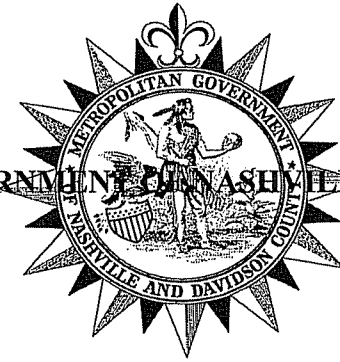


KARL F. DEAN
MAYOR



METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY

HUMAN RESOURCES
CIVIL SERVICE COMMISSION
EMPLOYEE BENEFIT BOARD
SUITE 200, 222 BUILDING
3RD AVENUE NORTH
NASHVILLE, TENNESSEE 37201

TO: The Honorable Mayor Karl F. Dean
Members of the Metro Council

FROM: Rita Roberts-Turner, Director of Human Resources

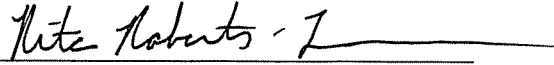
DATE: June 1, 2012

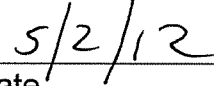
SUBJECT: Title VI Compliance Report

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

2012

Department of Human Resources

Table of Contents

INTRODUCTION	4
The Policy and Law	4
Purpose	4
Applicability	4
Authority	5
NASHVILLE’S MINORITY POPULATION.....	6
ORGANIZATIONAL ENVIRONMENT.....	6
ADMINISTRATION PRIORITIES	7
THE OFFICE OF THE MAYOR	8
Economic and Community Development	8
Office of Children and Youth	8
Office of Neighborhoods	9
THE METROPOLITAN COUNCIL	9
THE DEPARTMENTS OF THE METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY AND FUNCTIONS.....	10
Codes Administration	10
Criminal Justice Planning Unit	10
Emergency Communications	10
Finance.....	11
Fire	11
General Services.....	11
Human Resources.....	12
Information Technology Services	12
Law.....	12
Police	12
Public Works.....	13
Soil and Water Conservation.....	13
Water Services	13
SEMI-AUTONOMOUS AGENCIES, BOARDS, AND COMMISSIONS	14
Agricultural Extension.....	14
Arts Commission.....	14
Auditorium Commission	14
Beer Permit Board	15
Convention Center Commission.....	15
Election Commission	15
Farmer’s Market Board	16
Historical Commission.....	16
Human Relations.....	16
Justice Integration Systems Policy Committee.....	16
Library Board	17
Metro Action Commission.....	17
Nashville Career Advancement Center	17
Parks and Recreation.....	17
Planning Commission.....	18

Public Health Board	18
Social Services	18
Transportation Licensing Commission	19
OTHER ELECTED OFFICIALS.....	19
Assessor of Property	19
Board of Education	19
Circuit Court Clerk.....	19
County Clerk	20
Criminal Court Clerk	20
District Attorney General.....	20
General Sessions Court Judges.....	20
Juvenile Court Clerk	21
Public Defender.....	21
Register of Deeds	21
Sheriff.....	22
State Trial Courts	22
Trustee.....	22
PROGRAM COVERAGE	23
Federal Funding in Metro.....	23
Contracted Program Overview.....	24
RESOURCES COMMITTED TO TITLE VI COMPLIANCE.....	24
TITLE VI PROCEDURES	24
Title VI Compliance.....	24
Compliance Reporting.....	25
MONITORING FOR COMPLIANCE.....	25
COMMUNICATION.....	27
Employee Notification.....	27
Subrecipient Notification	28
Public Notification.....	28
TITLE VI COMPLAINT PROCEDURES.....	29
Appeals Procedures	31
LIMITED ENGLISH PROFICIENCY	31
Language Assistance Plan	32
MINORITY PARTICIPATION IN BOARDS AND COMMISSIONS	33

**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, 2011 - May 1, 2012, 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

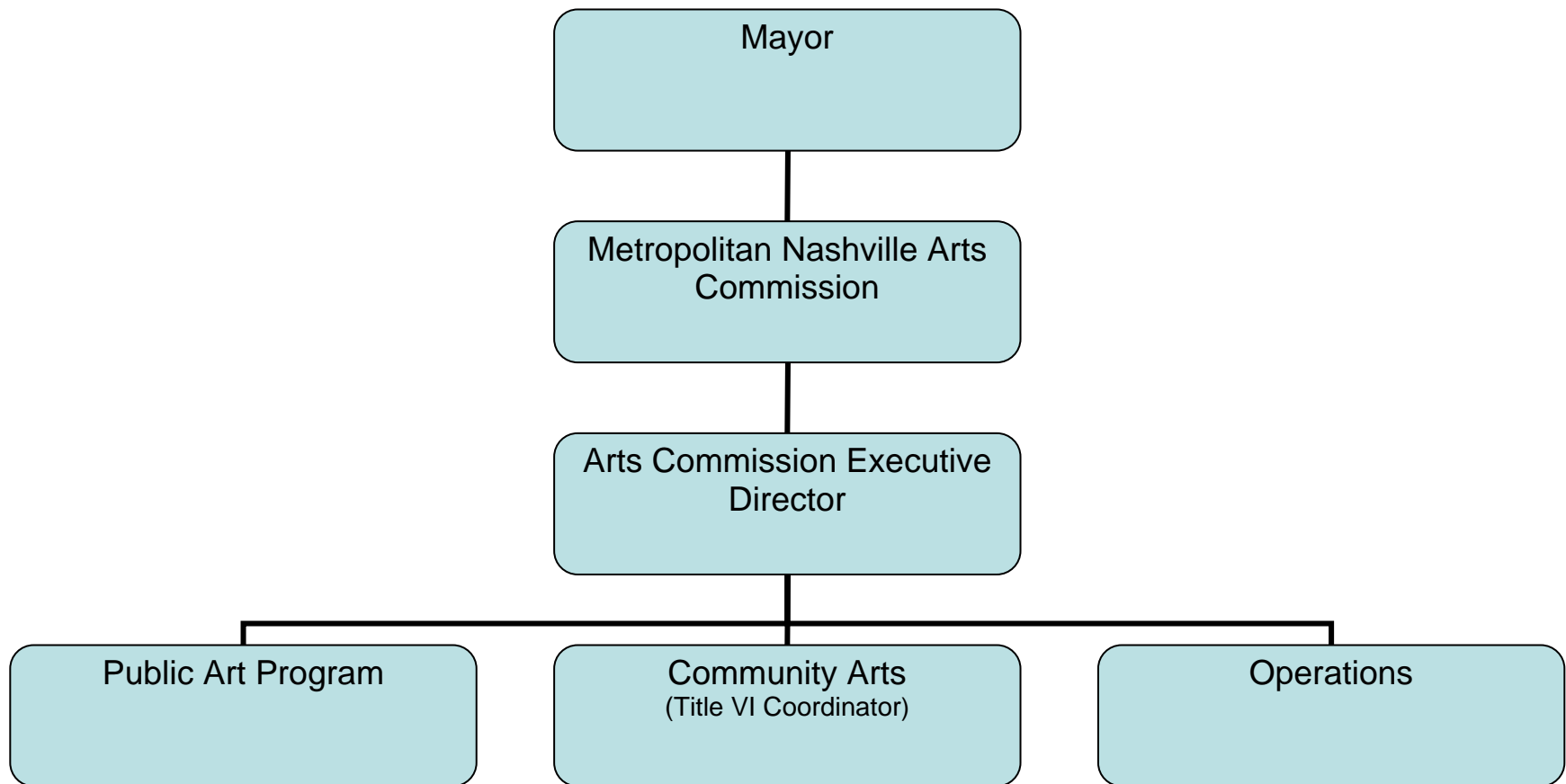
The Metro Nashville Arts Commission exists to provide leadership that stimulates and advances the arts to enrich the human experience for the community.

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

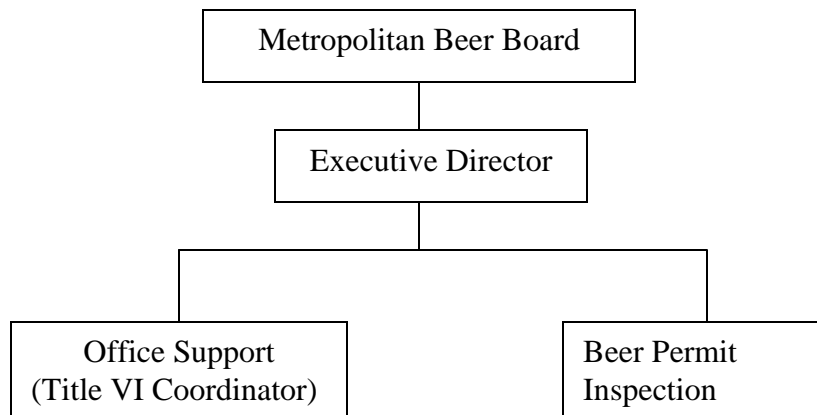
Authority

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.

TERRENCE L. COBB
DIRECTOR
DP-02

Roy L. Jones
Assistant Director
SR-15

Administrative and Clerical
Support For Building
Plumbing, Electrical,
Gas Mechanical,
Plans Examination and
Property Standards

Karene West
Admin Svcs Officer IV – SR-12
Karin Whitehead - SR-8
Office Support Specialist II
Barbara Sloss - SR-10
Customer Service Supervisor
Theresa Hayes - SR-6
Office Support Rep II
Carmina Howell - SR-6
Office Support Rep III
Wilma Sullivan - SR-6
Office Support Rep III
Michelle Steele - SR-10
Customer Service Supervisor
Lisa Stromatt - SR-6
Office Support Rep III
Donna Liles - SR-6
Office Support Rep III
Susan Davenport - SR-6
Office Support Rep III
(Vacant - SR-12)
Admin. Services Officer IV

Manley Biggers
Assistant Director
SR-15

Building Inspections
Building Inspection Chief
Byron Hall
SR-12

Sid Hinkle - SR-10
Building Inspector II
Pierre Howell - SR-9
Building Inspector I
Jim Guschke - SR-11
Combination Inspector
Charles Fortner - SR-10
Building Inspector II
Edwards Simpkins - SR-9
Building Inspector I
Tim Rowland - SR-11
Combination Inspector
Steve Regen - SR-10
Building Inspector II
Greg Story - SR-9
Building Inspector I
Robert Ramsey - SR-10
Building Inspector II
Virgil Bryant - SR-10
Building Inspector II
Joe Bone - SR-10
Building Inspector II
Building Inspector 1
(Vacant Position – SR-9)

Electrical Inspections
Electrical Inspection Chief
Jeff Barnes
SR-12

Michael Morgan - RS-9
Electrical Inspector I
Jerry Ham - SR-9
Electrical Inspector I
Freddy Morgan - SR-9
Electrical Inspector I
Jeremy Barber - SR-9
Electrical Inspector I
Tim Vandegejuchte - SR-9
Electrical Inspector I
Bill Talley - SR-9
Electrical Inspector I
Kenneth Wilce - SR-10
Electrical Inspector II
Vacant - SR-9
Electrical Inspector I

Plumbing Inspections
Plumbing Inspection Chief
Terry Selby
SR-12

Ken Faircloth - SR-9
Plumbing Inspector I
Gary Hall -SR-9
Plumbing Inspector I
James Hodge - SR-9
Plumbing Inspector I
Norman Faircloth - SR-9
Plumbing Inspector I
Vacant Position - SR-9
Plumbing Inspector I

Gas/Mech Inspection
Gas/Mechanical Inspection
Chief
Jim Hudgins - SR-12

Doug Gleaves - SR-10
G/M Inspector II
Charles Roberts - SR-9
G/M Inspector I
Jerry Horton - SR-9
G/M Inspector I
Joey Hicks - SR-9
G/M Inspector I
Shannon Roberts - SR-9
G/M Inspector I
Vacant Position - SR-9
G/M Inspector I

Wade Hill
Assistant Director
SR-15

Plans Examination Chief
Plans Review and
Examination

John Dawkins - SR-12
Plans Examiner II
John Tyler - SR-12
Plans Examiner II
Wayne Stephens - SR-12
Plans Examiner II
Rick Harris - SR-12
Plans Examiner II
Ronya Sykes - SR-7
Application Technician I

VACANT
Zoning Administrator
SR-15

Zoning Examination
Zoning Examination Chief
Joey Hargis
SR-12

Walter Morgan - SR-11
Zoning Examiner
Richard Thomopoulos -
SR-11 - Zoning
Examiner
Rick Harrison - SR-11
Zoning Examiner
Mike Kyle - SR-11
Zoning Examiner

Urban Forestry
Urban Forester
Stephan Kivett
SR-11

Sexually Oriented
Business Licensing
Christine Gibson – SR-10
Compliance Inspector III

Administrative and
Clerical Support For
Zoning Examination,
Zoning Review/Permit
Issuance and Document
Imaging

Carla Langley - SR-10
Customer Service
Supervisor
Adrianne Brown - SR-7
Office Support Specialist
Algie Robinson - SR-6
Office Support Rep III
Margo Penick - SR-6
Office Support Rep III
Debbie Lifsey - SR-6
Office Support Rep III
Linda Huey - SR-10
Admin. Services Officer III

Bill Penn
Assistant Director
SR-15

Property Standards
Chiefs and Inspectors

Jeff Castleberry - SR-12
Property Standards Chief
Ronnie Mitchell - SR-12
Property Standards Chief
Wayne Denton - SR-12
Admin. Services Officer IV
Monica Reyes - SR-9
P. S. Inspector I
Mike Morgan - SR-9
P. S. Inspector I
Mark Smith - SR-9
P. S. Inspector I
Chuck Rice - SR-9
P. S. Inspector I
Michael Lyons - SR-9
P. S. Inspector I
Bill Earles - SR-10
P. S. Inspector II
Jay Summers - SR-9
P. S. Inspector I
Mattie Jones - SR-9
P. S. Inspector I
Greg Stiles - SR-9
P. S. Inspector I
Sandra Custode - SR-10
P.S. Inspector II
Scott Chaffin - SR-10
PS Inspector II
Willie Dews - SR-9
P. S. Inspector I
Rodney Carter - SR-9
P. S. Inspector I
Jawon Lauderdale - SR-9
P. S. Inspector I
Kristi Worrell - SR-9
P. S. Inspector I
Vacant - SR-9
Compliance Inspector II

DEPARTMENT OF CODES AND
BUILDING SAFETY
ORGANIZATIONAL CHART
May 1, 2012

VACANT POSITIONS
1 Admin. Services Officer IV
1 Gas/Mechanical Inspector I– SR-9
1 Building Inspector – SR-9
1 Plumbing Inspector – SR-9
1 Electrical Inspector – SR-9
1 Zoning Administrator – SR-15

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 2012, 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 2012, 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 2012, 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 _____

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** .

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

- Goal One** By June 2010 the Nashville Community will experience a decreased risk from residential fire fatalities as a result of a comprehensive smoke detector initiative implemented by the Nashville Fire Department.
- Goal Two** By June 2010 the Nashville Community will experience an improvement in advanced life support response times according to the following criteria recommended in the 2008 EMS Transport Audit:
- ◆ Urban Areas: 90% in 8 minutes or less
 - ◆ Suburban Areas: 90% in 12 minutes or less
 - Rural Areas: 90% in 20 minutes or less
- Goal Three** By June of 2010, the Nashville Community will experience a Fire Department with improved effectiveness on the fire ground and its non-operational workforce as evidenced by:
- ◆ The introduction of new information technology software and hardware considered essential to access fire ground information.
 - ◆ Emergency Response Vehicles will be outfitted with Mobile Data Terminals.
- Goal Four** By June of 2010 the Nashville Community will experience a healthy and fit Nashville Fire Department as evidenced by:
- ◆ Reduction in line of duty injuries
 - ◆ Reduction in sick leave usage
 - ◆ Reduction of personnel who are considered unfit/unhealthy by a medical doctor
 - ◆ Introduction of wellness program for personnel
 - ◆ Introduction of a comprehensive Critical Incident Stress Debriefing Program
- Goal Five** By June of 2010, the Nashville Community will experience improved cultural relations between the Nashville Fire Department and its citizens as evidenced by:
- ◆ The introduction of a new cultural sensitivity program designed to educate personnel on the customs and ways of other ethnicities.

- Goal Six** By June of 2010, the Nashville community will experience a more trained workforce as evidenced by:
- ◆ The introduction of a fiscal plan designed to provide for emergency response time trained of personnel while on and off duty.
- Goal Seven** By June 2010, the Nashville Fire Department will introduce a comprehensive Career Ladder Program.
- Goal Eight** 1. By June 2010 the Nashville Community will experience an improvement in the immediate availability of its ambulances.

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 32 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--0 .

STRATEGIC BUSINESS PLAN

FY 2011

DEPARTMENT NAME

Nashville Fire Department

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

- Goal One** By July 1, 2011 the Nashville community will experience a 2 percent reduction in response times and improved work environment for our firefighters as evidence by:
- New Station 35
 - Renovation of Stations 3, 30 and 31
 - Renovation of the training tower and Fire Academy infrastructure
 -
- Goal Two** By July 1, 2014 the Nashville community will experience a 2 percent reduction in response times over 2011 response times and improved work environment as evidence by:
- Renovation of Stations 2, 25, 27, 32 and 33
 - New Station 21
- Goal Three** 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 evidence 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
- Goal Four**
- By June 1, 2012 the Nashville Fire Department will increase yearly inspections by 5 percent augment its Fire Inspection Program as evidence by:
 - The introduction of Mobile Data Terminals for fire inspectors
- Goal Five** 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.

LINES OF BUSINESS

Line of Business One – Purpose Statement

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

LOB One – Key Results

1. 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.
2. 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.
3. 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.
4. Percentage of Medical tickets (medical forms that document patient information) audited through random sampling that are compliant with departmental medical protocols
5. Percentage of Medical tickets (medical forms that document patient information) audited through random sampling that are compliant with departmental medical protocols

**Line of Business Two –
Purpose Statement**

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.

LOB Two – Key Results

1. Percentage of High-Risk occupancies on an approved rotational schedule by the Commission on Fire Accreditation International that upon inspection by a state certified fire inspector I or II have no fire code violations
2. Percentage of purchase requisitions submitted processed within 10 days.

PROGRAM

Line of Business
Purpose Statement

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

Program Name

Basic Life Support/AED **Response**

Program Purpose Statement

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.

Family of Measures: Result Measure(s)

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.

Family of Measures: Output Measure(s)

Number of Basic Life Support/AED Response calls provided

If you have more than one output measure for this program, please list the one output measure that contains your key product for this program.

Family of Measures: Demand Measure(s)

Number of Basic Life Support/AED Response calls anticipated

Please list measures, if any, for this program that might be determined via a public survey.

Products

Basic Life Support responses

PROGRAM

**Line of Business
Purpose Statement**

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

Program Name

Advanced Life Support **Response**

Program Purpose Statement

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.

**Family of Measures: Result
Measure(s)**

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.

**Family of Measures: Output
Measure(s)**

Number of Advanced Life Support Response calls provided

If you have more than one output measure for this program, please list the one output measure that contains your key product for this program.

**Family of Measures: Demand
Measure(s)**

Number of Advanced Life Support Response calls anticipated

Please list measures, if any, for this program that might be determined via a public survey.

Products

Advanced Life Support
Responses

PROGRAM

Line of Business Purpose Statement

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

Program Name

Fire Response

Program Purpose Statement

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.

Family of Measures: Result Measure(s)

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.

Family of Measures: Output Measure(s)

Number Fire Response calls provided

If you have more than one output measure for this program, please list the one output measure that contains your key product for this program.

Family of Measures: Demand Measure(s)

Number of Fire Response calls anticipated

Please list measures, if any, for this program that might be determined via a public survey.

Products

auto fire responses
assembly occupancy fire responses
educational occupancy fire responses
high-rise occupancy fire responses
industrial occupancy fire responses
mercantile occupancy fire responses
Apartment occupancy fire responses

residential occupancy fire responses
business occupancy fire responses
high-hazard occupancy fire responses
industrial occupancy fire responses
institutional occupancy fire responses
mutual aid fire responses

PROGRAM

Line of Business Purpose Statement

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

Program Name

Advanced Life Support **Care**

Program Purpose Statement

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.

Family of Measures: Result Measure(s)

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

*Medical Tickets are sheets where all of the patient's signs and symptoms of an illness or injury are entered and what the Paramedic did for that patient.

Family of Measures: Output Measure(s)

Number of Advanced Life Support Care calls provided

If you have more than one output measure for this program, please list the one output measure that contains your key product for this program.

Family of Measures: Demand Measure(s)

Number of Advanced Life Support Care calls anticipated

Please list measures, if any, for this program that might be determined via a public survey.

Products

scene to helicopter transfers
mass casualty ALS response
Hospital to hospital ALS transfer
response

medic unit ALS response/transport
ALS engine/truck responses
helicopter to hospital transfers

PROGRAM

Line of Business Purpose Statement

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

Program Name

Basic Life Support **Care**

Program Purpose Statement

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.

Family of Measures: Result Measure(s)

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

*Medical Tickets are sheets where all of the patient's signs and symptoms of an illness or injury entered and what the Paramedic did for that patient.

Family of Measures: Output Measure(s)

Number of Basic Life Support Care calls provided

If you have more than one output measure for this program, please list the one output measure that contains your key product for this program.

Family of Measures: Demand Measure(s)

Number of Basic Life Support Care calls anticipated

Please list measures, if any, for this program that might be determined via a public survey.

Products

Scene to helicopter transfers

BLS rapid triage responses

Medic unit BLS response / transport

Mutual aid BLS unit responses

BLS paramedic engine response

Emergency scene rehab responses

Mass casualty BLS responses

Helicopter to hospital transfers

PROGRAM

Line of Business Purpose Statement

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.

Program Name

Prevention and Inspection

Program Purpose Statement

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.

Family of Measures: Result Measure(s)

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

Family of Measures: Output Measure(s)

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

If you have more than one output measure for this program, please list the one output measure that contains your key product for this program.

Family of Measures: Demand Measure(s)

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

Please list measures, if any, for this program that might be determined via a public survey.

Products

above ground inspections
C.P.S.C. reports
complaint investigations
pre-design meeting notes
existing building fire inspections
false alarms investigations
fireworks permits
hazard assessments investigations
L.P. tank permits
new construction plans reviews
pre-construction reviews
special event convention plans reviews
sprinkler hydraulic plans reviews
state licensure inspections
underground storage tank permits
preemptive monitoring data collection reports

above ground storage tank permits
code violation citations
pyrotechnic permits
dynamite permits
explosive transport (truck inspection) permits
fire code inspection reports
flammable liquid storage permits
hot works permits
new construction inspections
new construction plan review forms
pre-design construction reviews
special event inspections
sprinkler hydraulics underground inspections
tent permits
use and occupancy permits
Fire Prevention Programs

**Line of Business
Purpose Statement**

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.

Program Name

Logistics

Program Purpose Statement

The purpose of the Logistics program is to provide informational products to the Nashville Fire Department administrative staff 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.

**Family of Measures: Result
Measure(s)**

Percentage of purchase requisitions submitted processed within 10 days.

**Family of Measures: Output
Measure(s)**

Number of purchase requisitions provided

If you have more than one output measure for this program, please list the one output measure that contains your key product for this program.

**Family of Measures: Demand
Measure(s)**

Number of purchase requisitions anticipated

Please list measures, if any, for this program that might be determined via a public survey.

Products

fire assignment schedules
fire assignment transactions
Public information officer
Egov application Development Proposals
It Problem responses
Security firewalls
Security patrols
Security screenings
Grounds cleaning
Printing jobs
Accident Report Analysis
IOD reports
Safety investigations
Risk management plans
Immunizations
Accreditation Manuals
Chaplain Response
Critical Incident Stress Programs
Quarterly performance measures
Family of measures data collections forms
Charity promotion programs
quarterly performance measure reports
efficiency reports

special fire events staffing needs
Staffing worksheets Overtime transaction forms
EMS assignment schedules Special EMS events staffing needs
Network connections
Application support response
PC installations
Repair System requests
Landscape services
Building cleaning
Mail deliveries
Safety inspections
Safety training sessions
Safety policies
Personnel Medical evaluations
Medical waste disposal records
Commendations
Departmental Memorial services
Minority recruitment
Efficiency measures reports
Annual program summary reports
Basic training Classes and supplies
annual program summary reports (currently not in existent)
repair work orders

hydrant inspection forms
out of service tags
EMS medical supply work orders
medical supply disbursement inventory reports
EMS medical supplies deliveries
fuel order reports
electrical installation and repair work tickets
vehicle assignment records
Technical training Classes and supplies
vehicle bid spec documents
Personal protective equipment
(face piece maintenance schedules)
(turn-out gear receipts)
EMS assignment transactions Overtime
transaction forms

Advanced training Classes and supplies
private fire hydrant checks (non-metro)
EMS equipment hospital pick up reports
medical monitor certification reports
equipment bid specifications documents
assessment of apparatus capabilities records
inventory status work order reports
tool repair work tickets
fire hose distribution and repair work tickets
fire suppression tools and equipment distribution reports
(turn-out gear cleaning schedules)
(uniform purchase and distribution reports)
weapons of mass destruction responses Hazmat/WMD classes

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 2013, the customer will experience improved customer satisfaction as evidenced by:

90% customer's satisfaction.

Goal Two By July 2013, General Services' employees will experience improved job satisfaction and performance as evidenced by:

95% employee satisfaction

Goal Three By the year 2013, 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

Title VI Implementation Plan

Metro Public Health Department

Submitted by:

Director of Health

William Paul, M.D.

Title VI Coordinator

Michelle Birdsong

June 1, 2012

Table of Contents

Mission Statement

Overview of the Metro Public Health Department

Board Composition

Organizational Structure

Assurance of Compliance (attached)

Budgetary Resources (attached)

Sub-recipients of funding (attached)

Data Collection and Analysis

Training Staff and Sub-recipients

Limited English Proficiency (LEP) Policy

Staff Interpreters

Interpreter Language Skills Assessment Policy

Public Notification

Community Outreach

Monitoring and Plan Updates (attached)

Complaints

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:

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

Our Organization:

Administration

The purpose of the Administrative Line of Business is to provide administrative support

services to departments so they can efficiently and effectively deliver results for customers. **Our Title VI Coordinator, Michelle Birdsong reports to the Human Resources Division and can be reached at (615) 340-2273. Her e-mail address is michelle.birdsong@nashville.gov.**

Population Health Programs

The purpose of this line of business is to prevent death and promote well-being by reducing tobacco use and increasing physical activity and healthy eating in Nashville and to prevent, detect, and alleviate cases and outbreaks of tuberculosis, STDs and HIV. This line of business also has a supportive function for program design and evaluation for the department.

Environmental Health

The purpose of the Environmental Health Line of Business is to provide assessment, information, and protection products to everyone in Nashville so they can experience healthy living conditions through clean air, safe food, and reduce exposure to environmental health and safety hazards.

Epidemiology, Research, and Health Education

The Office of Epidemiology and Research reports directly to the Director of Health and provides health information, consultation, education, and health risk appraisals to the community so that it can make sound public health policy and so that individuals can be empowered to make healthy lifestyle choices.

Family, Youth, and Infant Health (FYI Health)

The purpose of the Family, Youth, and Infant Health Line of Business is to provide a system of health care services, coordination, and follow-up products to the Nashville community so they can experience wellness. The Director of this line of business has medical oversight responsibility for practice, policies and procedures related to women's and children's health.

Health Services Access

The purpose of the Health Services Access is to improve access for everyone to needed preventive, medical, and mental health services. This line of business provides health information, consultation, health access linkage, and medical service products for at risk populations, and partnering community health organizations so they can experience improved health status. This line of business maintains responsibility for Clinical Services and Immunizations as well as providing leadership responsibility for nursing standards and competencies.

Medical Officer

The Civil Service Medical Examiner's role includes medical planning, partnership and policy areas such as medical oversight for practice, policies and procedures related to adult health and responsibility for the public health preparedness program.

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

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 will be offering 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 will be encouraged to attend this training. Sub-recipients of funding are being sent Title VI Questionnaires to ensure that they are aware of their responsibilities under Title VI and are compliant with the regulations.

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.

Unduplicated Count 2011 74,224

Race

WHITE	39,965
BLACK	30,601
ASIAN	1,992
OTHER	1,136
UNKNOWN	440
AMIND	68
PACIF	18

Language

ENGLISH	59,284
SPANISH	10,782
OTHER	1,850
ARABIC	965
ARMENIAN	501
KURDISH	189
CHINESE	93
VIETNAMESE	84
RUSSIAN	79
FRENCH	76
TAGALOG	57
SWAHILI	44
TURKISH	40
KOREAN	29
HINDI	28
LAOTIAN	16
PORTUGUESE	16
THAI	13
ITALIAN	11
DANISH	10
GERMAN	8
JAPANESE	7
SERBO-CROATIAN	7
SWEDISH	6
ROMANIAN	3
SUDANESE	2
SIGN LANGUAGE	2

Country of Origin

UNITED STATES	63,632
MEXICO	3,836
EGYPT	1,283
IRAQ	483
BURMA	446
HONDURAS	440
GUATEMALA	398
SOMALIA	353
EL SALVADOR	343
ETHIOPIA	298
BHUTAN	258
VIETNAM	143
NIGERIA	136
NEPAL	121
CUBA	112

SUDAN	105
INDIA	100
CHINA	80
UNKNOWN	80
HAITI	72
COLOMBIA	68
PUERTO RICO	62
THAILAND	57
IRAN	55
GHANA	54
KENYA	50
PHILLIPPINES	48
KOREA, REPUBLIC OF	47
CONGO	41
BURUNDI	38
LAOS	34
JORDAN	33
TURKEY	33
AFGHANISTAN	31
RUSSIA	28
UN OF SOV SOC REP	28
MALAYSIA	28
CANADA	27
ECUADOR	27
VENEZUELA	25
PAKISTAN	25
JAMAICA	23
PERU	23
SAUDI ARABIA	22
NICARAGUA	21
SOUTH AFRICA	20
DOMINICAN REPUBLIC	19
YEMEN (SANA)	18
TANZANIA, UN. REP OF	16
LIBERIA	15
CAMBODIA	15
GUYANA	15
ISRAEL	14
SIERRA LEONE	14
COSTA RICA	13
JAPAN	12
GAMBIA, THE	12
BOSNIA AND HERCEGOVI	12
UNITED KINGDOM	12
UGANDA	12
BANGLADESH	11
GERMAN DEM REP(EAST)	11

ROMANIA	10
CAMEROON	10
MOROCCO	10
SENEGAL	10
RWANDA	9
PANAMA (INCL CANAL)	9
ALBANIA	8
YUGOSLAVIA	8
ZIMBABWE(S.RHDOESIA)	8
ZAMBIA	8
BRAZIL	8
TRINIDAD & TOBAGO	8
BERMUDA	7
KOREA,DEM PPL REP OF	7
ZAIRE	7
ITALY	7
CHILE	7
KAMPUCHEA(CAMBODIA)	6
BAHAMAS, THE	6
FRANCE	6
NETHERLANDS	6
UNITED ARAB EMIRATES	5
CNT AFRICAN REP	5
IRAQ-SAUDI ARAB N-ZO	5
YEMEN (ADEN)	5
AMERICAN SAMOA	5
HONG KONG	4
IVORY COAST	4
SOLOMON ISLANDS	4
LEBANON	4
SYRIA	4
MALAWI	4
UKRAINE	4
MONACO	4
SINGAPORE	4
BOLIVIA	3
EQUATORIAL GUINEA	3
TOGO	3
KAZAKHSTAN	3
CZECHOSLOVAKIA	3
KYRGYZSTAN	3
AUSTRALIA	3
ARGENTINA	3
ANGOLA	3
AZERBAIJAN	3
INDONESIA	3
KUWAIT	3
AUSTRIA	2

BELIZE	2
SERBIA	2
IRELAND	2
ESTONIA	2
CZECH REPUBLIC	2
MATINIQUE	2
ARMENIA	2
VIRGIN ISLS OF U.S.	2
LIBYA	2
HUNGARY	2
SWITZERLAND	2
GUADELOUPE	2
SRI LANKA	2
SPAIN	2
PORTUGAL	2
GUINEA	2
NIGER	2
MADAGASCAR	1
GREECE	1
BENIN(DAHOMEY)	1
GREENLAND	1
BELGIUM	1
BARBADOS	1
POLAND	1
MICRONESIA,FED.STS	1
BULGARIA	1
LUXEMBOURG	1
PARAGUAY	1
ANTIGUA	1
ALGERIA	1
SLOVENIA	1
UN.STATES MIS PAC IS	1
SWAZILAND	1
MOZAMBIQUE	1
KIRIBATI(INCL GLBRT)	1
MONTSERRAT	1
FIJI	1
TONGA	1
COOK ISLANDS	1
MALI	1
COMOROS	1
CHINA (TAIWAN)	1
NORFOLK ISLAND	1
NEW CALEDONIA	1
DOMINICA	1
GABON	1
CROATIA	1
GERMAN FED REP(WEST)	1

BR IND OCEAN TR	1
TURKS & CAICOS ISLS	1

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 170 languages.

Since the majority of our LEP clients are Latino, several employees within MPHD have been offered the opportunity to learn conversational Spanish in order to communicate more effectively with our clients. Currently Beginning Spanish classes are being offered to staff at the East Center, Woodbine Center Lentz Center and South Nutrition Center. Approximately 65 employees are attending a two hour training session for ten weeks....totaling twenty hours of instruction.

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 or 1000 clients (non-duplicated count) 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 are preparing to become certified translators for Spanish.

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 by our Departmental Training Coordinator and is posted 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 MPHD 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

Public Notification

A notice is provided to LEP clients indicating that language services area 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 الى 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 أنهوا تدريباً على متطلبات قانون HIPAA و هم مطالبون بالتقيد بنظم الخصوصية التي تضعها الدائرة.

KURDISH

ئە گە ر پێویستیت بە خزمە تگوزاریی موته رحیم هه یه ئاگادارمان بکه وه. ئە م خزمە تگوزارییه به خۆراییی بۆت دابین ده کریت. ئێمه هه روه ها به لگه نامه یه ک که پیشتر به نووسین ته رجه مه نه کرابێته وه، به شیوه یه زاره کی بۆت ته رجه مه ده که یه وه.

هه موو ته رجومانه مۆله ت دراوه کانی MPHD راهینانی خسووسی بوونی HIPAA یان بینیه و داوایان لیکراوه خۆیان له گه ل یاساکانی خسووسی بوونی MPHD دا بگونجین.

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 (2011 – 2012)

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 **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 continue to use over-the-phone language assistance for interpretations of other ethnic group 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.

We sponsored their annual Secret Santa event for inner city daycare children in December 2011 for primarily African American children in addition to children from other races and cultures.

The group received cultural sensitivity training through our MPH/D interpreter (Jorge Luna) last fall 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 on May 2, 2012 with the National Pregnancy Testing Day event. Their 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. The group provides yearly home visiting shadowing experiences to TSU students who are from various ethnic backgrounds.

The Lentz Preventive Health Clinic provided an immunization night clinic in April. The program hired a full time Spanish-speaking nurse practitioner and has seen an increase in the number of patients served in the Family Planning program. Two nurses and the nurse practitioner attended infant adoption training. All staff are currently completing “Glow and Grow” course. This is a 10 week course that educates WIC staff on helping breastfeeding mothers. Room 120 front desk area was renovated and now includes an ADA station for patients in a wheelchair.

The Mobile Pediatric Assessment Clinic partners with Matthew Walker Comprehensive Health Clinic (MWCHC) to provide well child checkups in Metro Nashville Schools and Metro Parks. All forms and other written information are provided in Spanish. Both medical providers, 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

Suicide Prevention and African American Faith Communities Initiative focuses on raising awareness of suicide and providing tools to prevent suicide offered to African American faith leaders and their congregations. 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.

WIC Program

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. We provided our annual Secret Santa event for inner city daycare children last December to majority African American children as well as children of other races. 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.

Pest Management

This program conducted two classes on “bed bugs” at Glenview Elementary School. One session was conducted to Hispanics and the other was with a group from Africa and the Middle East.

South Nutrition Center

This program has a voice menu that allows callers to hear options in English and Spanish. Classes for group nutrition education are offered in English, Spanish and Arabic. In addition to the designated interpreter for Spanish, there are staff members who speak Farsi, Tigrinya, German and Croatian.

HUGS Program

The HUGS program serves a culturally diverse population by providing home visiting services to prenatal women, infants, children and their families. This fiscal year, 21% of our families are from non-English speaking countries (non-Latino) and 18% from Spanish speaking countries. This totals to 39% being non-English speaking. HUGS has one bilingual English-Spanish home visitor. Other home visitors use interpreters provided thru over the phone interpretation services. The HUGS bilingual home visitor attended the EL Protector Baby Shower in January 2012 which targeted young families in the Latino community. She provided program information as well as multiple health related educational messages translated in Spanish. She also attended the Incredible Baby Shower in March 2012 to provide the same information.

Oral Health

The school based dental sealant program operated in 26 schools that reported an aggregate average of 8 % Asian, 56 % Black, and 18 % Hispanic. These programs included education, dental screening and examinations and personalized oral health instructions:

Provided community based oral health services including dental exam, cleaning, sealants, fluoride and oral health personalized instructions for all children:

- Read to Achieve, July 2011
This is a non-profit educational assistance to predominately African American children.
- Martha O'Bryan, July 2011
This center is located in the Cayce Homes Projects and serves an African American population with some immigrants.
- Catholic Charity, July 2011
This group helps recent immigrant and refugees get settled and started with medical and educational help.
- St. Luke's Day Care and Community Center, July 2011
- World Relief, July 2011
This program was provided in an apartment complex where many refugees and immigrants live. This organization provided the interpreters and manpower to assist us. Outreach was very successful because of the onsite interpreters.
- YMCA Fun Company at Ross Ele., August 2011
This program was predominately African American children.

Health Fairs:

- Kirpatrick Ele. Back to School, July 2011-200 people
- Ex-offenders Community Resource Expo, July 2011 350 adults, April 2012 200 adults - predominately African American Attendees had to come through this fair to get a ticket to advance to a job fair.
- Boy's and Girl's Club-Back to school, Aug. 2011 – 60 participants
- First Baptist Church Back to School, Aug. 2011 – 250 children + some parents
- Beech Creek Baptist Church-back to School, Aug. 2011 – 60 family members
- Streetwork's Health Fair (Cayce Homes), Sept. 2011 - 300 adults and children - HIV testing available on-site
- Hadley Park 1st Birthday Party, Sept. 2011, 45 mothers and children - Celebrates birthdays in a high infant mortality risk area
- Grace Eaton Block Party, Oct. 2011 - 125 family event
- McCann Alternative School, Oct. 2011 - 25 students and 8 faculty. This school is for behavioral and emotionally challenged students
- Lake Providence Baptist Church, Oct. 2011 - 300 family members
- Glencliff H.S. Family Night, Nov. 2011 - 60 family members
- Big Picture High School, Dec. 2011 - 120 students + faculty
- United Neighborhood Medical/Dental Clinic, Dental Bonanza, Feb. 2012, 50 parents and children-This event was designed to make the community more aware of the dental clinic, they are wanting to serve more children
- Maxwell Ele., March 2012 – Career Day 90 Students
- Murrell Lower School, March 2012, 50 students
- First Baptist Church, March 2012, 60 family members
- City Wide Baby Shower, March 2012, 300 attendees
- Harris Hillman dental screening for 125 severely physically challenged students, April 2012
- H.E.A.L. Fair, April 2012, 400 attendees (Healthy Eating Active Living)
- Norman Binkley Ele., April 2012 - Week of the Young Child, 60 Hispanic family members
- McNeilly Day Care Center, April 2012 - 60 family members
- Apollo Middle School, May 2012 – 500 students
- Glencliff Ele., May 2012 – 75 students career day
- IMPACT, May 2012, 15 students - Program to mentor teen's with healthy lifestyle activities

Tooth Fairy Presentation, dental health education for pre-school-1st grades:

1. Bethlehem Center, Sept. 2011- 50 children
2. Bellshire Ele., Jan. 2012 – 280 children
3. Una Ele., Feb. 2012 – 240 children

4. Ross Head start, Feb. 2012 – 200 children
5. Hopewell Missionary Baptist Church, Feb., 2012 – 25 children
6. J.E. Moss Ele., Feb. 2012 - 220 children
7. Tusculum Ele., Feb. 2012 - 260 children
8. Rosebank Ele., Feb. 2012 – 165 children

Other programs included:

- Tied Together Parenting Programs, Sept. 2011 and Jan. 2012, 60 parents total
- Grand Rounds with Meharry medical students, Nov. 2011 – 16 students
- Mayor's First Day Festival, Aug. 2011 – celebrating all cultures and services offered in the school system

Metro Diversity in Dialogue Participant Roster Health Department Employees

A significant number of MPHD staff has attended the Diversity in Dialogue Training:

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 Cedenno-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 Cedenno 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 2011 – 2012 fiscal year.

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



STATE OF TENNESSEE
DEPARTMENT OF HEALTH
CORDELL HULL BUILDING
425 5th AVENUE NORTH
NASHVILLE, TENNESSEE 37243

Title VI Compliance Questionnaire

Metro Public Health Department of Nashville and Davidson County
Contractor/Grantee Name

2-62-0694743-0144
Federal ID Number

311 23rd Avenue North (Lentz Center)
Street Address

(615) 340-8624
(Area code) Telephone Number

Davidson County, Nashville, Tennessee 37203
County, City, State, Zip

FAX (615) 340-5375

Executive Director: Dr. William S. Paul

michelle.birdsong@nashville.gov
E-Mail Address

Fiscal Director/Accountant: James Diamond

List sources of federal and state funds your agency received through contracts/grants for the current fiscal year.

State Agency	Program	Grant Amount
	NOTE: Entire list of contracts and grants is attached.	

How long has agency been contracting with the State?

☐ Less than 1 ☒ Over 2

How many programs are operated by the agency?

☐ 1-2 ☐ 3-5 ☒ Over 5

Are you a For Profit Agency?

☐ Yes ☒ No

Do you have a copy of the "Accounting and Financial Manual for Not for Profit Recipients of Grant Funds in Tennessee"?

☒ Yes ☐ No

The web address for the above is www.comptroller.state.tn.us/ma/finreptmanual.htm

Date of last independent audit: (In Compliance)

I hereby certify that the information reported is true and correct to the best of my knowledge and belief.

Stan Romine
Signature of Executive Director

03-12-12
Date Signed

TITLE VI COMPLIANCE QUESTIONNAIRE

1. Name, title and phone number of TITLE VI Coordinator: Michelle Westbrook Birdsong (615) 340-2273
2. Attach a separate sheet detailing agency's TITLE VI Implementation and Compliance procedures and plan.
(MPHD Compliance and Implementation Plan is attached.)
3. Board of Directors or Advisory Board:
 - A. Total number of members: 6 # White 4 # Minority 2 # Asian ()
Afro-Amer (2)
NA ()
Hispanic ()
 - B. What is the term length for Board membership? Five years
 - C. How are members of the Board selected? Appointed by the Mayor
 - D. If no Board members are minorities and minorities represent a minimum of 5% of the geographic service area population, what steps will be taken to obtain minority representation on the Board? N/A
4. Does agency have existing written policies regarding the acceptance of all persons **seeking services** and the provision of services to such persons without regard to race, national origin, age, sex, religion, handicap or disability? XX Yes No

*****ATTACH COPY OF WRITTEN POLICY*****
(NOTE: Title VI Policy is included in the MPHD Title VI Compliance and Implementation Plan)
5. Are posters prominently displayed within the facility concerning TITLE VI information?
XX Yes No

If yes, where are posters displayed? Clinics, program sites, personnel office, lobby areas

If no, please explain:
6. Outline the agency's TITLE VI complaint procedure: Clients or patients having questions or complaints are encouraged to call Michelle Birdsong, Title VI Coordinator for MPHD who will process, investigate and implement corrective action as necessary.

*****OR ATTACH COPY OF PROCEDURES*****

TITLE VI COMPLIANCE QUESTIONNAIRE

A. Are records kept of TITLE VI complaints? ☒ Yes ☐ No

Where are the Records kept? Title VI Complaints are maintained in the office of the Title VI Coordinator

B. Number of complaints received during the last fiscal year: 0

C. State name(s) and title(s) of person(s) who reviews/receives and make reports of all complaints:

Michelle Westbrook Birdsong – Title VI Coordinator

D. Has your agency developed and implemented policies and procedures for monitoring and enforcement of TITLE VI compliance?

☒ Yes ☐ No

7. Is information on TITLE VI and laws requiring equal services to all on the basis of non-discrimination disseminated to the general public, including minority groups? ☐ Yes ☐ No ☐ N/A

If yes, state by whom and method used: Information for the WIC/CSFP program that is distributed throughout the community reflects wording that our organization does not discriminate with regard to race, color or national origin.

8. Are applicants for services and clients informed of their rights under TITLE VI and under laws regarding non-discrimination, including the right to file a complaint? ☒ Yes ☐ No ☐ N/A

If yes, state by whom and method used: Title VI posters are visibly posted within lobby areas in each of the clinics. In WIC and CSFP, Title VI information is included on all forms disseminated to clients.

9. Do new employees and volunteers receive training regarding their responsibilities under TITLE VI regarding non-discrimination laws; and is such information periodically re-emphasized?

☒ Yes ☐ No

If yes, please check method used? ☒ Classroom ☐ Web Base

☐ Video Tape ☐ Handout

☐ Other: _____

If no, please explain: Title VI training is conducted during our New Employee Orientation sessions.

PH 3436 (Rev. 01/08)

RDA 470

TITLE VI COMPLIANCE QUESTIONNAIRE

10. List all agency sub-contracts with complete address and minority status (attached additional sheet if necessary): NOTE:

11. Do all direct service contracts for client services contain a TITLE VI clause? ☒ Yes ☐ No ☐ N/A

*******ATTACH COPY OF TITLE VI CONTRACT STATEMENT*******

12. Are there additional efforts to disseminate TITLE VI information to vendors? X__ Yes ____No

If yes, state by whom and method used: Metro Purchasing includes non-discrimination requirements in the procurement process based upon the specifications that we submit.

13. Has your agency conducted training (or if no training conducted, do you need support to conduct training) for Title VI/Limited English Proficiency (LEP) compliance?

____Yes __X__ No*

14. The U.S. Office of Civil Rights suggests that all recipients and sub-recipients receiving Federal funds/financial assistance should develop policies and procedures for addressing language assistance needs of persons with Limited English Proficiency (LEP).

A. Have you developed policies and procedures for identifying and assessing language needs of LEP applicants/clients? __X__ Yes ____No

If no, please explain: _____

B. Have you provided for a range of oral language assistance options; written material in certain circumstances? __X__ Yes ____No

If no, please explain: _____

C. Have you provided notice to LEP persons in a language they can understand about the right to free language assistance? __X__ Yes ____No

If no, please explain: _____

*****ATTACH COPY OF LIMITED ENGLISH PROFICIENCY (LEP) POLICY*****

NOTE: *If training assistance and materials are needed for your staff, please feel free to call the Tennessee Department of Health Title VI Director at (615) 741-9421. TDOH Bureau/Division sent from_____.

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
Mrs. Jan Cain	Caucasian Female
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. Barri Bernstein	Caucasian Female
Ms. Menié Bell	Asian Female
Mr. Richard Fletcher	Caucasian Male
Mr. Hunter Gee	Caucasian Male
Mr. Ron Gobbell	Caucasian Male
Mr. Ben Mosley	Caucasian Male
Ms. Ann Nielson	Caucasian Female
Mr. Brian Tibbs	African-American Male
Ms. Judy Turner	Caucasian Female

Number of Complaints Received Last Year none (0) .

Statement of Non-Discrimination

Metropolitan Historical Commission does not discriminate on the basis of age, race, sex, color, national origin, religion, sexual orientation or disability in admission to, access to, or operations of its programs, services, or activities. The commission 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: Yvonne Ogren, 3000 Granny White Pike, Nashville, TN 37204 phone: (615) 862-7970, fax: (615) 862-7974. The following person has been designated as the Metropolitan Government Title VI Coordinator to handle questions, concerns, complaints, or requests for additional information regarding Title VI of The Civil Rights Act: Shirley Sims-Saldana, Metro Human Relations Commission, 800 Second Avenue, South, 4th Floor; Nashville, TN 37210, phone: (615) 880-3391. Inquiries concerning non-discrimination policies other than ADA and Title VI compliance should be forwarded to: Metro Human Relations Commission, 800 Second Avenue, South, 4th Floor; Nashville, TN 37210, phone: (615) 880-3391.

METRO HUMAN RELATIONS COMMISSION

1. AUTHORITY: The Metro Human Relations Commission complies with the provisions of Title VI. These responsibilities include and may not be limited to:

- 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 including investigation procedures, Title VI legal provisions, posters and brochures; and
- Engaging necessary monitoring techniques to ensure departmental compliance;
- Other duties as necessary to ensure Title VI compliance.

Coordinating responsibility falls under the department's executive leadership. For information contact:

Caroline G. Blackwell, Executive Director
Metro Human Relations Commission
800 Second Avenue South Nashville, Tennessee 37210
Telephone: (615) 880-3374 | Facsimile: (615) 880-3373

2. ORGANIZATIONAL ENVIRONMENT: The mission of the Metro 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. The commission will endeavor to carry out this mission both 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. STRATEGIC TARGETS IN THE MHRC LINES OF BUSINESS

A. EDUCATION: The purpose of the Education Line of Business is to lessen and eliminate harmful prejudice and discrimination by providing education and awareness-enhancing programs and initiatives that foster mutual understanding, respect, and positive conflict engagement among all economic, social, religious, ethnic, and other community groups.

1. By 2013, employers and employees working in the Nashville community will have increased access to fair and comprehensive alternative dispute resolution process as evidenced by:

- The establishment of formal collaborations between the MHRC and identified ADR service providers
- MHRC promotion of its ADR services and agreements to clients, community partners, and the public at large
- MHRC staff adding restorative justice and conflict circles to its menu of direct ADR services

2. By 2013, the Nashville community will experience increased appreciation and understanding of cultural diversity as evidenced by:

- MHRC community engagement survey aimed at benchmarking perceptions of equality of opportunity in Nashville Davidson County in the following areas:
 - Inclusivity and Wellbeing
 - Employment Opportunity
 - Fair Housing
 - Educational Opportunity
 - Law Enforcement and Administration of Justice
- MHRC information and service provision scoring at least an 80 percent approval/usefulness rating from clients and training participants
- MHRC conducting a needs assessment of Metro departmental Title VI coordinators and publishing the findings
- MHRC conducting at least two, synchronous (in-person) Title VI trainings in each fiscal year
- MHRC identifying and reporting new opportunities for community partnerships and ways to serve these group/organizational needs

3. By 2012, MNPS will experience greater intercultural understanding and mutual respect among students, staff, parents and community members as evidenced by:

- Establishment of a *Metro Student Human Relations Commission* (MSHRC) pilot project in select area high schools
- Comprehensive overview and implementation guidelines for the MSHRC

- Direct linkage between the goals of MSHRC and the 21st century SEL skills demanded for lifelong achievement and success

4. By 2012, the Nashville community will recognize the brand and services provided by the Metro Human Relations Commission as evidenced by:

- Initiation of a public service campaign aimed at increasing public familiarity with the Commission
- Percentage increase in community partnerships
- Percentage increase in public speaking / outreach engagements by the MHRC
- Targeted outreach to Davidson County small business owners who confirm receiving useful information from the Metro Human Relations Commission

5. By 2012, the community will better understand and recognize MHRC's responsibility to propose and/or support existing policies, legislation and ordinances addressing human and civil rights in the general services district as evidenced by:

- MHRC convening at least four (4) public education forums to hear citizen's concerns regarding potential violations of civil and human rights in the general services district
- MHRC proposing or registering support for critical policy and legislation during the 2011-12 legislative years.

B. COMPLIANCE: The purpose of the Compliance Line of Business is to receive and investigate inquiries, allegations, and complaints of perceived discrimination and discriminatory misconduct in the general services area and by metropolitan government employees, as well as to foster improved relations between employees of metropolitan government and the people they serve.

The goal of the Civil Rights Compliance program is to provide complaint resolution services to Metro Government and the Nashville community that ensures their formal or informal claims are addressed and/or resolved in an appropriate, professional manner.

Result Measures

- Number of individuals/organizations that register inquiries or complaints with the MHRC
- Number of actual complaints addressed; type of service rendered
- Number/percentage of clients who rate MHRC problem-solving appropriate
- Number/percentage of clients who rate MHRC response professional
- Percentage of formal/informal claims resolved in mediation (KEY)
- Percentage of formal/informal claims resolved in conciliation

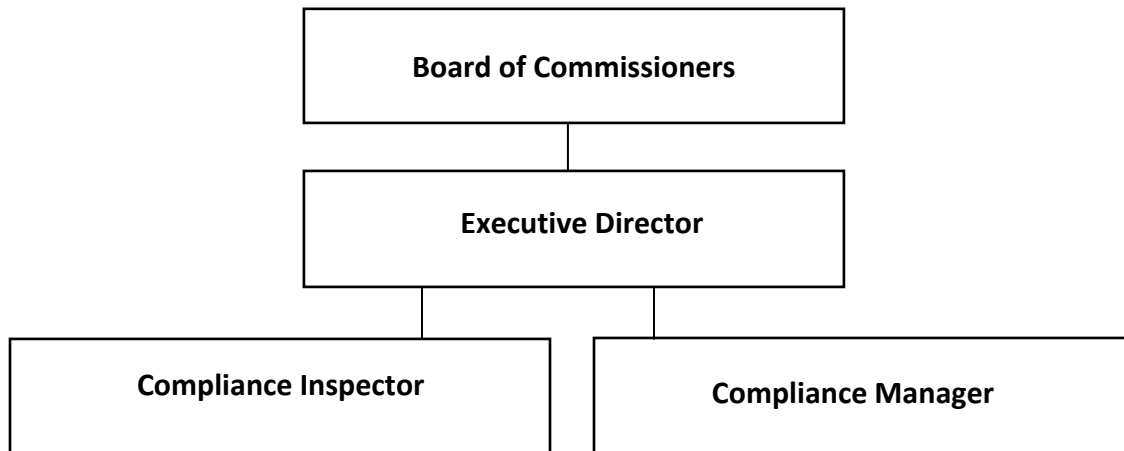
Output Measure

- Number of inquiry and complaint responses delivered

Demand Measure

- Number of inquiry and complaint responses requested

4. ORGANIZATIONAL STRUCTURE



- 5. FEDERAL FUNDING:** in the Human Relations Commission: The department receives no direct Federal Financial Assistance to achieve its goals and initiatives either through grants or otherwise.
- 6. CONTRACTED PROGRAMS:** The department currently contracts with the Scarritt Bennett Center (Contract # 15707) to provide facilitators for the Metro Employees Diversity in Dialogue program. The department sponsors Metro Diversity in Dialogue groups each spring and fall.
- 7. MINORITY PARTICIPATION ON THE MHRC:** Seven of seventeen (17) Commissioners meet the criteria for a racial/ethnic minority. There is currently one vacancy on board.
- 8. TITLE VI COMPLAINTS RECEIVED LAST YEAR:** None
- 9. DEPARTMENTAL NON-DISCRIMINATION STATEMENT:** The Metro Human Relations Commission 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 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:

Alisha Carrethers, Human Resources Analyst
222 3rd Avenue North, 222 Building
Nashville, TN 37201
615-862-6640
Email: Alisha.carrethers@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)

07/21/2009 06/30/2012

2007 Terrace Place

Nashville TN 37203

Ms. Ann Butterworth (Caucasian Female)

08/03/2010 06/30/2013

505 Deaderick Street #1700

Nashville TN 37243

Mr. Charles D. Clariday (Caucasian Male)

09/08/2009 06/30/2012

1600 Holly Street

Nashville TN 37206

Representing: Elected by Fire Department

Mr. B. R. Hall, Sr. (Caucasian Male)

07/01/2009 06/30/2012

526 Donald Avenue

Goodlettsville TN 37072

Representing: Elected Retiree

Mr. James H. Johnson (Black Male)

01/01/2012 12/31/2014

2715 B Tucker Road

Nashville TN 37218

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. Clyde Smith (Caucasian Male)
07/01/2010 06/30/2013
1616 Third Avenue North
Nashville TN 37208
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 - 03/31/2013

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

D. Billye Sanders (Black Female)
Commissioner
12/20/2005 - 03/31-2012

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 Mary Alice Emigh 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 end of year 2013, customers will receive increased availability of information technology solutions in support of their business operations as evidenced by

- 100% of service level agreements will be established for key departments
- 90% of performance based reporting measures will meet service level agreements

Goal Two

By the end of year 2013, 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 2013, Metro ITS will implement a disaster recovery data center strategy or strategies 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:

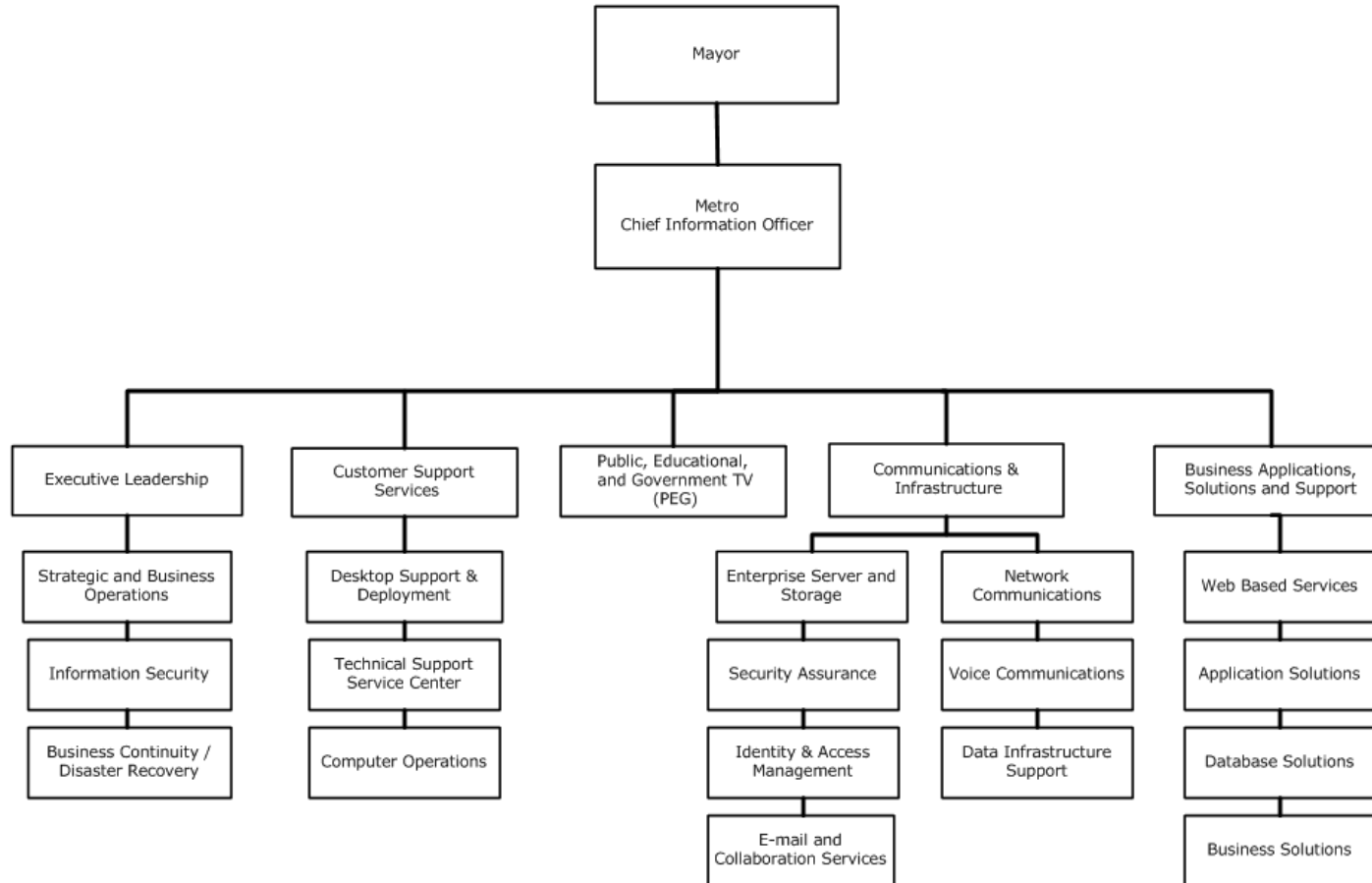
Human Resources
222 3rd Avenue North
Nashville, TN 37201
Phone: (615)862-6640

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 – FY12

Authority

The Juvenile Court Title VI Coordinator role is currently a collateral duty of the current Juvenile Court Administrator of Business Operations, 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@jjs.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 FY2012, 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 FY2012, 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 FY2012, visitors and staff conducting business in and for Juvenile Court will experience enhanced security as evidenced by:

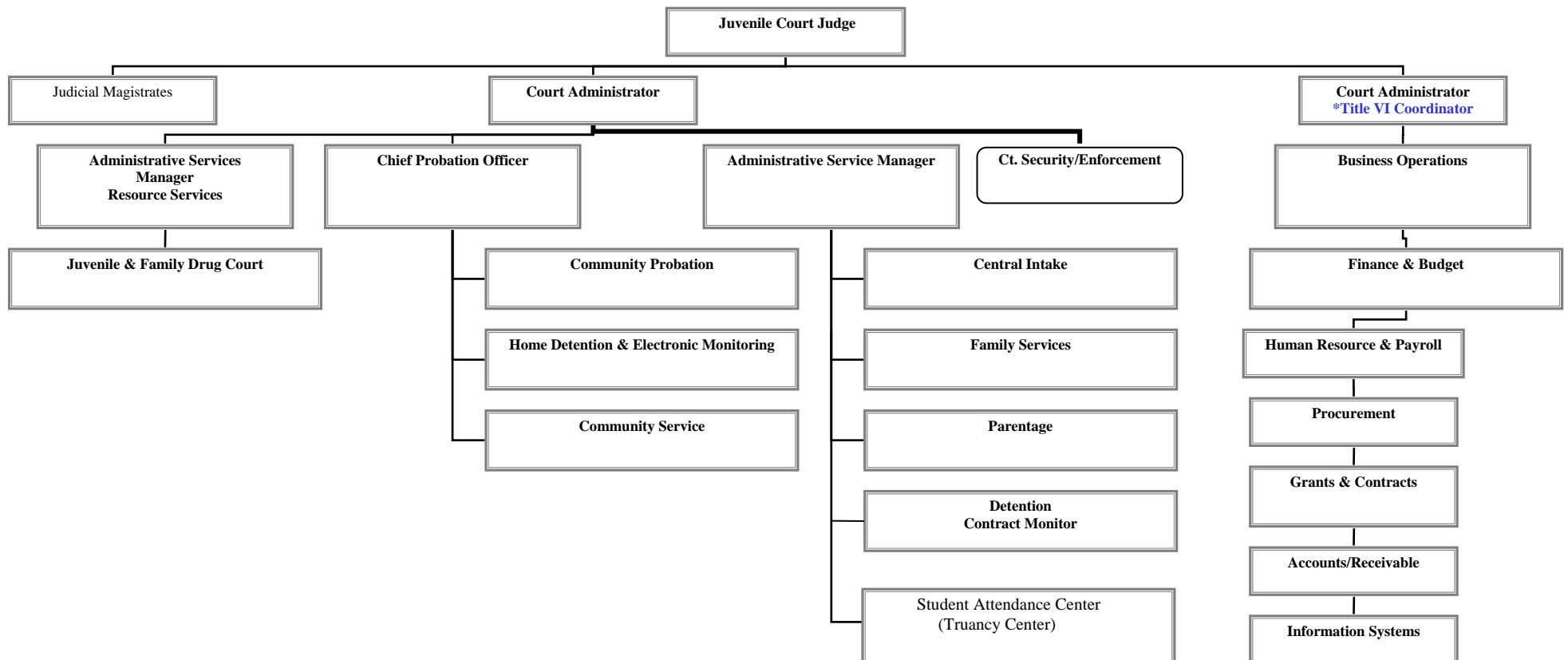
- 90% of staff and visitors to Juvenile Court that have an incident-free experience.
- 90% of staff in the community who identify and respond properly to potential unsafe situations

In FY2012, 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.

The flood event of May 2010 displaced Juvenile Court operations from the Juvenile Justice Center from May 2010 until March 2011. Additionally, several thousand files in the Court Clerk's office were damaged in the flood and were shipped off-site to a document reclamation vendor. Prior to moving back into the JJC, the business of Juvenile Court was conducted from a total of 24 different physical locations. Despite these significantly disruptive circumstances, there was no disruption in the provision of essential core services, and the majority of these goals were achieved in FY12.

JUVENILE COURT OF NASHVILLE & DAVIDSON COUNTY
ORGANIZATIONAL CHART



FY12 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.

Justice Assistance Grant

The MNPDP is the primary recipient of this grant with Juvenile Court receiving 3.46% of the total allocation, which is distributed between nine participating Metro departments. Juvenile Court utilizes this funding to provide broadband connection services for field – deployed Probation Officers who work from community-based satellite offices. These funds are also utilized for providing random urinalysis drug screens for youth receiving supervised probation services. The expenditure of 2011 JAG grant funds will end JAG funding for Juvenile Court as the MNPDP has provided notice to Juvenile Court and participating departments that it will utilize all available JAG funds beginning with the 2012 JAG grant.

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 FY12 Title VI – Related Accomplishments

As of 5/31/2012, **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.

In FY12 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 FY12 the Court processed approximately 1,050 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.

During FY12, 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.

This 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.

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 library administrators 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 10-11

PUBLIC LIBRARY

LSTA Library Services for Disadvantaged 10-11	INSTITUTE OF MUSEUM AND LIBRARY SERVICES	\$ 5,000.00
John Adams Unbound 09-10	NATIONAL ENDOWMENT FOR THE HUMANITIES	\$ 46.00
National Award for Library Service Grant	INSTITUTE OF MUSEUM AND LIBRARY SERVICES	\$10,000.00

TOTAL PUBLIC LIBRARY

\$15,046

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

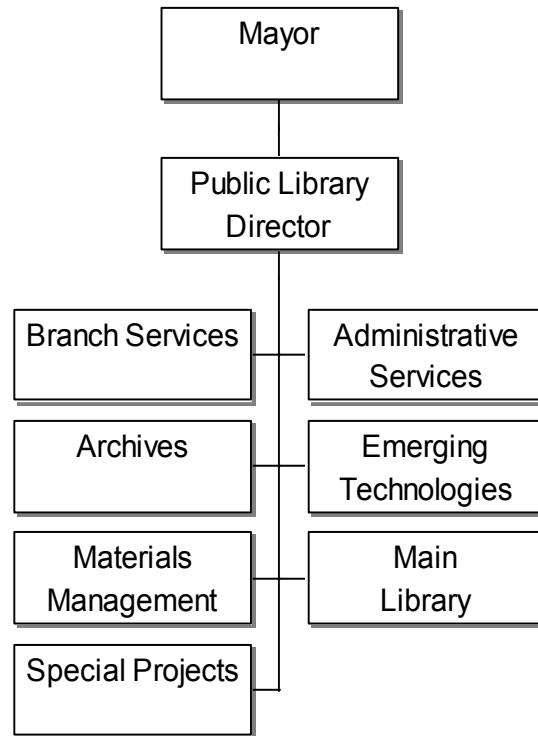
1 Black Females
1 Other Female
3 White Females
2 White Male

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.

Nashville Public Library
Organizational Structure
FY 2011 – 2012



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 11-12	U.S. DEPARTMENT OF AGRICULTURE through the TN DEPT. OF HUMAN SERVICES	\$784,389
P	Child & Adult Care Food Program 11-12	U.S. DEPARTMENT OF AGRICULTURE through the TN DEPT. OF HUMAN SERVICES	\$917,991
P	Community Services Block Grant 11-12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES through the TN DEPT. OF HUMAN SERVICES	\$1,260,926
P	Low Income Home Energy Assistance Program 11-12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES through the TN DEPT. OF HUMAN SERVICES	\$6,052,446
D	Head Start 11-12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$11,687,545

TOTAL METRO ACTION \$20,703,297

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

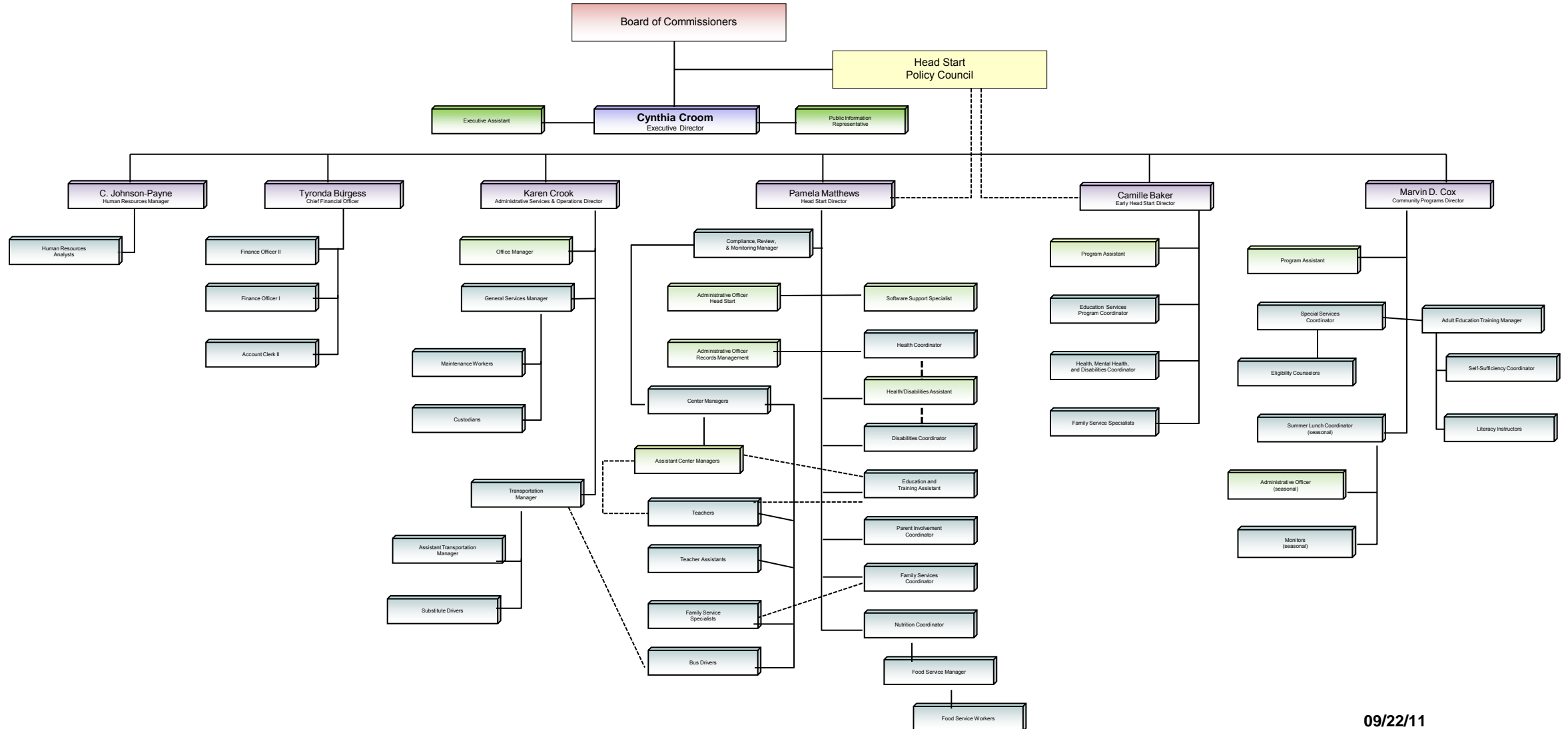
Number of Complaints Received Last Year_____ **0**_____.

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 15, 2012

Metropolitan Action Commission



**Metropolitan Clerk's Office
205 Metropolitan Courthouse
Nashville, Tennessee 37201
615/862-6770 (Phone); 615/862-6774 (Fax)**

**COMPLIANCE REPORT
TITLE VI, CIVIL RIGHTS ACT OF 1964**

AUTHORITY

The Metropolitan Clerk has the ultimate responsibility for Title VI compliance for the Metropolitan Clerk's Office. Ana L. Escobar, Metropolitan Clerk, can be reached by phone at 615/862-6770 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 said Metropolitan Government, including the recording and safekeeping of minutes and legislation of the Metropolitan Council that set the public policy for the Metropolitan Government; and to provide public access as well as protection for these permanent official records.

Current strategic goals are development of an emergency management plan for the Metro Records Center; addressing the ability to complete the review, development and approval of records schedules for all Metro departments; and enhancements to the legislative management system.

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.

MINORITY PARTICIPATION ON BOARDS/COMMISSIONS

The Metropolitan Clerk serves as secretary to the Metropolitan Government Alarm Appeals Board and Metropolitan Council Board of Conduct. The clerk is a Hispanic female.

Two of the five voting members (40%) of the Alarm Appeals Board are African-Americans; one is male and one is female. One of the five voting members (20%) is a Hispanic male. One member of the board is female.

Two of the five (40%) voting members of the Council Board of Ethical Conduct are African-American males. Two of the five (40%) voting members are females. Two Caucasian members of this board are appointed by non-governmental organizations. The one non-voting member of the board, the Pro Tempore of the Metropolitan Council, is an African-American female.

COMPLAINTS

To my knowledge, no complaints were filed last year about the work product or the employees of the Metropolitan Clerk's Office.

Respectfully submitted,

Ana L. Escobar
Metropolitan Clerk

June 6, 2011

**CONTRACTS ADMINISTERED
BY METROPOLITAN CLERK'S OFFICE**

LETTERLOGIC, INC.

- Direct mail service 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:

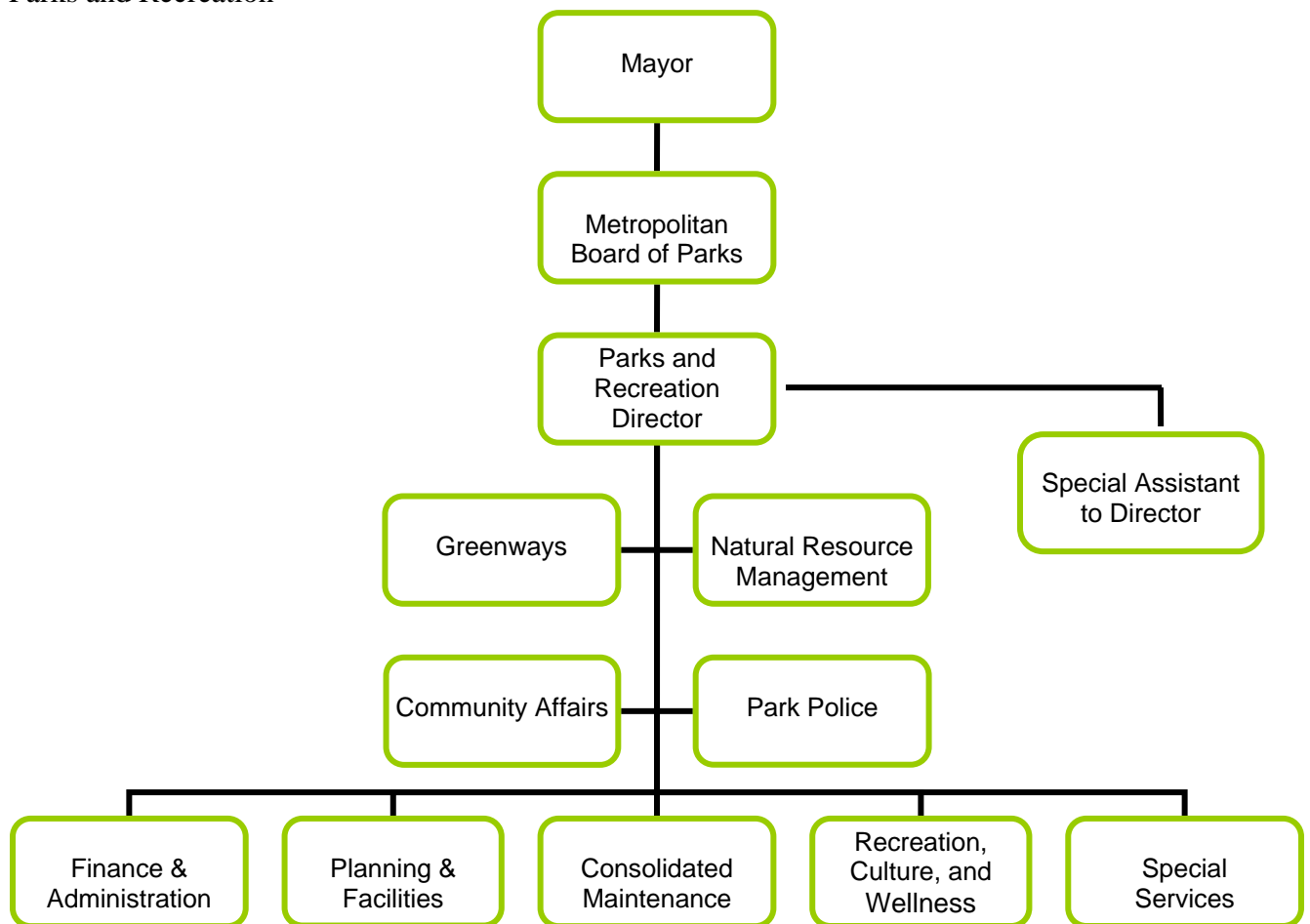
James A. Gray
Special Projects Manager
Centennial Park Office
Nashville, TN 37201
615-862-8400(v) 615-862-8414(f)
Email: james.gray@nashville.gov

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

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
- Develop LEP guidelines
- 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

Title VI Coordinator

FY 2011-12—Attended Title VI training in Atlanta, Georgia-- July 2011

Attended TDOT Civil Rights Office Title VI's Training --September 2011

Employees

FY 2011-12—New employees participated in the Civil Rights Office

Online Title VI Program Training and received certificates.

Metropolitan Planning Department
Active Contracts
May 1, 2012

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

**Nashville Area MPO
Grant Funded Contracts**

L-2690	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)	10/1/11	9/30/12	\$ 50,000.00
L-2681	Greater Nashville Regional Council GNRC	Technical Assistance Multi-Modal Planning as outlined in the Unified Planning Work Program (UPWP)	10/1/11	9/30/12	\$ 70,000.00
L-2268	PB Americas	General Planning Consultant Services	8/5/09	2/5/12	\$ 500,000.00
L-2672	Westat, Inc	Data Collection Activities for Regional Planning Models	11/8/11	11/8/13	\$ 1,116,500.00
	TDOT	Transportation Planning Grant	10/1/11	9/30/13	\$ 2,027,100.00
	TDOT	Transit Planning Grant	10/1/10	11/30/15	\$ 399,082.00
	TDOT	Planning Grant SPR Funds	10/1/11	9/30/12	\$ 678,877.00
	TDOT	Planning Grant SPR Funds Household Survey Grant	10/1/11	9/30/13	\$ 187,500.00

Total \$ 5,321,859.00

METROPOLITAN PLANNING COMMISSIONERS

COMMISSIONERS	RACE	TERM EXP.
James McClean, Chairman	Caucasian/Male	3/13
Hunter Gee, Vice-Chairman	Caucasian/Male	3/16
Stewart Clifton	Caucasian/Male	3/13
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	African-American/Female	

NO COMPLAINTS WERE RECEIVED FOR THE YEAR 2011-12

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

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)

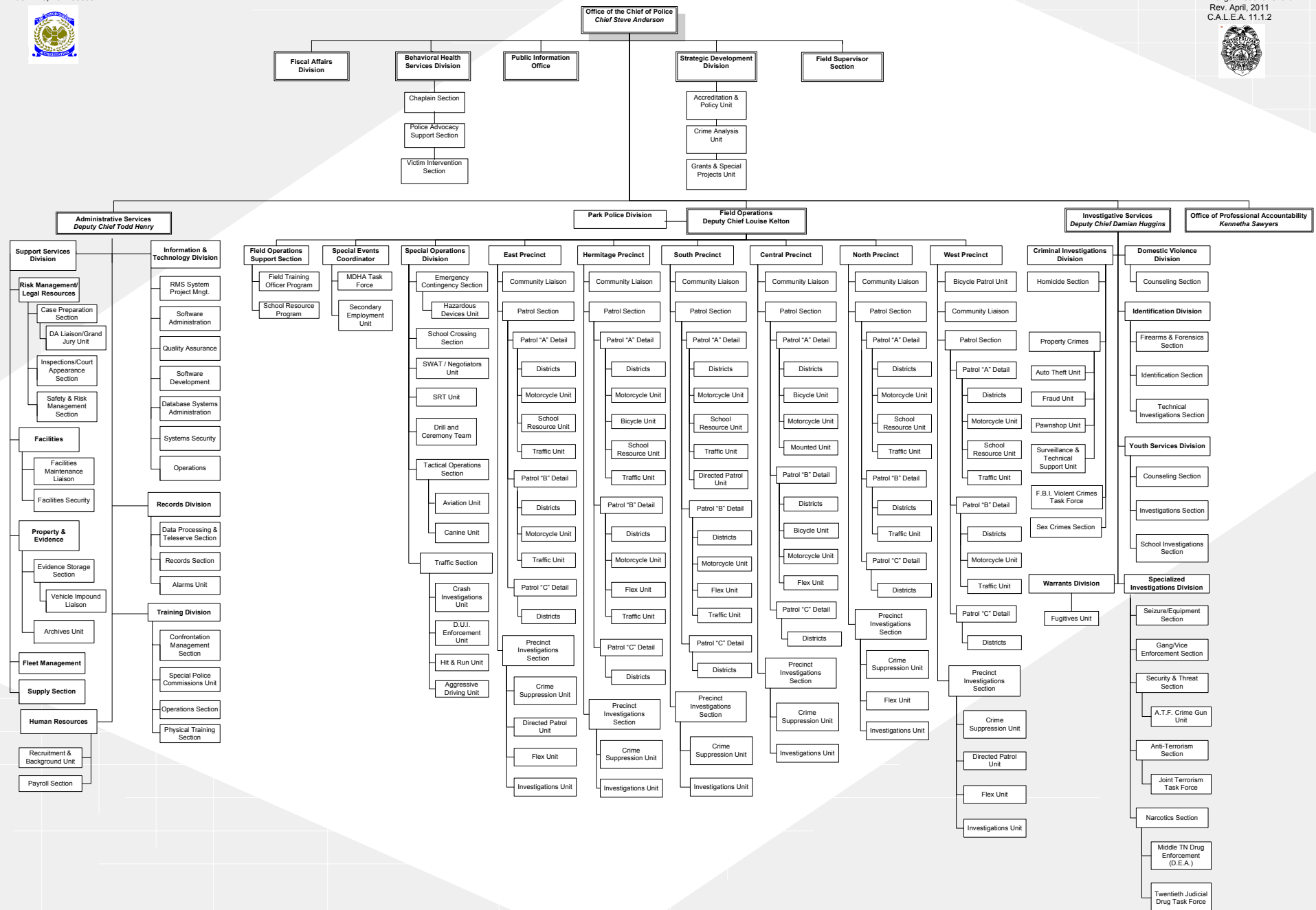
Organizational Environment

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.



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:

Sandra Ray, Administrative Services Manager
Office of the Metropolitan Public Defender
404 James Robertson Parkway, Ste 2022
Nashville, Tn 37219
Phone: 615-880-3711
Fax: 615-862-3700

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 one grant. The grants are the Edward Byrne Memorial Justice Assistance Grant.

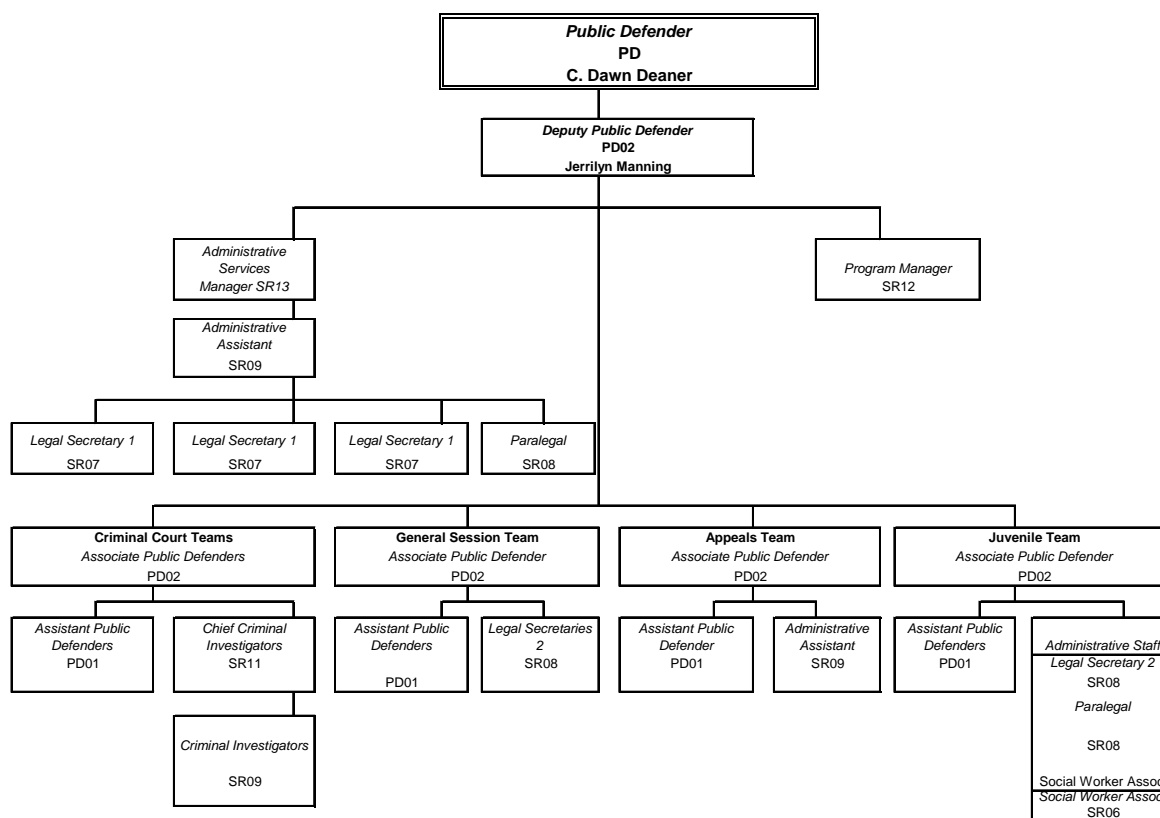
Contracted Program Overview

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 9, 2012

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 and safe and efficient transportation.
Goals	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 appropriately be resolved with 30 days, 95% of the time. 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. 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.

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

- 10 Caucasian
- 3 African-American

Minority Participation on the Traffic and Parking Commission* –

9 Members

- 6 Caucasian
- 3 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

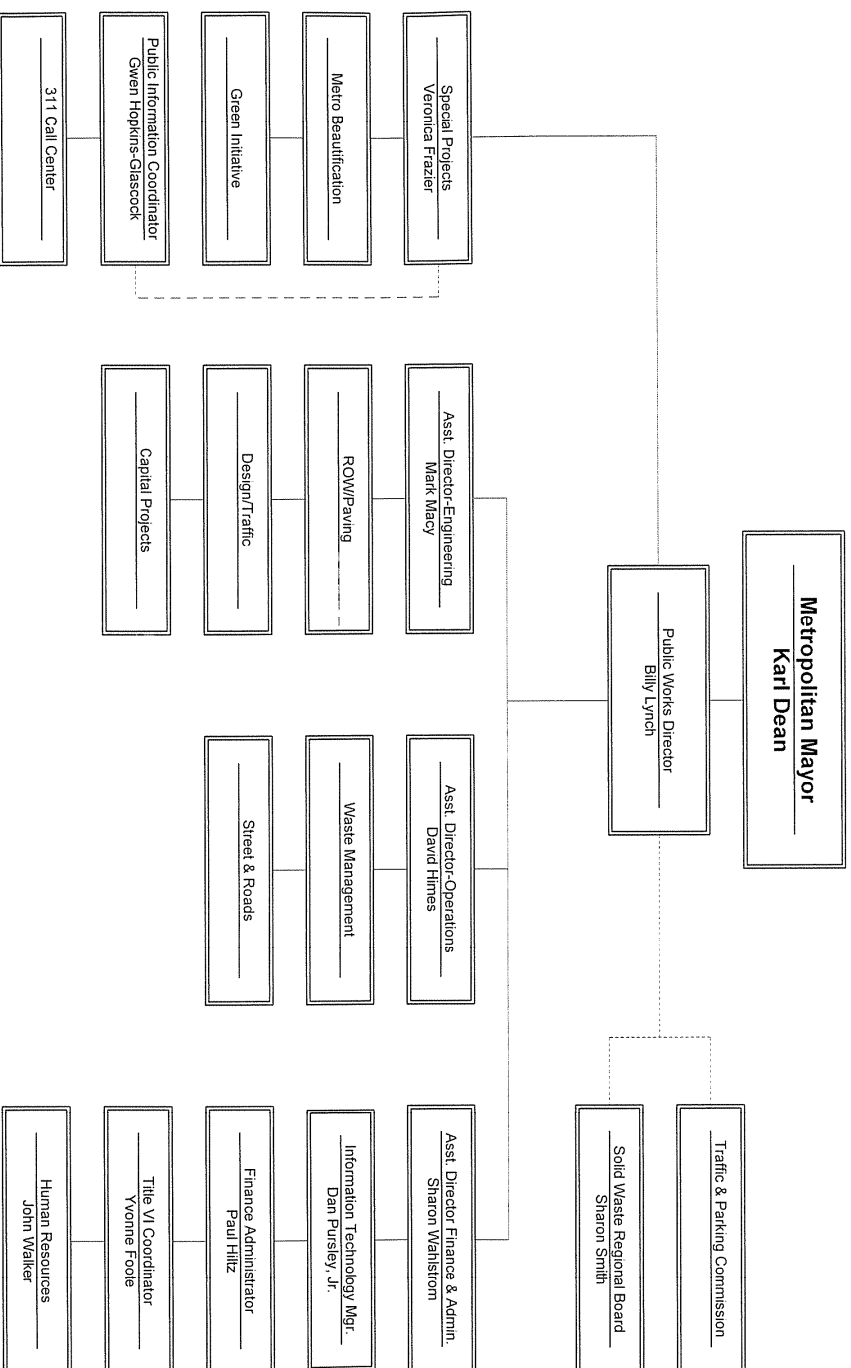
Number of Complaints Received Last Year – None

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

Public Works Organizational Chart



Davidson County Sheriff's Office

May 31, 2011

Authority

The Standard 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 products to the residents of Davidson County so they can experience safer and stronger neighborhoods.

STRATEGIC GOALS

Goal One

The offender population will be within rated capacity and will experience enhanced programming and responsive offender service, and the taxpayer will experience lowered costs as evidenced by:

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

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

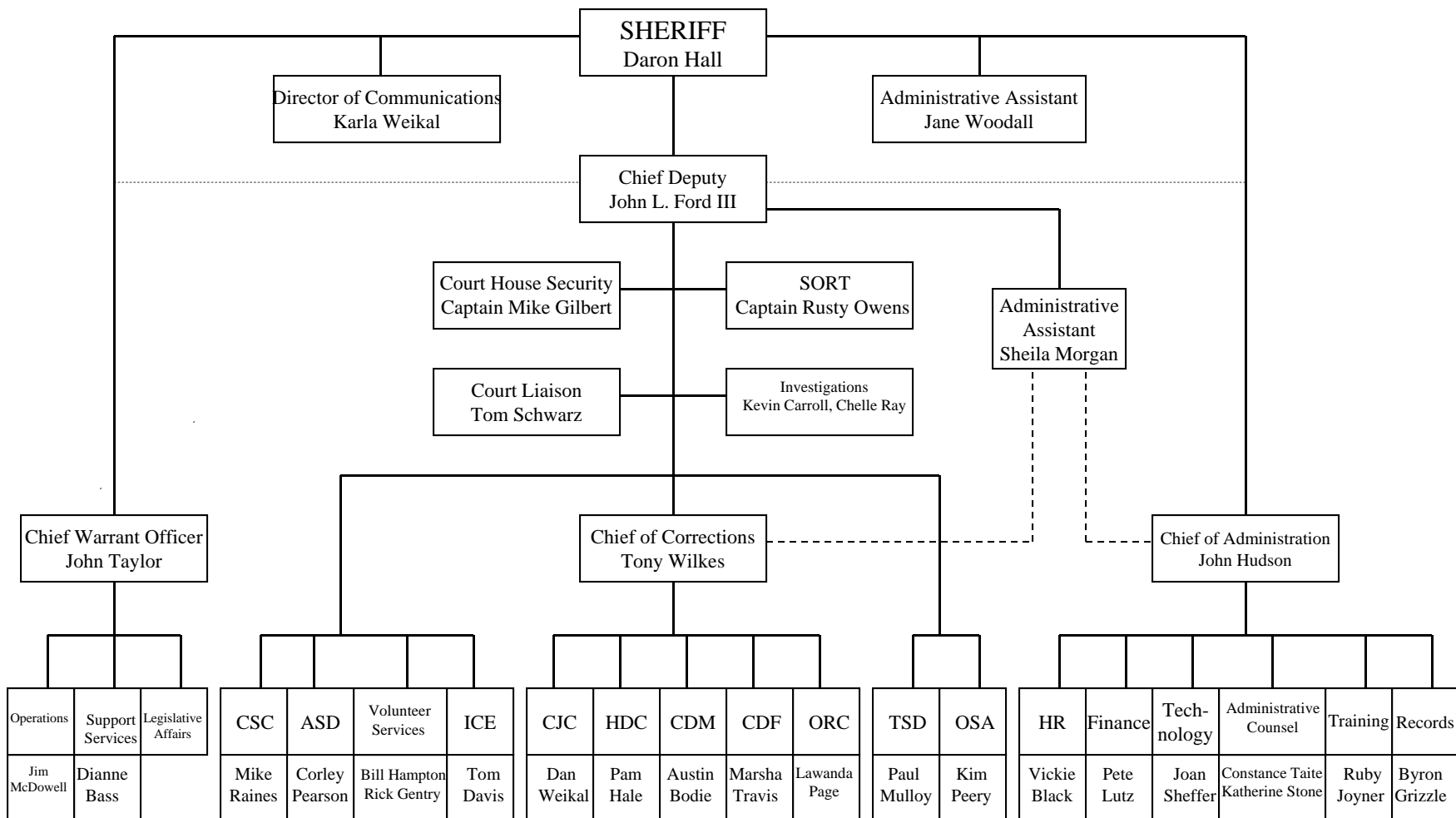
TDOT Funding in the Davidson County Sheriff's Office

- 30324170 Litter Grant 2011/2012 are used for community outreach to all Davidson County residents, regardless of race, color or national origin. This grant will expire 6/30/12.
- 30324940 Sheriff Alcohol Awareness Grant 2011-2012, are used for community outreach to educate all residents including children in the metro school system regardless of race, color or national origin. This grant will expire 9/30/12.
- 30323580 TDOT Mobile Booking Unit Grant 2011-2012 will be used for community outreach program regardless of race, color or national origin. This grant will expire 9/30/12.

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**



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

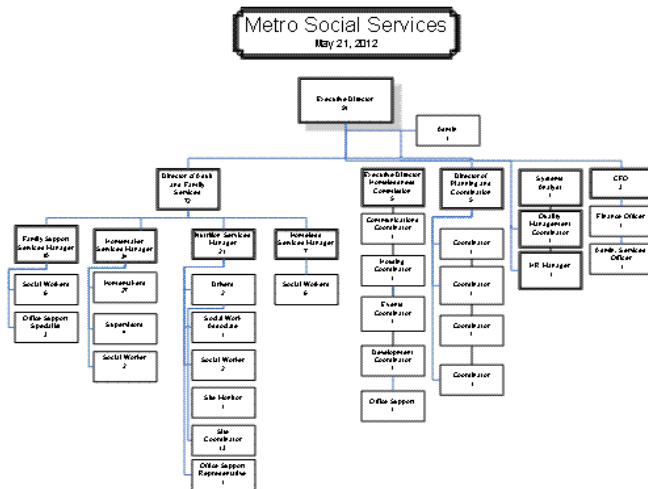
Area Agency on Aging and Disability of the Greater Nashville Regional Council Nutrition, Transportation and Homemaker

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 and MWS process for managing concerns	<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

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

By 2011, 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

By 2011, 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:

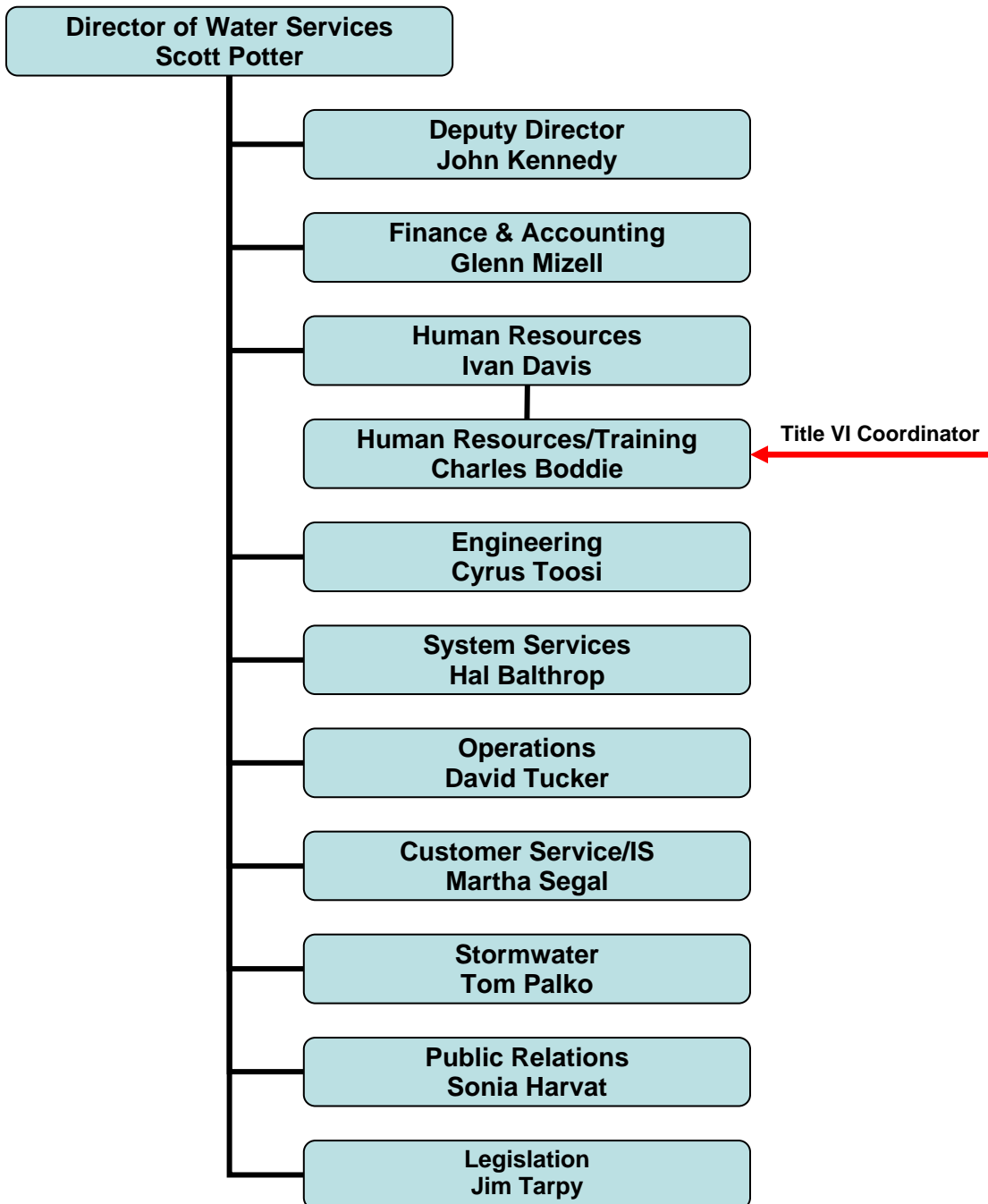
- a) Turbidity levels
- b) Chlorine levels
- c) Bacteria levels
- d) Taste and Odor
- e) Disinfection By-Products

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 inquiries, 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	Alisha Carrethers
Information Technology Services	Mary Emigh
Justice Integration Services	Julia Binkley
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	Harriett Royer
Parks & Recreation	James Gray
Planning Commission	Josie Bass
Police	Sue Bibb
Public Defender	Sandra Ray
Public Library	Chase Adams
Public Schools	Bruce Bowers
Public Works	Yvonne Foote
Sheriff	Kim Peery & Lynn Norris
Social Services	Yuri Hancock
Soil & Water Conservation	Carol Edwards
Transportation Licensing Commission	Brian McQuiston
Water Services	Charles Boddie

U.S. Census Bureau



American FactFinder



Nashville-Davidson (balance), Tennessee

2005-2009

2005-2009 American Community Survey 5-Year Estimates

Data Profile Highlights:

Note: The following links are to data from the American Community Survey and the Population Estimates Program.

NOTE: Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, it is the Census Bureau's Population Estimates Program that produces and disseminates the official estimates of the population for the nation, states, counties, cities and towns and estimates of housing units for states and counties.

Social Characteristics - [show more](#)

>>	Estimate Percent		U.S.	Margin of Error
Average household size	2.37	(X)	2.60	+/-0.01
Average family size	3.15	(X)	3.19	+/-0.03
Population 25 years and over	397,598			+/-533
High school graduate or higher	(X)	84.8	84.6%	(X)
Bachelor's degree or higher	(X)	32.9	27.5%	(X)
Civilian veterans (civilian population 18 years and over)	39,579	8.6	10.1%	+/-1,326
With a Disability	(X)	(X)	(X)	(X)
Foreign born	64,670	10.9	12.4%	+/-2,327
Male, Now married, except separated (population 15 years and over)	99,814	43.3	52.3%	+/-1,905
Female, Now married, except separated (population 15 years and over)	95,751	38.4	48.4%	+/-1,733
Speak a language other than English at home (population 5 years and over)	77,261	14.1	19.6%	+/-2,338
Household population	570,935			+/-1,783
Group quarters population	(X)	(X)	(X)	(X)

Economic Characteristics - [show more](#) >>

	Estimate Percent		U.S.	Margin of Error
In labor force (population 16 years and over)	325,404	68.6	65.0%	+/-2,711
Mean travel time to work in minutes (workers 16 years and over)	23.2	(X)	25.2	+/-0.3
Median household income (in 2009)	45,194	(X)	51,425	+/-474

inflation-adjusted dollars)				
Median family income (in 2009 inflation-adjusted dollars)	56,452	(X)	62,363	+/-1,036
Per capita income (in 2009 inflation-adjusted dollars)	26,431	(X)	27,041	+/-397
Families below poverty level	(X)	12.3	9.9%	+/-0.6
Individuals below poverty level	(X)	16.0	13.5%	+/-0.6

Housing Characteristics - show more >>

	Estimate	Percent	U.S.	Margin of Error
Total housing units	266,089			+/-923
Occupied housing units	240,851	90.5	88.2%	+/-1,493
Owner-occupied housing units	140,466	58.3	66.9%	+/-1,615
Renter-occupied housing units	100,385	41.7	33.1%	+/-1,576
Vacant housing units	25,238	9.5	11.8%	+/-1,348
Owner-occupied homes	140,466			+/-1,615
Median value (dollars)	157,200	(X)	185,400	+/-1,457
Median of selected monthly owner costs				
With a mortgage (dollars)	1,292	(X)	1,486	+/-13
Not mortgaged (dollars)	410	(X)	419	+/-6

ACS Demographic Estimates - show more >>

	Estimate	Percent	U.S.	Margin of Error
Total population	592,497			+/-49
Male	287,475	48.5	49.3%	+/-530
Female	305,022	51.5	50.7%	+/-537
Median age (years)	34.0	(X)	36.5	+/-0.2
Under 5 years	44,118	7.4	6.9%	+/-342
18 years and over	460,872	77.8	75.4%	+/-422
65 years and over	62,744	10.6	12.6%	+/-346
One race	585,091	98.8	97.8%	+/-763
White	383,175	64.7	74.5%	+/-1,875
Black or African American	166,092	28.0	12.4%	+/-804
American Indian and Alaska Native	1,861	0.3	0.8%	+/-330
Asian	18,491	3.1	4.4%	+/-580
Native Hawaiian and Other Pacific Islander	264	0.0	0.1%	+/-349
Some other race	15,208	2.6	5.6%	+/-1,709
Two or more races	7,406	1.2	2.2%	+/-767
Hispanic or Latino (of any race)	48,180	8.1	15.1%	+/-509

Source: U.S. Census Bureau, 2005-2009 American Community Survey

Explanation of Symbols:

'****' - The median falls in the lowest interval or upper interval of an open-ended distribution. A statistical test is not appropriate.

'*****' - The estimate is controlled. A statistical test for sampling variability is not appropriate.

'N' - Data for this geographic area cannot be displayed because the number of sample cases is too small.

'(X)' - The value is not applicable or not available.



State & County QuickFacts

Nashville-Davidson (balance), Tennessee

People QuickFacts	Nashville-Davidson	Tennessee
Population, 2011 estimate	NA	6,403,353
Population, 2010	601,222	6,346,105
Population, percent change, 2000 to 2010	10.2%	11.5%
Population, 2000	545,524	5,689,283
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, 2006-2010	79.6%	83.8%
Foreign born persons, percent, 2006-2010	11.7%	4.4%
Language other than English spoken at home, pct age 5+, 2006-2010	15.0%	6.2%
High school graduates, percent of persons age 25+, 2006-2010	84.8%	82.5%
Bachelor's degree or higher, pct of persons age 25+, 2006-2010	33.4%	22.7%
Mean travel time to work (minutes), workers age 16+, 2006-2010	23.2	23.9
Housing units, 2010	272,622	2,812,133
Homeownership rate, 2006-2010	57.0%	69.6%
Housing units in multi-unit structures, percent, 2006-2010	37.8%	18.1%
Median value of owner-occupied housing units, 2006-2010	\$162,400	\$134,100
Households, 2006-2010	242,496	2,443,475
Persons per household, 2006-2010	2.33	2.49
Per capita money income in past 12 months (2010 dollars) 2006-2010	\$26,550	\$23,722
Median household income 2006-2010	\$45,063	\$43,314
Persons below poverty level, percent, 2006-2010	17.8%	16.5%
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		

Population estimates for counties will be available in April, 2012 and for cities in June, 2012.

(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: Tuesday, 31-Jan-2012 17:26:22 EST

MEMBERS OF THE METROPOLITAN COUNCIL 2011-2015

<u>VICE MAYOR & PRESIDENT</u>	<u>Address</u>	<u>Telephone</u>	
		<u>Business</u>	<u>Residence</u>
NEIGHBORS, Diane	One Public Square, Suite 204 P. O. Box 196300 (37219)	880-3357	226-6073
 <u>COUNCIL MEMBERS AT LARGE</u>			
BARRY, Megan	2017 20 th Avenue, South (37212)		480-3008
STEINE, Ronnie	319 Whitworth Way (37205)		385-9757
GARRETT, Tim	1922 Tinnin Road, Goodlettsville (37072)		859-1047
TYGARD, Charlie	617 Poplar Creek Trace (37221)	256-7146	646-3295
MAYNARD, Jerry	941 35 th Avenue, North (37209)		942-6233
 <u>DISTRICT COUNCIL MEMBERS</u>			
1. MATTHEWS, Lonnell, Jr.	2733 Cato Ridge Drive (37218)		876-2319
2. HARRISON, Frank	1817 Glade Street (37207)		228-7693
3. HUNT, Walter	3616 Trail Hollow Lane, Whites Creek (37189)		876-3367
4. BANKS, Brady	5845 Brentwood Trace, Brentwood (37027)		663-1037
5. DAVIS, Scott	905 Lischee Avenue (37207)		554-9730
6. WESTERHOLM, Peter	1502 Long Avenue (37206)		429-4042
7. DAVIS, Anthony	1516 Dugger Drive (37206)		775-8746
8. BENNETT, Karen	2832 Alhambra Circle (37207)		228-8107
9. PRIDEMORE, Bill	1537 Neely's Bend Road, Madison (37115)		915-1419
10. PARDUE, Doug	2086 Graceland Drive, Goodlettsville (37072)	305-3945	859-9370
11. JERNIGAN, Darren	4837 Rainer Drive, Old Hickory (37138)		847-8483
12. GLOVER, Steve	1101 Kermit Drive, Suite 610 (37217)	866-9514	883-1378
13. STITES, Josh	605 Sycamore Ridge Circle (37214)		583-9271
14. STANLEY, Bruce	3211 Downeymeade Court (37214)		889-6697
15. CLAIBORNE, Phil	2911 Western Hills Drive (37214)		889-2907
16. TENPENNY, Tony	3000 Mavert Drive (37211)		506-2016
17. MOORE, Sandra	916 Benton Avenue (37204)		386-9246
18. ALLEN, Burkley	3521 Byron Avenue (37205)		383-6604
19. GILMORE, Erica	1022 10 th Avenue, North (37208)		248-8852
20. BAKER, Buddy	6357 Alamo Place (37209)		356-0714
21. LANGSTER, Edith	2423 Underwood Street (37208)		320-5783
22. WEINER, Sheri	417 W.F. Rust Court (37221)		347-7544
23. EVANS, Emily	113 Pembroke Avenue (37205)		356-6294
24. HOLLEMAN, Jason	4210 Park Avenue (37209)		269-6365
25. McGUIRE, Sean	1505 Shackelford Road (37215)		260-2634
26. HARMON, Chris	707 Desmond Drive (37211)		405-7132
27. BLALOCK, Davette	769 Huntington Parkway (37211)	485-6563	831-5525
28. DOMINY, Duane A.	101 Cherokee Place, Antioch (37013)		831-0774
29. JOHNSON, Karen Y.	2928 Moss Spring Drive, Antioch (37013)		977-6721
30. POTTS, Jason	3914 East Ridge Drive (37211)	491-6857	332-0568
31. BEDNE, Fabian	6649 Sugar Valley Drive (37211)		829-6226
32. DOWELL, Jacobia	2609 Welshcrest Drive, Antioch (37013)		731-3177
33. DUVALL, Robert	208 Cambridge Place, Antioch (37013)		957-7313
34. TODD, Carter	4005 Wallace Lane (37215)		305-8903
35. MITCHELL, Bo	6421 Riverplace Drive (37221)		477-6718

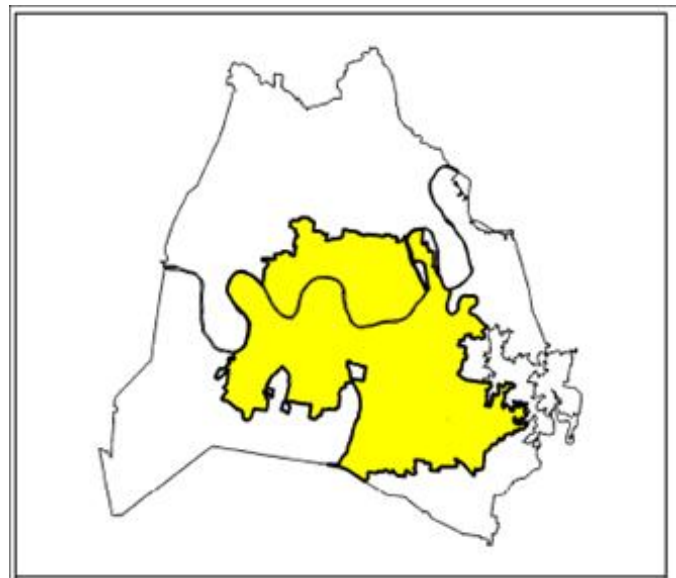
Organizational Chart of Operating Departments and the Metropolitan Government of Nashville & Davidson County Form of Government

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.

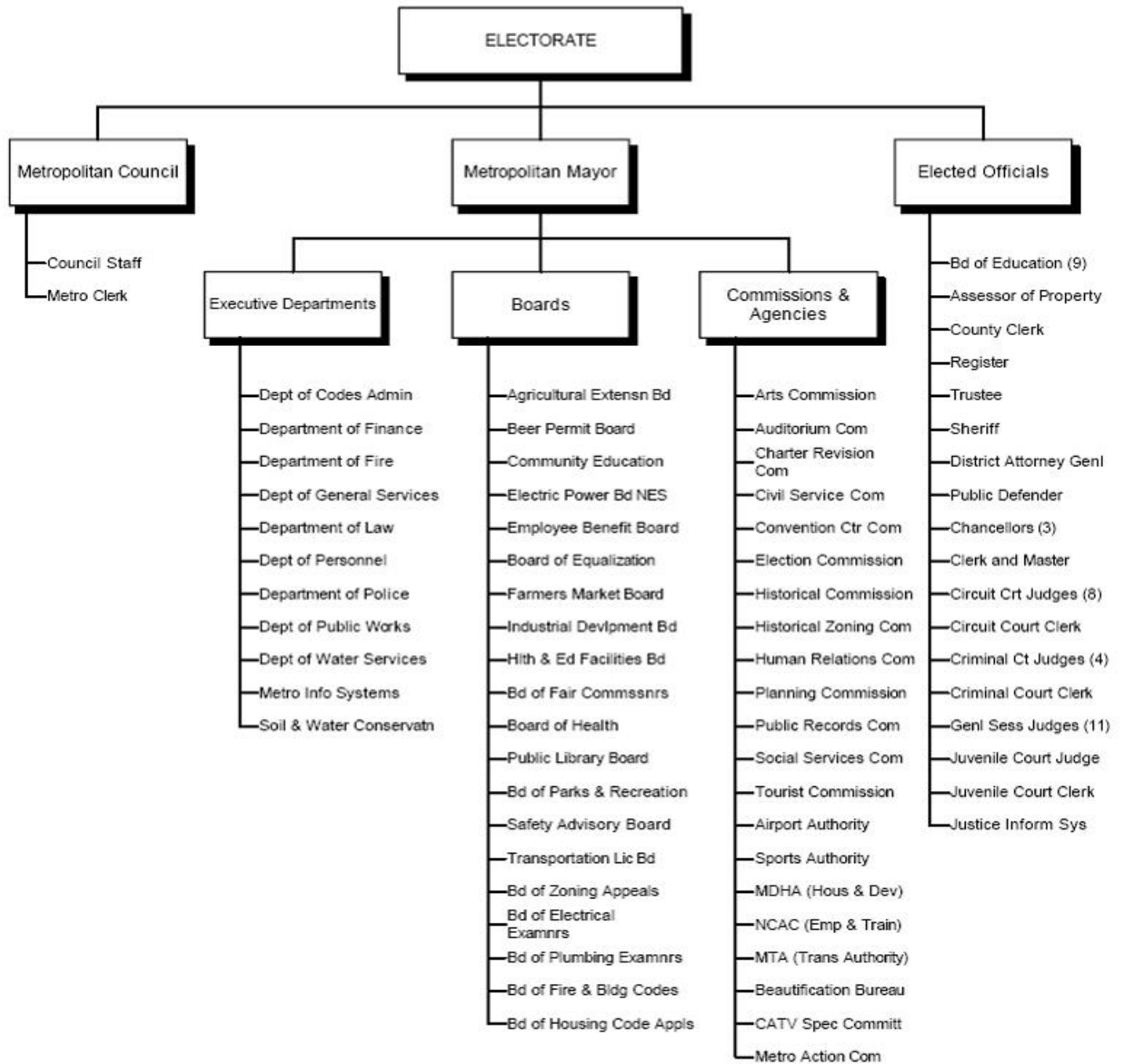
The original USD conformed to the corporate limits of the City of Nashville as they existed on April, 1963, the date of consolidation. USD residents are charged an additional tax to support those services, functions and debt obligations which benefit only the USD. Such services include additional police 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 2011-2012 BY GRANTOR

(Includes Accruals from Prior FY)

Dir. or Pass-Thru	TITLE	GRANTOR	AWARD AMOUNT
ARTS COMMISSION			
P	Major Cultural Institution 12	NATIONAL ENDOWMENT FOR THE ARTS	\$79,600.00
	TOTAL ARTS COMMISSION		\$79,600.00
DISTRICT ATTORNEY			
D	ARRA Justice Assistance Grant 09-13	U.S. DEPARTMENT OF JUSTICE	\$0.00
P	Project Safe Neighborhood - Gang Prosecution 10-13	U.S. DEPARTMENT OF JUSTICE	\$105,293.00
P	VOCA Hispanic, Child, and Family 09-12	U.S. DEPARTMENT OF JUSTICE	\$433,305.00
D	Justice Assistance Grant 07-11	U.S. DEPARTMENT OF JUSTICE	\$0.00
P	Project Safe Neighborhood Gang Prosecution 07-10	U.S. DEPARTMENT OF JUSTICE	\$208,366.00
D	Justice Assistance Grant 09-13 (b)	U.S. DEPARTMENT OF JUSTICE	\$0.00
P	Project Safe Neighborhood Comm. Gun Violence Pros. Unit 09-12	U.S. DEPARTMENT OF JUSTICE	\$90,652.00
P	Project Safe Neighborhood Gun Violence 07-10	U.S. DEPARTMENT OF JUSTICE	\$143,836.00
	TOTAL DISTRICT ATTORNEY		\$981,452.00
FINANCE DEPARTMENT			
P	FLOOD Public Assistance 10-15 01	U.S. DEPARTMENT OF HOMELAND SECURITY	\$51,239,477.74
	TOTAL FINANCE DEPARTMENT		\$51,239,477.74
FIRE DEPARTMENT			
D	Assistance to Firefighters 10-11	U.S. DEPARTMENT OF HOMELAND SECURITY	\$840,333.00
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

Dir. or Pass-Thru	TITLE	GRANTOR	AWARD AMOUNT
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			\$5,149,786.00
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	\$515,000.00
D	Air Pollution 105 09-11	ENVIRONMENTAL PROTECTION AGENCY	\$1,073,428.00
D	Healthy Start Initiative - Eliminating Racial Ethnic Disparities 11-12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$905,186.00
P	Health Promotion Services 12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$116,000.00
P	Environmental Health Specialist Network 12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$112,700.00
P	Women, Infant and Children (WIC) 11-12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$4,245,100.00
P	Commodity Supplemental Food Program (CSFP) 11-12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$227,900.00
P	Children's Special Services 12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$786,900.00
P	Rapid HIV Testing 11-12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$238,500.00
P	Family Planning 12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$894,700.00
P	Healthy Start 12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$659,700.00
P	Tobacco Use Prevention Services 11-12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$42,500.00
P	ARRA Tobacco Use Prevention Services Advertising 11	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$80,000.00
P	HIV-AIDS Prevention, Surveillance and STD 11-11	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$961,300.00
P	Tuberculosis Control, Prevention and Outreach Services 12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$1,398,900.00

Dir. or Pass-Thru	TITLE	GRANTOR	AWARD AMOUNT
P	Immunization Service 11-11	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$530,000.00
P	Help Us Grow Successfully (HUGS) 9-14	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$3,051,000.00
P	HIV Rapid Testing 10-11	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$239,000.00
D	Ryan White IT Capacity Building 10-11	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$99,922.00
P	Women, Infant and Children (WIC) 10-11	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$4,243,700.00
P	Commodity Supplemental Food 10-11	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$227,200.00
P	Bioterrorism 10-11	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$881,600.00
D	ARRA Communities Putting Prevention to Work 10-12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$7,527,527.00
D	HIV Emergency Relief 11-12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$4,765,213.00
P	HIV-AIDS Prevention, Surveillance and STD 12-12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$961,300.00
P	Tobacco Use Prevention Services 12-13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$42,500.00
P	Immunization Service 12-12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$539,800.00
D	HIV Emergency Relief 12-13	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$4,540,588.00
P	ARRA Project Diabetes Implementation-Step Up for Health 11-12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$250,000.00
P	Bioterrorism 11-12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$854,300.00
P	Breast and Cervical Cancer Screening 11-14	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$282,600.00
D	Pathways to Responsible Fatherhood 11-12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$1,589,107.00
TOTAL HEALTH DEPARTMENT			\$42,883,171.00

Dir. or Pass-Thru	TITLE	GRANTOR	AWARD AMOUNT
JUSTICE INTEG. SVCE.			
D	Justice Assistance Grant 07-11	U.S. DEPARTMENT OF JUSTICE	\$0.00
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 08-12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$3,643,700.00
P	Juvenile Accountability Block Grant (JABG) 11-12	U.S. DEPARTMENT OF JUSTICE	\$129,636.00
D	Justice Assistance Grant 07-11 (Juvenile)	U.S. DEPARTMENT OF JUSTICE	\$0.00
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
P	Juvenile Accountability Block Grant (JABG) 10-11	U.S. DEPARTMENT OF JUSTICE	\$126,216.00
TOTAL JUVENILE COURT			\$3,899,552.00
MAYOR'S OFFICE			
P	ARRA Southeast Energy Efficiency Alliance Community Retrofit Ramp-Up Consortium 10-13	U.S. DEPARTMENT OF ENERGY	\$1,800,000.00
TOTAL MAYOR'S OFFICE			\$1,800,000.00
METRO ACTION			
P	Child & Adult Care Food Program 10-11	U.S. DEPARTMENT OF AGRICULTURE	\$917,991.00
P	Summer Food Service 11-11	U.S. DEPARTMENT OF AGRICULTURE	\$726,276.00
P	Community Services Block Grant (CSBG) 12 (a)	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$252,185.24
P	Community Services Block Grant 11-12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$1,012,278.31
P	Low Income Home Energy Assistance Program (LIHEAP) 11-12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$5,261,123.68
D	Early Head Start 10-11	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$481,306.00
P	Low Income Home Energy Assistance Program 12 (a)	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$1,008,740.96

Dir. or Pass-Thru	TITLE	GRANTOR	AWARD AMOUNT
D	Head Start 12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$11,687,545.00
TOTAL METRO ACTION			\$21,347,446.19
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
D	Justice Assistance Grant 07-11	U.S. DEPARTMENT OF JUSTICE	\$0.00
TOTAL MNPS			\$0.00
NCAC			
P	WIA Dislocated Worker Rapid Response (Program) 10-11 (b)	U.S. DEPARTMENT OF LABOR	\$1,145,000.00
P	WIA Dislocated, Adult, Youth (Admin.) 10-11 (b)	U.S. DEPARTMENT OF LABOR	\$57,250.00
P	WIA Adult 10-12 (b)	U.S. DEPARTMENT OF LABOR	\$1,605,598.00
P	Administrative Funds 11-12	U.S. DEPARTMENT OF LABOR	\$8,000.00
P	Incentive Funds 10-11	U.S. DEPARTMENT OF LABOR	\$81,250.00
P	WIA Dislocated Worker 10-12 (b)	U.S. DEPARTMENT OF LABOR	\$1,644,373.00
P	WIA Adult 10-12	U.S. DEPARTMENT OF LABOR	\$337,221.00
P	Music City Center Workforce Development Program with J.U.M.P. 12	U.S. DEPARTMENT OF LABOR	\$110,000.00
P	WIA Adult 11-13 (b)	U.S. DEPARTMENT OF LABOR	\$1,896,460.00
P	Fast Tract Keystone 10-11	U.S. DEPARTMENT OF LABOR	\$132,352.00
P	Incumbent Worker 11-12	U.S. DEPARTMENT OF LABOR	\$100,000.00
P	Resource Sharing 12	U.S. DEPARTMENT OF LABOR	\$67,476.00
P	WIA Adult 11-13	U.S. DEPARTMENT OF LABOR	\$156,998.00

Dir. or Pass-Thru	TITLE	GRANTOR	AWARD AMOUNT
P	WIA Youth 11-13	U.S. DEPARTMENT OF LABOR	\$2,039,782.00
P	Incentive Funds 12-12	U.S. DEPARTMENT OF LABOR	\$53,500.00
P	WIA Youth 10-12	U.S. DEPARTMENT OF LABOR	\$1,940,047.00
P	WIA Dislocated Worker 11-13	U.S. DEPARTMENT OF LABOR	\$582,683.00
P	Skill Shortage - Associated Builders and Contractors 11-11	U.S. DEPARTMENT OF LABOR	\$52,250.00
P	WIA Dislocated Worker 11-13 (b)	U.S. DEPARTMENT OF LABOR	\$2,458,611.00
P	WIA Dislocated Worker 10-12	U.S. DEPARTMENT OF LABOR	\$619,202.00
TOTAL NCAC			\$15,088,053.00

OFFICE OF EMERG. MGMT.

P	Emergency Management Performance 10-11	U.S. DEPARTMENT OF HOMELAND SECURITY	\$182,000.00
D	Port Security 09-12	U.S. DEPARTMENT OF HOMELAND SECURITY	\$1,560,071.00
D	Port Security 11-14	U.S. DEPARTMENT OF HOMELAND SECURITY	\$1,000,046.00
P	U.S. Homeland Security/Urban Areas Security 10-13	U.S. DEPARTMENT OF HOMELAND SECURITY	\$1,085,285.75
P	FY11 Homeland Security 11-14	U.S. DEPARTMENT OF HOMELAND SECURITY	\$662,595.17
D	Port Security 10-13	U.S. DEPARTMENT OF HOMELAND SECURITY	\$1,001,608.00
D	Port Security 08-11	U.S. DEPARTMENT OF HOMELAND SECURITY	\$1,546,019.00
P	Public Assistance FEMA Declaration 1978-DR-TN 11-16	U.S. DEPARTMENT OF HOMELAND SECURITY	\$22,778.03
P	Buffer Zone Protection 09-12	U.S. DEPARTMENT OF HOMELAND SECURITY	\$194,000.00
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

Dir. or Pass-Thru	TITLE	GRANTOR	AWARD AMOUNT
P	2009 BF T9 0011 Buffer Zone Protection 09-12	U.S. DEPARTMENT OF HOMELAND SECURITY	\$84,980.98
P	U.S. Homeland Security/Urban Areas Security 09-12	U.S. DEPARTMENT OF HOMELAND SECURITY	\$1,638,064.97
TOTAL OFFICE OF EMERG. MGMT.			\$9,365,448.90

PARKS & RECREATION

P	Growing Right Onto Wellness (GROW) 10-12	NATIONAL INSTITUTES OF HEALTH/HEART,LUNG, AND BLOOD	\$196,710.67
P	Summer Enrichment Kirkpatrick Park 11-11	U.S. DEPARTMENT OF HOUSING & URBAN DEV.	\$20,000.00
P	Joelton Park Rehabilitation and Re-Use-LPRF 09-12	U.S. DEPARTMENT OF INTERIOR	\$300,000.00
D	Justice Assistance Grant 09-13 (b)	U.S. DEPARTMENT OF JUSTICE	\$0.00
D	Justice Assistance Grant 07-11	U.S. DEPARTMENT OF JUSTICE	\$0.00
D	ARRA Justice Assistance Grant 09-13	U.S. DEPARTMENT OF JUSTICE	\$0.00
P	Cumberland River Greenway 07-13	U.S. DEPARTMENT OF TRANSPORTATION	\$1,344,796.02
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	Joelton Greenway RTP 09-12	U.S. DEPARTMENT OF TRANSPORTATION	\$48,500.00
P	Riverside Drive Connector Trail 11-14	U.S. DEPARTMENT OF TRANSPORTATION	\$72,547.00
TOTAL PARKS & RECREATION			\$11,257,161.69

PLANNING COMMISSION

P	Short-Range Transit Planning Activities 08-11	U.S. DEPARTMENT OF TRANSPORTATION	\$143,703.00
P	State Planning & Research 09-11	U.S. DEPARTMENT OF TRANSPORTATION	\$677,754.00
P	Short-Range Transit Planning Activities 10-15	U.S. DEPARTMENT OF TRANSPORTATION	\$399,082.00
P	Sustainable Communities Initiative 09-11	U.S. DEPARTMENT OF TRANSPORTATION	\$180,000.00

Dir. or Pass-Thru	TITLE	GRANTOR	AWARD AMOUNT
P	Transportation Planning & Coordination 11-13	U.S. DEPARTMENT OF TRANSPORTATION	\$3,933,451.00
P	Transportation Planning & Coordination 07-11	U.S. DEPARTMENT OF TRANSPORTATION	\$9,093,858.00
P	Regional Household Travel Survey 11-13	U.S. DEPARTMENT OF TRANSPORTATION	\$187,500.00
P	State Planning & Research 11-12	U.S. DEPARTMENT OF TRANSPORTATION	\$678,877.00
TOTAL PLANNING COMMISSION			\$15,294,225.00

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
D	ARRA Justice Assistance Grant 09-13	U.S. DEPARTMENT OF JUSTICE	\$3,831,717.00
D	Justice Assistance Grant 08-12	U.S. DEPARTMENT OF JUSTICE	\$933,270.00
D	Bullet Proof Vest 08	U.S. DEPARTMENT OF JUSTICE	\$36,832.80
D	Bulletproof Vest Partnership 09-11	U.S. DEPARTMENT OF JUSTICE	\$25,121.00
D	ARRA MNPd Precinct Staffing (COPS) 09-12	U.S. DEPARTMENT OF JUSTICE	\$8,670,100.00
D	Justice Assistance Grant 07-11	U.S. DEPARTMENT OF JUSTICE	\$292,365.00
P	Crime Victim Assistance-Victims of Crime (VOCA) 09-12	U.S. DEPARTMENT OF JUSTICE	\$163,578.00
D	Bulletproof Vest Partnership 10-12	U.S. DEPARTMENT OF JUSTICE	\$33,902.85
D	Gang Resistance Education and Training (G.R.E.A.T.) 10-11	U.S. DEPARTMENT OF JUSTICE	\$50,000.00
D	Justice Assistance Grant 11-14	U.S. DEPARTMENT OF JUSTICE	\$666,280.00
D	GREAT Regional Training Center 10-11	U.S. DEPARTMENT OF JUSTICE	\$310,000.00
D	Justice Assistance Grant 09-13 (b) (All)	U.S. DEPARTMENT OF JUSTICE	\$857,577.00

Dir. or Pass-Thru	TITLE	GRANTOR	AWARD AMOUNT
D	GREAT Regional Training Center 11-12	U.S. DEPARTMENT OF JUSTICE	\$310,000.00
D	Gang Resistance Education And Training (G.R.E.A.T.) 11-12	U.S. DEPARTMENT OF JUSTICE	\$50,000.00
P	Governor's Highway Safety Alcohol Saturation 11-12	U.S. DEPARTMENT OF TRANSPORTATION	\$399,888.60
P	Governor's Highway Safety Alcohol Saturation 10-11	U.S. DEPARTMENT OF TRANSPORTATION	\$399,999.54
TOTAL POLICE DEPARTMENT			\$20,472,331.79

PUBLIC DEFENDER

D	Justice Assistance Grant 07-11	U.S. DEPARTMENT OF JUSTICE	\$0.00
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
D	Indigent Defender 09-11	U.S. DEPARTMENT OF JUSTICE	\$150,000.00
TOTAL PUBLIC DEFENDER			\$150,000.00

PUBLIC LIBRARY

P	LSTA Technology 11-12	INSTITUTE OF MUSEUM AND LIBRARY SERVICES	\$7,920.00
D	National Award for Library Service 10-11	INSTITUTE OF MUSEUM AND LIBRARY SERVICES	\$10,000.00
TOTAL PUBLIC LIBRARY			\$17,920.00

PUBLIC WORKS

P	ARRA Multi-Modal Signal Enhancements 09-15	U.S. DEPARTMENT OF TRANSPORTATION	\$997,000.00
P	ARRA West End Sidewalk Maintenance 09-15	U.S. DEPARTMENT OF TRANSPORTATION	\$538,606.00
P	Harding Place Pedestrian Network Enhancement: Phase 1 – Nolensville Pike to Tampa Drive 11-16	U.S. DEPARTMENT OF TRANSPORTATION	\$1,765,000.00
P	TDOT TN Roadscapes 21st Ave. South Gateway 08-11	U.S. DEPARTMENT OF TRANSPORTATION	\$122,836.56
P	Gateway to Heritage Phase 1 08-13	U.S. DEPARTMENT OF TRANSPORTATION	\$608,000.00

Dir. or Pass-Thru	TITLE	GRANTOR	AWARD AMOUNT
P	Countywide Wayfinding and Traffic Guidance Phase 2, 08-12	U.S. DEPARTMENT OF TRANSPORTATION	\$1,600,000.00
P	Traffic Signal Communication Upgrade and Interconnect 04-07	U.S. DEPARTMENT OF TRANSPORTATION	\$560,000.00
P	Jefferson Street Intersection Improvement 08-09	U.S. DEPARTMENT OF TRANSPORTATION	\$920,808.00
P	Signal System Upgrade Phase 3B 11-14	U.S. DEPARTMENT OF TRANSPORTATION	\$600,000.00
P	Intersection Improvements 08-12	U.S. DEPARTMENT OF TRANSPORTATION	\$1,125,000.00
P	Harding Place Sidewalk and Bikeways 10-14	U.S. DEPARTMENT OF TRANSPORTATION	\$862,840.20
P	Shelby Ave. Gateway Blvd. 09-12	U.S. DEPARTMENT OF TRANSPORTATION	\$1,400,000.00
P	ARRA Various Intersection Improvements 09-15	U.S. DEPARTMENT OF TRANSPORTATION	\$990,000.00
P	Countywide Signal Intersection Maintenance	U.S. DEPARTMENT OF TRANSPORTATION	\$1,305,063.00
P	Increased Guidance for Improved Mobility 04-07	U.S. DEPARTMENT OF TRANSPORTATION	\$450,000.00
P	Safe Routes to Schools Tom Joy Elementary 10-12	U.S. DEPARTMENT OF TRANSPORTATION	\$220,349.00
P	ATIS Phase 1B - Traffic Detection and Monitoring System 11-14	U.S. DEPARTMENT OF TRANSPORTATION	\$1,640,000.00
P	ARRA Signal Timing Upgrade 09-15	U.S. DEPARTMENT OF TRANSPORTATION	\$997,000.00
P	ARRA Group 3 Resurfacing 09-15	U.S. DEPARTMENT OF TRANSPORTATION	\$2,828,403.00
P	ARRA Group 2 Resurfacing 09-15	U.S. DEPARTMENT OF TRANSPORTATION	\$2,176,391.00
P	ARRA Group 1 Resurfacing 09-15	U.S. DEPARTMENT OF TRANSPORTATION	\$2,255,931.00
TOTAL PUBLIC WORKS			\$23,963,227.76
SHERIFF			
D	Justice Assistance Grant 07-11	U.S. DEPARTMENT OF JUSTICE	\$0.00
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

Dir. or Pass-Thru	TITLE	GRANTOR	AWARD AMOUNT
SOCIAL SERVICES			
P	GNRC Nutrition Services IIIC (Multi-Services) 12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$450,700.00
P	GNRC Transportation Services (Multi-Services) 12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$70,000.00
P	SSBG Homemaker 11-12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$183,162.00
P	GNRC Home Delivered Meals (Multi-Services) 12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$50,400.00
P	GNRC Home Delivered Meals III C2 (Multi-Services) 12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$300,992.00
P	GNRC Nutrition Services NSIP (Multi-Services) 12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$137,900.00
P	GNRC Homemaker Services (Options) 12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$63,000.00
P	GNRC Personal Care (Options) 12	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$27,000.00
P	SSBG Homemaker 11-11	U.S. DEPARTMENT OF HEALTH & HUMAN SERVICES	\$78,138.00
TOTAL SOCIAL SERVICES			\$1,361,292.00
STATE TRIAL COURTS			
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
D	Justice and Mental Health Collaboration 09-11	U.S. DEPARTMENT OF JUSTICE	\$199,882.00
P	Residential Substance Abuse Treatment (RSAT) 11-13	U.S. DEPARTMENT OF JUSTICE	\$100,000.00
D	Justice Assistance Grant 07-11	U.S. DEPARTMENT OF JUSTICE	\$0.00
TOTAL STATE TRIAL COURTS			\$299,882.00

Dir. or Pass-Thru	TITLE	GRANTOR	AWARD AMOUNT
WATER & SEWER			
P	Wimpole Drive 2008 Home Buyout 08-10	U.S. DEPARTMENT OF HOMELAND SECURITY	\$731,369.00
P	San Marcos Drive Home Buyout 08-11	U.S. DEPARTMENT OF HOMELAND SECURITY	\$547,635.00
P	FLOOD West Hamilton/Hite St 41 Home Buyout 11-14	U.S. DEPARTMENT OF HOMELAND SECURITY	\$4,559,616.50
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
TOTAL WATER & SEWER			\$21,853,334.50
Grand Total		\$252,728,761.57	

Fiscal Year 2011 Disadvantaged Business Report
FY 11 Fiscal Yr. (July 1, 2011 - June 22, 2012)

															Totals		
						Disadvantaged Business											
Ethnic Minority Male Only						Woman Owned											
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	OS&E*	Total Disadvantaged Business	Non-Ethnic Male	Total of All Business	
1 Agricultural Extension	0	0	0	111	0	\$111	0	0	0	0	0	0	\$0	0	\$111	0	\$111
2 Arts Commission Auditorium	1,200	0	0	1,322	0	\$2,522	0	0	0	0	4,375	69,592	\$73,967	0	\$76,489	242,954	\$319,443
3 Commission	0	0	0	24,460	0	\$24,460	0	0	0	0	2,240	154,210	\$156,450	0	\$180,910	701,572	\$882,482
4 Beer Permit Board	0	0	0	432	0	\$432	0	0	0	0	0	52	\$52	0	\$484	2,984	\$3,468
5 Community Education	0	0	0	16,615	0	\$16,615	0	0	0	0	0	27,652	\$27,652	0	\$44,267	41,973	\$86,240
6 Convention Center Election	27,750	0	0	10,681	0	\$38,431	0	0	0	0	1,262	44,842	\$46,104	0	\$84,535	1,028,967	\$1,113,502
7 Commission	0	0	0	8,898	0	\$8,898	0	0	0	0	291	4,560	\$4,851	0	\$13,749	295,541	\$309,290
8 Farmer's Market	950	0	0	0	0	\$950	186	0	0	0	0	5,903	\$6,089	0	\$7,039	364,400	\$371,439
9 Historical Commission	0	0	0	0	0	\$0	0	0	0	0	359	0	\$359	0	\$359	13,074	\$13,433
10 Human Relations	0	0	0	395	0	\$395	0	0	0	0	0	3,502	\$3,502	0	\$3,897	7,576	\$11,473
11 Justice Integration Systems	0	0	638	1,357	0	\$1,995	0	0	0	0	50	0	\$50	0	\$2,045	335,785	\$337,830
12 Library	54,178	304	7,241	51,481	0	\$113,204	12,585	19,254	0	0	9,954	226,471	\$268,264	0	\$381,468	5,133,916	\$5,515,384
13 Metro Action Commission	80,495	2,103	2,300	76,789	0	\$161,687	21,303	0	800	0	3,189	16,809	\$42,101	0	\$203,788	3,166,138	\$3,369,926
14 Nashville Career Advancement Ctr	53,475	0	0	7,224	0	\$60,699	0	0	0	0	755	81,914	\$82,669	0	\$143,368	3,760,586	\$3,903,954
15 Parks and Recreation	120,085	0	0	0	0	\$120,085	3,276	0	1,375	0	150,851	381,695	\$537,197	0	\$657,282	14,161,698	\$14,818,980
16 Planning Commission	0	0	925	8,513	0	\$9,438	0	0	0	0	0	1,878	\$1,878	0	\$11,316	1,358,423	\$1,369,739

17	Public Health	32,035	11,434	125,867	289,215	0	\$458,551	18,512	4,564	3,508	0	133,195	182,127	\$341,906	0	\$800,457	10,957,448	\$11,757,905
18	Social Services	143,956	0	0	24,557	0	\$168,513	0	0	0	0	0	458,649	\$458,649	0	\$627,162	1,544,246	\$2,171,408
19	Transportation Licensing	0	0	4,032	0	0	\$4,032	0	0	0	0	0	5,498	\$5,498	0	\$9,530	28,600	\$38,130
20	Codes Administration	106,635	0	17,575	3,982	0	\$128,192	0	0	0	0	0	24,256	\$24,256	0	\$152,448	171,362	\$323,810
21	Criminal Justice Planning Unit	0	0	0	325	0	\$325	0	0	0	0	0	0	\$0	0	\$325	689	\$1,014
22	Emergency Communications	0	0	0	3,913	0	\$3,913	0	0	0	0	0	57,588	\$57,588	0	\$61,501	100,060	\$161,561
23	Finance	42,949	0	0	9,445	0	\$52,394	0	0	0	0	0	211,647	\$211,647	0	\$264,041	403,999	\$668,040
24	Fire	11,721	0	25,055	8,794,817	0	\$8,831,593	0	0	0	0	133,815	497,873	\$631,688	0	\$9,463,281	7,334,336	\$16,797,617
25	General Services	4,579,508	36,285	9,701	1,189,146	0	\$5,814,640	49,015	0	0	0	258,023	650,055	\$957,093	0	\$6,771,733	68,696,866	\$75,468,599
26	Human Resources	3,842	0	0	0	0	\$3,842	0	0	0	0	5,647	15,267	\$20,914	0	\$24,756	445,813	\$470,569
27	Information Technology Serc.	594,384	0	0	4,988	0	\$599,372	0	0	0	0	0	163,880	\$163,880	0	\$763,252	185,115,750	\$185,879,002
28	Law	0	0	0	7,768	0	\$7,768	0	0	0	0	0	13,230	\$13,230	0	\$20,998	654,698	\$675,696
29	Police	535,042	4,176	4,122	7,186,004	0	\$7,729,344	7,939	2,023	195	310	41,054	755,182	\$806,703	0	\$8,536,047	3,100	\$8,539,147
30	Public Works	17,463	37,141	2,676	26,488	0	\$83,768	600	0	0	0	57,311	4,337,356	\$4,395,267	0	\$4,479,035	43,733,429	\$48,212,464
31	Soil & Water Conservation	0	0	0	0	0	\$0	0	0	0	0	0	0	\$0	0	\$0	0	N/A
32	Water Services	1,480,493	712	31,719	310,390	0	\$1,823,314	883,494	0	0	0	427,439	1,962,641	\$3,273,574	0	\$5,096,888	198,262,833	\$203,359,721
33	Assessor of Property	0	0	1,195	11,721	0	\$12,916	0	0	0	0	2,341	0	\$2,341	0	\$15,257	833,494	\$848,751
34	Board of Education	0	0	0	0	0	\$0	0	0	0	0	0	0	\$0	0	\$0	0	N/A
35	Circuit Court Clerk	0	0	0	25,041	0	\$25,041	0	0	0	0	0	2,125	\$2,125	0	\$27,166	272,625	\$299,791
36	County Clerk	254	0	0	0	0	\$254	0	0	0	0	0	3,566	\$3,566	0	\$3,820	68,465	\$72,285
37	Criminal Court Clerk	0	0	0	7,209	0	\$7,209	0	0	0	0	0	2,861	\$2,861	0	\$10,070	69,254	\$79,324
38	District Attorney General	5,201	0	0	17,211	0	\$22,412	0	0	0	0	0	11,638	\$11,638	0	\$34,050	565,740	\$599,790

General Sessions																		
39	Court Judges	2,340	100	7,192	12,834	0	\$22,466	0	258	2,800	0	0	6,397	\$9,455	0	\$31,921	512,353	\$544,274
40	Juvenile Court Clerk	11,640	39,928	0	26,007	0	\$77,575	0	0	0	0	0	0	\$0	0	\$77,575	4,444,030	\$4,521,605
41	Public Defender	0	0	0	4,605	0	\$4,605	0	0	0	0	0	764	\$764	0	\$5,369	25,456	\$30,825
42	Register of Deeds	0	0	0	4,286	0	\$4,286	0	0	0	0	0	0	\$0	0	\$4,286	66,001	\$70,287
43	Sheriff	168	0	7,723	241,259	0	\$249,150	0	0	46,850	0	8,412	465,163	\$520,425	0	\$769,575	29,569,513	\$30,339,088
44	State Trial Courts	6,610	1,457	190	55,486	0	\$63,743	3,760	0	0		449	2,742	\$6,951	0	\$70,694	542,995	\$613,689
45	Trustee	0	0	0	736	0	\$736	0	0	0	0	0	0	\$0	0	\$736	54,499	\$55,235
Totals		\$7,912,374	\$133,640	\$248,151	\$18,465,711	\$0	\$26,759,876	\$1,000,670	\$26,099	\$55,528	\$310	\$1,241,012	\$10,849,585	\$13,173,204	\$0	\$39,933,080	\$585,093,241	\$625,026,321
							4.3%							2.1%	0.0%	6.4%	93.6%	100.0%
							67.0%							33.0%	0.0%	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](#)
-  [Part VI](#)

Contact us

Caroline Blackwell
Metro Human Relations Commission
800 2nd Ave. S. - 4th Floor
Nashville, TN 37210
Phone (615) 880-3370
Fax (615) 880-3373
 caroline.blackwell@nashville.gov

**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:		
5. Location and position of person(s) if known:		6. Date of alleged incident:
7. Discrimination because of: <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"><input type="checkbox"/> Race</div> <div style="width: 33%;"><input type="checkbox"/> Gender</div> <div style="width: 33%;"><input type="checkbox"/> Other: _____</div> <div style="width: 33%;"><input type="checkbox"/> National Origin</div> <div style="width: 33%;"><input type="checkbox"/> Age</div> <div style="width: 33%;"><input type="checkbox"/> Veteran Status</div> <div style="width: 33%;"><input type="checkbox"/> Color</div> <div style="width: 33%;"><input type="checkbox"/> Religion</div> <div style="width: 33%;"><input type="checkbox"/> Disability</div> </div>		
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:

Title VI Complaint Log

Date of Receipt	Case File #	Name of Complainant	Nature of Complaint	Disposition of Complaint	If Referral, To Whom	Notes

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 ይፃፉልንና በአማርኛ የሚያናግርት ይኖራል፡፡

04. ቁጥር/ጽሑፍ/
Amharic

مرحبًا، أنا من مكتب الإحصاء الأمريكي. هل يوجد هنا الآن شخص يتحدث الإنجليزية ويمكنه مساعدتنا؟ إذا آان لا يوجد، فلارجاء آتابة رقم هاتفكم وسيتصل بكم أحد الأشخاص بلالغة العربية.

05. العربية/
Arabic

Բարև Ձեզ, Ես ԱՄՆ-ի Մարդահամարի Բյուրոյից եմ: Ներկա՞ է արդյոք մեկը, որը խոսում է Անգլերեն և կարող է մեզ օմնել: Եթե ոչ, մերեք 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 အုန့် နူ ဃနညကျ ကြမနကေး၁်၁်သနသညန.နမန ညသတ တသ၁စန၁် နညါ၁် ညဲ ခညေ.နူစ ကျိ ညသအယ စူန၁် တမအန ပသကမ စသညန ညကာတနမ ညဲ၁်သနသညန တူ ခသညအခေအ ပသက ငည နညါ၁်.

09. မြန်မာ/
Burmese

សូម្បី ខ្ញុំមកពីការិយាល័យជំរឿនរបស់សហរដ្ឋអាមេរិក ១ ឬ ១ ជនសុស ពុំរហូ ។ តើមាននរណានៅ ទីនេះដែលចេះនិយាយភាសាអង់គ្លេសហើយអាចជួយយើងបានទេ ? 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 بدهی تا به لسان هندی با شما در تماس شویم.

15. دری/
Dari

Kudual, ʁen ʁe raan de maktam de kuɛn de kɔc de Amerika. Non ʁaan ʁe jam ɛ thon de Linglith lɛu bɛ wok kony ɛ kɛ looiku? Na liu, ke yɪ gɔɔr telepundu ku anɔŋ raan bɛ yɪin col ɛ thuonjɔŋ.

16. Thuonjɔŋ/
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 ממשרד 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 ຈະຕິດຕໍ່ຫາທ່ານ 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. ഇപ്പോൾ 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 Bíla'ashdla'ii náóltah bíł haz'ą bá naashnish. Háidaaish kóq Bilagáanaa biq zaad yee yáłti'ígíí hóló? 'Ádingo 'éí nibéesh bee hane'é nihá 'ádííłíł 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 ? नभ्या, 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 vorbeşte engleză şi ne poate ajuta? Dacă nu, vă rog scrieţi-vă numărul de telefon şi 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/ดิฉันเป็นเจ้าหน้าที่จากสำนักงานสम्मโนประชากรสหรัฐ มีใครพอจะพูดภาษาอังกฤษเพื่อช่วยแปลได้อ้างหรือเปล่า ครับ/ค่ะ ถ้าไม่มีช่วยแจ้งเบอร์โทรศัพท์เพื่อที่เราจะสามารถติดต่อกลับมาใหม่ได้เป็นภาษาไทย

45. ไทย/
Thai

ሃሎው፡ ካብ ቤት ጽሕፈት ምዕጣር ሕዝቢ ኢሜሪካ እየ ኣነ። ሕጂ እንግሊዝኛ ምህራብን ክሕግዝ ምእኩልን ሰብ ኣጠቢ ኣሎዶ? እንተዘይኮነ፡ ብክብረትኩም ቁጽሪ ቴሌፎንኩም ጽሓፉሞ ሓደሰብ ብትግርኛ ክሃረበኩም 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

ہیلو، 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

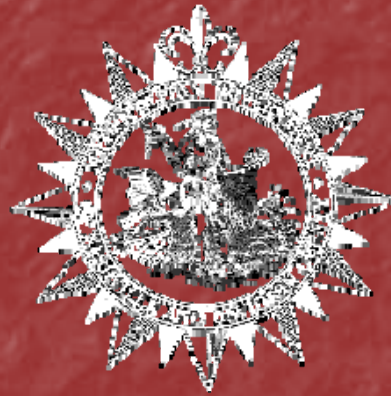
Xin chào, tôi là nhân viên của Cục Thống Kê Dân Số Hoa Kỳ. Ở đây hiện có ai biết nói tiếng Anh và có thể giúp chúng tôi không? Nếu không, xin vui lòng ghi lại số điện thoại của quý vị. Chúng tôi sẽ liên lạc lại với quý vị bằng tiếng Việt.

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.

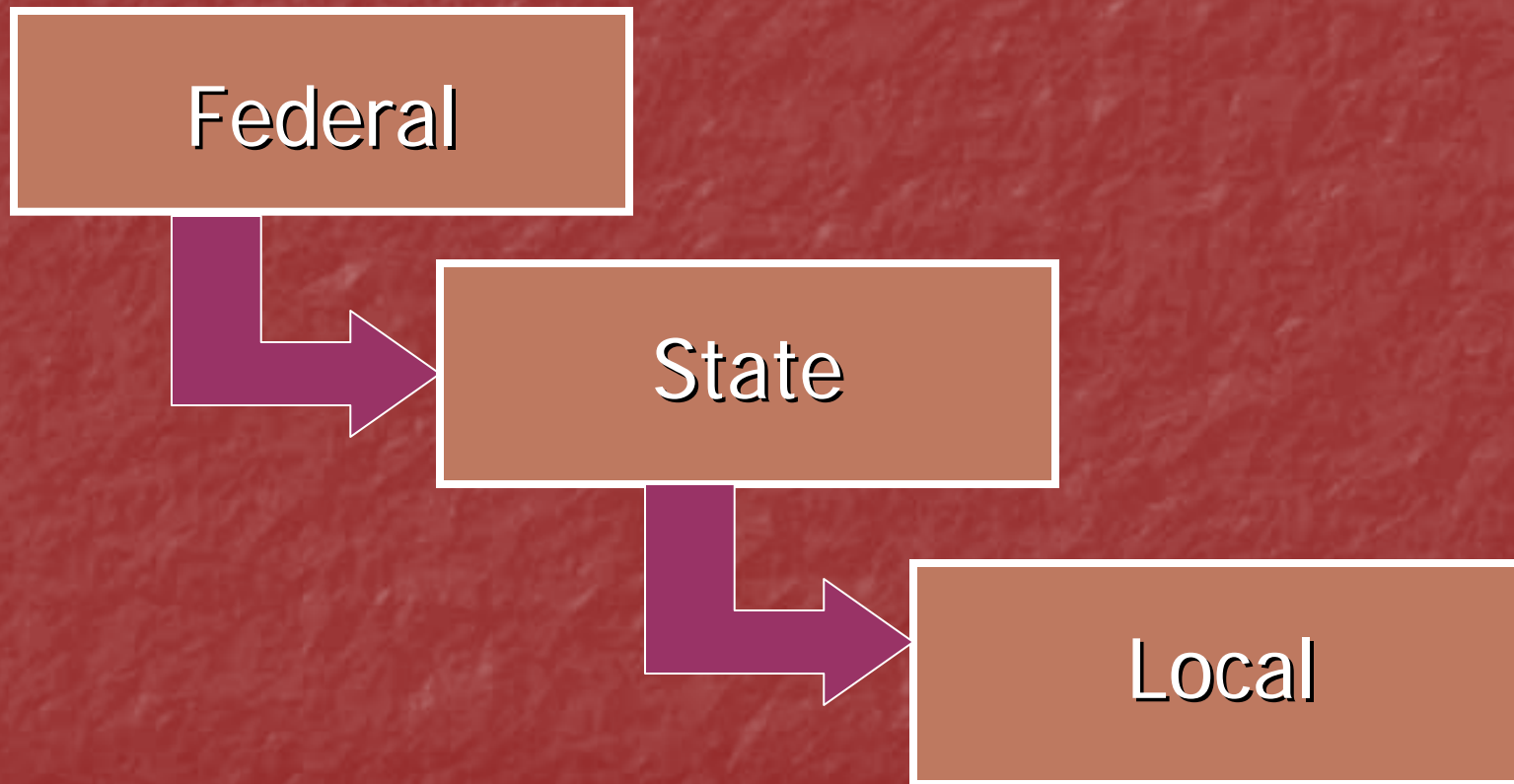
"Simple Justice"

- 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				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	2	0	0	0	0	0	2	0	2
OFFICIALS AND ADMINISTRATORS	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%

Agricultural Extension

PROFESSIONALS	TOTAL	MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	7	0	2	0	2	3	2	0	5
PROFESSIONALS	0.08%	0.00%	28.57%	0.00%	28.57%	42.86%	28.57%	0.00%	71.43%

Arts Commission

ADMINISTRATIVE SUPPORT	TOTAL	MALE				FEMALE			
		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	TOTAL	MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	3	0	0	0	0	0	3	0	3
OFFICIALS AND ADMINISTRATORS	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%

PROFESSIONALS	TOTAL	MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	5	0	2	0	2	1	2	0	3
PROFESSIONALS	0.06%	0.00%	40.00%	0.00%	40.00%	20.00%	40.00%	0.00%	60.00%

Assessor of Property

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	25 0.28%	1 4.00%	2 8.00%	0 0.00%	3 12.00%	7 28.00%	15 60.00%	0 0.00%	22 88.00%
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	40 0.44%	6 15.00%	22 55.00%	2 5.00%	30 75.00%	1 2.50%	9 22.50%	0 0.00%	10 25.00%
PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PROFESSIONALS	13 0.14%	0 0.00%	8 61.54%	0 0.00%	8 61.54%	0 0.00%	5 38.46%	0 0.00%	5 38.46%

Beer Board

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%	1 33.33%	1 33.33%	0 0.00%	2 66.67%	1 33.33%	0 0.00%	0 0.00%	1 33.33%

Circuit Court Clerk

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	27 0.30%	1 3.70%	6 22.22%	0 0.00%	7 25.93%	6 22.22%	13 48.15%	1 3.70%	20 74.07%
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	TOTAL
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
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS	13 0.14%	3 23.08%	2 15.38%	0 0.00%	5 38.46%	2 15.38%	6 46.15%	0 0.00%	8 61.54%

Clerk and Master

PROFESSIONALS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: PROFESSIONALS	17 0.19%	1 5.88%	1 5.88%	0 0.00%	2 11.76%	3 17.65%	12 70.59%	0 0.00%	15 88.24%

Codes Administration

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	15 0.17%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	4 26.67%	10 66.67%	1 6.67%	15 100.00%
OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	59 0.65%	6 10.17%	49 83.05%	0 0.00%	55 93.22%	1 1.69%	2 3.39%	1 1.69%	4 6.78%
PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PROFESSIONALS	8 0.09%	1 12.50%	5 62.50%	0 0.00%	6 75.00%	0 0.00%	2 25.00%	0 0.00%	2 25.00%
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%

Community Ed Commissio

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%	1 100.00%	0 0.00%	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%	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		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	12	1	1	0	2	4	6	0	10
ADMINISTRATIVE SUPPORT	0.13%	8.33%	8.33%	0.00%	16.67%	33.33%	50.00%	0.00%	83.33%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	4	0	3	0	3	0	1	0	1
OFFICIALS AND ADMINISTRATORS	0.04%	0.00%	75.00%	0.00%	75.00%	0.00%	25.00%	0.00%	25.00%
PARA-PROFESSIONALS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
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
CATEGORY TOTALS:	11	0	6	0	6	2	3	0	5
PROFESSIONALS	0.12%	0.00%	54.55%	0.00%	54.55%	18.18%	27.27%	0.00%	45.45%
PROTECTIVE SERVICE WORKERS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	9	6	3	0	9	0	0	0	0
PROTECTIVE SERVICE WORKERS	0.10%	66.67%	33.33%	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:	10	3	3	1	7	2	1	0	3
SERVICE MAINTENANCE	0.11%	30.00%	30.00%	10.00%	70.00%	20.00%	10.00%	0.00%	30.00%
SKILLED CRAFT WORKERS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL

SKILLED CRAFT WORKERS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: SKILLED CRAFT WORKERS	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%

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 Authori

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	2 0.02%	2 100.00%	0 0.00%	0 0.00%	2 100.00%	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%	3 75.00%	0 0.00%	3 75.00%	1 25.00%	0 0.00%	0 0.00%	1 25.00%

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	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:	23	2	10	0	12	2	7	2	11
ADMINISTRATIVE SUPPORT	0.25%	8.70%	43.48%	0.00%	52.17%	8.70%	30.43%	8.70%	47.83%
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%
PARA-PROFESSIONALS		MALE				FEMALE			
TOTAL		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	5	0	2	0	2	0	3	0	3
PARA-PROFESSIONALS	0.06%	0.00%	40.00%	0.00%	40.00%	0.00%	60.00%	0.00%	60.00%
PROFESSIONALS		MALE				FEMALE			
TOTAL		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	40	0	6	0	6	4	27	3	34
PROFESSIONALS	0.44%	0.00%	15.00%	0.00%	15.00%	10.00%	67.50%	7.50%	85.00%
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:	1	0	0	0	0	1	0	0	1
TECHNICIANS	0.01%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%

Criminal Court Clerk

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS:	75	3	25	2	30	15	29	1	45
ADMINISTRATIVE SUPPORT	0.83%	4.00%	33.33%	2.67%	40.00%	20.00%	38.67%	1.33%	60.00%

ELECTED OFFICIALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS:	1	1	0	0	1	0	0	0	0
ELECTED OFFICIALS	0.01%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		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%

Criminal Justice Planning

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		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	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	20 0.22%	0 0.00%	2 10.00%	0 0.00%	2 10.00%	6 30.00%	12 60.00%	0 0.00%	18 90.00%

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 0.61%	1 1.82%	21 38.18%	0 0.00%	22 40.00%	6 10.91%	27 49.09%	0 0.00%	33 60.00%

PROTECTIVE SERVICE WORKERS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	

PROTECTIVE SERVICE WORKERS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
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

	MALE					FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
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		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	22	0	3	1	4	4	9	5	18
ADMINISTRATIVE SUPPORT	0.24%	0.00%	13.64%	4.55%	18.18%	18.18%	40.91%	22.73%	81.82%

ELECTED OFFICIALS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
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		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
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		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
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	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER

TECHNICIANS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS:	3	0	3	0	3	0	0	0	0
TECHNICIANS	0.03%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

Emergency Communicatio

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS:	149	4	42	1	47	29	69	4	102
ADMINISTRATIVE SUPPORT	1.65%	2.68%	28.19%	0.67%	31.54%	19.46%	46.31%	2.68%	68.46%

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS:	10	1	4	0	5	1	4	0	5
OFFICIALS AND ADMINISTRATORS	0.11%	10.00%	40.00%	0.00%	50.00%	10.00%	40.00%	0.00%	50.00%

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS:	6	1	1	1	3	2	1	0	3
PROFESSIONALS	0.07%	16.67%	16.67%	16.67%	50.00%	33.33%	16.67%	0.00%	50.00%

TECHNICIANS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
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%

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
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	2 0.02%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 50.00%	1 50.00%	0 0.00%
OFFICIALS AND ADMINISTRATORS	TOTAL	BLACK	WHITE	OTHER	TOTAL	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%
SERVICE MAINTENANCE	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS: SERVICE MAINTENANCE	3 0.03%	1 33.33%	2 66.67%	0 0.00%	3 100.00%	0 0.00%	0 0.00%	0 0.00%
SKILLED CRAFT WORKERS	TOTAL	BLACK	WHITE	OTHER	TOTAL	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%

Finance

ADMINISTRATIVE SUPPORT	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
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%
OFFICIALS AND ADMINISTRATORS	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	28 0.31%	2 7.14%	16 57.14%	1 3.57%	19 67.86%	2 7.14%	7 25.00%	0 0.00%
PROFESSIONALS	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PROFESSIONALS	51 0.56%	5 9.80%	15 29.41%	0 0.00%	20 39.22%	13 25.49%	18 35.29%	0 0.00%	31 60.78%
TECHNICIANS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: TECHNICIANS	14 0.15%	2 14.29%	0 0.00%	0 0.00%	2 14.29%	5 35.71%	7 50.00%	0 0.00%	12 85.71%

Fire

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	13 0.14%	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	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	41 0.45%	6 14.63%	16 39.02%	0 0.00%	22 53.66%	6 14.63%	13 31.71%	0 0.00%	19 46.34%
PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PROFESSIONALS	250 2.77%	31 12.40%	194 77.60%	4 1.60%	229 91.60%	2 0.80%	19 7.60%	0 0.00%	21 8.40%
PROTECTIVE SERVICE WORKERS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS	335 3.71%	46 13.73%	256 76.42%	13 3.88%	315 94.03%	6 1.79%	14 4.18%	0 0.00%	20 5.97%
SKILLED CRAFT WORKERS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	

SKILLED CRAFT WORKERS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	9	3	6	0	9	0	0	0
SKILLED CRAFT WORKERS	0.10%	33.33%	66.67%	0.00%	100.00%	0.00%	0.00%	0.00%

TECHNICIANS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	490	32	391	11	434	6	50	0
TECHNICIANS	5.42%	6.53%	79.80%	2.24%	88.57%	1.22%	10.20%	0.00%

General Services

ADMINISTRATIVE SUPPORT	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	22	4	12	1	17	1	4	0
ADMINISTRATIVE SUPPORT	0.24%	18.18%	54.55%	4.55%	77.27%	4.55%	18.18%	0.00%

OFFICIALS AND ADMINISTRATORS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	11	0	7	0	7	0	4	0
OFFICIALS AND ADMINISTRATORS	0.12%	0.00%	63.64%	0.00%	63.64%	0.00%	36.36%	0.00%

PARA-PROFESSIONALS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	3	0	2	0	2	1	0	0
PARA-PROFESSIONALS	0.03%	0.00%	66.67%	0.00%	66.67%	33.33%	0.00%	0.00%

PROFESSIONALS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	28	1	17	0	18	0	10	0
PROFESSIONALS	0.31%	3.57%	60.71%	0.00%	64.29%	0.00%	35.71%	0.00%

SERVICE MAINTENANCE	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER

SERVICE MAINTENANCE	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	6	1	5	0	6	0	0	0
SERVICE MAINTENANCE	0.07%	16.67%	83.33%	0.00%	100.00%	0.00%	0.00%	0.00%
SKILLED CRAFT WORKERS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	55	8	45	1	54	1	0	0
SKILLED CRAFT WORKERS	0.61%	14.55%	81.82%	1.82%	98.18%	1.82%	0.00%	0.00%
TECHNICIANS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	16	0	10	0	10	2	4	0
TECHNICIANS	0.18%	0.00%	62.50%	0.00%	62.50%	12.50%	25.00%	0.00%

General Sessions Court

ADMINISTRATIVE SUPPORT	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	26	2	0	1	3	8	12	3
ADMINISTRATIVE SUPPORT	0.29%	7.69%	0.00%	3.85%	11.54%	30.77%	46.15%	11.54%
ELECTED OFFICIALS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	11	0	7	0	7	1	3	0
ELECTED OFFICIALS	0.12%	0.00%	63.64%	0.00%	63.64%	9.09%	27.27%	0.00%
OFFICIALS AND ADMINISTRATORS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	12	0	8	0	8	1	3	0
OFFICIALS AND ADMINISTRATORS	0.13%	0.00%	66.67%	0.00%	66.67%	8.33%	25.00%	0.00%
PARA-PROFESSIONALS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER

PARA-PROFESSIONALS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
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%
PROFESSIONALS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
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%
PROTECTIVE SERVICE WORKERS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS	32 0.35%	6 18.75%	22 68.75%	0 0.00%	28 87.50%	2 6.25%	2 6.25%	0 0.00%
SERVICE MAINTENANCE	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
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%

Health

ADMINISTRATIVE SUPPORT	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	91 1.01%	3 3.30%	7 7.69%	0 0.00%	10 10.99%	30 32.97%	40 43.96%	11 12.09%
OFFICIALS AND ADMINISTRATORS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	59 0.65%	3 5.08%	24 40.68%	0 0.00%	27 45.76%	10 16.95%	20 33.90%	2 3.39%
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:	40	5	4	4	13	17	5	5	27
PARA-PROFESSIONALS	0.44%	12.50%	10.00%	10.00%	32.50%	42.50%	12.50%	12.50%	67.50%
PROFESSIONALS		MALE				FEMALE			
TOTAL		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	262	14	24	2	40	65	143	14	222
PROFESSIONALS	2.90%	5.34%	9.16%	0.76%	15.27%	24.81%	54.58%	5.34%	84.73%
PROTECTIVE SERVICE WORKERS		MALE				FEMALE			
TOTAL		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	3	1	2	0	3	0	0	0	0
PROTECTIVE SERVICE WORKERS	0.03%	33.33%	66.67%	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:	35	9	13	4	26	2	7	0	9
SERVICE MAINTENANCE	0.39%	25.71%	37.14%	11.43%	74.29%	5.71%	20.00%	0.00%	25.71%
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%
TECHNICIANS		MALE				FEMALE			
TOTAL		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	10	2	2	0	4	3	3	0	6
TECHNICIANS	0.11%	20.00%	20.00%	0.00%	40.00%	30.00%	30.00%	0.00%	60.00%

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: 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%
OFFICIALS AND ADMINISTRATORS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	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%
PROFESSIONALS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS: PROFESSIONALS	6 0.07%	0 0.00%	2 33.33%	0 0.00%	2 33.33%	0 0.00%	4 66.67%	0 0.00%

Human Relations Commis

ADMINISTRATIVE SUPPORT	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	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%	0 0.00%	1 100.00%
OFFICIALS AND ADMINISTRATORS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	2 0.02%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 100.00%	0 0.00%	0 0.00%

Human Resources

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: ADMINISTRATIVE SUPPORT	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%
OFFICIALS AND ADMINISTRATORS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
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	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS: PROFESSIONALS	31 0.34%	4 12.90%	8 25.81%	0 0.00%	12 38.71%	8 25.81%	10 32.26%	1 3.23%
								19 61.29%
TECHNICIANS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
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
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	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
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	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	54 0.60%	6 11.11%	36 66.67%	1 1.85%	43 79.63%	0 0.00%	10 18.52%	1 1.85%	11 20.37%
TECHNICIANS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: TECHNICIANS	16 0.18%	5 31.25%	8 50.00%	0 0.00%	13 81.25%	1 6.25%	2 12.50%	0 0.00%	3 18.75%

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	8 0.09%	1 12.50%	3 37.50%	2 25.00%	6 75.00%	1 12.50%	1 12.50%	0 0.00%	2 25.00%

Justice Integration Service

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	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%	9 81.82%	0 0.00%	10 90.91%	0 0.00%	1 9.09%	0 0.00%	1 9.09%

Juvenile Court

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	17 0.19%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	4 23.53%	12 70.59%	1 5.88%	17 100.00%
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	12 0.13%	2 16.67%	7 58.33%	0 0.00%	9 75.00%	1 8.33%	2 16.67%	0 0.00%	3 25.00%
PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PROFESSIONALS	55 0.61%	13 23.64%	5 9.09%	0 0.00%	18 32.73%	14 25.45%	23 41.82%	0 0.00%	37 67.27%
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	15 0.17%	6 40.00%	5 33.33%	1 6.67%	12 80.00%	0 0.00%	3 20.00%	0 0.00%	3 20.00%
SERVICE MAINTENANCE	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: SERVICE MAINTENANCE	7 0.08%	1 14.29%	0 0.00%	0 0.00%	1 14.29%	5 71.43%	1 14.29%	0 0.00%	6 85.71%

Juvenile Court Clerk

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	24 0.27%	1 4.17%	3 12.50%	0 0.00%	4 16.67%	7 29.17%	13 54.17%	0 0.00%	20 83.33%
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	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%
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	

SERVICE MAINTENANCE		MALE				FEMALE			
		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			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	6	1	5	0	6	0	0	0	0
OFFICIALS AND ADMINISTRATORS	0.07%	16.67%	83.33%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

PARA-PROFESSIONALS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	6	0	1	0	1	2	3	0	5
PARA-PROFESSIONALS	0.07%	0.00%	16.67%	0.00%	16.67%	33.33%	50.00%	0.00%	83.33%

PROFESSIONALS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	31	1	13	0	14	1	16	0	17
PROFESSIONALS	0.34%	3.23%	41.94%	0.00%	45.16%	3.23%	51.61%	0.00%	54.84%

Mayor's Office

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: ADMINISTRATIVE SUPPORT	10 0.11%	1 10.00%	1 10.00%	0 0.00%	2 20.00%	1 10.00%	6 60.00%	1 10.00%
8								80.00%
ELECTED OFFICIALS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	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	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	8 0.09%	1 12.50%	6 75.00%	0 0.00%	7 87.50%	0 0.00%	1 12.50%	0 0.00%
1								12.50%
PROFESSIONALS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS: PROFESSIONALS	13 0.14%	0 0.00%	1 7.69%	1 7.69%	2 15.38%	1 7.69%	9 69.23%	1 7.69%
11								84.62%

Metro Action Commission

ADMINISTRATIVE SUPPORT	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	100 1.11%	2 2.00%	0 0.00%	1 1.00%	3 3.00%	79 79.00%	13 13.00%	5 5.00%
97								97.00%
OFFICIALS AND ADMINISTRATORS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	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	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER

PARA-PROFESSIONALS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS: PARA-PROFESSIONALS	33 0.37%	0 0.00%	1 3.03%	1 3.03%	2 6.06%	22 66.67%	6 18.18%	3 9.09%
PROFESSIONALS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS: PROFESSIONALS	109 1.21%	8 7.34%	0 0.00%	0 0.00%	8 7.34%	82 75.23%	17 15.60%	2 1.83%
SERVICE MAINTENANCE	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS: SERVICE MAINTENANCE	50 0.55%	17 34.00%	6 12.00%	0 0.00%	23 46.00%	26 52.00%	1 2.00%	0 0.00%
TECHNICIANS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	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%

Metropolitan Clerk

ADMINISTRATIVE SUPPORT	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	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%
OFFICIALS AND ADMINISTRATORS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	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%
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	2 0.02%	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%
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	
CATEGORY TOTALS: ELECTED OFFICIALS	41 0.45%	4 9.76%	26 63.41%	0 0.00%	30 73.17%	4 9.76%	7 17.07%	0 0.00%	11 26.83%
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%	3 75.00%	0 0.00%	3 75.00%	0 0.00%	1 25.00%	0 0.00%	1 25.00%
PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
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	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:	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%

Municipal Auditorium

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		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	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS:	3	0	2	0	2	0	1	0	1
PROFESSIONALS	0.03%	0.00%	66.67%	0.00%	66.67%	0.00%	33.33%	0.00%	33.33%

SERVICE MAINTENANCE	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
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	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS:	2	0	2	0	2	0	0	0	0
SKILLED CRAFT WORKERS	0.02%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

NCAC

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: ADMINISTRATIVE SUPPORT	68	18	4	4	26	27	7	8	42
	0.75%	26.47%	5.88%	5.88%	38.24%	39.71%	10.29%	11.76%	61.76%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	5	0	4	0	4	0	1	0	1
	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
CATEGORY TOTALS: PROFESSIONALS	28	2	6	0	8	9	11	0	20
	0.31%	7.14%	21.43%	0.00%	28.57%	32.14%	39.29%	0.00%	71.43%

Parks

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	47	3	18	0	21	6	20	0	26
ADMINISTRATIVE SUPPORT	0.52%	6.38%	38.30%	0.00%	44.68%	12.77%	42.55%	0.00%	55.32%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	12	1	7	0	8	0	4	0	4
OFFICIALS AND ADMINISTRATORS	0.13%	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
CATEGORY TOTALS:	185	60	33	2	95	37	51	2	90
PARA-PROFESSIONALS	2.05%	32.43%	17.84%	1.08%	51.35%	20.00%	27.57%	1.08%	48.65%
PROFESSIONALS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL

PROFESSIONALS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS: PROFESSIONALS	93 1.03%	15 16.13%	29 31.18%	0 0.00%	44 47.31%	13 13.98%	36 38.71%	0 0.00%
								49 52.69%
PROTECTIVE SERVICE WORKERS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS	23 0.25%	7 30.43%	13 56.52%	0 0.00%	20 86.96%	0 0.00%	2 8.70%	1 4.35%
								3 13.04%
SERVICE MAINTENANCE	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS: SERVICE MAINTENANCE	425 4.70%	104 24.47%	215 50.59%	3 0.71%	322 75.76%	38 8.94%	61 14.35%	4 0.94%
								103 24.24%
SKILLED CRAFT WORKERS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	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	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS: TECHNICIANS	13 0.14%	4 30.77%	5 38.46%	0 0.00%	9 69.23%	0 0.00%	4 30.77%	0 0.00%
								4 30.77%

Planning Commission

ADMINISTRATIVE SUPPORT	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	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%
OFFICIALS AND ADMINISTRATORS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER

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%	3 42.86%	0 0.00%	3 42.86%	0 0.00%	4 57.14%	0 0.00%	4 57.14%
PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: PROFESSIONALS	32 0.35%	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	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%

Police

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	177 1.96%	8 4.52%	26 14.69%	2 1.13%	36 20.34%	59 33.33%	79 44.63%	3 1.69%	141 79.66%
OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	24 0.27%	1 4.17%	11 45.83%	1 4.17%	13 54.17%	1 4.17%	10 41.67%	0 0.00%	11 45.83%
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	

PROFESSIONALS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: PROFESSIONALS	137	8	90	2	100	8	27	2	37
	1.52%	5.84%	65.69%	1.46%	72.99%	5.84%	19.71%	1.46%	27.01%
PROTECTIVE SERVICE WORKERS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS	1288	152	874	33	1059	95	133	1	229
	14.25%	11.80%	67.86%	2.56%	82.22%	7.38%	10.33%	0.08%	17.78%
SKILLED CRAFT WORKERS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: SKILLED CRAFT WORKERS	4	1	2	1	4	0	0	0	0
	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	TOTAL
CATEGORY TOTALS: TECHNICIANS	239	27	172	1	200	14	23	2	39
	2.64%	11.30%	71.97%	0.42%	83.68%	5.86%	9.62%	0.84%	16.32%

Public Defender

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	13	0	0	0	0	7	6	0	13
ADMINISTRATIVE SUPPORT	0.14%	0.00%	0.00%	0.00%	0.00%	53.85%	46.15%	0.00%	100.00%
ELECTED OFFICIALS		MALE				FEMALE			
		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			
		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	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	43 0.48%	1 2.33%	14 32.56%	1 2.33%	16 37.21%	3 6.98%	23 53.49%	1 2.33%	27 62.79%
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	30 0.33%	2 6.67%	5 16.67%	1 3.33%	8 26.67%	8 26.67%	13 43.33%	1 3.33%	22 73.33%
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%	2 40.00%	0 0.00%	2 40.00%	0 0.00%	3 60.00%	0 0.00%	3 60.00%
PARA-PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	

PARA-PROFESSIONALS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	131	13	36	2	51	24	56	0
PARA-PROFESSIONALS	1.45%	9.92%	27.48%	1.53%	38.93%	18.32%	42.75%	0.00%
PROFESSIONALS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	97	2	23	0	25	11	59	2
PROFESSIONALS	1.07%	2.06%	23.71%	0.00%	25.77%	11.34%	60.82%	2.06%
PROTECTIVE SERVICE WORKERS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	5	0	4	0	4	1	0	0
PROTECTIVE SERVICE WORKERS	0.06%	0.00%	80.00%	0.00%	80.00%	20.00%	0.00%	0.00%
SERVICE MAINTENANCE	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	27	11	11	0	22	2	3	0
SERVICE MAINTENANCE	0.30%	40.74%	40.74%	0.00%	81.48%	7.41%	11.11%	0.00%
SKILLED CRAFT WORKERS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	4	0	4	0	4	0	0	0
SKILLED CRAFT WORKERS	0.04%	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
CATEGORY TOTALS:	4	0	3	0	3	0	1	0
TECHNICIANS	0.04%	0.00%	75.00%	0.00%	75.00%	0.00%	25.00%	0.00%

Public Works

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:	19	1	5	0	6	3	10	0	13
ADMINISTRATIVE SUPPORT	0.21%	5.26%	26.32%	0.00%	31.58%	15.79%	52.63%	0.00%	68.42%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
TOTAL		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	21	0	14	0	14	0	7	0	7
OFFICIALS AND ADMINISTRATORS	0.23%	0.00%	66.67%	0.00%	66.67%	0.00%	33.33%	0.00%	33.33%
PROFESSIONALS		MALE				FEMALE			
TOTAL		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	33	5	23	0	28	0	5	0	5
PROFESSIONALS	0.37%	15.15%	69.70%	0.00%	84.85%	0.00%	15.15%	0.00%	15.15%
PROTECTIVE SERVICE WORKERS		MALE				FEMALE			
TOTAL		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	1	1	0	0	1	0	0	0	0
PROTECTIVE SERVICE WORKERS	0.01%	100.00%	0.00%	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:	202	72	127	1	200	0	2	0	2
SERVICE MAINTENANCE	2.23%	35.64%	62.87%	0.50%	99.01%	0.00%	0.99%	0.00%	0.99%
SKILLED CRAFT WORKERS		MALE				FEMALE			
TOTAL		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	39	11	27	0	38	0	1	0	1
SKILLED CRAFT WORKERS	0.43%	28.21%	69.23%	0.00%	97.44%	0.00%	2.56%	0.00%	2.56%
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:	30	8	16	0	24	1	4	1	6
TECHNICIANS	0.33%	26.67%	53.33%	0.00%	80.00%	3.33%	13.33%	3.33%	20.00%

Sheriff

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS:	110	18	28	0	46	33	30	1	64
ADMINISTRATIVE SUPPORT	1.22%	16.36%	25.45%	0.00%	41.82%	30.00%	27.27%	0.91%	58.18%

ELECTED OFFICIALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
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	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
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	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS:	4	0	0	0	0	3	1	0	4
PARA-PROFESSIONALS	0.04%	0.00%	0.00%	0.00%	0.00%	75.00%	25.00%	0.00%	100.00%

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS:	221	42	75	4	121	40	53	7	100
PROFESSIONALS	2.44%	19.00%	33.94%	1.81%	54.75%	18.10%	23.98%	3.17%	45.25%

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
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS	444 4.91%	122 27.48%	242 54.50%	9 2.03%	373 84.01%	42 9.46%	28 6.31%	1 0.23%
								71 15.99%
SERVICE MAINTENANCE	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS: SERVICE MAINTENANCE	13 0.14%	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			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS: TECHNICIANS	10 0.11%	1 10.00%	2 20.00%	0 0.00%	3 30.00%	2 20.00%	4 40.00%	1 10.00%
								7 70.00%

Social Services

ADMINISTRATIVE SUPPORT	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	6 0.07%	1 16.67%	0 0.00%	0 0.00%	1 16.67%	4 66.67%	1 16.67%	0 0.00%
								5 83.33%
OFFICIALS AND ADMINISTRATORS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	10 0.11%	2 20.00%	0 0.00%	0 0.00%	2 20.00%	5 50.00%	3 30.00%	0 0.00%
								8 80.00%
PARA-PROFESSIONALS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS: PARA-PROFESSIONALS	37 0.41%	0 0.00%	2 5.41%	0 0.00%	2 5.41%	20 54.05%	15 40.54%	0 0.00%
								35 94.59%
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:	28	6	3	0	9	15	3	1	19
PROFESSIONALS	0.31%	21.43%	10.71%	0.00%	32.14%	53.57%	10.71%	3.57%	67.86%
SERVICE MAINTENANCE	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
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	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		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%

Sports Authority

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		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	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		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	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	

ADMINISTRATIVE SUPPORT	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	5	0	1	0	1	0	3	1
ADMINISTRATIVE SUPPORT	0.06%	0.00%	20.00%	0.00%	20.00%	0.00%	60.00%	20.00%
OFFICIALS AND ADMINISTRATORS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	5	0	3	0	3	0	2	0
OFFICIALS AND ADMINISTRATORS	0.06%	0.00%	60.00%	0.00%	60.00%	0.00%	40.00%	0.00%
PROFESSIONALS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	1	0	1	0	1	0	0	0
PROFESSIONALS	0.01%	0.00%	100.00%	0.00%	100.00%	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
PROTECTIVE SERVICE WORKERS	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
SERVICE MAINTENANCE	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	103	11	33	9	53	11	29	10
SERVICE MAINTENANCE	1.14%	10.68%	32.04%	8.74%	51.46%	10.68%	28.16%	9.71%
SKILLED CRAFT WORKERS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	1	0	1	0	1	0	0	0
SKILLED CRAFT WORKERS	0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%

State Trial Courts

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:	11	1	2	0	3	1	6	1
ADMINISTRATIVE SUPPORT	0.12%	9.09%	18.18%	0.00%	27.27%	9.09%	54.55%	9.09%
OFFICIALS AND ADMINISTRATORS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	20	3	9	0	12	1	7	0
OFFICIALS AND ADMINISTRATORS	0.22%	15.00%	45.00%	0.00%	60.00%	5.00%	35.00%	0.00%
PARA-PROFESSIONALS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	4	0	1	0	1	1	2	0
PARA-PROFESSIONALS	0.04%	0.00%	25.00%	0.00%	25.00%	25.00%	50.00%	0.00%
PROFESSIONALS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	53	3	21	1	25	6	22	0
PROFESSIONALS	0.59%	5.66%	39.62%	1.89%	47.17%	11.32%	41.51%	0.00%
PROTECTIVE SERVICE WORKERS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	45	3	19	1	23	3	19	0
PROTECTIVE SERVICE WORKERS	0.50%	6.67%	42.22%	2.22%	51.11%	6.67%	42.22%	0.00%
SERVICE MAINTENANCE	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS:	13	6	1	0	7	6	0	0
SERVICE MAINTENANCE	0.14%	46.15%	7.69%	0.00%	53.85%	46.15%	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:	1	0	0	0	0	1	0	0	1
TECHNICIANS	0.01%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%

Transportation Licensing

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS:	2	0	0	0	0	0	2	0	2
ADMINISTRATIVE SUPPORT	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%

OFFICIALS AND ADMINISTRATORS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS:	4	0	4	0	4	0	0	0	0
OFFICIALS AND ADMINISTRATORS	0.04%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

Trustee

ADMINISTRATIVE SUPPORT	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS:	7	1	1	0	2	0	5	0	5
ADMINISTRATIVE SUPPORT	0.08%	14.29%	14.29%	0.00%	28.57%	0.00%	71.43%	0.00%	71.43%

ELECTED OFFICIALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
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	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	

OFFICIALS AND ADMINISTRATORS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	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%
PARA-PROFESSIONALS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS: PARA-PROFESSIONALS	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%
PROFESSIONALS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS: PROFESSIONALS	10 0.11%	0 0.00%	1 10.00%	0 0.00%	1 10.00%	1 10.00%	8 80.00%	0 0.00%
								9 90.00%
SERVICE MAINTENANCE	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
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%

Water Services

ADMINISTRATIVE SUPPORT	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	72 0.80%	4 5.56%	10 13.89%	0 0.00%	14 19.44%	27 37.50%	30 41.67%	1 1.39%
								58 80.56%
OFFICIALS AND ADMINISTRATORS	MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS	46 0.51%	5 10.87%	24 52.17%	3 6.52%	32 69.57%	3 6.52%	11 23.91%	0 0.00%
								14 30.43%
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	108 1.19%	9 8.33%	57 52.78%	3 2.78%	69 63.89%	9 8.33%	28 25.93%	2 1.85%	39 36.11%
PROTECTIVE SERVICE WORKERS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
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	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: SERVICE MAINTENANCE	152 1.68%	70 46.05%	80 52.63%	1 0.66%	151 99.34%	0 0.00%	0 0.00%	1 0.66%	1 0.66%
SKILLED CRAFT WORKERS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: SKILLED CRAFT WORKERS	216 2.39%	50 23.15%	152 70.37%	5 2.31%	207 95.83%	2 0.93%	6 2.78%	1 0.46%	9 4.17%
TECHNICIANS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS: TECHNICIANS	122 1.35%	27 22.13%	73 59.84%	2 1.64%	102 83.61%	5 4.10%	15 12.30%	0 0.00%	20 16.39%
Metro General Government Totals:	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
	9039	1248 13.81%	4346 48.08%	159 1.76%	5753 63.65%	1212 13.41%	1946 21.53%	128 1.42%	3286 36.35%

Administrative

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	TOTAL								
10604 Chief Service Off-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%
10582 Pln Dir Afterschool, Mayors	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:	2	0	0	0	0	0	2	0	2
OFFICIALS AND ADMINISTRATORS	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
Department Totals:	2	0	0	0	0	0	2	0	2
<i>Administrative</i>	<i>0.02%</i>	<i>0.00%</i>	<i>0.00%</i>	<i>0.00%</i>	<i>0.00%</i>	<i>0.00%</i>	<i>100.00%</i>	<i>0.00%</i>	<i>100.00%</i>

Agricultural Extension

PROFESSIONALS	TOTAL	MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
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%
02410 Extension Agent 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%
00090 Extension Agent 3	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%
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:	7	0	2	0	2	3	2	0	5
PROFESSIONALS	0.08%	0.00%	28.57%	0.00%	28.57%	42.86%	28.57%	0.00%	71.43%
Department Totals:	7	0	2	0	2	3	2	0	5
Agricultural Extension	0.08%	0.00%	28.57%	0.00%	28.57%	42.86%	28.57%	0.00%	71.43%

Arts Commission

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
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: ADMINISTRATIVE SUPPORT		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%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
TOTAL		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL	
07242	Admin Svcs Mgr	2	0	0	0	0	2	0	2	
			0.00%	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%	0.00%	100.00%	0.00%	100.00%
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS		3	0	0	0	0	3	0	3	
		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	TOTAL	
07244	Admin Svcs Officer 3	2	0	1	0	1	1	0	1	
			0.00%	50.00%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%
07245	Admin Svcs Officer 4	2	0	1	0	1	1	0	1	
			0.00%	50.00%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%
07378	Program Spec 1	1	0	0	0	0	1	0	1	
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
CATEGORY TOTALS: PROFESSIONALS		5	0	2	0	2	1	2	0	3
		0.06%	0.00%	40.00%	0.00%	40.00%	20.00%	40.00%	0.00%	60.00%
Department Totals:		9	0	2	0	2	1	6	0	7
Arts Commission		0.06%	0.00%	40.00%	0.00%	40.00%	20.00%	40.00%	0.00%	60.00%

Assessor of Property

ADMINISTRATIVE SUPPORT			MALE				FEMALE				
			TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07241	Admin Asst	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%	
10120	Office Support Rep 1	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	7	0	1	0	1	2	4	0	6	
			0.00%	14.29%	0.00%	14.29%	28.57%	57.14%	0.00%	85.71%	
10123	Office Support Spec 1	5	0	0	0	0	0	5	0	5	
			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	4	1	1	0	2	1	1	0	2	
			25.00%	25.00%	0.00%	50.00%	25.00%	25.00%	0.00%	50.00%	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT			25	1	2	0	3	7	15	0	22
			0.28%	4.00%	8.00%	0.00%	12.00%	28.00%	60.00%	0.00%	88.00%
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
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	
CATEGORY TOTALS: ELECTED OFFICIALS			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%
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	0
			25.00%	75.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	
02675	Appraiser 1	5	1	1	0	2	1	2	0	3	
			20.00%	20.00%	0.00%	40.00%	20.00%	40.00%	0.00%	60.00%	

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
02670 Appraiser 2	11	1	7	1	9	0	2	0	2	
		9.09%	63.64%	9.09%	81.82%	0.00%	18.18%	0.00%	18.18%	
07247 Appraiser 3	10	3	5	0	8	0	2	0	2	
		30.00%	50.00%	0.00%	80.00%	0.00%	20.00%	0.00%	20.00%	
04400 Appraiser 4	7	0	4	0	4	0	3	0	3	
		0.00%	57.14%	0.00%	57.14%	0.00%	42.86%	0.00%	42.86%	
06524 Assessments Manager	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%	
07198 Hrng Off-Tax Assess Reassessmt	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:		40	6	22	2	30	1	9	0	10
OFFICIALS AND ADMINISTRATORS		0.44%	15.00%	55.00%	5.00%	75.00%	2.50%	22.50%	0.00%	25.00%
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	0	1
		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	
07245 Admin Svcs Officer 4	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%	
06116 Appraiser Analyst 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%	
07779 Info Systems App 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%	
07783 Info Systems App Analyst 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%	
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%	
06210 Training 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%	

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS:	13	0	8	0	8	0	5	0	5
PROFESSIONALS	0.14%	0.00%	61.54%	0.00%	61.54%	0.00%	38.46%	0.00%	38.46%
Department Totals:	79	7	33	2	42	8	29	0	37
Assessor of Property	0.14%	0.00%	61.54%	0.00%	61.54%	0.00%	38.46%	0.00%	38.46%

Beer Board

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	TOTAL								
10123	Office 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:									
ADMINISTRATIVE SUPPORT									
	TOTAL								
	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%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	TOTAL								
06907	Beer Permit Board-Exec Dir	0	0	0	0	1	0	0	1
		0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
07251	Beer Permit Inspector 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%
07723	Beer Permit Inspector 2	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:									
OFFICIALS AND ADMINISTRATORS									
	TOTAL								
	3	1	1	0	2	1	0	0	1
	0.03%	33.33%	33.33%	0.00%	66.67%	33.33%	0.00%	0.00%	33.33%
Department Totals:									
	TOTAL								
	4	1	1	0	2	1	1	0	2
	0.03%	33.33%	33.33%	0.00%	66.67%	33.33%	0.00%	0.00%	33.33%
Beer Board									
	TOTAL								
	4	1	1	0	2	1	1	0	2
	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
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	0	2	0	2	1	3	0	4	
			0.00%	33.33%	0.00%	33.33%	16.67%	50.00%	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	4	1	0	0	1	2	1	0	3	
			25.00%	0.00%	0.00%	25.00%	50.00%	25.00%	0.00%	75.00%	
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	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%	
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	6	0	7	6	13	1	20
ADMINISTRATIVE SUPPORT			0.30%	3.70%	22.22%	0.00%	25.93%	22.22%	48.15%	3.70%	74.07%
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			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	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%	0 0.00%	1 100.00%	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			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	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 0.14%	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	10	0	15	9	21	1	31
Circuit Court Clerk	0.14%	23.08%	15.38%	0.00%	38.46%	15.38%	46.15%	0.00%	61.54%

Clerk and Master

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
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	7	1	1	0	2	1	4	0	5
		14.29%	14.29%	0.00%	28.57%	14.29%	57.14%	0.00%	71.43%
10527 Deputy Clerk & Master II	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%
06303 Supervisor Clerk & Maste	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%
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%
Department Totals:	17	1	1	0	2	3	12	0	15
Clerk and Master	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	TOTAL
07733	Compliance Inspector 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%
06598	Cust Svc Supv	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%
10122	Office Support Rep 3	9	0	0	0	0	1	7	1	9
			0.00%	0.00%	0.00%	0.00%	11.11%	77.78%	11.11%	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%
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: ADMINISTRATIVE SUPPORT		15	0	0	0	0	4	10	1	15
		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	TOTAL
06811	Bldg Inspection Chief	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%
06810	Bldg Inspector 1	3	1	2	0	3	0	0	0	0
			33.33%	66.67%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07254	Bldg Inspector 2	5	0	5	0	5	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07081	Codes Admin Asst Dir	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%
01540	Codes Admin 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%
10459	Combination Codes Inspector	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%
06822	Electrical Inspection Chief	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
06821	Electrical Inspector 1	7	0 0.00%	7 100.00%	0 0.00%	7 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
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	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%
06922	Property Stan Insp 1	12	3 25.00%	6 50.00%	0 0.00%	9 75.00%	1 8.33%	1 8.33%	1 8.33%	3 25.00%
07422	Property Stand Insp 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%
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	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:		59	6	49	0	55	1	2	1	4
OFFICIALS AND ADMINISTRATORS		0.65%	10.17%	83.05%	0.00%	93.22%	1.69%	3.39%	1.69%	6.78%

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
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	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%
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%	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%	0 0.00%
CATEGORY TOTALS: PROFESSIONALS	8 0.09%	1 12.50%	5 62.50%	0 0.00%	6 75.00%	0 0.00%	2 25.00%	0 0.00%	2 25.00%
TECHNICIANS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
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%
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%
Department Totals:	83	7	54	0	61	5	15	2	22
Codes Administration	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%

Community Ed Commission

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10605	Executive Dir-Community Ed Com	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: OFFICIALS AND ADMINISTRATORS		1	0	0	0	0	1	0	0	1
		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: PROFESSIONALS		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:		2	0	1	0	1	1	0	0	1
Community Ed Commission		0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

Convention Center

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07770	Cvn Ctr Accts Recv 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%
06986	Cvn Ctr Ambassador 1	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%
06755	Cvn Ctr Ambassador 2	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%
10157	Cvn Ctr Exec 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%
10170	Cvn Ctr Human Resources 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%
06759	Cvn Ctr Office Support 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%
07005	Cvn Ctr Safety Officer 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%
06722	Cvn Ctr Svc Rep 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:		12	1	1	0	2	4	6	0	10
ADMINISTRATIVE SUPPORT		0.13%	8.33%	8.33%	0.00%	16.67%	33.33%	50.00%	0.00%	83.33%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10460	Convention Center Comm Special	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%
06751	Cvn Ctr Asst Dir	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%
06694	Cvn Ctr 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%
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%

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%
PARA-PROFESSIONALS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10467 Convention Center Service Rep1		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: 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	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10624 Convention Ctr HR 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%
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%	0 0.00%
06762 Cvn Ctr Accountant		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%
06706 Cvn Ctr Dir of Sales/Marketing		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%
06705 Cvn Ctr Director of Operations		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%
07270 Cvn Ctr Event 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%
06763 Cvn Ctr Sales Mgr		4	0 0.00%	2 50.00%	0 0.00%	2 50.00%	2 50.00%	0 0.00%	0 0.00%	2 50.00%
CATEGORY TOTALS: PROFESSIONALS		11 0.12%	0 0.00%	6 54.55%	0 0.00%	6 54.55%	2 18.18%	3 27.27%	0 0.00%	5 45.45%

PROTECTIVE SERVICE WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06723	Cvn Ctr 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%
07276	Cvn Ctr Lead Safety 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%
06984	Cvn Ctr Safety Officer 1	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%
07005	Cvn Ctr Safety Officer 2	3	1	2	0	3	0	0	0	0
			33.33%	66.67%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		9	6	3	0	9	0	0	0	0
PROTECTIVE SERVICE WORKERS		0.10%	66.67%	33.33%	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
07000	Cnv Ctr Facility Worker	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%
06760	Cvn Ctr Facilities 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%
06733	Cvn Ctr Set Up 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%
06545	Trades, Labor, & Svc Trainee	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%
CATEGORY TOTALS:		10	3	3	1	7	2	1	0	3
SERVICE MAINTENANCE		0.11%	30.00%	30.00%	10.00%	70.00%	20.00%	10.00%	0.00%	30.00%
SKILLED CRAFT WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06730	Cvn Ctr Lead Maint Mechanic	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%

SKILLED CRAFT WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:		4	1	3	0	4	0	0	0	0
SKILLED CRAFT WORKERS		0.04%	25.00%	75.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
TECHNICIANS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10461 Convention Center Tech 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:		1	0	1	0	1	0	0	0	0
TECHNICIANS		0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Department Totals:		52	11	20	1	32	8	12	0	20
Convention Center		0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

Convention Center Authority

ADMINISTRATIVE SUPPORT			MALE				FEMALE			
			TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07241	Admin Asst	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%
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: ADMINISTRATIVE SUPPORT			2	2	0	0	2	0	0	0
			0.02%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
OFFICIALS AND ADMINISTRATORS			MALE				FEMALE			
TOTAL			BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
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	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%
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS			4	0	3	0	3	1	0	0
			0.04%	0.00%	75.00%	0.00%	75.00%	25.00%	0.00%	0.00%
PROFESSIONALS			MALE				FEMALE			
TOTAL			BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10603	Contract Adm-Conv Ctr Auth	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%
10596	Diver Bus Mgr-Conv Ctr Auth	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%
10597	Engineer/Des Mgr-Conv 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%
10595	Project Mgr 4-Conv 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%
10598	Public Info Mgr-Conv Ctr Auth	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
10594	Spec Project Mgr-Conv Ctr Auth	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: PROFESSIONALS		6	0	2	0	2	2	2	0	4
		0.07%	0.00%	33.33%	0.00%	33.33%	33.33%	33.33%	0.00%	66.67%
Department Totals:		12	2	5	0	7	3	2	0	5
Convention Center Authority		0.07%	0.00%	33.33%	0.00%	33.33%	33.33%	33.33%	0.00%	66.67%

County Clerk

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07804	Admin Asst - County Clerk	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%
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	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%
06788	Deputy Clerk 2	7	0	0	0	0	0	5	2	7
			0.00%	0.00%	0.00%	0.00%	0.00%	71.43%	28.57%	100.00%
06790	Deputy Clerk 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%
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	5	0	4	0	4	0	1	0	1
			0.00%	80.00%	0.00%	80.00%	0.00%	20.00%	0.00%	20.00%
09020	Seasonal/Part-time/Temporary	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:		23	2	10	0	12	2	7	2	11
ADMINISTRATIVE SUPPORT		0.25%	8.70%	43.48%	0.00%	52.17%	8.70%	30.43%	8.70%	47.83%
ELECTED OFFICIALS		MALE				FEMALE				
TOTAL		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL	
01336	County Ct Clerk	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%
PARA-PROFESSIONALS		MALE				FEMALE				
TOTAL		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL	

PARA-PROFESSIONALS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	1	0	1	0	1	0	0	0	0
06791 Deputy Clerk 5		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
	1	0	0	0	0	0	1	0	1
02935 License Inspector 1		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
	3	0	1	0	1	0	2	0	2
09020 Seasonal/Part-time/Temporary		0.00%	33.33%	0.00%	33.33%	0.00%	66.67%	0.00%	66.67%
CATEGORY TOTALS:		0	2	0	2	0	3	0	3
PARA-PROFESSIONALS	5 0.06%	0.00%	40.00%	0.00%	40.00%	0.00%	60.00%	0.00%	60.00%
PROFESSIONALS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	1	0	1	0	1	0	0	0	0
07243 Admin Svcs Officer 2		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
	1	0	1	0	1	0	0	0	0
07077 Chief Dpty Clerk-County Clerk		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
	5	0	0	0	0	0	5	0	5
06787 Deputy Clerk 1		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
	3	0	0	0	0	1	2	0	3
06788 Deputy Clerk 2		0.00%	0.00%	0.00%	0.00%	33.33%	66.67%	0.00%	100.00%
	19	0	1	0	1	3	12	3	18
06789 Deputy Clerk 3		0.00%	5.26%	0.00%	5.26%	15.79%	63.16%	15.79%	94.74%
	7	0	2	0	2	0	5	0	5
06790 Deputy Clerk 4		0.00%	28.57%	0.00%	28.57%	0.00%	71.43%	0.00%	71.43%
	2	0	0	0	0	0	2	0	2
06792 Deputy Clerk 6		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
	1	0	1	0	1	0	0	0	0
02935 License Inspector 1		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
	1	0	0	0	0	0	1	0	1
09020 Seasonal/Part-time/Temporary		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: PROFESSIONALS	40 0.44%	0 0.00%	6 15.00%	0 0.00%	6 15.00%	4 10.00%	27 67.50%	3 7.50%	34 85.00%
PROTECTIVE SERVICE WORKERS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
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%	0 0.00%
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		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06788 Deputy Clerk 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%
02935 License Inspector 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%
09020 Seasonal/Part-time/Temporary	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: SERVICE MAINTENANCE	5 0.06%	0 0.00%	3 60.00%	0 0.00%	3 60.00%	1 20.00%	1 20.00%	0 0.00%	2 40.00%
TECHNICIANS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
02935 License Inspector 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%
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%
Department Totals:	76	2	23	0	25	8	38	5	51
County Clerk	0.01%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%

Criminal Court Clerk

ADMINISTRATIVE SUPPORT			MALE				FEMALE				
			TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06502	Deputy Criminal Ct Clerk 1	6	0	0	0	0	0	6	0	6	
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	
06503	Deputy Criminal Ct Clerk 2	10	1	3	0	4	2	4	0	6	
			10.00%	30.00%	0.00%	40.00%	20.00%	40.00%	0.00%	60.00%	
06504	Deputy Criminal Ct Clerk 3	14	0	6	1	7	2	5	0	7	
			0.00%	42.86%	7.14%	50.00%	14.29%	35.71%	0.00%	50.00%	
06505	Deputy Criminal Ct Clerk 4	15	1	4	0	5	4	5	1	10	
			6.67%	26.67%	0.00%	33.33%	26.67%	33.33%	6.67%	66.67%	
06506	Deputy Criminal Ct Clerk 5	28	1	11	1	13	6	9	0	15	
			3.57%	39.29%	3.57%	46.43%	21.43%	32.14%	0.00%	53.57%	
06696	Deputy Criminal Ct Clerk 7	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%	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT			75	3	25	2	30	15	29	1	45
			0.83%	4.00%	33.33%	2.67%	40.00%	20.00%	38.67%	1.33%	60.00%
ELECTED OFFICIALS			MALE				FEMALE				
			TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
01358	Criminal Ct Clerk	1	1	0	0	1	0	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	
CATEGORY TOTALS: ELECTED OFFICIALS			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%
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
			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%

Department Totals:	77	4	26	2	32	15	29	1	45
Criminal Court Clerk	0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

Criminal Justice Planning Unit

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
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: ADMINISTRATIVE SUPPORT		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%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10538	Director Crim Justice Planning	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: OFFICIALS AND ADMINISTRATORS		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%
PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10560	Statistical Research 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%
CATEGORY TOTALS: PROFESSIONALS		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%
Department Totals:		3	0	0	0	0	0	3	0	3
Criminal Justice Planning Unit		0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%

District Attorney

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
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	9	0	0	0	0	2	7	0	9
		0.00%	0.00%	0.00%	0.00%	22.22%	77.78%	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	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	6	0	2	0	2	4	0	0	4
		0.00%	33.33%	0.00%	33.33%	66.67%	0.00%	0.00%	66.67%
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:	20	0	2	0	2	6	12	0	18
ADMINISTRATIVE SUPPORT	0.22%	0.00%	10.00%	0.00%	10.00%	30.00%	60.00%	0.00%	90.00%
ELECTED OFFICIALS		MALE				FEMALE			
		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			
		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			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	1	0	1	0	1	0	0	0	0
06232 Finance Mgr		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	0.04%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%
PROFESSIONALS		MALE				FEMALE			
		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	30	1	13	0	14	1	15	0	16
		3.33%	43.33%	0.00%	46.67%	3.33%	50.00%	0.00%	53.33%
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%
07379 Program 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%
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	9	0	0	0	0	2	7	0	9
		0.00%	0.00%	0.00%	0.00%	22.22%	77.78%	0.00%	100.00%
07260 Social Worker 2	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%
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%

PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: PROFESSIONALS		55 0.61%	1 1.82%	21 38.18%	0 0.00%	22 40.00%	6 10.91%	27 49.09%	0 0.00%	33 60.00%
PROTECTIVE SERVICE WORKERS		TOTAL	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: PROTECTIVE SERVICE WORKERS		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:		83	1	28	0	29	12	42	0	54
District Attorney		0.03%	0.00%	66.67%	0.00%	66.67%	0.00%	33.33%	0.00%	33.33%

Election Commission

		MALE				FEMALE			
TOTAL		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
09020	Seasonal/Part-time/Temporary	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:		0	0	0	0	0	1	0	1
		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
0.01%									
ADMINISTRATIVE SUPPORT		MALE				FEMALE			
TOTAL		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07243	Admin Svcs Officer 2	0	0	0	0	0	1	0	1
		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10121	Office Support Rep 2	0	0	1	1	1	2	1	4
		0.00%	0.00%	20.00%	20.00%	20.00%	40.00%	20.00%	80.00%
10124	Office Support 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%
09020	Seasonal/Part-time/Temporary	0	3	0	3	2	5	4	11
		0.00%	21.43%	0.00%	21.43%	14.29%	35.71%	28.57%	78.57%
CATEGORY TOTALS:		0	3	1	4	4	9	5	18
ADMINISTRATIVE SUPPORT		0.00%	13.64%	4.55%	18.18%	18.18%	40.91%	22.73%	81.82%
0.24%									
ELECTED OFFICIALS		MALE				FEMALE			
TOTAL		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
01743	Election Commissioner	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:		1	2	1	4	0	1	0	1
ELECTED OFFICIALS		20.00%	40.00%	20.00%	80.00%	0.00%	20.00%	0.00%	20.00%
0.06%									
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
TOTAL		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
04080	Admin Of Elections	0	0	1	1	0	0	0	0
		0.00%	0.00%	100.00%	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: OFFICIALS AND ADMINISTRATORS		2	0	1	1	2	0	0	0	0
		0.02%	0.00%	50.00%	50.00%	100.00%	0.00%	0.00%	0.00%	0.00%
PROFESSIONALS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07244	Admin Svcs Officer 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%
07245	Admin Svcs Officer 4	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%
10477	Information Sys oper Anal 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%
07380	Program Spec 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%
CATEGORY TOTALS: PROFESSIONALS		6	0	1	1	2	2	2	0	4
		0.07%	0.00%	16.67%	16.67%	33.33%	33.33%	33.33%	0.00%	66.67%
TECHNICIANS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07784	Info Systems App Tech 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%
02954	Machine Tech	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: TECHNICIANS		3	0	3	0	3	0	0	0	0
		0.03%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Department Totals:		39	1	10	4	15	6	13	5	24
Election Commission		0.03%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

Emergency Communication Center

ADMINISTRATIVE SUPPORT			MALE				FEMALE				
			TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10407	Emer Telecommunications Off 1	19	1 5.26%	5 26.32%	0 0.00%	6 31.58%	4 21.05%	8 42.11%	1 5.26%	13 68.42%	
10408	Emer Telecommunications Off 2	8	2 25.00%	2 25.00%	0 0.00%	4 50.00%	2 25.00%	2 25.00%	0 0.00%	4 50.00%	
10409	Emer Telecommunications Off 3	30	0 0.00%	11 36.67%	1 3.33%	12 40.00%	3 10.00%	14 46.67%	1 3.33%	18 60.00%	
10410	Emer Telecommunications Off 4	62	1 1.61%	17 27.42%	0 0.00%	18 29.03%	15 24.19%	27 43.55%	2 3.23%	44 70.97%	
10412	Emer Telecommunications Superv	15	0 0.00%	1 6.67%	0 0.00%	1 6.67%	4 26.67%	10 66.67%	0 0.00%	14 93.33%	
10411	Emer Telecommunications Trainee	13	0 0.00%	5 38.46%	0 0.00%	5 38.46%	1 7.69%	7 53.85%	0 0.00%	8 61.54%	
10475	Information Sys Oper 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%	
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%	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT			149 1.65%	4 2.68%	42 28.19%	1 0.67%	47 31.54%	29 19.46%	69 46.31%	4 2.68%	102 68.46%
OFFICIALS AND ADMINISTRATORS			MALE				FEMALE				
			TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10414	Emer Telecommun Assist Directo	2	0 0.00%	1 50.00%	0 0.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%	0 0.00%	1 50.00%
10413	Emer Telecommunications Manage	6	1 16.67%	1 16.67%	0 0.00%	2 33.33%	0 0.00%	4 66.67%	0 0.00%	4 66.67%	
10142	Emerg Communications 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%	
07234	Information Systems Advisor 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%	

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	10	1	4	0	5	1	4	0	5
OFFICIALS AND ADMINISTRATORS	0.11%	10.00%	40.00%	0.00%	50.00%	10.00%	40.00%	0.00%	50.00%
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	2	0	0	1	1	0	1	0	1
		0.00%	0.00%	50.00%	50.00%	0.00%	50.00%	0.00%	50.00%
CATEGORY TOTALS:	6	1	1	1	3	2	1	0	3
PROFESSIONALS	0.07%	16.67%	16.67%	16.67%	50.00%	33.33%	16.67%	0.00%	50.00%
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	6	48	2	56	33	74	4	111
Emergency Communication Center	0.02%	0.00%	50.00%	0.00%	50.00%	50.00%	0.00%	0.00%	50.00%

Farmer's Market

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	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%
10121 Office Support Rep 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: ADMINISTRATIVE SUPPORT	2	0	0	0	0	1	1	0	2
	0.02%	0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	100.00%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
TOTAL		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07112 Dir Of Farm Mkt	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%
SERVICE MAINTENANCE		MALE				FEMALE			
TOTAL		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
02799 Maint & Repair Worker 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%
07328 Maint & Repair Worker 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: SERVICE MAINTENANCE	3	1	2	0	3	0	0	0	0
	0.03%	33.33%	66.67%	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
07255 Bldg Maint Leader	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	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
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%
Department Totals:	7	1	4	0	5	1	1	0	2
Farmer's Market	0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

Finance

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		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%
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:	2	0	0	0	0	0	2	0	2
ADMINISTRATIVE SUPPORT	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
OFFICIALS AND ADMINISTRATORS		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%
10108 Finance Admin	8	0	6	0	6	0	2	0	2
		0.00%	75.00%	0.00%	75.00%	0.00%	25.00%	0.00%	25.00%
06108 Finance Asst Dir	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%
07704 Finance Deputy 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%
01570 Finance 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%
06232 Finance Mgr	11	2	4	1	7	1	3	0	4
		18.18%	36.36%	9.09%	63.64%	9.09%	27.27%	0.00%	36.36%
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%
03160 Metropolitan Treasurer	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%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	28	2	16	1	19	2	7	0	9
OFFICIALS AND ADMINISTRATORS	0.31%	7.14%	57.14%	3.57%	67.86%	7.14%	25.00%	0.00%	32.14%
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	5	0	1	0	1	2	2	0	4
		0.00%	20.00%	0.00%	20.00%	40.00%	40.00%	0.00%	80.00%
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%
10150 Finance Officer 1	3	1	0	0	1	2	0	0	2
		33.33%	0.00%	0.00%	33.33%	66.67%	0.00%	0.00%	66.67%
10151 Finance Officer 2	9	1	1	0	2	3	4	0	7
		11.11%	11.11%	0.00%	22.22%	33.33%	44.44%	0.00%	77.78%
10152 Finance Officer 3	25	2	11	0	13	4	8	0	12
		8.00%	44.00%	0.00%	52.00%	16.00%	32.00%	0.00%	48.00%
10153 Finance 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%
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	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:	51	5	15	0	20	13	18	0	31
PROFESSIONALS	0.56%	9.80%	29.41%	0.00%	39.22%	25.49%	35.29%	0.00%	60.78%
TECHNICIANS		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%

TECHNICIANS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
10102 Application Tech 2	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%
10103 Application Tech 3	7	1 14.29%	0 0.00%	0 0.00%	1 14.29%	3 42.86%	3 42.86%	0 0.00%	6 85.71%
CATEGORY TOTALS:	14	2	0	0	2	5	7	0	12
TECHNICIANS	0.15%	14.29%	0.00%	0.00%	14.29%	35.71%	50.00%	0.00%	85.71%
Department Totals:	95	9	31	1	41	20	34	0	54
Finance	0.15%	14.29%	0.00%	0.00%	14.29%	35.71%	50.00%	0.00%	85.71%

Fire

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
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%
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%
03027 Equip & Supply Clerk 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%
10122 Office Support Rep 3	5	0	0	0	0	3	2	0	5
		0.00%	0.00%	0.00%	0.00%	60.00%	40.00%	0.00%	100.00%
10123 Office Support Spec 1	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%
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:	13	0	1	0	1	5	7	0	12
ADMINISTRATIVE SUPPORT	0.14%	0.00%	7.69%	0.00%	7.69%	38.46%	53.85%	0.00%	92.31%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10354 Exe Administrator Police/Fire	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%
07306 Fire Deputy Chief	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%
07310 Fire Inspector 1	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%
02534 Fire Inspector 2	24	3	7	0	10	4	10	0	14
		12.50%	29.17%	0.00%	41.67%	16.67%	41.67%	0.00%	58.33%
03015 Fire Marshal	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%
01495 Fire Marshal-Asst	6	1	4	0	5	1	0	0	1
		16.67%	66.67%	0.00%	83.33%	16.67%	0.00%	0.00%	16.67%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	TOTAL								
00440	Fire Marshal-Dpty	1	1	0	2	0	0	0	0
		50.00%	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07407	Information Systems Advisor 2	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:		6	16	0	22	6	13	0	19
OFFICIALS AND ADMINISTRATORS		14.63%	39.02%	0.00%	53.66%	14.63%	31.71%	0.00%	46.34%
	0.45%								
PROFESSIONALS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	TOTAL								
07244	Admin Svcs Officer 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%
07245	Admin Svcs Officer 4	0	0	0	0	1	2	0	3
		0.00%	0.00%	0.00%	0.00%	33.33%	66.67%	0.00%	100.00%
00430	Fire Asst Chief	2	11	1	14	0	3	0	3
		11.76%	64.71%	5.88%	82.35%	0.00%	17.65%	0.00%	17.65%
07305	Fire Captain	21	151	3	175	0	7	0	7
		11.54%	82.97%	1.65%	96.15%	0.00%	3.85%	0.00%	3.85%
01686	Fire District Chief	7	25	0	32	1	5	0	6
		18.42%	65.79%	0.00%	84.21%	2.63%	13.16%	0.00%	15.79%
06834	Fire Instructor	0	2	0	2	0	0	0	0
		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10155	Fire Lt	0	3	0	3	0	0	0	0
		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
05513	Fire Training Officer	0	1	0	1	0	0	0	0
		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07782	Info Systems Mgr	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:		31	194	4	229	2	19	0	21
PROFESSIONALS		12.40%	77.60%	1.60%	91.60%	0.80%	7.60%	0.00%	8.40%
	2.77%								

PROTECTIVE SERVICE WORKERS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	TOTAL								
07308 Fire Fighter 1	4	1	1	1	3	1	0	0	1
		25.00%	25.00%	25.00%	75.00%	25.00%	0.00%	0.00%	25.00%
07309 Fire Fighter 2	303	44	228	12	284	5	14	0	19
		14.52%	75.25%	3.96%	93.73%	1.65%	4.62%	0.00%	6.27%
07777 Firefighter 3	28	1	27	0	28	0	0	0	0
		3.57%	96.43%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		46	256	13	315	6	14	0	20
PROTECTIVE SERVICE WORKERS		3.71%	13.73%	76.42%	3.88%	1.79%	4.18%	0.00%	5.97%
SKILLED CRAFT WORKERS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	TOTAL								
05973 Fire Maint 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%
02996 Fire Maint Worker 1	7	2	5	0	7	0	0	0	0
		28.57%	71.43%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
02995 Fire Maint Worker 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:		3	6	0	9	0	0	0	0
SKILLED CRAFT WORKERS		0.10%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%
TECHNICIANS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	TOTAL								
06850 Emerg Medical Tech 1	8	1	5	0	6	0	2	0	2
		12.50%	62.50%	0.00%	75.00%	0.00%	25.00%	0.00%	25.00%
01818 Emerg Medical Tech 2	83	4	56	1	61	2	20	0	22
		4.82%	67.47%	1.20%	73.49%	2.41%	24.10%	0.00%	26.51%
07307 Fire Engineer	211	24	179	4	207	1	3	0	4
		11.37%	84.83%	1.90%	98.10%	0.47%	1.42%	0.00%	1.90%
10112 Fire Fighter/Paramedic	73	0	68	2	70	0	3	0	3
		0.00%	93.15%	2.74%	95.89%	0.00%	4.11%	0.00%	4.11%

TECHNICIANS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
10125 Paramedic 1	7	1 14.29%	5 71.43%	0 0.00%	6 85.71%	0 0.00%	1 14.29%	0 0.00%	1 14.29%
07344 Paramedic 2	108	2 1.85%	78 72.22%	4 3.70%	84 77.78%	3 2.78%	21 19.44%	0 0.00%	24 22.22%
CATEGORY TOTALS:	490	32	391	11	434	6	50	0	56
TECHNICIANS	5.42%	6.53%	79.80%	2.24%	88.57%	1.22%	10.20%	0.00%	11.43%
Department Totals:	1138	118	864	28	1010	25	103	0	128
Fire	5.42%	6.53%	79.80%	2.24%	88.57%	1.22%	10.20%	0.00%	11.43%

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	5	0	5	0	5	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	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:			22	4	12	1	17	1	4	0	5
ADMINISTRATIVE SUPPORT			0.24%	18.18%	54.55%	4.55%	77.27%	4.55%	18.18%	0.00%	22.73%
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			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	TOTAL								
10108 Finance Admin	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%
10355 Garage 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%
10469 General Services Assistant Dir	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%
01575 General Svcs Dir	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%
07312 General Svcs Div 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%
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%
07407 Information Systems Advisor 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:	11	0	7	0	7	0	4	0	4
OFFICIALS AND ADMINISTRATORS	0.12%	0.00%	63.64%	0.00%	63.64%	0.00%	36.36%	0.00%	36.36%
PARA-PROFESSIONALS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	TOTAL								
07250 Automotive Svc Writer	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%
CATEGORY TOTALS:	3	0	2	0	2	1	0	0	1
PARA-PROFESSIONALS	0.03%	0.00%	66.67%	0.00%	66.67%	33.33%	0.00%	0.00%	33.33%
PROFESSIONALS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	TOTAL								
07244 Admin Svcs Officer 3	4	0	1	0	1	0	3	0	3
		0.00%	25.00%	0.00%	25.00%	0.00%	75.00%	0.00%	75.00%
07245 Admin Svcs Officer 4	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%

PROFESSIONALS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	TOTAL								
07782	Info Systems Mgr	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	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	0	0	0	0	0	1	0	1
		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
06180	Stores Mgr	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	1	4	0	5	0	4	0	4
		11.11%	44.44%	0.00%	55.56%	0.00%	44.44%	0.00%	44.44%
07757	Technical Specialist 2	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:									
PROFESSIONALS									
	28	1	17	0	18	0	10	0	10
	0.31%	3.57%	60.71%	0.00%	64.29%	0.00%	35.71%	0.00%	35.71%
SERVICE MAINTENANCE		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	TOTAL								
07304	Equip Servicer	1	5	0	6	0	0	0	0
		16.67%	83.33%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:									
SERVICE MAINTENANCE									
	6	1	5	0	6	0	0	0	0
	0.07%	16.67%	83.33%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
SKILLED CRAFT WORKERS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	TOTAL								
00680	Automotive Mechanic	0	3	0	3	1	0	0	1
		0.00%	75.00%	0.00%	75.00%	25.00%	0.00%	0.00%	25.00%
00690	Automotive Mechanic Leader	0	1	0	1	0	0	0	0
		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
06081	Automotive Mechanic-Cert	1	3	0	4	0	0	0	0
		25.00%	75.00%	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
00700	Automotive Shop Supv	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%
07250	Automotive Svc Writer	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%
02230	Bldg Maint Lead 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%
02220	Bldg Maint Mechanic	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%
03057	Emerg Vehicle Tech 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%
01872	Equip Inventory Asst 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%
01880	Equip Mechanic	11	3	8	0	11	0	0	0	0
			27.27%	72.73%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
06825	Equip Mechanic Leader	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%
07302	Equip Mechanic-Certified	5	0	5	0	5	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
01920	Equip Shop Supv	3	1	2	0	3	0	0	0	0
			33.33%	66.67%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10118	Master Tech	16	0	16	0	16	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
05830	Welder	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:		55	8	45	1	54	1	0	0	1
SKILLED CRAFT WORKERS		0.61%	14.55%	81.82%	1.82%	98.18%	1.82%	0.00%	0.00%	1.82%
TECHNICIANS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL

TECHNICIANS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
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%
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	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%
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:	16	0	10	0	10	2	4	0	6
TECHNICIANS	0.18%	0.00%	62.50%	0.00%	62.50%	12.50%	25.00%	0.00%	37.50%
Department Totals:	141	14	98	2	114	5	22	0	27
General Services	0.18%	0.00%	62.50%	0.00%	62.50%	12.50%	25.00%	0.00%	37.50%

General Sessions Court

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07241	Admin Asst	11	0	0	0	0	4	7	0	11
			0.00%	0.00%	0.00%	0.00%	36.36%	63.64%	0.00%	100.00%
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	4	0	0	1	1	2	1	0	3
			0.00%	0.00%	25.00%	25.00%	50.00%	25.00%	0.00%	75.00%
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:		26	2	0	1	3	8	12	3	23
ADMINISTRATIVE SUPPORT		0.29%	7.69%	0.00%	3.85%	11.54%	30.77%	46.15%	11.54%	88.46%
ELECTED OFFICIALS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
02233	General Session Judge	11	0	7	0	7	1	3	0	4
			0.00%	63.64%	0.00%	63.64%	9.09%	27.27%	0.00%	36.36%
CATEGORY TOTALS:		11	0	7	0	7	1	3	0	4
ELECTED OFFICIALS		0.12%	0.00%	63.64%	0.00%	63.64%	9.09%	27.27%	0.00%	36.36%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
01339	Ct Admin	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	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	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	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	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	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	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:		0	8	0	8	1	3	0	4
OFFICIALS AND ADMINISTRATORS		0.13%	66.67%	0.00%	66.67%	8.33%	25.00%	0.00%	33.33%
PARA-PROFESSIONALS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
09020	Seasonal/Part-time/Temporary	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:		0	0	0	0	1	0	0	1
PARA-PROFESSIONALS		0.01%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
PROFESSIONALS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07244	Admin Svcs Officer 3	0	0	0	0	0	1	0	1
		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
10105	Electronic Monitoring Spec	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	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%
04710	Probation Officer 2	16	1	6	1	8	3	5	0	8
			6.25%	37.50%	6.25%	50.00%	18.75%	31.25%	0.00%	50.00%
05495	Probation Officer 3	5	1	2	0	3	2	0	0	2
			20.00%	40.00%	0.00%	60.00%	40.00%	0.00%	0.00%	40.00%
07376	Program Mgr 1	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%
09020	Seasonal/Part-time/Temporary	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%
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: PROFESSIONALS		43	5	19	1	25	10	8	0	18
		0.48%	11.63%	44.19%	2.33%	58.14%	23.26%	18.60%	0.00%	41.86%
PROTECTIVE SERVICE WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07790	Judicial Asst 1	7	0	6	0	6	0	1	0	1
			0.00%	85.71%	0.00%	85.71%	0.00%	14.29%	0.00%	14.29%
07791	Judicial Asst 2	13	2	10	0	12	1	0	0	1
			15.38%	76.92%	0.00%	92.31%	7.69%	0.00%	0.00%	7.69%
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	5	0	9	1	0	0	1
			40.00%	50.00%	0.00%	90.00%	10.00%	0.00%	0.00%	10.00%

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: PROTECTIVE SERVICE WORKERS		32	6	22	0	28	2	2	0	4
		0.35%	18.75%	68.75%	0.00%	87.50%	6.25%	6.25%	0.00%	12.50%
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:		126	13	57	2	72	23	28	3	54
General Sessions Court		0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

Health

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10392	Administrative Asst - Health	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%
03027	Equip & Supply Clerk 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%
06482	Inventory Control Supv	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%
10121	Office Support Rep 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%
10122	Office Support Rep 3	63	3	3	0	6	23	25	9	57
			4.76%	4.76%	0.00%	9.52%	36.51%	39.68%	14.29%	90.48%
10123	Office Support Spec 1	14	0	0	0	0	6	6	2	14
			0.00%	0.00%	0.00%	0.00%	42.86%	42.86%	14.29%	100.00%
10124	Office Support Spec 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%
CATEGORY TOTALS:		91	3	7	0	10	30	40	11	81
ADMINISTRATIVE SUPPORT		1.01%	3.30%	7.69%	0.00%	10.99%	32.97%	43.96%	12.09%	89.01%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10386	Bureau Director	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%
01080	Chief Medical 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%
01447	Dental Svcs Dir	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%
01843	Environmentalist 1	4	0	2	0	2	1	1	0	2
			0.00%	50.00%	0.00%	50.00%	25.00%	25.00%	0.00%	50.00%
01844	Environmentalist 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%

OFFICIALS AND ADMINISTRATORS			MALE				FEMALE			
			TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
01845	Environmentalist 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%
01846	Environmentalist 4	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%
06631	Food Inspector 1	6	0	3	0	3	1	1	1	3
			0.00%	50.00%	0.00%	50.00%	16.67%	16.67%	16.67%	50.00%
06632	Food Inspector 2	6	0	2	0	2	1	2	1	4
			0.00%	33.33%	0.00%	33.33%	16.67%	33.33%	16.67%	66.67%
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%
03072	Medical Admin Asst 1	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%
03073	Medical Admin Asst 2	13	2	3	0	5	2	6	0	8
			15.38%	23.08%	0.00%	38.46%	15.38%	46.15%	0.00%	61.54%
03074	Medical Admin Asst 3	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%
07024	Medical 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%
03973	Public Health Nurse 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%
03974	Public Health Nurse 4	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%
06489	Public Hlth Nurse Practitioner	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%
09020	Seasonal/Part-time/Temporary	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%
06639	Vehicle Inspection 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				
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL	
CATEGORY TOTALS:		59	3	24	0	27	10	20	2	32
OFFICIALS AND ADMINISTRATORS		0.65%	5.08%	40.68%	0.00%	45.76%	16.95%	33.90%	3.39%	54.24%
PARA-PROFESSIONALS		MALE				FEMALE				
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL	
06641 Interpreter 1		3	0	1	0	1	0	0	2	2
			0.00%	33.33%	0.00%	33.33%	0.00%	0.00%	66.67%	66.67%
06485 Outreach Worker		24	3	3	3	9	12	2	1	15
			12.50%	12.50%	12.50%	37.50%	50.00%	8.33%	4.17%	62.50%
09020 Seasonal/Part-time/Temporary		13	2	0	1	3	5	3	2	10
			15.38%	0.00%	7.69%	23.08%	38.46%	23.08%	15.38%	76.92%
CATEGORY TOTALS:		40	5	4	4	13	17	5	5	27
PARA-PROFESSIONALS		0.44%	12.50%	10.00%	10.00%	32.50%	42.50%	12.50%	12.50%	67.50%
PROFESSIONALS		MALE				FEMALE				
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL	
10548 Animal Care & Control Manager		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%
10367 Audiologist		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%
06567 Commun Disease Investigator		11	1	2	1	4	5	2	0	7
			9.09%	18.18%	9.09%	36.36%	45.45%	18.18%	0.00%	63.64%
01463 Dental Hygienist 1		5	0	0	0	0	0	4	1	5
			0.00%	0.00%	0.00%	0.00%	0.00%	80.00%	20.00%	100.00%
01464 Dental Hygienist 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%
01446 Dentist 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%
04152 Envir 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%

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
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%	0 0.00%
04154 Envir Engineer 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%
10151 Finance Officer 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%
06481 Home Economist	9	0 0.00%	0 0.00%	0 0.00%	0 0.00%	3 33.33%	3 33.33%	3 33.33%	9 100.00%
07346 Human Resources Admin	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	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%
03072 Medical Admin Asst 1	12	2 16.67%	4 33.33%	0 0.00%	6 50.00%	2 16.67%	4 33.33%	0 0.00%	6 50.00%
03073 Medical Admin Asst 2	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%
03074 Medical Admin Asst 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%
07424 Medical Doctor	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%
03237 Nutritionist 1	9	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 11.11%	8 88.89%	0 0.00%	9 100.00%
03238 Nutritionist 2	3	1 33.33%	0 0.00%	0 0.00%	1 33.33%	0 0.00%	2 66.67%	0 0.00%	2 66.67%
07753 Professional Spec	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%
06034 Program Coord	7	3 42.86%	0 0.00%	0 0.00%	3 42.86%	4 57.14%	0 0.00%	0 0.00%	4 57.14%

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
07378 Program Spec 1	8	0 0.00%	0 0.00%	0 0.00%	0 0.00%	5 62.50%	0 0.00%	3 37.50%	8 100.00%
07379 Program Spec 2	15	2 13.33%	0 0.00%	1 6.67%	3 20.00%	8 53.33%	2 13.33%	2 13.33%	12 80.00%
07380 Program Spec 3	15	3 20.00%	4 26.67%	0 0.00%	7 46.67%	4 26.67%	4 26.67%	0 0.00%	8 53.33%
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	86	0 0.00%	0 0.00%	0 0.00%	0 0.00%	22 25.58%	63 73.26%	1 1.16%	86 100.00%
03973 Public Health Nurse 3	8	0 0.00%	0 0.00%	0 0.00%	0 0.00%	2 25.00%	6 75.00%	0 0.00%	8 100.00%
03974 Public Health Nurse 4	4	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	4 100.00%	0 0.00%	4 100.00%
07685 Public Hlth Epidemiologist 1	2	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 50.00%	0 0.00%	1 50.00%	2 100.00%
07979 Public Hlth Epidemiologist 2	2	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 50.00%	1 50.00%	2 100.00%
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%
06489 Public Hlth Nurse Practitioner	7	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 14.29%	5 71.43%	1 14.29%	7 100.00%
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%
07390 Research 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%
07391 Research Analyst 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%
09020 Seasonal/Part-time/Temporary	24	0 0.00%	2 8.33%	0 0.00%	2 8.33%	4 16.67%	17 70.83%	1 4.17%	22 91.67%

PROFESSIONALS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	TOTAL								
07750 Software Training 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%
06380 Soil Scientist	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%
04978 Speech Language Pathologist	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%
10329 toxicologist	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%
07805 Veterinarian	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:	262	14	24	2	40	65	143	14	222
PROFESSIONALS	2.90%	5.34%	9.16%	0.76%	15.27%	24.81%	54.58%	5.34%	84.73%
PROTECTIVE SERVICE WORKERS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	TOTAL								
10330 Security Guard - Health	3	1	2	0	3	0	0	0	0
		33.33%	66.67%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:	3	1	2	0	3	0	0	0	0
PROTECTIVE SERVICE WORKERS	0.03%	33.33%	66.67%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
SERVICE MAINTENANCE		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	TOTAL								
10544 Animal Care & Control Off 1	10	2	3	1	6	0	4	0	4
		20.00%	30.00%	10.00%	60.00%	0.00%	40.00%	0.00%	40.00%
10545 Animal Care & Control Off 2	9	1	6	0	7	0	2	0	2
		11.11%	66.67%	0.00%	77.78%	0.00%	22.22%	0.00%	22.22%
10546 Animal Care & Control Off 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%
10547 Animal Care & Control 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%

SERVICE MAINTENANCE		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06466	Courier	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%
10343	Custodian 1 - Health	7	4	0	2	6	1	0	0	1
			57.14%	0.00%	28.57%	85.71%	14.29%	0.00%	0.00%	14.29%
10623	Facilities Maint 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%
10556	Facilities Maint Specialist	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%
06494	Warehouse 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%
07400	Warehouse Worker	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: SERVICE MAINTENANCE		35	9	13	4	26	2	7	0	9
		0.39%	25.71%	37.14%	11.43%	74.29%	5.71%	20.00%	0.00%	25.71%
SKILLED CRAFT WORKERS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10345	Printing Equip Oper - Health	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: SKILLED CRAFT WORKERS		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%
TECHNICIANS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
01461	Dental Asst 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%
00513	Envir 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%
02797	Laboratory Tech 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%

TECHNICIANS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
06251 Public Health LPN	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	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%
CATEGORY TOTALS:	10	2	2	0	4	3	3	0	6
TECHNICIANS	0.11%	20.00%	20.00%	0.00%	40.00%	30.00%	30.00%	0.00%	60.00%
Department Totals:	501	37	77	10	124	127	218	32	377
Health	0.11%	20.00%	20.00%	0.00%	40.00%	30.00%	30.00%	0.00%	60.00%

Historical Commission

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
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: ADMINISTRATIVE SUPPORT		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%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
01945	Historical Commission Exec 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: 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
06123	Historic Preservationist 1	5	0	2	0	2	0	3	0	3
			0.00%	40.00%	0.00%	40.00%	0.00%	60.00%	0.00%	60.00%
07778	Historic Preservationist 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: PROFESSIONALS		6	0	2	0	2	0	4	0	4
		0.07%	0.00%	33.33%	0.00%	33.33%	0.00%	66.67%	0.00%	66.67%
Department Totals:		8	0	3	0	3	0	5	0	5
Historical Commission		0.07%	0.00%	33.33%	0.00%	33.33%	0.00%	66.67%	0.00%	66.67%

Human Relations Commission

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07732	Compliance Inspector 2	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%
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT		1	0	0	0	0	0	0	1	1
		0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07242	Admin Svcs 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%
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: OFFICIALS AND ADMINISTRATORS		2	0	0	0	0	2	0	0	2
		0.02%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
Department Totals:		3	0	0	0	0	2	0	1	3
Human Relations Commission		0.02%	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
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	4	1	0	5
ADMINISTRATIVE SUPPORT			0.06%	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
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:			7	1	2	0	2	2	0	4
OFFICIALS AND ADMINISTRATORS			0.08%	14.29%	28.57%	0.00%	28.57%	28.57%	0.00%	57.14%
PROFESSIONALS			MALE				FEMALE			
TOTAL			BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
02660	Admin Svcs Officer 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
10151	Finance Officer 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%
07346	Human Resources Admin	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%
03455	Human Resources Analyst 2	6	1	0	0	1	4	0	1	5
			16.67%	0.00%	0.00%	16.67%	66.67%	0.00%	16.67%	83.33%
06874	Human Resources Analyst 3	13	2	6	0	8	1	4	0	5
			15.38%	46.15%	0.00%	61.54%	7.69%	30.77%	0.00%	38.46%
07753	Professional Spec	5	1	0	0	1	1	3	0	4
			20.00%	0.00%	0.00%	20.00%	20.00%	60.00%	0.00%	80.00%
CATEGORY TOTALS: PROFESSIONALS		31	4	8	0	12	8	10	1	19
		0.34%	12.90%	25.81%	0.00%	38.71%	25.81%	32.26%	3.23%	61.29%
TECHNICIANS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10103	Application Tech 3	7	1	0	0	1	0	6	0	6
			14.29%	0.00%	0.00%	14.29%	0.00%	85.71%	0.00%	85.71%
CATEGORY TOTALS: TECHNICIANS		7	1	0	0	1	0	6	0	6
		0.08%	14.29%	0.00%	0.00%	14.29%	0.00%	85.71%	0.00%	85.71%
Department Totals:		50	6	10	0	16	14	19	1	34
Human Resources		0.08%	14.29%	0.00%	0.00%	14.29%	0.00%	85.71%	0.00%	85.71%

Information Technology Service

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		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%
01302	Computer Operations Shift Supv	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%
04540	Computer Operator 2	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%
07268	Computer Operator 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%
CATEGORY TOTALS:		7	0	4	0	4	1	2	0	3
ADMINISTRATIVE SUPPORT		0.08%	0.00%	57.14%	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	1	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07346	Human Resources 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%
07744	Info Systems Asst Dir	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%
07318	Info Systems Div Mgr	12	0	8	0	8	0	4	0	4
			0.00%	66.67%	0.00%	66.67%	0.00%	33.33%	0.00%	33.33%
07782	Info Systems 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%
07234	Information Systems Advisor 1	21	0	18	1	19	0	1	1	2
			0.00%	85.71%	4.76%	90.48%	0.00%	4.76%	4.76%	9.52%
07407	Information Systems Advisor 2	4	0	3	1	4	0	0	0	0
			0.00%	75.00%	25.00%	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%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:	46	0	34	2	36	0	9	1	10
OFFICIALS AND ADMINISTRATORS	0.51%	0.00%	73.91%	4.35%	78.26%	0.00%	19.57%	2.17%	21.74%
PROFESSIONALS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
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%
07769 Info Sys Comm Analyst 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%
07265 Info Sys Comm Analyst 3	4	0	2	0	2	0	2	0	2
		0.00%	50.00%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%
07780 Info Systems App Analyst 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%
07783 Info Systems App Analyst 3	8	0	5	0	5	0	3	0	3
		0.00%	62.50%	0.00%	62.50%	0.00%	37.50%	0.00%	37.50%
10470 Information Sys Media Analys 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%
10471 Information Sys Media Analys 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%
10476 Information Sys Oper Anal 2	13	2	9	0	11	0	1	1	2
		15.38%	69.23%	0.00%	84.62%	0.00%	7.69%	7.69%	15.38%
10477 Information Sys oper Anal 3	9	1	6	1	8	0	1	0	1
		11.11%	66.67%	11.11%	88.89%	0.00%	11.11%	0.00%	11.11%
10475 Information Sys Oper Analyst 1	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%
07376 Program Mgr 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%
07378 Program Spec 1	3	2	1	0	3	0	0	0	0
		66.67%	33.33%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
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	54 0.60%	6 11.11%	36 66.67%	1 1.85%	43 79.63%	0 0.00%	10 18.52%	1 1.85%	11 20.37%
TECHNICIANS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
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	2 25.00%	5 62.50%	0 0.00%	7 87.50%	0 0.00%	1 12.50%	0 0.00%	1 12.50%
10479 Information Sys Oper Tech 2	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%
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	16 0.18%	5 31.25%	8 50.00%	0 0.00%	13 81.25%	1 6.25%	2 12.50%	0 0.00%	3 18.75%
Department Totals:	123	11	82	3	96	2	23	2	27
Information Technology Service	0.18%	31.25%	50.00%	0.00%	81.25%	6.25%	12.50%	0.00%	18.75%

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	3	1	0	1	2	1	0	0	1
			33.33%	0.00%	33.33%	66.67%	33.33%	0.00%	0.00%	33.33%
10552	Sr Internal Auditor	4	0	2	1	3	0	1	0	1
			0.00%	50.00%	25.00%	75.00%	0.00%	25.00%	0.00%	25.00%
CATEGORY TOTALS: PROFESSIONALS		8	1	3	2	6	1	1	0	2
		0.09%	12.50%	37.50%	25.00%	75.00%	12.50%	12.50%	0.00%	25.00%
Department Totals:		10	1	5	2	8	1	1	0	2
Internal Audit		0.09%	12.50%	37.50%	25.00%	75.00%	12.50%	12.50%	0.00%	25.00%

Justice Integration Services

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
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%
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
07318 Info Systems Div 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%
07407 Information Systems Advisor 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%
07233 Justice Info Systems Dir	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:	7	0	4	1	5	0	2	0	2
OFFICIALS AND ADMINISTRATORS	0.08%	0.00%	57.14%	14.29%	71.43%	0.00%	28.57%	0.00%	28.57%
PROFESSIONALS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07783 Info Systems App Analyst 3	3	0	2	0	2	0	1	0	1
		0.00%	66.67%	0.00%	66.67%	0.00%	33.33%	0.00%	33.33%
10477 Information Sys oper Anal 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%
10475 Information Sys Oper Analyst 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%
07234 Information Systems Advisor 1	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%

PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07407 Information Systems Advisor 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: PROFESSIONALS		11	1	9	0	10	0	1	0	1
		0.12%	9.09%	81.82%	0.00%	90.91%	0.00%	9.09%	0.00%	9.09%
Department Totals:		19	1	13	1	15	0	4	0	4
Justice Integration Services		0.12%	9.09%	81.82%	0.00%	90.91%	0.00%	9.09%	0.00%	9.09%

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	5	0	0	0	0	2	3	0	5	
			0.00%	0.00%	0.00%	0.00%	40.00%	60.00%	0.00%	100.00%	
10122	Office Support Rep 3	5	0	0	0	0	0	4	1	5	
			0.00%	0.00%	0.00%	0.00%	0.00%	80.00%	20.00%	100.00%	
10123	Office Support Spec 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%	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT			17	0	0	0	0	4	12	1	17
			0.19%	0.00%	0.00%	0.00%	0.00%	23.53%	70.59%	5.88%	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: ELECTED OFFICIALS			1	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%
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%	

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
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	38	12	2	0	14	8	16	0	24
		31.58%	5.26%	0.00%	36.84%	21.05%	42.11%	0.00%	63.16%
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%
07376 Program Mgr 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:	55	13	5	0	18	14	23	0	37
PROFESSIONALS	0.61%	23.64%	9.09%	0.00%	32.73%	25.45%	41.82%	0.00%	67.27%
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	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
07314 Group Care Aide	7	1	0	0	1	5	1	0	6
		14.29%	0.00%	0.00%	14.29%	71.43%	14.29%	0.00%	85.71%
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%
Department Totals:	107	22	17	1	40	24	42	1	67
Juvenile Court	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			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	TOTAL								
01340 Ct Clerk	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	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%
10120 Office Support Rep 1	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%
10121 Office Support Rep 2	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%
CATEGORY TOTALS:	24	1	3	0	4	7	13	0	20
ADMINISTRATIVE SUPPORT	0.27%	4.17%	12.50%	0.00%	16.67%	29.17%	54.17%	0.00%	83.33%
ELECTED OFFICIALS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	TOTAL								
07083 Juvenile Ct Clerk	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			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	TOTAL								
07242 Admin 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%
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			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	TOTAL								
10152 Finance Officer 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%

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	
06547 Technical Para-Prof Trainee	2	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 50.00%	1 50.00%	2 100.00%
CATEGORY TOTALS: SERVICE MAINTENANCE	2 0.02%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	1 50.00%	1 50.00%	2 100.00%
Department Totals:	29	2	4	0	6	7	15	1	23
Juvenile Court Clerk	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
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%
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%
10121	Office Support Rep 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: ADMINISTRATIVE SUPPORT			5	0	0	0	2	3	0	5
			0.06%	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
07192	Assoc Metropolitan Attorney	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%
06675	Claims Division 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%
01496	Deputy Metropolitan Attorney	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%
06581	Insurance Div 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%
03130	Metropolitan Attorney	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			6	1	5	0	0	0	0	0
			0.07%	16.67%	83.33%	0.00%	0.00%	0.00%	0.00%	0.00%
PARA-PROFESSIONALS			MALE				FEMALE			
TOTAL			BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07343	Paralegal	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%

PARA-PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:		6	0	1	0	1	2	3	0	5
PARA-PROFESSIONALS		0.07%	0.00%	16.67%	0.00%	16.67%	33.33%	50.00%	0.00%	83.33%
PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
00480	Attorney 1	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%
00630	Attorney 2	10	1	4	0	5	0	5	0	5
			10.00%	40.00%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%
04674	Attorney 3	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%
06673	Claims 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%
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%
02867	Law Clerk	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:		31	1	13	0	14	1	16	0	17
PROFESSIONALS		0.34%	3.23%	41.94%	0.00%	45.16%	3.23%	51.61%	0.00%	54.84%
Department Totals:		48	2	19	0	21	5	22	0	27
Law		0.34%	3.23%	41.94%	0.00%	45.16%	3.23%	51.61%	0.00%	54.84%

Mayor's Office

ADMINISTRATIVE SUPPORT		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%
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	4	0	1	0	1	0	2	1	3
			0.00%	25.00%	0.00%	25.00%	0.00%	50.00%	25.00%	75.00%
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	1	0	2	1	6	1	8
ADMINISTRATIVE SUPPORT		0.11%	10.00%	10.00%	0.00%	20.00%	10.00%	60.00%	10.00%	80.00%
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	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%
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%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07930	Dir - Office of Neighborhoods	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%
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:		8	1	6	0	7	0	1	0	1
OFFICIALS AND ADMINISTRATORS		0.09%	12.50%	75.00%	0.00%	87.50%	0.00%	12.50%	0.00%	12.50%
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%
10610	Chief Admin Officer-Mayors 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%
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%
10152	Finance Officer 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%
10606	Flood Recovery Coordinator	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	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
10607 Flood Recovery Program Manager	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%
10339 Operations Supervisor	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%
07162 Press Secretary	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%
07170 Scheduler	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%
04972 Special Asst	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:	13	0	1	1	2	1	9	1	11
PROFESSIONALS	0.14%	0.00%	7.69%	7.69%	15.38%	7.69%	69.23%	7.69%	84.62%
Department Totals:	32	2	9	1	12	2	16	2	20
Mayor's Office	0.14%	0.00%	7.69%	7.69%	15.38%	7.69%	69.23%	7.69%	84.62%

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	1	1	75	13	4	92	
			0.00%	0.00%	1.08%	1.08%	80.65%	13.98%	4.30%	98.92%	
CATEGORY TOTALS:			100	2	0	1	3	79	13	5	97
ADMINISTRATIVE SUPPORT			1.11%	2.00%	0.00%	1.00%	3.00%	79.00%	13.00%	5.00%	97.00%
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	1	0	0	1	
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	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			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:		0	0	0	0	4	1	0	5
OFFICIALS AND ADMINISTRATORS		0.00%	0.00%	0.00%	0.00%	80.00%	20.00%	0.00%	100.00%
5		0.06%							
PARA-PROFESSIONALS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10599	Health & Disabilitie Asst-MAC	0	0	0	0	1	0	0	1
		0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10588	Erly Head Start Family Spec II	0	0	0	0	1	0	0	1
		0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10226	Family Svcs Spec 1	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	0	1	0	1	18	5	3	26
		0.00%	3.70%	0.00%	3.70%	66.67%	18.52%	11.11%	96.30%
10240	HR Analyst 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:		0	1	1	2	22	6	3	31
PARA-PROFESSIONALS		0.00%	3.03%	3.03%	6.06%	66.67%	18.18%	9.09%	93.94%
33		0.37%							
PROFESSIONALS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10616	Adult Ed and Training Mgr	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	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	0	0	0	0	6	0	0	6
		0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
10612	Compliance-Monitoring Mgr	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	0	0	1	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
10260	CSBG/LIHEAP Special Svc 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%
10590	EHS Hlth Mentl Hlth & Dis 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%
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%	0 0.00%	0 0.00%	1 50.00%	1 50.00%	0 0.00%	0 0.00%	1 50.00%
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%
10232	General Svcs 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%
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	64	2 3.13%	0 0.00%	0 0.00%	2 3.13%	49 76.56%	13 20.31%	0 0.00%	62 96.88%
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%	0 0.00%	1 100.00%	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%

PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
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%
10246	Parent Involvement 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%
10327	Public Info Rep - 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%
10259	Self Sufficienc Prog 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%
CATEGORY TOTALS:		109	8	0	0	8	82	17	2	101
PROFESSIONALS		1.21%	7.34%	0.00%	0.00%	7.34%	75.23%	15.60%	1.83%	92.66%
SERVICE MAINTENANCE		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10453	Assistant Transportation Mgr	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%
10210	Bus Driver	23	6 26.09%	1 4.35%	0 0.00%	7 30.43%	15 65.22%	1 4.35%	0 0.00%	16 69.57%
10216	Custodian	12	7 58.33%	2 16.67%	0 0.00%	9 75.00%	3 25.00%	0 0.00%	0 0.00%	3 25.00%
10228	Food Svc Worker 1	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%
10229	Food Svc Worker 2	7	0 0.00%	0 0.00%	0 0.00%	0 0.00%	7 100.00%	0 0.00%	0 0.00%	7 100.00%
10230	Food Svcs 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%
10231	General Maint 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%
10253	Transportation 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%

SERVICE MAINTENANCE		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:		50	17	6	0	23	26	1	0	27
SERVICE MAINTENANCE		0.55%	34.00%	12.00%	0.00%	46.00%	52.00%	2.00%	0.00%	54.00%
TECHNICIANS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10501 Data Entry Specialist		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
TECHNICIANS		0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
Department Totals:		298	27	7	2	36	213	39	10	262
Metro Action Commission		0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%

Metropolitan Clerk

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
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%
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	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%
09105 Seasonal Worker 3	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%
CATEGORY TOTALS:	8	0	1	0	1	1	6	0	7
ADMINISTRATIVE SUPPORT	0.09%	0.00%	12.50%	0.00%	12.50%	12.50%	75.00%	0.00%	87.50%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
03140 Metropolitan Clerk	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%
CATEGORY TOTALS:	1	0	0	0	0	0	0	1	1
OFFICIALS AND ADMINISTRATORS	0.01%	0.00%	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	TOTAL
07244 Admin Svcs Officer 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%
07376 Program Mgr 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:	2	0	1	0	1	0	1	0	1
PROFESSIONALS	0.02%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%
SERVICE MAINTENANCE		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL

SERVICE MAINTENANCE		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
09105 Seasonal Worker 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%	
CATEGORY TOTALS:		1	0	0	0	0	1	0	1	
SERVICE MAINTENANCE		0.01%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	
Department Totals:		12	0	2	0	2	1	8	1	10
Metropolitan Clerk		0.01%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	

Metropolitan Council

ELECTED OFFICIALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
01334	Council Member	40	4	26	0	30	4	6	0	10
			10.00%	65.00%	0.00%	75.00%	10.00%	15.00%	0.00%	25.00%
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:		41	4	26	0	30	4	7	0	11
ELECTED OFFICIALS		0.45%	9.76%	63.41%	0.00%	73.17%	9.76%	17.07%	0.00%	26.83%
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:		4	0	3	0	3	0	1	0	1
OFFICIALS AND ADMINISTRATORS		0.04%	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	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%
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:		4	0	0	0	0	1	3	0	4
PROFESSIONALS		0.04%	0.00%	0.00%	0.00%	0.00%	25.00%	75.00%	0.00%	100.00%

Department Totals:	49	4	29	0	33	5	11	0	16
Metropolitan Council	0.04%	0.00%	0.00%	0.00%	0.00%	25.00%	75.00%	0.00%	100.00%

MTA

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
10323 Chief Executive Officer- MTA		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
OFFICIALS AND ADMINISTRATORS		0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%
Department Totals:		1	0	1	0	1	0	0	0
MTA		0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%

Municipal Auditorium

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
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	1	0	1	0	1	0	1
		0.00%	50.00%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%
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	2	0	2	0	1	0	1
	0.03%	0.00%	66.67%	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
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%

SKILLED CRAFT WORKERS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS:	2	0	2	0	2	0	0	0	0
SKILLED CRAFT WORKERS	0.02%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Department Totals:	8	1	6	0	7	0	1	0	1
Municipal Auditorium	0.02%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

NCAC

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07865	Accounts Clerk 2-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%
07838	CD Program Assoc - 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%
07813	Data Entry 2 - 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%
07814	Data Entry Supv - NCAC	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%
07809	Executive Asst - 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%
07828	Prog Asst-NCAC	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%
07830	Receptionist - 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%
07831	Research Analyst - NCAC	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%
09020	Seasonal/Part-time/Temporary	59	18 30.51%	3 5.08%	4 6.78%	25 42.37%	22 37.29%	4 6.78%	8 13.56%	34 57.63%
CATEGORY TOTALS:		68	18	4	4	26	27	7	8	42
ADMINISTRATIVE SUPPORT		0.75%	26.47%	5.88%	5.88%	38.24%	39.71%	10.29%	11.76%	61.76%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10396	Director of Ancillary Services	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%
07851	Director of Programs - NCAC	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%
07631	Executive Director - 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%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	1	0	1	0	1	0	0	0	0
07819 Finance Dir - NCAC		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
	1	0	1	0	1	0	0	0	0
07822 IS Director - NCAC		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	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			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	1	0	0	0	0	1	0	0	1
10618 Accountant-NCAC		0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
	1	0	0	0	0	0	1	0	1
07807 Accounting Supv - NCAC		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
	16	1	4	0	5	6	5	0	11
07955 CDF - NCAC		6.25%	25.00%	0.00%	31.25%	37.50%	31.25%	0.00%	68.75%
	1	0	0	0	0	0	1	0	1
07916 Contract Admin - NCAC		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
	2	0	0	0	0	0	2	0	2
07861 DAvison CD Coord-NCAC		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
	1	0	0	0	0	0	1	0	1
10395 Employment Career Specialist		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
	1	0	0	0	0	1	0	0	1
07818 Employment Liaison - NCAC		0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
	2	0	2	0	2	0	0	0	0
10454 Employment Services Career Fac		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
	1	1	0	0	1	0	0	0	0
07952 Sr CDF - NCAC		100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
	1	0	0	0	0	1	0	0	1
07848 Sr. CDF Support - NCAC		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
07869 Youth Svs Admin - 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%	
CATEGORY TOTALS: PROFESSIONALS		28	2	6	0	8	9	11	0	20
		0.31%	7.14%	21.43%	0.00%	28.57%	32.14%	39.29%	0.00%	71.43%
Department Totals:		101	20	14	4	38	36	19	8	63
NCAC		0.31%	7.14%	21.43%	0.00%	28.57%	32.14%	39.29%	0.00%	71.43%

Parks

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%
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%
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%
06084	Concessions Clerk 1	16	2	9	0	11	1	4	0	5
			12.50%	56.25%	0.00%	68.75%	6.25%	25.00%	0.00%	31.25%
06085	Concessions Clerk 2	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%
07745	Museum Gift Shop 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%
10121	Office Support Rep 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%
10122	Office Support Rep 3	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%
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	0	0	0	0	1	2	0	3
			0.00%	0.00%	0.00%	0.00%	33.33%	66.67%	0.00%	100.00%
09101	Part Time Worker 2	3	0	2	0	2	0	1	0	1
			0.00%	66.67%	0.00%	66.67%	0.00%	33.33%	0.00%	33.33%
09104	Seasonal Worker 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%
09106	Seasonal Worker 4	3	0	1	0	1	2	0	0	2
			0.00%	33.33%	0.00%	33.33%	66.67%	0.00%	0.00%	66.67%
CATEGORY TOTALS:		47	3	18	0	21	6	20	0	26
ADMINISTRATIVE SUPPORT		0.52%	6.38%	38.30%	0.00%	44.68%	12.77%	42.55%	0.00%	55.32%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06553 Parks & Recreation Asst Dir	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%
01610 Parks & Recreation 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%
06247 Parks & Recreation 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%
09020 Seasonal/Part-time/Temporary	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%
07762 Special Projects Mgr	5	1	3	0	4	0	1	0	1
		20.00%	60.00%	0.00%	80.00%	0.00%	20.00%	0.00%	20.00%
CATEGORY TOTALS:	12	1	7	0	8	0	4	0	4
OFFICIALS AND ADMINISTRATORS	0.13%	8.33%	58.33%	0.00%	66.67%	0.00%	33.33%	0.00%	33.33%
PARA-PROFESSIONALS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10102 Application Tech 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%
03200 Museum Spec 2	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%
09101 Part Time Worker 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%
09102 Part Time Worker 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%
06880 Recreation Leader	82	38	14	1	53	23	5	1	29
		46.34%	17.07%	1.22%	64.63%	28.05%	6.10%	1.22%	35.37%
09105 Seasonal Worker 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%
09106 Seasonal Worker 4	42	19	6	1	26	7	9	0	16
		45.24%	14.29%	2.38%	61.90%	16.67%	21.43%	0.00%	38.10%

PARA-PROFESSIONALS			MALE				FEMALE				
			TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
09020	Seasonal/Part-time/Temporary	51	3	9	0	12	5	33	1	39	
			5.88%	17.65%	0.00%	23.53%	9.80%	64.71%	1.96%	76.47%	
05923	Special Programs 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:			185	60	33	2	95	37	51	2	90
PARA-PROFESSIONALS			2.05%	32.43%	17.84%	1.08%	51.35%	20.00%	27.57%	1.08%	48.65%
PROFESSIONALS			MALE				FEMALE				
			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	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	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	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%	

PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
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%
07334	Naturalist 1	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%
07335	Naturalist 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%
07336	Naturalist 3	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%
07337	Nature Center Mgr	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%
06247	Parks & Recreation Supt	12	1	6	0	7	2	3	0	5
			8.33%	50.00%	0.00%	58.33%	16.67%	25.00%	0.00%	41.67%
06034	Program Coord	3	1	1	0	2	1	0	0	1
			33.33%	33.33%	0.00%	66.67%	33.33%	0.00%	0.00%	33.33%
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%
01320	Recreation Center Mgr	16	6	2	0	8	6	2	0	8
			37.50%	12.50%	0.00%	50.00%	37.50%	12.50%	0.00%	50.00%
05923	Special Programs Coord	5	1	3	0	4	0	1	0	1
			20.00%	60.00%	0.00%	80.00%	0.00%	20.00%	0.00%	20.00%
00220	Specialized Skills Instr	15	3	5	0	8	2	5	0	7
			20.00%	33.33%	0.00%	53.33%	13.33%	33.33%	0.00%	46.67%
06892	Specialized Skills Supv	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%
07756	Technical Specialist 1	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%

PROFESSIONALS		MALE				FEMALE				
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL	
CATEGORY TOTALS: PROFESSIONALS		93	15	29	0	44	13	36	0	49
		1.03%	16.13%	31.18%	0.00%	47.31%	13.98%	38.71%	0.00%	52.69%
PROTECTIVE SERVICE WORKERS		MALE				FEMALE				
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL	
06525 Park Police 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%
10127 Park Police 2		16	7	7	0	14	0	2	0	2
			43.75%	43.75%	0.00%	87.50%	0.00%	12.50%	0.00%	12.50%
06853 Park Police Lieutenant		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%
06526 Park Police Sergeant		4	0	3	0	3	0	0	1	1
			0.00%	75.00%	0.00%	75.00%	0.00%	0.00%	25.00%	25.00%
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS		23	7	13	0	20	0	2	1	3
		0.25%	30.43%	56.52%	0.00%	86.96%	0.00%	8.70%	4.35%	13.04%
SERVICE MAINTENANCE		MALE				FEMALE				
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL	
05450 Custodial Svcs Asst 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%
05460 Custodial Svcs Supv		3	1	0	0	1	2	0	0	2
			33.33%	0.00%	0.00%	33.33%	66.67%	0.00%	0.00%	66.67%
07280 Custodian 1		22	11	1	0	12	7	2	1	10
			50.00%	4.55%	0.00%	54.55%	31.82%	9.09%	4.55%	45.45%
06077 Greenskeeper 2		5	0	5	0	5	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07324 Maint & Repair District Supv		3	1	2	0	3	0	0	0	0
			33.33%	66.67%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07325 Maint & Repair Leader 1		18	3	14	0	17	0	1	0	1
			16.67%	77.78%	0.00%	94.44%	0.00%	5.56%	0.00%	5.56%

SERVICE MAINTENANCE		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07326	Maint & Repair Leader 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%
07327	Maint & Repair Supv	8	0	7	0	7	0	1	0	1
			0.00%	87.50%	0.00%	87.50%	0.00%	12.50%	0.00%	12.50%
02799	Maint & Repair Worker 1	18	5	12	0	17	0	1	0	1
			27.78%	66.67%	0.00%	94.44%	0.00%	5.56%	0.00%	5.56%
07328	Maint & Repair Worker 2	40	5	33	1	39	1	0	0	1
			12.50%	82.50%	2.50%	97.50%	2.50%	0.00%	0.00%	2.50%
07329	Maint & Repair Worker 3	27	4	23	0	27	0	0	0	0
			14.81%	85.19%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
09101	Part Time Worker 2	24	3	16	0	19	0	5	0	5
			12.50%	66.67%	0.00%	79.17%	0.00%	20.83%	0.00%	20.83%
09102	Part Time Worker 3	7	2	2	0	4	0	3	0	3
			28.57%	28.57%	0.00%	57.14%	0.00%	42.86%	0.00%	42.86%
09104	Seasonal Worker 2	37	3	11	0	14	2	19	2	23
			8.11%	29.73%	0.00%	37.84%	5.41%	51.35%	5.41%	62.16%
09105	Seasonal Worker 3	56	8	36	1	45	3	8	0	11
			14.29%	64.29%	1.79%	80.36%	5.36%	14.29%	0.00%	19.64%
09106	Seasonal Worker 4	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%
09020	Seasonal/Part-time/Temporary	16	1	1	0	2	2	11	1	14
			6.25%	6.25%	0.00%	12.50%	12.50%	68.75%	6.25%	87.50%
09108	Sports Official	131	54	52	1	107	17	7	0	24
			41.22%	39.69%	0.76%	81.68%	12.98%	5.34%	0.00%	18.32%
09110	Sports Scorer	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%
CATEGORY TOTALS:		425	104	215	3	322	38	61	4	103
SERVICE MAINTENANCE		4.70%	24.47%	50.59%	0.71%	75.76%	8.94%	14.35%	0.94%	24.24%

SKILLED CRAFT WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
00680	Automotive 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%
01770	Bldg & Grnds Electrician	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%
02230	Bldg Maint Lead 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%
00960	Carpenter 1	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%
03020	Masonry 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%
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	17	0	17	0	0	0	0
			0.19%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%
TECHNICIANS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10100	Application Tech 1	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%
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	6	3	2	0	5	0	1	0	1
			50.00%	33.33%	0.00%	83.33%	0.00%	16.67%	0.00%	16.67%
09105	Seasonal Worker 3	4	1	2	0	3	0	1	0	1
			25.00%	50.00%	0.00%	75.00%	0.00%	25.00%	0.00%	25.00%
CATEGORY TOTALS: TECHNICIANS		13	4	5	0	9	0	4	0	4
			0.14%	30.77%	38.46%	0.00%	69.23%	0.00%	30.77%	0.00%

Department Totals:	815	194	337	5	536	94	178	7	279
Parks	0.14%	30.77%	38.46%	0.00%	69.23%	0.00%	30.77%	0.00%	30.77%

Planning Commission

ADMINISTRATIVE SUPPORT			MALE				FEMALE				
			TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
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%	
10122	Office Support Rep 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%	
09105	Seasonal Worker 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%	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT			4	0	1	0	1	1	2	0	3
			0.04%	0.00%	25.00%	0.00%	25.00%	50.00%	0.00%	75.00%	
OFFICIALS AND ADMINISTRATORS			MALE				FEMALE				
TOTAL			BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL	
06861	Planner 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%	
01940	Planning Exec 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%	
10129	Planning Mgr 1	4	0	2	0	2	0	2	0	2	
			0.00%	50.00%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%	
07762	Special Projects 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%	
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS			7	0	3	0	3	4	0	4	
			0.08%	0.00%	42.86%	0.00%	0.00%	57.14%	0.00%	57.14%	
PROFESSIONALS			MALE				FEMALE				
TOTAL			BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL	
07243	Admin Svcs Officer 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%	
07244	Admin Svcs Officer 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%	

PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07297	Engineering Assoc	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%
10152	Finance 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%
06860	Planner 1	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%
06862	Planner 2	11	0	10	0	10	1	0	0	1
			0.00%	90.91%	0.00%	90.91%	9.09%	0.00%	0.00%	9.09%
06861	Planner 3	6	0	0	1	1	0	5	0	5
			0.00%	0.00%	16.67%	16.67%	0.00%	83.33%	0.00%	83.33%
10128	Planning Asst Exec Dir-Ops	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%
06863	Planning Mgr 2	4	0	2	0	2	0	2	0	2
			0.00%	50.00%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%
10132	Pub Info 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%
CATEGORY TOTALS: PROFESSIONALS		32	1	16	2	19	2	11	0	13
		0.35%	3.13%	50.00%	6.25%	59.38%	6.25%	34.38%	0.00%	40.63%
TECHNICIANS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07729	CAD/GIS Analyst 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%
06864	Planning Tech 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%
06866	Planning Tech 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%
CATEGORY TOTALS: TECHNICIANS		5	1	4	0	5	0	0	0	0
		0.06%	20.00%	80.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

Department Totals:	48	2	24	2	28	3	17	0	20
Planning Commission	0.06%	20.00%	80.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

Police

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07241	Admin Asst	13	0 0.00%	0 0.00%	0 0.00%	0 0.00%	3 23.08%	10 76.92%	0 0.00%	13 100.00%
07720	Admin Spec	5	0 0.00%	1 20.00%	0 0.00%	1 20.00%	1 20.00%	3 60.00%	0 0.00%	4 80.00%
02660	Admin Svcs Officer 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%
07268	Computer Operator 3	4	1 25.00%	1 25.00%	1 25.00%	3 75.00%	0 0.00%	1 25.00%	0 0.00%	1 25.00%
03027	Equip & Supply Clerk 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%
07722	Exec Asst To Chief-Police/Fire	4	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	4 100.00%	0 0.00%	4 100.00%
01472	Human Resources Asst 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%
06931	Human Resources Asst 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%
10121	Office Support Rep 2	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%
10123	Office Support Spec 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%
10124	Office Support Spec 2	7	1 14.29%	1 14.29%	0 0.00%	2 28.57%	1 14.29%	4 57.14%	0 0.00%	5 71.43%
07362	Police Operations Asst 1	15	0 0.00%	3 20.00%	0 0.00%	3 20.00%	6 40.00%	6 40.00%	0 0.00%	12 80.00%
07363	Police Operations Asst 2	16	0 0.00%	2 12.50%	0 0.00%	2 12.50%	6 37.50%	8 50.00%	0 0.00%	14 87.50%
07796	Police Operations Asst 3	36	4 11.11%	8 22.22%	1 2.78%	13 36.11%	9 25.00%	12 33.33%	2 5.56%	23 63.89%

ADMINISTRATIVE SUPPORT			MALE				FEMALE				
			TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07365	Police Operations Coord 1	39	1	4	0	5	16	17	1	34	
			2.56%	10.26%	0.00%	12.82%	41.03%	43.59%	2.56%	87.18%	
07364	Police Operations Coord 2	20	0	1	0	1	7	12	0	19	
			0.00%	5.00%	0.00%	5.00%	35.00%	60.00%	0.00%	95.00%	
07361	Police Operations Supv	10	1	3	0	4	5	1	0	6	
			10.00%	30.00%	0.00%	40.00%	50.00%	10.00%	0.00%	60.00%	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT			177	8	26	2	36	59	79	3	141
			1.96%	4.52%	14.69%	1.13%	20.34%	33.33%	44.63%	1.69%	79.66%
OFFICIALS AND ADMINISTRATORS			MALE				FEMALE				
			TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07242	Admin Svcs Mgr	6	0	1	0	1	0	5	0	5	
			0.00%	16.67%	0.00%	16.67%	0.00%	83.33%	0.00%	83.33%	
10354	Exe Administrator Police/Fire	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	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%	
10113	Firearms & Toolmarking Exam	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	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	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%	
01110	Police Chief	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%	
07702	Police Commander	6	1	3	0	4	0	2	0	2	
			16.67%	50.00%	0.00%	66.67%	0.00%	33.33%	0.00%	33.33%	
10154	Police Dpty Chief	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%	

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10134	Research Mgr-Police	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: OFFICIALS AND ADMINISTRATORS		24 0.27%	1 4.17%	11 45.83%	1 4.17%	13 54.17%	1 4.17%	10 41.67%	0 0.00%	11 45.83%
PARA-PROFESSIONALS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07343	Paralegal	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: 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	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	6	0	0	1	1	0	5	0	5
			0.00%	0.00%	16.67%	16.67%	0.00%	83.33%	0.00%	83.33%
07245	Admin Svcs Officer 4	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%
07175	Behavioral Hlth Svcs 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%
07346	Human Resources 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%
02730	Human Resources Analyst 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%
07769	Info Sys Comm 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%
07780	Info Systems App Analyst 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%

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%
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%
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	16	2 12.50%	10 62.50%	0 0.00%	12 75.00%	1 6.25%	3 18.75%	0 0.00%	4 25.00%
07702	Police 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%
06882	Police Crisis Counseling Supv	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%
05920	Police Crisis 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%
10130	Police Crisis Counselor 2	7	0 0.00%	1 14.29%	0 0.00%	1 14.29%	2 28.57%	3 42.86%	1 14.29%	6 85.71%
07355	Police Lieutenant	56	4 7.14%	49 87.50%	0 0.00%	53 94.64%	0 0.00%	3 5.36%	0 0.00%	3 5.36%
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%
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%

PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS: PROFESSIONALS		137	8	90	2	100	8	27	2	37
		1.52%	5.84%	65.69%	1.46%	72.99%	5.84%	19.71%	1.46%	27.01%
PROTECTIVE SERVICE WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06872	Police Officer 1	31	2	26	1	29	0	2	0	2
			6.45%	83.87%	3.23%	93.55%	0.00%	6.45%	0.00%	6.45%
07356	Police Officer 2	896	102	696	30	828	12	55	1	68
			11.38%	77.68%	3.35%	92.41%	1.34%	6.14%	0.11%	7.59%
07357	Police Officer 2-Fld Trng Ofcr	55	10	42	0	52	0	3	0	3
			18.18%	76.36%	0.00%	94.55%	0.00%	5.45%	0.00%	5.45%
07794	Police Officer 3	8	2	6	0	8	0	0	0	0
			25.00%	75.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
03257	Police Officer Trainee	82	4	73	1	78	0	4	0	4
			4.88%	89.02%	1.22%	95.12%	0.00%	4.88%	0.00%	4.88%
07751	Police Security Guard 1	21	6	13	1	20	0	1	0	1
			28.57%	61.90%	4.76%	95.24%	0.00%	4.76%	0.00%	4.76%
07752	Police Security Guard 2	3	3	0	0	3	0	0	0	0
			100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
03445	School Crossing Guard	181	23	18	0	41	82	58	0	140
			12.71%	9.94%	0.00%	22.65%	45.30%	32.04%	0.00%	77.35%
03447	School Crossing Guard Supv	11	0	0	0	0	1	10	0	11
			0.00%	0.00%	0.00%	0.00%	9.09%	90.91%	0.00%	100.00%
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS		1288	152	874	33	1059	95	133	1	229
		14.25%	11.80%	67.86%	2.56%	82.22%	7.38%	10.33%	0.08%	17.78%
SKILLED CRAFT WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07174	Armorer	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			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	2	1	0	1	2	0	0	0	0
07255 Bldg Maint Leader		50.00%	0.00%	50.00%	100.00%	0.00%	0.00%	0.00%	0.00%
	1	0	1	0	1	0	0	0	0
02220 Bldg Maint Mechanic		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
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			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	6	0	0	0	0	1	4	1	6
10487 Crime Scene Technician 1		0.00%	0.00%	0.00%	0.00%	16.67%	66.67%	16.67%	100.00%
	1	1	0	0	1	0	0	0	0
07784 Info Systems App Tech 1		100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
	5	1	1	0	2	2	1	0	3
07785 Info Systems App Tech 2		20.00%	20.00%	0.00%	40.00%	40.00%	20.00%	0.00%	60.00%
	1	0	0	0	0	0	1	0	1
01396 Police Data Prod Cntrl Coord		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
	3	0	0	0	0	2	1	0	3
07352 Police Ident Analyst 1		0.00%	0.00%	0.00%	0.00%	66.67%	33.33%	0.00%	100.00%
	3	0	1	0	1	1	1	0	2
10489 Police Ident Analyst 2		0.00%	33.33%	0.00%	33.33%	33.33%	33.33%	0.00%	66.67%
	3	2	0	0	2	1	0	0	1
07353 Police Identification Spec 1		66.67%	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%	33.33%
	2	0	0	0	0	2	0	0	2
07354 Police Identification Spec 2		0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
	3	0	0	0	0	1	2	0	3
06651 Police Identification Supv		0.00%	0.00%	0.00%	0.00%	33.33%	66.67%	0.00%	100.00%
	212	23	170	1	194	4	13	1	18
07366 Police Sergeant		10.85%	80.19%	0.47%	91.51%	1.89%	6.13%	0.47%	8.49%

TECHNICIANS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS:	239	27	172	1	200	14	23	2	39
TECHNICIANS	2.64%	11.30%	71.97%	0.42%	83.68%	5.86%	9.62%	0.84%	16.32%
Department Totals:	1870	197	1175	40	1412	177	273	8	458
Police	2.64%	11.30%	71.97%	0.42%	83.68%	5.86%	9.62%	0.84%	16.32%

Public Defender

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%
02870	Legal Secretary 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%
07322	Legal Secretary 2	8	0	0	0	0	6	2	0	8
			0.00%	0.00%	0.00%	0.00%	75.00%	25.00%	0.00%	100.00%
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT		13	0	0	0	0	7	6	0	13
		0.14%	0.00%	0.00%	0.00%	0.00%	53.85%	46.15%	0.00%	100.00%
ELECTED OFFICIALS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
03964	Public Defender	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		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%
OFFICIALS AND ADMINISTRATORS		TOTAL	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%
07205	Deputy Public Defender	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%
07377	Program Mgr 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: OFFICIALS AND ADMINISTRATORS		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%
PARA-PROFESSIONALS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL

PARA-PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07343	Paralegal	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%
01820	Social Work Assoc	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: PARA-PROFESSIONALS		3 0.03%	0	0	0	0	0	3	0	3
			0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%
PROFESSIONALS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10172	Assoc Pub Defender	10	0	7	0	7	0	3	0	3
			0.00%	70.00%	0.00%	70.00%	0.00%	30.00%	0.00%	30.00%
10171	Asst Pub Defender	32	1	7	1	9	3	19	1	23
			3.13%	21.88%	3.13%	28.13%	9.38%	59.38%	3.13%	71.88%
04835	Social Worker 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%
CATEGORY TOTALS: PROFESSIONALS		43 0.48%	1	14	1	16	3	23	1	27
			2.33%	32.56%	2.33%	37.21%	6.98%	53.49%	2.33%	62.79%
PROTECTIVE SERVICE WORKERS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07279	Criminal Investigator	6	0	3	1	4	1	1	0	2
			0.00%	50.00%	16.67%	66.67%	16.67%	16.67%	0.00%	33.33%
07206	Criminal Investigator 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%
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS		7 0.08%	1	3	1	5	1	1	0	2
			14.29%	42.86%	14.29%	71.43%	14.29%	14.29%	0.00%	28.57%
Department Totals:		70	2	17	2	21	12	36	1	49
Public Defender		0.08%	14.29%	42.86%	14.29%	71.43%	14.29%	14.29%	0.00%	28.57%

Public Library

ADMINISTRATIVE SUPPORT			MALE				FEMALE				
			TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07241	Admin Asst	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%	
02900	Circulation Asst 1	5	1 20.00%	0 0.00%	1 20.00%	2 40.00%	0 0.00%	2 40.00%	1 20.00%	3 60.00%	
07767	Circulation Asst 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%	
05070	Library Page	6	1 16.67%	0 0.00%	0 0.00%	1 16.67%	3 50.00%	2 33.33%	0 0.00%	5 83.33%	
10119	Office Support 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%	
10120	Office Support Rep 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%	
10121	Office Support Rep 2	5	0 0.00%	2 40.00%	0 0.00%	2 40.00%	2 40.00%	1 20.00%	0 0.00%	3 60.00%	
10122	Office Support Rep 3	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%	
10123	Office Support Spec 1	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%	
07378	Program Spec 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%	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT			30 0.33%	2 6.67%	5 16.67%	1 3.33%	8 26.67%	8 26.67%	13 43.33%	1 3.33%	22 73.33%
OFFICIALS AND ADMINISTRATORS			MALE				FEMALE				
			TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07242	Admin Svcs 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%	
06531	Human Resources 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%	

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06847 Library Admin	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%
01070 Library Services Dir	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:	5	0	2	0	2	0	3	0	3
OFFICIALS AND ADMINISTRATORS	0.06%	0.00%	40.00%	0.00%	40.00%	0.00%	60.00%	0.00%	60.00%
PARA-PROFESSIONALS		MALE				FEMALE			
		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%
07764 Archives Asst 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%
07765 Archives Asst 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%
02900 Circulation Asst 1	16	2	4	0	6	4	6	0	10
		12.50%	25.00%	0.00%	37.50%	25.00%	37.50%	0.00%	62.50%
07767 Circulation Asst 2	36	4	15	1	20	8	8	0	16
		11.11%	41.67%	2.78%	55.56%	22.22%	22.22%	0.00%	44.44%
07768 Circulation Supv	6	1	0	0	1	2	3	0	5
		16.67%	0.00%	0.00%	16.67%	33.33%	50.00%	0.00%	83.33%
04630 Library Assoc 1	42	2	14	0	16	6	20	0	26
		4.76%	33.33%	0.00%	38.10%	14.29%	47.62%	0.00%	61.90%
02901 Library Assoc 2	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%
05070 Library Page	24	4	2	1	7	3	14	0	17
		16.67%	8.33%	4.17%	29.17%	12.50%	58.33%	0.00%	70.83%
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: PARA-PROFESSIONALS		131	13	36	2	51	24	56	0	80
		1.45%	9.92%	27.48%	1.53%	38.93%	18.32%	42.75%	0.00%	61.07%
PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07243	Admin Svcs Officer 2	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%
07244	Admin Svcs Officer 3	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%
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	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%
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	24	0	5	0	5	3	15	1	19
			0.00%	20.83%	0.00%	20.83%	12.50%	62.50%	4.17%	79.17%
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	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%

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
10116 Library Assoc 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%
07793 Library Mgr 1	8	1 12.50%	3 37.50%	0 0.00%	4 50.00%	1 12.50%	3 37.50%	0 0.00%	4 50.00%
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	8	0 0.00%	1 12.50%	0 0.00%	1 12.50%	4 50.00%	3 37.50%	0 0.00%	7 87.50%
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	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%
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%
04030 Radio Announcer	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:	97	2	23	0	25	11	59	2	72
PROFESSIONALS	1.07%	2.06%	23.71%	0.00%	25.77%	11.34%	60.82%	2.06%	74.23%

PROTECTIVE SERVICE WORKERS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	TOTAL								
04725 Property Guard 2	4	0	3	0	3	1	0	0	1
		0.00%	75.00%	0.00%	75.00%	25.00%	0.00%	0.00%	25.00%
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%
CATEGORY TOTALS:	5	0	4	0	4	1	0	0	1
PROTECTIVE SERVICE WORKERS	0.06%	0.00%	80.00%	0.00%	80.00%	20.00%	0.00%	0.00%	20.00%
SERVICE MAINTENANCE		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	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
SERVICE MAINTENANCE	0.30%	40.74%	40.74%	0.00%	81.48%	7.41%	11.11%	0.00%	18.52%
SKILLED CRAFT WORKERS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	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%

SKILLED CRAFT WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
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: SKILLED CRAFT WORKERS		4	0	4	0	4	0	0	0	0
		0.04%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
TECHNICIANS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07784	Info Systems App Tech 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%
07785	Info Systems App Tech 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: TECHNICIANS		4	0	3	0	3	0	1	0	1
		0.04%	0.00%	75.00%	0.00%	75.00%	0.00%	25.00%	0.00%	25.00%
Department Totals:		303	28	88	3	119	46	135	3	184
Public Library		0.04%	0.00%	75.00%	0.00%	75.00%	0.00%	25.00%	0.00%	25.00%

Public Works

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07720 Admin Spec	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%	
07244 Admin Svcs Officer 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%	
10103 Application Tech 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%	
07731 Compliance Inspector 1	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%	
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%	
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	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%	
10124 Office Support Spec 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%	
07380 Program Spec 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%	
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT		19	1	5	0	6	3	10	0	13
		0.21%	5.26%	26.32%	0.00%	31.58%	15.79%	52.63%	0.00%	68.42%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07242 Admin Svcs Mgr	1	0	1	0	1	0	0	0	0	0
		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
07733 Compliance Inspector 3	1	0	1	0	1	0	0	0	0	0
		0.00%	100.00%	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
00746	Cust Svc 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%
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	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	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%
01045	Fire Chief	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%
07318	Info Systems Div 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%
10480	Parking Patrol Officer 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%
00380	Pub Works Asst Dir-Engineering	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%
10133	Pub Works Asst Dir-F & A	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%
06387	Pub Works Asst Dir-Strt & Rds	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%
01650	Pub Works 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%
05945	Special Asst To The Dir	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%
07762	Special Projects 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%
07801	Traffic Control 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%

OFFICIALS AND ADMINISTRATORS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07755 Waste Mgmt 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%
CATEGORY TOTALS:	21	0	14	0	14	0	7	0	7
OFFICIALS AND ADMINISTRATORS	0.23%	0.00%	66.67%	0.00%	66.67%	0.00%	33.33%	0.00%	33.33%
PROFESSIONALS		MALE				FEMALE			
		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%
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%
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%
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%
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%
07783 Info Systems App Analyst 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%
07377 Program Mgr 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%
07379 Program Spec 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%

PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07933	Special Asst-Events	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%		100.00%
07756	Technical Specialist 1	8	1	7	0	8	0	0	0	0
			12.50%	87.50%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07757	Technical Specialist 2	6	0	6	0	6	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07413	Technical Svcs 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		33	5	23	0	28	0	5	0	5
		0.37%	15.15%	69.70%	0.00%	84.85%	0.00%	15.15%	0.00%	15.15%
PROTECTIVE SERVICE WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
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%
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS		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%
SERVICE MAINTENANCE		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07736	Cust Svc Field Rep 1	4	3	1	0	4	0	0	0	0
			75.00%	25.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07737	Cust Svc Field Rep 2	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%
07738	Cust Svc Field Rep 3	1	0	0	0	0	0	1	0	1
			0.00%	0.00%	0.00%	0.00%	100.00%	0.00%		100.00%
06826	Equip Operator 1	7	0	7	0	7	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
06827	Equip Operator 2	26	7	19	0	26	0	0	0	0
			26.92%	73.08%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

SERVICE MAINTENANCE		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07303 Equip Operator 3	41	10	30	0	40	0	1	0	1
		24.39%	73.17%	0.00%	97.56%	0.00%	2.44%	0.00%	2.44%
07325 Maint & Repair Leader 1	15	8	7	0	15	0	0	0	0
		53.33%	46.67%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07326 Maint & Repair Leader 2	11	1	10	0	11	0	0	0	0
		9.09%	90.91%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
02799 Maint & Repair Worker 1	40	21	18	1	40	0	0	0	0
		52.50%	45.00%	2.50%	100.00%	0.00%	0.00%	0.00%	0.00%
07328 Maint & Repair Worker 2	24	11	13	0	24	0	0	0	0
		45.83%	54.17%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07329 Maint & Repair Worker 3	6	0	6	0	6	0	0	0	0
		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
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%
05957 Sanitation Leader	3	2	1	0	3	0	0	0	0
		66.67%	33.33%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07397 Sanitation Supv	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%
04160 Sanitation Worker	12	7	5	0	12	0	0	0	0
		58.33%	41.67%	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%
07401 Signal 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%
10484 Waste Management Supervsior	3	1	2	0	3	0	0	0	0
		33.33%	66.67%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07755 Waste Mgmt 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%

SERVICE MAINTENANCE		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:		202	72	127	1	200	0	2	0	2
SERVICE MAINTENANCE		2.23%	35.64%	62.87%	0.50%	99.01%	0.00%	0.99%	0.00%	0.99%
SKILLED CRAFT WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07303 Equip Operator 3		33	8	25	0	33	0	0	0	0
			24.24%	75.76%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07324 Maint & Repair District 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%
10480 Parking Patrol Officer 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%
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%
07404 Skilled Craft Worker 1		3	2	1	0	3	0	0	0	0
			66.67%	33.33%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		39	11	27	0	38	0	1	0	1
SKILLED CRAFT WORKERS		0.43%	28.21%	69.23%	0.00%	97.44%	0.00%	2.56%	0.00%	2.56%
TECHNICIANS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10100 Application Tech 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%
07733 Compliance Inspector 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%
07299 Engineering Tech 2		5	1	1	0	2	1	2	0	3
			20.00%	20.00%	0.00%	40.00%	20.00%	40.00%	0.00%	60.00%
07300 Engineering Tech 3		11	3	6	0	9	0	2	0	2
			27.27%	54.55%	0.00%	81.82%	0.00%	18.18%	0.00%	18.18%
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%

TECHNICIANS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
07402 Signal Tech 1	5	2 40.00%	3 60.00%	0 0.00%	5 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
04930 Signal Tech 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%
04810 Signal Tech 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:	30	8	16	0	24	1	4	1	6
TECHNICIANS	0.33%	26.67%	53.33%	0.00%	80.00%	3.33%	13.33%	3.33%	20.00%
Department Totals:	345	98	212	1	311	4	29	1	34
Public Works	0.33%	26.67%	53.33%	0.00%	80.00%	3.33%	13.33%	3.33%	20.00%

Sheriff

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07241	Admin Asst	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%
07243	Admin Svcs Officer 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%
07697	Corrections Spec 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%
07143	Offender Case Worker 1	5	1 20.00%	0 0.00%	0 0.00%	1 20.00%	4 80.00%	0 0.00%	0 0.00%	4 80.00%
10579	Offender Correctional 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%
10120	Office Support Rep 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%
10121	Office Support Rep 2	31	3 9.68%	9 29.03%	0 0.00%	12 38.71%	7 22.58%	12 38.71%	0 0.00%	19 61.29%
10123	Office Support Spec 1	10	0 0.00%	2 20.00%	0 0.00%	2 20.00%	3 30.00%	5 50.00%	0 0.00%	8 80.00%
07711	Prisoner Process Spec-Sheriff	38	7 18.42%	5 13.16%	0 0.00%	12 31.58%	15 39.47%	10 26.32%	1 2.63%	26 68.42%
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%
07381	Program 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%
10613	Security Officer 1	8	5 62.50%	1 12.50%	0 0.00%	6 75.00%	1 12.50%	1 12.50%	0 0.00%	2 25.00%
CATEGORY TOTALS:		110	18	28	0	46	33	30	1	64
ADMINISTRATIVE SUPPORT		1.22%	16.36%	25.45%	0.00%	41.82%	30.00%	27.27%	0.91%	58.18%
ELECTED OFFICIALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL

ELECTED OFFICIALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
04907 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%
CATEGORY TOTALS: ELECTED OFFICIALS		1	0	1	0	1	0	0	0
		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	17	0	8	0	8	3	6	0	9
		0.00%	47.06%	0.00%	47.06%	17.65%	35.29%	0.00%	52.94%
06680 Chief Dpty-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%
10398 Chief of Admin - 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%
10549 Chief of Corrections	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%
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	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: OFFICIALS AND ADMINISTRATORS		24	1	13	0	14	4	6	0
		0.27%	4.17%	54.17%	0.00%	58.33%	16.67%	25.00%	0.00%
PARA-PROFESSIONALS		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
07143 Offender 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%

PARA-PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
CATEGORY TOTALS:		4	0	0	0	0	3	1	0	4
PARA-PROFESSIONALS		0.04%	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	7	1	1	0	2	2	3	0	5
			14.29%	14.29%	0.00%	28.57%	28.57%	42.86%	0.00%	71.43%
07243	Admin Svcs Officer 2	59	11	19	0	30	12	14	3	29
			18.64%	32.20%	0.00%	50.85%	20.34%	23.73%	5.08%	49.15%
07244	Admin Svcs Officer 3	17	4	8	1	13	1	3	0	4
			23.53%	47.06%	5.88%	76.47%	5.88%	17.65%	0.00%	23.53%
07245	Admin Svcs Officer 4	9	2	3	0	5	1	2	1	4
			22.22%	33.33%	0.00%	55.56%	11.11%	22.22%	11.11%	44.44%
10577	Booking Supervisor-Sheriff	9	1	5	1	7	1	1	0	2
			11.11%	55.56%	11.11%	77.78%	11.11%	11.11%	0.00%	22.22%
07859	Case Worker 2	16	4	2	0	6	4	6	0	10
			25.00%	12.50%	0.00%	37.50%	25.00%	37.50%	0.00%	62.50%
10576	Chaplain-Sheriff	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%
07142	Classification Coun-Sheriff	10	5	4	0	9	1	0	0	1
			50.00%	40.00%	0.00%	90.00%	10.00%	0.00%	0.00%	10.00%
06818	Database 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%
07159	Div Mgr-Sheriff	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%
03455	Human Resources 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%
10621	Investigator-Sheriff	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%

PROFESSIONALS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	TOTAL								
07143 Offender Case Worker 1	8	2 25.00%	2 25.00%	1 12.50%	5 62.50%	3 37.50%	0 0.00%	0 0.00%	3 37.50%
10578 Offender Case Worker 2	9	1 11.11%	1 11.11%	0 0.00%	2 22.22%	4 44.44%	3 33.33%	0 0.00%	7 77.78%
10580 Offender Program Coordinator	14	3 21.43%	6 42.86%	0 0.00%	9 64.29%	2 14.29%	1 7.14%	2 14.29%	5 35.71%
10622 Offender Program Manager	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%
07371 Pretrial Svcs Officer 1	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%
06034 Program Coord	17	3 17.65%	3 17.65%	0 0.00%	6 35.29%	3 17.65%	8 47.06%	0 0.00%	11 64.71%
07376 Program Mgr 1	11	0 0.00%	8 72.73%	0 0.00%	8 72.73%	0 0.00%	3 27.27%	0 0.00%	3 27.27%
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	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%
07189 Teacher-Sheriff	6	1 16.67%	3 50.00%	0 0.00%	4 66.67%	2 33.33%	0 0.00%	0 0.00%	2 33.33%
CATEGORY TOTALS:	221	42	75	4	121	40	53	7	100
PROFESSIONALS	2.44%	19.00%	33.94%	1.81%	54.75%	18.10%	23.98%	3.17%	45.25%
PROTECTIVE SERVICE WORKERS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	TOTAL								
06982 Correctional Officer 1	162	43 26.54%	88 54.32%	2 1.23%	133 82.10%	21 12.96%	8 4.94%	0 0.00%	29 17.90%
06981 Correctional Officer 2	141	37 26.24%	81 57.45%	5 3.55%	123 87.23%	10 7.09%	8 5.67%	0 0.00%	18 12.77%

PROTECTIVE SERVICE WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07145	Correctional Officer Lieut	24	8	12	0	20	2	2	0	4
			33.33%	50.00%	0.00%	83.33%	8.33%	8.33%	0.00%	16.67%
06690	Correctional Officer Sergeant	28	10	15	0	25	1	2	0	3
			35.71%	53.57%	0.00%	89.29%	3.57%	7.14%	0.00%	10.71%
10613	Security Officer 1	37	15	12	0	27	4	5	1	10
			40.54%	32.43%	0.00%	72.97%	10.81%	13.51%	2.70%	27.03%
10614	Security Officer 2	20	4	13	1	18	2	0	0	2
			20.00%	65.00%	5.00%	90.00%	10.00%	0.00%	0.00%	10.00%
06689	Warrant Officer 1-Sheriff	18	2	13	1	16	1	1	0	2
			11.11%	72.22%	5.56%	88.89%	5.56%	5.56%	0.00%	11.11%
06686	Warrant Officer 2-Sheriff	11	2	6	0	8	1	2	0	3
			18.18%	54.55%	0.00%	72.73%	9.09%	18.18%	0.00%	27.27%
07144	Warrant Officer 3-Sheriff	3	1	2	0	3	0	0	0	0
			33.33%	66.67%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS		444	122	242	9	373	42	28	1	71
		4.91%	27.48%	54.50%	2.03%	84.01%	9.46%	6.31%	0.23%	15.99%
SERVICE MAINTENANCE		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07700	Maint Mechanic 2-Sheriff	13	1	12	0	13	0	0	0	0
			7.69%	92.31%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS: SERVICE MAINTENANCE		13	1	12	0	13	0	0	0	0
		0.14%	7.69%	92.31%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
TECHNICIANS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10579	Offender Correctional Spec	10	1	2	0	3	2	4	1	7
			10.00%	20.00%	0.00%	30.00%	20.00%	40.00%	10.00%	70.00%

TECHNICIANS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
CATEGORY TOTALS:	10	1	2	0	3	2	4	1	7
TECHNICIANS	0.11%	10.00%	20.00%	0.00%	30.00%	20.00%	40.00%	10.00%	70.00%
Department Totals:	827	185	373	13	571	124	122	10	256
Sheriff	0.11%	10.00%	20.00%	0.00%	30.00%	20.00%	40.00%	10.00%	70.00%

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: ADMINISTRATIVE SUPPORT			6	1	0	0	1	4	1	0	5
			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	1	0	0	1	1	1	0	2	
			33.33%	0.00%	0.00%	33.33%	33.33%	33.33%	0.00%	66.67%	
CATEGORY TOTALS: OFFICIALS AND ADMINISTRATORS			10	2	0	0	2	5	3	0	8
			0.11%	20.00%	0.00%	0.00%	20.00%	50.00%	30.00%	0.00%	80.00%

PARA-PROFESSIONALS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	24	0	0	0	0	15	9	0	24
06311 Homemaker		0.00%	0.00%	0.00%	0.00%	62.50%	37.50%	0.00%	100.00%
	12	0	1	0	1	5	6	0	11
06771 Nutrition Site Coord		0.00%	8.33%	0.00%	8.33%	41.67%	50.00%	0.00%	91.67%
	1	0	1	0	1	0	0	0	0
07746 Nutrition Site Monitor		0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CATEGORY TOTALS:		0	2	0	2	20	15	0	35
PARA-PROFESSIONALS		0.41%	5.41%	0.00%	5.41%	54.05%	40.54%	0.00%	94.59%
PROFESSIONALS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	1	0	0	0	0	1	0	0	1
07245 Admin Svcs Officer 4		0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
	5	2	1	0	3	1	1	0	2
07734 Contract Admin		40.00%	20.00%	0.00%	60.00%	20.00%	20.00%	0.00%	40.00%
	1	0	0	0	0	1	0	0	1
10151 Finance Officer 2		0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
	3	0	0	0	0	2	0	1	3
06034 Program Coord		0.00%	0.00%	0.00%	0.00%	66.67%	0.00%	33.33%	100.00%
	2	1	0	0	1	1	0	0	1
07377 Program Mgr 2		50.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	50.00%
	1	1	0	0	1	0	0	0	0
07379 Program Spec 2		100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
	1	0	0	0	0	1	0	0	1
07380 Program Spec 3		0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
	5	0	0	0	0	4	1	0	5
07381 Program Supv		0.00%	0.00%	0.00%	0.00%	80.00%	20.00%	0.00%	100.00%
	4	1	0	0	1	3	0	0	3
07260 Social Worker 2		25.00%	0.00%	0.00%	25.00%	75.00%	0.00%	0.00%	75.00%

PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
04835 Social Worker 3	5	1	2	0	3	1	1	0	2	
		20.00%	40.00%	0.00%	60.00%	20.00%	20.00%	0.00%	40.00%	
CATEGORY TOTALS: PROFESSIONALS		28	6	3	0	9	15	3	1	19
		0.31%	21.43%	10.71%	0.00%	32.14%	53.57%	10.71%	3.57%	67.86%
SERVICE MAINTENANCE		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07760 Van Driver	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: SERVICE MAINTENANCE		2	0	1	0	1	0	1	0	1
		0.02%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%
Department Totals:		83	9	6	0	15	44	23	1	68
Social Services		0.02%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%

Soil and Water Conservation

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
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
ADMINISTRATIVE SUPPORT		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
Soil and Water Conservation		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
07971 Sports Authority Exec Director	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: OFFICIALS AND ADMINISTRATORS		1	1	0	0	1	0	0	0
		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
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%
CATEGORY TOTALS: PROFESSIONALS		1	0	0	0	0	1	0	0
		0.01%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%
Department Totals:		2	1	0	0	1	1	0	0
Sports Authority		0.01%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%

State Fair Board

ADMINISTRATIVE SUPPORT			MALE				FEMALE				
			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%	
10120	Office Support Rep 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%	
10122	Office Support Rep 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%	
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%	
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: ADMINISTRATIVE SUPPORT			5	0	1	0	1	0	3	1	4
			0.06%	0.00%	20.00%	0.00%	20.00%	0.00%	60.00%	20.00%	80.00%
OFFICIALS AND ADMINISTRATORS			MALE				FEMALE				
			TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
01980	Fair Director	1	0	1	0	1	0	0	0	0	0
			0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	
10108	Finance Admin	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%	
07377	Program Mgr 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%	
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: OFFICIALS AND ADMINISTRATORS			5	0	3	0	3	0	2	0	2
			0.06%	0.00%	60.00%	0.00%	60.00%	0.00%	40.00%	0.00%	40.00%
PROFESSIONALS			MALE				FEMALE				
			TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL

PROFESSIONALS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
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:	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	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
PROTECTIVE SERVICE WORKERS	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
07326 Maint & Repair Leader 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%
02799 Maint & Repair Worker 1	4	1	2	0	3	0	1	0	1
		25.00%	50.00%	0.00%	75.00%	0.00%	25.00%	0.00%	25.00%
07328 Maint & Repair Worker 2	4	1	2	1	4	0	0	0	0
		25.00%	50.00%	25.00%	100.00%	0.00%	0.00%	0.00%	0.00%
09020 Seasonal/Part-time/Temporary	94	9	28	8	45	11	28	10	49
		9.57%	29.79%	8.51%	47.87%	11.70%	29.79%	10.64%	52.13%
CATEGORY TOTALS:	103	11	33	9	53	11	29	10	50
SERVICE MAINTENANCE	1.14%	10.68%	32.04%	8.74%	51.46%	10.68%	28.16%	9.71%	48.54%
SKILLED CRAFT WORKERS		MALE				FEMALE			
	TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
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%

SKILLED CRAFT WORKERS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
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%
Department Totals:	116	11	39	9	59	11	35	11	57
State Fair Board	0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

State Trial Courts

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10314	Case Officer 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%
06560	Deputy Criminal Ct Clerk 6	6	1	2	0	3	1	1	1	3
			16.67%	33.33%	0.00%	50.00%	16.67%	16.67%	16.67%	50.00%
10121	Office Support Rep 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%
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%
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:		11	1	2	0	3	1	6	1	8
ADMINISTRATIVE SUPPORT		0.12%	9.09%	18.18%	0.00%	27.27%	9.09%	54.55%	9.09%	72.73%
OFFICIALS AND ADMINISTRATORS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07242	Admin Svcs Mgr	4	0	2	0	2	1	1	0	2
			0.00%	50.00%	0.00%	50.00%	25.00%	25.00%	0.00%	50.00%
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	7	1	3	0	4	0	3	0	3
			14.29%	42.86%	0.00%	57.14%	0.00%	42.86%	0.00%	42.86%
CATEGORY TOTALS:		20	3	9	0	12	1	7	0	8
OFFICIALS AND ADMINISTRATORS		0.22%	15.00%	45.00%	0.00%	60.00%	5.00%	35.00%	0.00%	40.00%

PARA-PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06079	Group Care Worker	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%
06080	Group Care Worker Sr	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	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: PARA-PROFESSIONALS		4	0	1	0	1	1	2	0	3
		0.04%	0.00%	25.00%	0.00%	25.00%	25.00%	50.00%	0.00%	75.00%
PROFESSIONALS		TOTAL	MALE				FEMALE			
			BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07243	Admin Svcs Officer 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%
07245	Admin Svcs Officer 4	8	1	1	0	2	0	6	0	6
			12.50%	12.50%	0.00%	25.00%	0.00%	75.00%	0.00%	75.00%
10314	Case Officer 1	9	0	5	0	5	2	2	0	4
			0.00%	55.56%	0.00%	55.56%	22.22%	22.22%	0.00%	44.44%
10315	Case Officer 2	4	0	1	0	1	0	3	0	3
			0.00%	25.00%	0.00%	25.00%	0.00%	75.00%	0.00%	75.00%
10316	Case Officer 3	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%
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	6	0	3	1	4	0	2	0	2
			0.00%	50.00%	16.67%	66.67%	0.00%	33.33%	0.00%	33.33%
10522	Human Resources 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%

PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
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%
07792	Judicial Clerk	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%
07375	Probation Officer 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%
07377	Program Mgr 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%
07378	Program Spec 1	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%
07379	Program Spec 2	6	2	3	0	5	0	1	0	1
			33.33%	50.00%	0.00%	83.33%	0.00%	16.67%	0.00%	16.67%
10520	Supervision Coordinator	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: PROFESSIONALS		53	3	21	1	25	6	22	0	28
		0.59%	5.66%	39.62%	1.89%	47.17%	11.32%	41.51%	0.00%	52.83%
PROTECTIVE SERVICE WORKERS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07790	Judicial Asst 1	24	2	9	1	12	2	10	0	12
			8.33%	37.50%	4.17%	50.00%	8.33%	41.67%	0.00%	50.00%
07791	Judicial Asst 2	21	1	10	0	11	1	9	0	10
			4.76%	47.62%	0.00%	52.38%	4.76%	42.86%	0.00%	47.62%
CATEGORY TOTALS: PROTECTIVE SERVICE WORKERS		45	3	19	1	23	3	19	0	22
		0.50%	6.67%	42.22%	2.22%	51.11%	6.67%	42.22%	0.00%	48.89%
SERVICE MAINTENANCE		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07314	Group Care Aide	8	3	1	0	4	4	0	0	4
			37.50%	12.50%	0.00%	50.00%	50.00%	0.00%	0.00%	50.00%

SERVICE MAINTENANCE		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
09020 Seasonal/Part-time/Temporary	5	3	0	0	3	2	0	0	2	
		60.00%	0.00%	0.00%	60.00%	40.00%	0.00%	0.00%	40.00%	
CATEGORY TOTALS: SERVICE MAINTENANCE		13	6	1	0	7	6	0	0	6
		0.14%	46.15%	7.69%	0.00%	53.85%	46.15%	0.00%	0.00%	46.15%
TECHNICIANS		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: TECHNICIANS		1	0	0	0	0	1	0	0	1
		0.01%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%
Department Totals:		147	16	53	2	71	19	56	1	76
State Trial Courts		0.01%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%

Transportation Licensing Comm

ADMINISTRATIVE SUPPORT		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
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	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: ADMINISTRATIVE SUPPORT		2	0	0	0	0	0	2	0	2
		0.02%	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
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	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: OFFICIALS AND ADMINISTRATORS		4	0	4	0	4	0	0	0	0
		0.04%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Department Totals:		6	0	4	0	4	0	2	0	2
Transportation Licensing Comm		0.04%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

Trustee

ADMINISTRATIVE SUPPORT		MALE				FEMALE			
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER
06554 Deputy-Tax Accounting	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%
09020 Seasonal/Part-time/Temporary	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%
CATEGORY TOTALS: ADMINISTRATIVE SUPPORT	7 0.08%	1	1	0	2	0	5	0	5
		14.29%	14.29%	0.00%	28.57%	0.00%	71.43%	0.00%	71.43%
ELECTED OFFICIALS		MALE				FEMALE			
TOTAL		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
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: ELECTED OFFICIALS	1 0.01%	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
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: OFFICIALS AND ADMINISTRATORS	4 0.04%	0	1	0	1	1	2	0	3
		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	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%
CATEGORY TOTALS: PARA-PROFESSIONALS	2 0.02%	0	0	0	0	0	2	0	2
		0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%

PROFESSIONALS		MALE				FEMALE			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	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	9	0	0	0	0	1	8	0	9
		0.00%	0.00%	0.00%	0.00%	11.11%	88.89%	0.00%	100.00%
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			
		BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
	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
SERVICE MAINTENANCE	0.01%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Department Totals:	25	1	5	0	6	2	17	0	19
Trustee	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
07241	Admin Asst	6	0	1	0	1	1	4	0	5	
			0.00%	16.67%	0.00%	16.67%	16.67%	66.67%	0.00%	83.33%	
07732	Compliance Inspector 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%	
07733	Compliance Inspector 3	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%	
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%	
05010	Equip & Supply Clerk 1	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%	
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%	
10121	Office Support Rep 2	4	0	1	0	1	1	1	1	3	
			0.00%	25.00%	0.00%	25.00%	25.00%	25.00%	25.00%	75.00%	
10122	Office Support Rep 3	13	0	0	0	0	5	8	0	13	
			0.00%	0.00%	0.00%	0.00%	38.46%	61.54%	0.00%	100.00%	
10123	Office Support Spec 1	10	0	2	0	2	4	4	0	8	
			0.00%	20.00%	0.00%	20.00%	40.00%	40.00%	0.00%	80.00%	
10124	Office Support Spec 2	14	0	0	0	0	8	6	0	14	
			0.00%	0.00%	0.00%	0.00%	57.14%	42.86%	0.00%	100.00%	
10163	Service Rep 2	11	0	3	0	3	4	4	0	8	
			0.00%	27.27%	0.00%	27.27%	36.36%	36.36%	0.00%	72.73%	
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:			72	4	10	0	14	27	30	1	58
ADMINISTRATIVE SUPPORT			0.80%	5.56%	13.89%	0.00%	19.44%	37.50%	41.67%	1.39%	80.56%
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
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	17	0 0.00%	10 58.82%	2 11.76%	12 70.59%	1 5.88%	4 23.53%	0 0.00%	5 29.41%
03750	Envir Laboratory 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%
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%
07311	Fleet Mgr - Heavy Equip	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%
07318	Info Systems Div 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	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	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%
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: OFFICIALS AND ADMINISTRATORS		46 0.51%	5 10.87%	24 52.17%	3 6.52%	32 69.57%	3 6.52%	11 23.91%	0 0.00%	14 30.43%

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
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	10	0 0.00%	4 40.00%	0 0.00%	4 40.00%	1 10.00%	4 40.00%	1 10.00%	6 60.00%
06233 Cust Svc Asst 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%
07294 Engineer 1	4	0 0.00%	3 75.00%	0 0.00%	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%	3 30.00%	1 10.00%	4 40.00%	2 20.00%	4 40.00%	0 0.00%	6 60.00%
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%
10152 Finance Officer 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%
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%
07338 Occupational Health 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%
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%

PROFESSIONALS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
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%
07380 Program Spec 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%
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%
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%
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%
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%
07756 Technical Specialist 1	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%
07757 Technical Specialist 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%
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	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%
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%
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%
10465 Water Quality Analyst 2	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%
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%

PROFESSIONALS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10464	Water Quality Ananlyst 1	4	1	1	0	2	1	0	1	2
			25.00%	25.00%	0.00%	50.00%	25.00%	0.00%	25.00%	50.00%
CATEGORY TOTALS: PROFESSIONALS		108	9	57	3	69	9	28	2	39
		1.19%	8.33%	52.78%	2.78%	63.89%	8.33%	25.93%	1.85%	36.11%
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: PROTECTIVE SERVICE WORKERS		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%
SERVICE MAINTENANCE		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
07737	Cust Svc Field Rep 2	7	6	1	0	7	0	0	0	0
			85.71%	14.29%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07738	Cust Svc Field Rep 3	25	9	16	0	25	0	0	0	0
			36.00%	64.00%	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	12	3	9	0	12	0	0	0	0
			25.00%	75.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
07303	Equip Operator 3	7	2	5	0	7	0	0	0	0
			28.57%	71.43%	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	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%
06229	Treatment Plant Tech 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%

SERVICE MAINTENANCE		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
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	16	7	9	0	16	0	0	0	0
			43.75%	56.25%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10168	Water Maint Leader 2	23	15	8	0	23	0	0	0	0
			65.22%	34.78%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10169	Water Maint Supv	8	3	5	0	8	0	0	0	0
			37.50%	62.50%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10164	Water Maint Tech 1	8	6	2	0	8	0	0	0	0
			75.00%	25.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
10165	Water Maint Tech 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%
10166	Water Maint Tech 3	33	15	17	0	32	0	0	1	1
			45.45%	51.52%	0.00%	96.97%	0.00%	0.00%	3.03%	3.03%
CATEGORY TOTALS: SERVICE MAINTENANCE		152	70	80	1	151	0	0	1	1
		1.68%	46.05%	52.63%	0.66%	99.34%	0.00%	0.00%	0.66%	0.66%
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	3	2	1	0	3	0	0	0	0
			66.67%	33.33%	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	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%

SKILLED CRAFT WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06224	Indust Electrician 1	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%
06225	Indust Electrician 2	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%
07317	Indust Maint Supv 1	11	2 18.18%	9 81.82%	0 0.00%	11 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06184	Indust Mechanic 1	17	1 5.88%	16 94.12%	0 0.00%	17 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
06178	Indust Mechanic 2	11	1 9.09%	10 90.91%	0 0.00%	11 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
07787	Indust Tech Master	26	3 11.54%	22 84.62%	1 3.85%	26 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
03020	Masonry Worker	6	3 50.00%	3 50.00%	0 0.00%	6 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
05780	Meter Repairer 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%
07341	Painter 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%
03610	Plumber	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%
07404	Skilled Craft Worker 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%
07799	Skilled Craft 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%
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%
06188	Treatment Plant Shift Operator	15	2 13.33%	12 80.00%	0 0.00%	14 93.33%	0 0.00%	1 6.67%	0 0.00%	1 6.67%
07803	Treatment Plant Shift Supv	9	2 22.22%	6 66.67%	0 0.00%	8 88.89%	0 0.00%	1 11.11%	0 0.00%	1 11.11%

SKILLED CRAFT WORKERS		MALE				FEMALE				
		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
06229	Treatment Plant Tech 1	15	6	6	0	12	1	1	1	3
			40.00%	40.00%	0.00%	80.00%	6.67%	6.67%	6.67%	20.00%
06186	Treatment Plant Tech 2	43	19	21	2	42	0	1	0	1
			44.19%	48.84%	4.65%	97.67%	0.00%	2.33%	0.00%	2.33%
07802	Treatment Plant Tech 3	24	4	16	1	21	1	2	0	3
			16.67%	66.67%	4.17%	87.50%	4.17%	8.33%	0.00%	12.50%
10464	Water Quality Ananlyst 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%
CATEGORY TOTALS: SKILLED CRAFT WORKERS		216	50	152	5	207	2	6	1	9
		2.39%	23.15%	70.37%	2.31%	95.83%	0.93%	2.78%	0.46%	4.17%
TECHNICIANS		TOTAL	BLACK	WHITE	OTHER	TOTAL	BLACK	WHITE	OTHER	TOTAL
10100	Application Tech 1	12	0	6	0	6	2	4	0	6
			0.00%	50.00%	0.00%	50.00%	16.67%	33.33%	0.00%	50.00%
10102	Application 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%
10103	Application Tech 3	8	0	3	0	3	0	5	0	5
			0.00%	37.50%	0.00%	37.50%	0.00%	62.50%	0.00%	62.50%
07729	CAD/GIS 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%
07730	CAD/GIS Analyst 2	4	1	1	1	3	0	1	0	1
			25.00%	25.00%	25.00%	75.00%	0.00%	25.00%	0.00%	25.00%
07298	Engineering Tech 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%
07299	Engineering Tech 2	19	6	12	0	18	0	1	0	1
			31.58%	63.16%	0.00%	94.74%	0.00%	5.26%	0.00%	5.26%
07300	Engineering Tech 3	36	9	22	0	31	1	4	0	5
			25.00%	61.11%	0.00%	86.11%	2.78%	11.11%	0.00%	13.89%

TECHNICIANS	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
07741 Envir Compliance Officer 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%
03580 Envir Tech	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%	7 100.00%	0 0.00%	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	16	5 31.25%	10 62.50%	1 6.25%	16 100.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%
CATEGORY TOTALS:	122	27	73	2	102	5	15	0	20
TECHNICIANS	1.35%	22.13%	59.84%	1.64%	83.61%	4.10%	12.30%	0.00%	16.39%
Department Totals:	717	165	397	14	576	46	90	5	141
Water Services	1.35%	22.13%	59.84%	1.64%	83.61%	4.10%	12.30%	0.00%	16.39%

	TOTAL	MALE			TOTAL	FEMALE			TOTAL
		BLACK	WHITE	OTHER		BLACK	WHITE	OTHER	
Metro General Government Totals:	9039	1248	4346	159	5753	1212	1946	128	3286
		13.81%	48.08%	1.76%	63.65%	13.41%	21.53%	1.42%	36.35%