	0	0	0	0	0	1	0
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
02935	License Inspector 1	1	0	1	0	1	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		32	0	4	0	4	3	21	4
<i>PROFESSIONALS</i>		0.37%	0.00%	12.50%	0.00%	12.50%	9.38%	65.63%	12.50%
<i>PROTECTIVE SERVICE WORKERS</i>		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
09020	Seasonal/Part-time/Temporary	1	0	1	0	1	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%

<i>PROTECTIVE SERVICE WORKERS</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:		1	0	1	0	1	0	0	0	0
<i>PROTECTIVE SERVICE WORKERS</i>		0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
<i>SERVICE MAINTENANCE</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06788	Deputy Clerk 2	1	0	0	0	0	1	0	1	
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	
02935	License Inspector 1	1	0	0	0	1	0	0	1	
			0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%	
09020	Seasonal/Part-time/Temporary	1	0	1	0	0	0	0	0	
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	
CATEGORY TOTALS:		3	0	1	0	1	1	0	2	
<i>SERVICE MAINTENANCE</i>		0.03%	0.00%	33.33%	0.00%	33.33%	33.33%	0.00%	66.67%	
<i>TECHNICIANS</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
02935	License Inspector 1	1	0	0	0	1	0	0	1	
			0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%	
CATEGORY TOTALS:		1	0	0	0	1	0	0	1	
<i>TECHNICIANS</i>		0.01%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%	
DEPARTMENT TOTALS		62	2	11	0	13	12	31	6	49
<i>County Clerk</i>										

Criminal Court Clerk

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06502	Deputy Criminal Ct Clerk 1	7	1 14.29%	0 0.00%	0 0.00%	1 14.29%	1 14.29%	5 71.43%	0 0.00%	6 85.71%
06503	Deputy Criminal Ct Clerk 2	9	0 0.00%	3 33.33%	0 0.00%	3 33.33%	1 11.11%	5 55.56%	0 0.00%	6 66.67%
06504	Deputy Criminal Ct Clerk 3	15	0 0.00%	7 46.67%	1 6.67%	8 53.33%	2 13.33%	4 26.67%	1 6.67%	7 46.67%
06505	Deputy Criminal Ct Clerk 4	16	1 6.25%	4 25.00%	0 0.00%	5 31.25%	4 25.00%	5 31.25%	2 12.50%	11 68.75%
06506	Deputy Criminal Ct Clerk 5	27	0 0.00%	10 37.04%	1 3.70%	11 40.74%	5 18.52%	11 40.74%	0 0.00%	16 59.26%
06696	Deputy Criminal Ct Clerk 7	2	0 0.00%	1 50.00%	0 0.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%	1 50.00%
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT		76 0.87%	2 2.63%	25 32.89%	2 2.63%	29 38.16%	14 18.42%	30 39.47%	3 3.95%	47 61.84%

ELECTED OFFICIALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
01358	Criminal Ct Clerk	1	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS: ELECTED OFFICIALS		1 0.01%	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
01056	Chief Dpty Clerk-Gen Sess Ct	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS		1 0.01%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

DEPARTMENT TOTALS	78	3	26	2	31	14	30	3	47
<i>Criminal Court Clerk</i>									

Criminal Justice Planning Unit

<i>ADMINISTRATIVE SUPPORT</i>		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
10124	Office Support Spec 2	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS: <i>ADMINISTRATIVE SUPPORT</i>		1	0	0	0	0	1	0	1
		0.01%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
<i>OFFICIALS AND ADMINISTRATORS</i>		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
10538	Director Crim Justice Planning	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS: <i>OFFICIALS AND ADMINISTRATORS</i>		1	0	0	0	0	1	0	1
		0.01%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
<i>PROFESSIONALS</i>		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
10559	Statistical Research Analyst 1	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10560	Statistical Research Analyst 2	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS: <i>PROFESSIONALS</i>		2	0	0	0	0	2	0	2
		0.02%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
DEPARTMENT TOTALS		4	0	0	0	0	4	0	4
<i>Criminal Justice Planning Unit</i>									

District Attorney

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07241	Admin Asst	2	0	0	0	0	0	2	0	2
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07720	Admin Spec	2	0	0	0	0	0	2	0	2
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
02870	Legal Secretary 1	10	0	0	0	0	3	7	0	10
			0.00%	0.00%	0.00%	0.00%	30.00%	70.00%	0.00%	100.00%
07322	Legal Secretary 2	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10119	Office Support Mgr	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10122	Office Support Rep 3	8	0	2	0	2	4	2	0	6
			0.00%	25.00%	0.00%	25.00%	50.00%	25.00%	0.00%	75.00%
10123	Office Support Spec 1	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS:		25	0	2	0	2	8	15	0	23
ADMINISTRATIVE SUPPORT		0.29%	0.00%	8.00%	0.00%	8.00%	32.00%	60.00%	0.00%	92.00%
ELECTED OFFICIALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
01684	District Attorney General	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		1	0	1	0	1	0	0	0	0
ELECTED OFFICIALS		0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07242	Admin Svcs Mgr	2	0	0	0	0	0	2	0	2
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10108	Finance Admin	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06232	Finance Mgr	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		4	0	2	0	2	0	2	0	2
OFFICIALS AND ADMINISTRATORS		0.05%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%
PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
		1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07244	Admin Svcs Officer 3	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
07245	Admin Svcs Officer 4	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
00390	Asst District Attorney	32	1	14	0	15	1	16	0	17
			3.13%	43.75%	0.00%	46.88%	3.13%	50.00%	0.00%	53.13%
07234	Information Systems Advisor 1	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07381	Program Supv	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
04949	Social Worker 1	10	0	0	0	0	2	8	0	10
			0.00%	0.00%	0.00%	0.00%	20.00%	80.00%	0.00%	100.00%
07260	Social Worker 2	2	0	0	0	0	0	2	0	2
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
04406	Sr Asst District Attorney	6	0	4	0	4	0	2	0	2
			0.00%	66.67%	0.00%	66.67%	0.00%	33.33%	0.00%	33.33%
07756	Technical Specialist 1	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		56	1	22	0	23	5	28	0	33
PROFESSIONALS		0.64%	1.79%	39.29%	0.00%	41.07%	8.93%	50.00%	0.00%	58.93%

<i>PROTECTIVE SERVICE WORKERS</i>	TOTAL	MALE			FEMALE				
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07279 Criminal Investigator	2	0 0.00%	2 100.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
09020 Seasonal/Part-time/Temporary	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
CATEGORY TOTALS: <i>PROTECTIVE SERVICE WORKERS</i>	3 0.03%	0 0.00%	2 66.67%	0 0.00%	2 66.67%	0 0.00%	1 33.33%	0 0.00%	1 33.33%
DEPARTMENT TOTALS <i>District Attorney</i>	89	1	29	0	30	13	46	0	59

Election Commission

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07244	Admin Svcs Officer 3	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10121	Office Support Rep 2	5	0	0	1	1	2	1	4
			0.00%	0.00%	20.00%	20.00%	40.00%	20.00%	80.00%
10124	Office Support Spec 2	2	0	0	0	1	1	0	2
			0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	100.00%
09020	Seasonal/Part-time/Temporary	7	0	1	1	0	3	2	5
			0.00%	14.29%	14.29%	28.57%	42.86%	28.57%	71.43%
CATEGORY TOTALS:		15	0	1	2	3	7	3	12
ADMINISTRATIVE SUPPORT		0.17%	0.00%	6.67%	13.33%	20.00%	46.67%	20.00%	80.00%

ELECTED OFFICIALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
01743	Election Commissioner	3	1	2	0	3	0	0	0
			33.33%	66.67%	0.00%	100.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		3	1	2	0	3	0	0	0
ELECTED OFFICIALS		0.03%	33.33%	66.67%	0.00%	100.00%	0.00%	0.00%	0.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
04080	Admin Of Elections	1	0	0	1	1	0	0	0
			0.00%	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%
06232	Finance Mgr	1	0	1	0	1	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		2	0	1	1	2	0	0	0
OFFICIALS AND ADMINISTRATORS		0.02%	0.00%	50.00%	50.00%	100.00%	0.00%	0.00%	0.00%

PROFESSIONALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER

PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07244	Admin Svcs Officer 3	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
07245	Admin Svcs Officer 4	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
10477	Information Sys oper Anal 3	1	0 0.00%	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10124	Office Support Spec 2	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
06034	Program Coord	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
07380	Program Spec 3	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
CATEGORY TOTALS: PROFESSIONALS		6 0.07%	0 0.00%	0 0.00%	1 16.67%	1 16.67%	2 33.33%	2 33.33%	1 16.67%	5 83.33%
TECHNICIANS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07784	Info Systems App Tech 1	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02954	Machine Tech	2	0 0.00%	2 100.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS: TECHNICIANS		3 0.03%	0 0.00%	3 100.00%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
DEPARTMENT TOTALS		29	1	7	4	12	4	9	4	17
<i>Election Commission</i>										

Emergency Communication Center

ADMINISTRATIVE SUPPORT	TOTAL	MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10407 Emer Telecommunications Off 1	22	0	11	1	12	1	9	0	10
		0.00%	50.00%	4.55%	54.55%	4.55%	40.91%	0.00%	45.45%
10408 Emer Telecommunications Off 2	12	0	3	0	3	1	8	0	9
		0.00%	25.00%	0.00%	25.00%	8.33%	66.67%	0.00%	75.00%
10409 Emer Telecommunications Off 3	29	2	11	1	14	4	10	1	15
		6.90%	37.93%	3.45%	48.28%	13.79%	34.48%	3.45%	51.72%
10410 Emer Telecommunications Off 4	60	1	18	0	19	15	24	2	41
		1.67%	30.00%	0.00%	31.67%	25.00%	40.00%	3.33%	68.33%
10412 Emer Telecommunications Superv	15	0	1	0	1	4	10	0	14
		0.00%	6.67%	0.00%	6.67%	26.67%	66.67%	0.00%	93.33%
10411 Emer Telecommunications Trainee	12	0	4	0	4	1	7	0	8
		0.00%	33.33%	0.00%	33.33%	8.33%	58.33%	0.00%	66.67%
10475 Information Sys Oper Analyst 1	1	0	1	0	1	0	0	0	0
		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10124 Office Support Spec 2	1	0	0	0	0	0	1	0	1
		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS:	152	3	49	2	54	26	69	3	98
ADMINISTRATIVE SUPPORT	1.73%	1.97%	32.24%	1.32%	35.53%	17.11%	45.39%	1.97%	64.47%

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10414 Emer Telecommun Assist Directo	1	0	0	0	0	1	0	0	1
		0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10413 Emer Telecommunications Manage	5	0	1	0	1	0	4	0	4
		0.00%	20.00%	0.00%	20.00%	0.00%	80.00%	0.00%	80.00%
10142 Emerg Communications Dir	1	0	1	0	1	0	0	0	0
		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07234 Information Systems Advisor 1	1	0	1	0	1	0	0	0	0
		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:		8	0	3	0	3	1	4	0	5
OFFICIALS AND ADMINISTRATORS		0.09%	0.00%	37.50%	0.00%	37.50%	12.50%	50.00%	0.00%	62.50%
PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10152	Finance Officer 3	1	1	0	0	1	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
06874	Human Resources Analyst 3	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
07779	Info Systems App Analyst 1	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
07783	Info Systems App Analyst 3	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10475	Information Sys Oper Analyst 1	1	0	0	1	1	0	0	0	0
			0.00%	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		5	1	1	1	3	2	0	0	2
PROFESSIONALS		0.06%	20.00%	20.00%	20.00%	60.00%	40.00%	0.00%	0.00%	40.00%
TECHNICIANS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10103	Application Tech 3	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
07423	Fire/Emt Dispatcher	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		2	0	1	0	1	1	0	0	1
TECHNICIANS		0.02%	0.00%	50.00%	0.00%	50.00%	50.00%	0.00%	0.00%	50.00%
DEPARTMENT TOTALS		167	4	54	3	61	30	73	3	106
<i>Emergency Communication Center</i>										

Farmer's Market

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07241	Admin Asst	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10121	Office Support Rep 2	1	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
CATEGORY TOTALS:		2	0	0	0	1	1	0	2
ADMINISTRATIVE SUPPORT		0.02%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	100.00%

PROFESSIONALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07241	Admin Asst	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS:		1	0	0	0	0	1	0	1
PROFESSIONALS		0.01%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%

SERVICE MAINTENANCE		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
02799	Maint & Repair Worker 1	1	1	0	0	0	0	0	0
			100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
07328	Maint & Repair Worker 2	1	0	1	0	0	0	0	0
			0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		2	1	1	0	0	0	0	0
SERVICE MAINTENANCE		0.02%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%

SKILLED CRAFT WORKERS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07255	Bldg Maint Leader	1	0	1	0	0	0	0	0
			0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		1	0	1	0	0	0	0	0
SKILLED CRAFT WORKERS		0.01%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%

DEPARTMENT TOTALS	6	1	2	0	3	1	2	0	3
<i>Farmer's Market</i>									

Finance

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07241	Admin Asst	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07720	Admin Spec	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10122	Office Support Rep 3	2	0	1	0	0	1	0	1
			0.00%	50.00%	0.00%	50.00%	50.00%	0.00%	50.00%
CATEGORY TOTALS:		4	0	1	0	0	3	0	3
ADMINISTRATIVE SUPPORT		0.05%	0.00%	25.00%	0.00%	25.00%	75.00%	0.00%	75.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07242	Admin Svcs Mgr	1	0	1	0	0	0	0	0
			0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
10108	Finance Admin	7	0	5	0	1	1	0	2
			0.00%	71.43%	0.00%	14.29%	14.29%	0.00%	28.57%
06108	Finance Asst Dir	2	0	1	0	0	1	0	1
			0.00%	50.00%	0.00%	50.00%	50.00%	0.00%	50.00%
07704	Finance Deputy Dir	2	0	1	0	1	0	0	1
			0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	50.00%
01570	Finance Dir	1	0	1	0	0	0	0	0
			0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
06232	Finance Mgr	11	1	5	1	1	3	0	4
			9.09%	45.45%	9.09%	9.09%	27.27%	0.00%	36.36%
07234	Information Systems Advisor 1	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
03160	Metropolitan Treasurer	1	0	1	0	0	0	0	0
			0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
07762	Special Projects Mgr	3	1	2	0	0	0	0	0
			33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:		29	2	17	1	20	3	6	0	9
OFFICIALS AND ADMINISTRATORS		0.33%	6.90%	58.62%	3.45%	68.97%	10.34%	20.69%	0.00%	31.03%
PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07243	Admin Svcs Officer 2	3	0	0	0	0	2	1	0	3
			0.00%	0.00%	0.00%	0.00%	66.67%	33.33%	0.00%	100.00%
07244	Admin Svcs Officer 3	4	0	1	0	1	2	1	0	3
			0.00%	25.00%	0.00%	25.00%	50.00%	25.00%	0.00%	75.00%
06699	Business Development Officer	1	1	0	0	1	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10108	Finance Admin	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10150	Finance Officer 1	2	1	0	0	1	1	0	0	1
			50.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	50.00%
10151	Finance Officer 2	14	1	2	0	3	5	6	0	11
			7.14%	14.29%	0.00%	21.43%	35.71%	42.86%	0.00%	78.57%
10152	Finance Officer 3	18	2	5	0	7	3	8	0	11
			11.11%	27.78%	0.00%	38.89%	16.67%	44.44%	0.00%	61.11%
10153	Finance Spec	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07756	Technical Specialist 1	2	0	1	0	1	0	1	0	1
			0.00%	50.00%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%
CATEGORY TOTALS:		46	5	9	0	14	13	19	0	32
PROFESSIONALS		0.52%	10.87%	19.57%	0.00%	30.43%	28.26%	41.30%	0.00%	69.57%
TECHNICIANS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10100	Application Tech 1	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%

TECHNICIANS	TOTAL	MALE			FEMALE				
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10102 Application Tech 2	9	1 11.11%	0 0.00%	0 0.00%	1 11.11%	2 22.22%	6 66.67%	0 0.00%	8 88.89%
10103 Application Tech 3	5	1 20.00%	0 0.00%	0 0.00%	1 20.00%	2 40.00%	2 40.00%	0 0.00%	4 80.00%
CATEGORY TOTALS: TECHNICIANS	15 0.17%	2 13.33%	0 0.00%	0 0.00%	2 13.33%	5 33.33%	8 53.33%	0 0.00%	13 86.67%
DEPARTMENT TOTALS	94	9	27	1	37	21	36	0	57
<i>Finance</i>									

Fire

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07241	Admin Asst	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07720	Admin Spec	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
03440	Equip & Supply Clerk 2	4	0	3	0	3	1	0	1
			0.00%	75.00%	0.00%	75.00%	25.00%	0.00%	25.00%
03027	Equip & Supply Clerk 3	1	0	1	0	1	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%
10122	Office Support Rep 3	4	0	0	0	4	2	2	4
			0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	100.00%
10123	Office Support Spec 1	4	0	0	0	4	2	2	4
			0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	100.00%
10124	Office Support Spec 2	1	0	0	0	1	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS:		16	0	4	0	4	4	8	12
ADMINISTRATIVE SUPPORT		0.18%	0.00%	25.00%	0.00%	25.00%	25.00%	50.00%	75.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
10354	Exe Administrator Police/Fire	1	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
06232	Finance Mgr	1	0	0	0	1	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07306	Fire Deputy Chief	3	0	2	0	2	1	0	1
			0.00%	66.67%	0.00%	66.67%	33.33%	0.00%	33.33%
02534	Fire Inspector 2	22	2	7	0	9	3	10	13
			9.09%	31.82%	0.00%	40.91%	13.64%	45.45%	59.09%
03015	Fire Marshal	1	0	1	0	1	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
01495	Fire Marshal-Asst	4	1 25.00%	2 50.00%	0 0.00%	3 75.00%	1 25.00%	0 0.00%	0 0.00%	1 25.00%
06531	Human Resources Mgr	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
07407	Information Systems Advisor 2	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS		34 0.39%	3 8.82%	12 35.29%	0 0.00%	15 44.12%	5 14.71%	14 41.18%	0 0.00%	19 55.88%
PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07244	Admin Svcs Officer 3	2	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%
07245	Admin Svcs Officer 4	3	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 33.33%	2 66.67%	0 0.00%	3 100.00%
00430	Fire Asst Chief	13	1 7.69%	10 76.92%	1 7.69%	12 92.31%	0 0.00%	1 7.69%	0 0.00%	1 7.69%
07305	Fire Captain	154	19 12.34%	126 81.82%	3 1.95%	148 96.10%	0 0.00%	6 3.90%	0 0.00%	6 3.90%
01686	Fire District Chief	32	4 12.50%	22 68.75%	0 0.00%	26 81.25%	1 3.13%	5 15.63%	0 0.00%	6 18.75%
05513	Fire Training Officer	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07782	Info Systems Mgr	1	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS: PROFESSIONALS		206 2.35%	25 12.14%	160 77.67%	4 1.94%	189 91.75%	2 0.97%	15 7.28%	0 0.00%	17 8.25%
PROTECTIVE SERVICE WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL

<i>PROTECTIVE SERVICE WORKERS</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
01818	Emerg Medical Tech 2	5	0 0.00%	5 100.00%	0 0.00%	5 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07308	Fire Fighter 1	44	2 4.55%	36 81.82%	2 4.55%	40 90.91%	1 2.27%	3 6.82%	0 0.00%	4 9.09%
07309	Fire Fighter 2	301	40 13.29%	228 75.75%	13 4.32%	281 93.36%	6 1.99%	14 4.65%	0 0.00%	20 6.64%
04055	Fire Recruit	21	7 33.33%	12 57.14%	1 4.76%	20 95.24%	0 0.00%	1 4.76%	0 0.00%	1 4.76%
07777	Firefighter 3	16	1 6.25%	15 93.75%	0 0.00%	16 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS:		387	50	296	16	362	7	18	0	25
PROTECTIVE SERVICE WORKERS		4.42%	12.92%	76.49%	4.13%	93.54%	1.81%	4.65%	0.00%	6.46%
<i>SKILLED CRAFT WORKERS</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
02996	Fire Maint Worker 1	5	1 20.00%	4 80.00%	0 0.00%	5 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02995	Fire Maint Worker 2	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS:		6	1	5	0	6	0	0	0	0
SKILLED CRAFT WORKERS		0.07%	16.67%	83.33%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
<i>TECHNICIANS</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06850	Emerg Medical Tech 1	11	0 0.00%	8 72.73%	0 0.00%	8 72.73%	1 9.09%	2 18.18%	0 0.00%	3 27.27%
01818	Emerg Medical Tech 2	83	5 6.02%	53 63.86%	1 1.20%	59 71.08%	2 2.41%	22 26.51%	0 0.00%	24 28.92%
07307	Fire Engineer	188	24 12.77%	157 83.51%	4 2.13%	185 98.40%	1 0.53%	2 1.06%	0 0.00%	3 1.60%

TECHNICIANS	TOTAL	MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07309 Fire Fighter 2	2	0 0.00%	2 100.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10112 Fire Fighter/Paramedic	67	1 1.49%	61 91.04%	2 2.99%	64 95.52%	0 0.00%	3 4.48%	0 0.00%	3 4.48%
10125 Paramedic 1	8	0 0.00%	6 75.00%	0 0.00%	6 75.00%	0 0.00%	2 25.00%	0 0.00%	2 25.00%
07344 Paramedic 2	108	2 1.85%	77 71.30%	4 3.70%	83 76.85%	3 2.78%	22 20.37%	0 0.00%	25 23.15%
CATEGORY TOTALS: TECHNICIANS	467 5.33%	32 6.85%	364 77.94%	11 2.36%	407 87.15%	7 1.50%	53 11.35%	0 0.00%	60 12.85%
DEPARTMENT TOTALS	1116	111	841	31	983	25	108	0	133
<i>Fire</i>									

General Services

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10103	Application Tech 3	2	0	0	0	0	1	1	0	2
			0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	100.00%
07733	Compliance Inspector 3	1	1	0	0	1	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
06598	Cust Svc Supv	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
03440	Equip & Supply Clerk 2	4	0	4	0	4	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
03027	Equip & Supply Clerk 3	3	1	1	1	3	0	0	0	0
			33.33%	33.33%	33.33%	100.00%	0.00%	0.00%	0.00%	0.00%
01872	Equip Inventory Asst 1	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
05910	Mail Clerk Carrier	2	1	1	0	2	0	0	0	0
			50.00%	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10122	Office Support Rep 3	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10123	Office Support Spec 1	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10124	Office Support Spec 2	3	1	1	0	2	0	1	0	1
			33.33%	33.33%	0.00%	66.67%	0.00%	33.33%	0.00%	33.33%
07345	Parts Supv	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		20	4	11	1	16	1	3	0	4
ADMINISTRATIVE SUPPORT		0.23%	20.00%	55.00%	5.00%	80.00%	5.00%	15.00%	0.00%	20.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07242	Admin Svcs Mgr	2	0	2	0	2	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10108	Finance Admin	2	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%
10469	General Services Assistant Dir	2	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	2 100.00%
01575	General Svcs Dir	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
07312	General Svcs Div Mgr	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07782	Info Systems Mgr	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07407	Information Systems Advisor 2	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07757	Technical Specialist 2	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS		11 0.13%	0 0.00%	7 63.64%	0 0.00%	7 63.64%	0 0.00%	4 36.36%	0 0.00%	4 36.36%
PARA-PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07250	Automotive Svc Writer	3	0 0.00%	2 66.67%	0 0.00%	2 66.67%	1 33.33%	0 0.00%	0 0.00%	1 33.33%
CATEGORY TOTALS: PARA-PROFESSIONALS		3 0.03%	0 0.00%	2 66.67%	0 0.00%	2 66.67%	1 33.33%	0 0.00%	0 0.00%	1 33.33%
PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07244	Admin Svcs Officer 3	5	0 0.00%	2 40.00%	0 0.00%	2 40.00%	0 0.00%	3 60.00%	0 0.00%	3 60.00%
07245	Admin Svcs Officer 4	5	0 0.00%	3 60.00%	0 0.00%	3 60.00%	0 0.00%	2 40.00%	0 0.00%	2 40.00%

PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07782	Info Systems Mgr	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07234	Information Systems Advisor 1	2	0	2	0	2	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07753	Professional Spec	1	0	0	0	0	1	0	1	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	100.00%
06180	Stores Mgr	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07756	Technical Specialist 1	8	1	4	0	5	0	3	0	3
			12.50%	50.00%	0.00%	62.50%	0.00%	37.50%	0.00%	37.50%
07757	Technical Specialist 2	4	0	4	0	4	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		27	1	17	0	18	0	9	0	9
PROFESSIONALS		0.31%	3.70%	62.96%	0.00%	66.67%	0.00%	33.33%	0.00%	33.33%
SERVICE MAINTENANCE		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07304	Equip Servicer	4	0	4	0	4	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		4	0	4	0	4	0	0	0	0
SERVICE MAINTENANCE		0.05%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
SKILLED CRAFT WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
00680	Automotive Mechanic	3	0	2	0	2	1	0	0	1
			0.00%	66.67%	0.00%	66.67%	33.33%	0.00%	0.00%	33.33%
06081	Automotive Mechanic-Cert	5	1	4	0	5	0	0	0	0
			20.00%	80.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
00700	Automotive Shop Supv	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

SKILLED CRAFT WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07250	Automotive Svc Writer	2	1 50.00%	1 50.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02230	Bldg Maint Lead Mechanic	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02220	Bldg Maint Mechanic	1	0 0.00%	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
01872	Equip Inventory Asst 1	1	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
01880	Equip Mechanic	9	3 33.33%	6 66.67%	0 0.00%	9 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07302	Equip Mechanic-Certified	7	1 14.29%	6 85.71%	0 0.00%	7 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07304	Equip Servicer	3	0 0.00%	3 100.00%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
01920	Equip Shop Supv	2	1 50.00%	1 50.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10118	Master Tech	14	0 0.00%	14 100.00%	0 0.00%	14 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07756	Technical Specialist 1	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS:		50	8	40	1	49	1	0	0	1
SKILLED CRAFT WORKERS		0.57%	16.00%	80.00%	2.00%	98.00%	2.00%	0.00%	0.00%	2.00%
TECHNICIANS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10100	Application Tech 1	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
10102	Application Tech 2	3	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 33.33%	2 66.67%	0 0.00%	3 100.00%
10103	Application Tech 3	2	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%

TECHNICIANS	TOTAL	MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06613 Radio Tech 1	2	0 0.00%	1 50.00%	0 0.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%	1 50.00%
04040 Radio Tech 2	2	0 0.00%	2 100.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06213 Radio Tech 3	4	0 0.00%	4 100.00%	0 0.00%	4 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS: TECHNICIANS	14 0.16%	0 0.00%	8 57.14%	0 0.00%	8 57.14%	2 14.29%	4 28.57%	0 0.00%	6 42.86%
DEPARTMENT TOTALS <i>General Services</i>	129	13	89	2	104	5	20	0	25

General Sessions Court

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07241	Admin Asst	11	0	1	0	1	4	6	0	10
			0.00%	9.09%	0.00%	9.09%	36.36%	54.55%	0.00%	90.91%
07720	Admin Spec	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10115	Info Sys Cust Support Rep 2	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10120	Office Support Rep 1	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10121	Office Support Rep 2	2	1	0	0	1	0	0	1	1
			50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	50.00%	50.00%
10123	Office Support Spec 1	3	1	0	0	1	0	0	2	2
			33.33%	0.00%	0.00%	33.33%	0.00%	0.00%	66.67%	66.67%
10124	Office Support Spec 2	2	0	0	0	0	1	1	0	2
			0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	100.00%
09020	Seasonal/Part-time/Temporary	5	0	0	0	0	2	2	1	5
			0.00%	0.00%	0.00%	0.00%	40.00%	40.00%	20.00%	100.00%
06092	Steno Clerk 1	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS:		27	2	1	0	3	8	12	4	24
ADMINISTRATIVE SUPPORT		0.31%	7.41%	3.70%	0.00%	11.11%	29.63%	44.44%	14.81%	88.89%
ELECTED OFFICIALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
02233	General Session Judge	10	0	6	0	6	1	3	0	4
			0.00%	60.00%	0.00%	60.00%	10.00%	30.00%	0.00%	40.00%
CATEGORY TOTALS:		10	0	6	0	6	1	3	0	4
ELECTED OFFICIALS		0.11%	0.00%	60.00%	0.00%	60.00%	10.00%	30.00%	0.00%	40.00%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
01339	Ct Admin	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
02233	General Session Judge	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
06531	Human Resources Mgr	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07790	Judicial Asst 1	2	0	1	0	1	0	1	0	1
			0.00%	50.00%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%
10317	Judicial Comm-Gen Sess Ct	5	0	4	0	4	1	0	0	1
			0.00%	80.00%	0.00%	80.00%	20.00%	0.00%	0.00%	20.00%
07797	Probation & Pretrial Svc Dir	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07377	Program Mgr 2	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
09020	Seasonal/Part-time/Temporary	2	0	1	0	1	0	1	0	1
			0.00%	50.00%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%
CATEGORY TOTALS:		14	0	9	0	9	2	3	0	5
OFFICIALS AND ADMINISTRATORS		0.16%	0.00%	64.29%	0.00%	64.29%	14.29%	21.43%	0.00%	35.71%
PARA-PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
09020	Seasonal/Part-time/Temporary	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
CATEGORY TOTALS:		1	0	0	0	0	1	0	0	1
PARA-PROFESSIONALS		0.01%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10105	Electronic Monitoring Spec	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%

PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10106	Electronic Monitoring Supv	1	1	0	0	1	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07780	Info Systems App Analyst 2	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07375	Probation Officer 1	6	0	3	0	3	1	2	0	3
			0.00%	50.00%	0.00%	50.00%	16.67%	33.33%	0.00%	50.00%
04710	Probation Officer 2	14	1	6	0	7	2	5	0	7
			7.14%	42.86%	0.00%	50.00%	14.29%	35.71%	0.00%	50.00%
05495	Probation Officer 3	3	0	2	0	2	1	0	0	1
			0.00%	66.67%	0.00%	66.67%	33.33%	0.00%	0.00%	33.33%
07376	Program Mgr 1	2	0	0	0	0	1	1	0	2
			0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	100.00%
09020	Seasonal/Part-time/Temporary	10	2	7	0	9	1	0	0	1
			20.00%	70.00%	0.00%	90.00%	10.00%	0.00%	0.00%	10.00%
07260	Social Worker 2	3	0	0	0	0	2	1	0	3
			0.00%	0.00%	0.00%	0.00%	66.67%	33.33%	0.00%	100.00%
CATEGORY TOTALS:		41	4	19	0	23	9	9	0	18
PROFESSIONALS		0.47%	9.76%	46.34%	0.00%	56.10%	21.95%	21.95%	0.00%	43.90%
PROTECTIVE SERVICE WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07790	Judicial Asst 1	8	0	6	0	6	1	1	0	2
			0.00%	75.00%	0.00%	75.00%	12.50%	12.50%	0.00%	25.00%
07791	Judicial Asst 2	12	2	9	0	11	1	0	0	1
			16.67%	75.00%	0.00%	91.67%	8.33%	0.00%	0.00%	8.33%
09020	Seasonal/Part-time/Temporary	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10135	Security Officer 2-Gen Sess Ct	10	4	6	0	10	0	0	0	0
			40.00%	60.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07798	Security Officer Coord	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

<i>PROTECTIVE SERVICE WORKERS</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:		32	6	22	0	28	2	2	0	4
<i>PROTECTIVE SERVICE WORKERS</i>		0.37%	18.75%	68.75%	0.00%	87.50%	6.25%	6.25%	0.00%	12.50%
<i>SERVICE MAINTENANCE</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
09020 Seasonal/Part-time/Temporary		1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		1	0	1	0	1	0	0	0	0
<i>SERVICE MAINTENANCE</i>		0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
DEPARTMENT TOTALS		126	12	58	0	70	23	29	4	56
<i>General Sessions Court</i>										

Health

ADMINISTRATIVE SUPPORT		MALE				FEMALE							
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL			
10392	Administrative Asst - Health	2	0	0	0	0	2	0	2	0.00%	100.00%	0.00%	100.00%
10642	Administrative Spec-Health	1	0	0	0	0	1	0	1	0.00%	100.00%	0.00%	100.00%
03027	Equip & Supply Clerk 3	1	0	1	0	1	0	0	0	0.00%	100.00%	0.00%	100.00%
06482	Inventory Control Supv	1	0	0	0	0	1	0	1	0.00%	100.00%	0.00%	100.00%
10121	Office Support Rep 2	4	0	2	0	2	0	2	2	0.00%	50.00%	0.00%	50.00%
10122	Office Support Rep 3	64	4	3	0	7	22	25	10	6.25%	4.69%	0.00%	10.94%
10123	Office Support Spec 1	10	0	0	0	0	5	3	2	0.00%	0.00%	0.00%	0.00%
10124	Office Support Spec 2	4	0	1	0	1	0	3	0	0.00%	25.00%	0.00%	25.00%
06485	Outreach Worker	1	0	0	0	0	0	0	1	0.00%	0.00%	0.00%	100.00%
09020	Seasonal/Part-time/Temporary	1	0	0	0	0	0	1	0	0.00%	0.00%	0.00%	100.00%
CATEGORY TOTALS:		89	4	7	0	11	27	38	13				
ADMINISTRATIVE SUPPORT		1.02%	4.49%	7.87%	0.00%	12.36%	30.34%	42.70%	14.61%				87.64%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE							
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL			
10386	Bureau Director	3	0	3	0	3	0	0	0	0.00%	100.00%	0.00%	100.00%
01080	Chief Medical Dir	1	0	1	0	1	0	0	0	0.00%	100.00%	0.00%	100.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
01447	Dental Svcs Dir	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	
01843	Environmentalist 1	7	1 14.29%	4 57.14%	0 0.00%	5 71.43%	1 14.29%	1 14.29%	0 0.00%	2 28.57%
01844	Environmentalist 2	3	0 0.00%	3 100.00%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	
01845	Environmentalist 3	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	
06232	Finance Mgr	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	
06631	Food Inspector 1	6	0 0.00%	3 50.00%	0 0.00%	3 50.00%	1 16.67%	1 16.67%	1 16.67%	3 50.00%
06632	Food Inspector 2	6	0 0.00%	1 16.67%	0 0.00%	1 16.67%	1 16.67%	3 50.00%	1 16.67%	5 83.33%
07782	Info Systems Mgr	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	
03072	Medical Admin Asst 1	2	1 50.00%	0 0.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%
03073	Medical Admin Asst 2	8	0 0.00%	2 25.00%	0 0.00%	2 25.00%	2 25.00%	4 50.00%	0 0.00%	6 75.00%
03074	Medical Admin Asst 3	6	0 0.00%	3 50.00%	0 0.00%	3 50.00%	1 16.67%	2 33.33%	0 0.00%	3 50.00%
07024	Medical Svcs Dir	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
10644	Nutritionist 4	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	
03973	Public Health Nurse 3	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	
03974	Public Health Nurse 4	4	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 50.00%	2 50.00%	0 0.00%	4 100.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
03975	Public Health Nurse 5	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	1 100.00%	
06489	Public Hlth Nurse Practitioner	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	
09020	Seasonal/Part-time/Temporary	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	
CATEGORY TOTALS:		56	2	23	0	25	9	19	3	31
OFFICIALS AND ADMINISTRATORS		0.64%	3.57%	41.07%	0.00%	44.64%	16.07%	33.93%	5.36%	55.36%
PARA-PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06641	Interpreter 1	3	0 0.00%	1 33.33%	0 0.00%	1 33.33%	0 0.00%	0 0.00%	2 66.67%	2 66.67%
06485	Outreach Worker	21	2 9.52%	2 9.52%	2 9.52%	6 28.57%	12 57.14%	2 9.52%	1 4.76%	15 71.43%
09020	Seasonal/Part-time/Temporary	11	1 9.09%	1 9.09%	1 9.09%	3 27.27%	3 27.27%	3 27.27%	2 18.18%	8 72.73%
CATEGORY TOTALS:		35	3	4	3	10	15	5	5	25
PARA-PROFESSIONALS		0.40%	8.57%	11.43%	8.57%	28.57%	42.86%	14.29%	14.29%	71.43%
PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10548	Animal Care & Control Manager	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
10367	Audiologist	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
06567	Commun Disease Investigator	13	2 15.38%	2 15.38%	1 7.69%	5 38.46%	6 46.15%	2 15.38%	0 0.00%	8 61.54%
01463	Dental Hygienist 1	7	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 28.57%	4 57.14%	1 14.29%	7 100.00%

PROFESSIONALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
01464	Dental Hygienist 2	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
01446	Dentist 2	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
04152	Envir Engineer 1	2	0 0.00%	2 100.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
04153	Envir Engineer 2	2	0 0.00%	2 100.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
10150	Finance Officer 1	1	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
10151	Finance Officer 2	2	0 0.00%	1 50.00%	0 0.00%	1 50.00%	1 50.00%	0 0.00%	1 50.00%
06481	Home Economist	11	0 0.00%	0 0.00%	0 0.00%	5 45.45%	3 27.27%	3 27.27%	11 100.00%
07346	Human Resources Admin	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
02730	Human Resources Analyst 1	1	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
06874	Human Resources Analyst 3	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
07782	Info Systems Mgr	2	0 0.00%	2 100.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
03072	Medical Admin Asst 1	11	1 9.09%	4 36.36%	0 0.00%	5 45.45%	2 18.18%	4 36.36%	6 54.55%
03073	Medical Admin Asst 2	3	0 0.00%	1 33.33%	0 0.00%	1 33.33%	1 33.33%	0 0.00%	2 66.67%
03074	Medical Admin Asst 3	2	1 50.00%	0 0.00%	0 0.00%	1 50.00%	1 50.00%	0 0.00%	1 50.00%
07424	Medical Doctor	2	0 0.00%	0 0.00%	0 0.00%	1 50.00%	1 50.00%	0 0.00%	2 100.00%

PROFESSIONALS	TOTAL	MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
03237 Nutritionist 1	8	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 12.50%	7 87.50%	0 0.00%	8 100.00%
03238 Nutritionist 2	3	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	3 100.00%	0 0.00%	3 100.00%
10644 Nutritionist 4	2	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 100.00%	0 0.00%	2 100.00%
07753 Professional Spec	2	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%
06034 Program Coord	6	3 50.00%	0 0.00%	0 0.00%	3 50.00%	3 50.00%	0 0.00%	0 0.00%	3 50.00%
07378 Program Spec 1	6	0 0.00%	0 0.00%	0 0.00%	0 0.00%	4 66.67%	0 0.00%	2 33.33%	6 100.00%
07379 Program Spec 2	15	3 20.00%	0 0.00%	1 6.67%	4 26.67%	7 46.67%	2 13.33%	2 13.33%	11 73.33%
07380 Program Spec 3	14	3 21.43%	2 14.29%	0 0.00%	5 35.71%	6 42.86%	3 21.43%	0 0.00%	9 64.29%
07381 Program Supv	2	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 50.00%	1 50.00%	0 0.00%	2 100.00%
03972 Public Health Nurse 2	88	0 0.00%	0 0.00%	0 0.00%	0 0.00%	24 27.27%	62 70.45%	2 2.27%	88 100.00%
03973 Public Health Nurse 3	11	0 0.00%	0 0.00%	0 0.00%	0 0.00%	3 27.27%	8 72.73%	0 0.00%	11 100.00%
03974 Public Health Nurse 4	5	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	5 100.00%	0 0.00%	5 100.00%
07685 Public Hlth Epidemiologist 1	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
07979 Public Hlth Epidemiologist 2	2	1 50.00%	0 0.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%
07686 Public Hlth Epidemiologist 3	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06489	Public Hlth Nurse Practitioner	5	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 20.00%	4 80.00%	0 0.00%	5 100.00%
10336	Records Management Analyst	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
07391	Research Analyst 2	2	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 100.00%	0 0.00%	2 100.00%
09020	Seasonal/Part-time/Temporary	22	0 0.00%	2 9.09%	0 0.00%	2 9.09%	3 13.64%	17 77.27%	0 0.00%	20 90.91%
07750	Software Training Mgr	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06380	Soil Scientist	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
04978	Speech Language Pathologist	2	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 100.00%	0 0.00%	2 100.00%
07805	Veterinarian	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
CATEGORY TOTALS: PROFESSIONALS		266 3.03%	14 5.26%	22 8.27%	2 0.75%	38 14.29%	74 27.82%	144 54.14%	10 3.76%	228 85.71%
PROTECTIVE SERVICE WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10330	Security Guard - Health	3	1 33.33%	2 66.67%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS		3 0.03%	1 33.33%	2 66.67%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
SERVICE MAINTENANCE		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10544	Animal Care & Control Off 1	11	2 18.18%	2 18.18%	1 9.09%	5 45.45%	0 0.00%	6 54.55%	0 0.00%	6 54.55%

SERVICE MAINTENANCE		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10545	Animal Care & Control Off 2	8	1 12.50%	6 75.00%	0 0.00%	7 87.50%	0 0.00%	1 12.50%	0 0.00%	1 12.50%
10546	Animal Care & Control Off 3	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10547	Animal Care & Control Supv	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06466	Courier	2	1 50.00%	1 50.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10343	Custodian 1 - Health	6	3 50.00%	0 0.00%	2 33.33%	5 83.33%	1 16.67%	0 0.00%	0 0.00%	1 16.67%
03440	Equip & Supply Clerk 2	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10623	Facilities Maint Leader	1	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10556	Facilities Maint Specialist	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06494	Warehouse Supv	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
07400	Warehouse Worker	3	2 66.67%	1 33.33%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS: SERVICE MAINTENANCE		36 0.41%	10 27.78%	14 38.89%	3 8.33%	27 75.00%	2 5.56%	7 19.44%	0 0.00%	9 25.00%
SKILLED CRAFT WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10345	Printing Equip Oper - Health	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS: SKILLED CRAFT WORKERS		1 0.01%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

TECHNICIANS	TOTAL	MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
01461 Dental Asst 1	2	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 50.00%	1 50.00%	0 0.00%	2 100.00%
00513 Envir Asst	3	1 33.33%	2 66.67%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06251 Public Health LPN	2	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 100.00%	0 0.00%	2 100.00%
CATEGORY TOTALS: TECHNICIANS	7 0.08%	1 14.29%	2 28.57%	0 0.00%	3 42.86%	1 14.29%	3 42.86%	0 0.00%	4 57.14%
DEPARTMENT TOTALS	493	35	75	8	118	128	216	31	375
<i>Health</i>									

Historical Commission

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07241	Admin Asst	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS:		1	0	0	0	0	1	0	1
ADMINISTRATIVE SUPPORT		0.01%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
01945	Historical Commission Exec Dir	1	0	1	0	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		1	0	1	0	0	0	0	0
OFFICIALS AND ADMINISTRATORS		0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%
PROFESSIONALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
06123	Historic Preservationist 1	5	0	2	0	0	3	0	3
			0.00%	40.00%	0.00%	40.00%	60.00%	0.00%	60.00%
07778	Historic Preservationist 2	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS:		6	0	2	0	0	4	0	4
PROFESSIONALS		0.07%	0.00%	33.33%	0.00%	33.33%	66.67%	0.00%	66.67%
DEPARTMENT TOTALS		8	0	3	0	3	5	0	5
<i>Historical Commission</i>									

Human Relations Commission

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
01584	Human Relations Dir	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
CATEGORY TOTALS:		1	0	0	0	0	1	0	0	1
OFFICIALS AND ADMINISTRATORS		0.01%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06034	Program Coord	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		1	0	1	0	1	0	0	0	0
PROFESSIONALS		0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
DEPARTMENT TOTALS		2	0	1	0	1	1	0	0	1

Human Relations Commission

Human Resources

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07241	Admin Asst	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
07720	Admin Spec	2	0	0	0	0	1	1	0	2
			0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	100.00%
06931	Human Resources Asst 2	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10124	Office Support Spec 2	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
CATEGORY TOTALS:		5	0	0	0	0	4	1	0	5
ADMINISTRATIVE SUPPORT		0.06%	0.00%	0.00%	0.00%	0.00%	80.00%	20.00%	0.00%	100.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06874	Human Resources Analyst 3	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
06004	Human Resources Asst Dir	2	0	1	0	1	1	0	0	1
			0.00%	50.00%	0.00%	50.00%	50.00%	0.00%	0.00%	50.00%
01620	Human Resources Dir	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
06531	Human Resources Mgr	3	1	1	0	2	0	1	0	1
			33.33%	33.33%	0.00%	66.67%	0.00%	33.33%	0.00%	33.33%
07234	Information Systems Advisor 1	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS:		8	1	2	0	3	2	3	0	5
OFFICIALS AND ADMINISTRATORS		0.09%	12.50%	25.00%	0.00%	37.50%	25.00%	37.50%	0.00%	62.50%

PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07244	Admin Svcs Officer 3	1	0	0	0	0	0	0	1	1
			0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%

<i>PROFESSIONALS</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07346	Human Resources Admin	5	0 0.00%	2 40.00%	0 0.00%	2 40.00%	0 0.00%	3 60.00%	0 0.00%	3 60.00%
02730	Human Resources Analyst 1	2	0 0.00%	1 50.00%	0 0.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%	1 50.00%
03455	Human Resources Analyst 2	6	1 16.67%	0 0.00%	0 0.00%	1 16.67%	4 66.67%	0 0.00%	1 16.67%	5 83.33%
06874	Human Resources Analyst 3	12	2 16.67%	5 41.67%	0 0.00%	7 58.33%	2 16.67%	3 25.00%	0 0.00%	5 41.67%
07753	Professional Spec	5	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 20.00%	4 80.00%	0 0.00%	5 100.00%
CATEGORY TOTALS: PROFESSIONALS		31 0.35%	3 9.68%	8 25.81%	0 0.00%	11 35.48%	8 25.81%	10 32.26%	2 6.45%	20 64.52%
<i>TECHNICIANS</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10102	Application Tech 2	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
10103	Application Tech 3	5	1 20.00%	0 0.00%	0 0.00%	1 20.00%	0 0.00%	4 80.00%	0 0.00%	4 80.00%
CATEGORY TOTALS: TECHNICIANS		6 0.07%	1 16.67%	0 0.00%	0 0.00%	1 16.67%	0 0.00%	5 83.33%	0 0.00%	5 83.33%
DEPARTMENT TOTALS		50	5	10	0	15	14	19	2	35
<i>Human Resources</i>										

Information Technology Service

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07720	Admin Spec	1	0	0	0	0	1	0	1	
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	
01302	Computer Operations Shift Supv	2	0	1	0	0	1	0	1	
			0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	50.00%	
04540	Computer Operator 2	3	1	1	0	1	0	0	1	
			33.33%	33.33%	0.00%	66.67%	0.00%	0.00%	33.33%	
07268	Computer Operator 3	1	0	1	0	0	0	0	0	
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	
CATEGORY TOTALS:		7	1	3	0	4	1	2	3	
ADMINISTRATIVE SUPPORT		0.08%	14.29%	42.86%	0.00%	57.14%	14.29%	28.57%	0.00%	42.86%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07113	Chief Info Officer	1	0	1	0	0	0	0	0	
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	
07346	Human Resources Admin	1	0	0	0	0	1	0	1	
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	
07744	Info Systems Asst Dir	3	0	0	0	0	2	1	3	
			0.00%	0.00%	0.00%	0.00%	66.67%	33.33%	100.00%	
07318	Info Systems Div Mgr	10	0	5	0	5	0	0	5	
			0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	50.00%	
07782	Info Systems Mgr	3	0	3	0	0	0	0	0	
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	
07234	Information Systems Advisor 1	18	0	16	1	17	0	0	1	
			0.00%	88.89%	5.56%	94.44%	0.00%	0.00%	5.56%	
07407	Information Systems Advisor 2	3	0	2	1	3	0	0	0	
			0.00%	66.67%	33.33%	100.00%	0.00%	0.00%	0.00%	
CATEGORY TOTALS:		39	0	27	2	29	0	8	2	
OFFICIALS AND ADMINISTRATORS		0.44%	0.00%	69.23%	5.13%	74.36%	0.00%	20.51%	5.13%	25.64%

PROFESSIONALS	TOTAL	MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07245 Admin Svcs Officer 4	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07769 Info Sys Comm Analyst 2	2	0 0.00%	2 100.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07265 Info Sys Comm Analyst 3	4	0 0.00%	2 50.00%	0 0.00%	2 50.00%	0 0.00%	2 50.00%	0 0.00%	2 50.00%
07780 Info Systems App Analyst 2	2	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%
07783 Info Systems App Analyst 3	11	0 0.00%	6 54.55%	0 0.00%	6 54.55%	0 0.00%	5 45.45%	0 0.00%	5 45.45%
10470 Information Sys Media Analys 1	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10471 Information Sys Media Analys 2	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10476 Information Sys Oper Anal 2	13	2 15.38%	9 69.23%	0 0.00%	11 84.62%	0 0.00%	1 7.69%	1 7.69%	2 15.38%
10477 Information Sys oper Anal 3	7	1 14.29%	4 57.14%	1 14.29%	6 85.71%	0 0.00%	1 14.29%	0 0.00%	1 14.29%
10475 Information Sys Oper Analyst 1	5	0 0.00%	3 60.00%	0 0.00%	3 60.00%	0 0.00%	2 40.00%	0 0.00%	2 40.00%
07376 Program Mgr 1	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07378 Program Spec 1	3	2 66.67%	1 33.33%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07379 Program Spec 2	3	1 33.33%	2 66.67%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07380 Program Spec 3	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS: PROFESSIONALS	55 0.63%	6 10.91%	35 63.64%	1 1.82%	42 76.36%	0 0.00%	12 21.82%	1 1.82%	13 23.64%

TECHNICIANS	TOTAL	MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07785 Info Systems App Tech 2	4	3 75.00%	0 0.00%	0 0.00%	3 75.00%	0 0.00%	1 25.00%	0 0.00%	1 25.00%
10478 Information Sys Oper Tech 1	8	3 37.50%	4 50.00%	0 0.00%	7 87.50%	0 0.00%	1 12.50%	0 0.00%	1 12.50%
10479 Information Sys Oper Tech 2	4	0 0.00%	3 75.00%	0 0.00%	3 75.00%	1 25.00%	0 0.00%	0 0.00%	1 25.00%
06798 Video Production Spec	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS: TECHNICIANS	17 0.19%	6 35.29%	8 47.06%	0 0.00%	14 82.35%	1 5.88%	2 11.76%	0 0.00%	3 17.65%
DEPARTMENT TOTALS <i>Information Technology Service</i>	118	13	73	3	89	2	24	3	29

Internal Audit

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10554	Internal Audit Manager	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10530	Metropolitan Auditor	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS		2	0	2	0	2	0	0	0	0
		0.02%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10550	Internal Auditor 1	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10551	Internal Auditor 2	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10552	Sr Internal Auditor	5	1	2	1	4	0	1	0	1
			20.00%	40.00%	20.00%	80.00%	0.00%	20.00%	0.00%	20.00%
CATEGORY TOTALS: PROFESSIONALS		7	1	4	1	6	0	1	0	1
		0.08%	14.29%	57.14%	14.29%	85.71%	0.00%	14.29%	0.00%	14.29%
DEPARTMENT TOTALS		9	1	6	1	8	0	1	0	1

Internal Audit

Justice Integration Services

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
10119	Office Support Mgr	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT		1 0.01%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07318	Info Systems Div Mgr	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
07234	Information Systems Advisor 1	2	0 0.00%	2 100.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
07407	Information Systems Advisor 2	3	0 0.00%	1 33.33%	1 33.33%	2 66.67%	0 0.00%	1 33.33%	0 0.00%
07233	Justice Info Systems Dir	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS		7 0.08%	0 0.00%	4 57.14%	1 14.29%	5 71.43%	0 0.00%	2 28.57%	0 0.00%

PROFESSIONALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07783	Info Systems App Analyst 3	3	0 0.00%	2 66.67%	0 0.00%	2 66.67%	0 0.00%	1 33.33%	0 0.00%
10477	Information Sys oper Anal 3	2	0 0.00%	2 100.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
10475	Information Sys Oper Analyst 1	2	0 0.00%	0 0.00%	1 50.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%
07234	Information Systems Advisor 1	3	0 0.00%	3 100.00%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%
07407	Information Systems Advisor 2	1	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%

PROFESSIONALS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	11	1	7	1	9	0	2	0	2
PROFESSIONALS	0.13%	9.09%	63.64%	9.09%	81.82%	0.00%	18.18%	0.00%	18.18%
DEPARTMENT TOTALS	19	1	11	2	14	0	5	0	5
Justice Integration Services									

Juvenile Court

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07241	Admin Asst	5	0	0	0	0	1	4	0	5
			0.00%	0.00%	0.00%	0.00%	20.00%	80.00%	0.00%	100.00%
10121	Office Support Rep 2	4	0	0	0	0	2	2	0	4
			0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	100.00%
10122	Office Support Rep 3	4	0	0	0	0	1	3	0	4
			0.00%	0.00%	0.00%	0.00%	25.00%	75.00%	0.00%	100.00%
10123	Office Support Spec 1	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
CATEGORY TOTALS:		14	0	0	0	0	5	9	0	14
ADMINISTRATIVE SUPPORT		0.16%	0.00%	0.00%	0.00%	0.00%	35.71%	64.29%	0.00%	100.00%

ELECTED OFFICIALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
02643	Judge-Juvenile Ct	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS:		1	0	0	0	0	0	1	0	1
ELECTED OFFICIALS		0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07242	Admin Svcs Mgr	2	0	2	0	2	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
01339	Ct Admin	2	0	2	0	2	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07232	Juvenile Ct Referee 2	7	1	3	0	4	1	2	0	3
			14.29%	42.86%	0.00%	57.14%	14.29%	28.57%	0.00%	42.86%
01120	Probation Officer Chief	1	1	0	0	1	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07377	Program Mgr 2	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:		13	2	7	0	9	2	2	0	4
OFFICIALS AND ADMINISTRATORS		0.15%	15.38%	53.85%	0.00%	69.23%	15.38%	15.38%	0.00%	30.77%
PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07243	Admin Svcs Officer 2	2	0	0	0	0	0	2	0	2
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07244	Admin Svcs Officer 3	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
07783	Info Systems App Analyst 3	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07375	Probation Officer 1	42	15	4	0	19	10	13	0	23
			35.71%	9.52%	0.00%	45.24%	23.81%	30.95%	0.00%	54.76%
04710	Probation Officer 2	5	1	1	0	2	0	3	0	3
			20.00%	20.00%	0.00%	40.00%	0.00%	60.00%	0.00%	60.00%
05495	Probation Officer 3	7	0	1	0	1	4	2	0	6
			0.00%	14.29%	0.00%	14.29%	57.14%	28.57%	0.00%	85.71%
CATEGORY TOTALS:		58	16	7	0	23	15	20	0	35
PROFESSIONALS		0.66%	27.59%	12.07%	0.00%	39.66%	25.86%	34.48%	0.00%	60.34%
PROTECTIVE SERVICE WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07419	Warrant Officer 1	15	6	5	1	12	0	3	0	3
			40.00%	33.33%	6.67%	80.00%	0.00%	20.00%	0.00%	20.00%
CATEGORY TOTALS:		15	6	5	1	12	0	3	0	3
PROTECTIVE SERVICE WORKERS		0.17%	40.00%	33.33%	6.67%	80.00%	0.00%	20.00%	0.00%	20.00%
SERVICE MAINTENANCE		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07314	Group Care Aide	6	1	0	0	1	4	1	0	5
			16.67%	0.00%	0.00%	16.67%	66.67%	16.67%	0.00%	83.33%

SERVICE MAINTENANCE	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	6	1	0	0	1	4	1	0	5
SERVICE MAINTENANCE	0.07%	16.67%	0.00%	0.00%	16.67%	66.67%	16.67%	0.00%	83.33%
DEPARTMENT TOTALS	107	25	19	1	45	26	36	0	62
Juvenile Court									

Juvenile Court Clerk

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
01340	Ct Clerk	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10119	Office Support Mgr	4	0	1	0	1	2	0	3
			0.00%	25.00%	0.00%	25.00%	50.00%	0.00%	75.00%
10120	Office Support Rep 1	14	1	3	0	4	5	5	10
			7.14%	21.43%	0.00%	28.57%	35.71%	35.71%	71.43%
10121	Office Support Rep 2	5	0	0	0	0	4	0	5
			0.00%	0.00%	0.00%	0.00%	80.00%	0.00%	100.00%
CATEGORY TOTALS:		24	1	4	0	5	7	12	19
ADMINISTRATIVE SUPPORT		0.27%	4.17%	16.67%	0.00%	20.83%	29.17%	50.00%	79.17%

ELECTED OFFICIALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07083	Juvenile Ct Clerk	1	0	1	0	1	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		1	0	1	0	1	0	0	0
ELECTED OFFICIALS		0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07242	Admin Svcs Mgr	1	1	0	0	1	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		1	1	0	0	1	0	0	0
OFFICIALS AND ADMINISTRATORS		0.01%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%

PROFESSIONALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
10151	Finance Officer 2	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%

PROFESSIONALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:		1	0	0	0	0	1	0	1
PROFESSIONALS		0.01%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
SERVICE MAINTENANCE		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
06547 Technical Para-Prof Trainee		2	0	0	0	0	1	1	2
			0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	100.00%
CATEGORY TOTALS:		2	0	0	0	0	1	1	2
SERVICE MAINTENANCE		0.02%	0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	100.00%
DEPARTMENT TOTALS		29	2	5	0	7	14	1	22
<i>Juvenile Court Clerk</i>									

Law

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07241	Admin Asst	2	0	0	0	0	2	0	2
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07322	Legal Secretary 2	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10121	Office Support Rep 2	1	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
CATEGORY TOTALS:		4	0	0	0	1	3	0	4
ADMINISTRATIVE SUPPORT		0.05%	0.00%	0.00%	0.00%	25.00%	75.00%	0.00%	100.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07192	Assoc Metropolitan Attorney	2	0	2	0	0	0	0	0
			0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
01496	Deputy Metropolitan Attorney	1	0	1	0	0	0	0	0
			0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
06581	Insurance Div Mgr	1	1	0	0	0	0	0	0
			100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
03130	Metropolitan Attorney	1	0	1	0	0	0	0	0
			0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		5	1	4	0	0	0	0	0
OFFICIALS AND ADMINISTRATORS		0.06%	20.00%	80.00%	0.00%	0.00%	0.00%	0.00%	0.00%

PARA-PROFESSIONALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07343	Paralegal	6	0	1	0	2	3	0	5
			0.00%	16.67%	0.00%	33.33%	50.00%	0.00%	83.33%
CATEGORY TOTALS:		6	0	1	0	2	3	0	5
PARA-PROFESSIONALS		0.07%	0.00%	16.67%	0.00%	33.33%	50.00%	0.00%	83.33%

PROFESSIONALS	TOTAL	MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
00480 Attorney 1	8	0 0.00%	4 50.00%	0 0.00%	4 50.00%	0 0.00%	4 50.00%	0 0.00%	4 50.00%
00630 Attorney 2	7	1 14.29%	4 57.14%	0 0.00%	5 71.43%	0 0.00%	2 28.57%	0 0.00%	2 28.57%
04674 Attorney 3	12	0 0.00%	3 25.00%	0 0.00%	3 25.00%	1 8.33%	8 66.67%	0 0.00%	9 75.00%
06673 Claims Rep 2	2	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%
07780 Info Systems App Analyst 2	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
02867 Law Clerk	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS: PROFESSIONALS	31 0.35%	1 3.23%	13 41.94%	0 0.00%	14 45.16%	1 3.23%	16 51.61%	0 0.00%	17 54.84%
DEPARTMENT TOTALS	46	2	18	0	20	4	22	0	26
<i>Law</i>									

Mayor's Office

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07928	Constituent Liaison	2	1	0	0	1	0	1	0	1
			50.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%
10300	Executive Assistant	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10306	Multiline Communications Tech	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10309	Operations Officer	5	0	3	0	3	0	2	0	2
			0.00%	60.00%	0.00%	60.00%	0.00%	40.00%	0.00%	40.00%
10542	Outreach & Training Coordinato	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS:		10	1	3	0	4	0	6	0	6
ADMINISTRATIVE SUPPORT		0.11%	10.00%	30.00%	0.00%	40.00%	0.00%	60.00%	0.00%	60.00%

ELECTED OFFICIALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
03035	Mayor	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		1	0	1	0	1	0	0	0	0
ELECTED OFFICIALS		0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07958	Counselor to the Mayor	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07976	Deputy Mayor	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07929	Dir of Economic & Comm Dev	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10608	Energy Efficiency Prog Dir	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07377	Program Mgr 2	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07762	Special Projects Mgr	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		6	0	5	0	5	0	1	0	1
OFFICIALS AND ADMINISTRATORS		0.07%	0.00%	83.33%	0.00%	83.33%	0.00%	16.67%	0.00%	16.67%
PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10620	Adult Literacy-Mayor's Office	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10617	Communication Dir- Mayor's Off	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07191	Deputy Dir-Emerg Management	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10340	Dir-Children and Youth	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10339	Operations Supervisor	2	0	0	0	0	0	2	0	2
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07162	Press Secretary	1	0	0	0	0	0	0	1	1
			0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%
07380	Program Spec 3	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07170	Scheduler	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
04972	Special Asst	2	0	0	0	0	0	2	0	2
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10661	Special Proj Asst-Mayor's Off	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

PROFESSIONALS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	12	0	3	0	3	0	8	1	9
PROFESSIONALS	0.14%	0.00%	25.00%	0.00%	25.00%	0.00%	66.67%	8.33%	75.00%
DEPARTMENT TOTALS	29	1	12	0	13	0	15	1	16
Mayor's Office									

Metro Action Commission

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10208	Admin Officer	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10209	Admin Officer, Head Start	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10389	Admin Officer, Records Mgt	1	1	0	0	1	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10224	Exec Secretary	1	0	0	0	0	0	0	1	1
			0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%
10234	Office Mgr	1	1	0	0	1	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10443	Program Assistant/ CSBG-LIHEAP	2	0	0	0	0	2	0	0	2
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10250	Teacher Asst	93	0	0	0	0	75	13	5	93
			0.00%	0.00%	0.00%	0.00%	80.65%	13.98%	5.38%	100.00%
CATEGORY TOTALS:		100	2	0	0	2	79	13	6	98
ADMINISTRATIVE SUPPORT		1.14%	2.00%	0.00%	0.00%	2.00%	79.00%	13.00%	6.00%	98.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10207	Admin Svcs & Operations Dir	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10213	Chief Financial Officer	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10587	Early Head Start Director	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10223	Exec Dir	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10233	Head Start Dir	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:		5	0	0	0	0	3	2	0	5
OFFICIALS AND ADMINISTRATORS		0.06%	0.00%	0.00%	0.00%	0.00%	60.00%	40.00%	0.00%	100.00%
PARA-PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10588	Erly Head Start Family Spec II	2	0	0	0	0	2	0	0	2
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10226	Family Svcs Spec 1	3	0	0	1	1	2	0	0	2
			0.00%	0.00%	33.33%	33.33%	66.67%	0.00%	0.00%	66.67%
10227	Family Svcs Spec 2	25	0	2	0	2	17	3	3	23
			0.00%	8.00%	0.00%	8.00%	68.00%	12.00%	12.00%	92.00%
10240	HR Analyst 1	2	0	0	0	0	2	0	0	2
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
CATEGORY TOTALS:		32	0	2	1	3	23	3	3	29
PARA-PROFESSIONALS		0.37%	0.00%	6.25%	3.13%	9.38%	71.88%	9.38%	9.38%	90.63%
PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10616	Adult Ed and Training Mgr	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10211	Center Mgr 1	5	0	0	0	0	4	1	0	5
			0.00%	0.00%	0.00%	0.00%	80.00%	20.00%	0.00%	100.00%
10212	Center Mgr 2	7	0	0	0	0	7	0	0	7
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10612	Compliance-Monitoring Mgr	1	1	0	0	1	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10215	CSBG/LIHEAP Dir	1	1	0	0	1	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10260	CSBG/LIHEAP Special Svc Coord	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%

PROFESSIONALS	TOTAL	MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10219 Disabilities Coord	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
10590 EHS Hlth Mentl Hlth & Dis Coor	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
10221 Eligibility Counselor 1	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
10222 Eligibility Counselor 2	7	0 0.00%	0 0.00%	0 0.00%	0 0.00%	5 71.43%	1 14.29%	1 14.29%	7 100.00%
10591 Erly Hed Start Edu Svc Prg Cor	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
10225 Family Svcs Coord	1	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10202 Finance Officer 1	2	1 50.00%	1 50.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10203 Finance Officer 2	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	1 100.00%
10235 Headstart Teacher 1	4	0 0.00%	0 0.00%	0 0.00%	0 0.00%	4 100.00%	0 0.00%	0 0.00%	4 100.00%
10236 Headstart Teacher 2	67	1 1.49%	0 0.00%	0 0.00%	1 1.49%	51 76.12%	15 22.39%	0 0.00%	66 98.51%
10237 Headstart Teacher 3-Mast Deg	3	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 66.67%	1 33.33%	0 0.00%	3 100.00%
10239 Hlth Coord	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
10218 Human Resources Manager - MAC	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
10243 Literacy Instructor 2	2	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	2 100.00%
10244 Nutrition Coord	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%

PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10246	Parent Involvement Coord	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10327	Public Info Rep - MAC	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10259	Self Sufficienc Prog Coord	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10632	Trainer/Comm Services-MAC	1	1	0	0	1	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		114	6	1	0	7	86	19	2	107
PROFESSIONALS		1.30%	5.26%	0.88%	0.00%	6.14%	75.44%	16.67%	1.75%	93.86%
SERVICE MAINTENANCE		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10453	Assistant Transportation Mgr	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10210	Bus Driver	23	6	2	0	8	14	1	0	15
			26.09%	8.70%	0.00%	34.78%	60.87%	4.35%	0.00%	65.22%
10216	Custodian	13	8	2	0	10	3	0	0	3
			61.54%	15.38%	0.00%	76.92%	23.08%	0.00%	0.00%	23.08%
10228	Food Svc Worker 1	2	2	0	0	2	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10229	Food Svc Worker 2	7	0	0	0	0	7	0	0	7
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10230	Food Svcs Mgr	1	1	0	0	1	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10231	General Maint Worker	3	0	3	0	3	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10253	Transportation Mgr	1	1	0	0	1	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

<i>SERVICE MAINTENANCE</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:		51	18	7	0	25	25	1	0	26
<i>SERVICE MAINTENANCE</i>		0.58%	35.29%	13.73%	0.00%	49.02%	49.02%	1.96%	0.00%	50.98%
<i>TECHNICIANS</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10652 Software Support Spec		1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS:		1	0	0	0	0	0	1	0	1
<i>TECHNICIANS</i>		0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
DEPARTMENT TOTALS		303	26	10	1	37	216	39	11	266
<i>Metro Action Commission</i>										

Metropolitan Clerk

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07244	Admin Svcs Officer 3	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10123	Office Support Spec 1	1	0	1	0	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%
10124	Office Support Spec 2	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS:		3	0	1	0	0	2	0	2
ADMINISTRATIVE SUPPORT		0.03%	0.00%	33.33%	0.00%	33.33%	66.67%	0.00%	66.67%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
03140	Metropolitan Clerk	1	0	0	0	0	0	1	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%
CATEGORY TOTALS:		1	0	0	0	0	0	1	1
OFFICIALS AND ADMINISTRATORS		0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%
PROFESSIONALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07244	Admin Svcs Officer 3	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07376	Program Mgr 1	1	0	1	0	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		2	0	1	0	0	1	0	1
PROFESSIONALS		0.02%	0.00%	50.00%	0.00%	50.00%	50.00%	0.00%	50.00%
DEPARTMENT TOTALS		6	0	2	0	2	3	1	4

Metropolitan Clerk

Metropolitan Council

ELECTED OFFICIALS	TOTAL	MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
01334 Council Member	40	4	25	0	29	4	7	0	11
		10.00%	62.50%	0.00%	72.50%	10.00%	17.50%	0.00%	27.50%
05754 Vice Mayor	1	0	0	0	0	0	1	0	1
		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS: ELECTED OFFICIALS	41	4	25	0	29	4	8	0	12
	0.47%	9.76%	60.98%	0.00%	70.73%	9.76%	19.51%	0.00%	29.27%

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07242 Admin Svcs Mgr	1	0	0	0	0	0	1	0	1
		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10558 Director and Special Counsel	1	0	1	0	1	0	0	0	0
		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
06232 Finance Mgr	1	0	1	0	1	0	0	0	0
		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10557 Special Counsel	1	0	1	0	1	0	0	0	0
		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	4	0	3	0	3	0	1	0	1
	0.05%	0.00%	75.00%	0.00%	75.00%	0.00%	25.00%	0.00%	25.00%

PROFESSIONALS	TOTAL	MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07243 Admin Svcs Officer 2	2	0	0	0	0	0	2	0	2
		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07245 Admin Svcs Officer 4	1	0	0	0	0	1	0	0	1
		0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
CATEGORY TOTALS: PROFESSIONALS	3	0	0	0	0	1	2	0	3
	0.03%	0.00%	0.00%	0.00%	0.00%	33.33%	66.67%	0.00%	100.00%

DEPARTMENT TOTALS	48	4	28	0	32	5	11	0	16
<i>Metropolitan Council</i>									

MTA

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
10323 Chief Executive Officer- MTA	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	1 0.01%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
DEPARTMENT TOTALS	1	0	1	0	1	0	0	0	0

MTA

Municipal Auditorium

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
00660	Auditorium Mgr	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS		1	0	1	0	1	0	0	0	0
		0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07244	Admin Svcs Officer 3	2	0	0	0	0	1	1	0	2
			0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	100.00%
07040	Facility Coord	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS: PROFESSIONALS		3	0	1	0	1	1	1	0	2
		0.03%	0.00%	33.33%	0.00%	33.33%	33.33%	33.33%	0.00%	66.67%
SERVICE MAINTENANCE		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07257	Bldg Maint Worker	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
06075	Event Set Up Leader	1	1	0	0	1	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS: SERVICE MAINTENANCE		2	1	1	0	2	0	0	0	0
		0.02%	50.00%	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
SKILLED CRAFT WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
02220	Bldg Maint Mechanic	2	0	2	0	2	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS: SKILLED CRAFT WORKERS		2	0	2	0	2	0	0	0	0
		0.02%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

DEPARTMENT TOTALS	8	1	5	0	6	1	1	0	2
<i>Municipal Auditorium</i>									

NCAC

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07865	Accounts Clerk-NCAC	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
07838	CD Program Assoc - NCAC	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
07814	Data Coord-NCAC	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07813	Data Entry Op II - NCAC	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
07809	Executive Asst - NCAC	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07831	Public Relations Assoc- NCAC	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07830	Receptionist - NCAC	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
09020	Seasonal/Part-time/Temporary	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS:		8	0	1	0	1	4	3	0	7
ADMINISTRATIVE SUPPORT		0.09%	0.00%	12.50%	0.00%	12.50%	50.00%	37.50%	0.00%	87.50%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07821	Dir of Ops & Business Develop	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10396	Director of Ancillary Services	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07851	Director of Programs - NCAC	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07631	Executive Director - NCAC	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07819	Finance Dir - NCAC	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS:		5	0	4	0	4	0	1	0	1
OFFICIALS AND ADMINISTRATORS		0.06%	0.00%	80.00%	0.00%	80.00%	0.00%	20.00%	0.00%	20.00%
PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10618	Accountant-NCAC	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
07807	Acct/HR Mgr/EEO-NCAC	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
07955	Career Coach-NCAC	17	1 5.88%	6 35.29%	0 0.00%	7 41.18%	6 35.29%	4 23.53%	0 0.00%	10 58.82%
07861	Career Dev Mgr-NCAC	2	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	2 100.00%
07916	Contract Admin - NCAC	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
07818	Economic Dev Dir - NCAC	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
07828	Prog Asst-NCAC	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
07952	Sr CDF - NCAC	1	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07848	Sr. CDF Support - NCAC	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
10706	Training Supp Spec-NCAC	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
07869	Youth & Com Srvs Dir-NCAC	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
10395	Youth and Comm Srvs Coord-DPN	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%

PROFESSIONALS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	29	2	6	0	8	11	10	0	21
PROFESSIONALS	0.33%	6.90%	20.69%	0.00%	27.59%	37.93%	34.48%	0.00%	72.41%
DEPARTMENT TOTALS	42	2	11	0	13	15	14	0	29
NCAC									

Parks

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07241	Admin Asst	2	0	0	0	0	2	0	2
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07245	Admin Svcs Officer 4	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10100	Application Tech 1	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
06084	Concessions Clerk 1	15	2	5	0	7	1	7	0
			13.33%	33.33%	0.00%	46.67%	6.67%	46.67%	0.00%
06085	Concessions Clerk 2	11	0	5	0	5	0	6	0
			0.00%	45.45%	0.00%	45.45%	0.00%	54.55%	0.00%
07745	Museum Gift Shop Mgr	1	1	0	0	1	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
10121	Office Support Rep 2	3	0	0	0	0	3	0	3
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10122	Office Support Rep 3	3	0	1	0	1	1	1	0
			0.00%	33.33%	0.00%	33.33%	33.33%	33.33%	0.00%
10123	Office Support Spec 1	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10124	Office Support Spec 2	3	0	0	0	0	3	0	3
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
09101	Part Time Worker 2	3	0	3	0	3	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%
09104	Seasonal Worker 2	2	0	2	0	2	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		46	3	16	0	19	2	25	0
ADMINISTRATIVE SUPPORT		0.52%	6.52%	34.78%	0.00%	41.30%	4.35%	54.35%	0.00%
58.70%									

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06553	Parks & Recreation Asst Dir	2	0 0.00%	2 100.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
01610	Parks & Recreation Dir	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06247	Parks & Recreation Supt	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
09020	Seasonal/Part-time/Temporary	2	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	2 100.00%
07762	Special Projects Mgr	6	1 16.67%	3 50.00%	0 0.00%	4 66.67%	0 0.00%	2 33.33%	0 0.00%	2 33.33%
CATEGORY TOTALS:		12	1	7	0	8	0	4	0	4
OFFICIALS AND ADMINISTRATORS		0.14%	8.33%	58.33%	0.00%	66.67%	0.00%	33.33%	0.00%	33.33%
PARA-PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
03200	Museum Spec 2	2	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	2 100.00%
07335	Naturalist 2	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
09101	Part Time Worker 2	3	0 0.00%	2 66.67%	0 0.00%	2 66.67%	0 0.00%	1 33.33%	0 0.00%	1 33.33%
09102	Part Time Worker 3	2	1 50.00%	0 0.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%
06880	Recreation Leader	82	36 43.90%	10 12.20%	1 1.22%	47 57.32%	25 30.49%	9 10.98%	1 1.22%	35 42.68%
09106	Seasonal Worker 4	3	0 0.00%	1 33.33%	0 0.00%	1 33.33%	0 0.00%	2 66.67%	0 0.00%	2 66.67%
09020	Seasonal/Part-time/Temporary	56	3 5.36%	8 14.29%	0 0.00%	11 19.64%	7 12.50%	37 66.07%	1 1.79%	45 80.36%
05923	Special Programs Coord	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

PARA-PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:		150	40	23	1	64	32	52	2	86
PARA-PROFESSIONALS		1.71%	26.67%	15.33%	0.67%	42.67%	21.33%	34.67%	1.33%	57.33%
PROFESSIONALS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07720	Admin Spec	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07244	Admin Svcs Officer 3	2	0	1	1	2	0	0	0	0
			0.00%	50.00%	50.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07245	Admin Svcs Officer 4	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
06801	Aquatics Coord	1	1	0	0	1	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
06400	Development Coord	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
06830	Facilities Mgr	3	0	3	0	3	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07040	Facility Coord	6	1	1	0	2	2	2	0	4
			16.67%	16.67%	0.00%	33.33%	33.33%	33.33%	0.00%	66.67%
10153	Finance Spec	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
00451	Golf Course Asst Mgr	4	0	3	0	3	0	1	0	1
			0.00%	75.00%	0.00%	75.00%	0.00%	25.00%	0.00%	25.00%
02280	Golf Course Mgr	2	0	1	0	1	0	1	0	1
			0.00%	50.00%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%
03190	Museum Coord	2	0	0	0	0	0	2	0	2
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
06848	Museum Mgr	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
03200	Museum Spec 2	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%

PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07334	Naturalist 1	3	0 0.00%	0 0.00%	0 0.00%	0 0.00%	3 100.00%	0 0.00%	3 100.00%	
07335	Naturalist 2	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	
07336	Naturalist 3	5	0 0.00%	1 20.00%	0 0.00%	1 20.00%	4 80.00%	0 0.00%	4 80.00%	
07337	Nature Center Mgr	3	0 0.00%	0 0.00%	0 0.00%	0 0.00%	3 100.00%	0 0.00%	3 100.00%	
06247	Parks & Recreation Supt	8	0 0.00%	5 62.50%	0 0.00%	5 62.50%	2 25.00%	1 12.50%	3 37.50%	
09101	Part Time Worker 2	2	0 0.00%	2 100.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	
06034	Program Coord	6	1 16.67%	2 33.33%	0 0.00%	3 50.00%	0 0.00%	0 0.00%	3 50.00%	
07380	Program Spec 3	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	
01320	Recreation Center Mgr	12	5 41.67%	2 16.67%	0 0.00%	7 58.33%	3 25.00%	2 16.67%	5 41.67%	
05923	Special Programs Coord	4	1 25.00%	3 75.00%	0 0.00%	4 100.00%	0 0.00%	0 0.00%	0 0.00%	
00220	Specialized Skills Instr	12	1 8.33%	6 50.00%	0 0.00%	7 58.33%	1 8.33%	4 33.33%	5 41.67%	
06892	Specialized Skills Supv	3	0 0.00%	0 0.00%	0 0.00%	0 0.00%	3 100.00%	0 0.00%	3 100.00%	
07756	Technical Specialist 1	2	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 100.00%	0 0.00%	2 100.00%	
CATEGORY TOTALS: PROFESSIONALS		88 1.00%	10 11.36%	32 36.36%	1 1.14%	43 48.86%	11 12.50%	34 38.64%	0 0.00%	45 51.14%
PROTECTIVE SERVICE WORKERS		MALE				FEMALE				
TOTAL		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL	

<i>PROTECTIVE SERVICE WORKERS</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06525	Park Police 1	4	2 50.00%	2 50.00%	0 0.00%	4 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10127	Park Police 2	16	7 43.75%	8 50.00%	0 0.00%	15 93.75%	0 0.00%	1 6.25%	0 0.00%	1 6.25%
06526	Park Police Sergeant	3	0 0.00%	2 66.67%	0 0.00%	2 66.67%	0 0.00%	0 0.00%	1 33.33%	1 33.33%
CATEGORY TOTALS:		23	9	12	0	21	0	1	1	2
<i>PROTECTIVE SERVICE WORKERS</i>		0.26%	39.13%	52.17%	0.00%	91.30%	0.00%	4.35%	4.35%	8.70%
<i>SERVICE MAINTENANCE</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
05450	Custodial Svcs Asst Supv	1	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
05460	Custodial Svcs Supv	2	1 50.00%	0 0.00%	0 0.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%	1 50.00%
07280	Custodian 1	20	11 55.00%	1 5.00%	0 0.00%	12 60.00%	5 25.00%	2 10.00%	1 5.00%	8 40.00%
06077	Greenskeeper 2	3	0 0.00%	3 100.00%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07324	Maint & Repair District Supv	2	1 50.00%	1 50.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07325	Maint & Repair Leader 1	15	1 6.67%	13 86.67%	0 0.00%	14 93.33%	0 0.00%	1 6.67%	0 0.00%	1 6.67%
07326	Maint & Repair Leader 2	1	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07327	Maint & Repair Supv	8	0 0.00%	7 87.50%	0 0.00%	7 87.50%	0 0.00%	1 12.50%	0 0.00%	1 12.50%
02799	Maint & Repair Worker 1	9	3 33.33%	5 55.56%	0 0.00%	8 88.89%	0 0.00%	1 11.11%	0 0.00%	1 11.11%
07328	Maint & Repair Worker 2	42	4 9.52%	36 85.71%	1 2.38%	41 97.62%	1 2.38%	0 0.00%	0 0.00%	1 2.38%

SERVICE MAINTENANCE		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07329	Maint & Repair Worker 3	30	5 16.67%	25 83.33%	0 0.00%	30 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
09101	Part Time Worker 2	14	2 14.29%	12 85.71%	0 0.00%	14 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
09102	Part Time Worker 3	9	3 33.33%	3 33.33%	0 0.00%	6 66.67%	0 0.00%	3 33.33%	0 0.00%	3 33.33%
09104	Seasonal Worker 2	7	1 14.29%	4 57.14%	0 0.00%	5 71.43%	0 0.00%	2 28.57%	0 0.00%	2 28.57%
09105	Seasonal Worker 3	13	2 15.38%	9 69.23%	0 0.00%	11 84.62%	0 0.00%	2 15.38%	0 0.00%	2 15.38%
09020	Seasonal/Part-time/Temporary	19	1 5.26%	1 5.26%	0 0.00%	2 10.53%	2 10.53%	13 68.42%	2 10.53%	17 89.47%
09108	Sports Official	62	36 58.06%	16 25.81%	1 1.61%	53 85.48%	8 12.90%	1 1.61%	0 0.00%	9 14.52%
09110	Sports Scorer	4	0 0.00%	0 0.00%	0 0.00%	0 0.00%	3 75.00%	1 25.00%	0 0.00%	4 100.00%
CATEGORY TOTALS:		261	73	136	2	211	20	27	3	50
SERVICE MAINTENANCE		2.98%	27.97%	52.11%	0.77%	80.84%	7.66%	10.34%	1.15%	19.16%
SKILLED CRAFT WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
00680	Automotive Mechanic	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
01770	Bldg & Grnds Electrician	3	0 0.00%	3 100.00%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02230	Bldg Maint Lead Mechanic	2	0 0.00%	2 100.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
00960	Carpenter 1	3	0 0.00%	3 100.00%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03020	Masonry Worker	3	0 0.00%	3 100.00%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

SKILLED CRAFT WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07341 Painter 1	2	0	2	0	2	0	0	0	0	
		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	
03610 Plumber	3	0	3	0	3	0	0	0	0	
		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	
CATEGORY TOTALS: SKILLED CRAFT WORKERS	17 0.19%	0 0.00%	17 100.00%	0 0.00%	17 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	
TECHNICIANS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10100 Application Tech 1	1	0	0	0	0	0	1	0	1	
		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	
07300 Engineering Tech 3	1	0	1	0	1	0	0	0	0	
		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	
09102 Part Time Worker 3	3	0	1	0	1	0	2	0	2	
		0.00%	33.33%	0.00%	33.33%	0.00%	66.67%	0.00%	66.67%	
CATEGORY TOTALS: TECHNICIANS	5 0.06%	0 0.00%	2 40.00%	0 0.00%	2 40.00%	0 0.00%	3 60.00%	0 0.00%	3 60.00%	
DEPARTMENT TOTALS	602	136	245	4	385	65	146	6	217	
<i>Parks</i>										

Planning Commission

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07241	Admin Asst	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10122	Office Support Rep 3	3	0	0	0	1	2	0	3
			0.00%	0.00%	0.00%	33.33%	66.67%	0.00%	100.00%
09105	Seasonal Worker 3	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS:		5	0	0	0	1	4	0	5
ADMINISTRATIVE SUPPORT		0.06%	0.00%	0.00%	0.00%	20.00%	80.00%	0.00%	100.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
10160	Plan Asst Exec Dir-Prj Mgmt	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
06861	Planner 3	2	0	0	0	0	2	0	2
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
01940	Planning Exec Dir	1	0	1	0	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%
10129	Planning Mgr 1	2	0	2	0	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		6	0	3	0	0	3	0	3
OFFICIALS AND ADMINISTRATORS		0.07%	0.00%	50.00%	0.00%	50.00%	50.00%	0.00%	50.00%

PROFESSIONALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07243	Admin Svcs Officer 2	1	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
07244	Admin Svcs Officer 3	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07297	Engineering Assoc	1	0	0	1	0	0	0	0
			0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

PROFESSIONALS	TOTAL	MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10152 Finance Officer 3	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06860 Planner 1	4	0 0.00%	2 50.00%	0 0.00%	2 50.00%	0 0.00%	2 50.00%	0 0.00%	2 50.00%
06862 Planner 2	11	0 0.00%	10 90.91%	0 0.00%	10 90.91%	1 9.09%	0 0.00%	0 0.00%	1 9.09%
06861 Planner 3	4	0 0.00%	0 0.00%	1 25.00%	1 25.00%	0 0.00%	3 75.00%	0 0.00%	3 75.00%
10128 Planning Asst Exec Dir-Ops	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06863 Planning Mgr 2	4	0 0.00%	2 50.00%	0 0.00%	2 50.00%	0 0.00%	2 50.00%	0 0.00%	2 50.00%
10132 Pub Info Coord	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
CATEGORY TOTALS: PROFESSIONALS	29 0.33%	0 0.00%	16 55.17%	2 6.90%	18 62.07%	2 6.90%	9 31.03%	0 0.00%	11 37.93%
TECHNICIANS	TOTAL	MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07729 CAD/GIS Analyst 1	2	1 50.00%	1 50.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06864 Planning Tech 1	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06866 Planning Tech 2	2	1 50.00%	1 50.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS: TECHNICIANS	5 0.06%	2 40.00%	3 60.00%	0 0.00%	5 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
DEPARTMENT TOTALS	45	2	22	2	26	3	16	0	19
<i>Planning Commission</i>									

Police

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
07241 Admin Asst	15	0	1	0	1	4	10	0	14
		0.00%	6.67%	0.00%	6.67%	26.67%	66.67%	0.00%	93.33%
07720 Admin Spec	4	0	1	0	1	1	2	0	3
		0.00%	25.00%	0.00%	25.00%	25.00%	50.00%	0.00%	75.00%
02660 Admin Svcs Officer 1	1	0	0	0	0	1	0	0	1
		0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
07245 Admin Svcs Officer 4	1	0	0	0	0	0	1	0	1
		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
04540 Computer Operator 2	2	0	0	0	0	0	2	0	2
		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07268 Computer Operator 3	3	1	0	1	2	0	1	0	1
		33.33%	0.00%	33.33%	66.67%	0.00%	33.33%	0.00%	33.33%
03027 Equip & Supply Clerk 3	2	0	2	0	2	0	0	0	0
		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07722 Exec Asst To Chief-Police/Fire	4	0	0	0	0	0	4	0	4
		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
01472 Human Resources Asst 1	1	0	0	0	0	1	0	0	1
		0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
06931 Human Resources Asst 2	1	0	0	0	0	1	0	0	1
		0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10121 Office Support Rep 2	3	0	3	0	3	0	0	0	0
		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10123 Office Support Spec 1	1	0	0	0	0	1	0	0	1
		0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10124 Office Support Spec 2	7	2	1	0	3	1	3	0	4
		28.57%	14.29%	0.00%	42.86%	14.29%	42.86%	0.00%	57.14%
07362 Police Operations Asst 1	11	0	2	0	2	2	7	0	9
		0.00%	18.18%	0.00%	18.18%	18.18%	63.64%	0.00%	81.82%
07363 Police Operations Asst 2	20	0	4	0	4	6	10	0	16
		0.00%	20.00%	0.00%	20.00%	30.00%	50.00%	0.00%	80.00%

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07796	Police Operations Asst 3	30	4 13.33%	7 23.33%	1 3.33%	12 40.00%	9 30.00%	8 26.67%	1 3.33%	18 60.00%
07365	Police Operations Coord 1	39	1 2.56%	4 10.26%	0 0.00%	5 12.82%	16 41.03%	17 43.59%	1 2.56%	34 87.18%
07364	Police Operations Coord 2	19	0 0.00%	1 5.26%	0 0.00%	1 5.26%	5 26.32%	13 68.42%	0 0.00%	18 94.74%
07361	Police Operations Supv	9	1 11.11%	3 33.33%	0 0.00%	4 44.44%	3 33.33%	2 22.22%	0 0.00%	5 55.56%
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT		173 1.97%	9 5.20%	29 16.76%	2 1.16%	40 23.12%	51 29.48%	80 46.24%	2 1.16%	133 76.88%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07242	Admin Svcs Mgr	6	0 0.00%	1 16.67%	0 0.00%	1 16.67%	0 0.00%	5 83.33%	0 0.00%	5 83.33%
10354	Exe Administrator Police/Fire	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06232	Finance Mgr	3	0 0.00%	1 33.33%	0 0.00%	1 33.33%	0 0.00%	2 66.67%	0 0.00%	2 66.67%
10113	Firearms & Toolmarking Exam	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06531	Human Resources Mgr	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
07782	Info Systems Mgr	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07234	Information Systems Advisor 1	2	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%
01110	Police Chief	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07702	Police Commander	8	2 25.00%	4 50.00%	0 0.00%	6 75.00%	0 0.00%	2 25.00%	0 0.00%	2 25.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10154	Police Dpty Chief	3	0 0.00%	3 100.00%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10134	Research Mgr-Police	1	0 0.00%	0 0.00%	1 100.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS		28 0.32%	2 7.14%	14 50.00%	1 3.57%	17 60.71%	0 0.00%	11 39.29%	0 0.00%	11 39.29%
PARA-PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07343	Paralegal	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	1 100.00%
CATEGORY TOTALS: PARA-PROFESSIONALS		1 0.01%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	1 100.00%
PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07243	Admin Svcs Officer 2	2	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 100.00%	0 0.00%	2 100.00%	2 100.00%
07244	Admin Svcs Officer 3	7	0 0.00%	0 0.00%	1 14.29%	1 14.29%	5 71.43%	0 0.00%	6 85.71%	6 85.71%
07245	Admin Svcs Officer 4	3	0 0.00%	0 0.00%	0 0.00%	0 0.00%	3 100.00%	0 0.00%	3 100.00%	3 100.00%
07175	Behavioral Hlth Svcs Mgr	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	1 100.00%
07346	Human Resources Admin	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	1 100.00%
02730	Human Resources Analyst 1	2	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 50.00%	1 50.00%	0 0.00%	2 100.00%
07780	Info Systems App Analyst 2	2	0 0.00%	2 100.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07783	Info Systems App Analyst 3	7	1 14.29%	4 57.14%	0 0.00%	5 71.43%	0 0.00%	1 14.29%	1 14.29%	2 28.57%
10471	Information Sys Media Analys 2	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07234	Information Systems Advisor 1	5	0 0.00%	4 80.00%	1 20.00%	5 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07407	Information Systems Advisor 2	4	0 0.00%	4 100.00%	0 0.00%	4 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
00956	Police Captain	14	0 0.00%	10 71.43%	0 0.00%	10 71.43%	1 7.14%	3 21.43%	0 0.00%	4 28.57%
06882	Police Crisis Counseling Supv	2	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%
10130	Police Crisis Counselor 2	7	0 0.00%	1 14.29%	0 0.00%	1 14.29%	3 42.86%	2 28.57%	1 14.29%	6 85.71%
07355	Police Lieutenant	57	4 7.02%	50 87.72%	0 0.00%	54 94.74%	0 0.00%	3 5.26%	0 0.00%	3 5.26%
07358	Police Operations Analyst 1	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
07178	Police Operations Analyst 2	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
07368	Police Youth Counselor 2	2	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 50.00%	1 50.00%	0 0.00%	2 100.00%
07756	Technical Specialist 1	3	1 33.33%	2 66.67%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07757	Technical Specialist 2	14	1 7.14%	11 78.57%	0 0.00%	12 85.71%	1 7.14%	1 7.14%	0 0.00%	2 14.29%
CATEGORY TOTALS:		136	7	90	2	99	8	27	2	37
PROFESSIONALS		1.55%	5.15%	66.18%	1.47%	72.79%	5.88%	19.85%	1.47%	27.21%
PROTECTIVE SERVICE WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL

PROTECTIVE SERVICE WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06872	Police Officer 1	33	1 3.03%	27 81.82%	2 6.06%	30 90.91%	0 0.00%	3 9.09%	0 0.00%	3 9.09%
07356	Police Officer 2	909	97 10.67%	716 78.77%	30 3.30%	843 92.74%	11 1.21%	54 5.94%	1 0.11%	66 7.26%
07357	Police Officer 2-Fld Trng Ofcr	52	8 15.38%	41 78.85%	0 0.00%	49 94.23%	0 0.00%	3 5.77%	0 0.00%	3 5.77%
07794	Police Officer 3	3	1 33.33%	2 66.67%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03257	Police Officer Trainee	133	15 11.28%	100 75.19%	6 4.51%	121 90.98%	1 0.75%	10 7.52%	1 0.75%	12 9.02%
07751	Police Security Guard 1	16	5 31.25%	9 56.25%	1 6.25%	15 93.75%	0 0.00%	1 6.25%	0 0.00%	1 6.25%
07752	Police Security Guard 2	3	3 100.00%	0 0.00%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03445	School Crossing Guard	176	22 12.50%	17 9.66%	0 0.00%	39 22.16%	81 46.02%	56 31.82%	0 0.00%	137 77.84%
03447	School Crossing Guard Supv	10	0 0.00%	1 10.00%	0 0.00%	1 10.00%	0 0.00%	9 90.00%	0 0.00%	9 90.00%
CATEGORY TOTALS:		1335	152	913	39	1104	93	136	2	231
PROTECTIVE SERVICE WORKERS		15.23%	11.39%	68.39%	2.92%	82.70%	6.97%	10.19%	0.15%	17.30%
SKILLED CRAFT WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07174	Armorer	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07255	Bldg Maint Leader	2	1 50.00%	0 0.00%	1 50.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02220	Bldg Maint Mechanic	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

SKILLED CRAFT WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:		4	1	2	1	4	0	0	0	0
SKILLED CRAFT WORKERS		0.05%	25.00%	50.00%	25.00%	100.00%	0.00%	0.00%	0.00%	0.00%
TECHNICIANS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10487	Crime Scene Technician 1	6	0	0	0	0	5	1	6	
			0.00%	0.00%	0.00%	0.00%	83.33%	16.67%	100.00%	
07784	Info Systems App Tech 1	1	1	0	0	1	0	0	0	
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	
07785	Info Systems App Tech 2	5	1	1	0	2	2	1	3	
			20.00%	20.00%	0.00%	40.00%	40.00%	20.00%	60.00%	
01396	Police Data Prod Cntrl Coord	1	0	0	0	0	0	1	1	
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	
07352	Police Ident Analyst 1	2	0	0	0	0	2	0	2	
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	
10489	Police Ident Analyst 2	3	0	1	0	1	1	1	2	
			0.00%	33.33%	0.00%	33.33%	33.33%	33.33%	66.67%	
07353	Police Identification Spec 1	3	2	0	0	2	0	0	1	
			66.67%	0.00%	0.00%	66.67%	0.00%	33.33%	33.33%	
07354	Police Identification Spec 2	1	0	0	0	0	1	0	1	
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	
06651	Police Identification Supv	2	0	0	0	0	1	1	2	
			0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	100.00%	
07366	Police Sergeant	205	21	165	2	188	4	13	17	
			10.24%	80.49%	0.98%	91.71%	1.95%	6.34%	8.29%	
CATEGORY TOTALS:		229	25	167	2	194	11	22	35	
TECHNICIANS		2.61%	10.92%	72.93%	0.87%	84.72%	4.80%	9.61%	15.28%	
DEPARTMENT TOTALS		1906	196	1215	47	1458	163	277	448	
<i>Police</i>										

Public Defender

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07241	Admin Asst	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
02870	Legal Secretary 1	3	0	0	0	0	3	0	3
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07322	Legal Secretary 2	7	0	0	0	5	2	0	7
			0.00%	0.00%	0.00%	0.00%	71.43%	28.57%	100.00%
CATEGORY TOTALS:		11	0	0	0	5	6	0	11
ADMINISTRATIVE SUPPORT		0.13%	0.00%	0.00%	0.00%	0.00%	45.45%	54.55%	100.00%
ELECTED OFFICIALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
03964	Public Defender	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS:		1	0	0	0	0	1	0	1
ELECTED OFFICIALS		0.01%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07242	Admin Svcs Mgr	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07205	Deputy Public Defender	1	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07377	Program Mgr 2	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS:		3	0	0	0	1	2	0	3
OFFICIALS AND ADMINISTRATORS		0.03%	0.00%	0.00%	0.00%	0.00%	33.33%	66.67%	100.00%
PARA-PROFESSIONALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER

<i>PARA-PROFESSIONALS</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07343	Paralegal	2	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 100.00%	0 0.00%	2 100.00%	
01820	Social Work Assoc	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	
CATEGORY TOTALS: PARA-PROFESSIONALS		3 0.03%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	3 100.00%	0 0.00%	3 100.00%	
<i>PROFESSIONALS</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10172	Assoc Pub Defender	10	0 0.00%	7 70.00%	0 0.00%	7 70.00%	3 30.00%	0 0.00%	3 30.00%	
10171	Asst Pub Defender	31	2 6.45%	8 25.81%	1 3.23%	11 35.48%	16 51.61%	1 3.23%	20 64.52%	
02867	Law Clerk	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	
04835	Social Worker 3	2	0 0.00%	0 0.00%	1 50.00%	1 50.00%	1 50.00%	0 0.00%	1 50.00%	
CATEGORY TOTALS: PROFESSIONALS		44 0.50%	2 4.55%	16 36.36%	2 4.55%	20 45.45%	20 45.45%	1 2.27%	24 54.55%	
<i>PROTECTIVE SERVICE WORKERS</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07279	Criminal Investigator	6	0 0.00%	3 50.00%	1 16.67%	4 66.67%	1 16.67%	1 16.67%	0 0.00%	2 33.33%
07206	Criminal Investigator Chief	1	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS		7 0.08%	1 14.29%	3 42.86%	1 14.29%	5 71.43%	1 14.29%	1 14.29%	0 0.00%	2 28.57%
DEPARTMENT TOTALS		69	3	19	3	25	10	33	1	44

Public Defender

Public Library

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
07241 Admin Asst	3	0	1	0	1	1	1	0	2
		0.00%	33.33%	0.00%	33.33%	33.33%	33.33%	0.00%	66.67%
07243 Admin Svcs Officer 2	1	0	0	0	0	0	1	0	1
		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07244 Admin Svcs Officer 3	1	0	0	0	0	0	0	1	1
		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%
02900 Circulation Asst 1	13	0	0	0	0	1	10	2	13
		0.00%	0.00%	0.00%	0.00%	7.69%	76.92%	15.38%	100.00%
07767 Circulation Asst 2	3	0	1	1	2	0	1	0	1
		0.00%	33.33%	33.33%	66.67%	0.00%	33.33%	0.00%	33.33%
05070 Library Page	15	0	3	0	3	5	6	1	12
		0.00%	20.00%	0.00%	20.00%	33.33%	40.00%	6.67%	80.00%
10120 Office Support Rep 1	1	1	0	0	1	0	0	0	0
		100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10121 Office Support Rep 2	4	0	1	0	1	2	1	0	3
		0.00%	25.00%	0.00%	25.00%	50.00%	25.00%	0.00%	75.00%
10122 Office Support Rep 3	3	0	0	0	0	2	1	0	3
		0.00%	0.00%	0.00%	0.00%	66.67%	33.33%	0.00%	100.00%
10123 Office Support Spec 1	3	0	0	0	0	0	3	0	3
		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07378 Program Spec 1	1	0	0	0	0	0	1	0	1
		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS:	48	1	6	1	8	11	25	4	40
ADMINISTRATIVE SUPPORT	0.55%	2.08%	12.50%	2.08%	16.67%	22.92%	52.08%	8.33%	83.33%

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
07242 Admin Svcs Mgr	1	0	0	0	0	0	1	0	1
		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06531	Human Resources Mgr	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
06847	Library Admin	3	0	1	0	1	0	2	0	2
			0.00%	33.33%	0.00%	33.33%	0.00%	66.67%	0.00%	66.67%
01070	Library Services Dir	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		6	0	3	0	3	0	3	0	3
OFFICIALS AND ADMINISTRATORS		0.07%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%
PARA-PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10100	Application Tech 1	2	0	0	0	0	2	0	0	2
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
07765	Archives Asst 3	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
02900	Circulation Asst 1	14	1	3	0	4	4	6	0	10
			7.14%	21.43%	0.00%	28.57%	28.57%	42.86%	0.00%	71.43%
07767	Circulation Asst 2	30	3	12	1	16	7	7	0	14
			10.00%	40.00%	3.33%	53.33%	23.33%	23.33%	0.00%	46.67%
07768	Circulation Supv	4	0	0	0	0	2	2	0	4
			0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	100.00%
04630	Library Assoc 1	34	2	14	0	16	4	14	0	18
			5.88%	41.18%	0.00%	47.06%	11.76%	41.18%	0.00%	52.94%
02901	Library Assoc 2	3	0	1	0	1	1	1	0	2
			0.00%	33.33%	0.00%	33.33%	33.33%	33.33%	0.00%	66.67%
05070	Library Page	16	2	1	1	4	2	10	0	12
			12.50%	6.25%	6.25%	25.00%	12.50%	62.50%	0.00%	75.00%
05996	Library Performing Artist 1	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%

PARA-PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:		105	8	32	2	42	20	43	0	63
PARA-PROFESSIONALS		1.20%	7.62%	30.48%	1.90%	40.00%	19.05%	40.95%	0.00%	60.00%
PROFESSIONALS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07244	Admin Svcs Officer 3	2	0	0	0	0	0	2	0	2
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07245	Admin Svcs Officer 4	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
06802	Archivist	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
03455	Human Resources Analyst 2	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07779	Info Systems App Analyst 1	3	0	1	0	1	0	2	0	2
			0.00%	33.33%	0.00%	33.33%	0.00%	66.67%	0.00%	66.67%
07780	Info Systems App Analyst 2	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07783	Info Systems App Analyst 3	2	0	2	0	2	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
02890	Librarian 1	26	0	5	0	5	3	17	1	21
			0.00%	19.23%	0.00%	19.23%	11.54%	65.38%	3.85%	80.77%
07323	Librarian 2	15	0	1	0	1	1	13	0	14
			0.00%	6.67%	0.00%	6.67%	6.67%	86.67%	0.00%	93.33%
06847	Library Admin	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
02901	Library Assoc 2	5	0	1	0	1	0	4	0	4
			0.00%	20.00%	0.00%	20.00%	0.00%	80.00%	0.00%	80.00%
10116	Library Assoc 3	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07793	Library Mgr 1	9	1	3	0	4	1	4	0	5
			11.11%	33.33%	0.00%	44.44%	11.11%	44.44%	0.00%	55.56%

PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
05300	Library Mgr 2	8	0 0.00%	1 12.50%	0 0.00%	1 12.50%	0 0.00%	7 87.50%	0 0.00%	7 87.50%
04855	Library Mgr 3	6	0 0.00%	1 16.67%	0 0.00%	1 16.67%	2 33.33%	3 50.00%	0 0.00%	5 83.33%
05995	Library Performing Artist 2	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06034	Program Coord	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07376	Program Mgr 1	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07377	Program Mgr 2	2	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%
07378	Program Spec 1	3	0 0.00%	1 33.33%	0 0.00%	1 33.33%	0 0.00%	2 66.67%	0 0.00%	2 66.67%
07379	Program Spec 2	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
07381	Program Supv	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
07384	Public Info Rep	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
CATEGORY TOTALS: PROFESSIONALS		93 1.06%	1 1.08%	22 23.66%	0 0.00%	23 24.73%	9 9.68%	60 64.52%	1 1.08%	70 75.27%
PROTECTIVE SERVICE WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
04725	Property Guard 2	4	0 0.00%	3 75.00%	0 0.00%	3 75.00%	1 25.00%	0 0.00%	0 0.00%	1 25.00%
07798	Security Officer Coord	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

<i>PROTECTIVE SERVICE WORKERS</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:		5	0	4	0	4	1	0	0	1
<i>PROTECTIVE SERVICE WORKERS</i>		0.06%	0.00%	80.00%	0.00%	80.00%	20.00%	0.00%	0.00%	20.00%
<i>SERVICE MAINTENANCE</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
02220	Bldg Maint Mechanic	2	0	2	0	2	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
05460	Custodial Svcs Supv	2	0	1	0	1	1	0	0	1
			0.00%	50.00%	0.00%	50.00%	50.00%	0.00%	0.00%	50.00%
07280	Custodian 1	18	9	5	0	14	1	3	0	4
			50.00%	27.78%	0.00%	77.78%	5.56%	16.67%	0.00%	22.22%
02630	Custodian 2	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
06826	Equip Operator 1	4	2	2	0	4	0	0	0	0
			50.00%	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		27	11	11	0	22	2	3	0	5
<i>SERVICE MAINTENANCE</i>		0.31%	40.74%	40.74%	0.00%	81.48%	7.41%	11.11%	0.00%	18.52%
<i>SKILLED CRAFT WORKERS</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
02220	Bldg Maint Mechanic	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
00842	Bldg Maint Supt	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07256	Bldg Maint Supv	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
06224	Indust Electrician 1	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		4	0	4	0	4	0	0	0	0
<i>SKILLED CRAFT WORKERS</i>		0.05%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

TECHNICIANS	TOTAL	MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07784 Info Systems App Tech 1	3	0 0.00%	2 66.67%	0 0.00%	2 66.67%	0 0.00%	1 33.33%	0 0.00%	1 33.33%
07785 Info Systems App Tech 2	2	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%
CATEGORY TOTALS: TECHNICIANS	5 0.06%	0 0.00%	3 60.00%	0 0.00%	3 60.00%	0 0.00%	2 40.00%	0 0.00%	2 40.00%
DEPARTMENT TOTALS	293	21	85	3	109	43	136	5	184
<i>Public Library</i>									

Public Works

ADMINISTRATIVE SUPPORT	TOTAL	MALE			FEMALE				
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07720 Admin Spec	3	0	0	0	0	1	2	0	3
		0.00%	0.00%	0.00%	0.00%	33.33%	66.67%	0.00%	100.00%
07731 Compliance Inspector 1	2	1	1	0	2	0	0	0	0
		50.00%	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
06826 Equip Operator 1	1	0	1	0	1	0	0	0	0
		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10119 Office Support Mgr	1	0	0	0	0	0	1	0	1
		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10122 Office Support Rep 3	2	0	1	0	1	0	1	0	1
		0.00%	50.00%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%
10123 Office Support Spec 1	4	0	0	0	0	1	3	0	4
		0.00%	0.00%	0.00%	0.00%	25.00%	75.00%	0.00%	100.00%
10124 Office Support Spec 2	4	0	0	0	0	0	4	0	4
		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10480 Parking Patrol Officer 1	3	1	0	0	1	0	2	0	2
		33.33%	0.00%	0.00%	33.33%	0.00%	66.67%	0.00%	66.67%
07345 Parts Supv	1	0	1	0	1	0	0	0	0
		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
09020 Seasonal/Part-time/Temporary	1	1	0	0	1	0	0	0	0
		100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:	22	3	4	0	7	2	13	0	15
ADMINISTRATIVE SUPPORT	0.25%	13.64%	18.18%	0.00%	31.82%	9.09%	59.09%	0.00%	68.18%

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			FEMALE				
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07242 Admin Svcs Mgr	1	0	1	0	1	0	0	0	0
		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07731 Compliance Inspector 1	2	0	2	0	2	0	0	0	0
		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07732	Compliance Inspector 2	3	1 33.33%	2 66.67%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07733	Compliance Inspector 3	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
00746	Cust Svc Mgr	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06232	Finance Mgr	2	0 0.00%	2 100.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
01045	Fire Chief	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07318	Info Systems Div Mgr	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07377	Program Mgr 2	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
00380	Pub Works Asst Dir-Engineering	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10133	Pub Works Asst Dir-F & A	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
06387	Pub Works Asst Dir-Strt & Rds	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
01650	Pub Works Dir	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10156	Safety Insp 2	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
07401	Signal Maint Supv	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
05945	Special Asst To The Dir	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
07762	Special Projects Mgr	2	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 100.00%	0 0.00%	2 100.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10136	Trans Licensing Comm Dir	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07800	Trans Licensing Insp 2	2	0	2	0	2	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07755	Waste Mgmt Supt	2	0	2	0	2	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		27	1	20	0	21	0	6	0	6
OFFICIALS AND ADMINISTRATORS		0.31%	3.70%	74.07%	0.00%	77.78%	0.00%	22.22%	0.00%	22.22%
PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07243	Admin Svcs Officer 2	1	1	0	0	1	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07244	Admin Svcs Officer 3	2	0	0	0	0	0	2	0	2
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07734	Contract Admin	1	1	0	0	1	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07294	Engineer 1	2	0	2	0	2	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07295	Engineer 2	2	0	1	0	1	0	1	0	1
			0.00%	50.00%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%
06606	Engineer 3	6	1	5	0	6	0	0	0	0
			16.67%	83.33%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07296	Engineer In Training	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10151	Finance Officer 2	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07346	Human Resources Admin	1	1	0	0	1	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07783	Info Systems App Analyst 3	2	2	0	0	2	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

PROFESSIONALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07377	Program Mgr 2	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
07380	Program Spec 3	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%
06133	Safety Coord	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
07933	Special Asst-Events	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
07756	Technical Specialist 1	8	1 12.50%	7 87.50%	0 0.00%	8 100.00%	0 0.00%	0 0.00%	0 0.00%
07757	Technical Specialist 2	6	0 0.00%	6 100.00%	0 0.00%	6 100.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS: PROFESSIONALS		37 0.42%	7 18.92%	23 62.16%	0 0.00%	30 81.08%	0 0.00%	7 18.92%	0 0.00%

SERVICE MAINTENANCE		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07736	Cust Svc Field Rep 1	4	3 75.00%	1 25.00%	0 0.00%	4 100.00%	0 0.00%	0 0.00%	0 0.00%
07737	Cust Svc Field Rep 2	2	1 50.00%	1 50.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%
07738	Cust Svc Field Rep 3	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
06826	Equip Operator 1	6	2 33.33%	4 66.67%	0 0.00%	6 100.00%	0 0.00%	0 0.00%	0 0.00%
06827	Equip Operator 2	27	5 18.52%	22 81.48%	0 0.00%	27 100.00%	0 0.00%	0 0.00%	0 0.00%
07303	Equip Operator 3	48	14 29.17%	32 66.67%	1 2.08%	47 97.92%	0 0.00%	1 2.08%	0 0.00%
07324	Maint & Repair District Supv	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%

SERVICE MAINTENANCE		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07325	Maint & Repair Leader 1	12	7 58.33%	5 41.67%	0 0.00%	12 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07326	Maint & Repair Leader 2	13	2 15.38%	11 84.62%	0 0.00%	13 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02799	Maint & Repair Worker 1	41	17 41.46%	23 56.10%	1 2.44%	41 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07328	Maint & Repair Worker 2	24	11 45.83%	13 54.17%	0 0.00%	24 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07329	Maint & Repair Worker 3	9	3 33.33%	6 66.67%	0 0.00%	9 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
05957	Sanitation Leader	1	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07397	Sanitation Supv	2	0 0.00%	2 100.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
04160	Sanitation Worker	9	4 44.44%	5 55.56%	0 0.00%	9 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
09020	Seasonal/Part-time/Temporary	3	1 33.33%	2 66.67%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10484	Waste Management Supervisor	2	1 50.00%	1 50.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS:		205	72	129	2	203	0	2	0	2
SERVICE MAINTENANCE		2.34%	35.12%	62.93%	0.98%	99.02%	0.00%	0.98%	0.00%	0.98%
SKILLED CRAFT WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07303	Equip Operator 3	31	6 19.35%	25 80.65%	0 0.00%	31 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07328	Maint & Repair Worker 2	1	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
09020	Seasonal/Part-time/Temporary	1	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

SKILLED CRAFT WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07404	Skilled Craft Worker 1	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		34	8	26	0	34	0	0	0	0
SKILLED CRAFT WORKERS		0.39%	23.53%	76.47%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
TECHNICIANS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07733	Compliance Inspector 3	2	1	1	0	2	0	0	0	0
			50.00%	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07299	Engineering Tech 2	2	1	0	0	1	1	0	0	1
			50.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	50.00%
07300	Engineering Tech 3	10	2	5	0	7	0	3	0	3
			20.00%	50.00%	0.00%	70.00%	0.00%	30.00%	0.00%	30.00%
10123	Office Support Spec 1	1	0	0	0	0	0	0	1	1
			0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%
10480	Parking Patrol Officer 1	1	1	0	0	1	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07402	Signal Tech 1	4	2	2	0	4	0	0	0	0
			50.00%	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
04930	Signal Tech 2	3	0	3	0	3	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
04810	Signal Tech 3	2	0	2	0	2	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		25	7	13	0	20	1	3	1	5
TECHNICIANS		0.29%	28.00%	52.00%	0.00%	80.00%	4.00%	12.00%	4.00%	20.00%
DEPARTMENT TOTALS		350	98	215	2	315	3	31	1	35
<i>Public Works</i>										

Sheriff

	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
10120 Office Support Rep 1	1	0	0	0	0	0	1	0	1
		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS:	1	0	0	0	0	0	1	0	1
	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
07241 Admin Asst	4	0	1	0	1	2	1	0	3
		0.00%	25.00%	0.00%	25.00%	50.00%	25.00%	0.00%	75.00%
02660 Admin Svcs Officer 1	3	1	0	0	1	1	1	0	2
		33.33%	0.00%	0.00%	33.33%	33.33%	33.33%	0.00%	66.67%
07243 Admin Svcs Officer 2	6	1	4	0	5	0	1	0	1
		16.67%	66.67%	0.00%	83.33%	0.00%	16.67%	0.00%	16.67%
07697 Corrections Spec 2	3	0	3	0	3	0	0	0	0
		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10120 Office Support Rep 1	2	0	2	0	2	0	0	0	0
		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10121 Office Support Rep 2	30	4	8	0	12	9	9	0	18
		13.33%	26.67%	0.00%	40.00%	30.00%	30.00%	0.00%	60.00%
10123 Office Support Spec 1	8	0	1	0	1	2	5	0	7
		0.00%	12.50%	0.00%	12.50%	25.00%	62.50%	0.00%	87.50%
06034 Program Coord	3	0	1	0	1	0	2	0	2
		0.00%	33.33%	0.00%	33.33%	0.00%	66.67%	0.00%	66.67%
07381 Program Supv	3	2	0	0	2	0	1	0	1
		66.67%	0.00%	0.00%	66.67%	0.00%	33.33%	0.00%	33.33%
10613 Security Officer 1	13	3	4	0	7	5	1	0	6
		23.08%	30.77%	0.00%	53.85%	38.46%	7.69%	0.00%	46.15%
10614 Security Officer 2	2	1	0	0	1	1	0	0	1
		50.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	50.00%

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10577	Sheriff Booking Supervisor	2	1 50.00%	1 50.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07143	Sheriff Case Worker 1	4	0 0.00%	0 0.00%	0 0.00%	0 0.00%	3 75.00%	0 0.00%	1 25.00%	4 100.00%
10578	Sheriff Case Worker 2	2	1 50.00%	0 0.00%	0 0.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%	1 50.00%
10639	Sheriff Disciplinary Off	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07711	Sheriff Prisoner Processor 1	32	6 18.75%	4 12.50%	0 0.00%	10 31.25%	12 37.50%	9 28.13%	1 3.13%	22 68.75%
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT		118 1.35%	20 16.95%	30 25.42%	0 0.00%	50 42.37%	36 30.51%	30 25.42%	2 1.69%	68 57.63%
ELECTED OFFICIALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
04907	Sheriff	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS: ELECTED OFFICIALS		1 0.01%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07242	Admin Svcs Mgr	17	0 0.00%	7 41.18%	0 0.00%	7 41.18%	4 23.53%	6 35.29%	0 0.00%	10 58.82%
06680	Chief Deputy	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10398	Chief of Administration	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10549	Chief of Corrections	1	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10397	Chief Warrant Officer-Sheriff	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07159	Div Mgr-Sheriff	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
06232	Finance Mgr	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
06531	Human Resources Mgr	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		24	1	13	0	14	4	6	0	10
OFFICIALS AND ADMINISTRATORS		0.27%	4.17%	54.17%	0.00%	58.33%	16.67%	25.00%	0.00%	41.67%
PARA-PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07143	Sheriff Case Worker 1	4	0	0	0	0	3	1	0	4
			0.00%	0.00%	0.00%	0.00%	75.00%	25.00%	0.00%	100.00%
CATEGORY TOTALS:		4	0	0	0	0	3	1	0	4
PARA-PROFESSIONALS		0.05%	0.00%	0.00%	0.00%	0.00%	75.00%	25.00%	0.00%	100.00%
PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
02660	Admin Svcs Officer 1	6	0	1	0	1	2	3	0	5
			0.00%	16.67%	0.00%	16.67%	33.33%	50.00%	0.00%	83.33%
07243	Admin Svcs Officer 2	58	10	20	0	30	11	14	3	28
			17.24%	34.48%	0.00%	51.72%	18.97%	24.14%	5.17%	48.28%
07244	Admin Svcs Officer 3	15	4	7	0	11	1	3	0	4
			26.67%	46.67%	0.00%	73.33%	6.67%	20.00%	0.00%	26.67%
07245	Admin Svcs Officer 4	10	2	3	1	6	1	2	1	4
			20.00%	30.00%	10.00%	60.00%	10.00%	20.00%	10.00%	40.00%
10645	Court Referral Counselor	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%

PROFESSIONALS	TOTAL	MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06818 Database Admin	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07159 Div Mgr-Sheriff	3	0 0.00%	1 33.33%	0 0.00%	1 33.33%	0 0.00%	2 66.67%	0 0.00%	2 66.67%
03455 Human Resources Analyst 2	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
10121 Office Support Rep 2	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	1 100.00%
06034 Program Coord	15	3 20.00%	3 20.00%	0 0.00%	6 40.00%	2 13.33%	7 46.67%	0 0.00%	9 60.00%
07376 Program Mgr 1	10	0 0.00%	7 70.00%	0 0.00%	7 70.00%	0 0.00%	2 20.00%	1 10.00%	3 30.00%
07377 Program Mgr 2	6	2 33.33%	2 33.33%	0 0.00%	4 66.67%	1 16.67%	1 16.67%	0 0.00%	2 33.33%
07381 Program Supv	4	0 0.00%	1 25.00%	0 0.00%	1 25.00%	2 50.00%	1 25.00%	0 0.00%	3 75.00%
10647 PT Case Officers	4	1 25.00%	1 25.00%	0 0.00%	2 50.00%	0 0.00%	2 50.00%	0 0.00%	2 50.00%
10577 Sheriff Booking Supervisor	8	1 12.50%	4 50.00%	1 12.50%	6 75.00%	1 12.50%	1 12.50%	0 0.00%	2 25.00%
07143 Sheriff Case Worker 1	7	1 14.29%	2 28.57%	1 14.29%	4 57.14%	3 42.86%	0 0.00%	0 0.00%	3 42.86%
10578 Sheriff Case Worker 2	9	2 22.22%	1 11.11%	0 0.00%	3 33.33%	4 44.44%	2 22.22%	0 0.00%	6 66.67%
10576 Sheriff Chaplain	2	1 50.00%	1 50.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10640 Sheriff Chief Investigator	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
07142 Sheriff Classification Cou	10	5 50.00%	4 40.00%	0 0.00%	9 90.00%	1 10.00%	0 0.00%	0 0.00%	1 10.00%

PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10638	Sheriff Education Coord	4	0 0.00%	1 25.00%	0 0.00%	1 25.00%	2 50.00%	1 25.00%	0 0.00%	3 75.00%
10621	Sheriff Investigator	3	0 0.00%	2 66.67%	0 0.00%	2 66.67%	1 33.33%	0 0.00%	0 0.00%	1 33.33%
07700	Sheriff Maint Mechanic 2	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10650	Sheriff Pretrial Screener	9	1 11.11%	4 44.44%	1 11.11%	6 66.67%	1 11.11%	2 22.22%	0 0.00%	3 33.33%
10580	Sheriff Prisoner Proc 2	5	2 40.00%	2 40.00%	0 0.00%	4 80.00%	1 20.00%	0 0.00%	0 0.00%	1 20.00%
07711	Sheriff Prisoner Processor 1	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
10637	Sheriff SORT Commander	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07189	Sheriff-Teacher	5	1 20.00%	2 40.00%	0 0.00%	3 60.00%	2 40.00%	0 0.00%	0 0.00%	2 40.00%
10649	Treatment Counselor	9	2 22.22%	1 11.11%	0 0.00%	3 33.33%	3 33.33%	3 33.33%	0 0.00%	6 66.67%
CATEGORY TOTALS:		210	38	73	4	115	40	49	6	95
PROFESSIONALS		2.40%	18.10%	34.76%	1.90%	54.76%	19.05%	23.33%	2.86%	45.24%

PROTECTIVE SERVICE WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06982	Correctional Officer 1	198	49 24.75%	105 53.03%	3 1.52%	157 79.29%	25 12.63%	15 7.58%	1 0.51%	41 20.71%
06981	Correctional Officer 2	139	40 28.78%	78 56.12%	3 2.16%	121 87.05%	10 7.19%	8 5.76%	0 0.00%	18 12.95%
07145	Correctional Officer Lieut	24	8 33.33%	12 50.00%	0 0.00%	20 83.33%	2 8.33%	2 8.33%	0 0.00%	4 16.67%
06690	Correctional Officer Sergeant	24	8 33.33%	12 50.00%	1 4.17%	21 87.50%	1 4.17%	2 8.33%	0 0.00%	3 12.50%

<i>PROTECTIVE SERVICE WORKERS</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10613	Security Officer 1	32	14 43.75%	9 28.13%	0 0.00%	23 71.88%	4 12.50%	4 12.50%	1 3.13%	9 28.13%
10614	Security Officer 2	18	3 16.67%	12 66.67%	1 5.56%	16 88.89%	2 11.11%	0 0.00%	0 0.00%	2 11.11%
10621	Sheriff Investigator	1	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06689	Sheriff Warrant Officer 1	17	1 5.88%	14 82.35%	1 5.88%	16 94.12%	0 0.00%	1 5.88%	0 0.00%	1 5.88%
06686	Sheriff Warrant Officer 2	11	2 18.18%	6 54.55%	0 0.00%	8 72.73%	1 9.09%	2 18.18%	0 0.00%	3 27.27%
07144	Sheriff Warrant Officer 3	3	1 33.33%	2 66.67%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS		467 5.33%	127 27.19%	250 53.53%	9 1.93%	386 82.66%	45 9.64%	34 7.28%	2 0.43%	81 17.34%

<i>SERVICE MAINTENANCE</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07700	Sheriff Maint Mechanic 2	13	1 7.69%	12 92.31%	0 0.00%	13 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS: SERVICE MAINTENANCE		13 0.15%	1 7.69%	12 92.31%	0 0.00%	13 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

<i>TECHNICIANS</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07142	Sheriff Classification Cou	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
10639	Sheriff Disciplinary Off	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
10579	Sheriff Releasing Officer	9	1 11.11%	3 33.33%	0 0.00%	4 44.44%	2 22.22%	2 22.22%	1 11.11%	5 55.56%

TECHNICIANS	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	11	1	3	0	4	2	4	1	7
TECHNICIANS	0.13%	9.09%	27.27%	0.00%	36.36%	18.18%	36.36%	9.09%	63.64%
DEPARTMENT TOTALS	849	188	382	13	583	130	125	11	266
<i>Sheriff</i>									

Social Services

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07241	Admin Asst	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10119	Office Support Mgr	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10123	Office Support Spec 1	3	0	0	0	0	3	0	0	3
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10124	Office Support Spec 2	1	1	0	0	1	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		6	1	0	0	1	4	1	0	5
ADMINISTRATIVE SUPPORT		0.07%	16.67%	0.00%	0.00%	16.67%	66.67%	16.67%	0.00%	83.33%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07242	Admin Svcs Mgr	2	0	0	0	0	1	1	0	2
			0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	100.00%
06232	Finance Mgr	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07234	Information Systems Advisor 1	1	1	0	0	1	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07377	Program Mgr 2	2	0	0	0	0	2	0	0	2
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
01680	Social Svcs Dir	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
07762	Special Projects Mgr	3	0	1	0	1	1	1	0	2
			0.00%	33.33%	0.00%	33.33%	33.33%	33.33%	0.00%	66.67%
CATEGORY TOTALS:		10	1	1	0	2	5	3	0	8
OFFICIALS AND ADMINISTRATORS		0.11%	10.00%	10.00%	0.00%	20.00%	50.00%	30.00%	0.00%	80.00%

PARA-PROFESSIONALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER

PARA-PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06311	Homemaker	22	0 0.00%	0 0.00%	0 0.00%	0 0.00%	15 68.18%	7 31.82%	0 0.00%	22 100.00%
06771	Nutrition Site Coord	11	0 0.00%	1 9.09%	0 0.00%	1 9.09%	6 54.55%	4 36.36%	0 0.00%	10 90.91%
07746	Nutrition Site Monitor	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS: PARA-PROFESSIONALS		34 0.39%	0 0.00%	2 5.88%	0 0.00%	2 5.88%	21 61.76%	11 32.35%	0 0.00%	32 94.12%
PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07245	Admin Svcs Officer 4	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
07734	Contract Admin	5	2 40.00%	1 20.00%	0 0.00%	3 60.00%	1 20.00%	1 20.00%	0 0.00%	2 40.00%
10152	Finance Officer 3	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
06034	Program Coord	3	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 66.67%	0 0.00%	1 33.33%	3 100.00%
07377	Program Mgr 2	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
07379	Program Spec 2	1	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07381	Program Supv	3	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 66.67%	1 33.33%	0 0.00%	3 100.00%
07260	Social Worker 2	6	1 16.67%	0 0.00%	0 0.00%	1 16.67%	3 50.00%	1 16.67%	1 16.67%	5 83.33%
04835	Social Worker 3	4	1 25.00%	1 25.00%	0 0.00%	2 50.00%	1 25.00%	1 25.00%	0 0.00%	2 50.00%

<i>PROFESSIONALS</i>	MALE				FEMALE				
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	25	5	2	0	7	12	4	2	18
<i>PROFESSIONALS</i>	0.29%	20.00%	8.00%	0.00%	28.00%	48.00%	16.00%	8.00%	72.00%
<i>SERVICE MAINTENANCE</i>	MALE				FEMALE				
TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL	
07760 Van Driver	2	0	0	0	0	2	0	2	
		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS:	2	0	0	0	0	2	0	2	
<i>SERVICE MAINTENANCE</i>	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
DEPARTMENT TOTALS	77	7	5	0	12	42	21	2	65
<i>Social Services</i>									

Soil and Water Conservation

<i>ADMINISTRATIVE SUPPORT</i>	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
07241 Admin Asst	1	0	0	0	0	0	1	0	1
		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS:	1	0	0	0	0	0	1	0	1
<i>ADMINISTRATIVE SUPPORT</i>	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
DEPARTMENT TOTALS	1	0	0	0	0	0	1	0	1
<i>Soil and Water Conservation</i>									

Sports Authority

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
07971 Sports Authority Exec Director	1	0	0	0	0	1	0	0	1
		0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
CATEGORY TOTALS:	1	0	0	0	0	1	0	0	1
OFFICIALS AND ADMINISTRATORS	0.01%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
DEPARTMENT TOTALS	1	0	0	0	0	1	0	0	1

Sports Authority

State Fair Board

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07720	Admin Spec	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10120	Office Support Rep 1	1	0	0	0	0	0	1	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%
10122	Office Support Rep 3	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
09020	Seasonal/Part-time/Temporary	4	0	3	0	0	1	0	1
			0.00%	75.00%	0.00%	75.00%	25.00%	0.00%	25.00%
CATEGORY TOTALS:		7	0	3	0	0	3	1	4
ADMINISTRATIVE SUPPORT		0.08%	0.00%	42.86%	0.00%	42.86%	14.29%	57.14%	
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
01980	Fair Director	1	0	1	0	0	0	0	0
			0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
10108	Finance Admin	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07377	Program Mgr 2	1	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07762	Special Projects Mgr	1	0	1	0	0	0	0	0
			0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		4	0	2	0	0	2	0	2
OFFICIALS AND ADMINISTRATORS		0.05%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%	
PROFESSIONALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07040	Facility Coord	1	0	1	0	0	0	0	0
			0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%

PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: PROFESSIONALS		1 0.01%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
PROTECTIVE SERVICE WORKERS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
09020	Seasonal/Part-time/Temporary	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS		1 0.01%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
SERVICE MAINTENANCE		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07326	Maint & Repair Leader 2	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
02799	Maint & Repair Worker 1	4	1 25.00%	2 50.00%	0 0.00%	3 75.00%	0 0.00%	1 25.00%	0 0.00%	1 25.00%
07328	Maint & Repair Worker 2	4	1 25.00%	2 50.00%	1 25.00%	4 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
09020	Seasonal/Part-time/Temporary	95	10 10.53%	29 30.53%	8 8.42%	47 49.47%	11 11.58%	28 29.47%	9 9.47%	48 50.53%
CATEGORY TOTALS: SERVICE MAINTENANCE		104 1.19%	12 11.54%	34 32.69%	9 8.65%	55 52.88%	11 10.58%	29 27.88%	9 8.65%	49 47.12%
SKILLED CRAFT WORKERS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07256	Bldg Maint Supv	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS: SKILLED CRAFT WORKERS		1 0.01%	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%

DEPARTMENT TOTALS	118	12	41	9	62	11	35	10	56
<i>State Fair Board</i>									

State Trial Courts

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06560	Deputy Criminal Ct Clerk 6	4	1	0	0	1	1	1	1	3
			25.00%	0.00%	0.00%	25.00%	25.00%	25.00%	25.00%	75.00%
10121	Office Support Rep 2	2	0	0	0	0	2	0	0	2
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10123	Office Support Spec 1	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
CATEGORY TOTALS:		7	1	0	0	1	4	1	1	6
ADMINISTRATIVE SUPPORT		0.08%	14.29%	0.00%	0.00%	14.29%	57.14%	14.29%	0.00%	85.71%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07242	Admin Svcs Mgr	5	0	3	0	3	1	1	0	2
			0.00%	60.00%	0.00%	60.00%	20.00%	20.00%	0.00%	40.00%
01339	Ct Admin	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10318	Deputy Court Admin	3	0	1	0	1	0	2	0	2
			0.00%	33.33%	0.00%	33.33%	0.00%	66.67%	0.00%	66.67%
07790	Judicial Asst 1	5	2	2	0	4	0	1	0	1
			40.00%	40.00%	0.00%	80.00%	0.00%	20.00%	0.00%	20.00%
07791	Judicial Asst 2	5	1	2	0	3	0	2	0	2
			20.00%	40.00%	0.00%	60.00%	0.00%	40.00%	0.00%	40.00%
07377	Program Mgr 2	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		20	3	10	0	13	1	6	0	7
OFFICIALS AND ADMINISTRATORS		0.23%	15.00%	50.00%	0.00%	65.00%	5.00%	30.00%	0.00%	35.00%

PARA-PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06079	Group Care Worker	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%

PARA-PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:		1	0	0	0	0	1	0	0	1
PARA-PROFESSIONALS		0.01%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
PROFESSIONALS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07243	Admin Svcs Officer 2	2	0	1	0	1	0	1	0	1
			0.00%	50.00%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%
07244	Admin Svcs Officer 3	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07245	Admin Svcs Officer 4	7	1	1	0	2	0	5	0	5
			14.29%	14.29%	0.00%	28.57%	0.00%	71.43%	0.00%	71.43%
00480	Attorney 1	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10314	Case Officer 1	10	0	4	0	4	1	5	0	6
			0.00%	40.00%	0.00%	40.00%	10.00%	50.00%	0.00%	60.00%
10315	Case Officer 2	4	0	3	0	3	0	1	0	1
			0.00%	75.00%	0.00%	75.00%	0.00%	25.00%	0.00%	25.00%
10316	Case Officer 3	3	0	1	0	1	0	2	0	2
			0.00%	33.33%	0.00%	33.33%	0.00%	66.67%	0.00%	66.67%
10518	CSC Coordinator	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10519	CSC Counselor	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10541	Deputy Court Clerk	7	0	4	1	5	1	1	0	2
			0.00%	57.14%	14.29%	71.43%	14.29%	14.29%	0.00%	28.57%
06560	Deputy Criminal Ct Clerk 6	2	0	2	0	2	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
06080	Group Care Worker Sr	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
07790	Judicial Asst 1	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07792	Judicial Clerk	4	0 0.00%	1 25.00%	0 0.00%	1 25.00%	1 25.00%	2 50.00%	0 0.00%	3 75.00%
07375	Probation Officer 1	3	0 0.00%	1 33.33%	0 0.00%	1 33.33%	1 33.33%	1 33.33%	0 0.00%	2 66.67%
07377	Program Mgr 2	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
07378	Program Spec 1	4	0 0.00%	1 25.00%	0 0.00%	1 25.00%	1 25.00%	2 50.00%	0 0.00%	3 75.00%
07379	Program Spec 2	8	2 25.00%	3 37.50%	0 0.00%	5 62.50%	1 12.50%	2 25.00%	0 0.00%	3 37.50%
10520	Supervision Coordinator	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
CATEGORY TOTALS: PROFESSIONALS		62 0.71%	3 4.84%	26 41.94%	1 1.61%	30 48.39%	6 9.68%	26 41.94%	0 0.00%	32 51.61%
PROTECTIVE SERVICE WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07790	Judicial Asst 1	25	2 8.00%	11 44.00%	0 0.00%	13 52.00%	2 8.00%	10 40.00%	0 0.00%	12 48.00%
07791	Judicial Asst 2	21	1 4.76%	10 47.62%	0 0.00%	11 52.38%	1 4.76%	9 42.86%	0 0.00%	10 47.62%
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS		46 0.52%	3 6.52%	21 45.65%	0 0.00%	24 52.17%	3 6.52%	19 41.30%	0 0.00%	22 47.83%
SERVICE MAINTENANCE		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07314	Group Care Aide	8	3 37.50%	1 12.50%	0 0.00%	4 50.00%	3 37.50%	1 12.50%	0 0.00%	4 50.00%
09020	Seasonal/Part-time/Temporary	7	3 42.86%	0 0.00%	0 0.00%	3 42.86%	2 28.57%	2 28.57%	0 0.00%	4 57.14%

<i>SERVICE MAINTENANCE</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:		15	6	1	0	7	5	3	0	8
<i>SERVICE MAINTENANCE</i>		0.17%	40.00%	6.67%	0.00%	46.67%	33.33%	20.00%	0.00%	53.33%
<i>TECHNICIANS</i>		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07314 Group Care Aide		1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
CATEGORY TOTALS:		1	0	0	0	0	1	0	0	1
<i>TECHNICIANS</i>		0.01%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
DEPARTMENT TOTALS		152	16	58	1	75	18	58	1	77
<i>State Trial Courts</i>										

Trustee

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
09020	Seasonal/Part-time/Temporary	3	1	0	0	1	0	2	0	2
			33.33%	0.00%	0.00%	33.33%	0.00%	66.67%	0.00%	66.67%
CATEGORY TOTALS:		3	1	0	0	1	0	2	0	2
ADMINISTRATIVE SUPPORT		0.03%	33.33%	0.00%	0.00%	33.33%	0.00%	66.67%	0.00%	66.67%
ELECTED OFFICIALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
09020	Seasonal/Part-time/Temporary	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
05635	Trustee	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		2	0	2	0	2	0	0	0	0
ELECTED OFFICIALS		0.02%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
01503	Deputy Trustee	4	0	1	0	1	1	2	0	3
			0.00%	25.00%	0.00%	25.00%	25.00%	50.00%	0.00%	75.00%
CATEGORY TOTALS:		4	0	1	0	1	1	2	0	3
OFFICIALS AND ADMINISTRATORS		0.05%	0.00%	25.00%	0.00%	25.00%	25.00%	50.00%	0.00%	75.00%
PARA-PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
09020	Seasonal/Part-time/Temporary	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS:		1	0	0	0	0	0	1	0	1
PARA-PROFESSIONALS		0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%

PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
01503	Deputy Trustee	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
06554	Deputy-Tax Accounting	14	0	1	0	1	1	12	0	13
			0.00%	7.14%	0.00%	7.14%	7.14%	85.71%	0.00%	92.86%
CATEGORY TOTALS: PROFESSIONALS		15	0	2	0	2	1	12	0	13
		0.17%	0.00%	13.33%	0.00%	13.33%	6.67%	80.00%	0.00%	86.67%
SERVICE MAINTENANCE		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
09020	Seasonal/Part-time/Temporary	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS: SERVICE MAINTENANCE		1	0	1	0	1	0	0	0	0
		0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
DEPARTMENT TOTALS		26	1	6	0	7	2	17	0	19
<i>Trustee</i>										

Water Services

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07241	Admin Asst	5	0	1	0	1	1	3	0	4
			0.00%	20.00%	0.00%	20.00%	20.00%	60.00%	0.00%	80.00%
07732	Compliance Inspector 2	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07733	Compliance Inspector 3	1	1	0	0	1	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
06598	Cust Svc Supv	5	2	1	0	3	1	1	0	2
			40.00%	20.00%	0.00%	60.00%	20.00%	20.00%	0.00%	40.00%
03440	Equip & Supply Clerk 2	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
06931	Human Resources Asst 2	1	0	0	0	0	1	0	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10121	Office Support Rep 2	4	0	1	0	1	1	2	0	3
			0.00%	25.00%	0.00%	25.00%	25.00%	50.00%	0.00%	75.00%
10122	Office Support Rep 3	20	0	1	0	1	9	10	0	19
			0.00%	5.00%	0.00%	5.00%	45.00%	50.00%	0.00%	95.00%
10123	Office Support Spec 1	8	0	1	0	1	4	3	0	7
			0.00%	12.50%	0.00%	12.50%	50.00%	37.50%	0.00%	87.50%
10124	Office Support Spec 2	13	0	0	0	0	8	5	0	13
			0.00%	0.00%	0.00%	0.00%	61.54%	38.46%	0.00%	100.00%
10163	Service Rep 2	9	0	2	0	2	4	3	0	7
			0.00%	22.22%	0.00%	22.22%	44.44%	33.33%	0.00%	77.78%
06891	Svc Rep 1	2	0	0	0	0	2	0	0	2
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
CATEGORY TOTALS:		70	3	8	0	11	32	27	0	59
ADMINISTRATIVE SUPPORT		0.80%	4.29%	11.43%	0.00%	15.71%	45.71%	38.57%	0.00%	84.29%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07242	Admin Svcs Mgr	7	3 42.86%	1 14.29%	0 0.00%	4 57.14%	2 28.57%	1 14.29%	0 0.00%	3 42.86%
07295	Engineer 2	16	0 0.00%	10 62.50%	1 6.25%	11 68.75%	1 6.25%	4 25.00%	0 0.00%	5 31.25%
10468	Environmental Lab Supt	2	0 0.00%	2 100.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06232	Finance Mgr	3	0 0.00%	2 66.67%	0 0.00%	2 66.67%	0 0.00%	1 33.33%	0 0.00%	1 33.33%
06531	Human Resources Mgr	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
07234	Information Systems Advisor 1	2	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%
05945	Special Asst To The Dir	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
07762	Special Projects Mgr	3	0 0.00%	3 100.00%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06897	System Svcs Mgr	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06537	Treatment Plant Supt	2	0 0.00%	2 100.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10486	Water Services security Manage	1	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07420	Water Svcs Asst Dir	6	1 16.67%	3 50.00%	1 16.67%	5 83.33%	0 0.00%	1 16.67%	0 0.00%	1 16.67%
01670	Water Svcs Dir	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS:		46	5	26	2	33	3	10	0	13
OFFICIALS AND ADMINISTRATORS		0.52%	10.87%	56.52%	4.35%	71.74%	6.52%	21.74%	0.00%	28.26%
PROFESSIONALS		MALE				FEMALE				
TOTAL		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL	

PROFESSIONALS	TOTAL	MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07244 Admin Svcs Officer 3	6	1 16.67%	0 0.00%	0 0.00%	1 16.67%	1 16.67%	4 66.67%	0 0.00%	5 83.33%
07245 Admin Svcs Officer 4	9	0 0.00%	3 33.33%	0 0.00%	3 33.33%	1 11.11%	5 55.56%	0 0.00%	6 66.67%
06233 Cust Svc Asst Mgr	2	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%
07294 Engineer 1	5	0 0.00%	4 80.00%	0 0.00%	4 80.00%	0 0.00%	1 20.00%	0 0.00%	1 20.00%
07295 Engineer 2	4	0 0.00%	2 50.00%	1 25.00%	3 75.00%	0 0.00%	1 25.00%	0 0.00%	1 25.00%
06606 Engineer 3	9	1 11.11%	5 55.56%	0 0.00%	6 66.67%	0 0.00%	3 33.33%	0 0.00%	3 33.33%
07296 Engineer In Training	5	0 0.00%	3 60.00%	0 0.00%	3 60.00%	2 40.00%	0 0.00%	0 0.00%	2 40.00%
07742 Envir Compliance Officer 2	10	0 0.00%	4 40.00%	1 10.00%	5 50.00%	2 20.00%	3 30.00%	0 0.00%	5 50.00%
07743 Envir Compliance Officer 3	3	0 0.00%	2 66.67%	1 33.33%	3 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10151 Finance Officer 2	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10152 Finance Officer 3	3	1 33.33%	1 33.33%	0 0.00%	2 66.67%	0 0.00%	1 33.33%	0 0.00%	1 33.33%
06874 Human Resources Analyst 3	2	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	2 100.00%
07779 Info Systems App Analyst 1	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
07783 Info Systems App Analyst 3	4	0 0.00%	1 25.00%	0 0.00%	1 25.00%	0 0.00%	3 75.00%	0 0.00%	3 75.00%
07782 Info Systems Mgr	2	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%

PROFESSIONALS	TOTAL	MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06860 Planner 1	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	1 100.00%
07376 Program Mgr 1	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07380 Program Spec 3	2	0 0.00%	0 0.00%	1 50.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%
06133 Safety Coord	1	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07406 System Svcs Asst Mgr	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07756 Technical Specialist 1	5	1 20.00%	4 80.00%	0 0.00%	5 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07757 Technical Specialist 2	4	0 0.00%	4 100.00%	0 0.00%	4 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07413 Technical Svcs Coord	4	0 0.00%	4 100.00%	0 0.00%	4 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06210 Training Coord	1	1 100.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07415 Treatment Plant Asst Mgr	4	1 25.00%	3 75.00%	0 0.00%	4 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07416 Treatment Plant Mgr	6	2 33.33%	4 66.67%	0 0.00%	6 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10465 Water Quality Analyst 2	5	1 20.00%	4 80.00%	0 0.00%	5 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
10466 Water Quality Analyst 3	3	1 33.33%	1 33.33%	0 0.00%	2 66.67%	0 0.00%	1 33.33%	0 0.00%	1 33.33%
10464 Water Quality Ananlyst 1	7	2 28.57%	2 28.57%	0 0.00%	4 57.14%	1 14.29%	1 14.29%	1 14.29%	3 42.86%
CATEGORY TOTALS:	111	13	56	4	73	9	28	1	38
PROFESSIONALS	1.27%	11.71%	50.45%	3.60%	65.77%	8.11%	25.23%	0.90%	34.23%

PROTECTIVE SERVICE WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07798	Security Officer Coord	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		1	0	1	0	1	0	0	0	0
PROTECTIVE SERVICE WORKERS		0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
SERVICE MAINTENANCE		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07737	Cust Svc Field Rep 2	6	5	1	0	6	0	0	0	0
			83.33%	16.67%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07738	Cust Svc Field Rep 3	24	8	16	0	24	0	0	0	0
			33.33%	66.67%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
02630	Custodian 2	1	1	0	0	1	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
06827	Equip Operator 2	9	3	6	0	9	0	0	0	0
			33.33%	66.67%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07303	Equip Operator 3	16	5	11	0	16	0	0	0	0
			31.25%	68.75%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07326	Maint & Repair Leader 2	6	2	4	0	6	0	0	0	0
			33.33%	66.67%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07803	Treatment Plant Shift Supv	1	1	0	0	1	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07802	Treatment Plant Tech 3	1	0	0	1	1	0	0	0	0
			0.00%	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10167	Water Maint Leader 1	13	7	6	0	13	0	0	0	0
			53.85%	46.15%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10168	Water Maint Leader 2	21	14	7	0	21	0	0	0	0
			66.67%	33.33%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10169	Water Maint Supv	7	3	4	0	7	0	0	0	0
			42.86%	57.14%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10165	Water Maint Tech 2	5	4	1	0	5	0	0	0	0
			80.00%	20.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

SERVICE MAINTENANCE		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10166	Water Maint Tech 3	29	12	16	0	28	0	0	1	1
			41.38%	55.17%	0.00%	96.55%	0.00%	0.00%	3.45%	3.45%
CATEGORY TOTALS:		139	65	72	1	138	0	0	1	1
SERVICE MAINTENANCE		1.59%	46.76%	51.80%	0.72%	99.28%	0.00%	0.00%	0.72%	0.72%
SKILLED CRAFT WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
02230	Bldg Maint Lead Mechanic	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07255	Bldg Maint Leader	2	1	1	0	2	0	0	0	0
			50.00%	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
00970	Carpenter 2	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
01880	Equip Mechanic	2	0	1	1	2	0	0	0	0
			0.00%	50.00%	50.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07303	Equip Operator 3	4	0	4	0	4	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
06224	Indust Electrician 1	4	0	4	0	4	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
06225	Indust Electrician 2	10	0	10	0	10	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07317	Indust Maint Supv 1	10	2	8	0	10	0	0	0	0
			20.00%	80.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
06184	Indust Mechanic 1	20	1	19	0	20	0	0	0	0
			5.00%	95.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
06178	Indust Mechanic 2	9	1	8	0	9	0	0	0	0
			11.11%	88.89%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07787	Indust Tech Master	31	2	28	1	31	0	0	0	0
			6.45%	90.32%	3.23%	100.00%	0.00%	0.00%	0.00%	0.00%
03020	Masonry Worker	4	2	2	0	4	0	0	0	0
			50.00%	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

SKILLED CRAFT WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
05780	Meter Repairer 1	1	1	0	0	1	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07341	Painter 1	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
03610	Plumber	4	2	2	0	4	0	0	0	0
			50.00%	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07404	Skilled Craft Worker 1	2	0	2	0	2	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07799	Skilled Craft Worker 2	1	1	0	0	1	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07406	System Svcs Asst Mgr	1	0	1	0	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07415	Treatment Plant Asst Mgr	2	1	1	0	2	0	0	0	0
			50.00%	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
06188	Treatment Plant Shift Operator	15	2	12	0	14	0	1	0	1
			13.33%	80.00%	0.00%	93.33%	0.00%	6.67%	0.00%	6.67%
07803	Treatment Plant Shift Supv	13	4	7	0	11	0	2	0	2
			30.77%	53.85%	0.00%	84.62%	0.00%	15.38%	0.00%	15.38%
06229	Treatment Plant Tech 1	22	9	9	0	18	2	1	1	4
			40.91%	40.91%	0.00%	81.82%	9.09%	4.55%	4.55%	18.18%
06186	Treatment Plant Tech 2	36	15	19	2	36	0	0	0	0
			41.67%	52.78%	5.56%	100.00%	0.00%	0.00%	0.00%	0.00%
07802	Treatment Plant Tech 3	21	3	15	0	18	1	2	0	3
			14.29%	71.43%	0.00%	85.71%	4.76%	9.52%	0.00%	14.29%
CATEGORY TOTALS:		217	47	156	4	207	3	6	1	10
SKILLED CRAFT WORKERS		2.48%	21.66%	71.89%	1.84%	95.39%	1.38%	2.76%	0.46%	4.61%
TECHNICIANS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10100	Application Tech 1	8	0	5	0	5	1	2	0	3
			0.00%	62.50%	0.00%	62.50%	12.50%	25.00%	0.00%	37.50%

TECHNICIANS	TOTAL	MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10102 Application Tech 2	5	1 20.00%	1 20.00%	0 0.00%	2 40.00%	2 40.00%	1 20.00%	0 0.00%	3 60.00%
10103 Application Tech 3	7	0 0.00%	2 28.57%	0 0.00%	2 28.57%	0 0.00%	5 71.43%	0 0.00%	5 71.43%
07729 CAD/GIS Analyst 1	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07730 CAD/GIS Analyst 2	2	0 0.00%	1 50.00%	1 50.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07298 Engineering Tech 1	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07299 Engineering Tech 2	13	5 38.46%	7 53.85%	0 0.00%	12 92.31%	0 0.00%	1 7.69%	0 0.00%	1 7.69%
07300 Engineering Tech 3	36	8 22.22%	23 63.89%	0 0.00%	31 86.11%	2 5.56%	3 8.33%	0 0.00%	5 13.89%
06224 Indust Electrician 1	1	0 0.00%	1 100.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06176 Indust Electronics Tech 1	1	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 100.00%	0 0.00%	0 0.00%	1 100.00%
06195 Indust Electronics Tech 2	7	0 0.00%	6 85.71%	1 14.29%	7 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07786 Indust Maint Supv 2	13	5 38.46%	8 61.54%	0 0.00%	13 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07787 Indust Tech Master	17	5 29.41%	11 64.71%	1 5.88%	17 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06229 Treatment Plant Tech 1	2	0 0.00%	2 100.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS: TECHNICIANS	114 1.30%	24 21.05%	69 60.53%	3 2.63%	96 84.21%	6 5.26%	12 10.53%	0 0.00%	18 15.79%
DEPARTMENT TOTALS	698	157	388	14	559	53	83	3	139
<i>Water Services</i>									

	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
Metro General Government Totals:	8765	1161	4257	160	5578	1163	1901	123	3187
		13.25%	48.57%	1.83%	63.64%	13.27%	21.69%	1.40%	36.36%