

SEMI-ANNUAL METRIC REPORT

Jefferson County Commission

October 1, 2017 – March 31, 2018

Program Implementation/Review

Lorren Oliver, Receiver



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Section 1. Designation of Responsibility, Chief Equity & Inclusion Officer

Dr. Lisa Burroughs, Chief Equity & Inclusion Officer (CEIO) for Jefferson County Commission, serves as the Affirmative Action Officer and is responsible for implementing Human Resources (HR) equity and inclusion initiatives and working collaboratively with other HR divisions and County leadership to establish, monitor, assess and refine Jefferson County's continuous efforts to foster a culture of inclusion.

The accountabilities of the CEIO include the following:

- Receiving and investigating oral and written complaints of unlawful discrimination and conciliating such complaints as appropriate following established procedures of the Equity & Inclusion Division (EID) governing such complaints.
- Performing analyses of the County's workforce by department headcount and job classes to determine whether there are problems related to Black or female utilization (i.e., employment in the job class or department).
- Performing analyses of the County's recruitment, applicant flow, selection for hire, promotions and other personnel procedures to determine whether they result in disparities.
- Performing analyses of the County's recruitment, applicant flow, selection for hire, promotions and other personnel procedures to determine whether they result in disparities in the employment or advancement of Blacks or females.
- Developing and implementing processes and systems to monitor, report and measure the effectiveness of equity and inclusion initiatives and maintaining a complete record of all actions taken in pursuit of these duties.

Section 2. Semi-Annual Report -Purpose and Contents

The purpose of the Semi-Annual Report is to document changes in Jefferson County's workforce over the preceding six-month period (the six months beginning October 1, 2017 through March 31, 2018) for the County as a whole with special focus placed on jobs outlined in the Consent Decree. Specifically, the Semi-Annual Report examines the progress made toward fulfilling Consent Decree diversity requirements (i.e., race and gender). Section 3 provides descriptions of HR's recent initiatives highlighting good faith efforts to increase diversity. Section 4 provides a snapshot of current department demographics, followed by a drill-down into individual attainment of departmental Consent Decree goals. Section 5 provides a metric analysis by race and gender. Finally, Section 6 provides an overview of steps forward in improving both the reporting structure and equity and inclusion activities throughout the County.

Section 3: Good Faith Efforts to Increase Diversity

3.1 Equity & Inclusion Initiatives

3.2 Diversity Recruitment Initiatives

3.3 Inclusive Selection Assessment Initiatives

3.4 Human Resources Employment Services Initiatives

3.5 Equitable People Development Initiatives

3.6 Human Resources Information Systems (HRIS)

3.1 Equity & Inclusion Initiatives

In the previous metric report, the CEIO identified nine areas of focus for Fiscal Year 2018. The following outlines the progress during this semi-annual reporting period. Some areas have progressed and others have yet to progress.

1. Develop and Communicate a Clear Vision - *Develop and implement a plan to ensure that a clear vision is publicly available in print and electronically to all County employees. The CEIO will design and initiate communications to employees about the definition of equity and inclusion as well as promote equity and inclusion offerings to engage JCC employees with the office.*

As required by the Consent Decree, notices are posted in every County building providing the CEIO's office hours and services offered by the Equity & Inclusion Division (EID).

Chief Information Officer, Srikanth Karra announced that the Department of Information Technology in collaboration with the County Manager's Office will conduct a complete redesign of the existing County Website. As a result, updated information will be posted on EID's webpage during the next reporting period to include services and departmental assignments for each Equity & Inclusion Business Partner.

The CEIO has not yet developed a vision for the E&I Division.

2. Professional Development and Coaching - *Implement coaching, mentoring, and professional development opportunities for all staff, placing an emphasis on activities that promote diversity, equity, and inclusion.*

HR needs to offer strategically planned professional development opportunities throughout the county such as job shadowing and job rotation.

3. **Talent Management** - *Work in collaboration with other HR divisions to develop accountability and performance management systems that empower, support, and reward individuals and Departments for equity and inclusion behaviors. These systems will be informed by and linked to metrics used to track equity and inclusion progress using the following four steps.*

- *Map each job in the County to an organizational “level” (e.g., entry-level manager, second-level manager) to facilitate pipeline analyses to track whether Black and female representation is adequately present at all levels of each department rather than at the entry level.*
- *Track on an ongoing basis, and report in future semi-annual reports, whether changes in the percentage of Blacks and females are due to the separations of Blacks and females or the separations of Whites and males.*
- *Track recruiting efforts over time so the effects of recruiting in prior cycles can be tracked.*
- *Identify jobs for which the overall labor force benchmark may not be fully relevant, specifically jobs that require certifications which tend to be held by disproportionate numbers of Whites and males. Collaborate within HR to develop employees in feeder positions to attain these certifications and to cast a wide net for diverse candidates.*

Human Resources will select an appropriate talent management system(s) that would improve efficiency and include major components to track and evaluate measurable performance expectations and talent development goals. Other software considerations include tracking and monitoring career paths, knowledge/learning management, recruitment and retention, and diversity benchmarks. Human Resources hopes to secure a talent management system(s) by the end of the next reporting period. Prior to implementing these software systems, however, Human Resources will need to ensure that they address the four specific bullet points outlined above.

4. **Recognition and Rewards** - *Develop at least one form of recognition or reward to managers and/or employees for their contributions supporting diversity, equity, and inclusion.*

The Equity & Inclusion Division will need to launch at least one recognition and/or reward initiative during the next reporting period.

5. **Recruitment Strategies** - *Leverage affirmative action reports to provide advice and support within HR in order to focus its efforts on the strategies and tactics that have yielded the richest talent*

results as well as develop additional recruiting tools for jobs that do not currently meet the Consent Decree requirements.

Section 3 provided collaborative efforts for recruitment strategies.

6. **Communication Transparency** - Increase internal and external communications regarding equity and inclusion activities as well as opportunities to increase transparency.

The CEIO, Receiver, HR Director, and the County Attorney's Office are reviewing existing policies and administrative orders to update and/or create new policies as appropriate. As policies are approved, HR will maintain them on its website. County employees will have the opportunity to review draft updates and new policies online with a seven-day period to provide feedback. This process is inclusive and provides transparency.

The County adopted its new mission, vision, and values to communicate what we do, what we are striving to become, and what is important. They are as follows:

Mission statement (*what we do*) – Providing exceptional every day service through character and competence.

Vision Statement (*what we are striving to become*) – To be a model local government that anticipates and meets the evolving needs of a diverse community with energy, character, dedication, and accountability.

Values (*what is most important*) –

Transparency – All of the information that is needed is provided through communication that can be trusted among Commissioners, Departments, employees, and the community.

Inclusion – Jefferson County values the diverse viewpoints, perspectives, and backgrounds of all employees and citizens.

Integrity – From the top down and the bottom up, Jefferson County acts with honesty, trustworthiness, and integrity.

Innovation – Every day provides the opportunity to take a fresh perspective on how to best serve the needs of Jefferson County citizens.

Energetic Service – Each employee and Department is accountable to providing the highest-quality customer service to our citizens – if you need something from us, consider it done!

Safety – The health and wellbeing of Jefferson County citizens, including employees, is of paramount importance for each Department and individual serving the County.

In adopting this resolution, the Commission tasked the County Manager with instituting the necessary processes and procedures to ensure that the mission, vision, and values drive all facets of Jefferson County Commission services. This includes ensuring the development of department-specific metrics for public reporting to facilitate objective assessment, performance review, and accountability of department operations and County services.

Human Resources will collaborate with the County Manager's Office to align departmental goals and objectives with the new mission, vision, and values. The mission, vision, and values were communicated to County employees through the Receiver's Monthly Report, County email, and the new "HR Connect Card". The HR Connect Card is an information card created to enhance customer experience with HR and to promote the mission, vision, and values of the County. One side of the card displays easy customer call flow options for HR's revamped phone system and the other side of the card states the County's mission, vision, and values. As part of the efforts to reinforce welcoming communication with HR and the County's mission, vision, and values, HR has shared the card with departments, made it available on HR's website and at the front desk, distributed the card to various departments, and plans to handout the card at special events.

7. **Leadership Initiatives** - *Develop and launch at least one leadership initiative prior to the next semi-annual report. The CEIO will address a key theme arising from the Climate and Culture Study: current perceptions of leadership within the County.*

According to the 2017 Climate and Culture Study, employees believe that County leadership is ineffective and disconnected. Further, employees believe that leaders are not held accountable for their actions.

Human Resources has not yet launched leadership initiatives. Currently, Human Resources staff are designing a Supervisor Development Program to support new and experienced first-line leaders. The Supervisors LEAD (Leading, Engaging, Aiding, and Developing) program goal is to provide supervisors with the tools needed to be effective by focusing on 1) the skills to successfully manage people and performance; 2) the knowledge to interpret and implement essential HR policies; and 3) the opportunity to learn from each other and connect with senior leaders. This program, and other leadership initiatives, must be priorities for Human Resources in the upcoming reporting period.

8. **Employee Engagement** - *Leverage the Climate and Culture Study to monitor employee engagement and develop initiatives pertaining to employee engagement. Human Resources will launch the second run of the Climate and Culture Survey.*

Since its initial Climate and Culture Study in March and April 2017, the County has significantly expanded its workforce to include new key leadership and other employees. In order to maximize the effectiveness of the study and participation of employees, it is vital that the County provides adequate time to stabilize the work environment through effective onboarding and organizational structure. Therefore, the County will administer the next survey by September 2018.

9. **Departmental Leadership Equity and Inclusion Metric Coaching** - *Facilitate one-on-one meetings with top leadership in each Department with over 20 employees to discuss the information provided in the annual and semi-annual metric reports. The CEIO will provide feedback and advice to individual Departments based on their attainment of equity and inclusion related goals to ensure continued development in these areas throughout the County.*

The CEIO has not yet met one on one with Department leader on the results of the AAO reports. CEIO will need to prioritize holding one-on-one meetings during the next reporting period to discuss the metric results for each department in meeting benchmarks for race and gender. Strategies will be developed to improve metrics by the next reporting period.

Case Management and Other EID Activities

All seven of the previously filed discrimination complaints have been investigated. Six have been submitted to the Receiver for review, approval, and action where appropriate. One complaint was returned to the investigator for further analysis. Additionally, there were a total of seven harassment complaints and seven discrimination complaints investigated this reporting period. Four of the seven discrimination complaints were resolved through formal mediation. The Equity & Inclusion Division handled 207 employee relations consultations and requests for advice from supervisors and managers for a variety of issues including: Interpersonal conflicts between coworkers

- Unfair treatment by supervisors such as favoritism, retaliation, negative performance documentation, withheld opportunities for reassignment and promotion
- Supervisors seeking coaching to address performance issues (such as on the job impairment, conduct unbecoming, insubordination, attendance issues etc.)
- ADA obligations and compliance
- Policy and work rule interpretations and applications such as FLSA interpretation, working out of class, etc.

The Equity & Inclusion Division representatives also attended 32 disciplinary hearings during the reporting period.

Separations

During this reporting period there were a total of 68 separations: 35 Blacks (19 males, 16 females) and 33 Whites (23 males, 10 females). The separations fell into the following categories: 13 Dismissals, 29 Retirements (3 of which were sick leave retirement credits), 2 Deaths and 24 Voluntary Separations.

Of the 24 voluntary separations, 39% were White and 61% were Black. These percentages raise concerns as there has not been a formal process to capture reasons why employees are leaving the County. During the next reporting period, HR will develop a process to conduct exit interviews. The CEIO believes this process will allow employees to confidentially provide information regarding their jobs, culture and or department. The data gathered will provide the CEIO with insight regarding the concerns employees raise and allow inclusion of initiatives and solutions to these concerns.

3.2 Diversity Recruitment Initiatives

Human Resources has been creative and intentional in targeting recruitment efforts aimed at finding Blacks and females to fulfill Consent Decree requirements. Throughout the reporting period, HR continued its focus on identifying and attracting talent to Jefferson County Commission across several positions, while engaging in good faith activities to increase diversity.

To improve employment diversity, HR conducted activities such as contacting job related associations (e.g., National Association of Women in Construction) and contacting Blacks and females from various County job feeder positions to raise awareness of employment opportunities and encourage current employees to apply for these job openings/promotional opportunities. While the department utilized good faith efforts to increase representation of Blacks and females, certain jobs remain a challenge for the team, particularly those jobs that require specific technical certifications.

In order to reach a broader audience of diverse individuals, HR intends to work diligently to focus its efforts on establishing and maintaining community partnerships. Human Resources and ES continue to collaborate in developing strategies to strengthen the Wastewater Treatment Plant (WWTP) Operator staffing, both for the short-term and long-term. In an effort to enhance the attractiveness of the careers and boost the WWTP brand, the County is rebranding *Waste Water Treatment Plants* to *Water Reclamation* to align with current industry terminology. This change is currently under review and approval by the Personnel Board of Jefferson County (PBJC).

Additionally, Human Resources and ES began inviting high school administrators and other community resources for a roundtable discussion regarding the development of a high school internship program and an opportunity to tour a Jefferson County WWTP. The success of the discussion led to support and buy-in of the program. From this initiative, a program review committee (PRC) formed that consisted of partners from the following school systems and community organizations: Jefferson County Schools, Bessemer City Schools, Birmingham City Schools, Midfield City Schools, and Central Six AlabamaWorks. Staff from Jefferson County HR and ES are also integral members. The PRC offers a collaborative relationship amongst community stakeholders in further developing the program, and the success of this initiative relies on these partnerships. The PRC met in January and March to discuss the details and delivery of the Internship Program. The program plan includes 1) classroom presentations to attract students; 2) plant tours; 3) an application process; and 4) awarding up to four students a four-year internship during high school award ceremonies. These elements of the program are developed and are currently underway with accepting applications April 17-27, 2018. The development of the program

progressed and through collaboration with the PBJC, HR and Environmental Services conducted onsite high school presentations and tours. Human Resources and the Environmental Services presented at Clay-Chalkville High School, Midfield High School, Woodlawn High School, and Bessemer High School. Midfield High School and Bessemer High School students have toured the Village Creek WWTP.

The High School Career Exploration and Internship Program is a long-term effort, designed to reach students early, inform them of the great opportunities within Wastewater Treatment, keep them engaged throughout high school, provide a paid work experience opportunity and ultimately create a pipeline of successful candidates for Jefferson County's WWTP.

Additionally, as a result of referrals and diligent efforts to address the immediate staffing needs of the Operator II position, five Operator IIs have been hired (two of whom are Black). Human Resources continues to make strides in strategic approaches to recruit certified operators from reciprocal states. A collaborative team designed an informative postcard to mail to certified operators. Creating and mailing such postcards allowed qualified individuals to learn about the County's wastewater careers and total benefits package. Simultaneous to this effort, the team leveraged magazine publications to further market and brand Environmental Services by advertising the WWTP Operator II position.

Due to a progressive and proactive approach taken to identify diverse candidates for the painter position, the County has recently hired two highly qualified Black males in the General Services Department. The County has never employed a Black employee in this position.

Human Resources continues to electronically communicate job announcements to all County employees from a common careers@jccal.org account, which allows convenient career opportunity access. In addition to Merit System job announcements provided by the Personnel Board of Jefferson County, HR has incorporated communications regarding "open continuous" positions that exist within Jefferson County and collaborated with departments to increase awareness of the benefits of accessing County email.

Human Resources continued to conduct national searches to identify new and highly qualified executive talent to lead the County. Human Resources directly recruited Margaret Tanner, Deputy Director of Environmental Services, during the reporting period and Heather Carter, an earlier recruit of Human Resources', was promoted to the Director of Roads and Transportation.

High-Level List of Recruiting Activities

A non-exhaustive list of recruiting activities for the current reporting period includes:

- Attended and participated in a number of Job and/or Career Fairs at Historically Black Colleges and Universities (Alabama State University, Alabama A&M University, Oakwood University).
- Attended and participated in community networking seminars, events, and meetings to promote Jefferson County's career opportunities to a diverse audience (e.g., University of Alabama at Birmingham Elevator Pitch, New Rising Star Missionary Baptist Church Community Fair, University of Alabama Fall Career Fair, Alabama Governor's Disability Job Fair, Oakwood University Career Fair, Birmingham Business Alliance- Talent Recruitment Project, University of Alabama at Birmingham's Mock Interview Session, Alabama Department of Rehabilitation Services Employer Disability Etiquette Workshop, and Lawson State Community College Mock Interview Session).
- Posted job announcements on social media outlets to promote employment opportunities (e.g., LinkedIn, Indeed.com, Zip Recruiter).
- Researched organizations, associations, chapter affiliations, and programs specifically related to a variety of Jefferson County jobs (e.g., Alabama Board of Licensure for Professional Engineers and Land Surveyors, National Society of Professional Surveyor's, State of Alabama Plumber and Gas Fitters Examination Board, Association of General Contractors of America, Association for Bridge Construction & Design, American Society of Concrete Contractors, American Society of Plumbing Engineers Alabama Chapter, American Road & Transportation Builders Association, North Central Chapter of International Code of Council and East Alabama Code Officials Association, and Plumbing and Heating Cooling Contractors Association of Alabama).
- Engaged with professional associations to attempt to attract women to construction careers (e.g., National Association of Women in Construction).
- Engaged technical schools (e.g., Bishop State, Wallace State, Lawson State, Jefferson State) with specific skilled trade programs to promote employment opportunities.

Ongoing Initiatives and Highlights

A list of ongoing initiatives and special highlights for the current reporting period includes:

- Internal Jefferson County Commission Employee Job Fair
- County Communication Tools - Email and Kiosks
- Incorporation of job awareness (job alert, email) into orientation
- WWTP Operator II Recruitment Activity

- Water Reclamation High School Career Exploration and Internship Program and Partnerships with Central Six – Alabama Works and Local High Schools
- Executive Recruitment National Talent Search
- Jefferson County Family Court Career Education Program
- BSHRM Workshop and Board Meeting Presentations
- City of Birmingham Executive Recruitment Partnership
- Community career fairs and local secondary school mock interview workshops

3.3 Inclusive Selection Assessment Initiatives

Since October 2017, Human Resources has studied, developed, administered, and/or assessed 33 job classes, to include Executive Assessment Centers. Human Resources administered 13 selection procedures for 22 job classes. Three of the job classes were assessed during the reporting period; however, the test administrations were conducted prior to October 1 (see Appendix A2). Over 400 individuals participated in the County's secondary selection processes.

Human Resources administered one Realistic Job Preview (RJP) and one Job Components Validity (JCV) assessment during the reporting period, both for the job class of Skilled Laborer. Table D2 in Appendix D provides demographic information of those individuals who participated. Human Resources anticipates implementing the JCV assessment and RJP for other job classes, to include Security Officer, Accounting Assistant I, Accounting Assistant II, Court Clerk, Medical Clerk, Administrative Clerk, Administrative Assistant, Administrative Supervisor, and possibly the unclassified job class of Laborer in the upcoming reporting period.

In December 2017, HR was notified that Employee Selection's JCV assessment study submission had been accepted to the 33rd Annual Conference for the Society of Industrial and Organization Psychology (SIOP). As such, Siena Consulting, Receiver Lorren Oliver, Senior I/O Psychologist Brian Bellenger, and HR Selection Manager Tonya Dawson presented on the JCV study at the SIOP Conference in April 2018. Also, Dr. Michelle Rodrigues, HR Director will be presented alongside Siena Consulting on the topic Adverse Impact Analyses.

Additionally, HR implemented a new secondary selection component for the Truck Driver job class. A practical exam was incorporated into the selection procedure in addition to the structured interview. The practical exam allowed candidates to perform safety activities involved in operating heavy trucks as well as operate a heavy truck to perform activities that are common for Truck Drivers in Jefferson County. The practical exam consisted of two parts. The first part required job candidates to perform a pre-trip inspection of a heavy truck, as required by the U.S. Department of Transportation-compliant pre-trip inspection. The second part of the practical exam required the job candidate to back up the truck along a pre-marked path. Both parts of the exam were assessed live by trained assessors.

**Selection
Candidates**



400

Assessed in
Secondary Selection
Processes

33

Job Classes
Assessed

The Receiver commends the continued rigor of the recruiting and selection efforts by the County, and hopes to see similar rigorous efforts across all areas of Human Resources activities.

3.4 Human Resources Employment Services Initiatives

Strategic Hiring

Human Resources made 174 new hires during this reporting period. Hiring objectives will continue to be aligned strategically with the County Manager's Priority List and increased efforts to communicate with department heads, managers and payroll coordinators.

Benefits

Human Resources continues to take a proactive approach to identify cost-effective advantages and sustainable employee benefits to ensure that plans are affordable for employees. In collaboration with Benalytics, the benefits broker of record, HR is continuing to focus on benefits enhancements for employees while maintaining cost-effective plans.

Semi-annual meetings with benefit providers are being conducted to review claims and areas for improvement as employee benefits play an important role in hiring and retaining employees.

Records Management

Human Resources has resumed reviewing and categorizing personnel records in preparation for auditing. Records Management initiatives have been taken to systematically control the handling and maintenance of these records.

Additional efforts have been initiated to improve the security of records and to establish a standard process by which access is provided to personnel records. Human Resources employees received training to reinforce and/or gain a foundational understanding of competent records management. The training will allow for more efficient services to Jefferson County Commission and its stakeholders.

3.5 Equitable People Development Initiatives

Environmental Services – Wastewater Treatment Plant Initiatives

Certification Program - During the timeframe August 30 through October 17, 2017, fifteen operators ready for certification training had the option of participating in an informal group study course. This informal learning activity had five goals: 1) sustain knowledge retention; 2) provide Wastewater Treatment (WWTP) employees who have not participated in certification training with an introduction to the basics of wastewater treatment; 3) provide employees who have participated in certification training with a refresher on the basics of wastewater treatment; 4) ensure all fifteen (15) WWTP employees entering certification training have a similar foundational knowledge of wastewater treatment; and 5) help those entering certification-training build a network for studying and knowledge sharing.

The group study course followed “Sacramento State’s Operation of Wastewater Treatment, Volume I,” and included a WWTP leader serving as a resource and mentor for course participants, weekly reading assignments, small group assignments, and weekly knowledge checks. After the group study course concluded, ES offered the employees the opportunity to take the ADEM Grade II or Grade III certification exams before the official certification training began. Eight employees took advantage of the opportunity. Seven employees took and passed the ADEM Grade II Exam. One employee took and passed the ADEM Grade III exam.

The Grade II/III and Grade IV WWTP Operator Certification Training Programs developed by Jacobs, formally CH2M, in partnership with WWTP Leadership and Human Resources were launched in January of 2018. Each program includes five modules. Each module contains an end of module knowledge check, a review session and a comprehensive practice exam. Nine WWTP leaders are supporting the training as “leaders as teachers” and Subject Matter Experts helping to co-facilitate modules by connecting course concepts to day-to-day operations in the plants. All nine leaders are shift supervisors or higher and were selected to support the training in areas where they had significant expertise and experience. There are currently 19 employees participating in the certification-training program. See Figure 1 for a summary of WWTP Certification Training Program Participants.

Figure 1. WWTP Certification Training Program Participants

	Total Certification Training	Pursuing Grade II Certification	Pursuing Grade III Certification	Pursuing Grade IV Certification	Advanced from Basic Skills Courses	Passed Grade II Exam	Passed Grade III Exam
Group Total	19	6	5	8	7	8	1
• Female	2	1	1	0	1	0	0
• Male	17	5	4	8	6	8	1
• Black	5	3	1	1	3	1	0
• White	14	3	4	7	4	7	1
Operator I	13	5	2	6	6	5	0
Skilled Laborer	3	1	1	1	1	0	1
Maintenance	3	0	2	1	0	3	0

Human Resources – Measuring Success Workshops

On March 3, 2018, the Receiver identified one challenge that remains across all HR divisions – measuring success. The Receiver outlined three steps to measuring success: determining what success looks like, acquiring the correct data, and analyzing and interpreting those data. To ensure that HR masters this critical function, the Receiver arranged for Siena Consulting to provide HR with a series of four two-hour workshops during the months of April and May. These workshops will cover:

- Workshop 1. Defining metrics for success
- Workshop 2. Determining what success means in your area
- Workshop 3. Analyzing data on success
- Workshop 4. Interpreting results and next steps

3.6 Technology Implementation and Efficiency

Jefferson County Human Resources Information Systems (HRIS) Unit, formerly a part of the Employee Services Division, became a standalone HR Division with the promotion of Vincent Curtis to HRIS Division Manager on February 1, 2018. Both Kronos HR and Kronos Payroll were fully implemented during this reporting period and have been rolled out for use by County employees. These systems allow accurate and timely processing of personnel actions, payroll activities and form one single information source for Jefferson County employee self-service, benefits administration, leave administration and accruals. They allow enhanced reporting capabilities and give managers essential tools to analyze workforce trends and issues. In addition, employees now have access to view significantly more information pertaining to their pay, benefits, tax withholdings, leave accruals and time card. During the next reporting period, Kronos Global Time-Off Requests will be added so that employees will be able to request leave and receive approval online.

The Payroll Team [now incorporated into the HRIS Division of HR] processes bi-weekly and semi-monthly payrolls. With the implementation of Kronos Payroll, the payroll process was streamlined for the purpose of increased accuracy and time savings. Reports that once required written code to be created can now be generated on a demand basis by the user (i.e., line manager, HR representative, etc.).

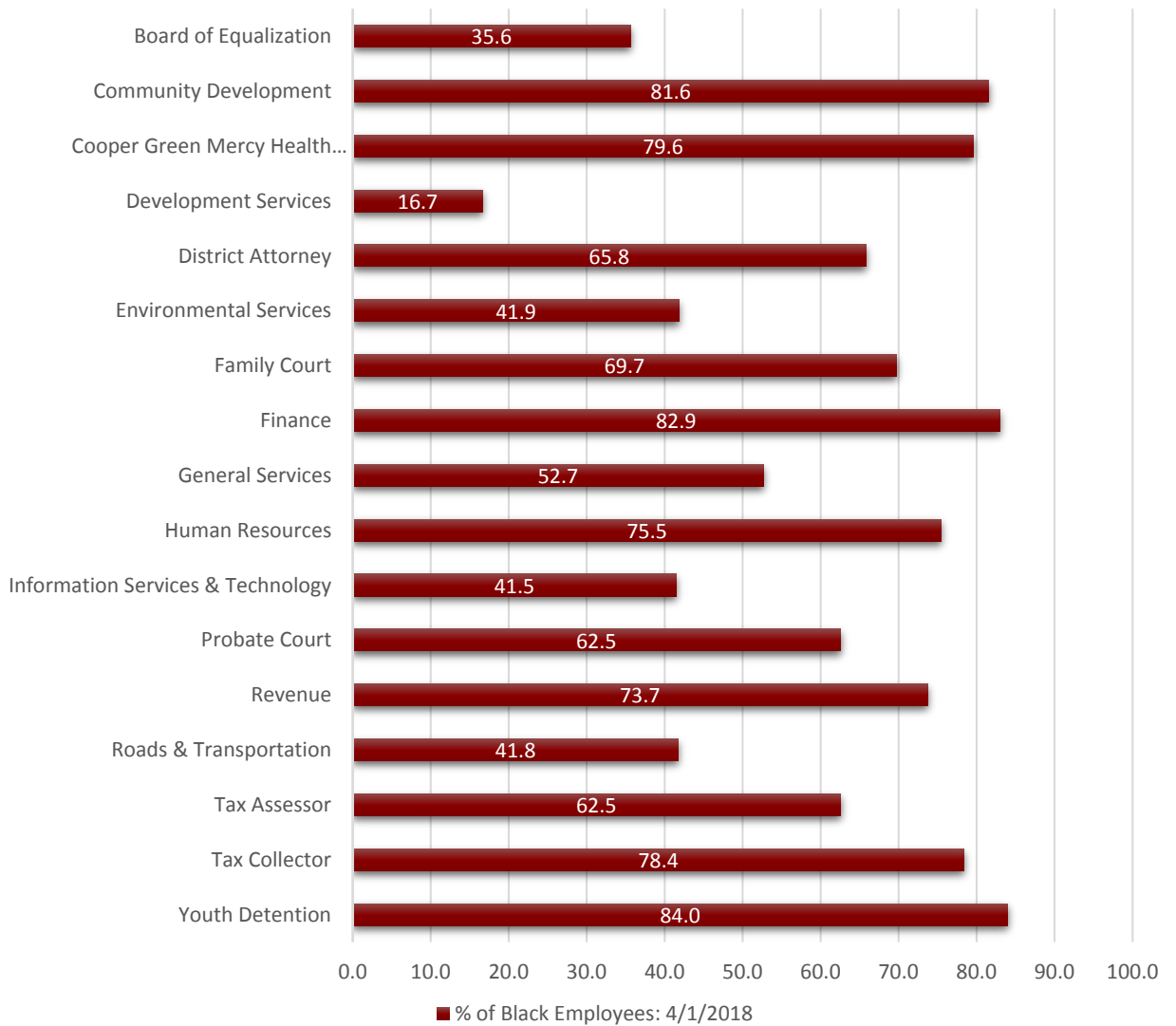
In April 2018, the HRIS Division assisted with the integration and implementation of NAVEX Global software, an employee complaint tracking and reporting tool. The use of this technology can advance HR's effectiveness in tracking complaints, generating reports, and interacting with complainants and witnesses. Further, HR will assist in securing a talent management system next reporting period. A talent management system will assist the County with simplifying the process of creating, approving and measuring progress against goals.

Section 4. Semi-Annual
Reporting: Workforce
Analysis

Department Demographics Snapshots

To understand overall demographic trends in the County's workforce of 2480 employees (excluding elected officials) in 369 Job Classes, Figures 2-5 provide Race and Gender snapshots of the percent of employees in 18 departments and changes in the previous 6 months by departments with 20 or more employees as of April 1, 2018.

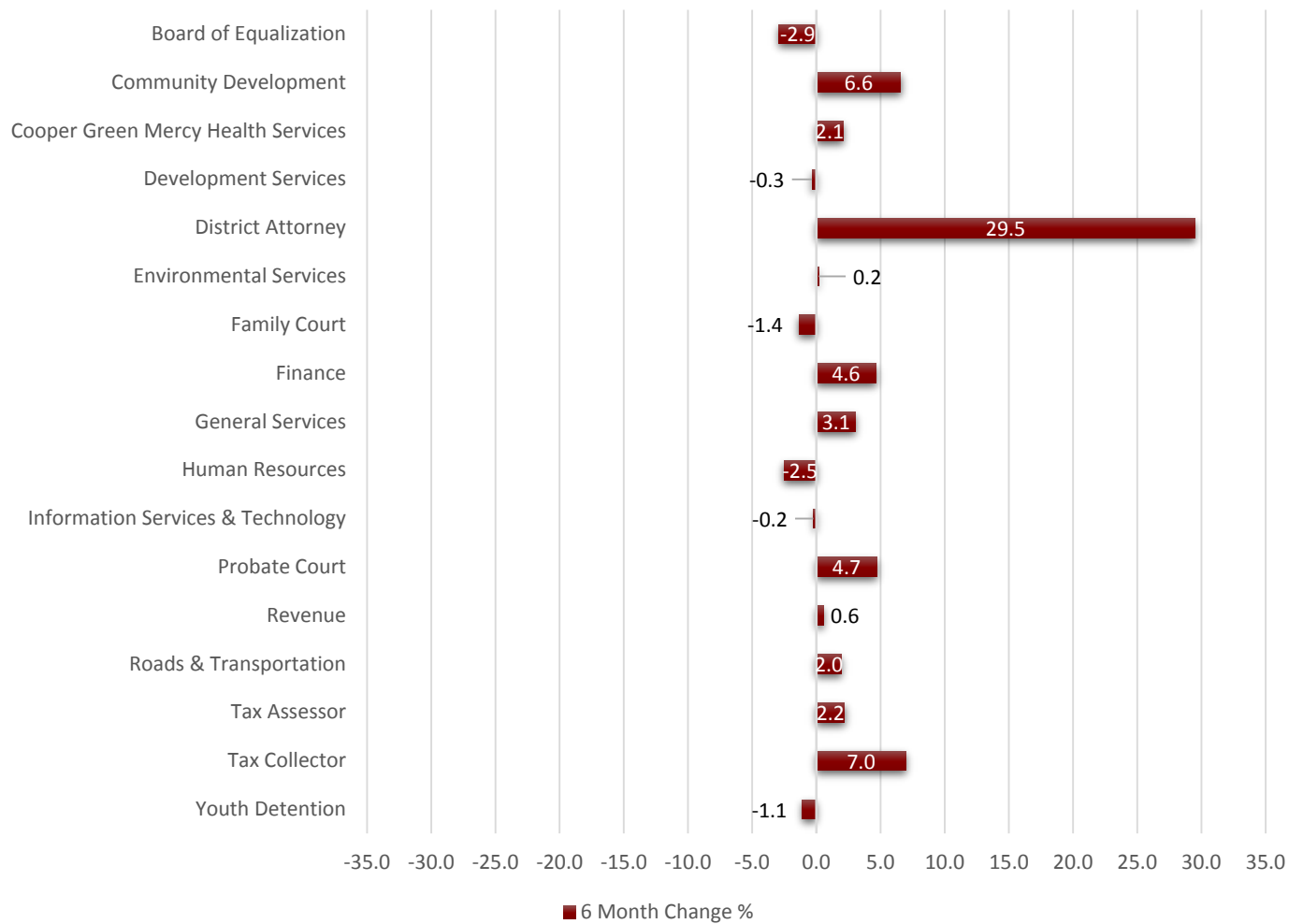
Figure 2. Race Composition: Percent of Full-Time Equivalent (FTEs) Black Employees by Department



■ Percentage of Black FTEs in a department. Only departments with at least 20 employees are displayed.

Note that the above chart displays only the overall percentage of Black FTEs in each department, without regard to any possible differences in racial composition at different levels (e.g., entry-level vs. managerial). Departments range from 16.7% Black (Development Services) to 84.0% Black (Youth Detention). The charts provided later in this section of the report provide greater detail and analysis of these results by department and job class. As part of refining the data for analysis, HR removed elected and State Court employees from the departmental analysis.

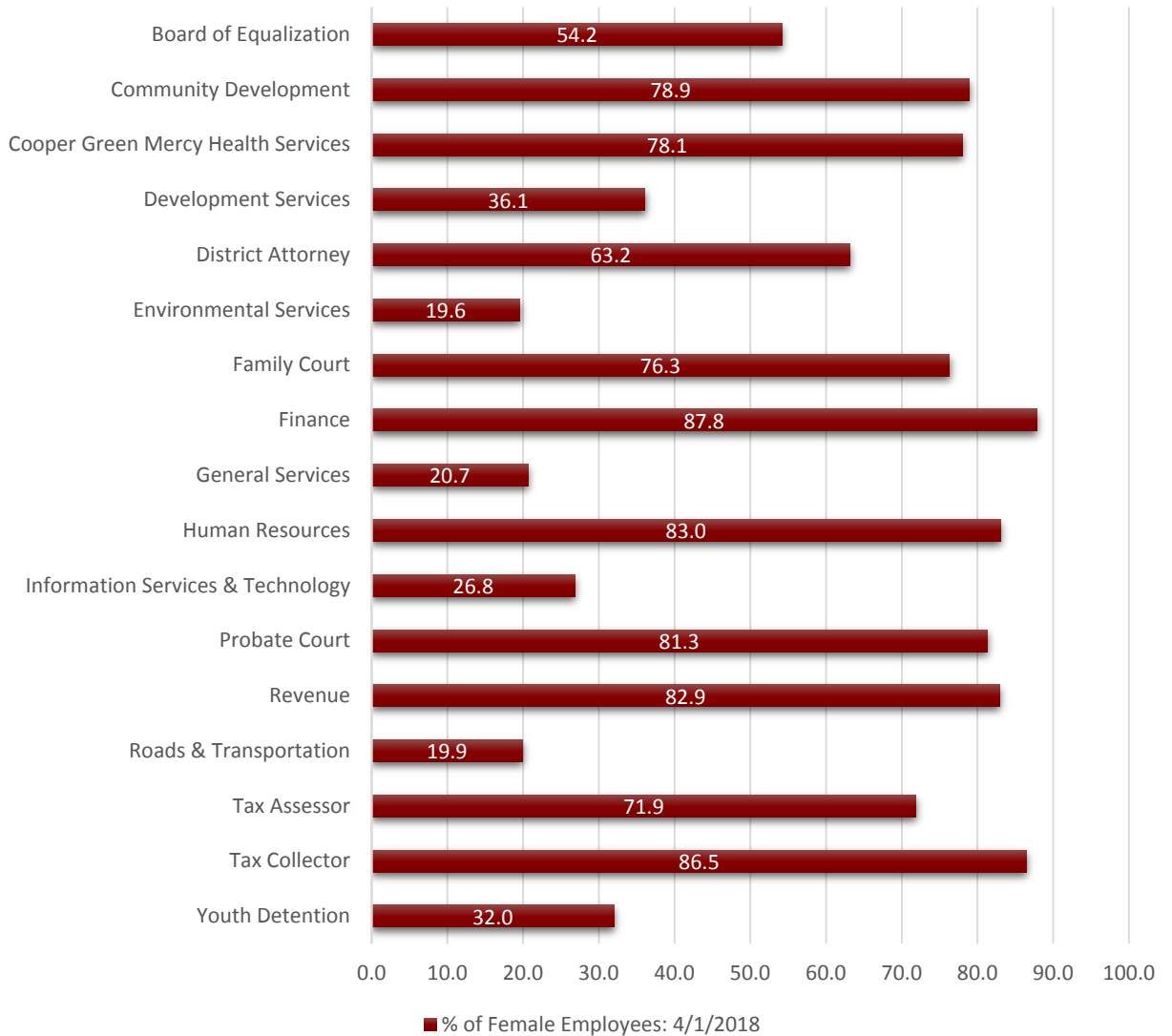
Figure 3. Race Composition – Percent of Changes in Black FTE’s by Department



■ Represents percent change over previous 6 months. Only departments with at least 20 employees are displayed.

Of the 18 departments within Jefferson County having at least 20 employees, most showed no to small positive or negative percent changes over the previous six-month period. Larger percentage increases observed in the District Attorney’s Office and Tax Collector departments are in part due to the removal of elected officials and State employees from the analysis. For example, the District Attorney’s office department size was reduced from 80 to 38 employees after removing elected officials and State Court employees. Therefore, the six-month percentage gain of 29.5% is a result of a higher percentage of Black employees in the remaining employee group. The charts provided later in this section of the report provide greater detail and analysis of these results by department and job class.

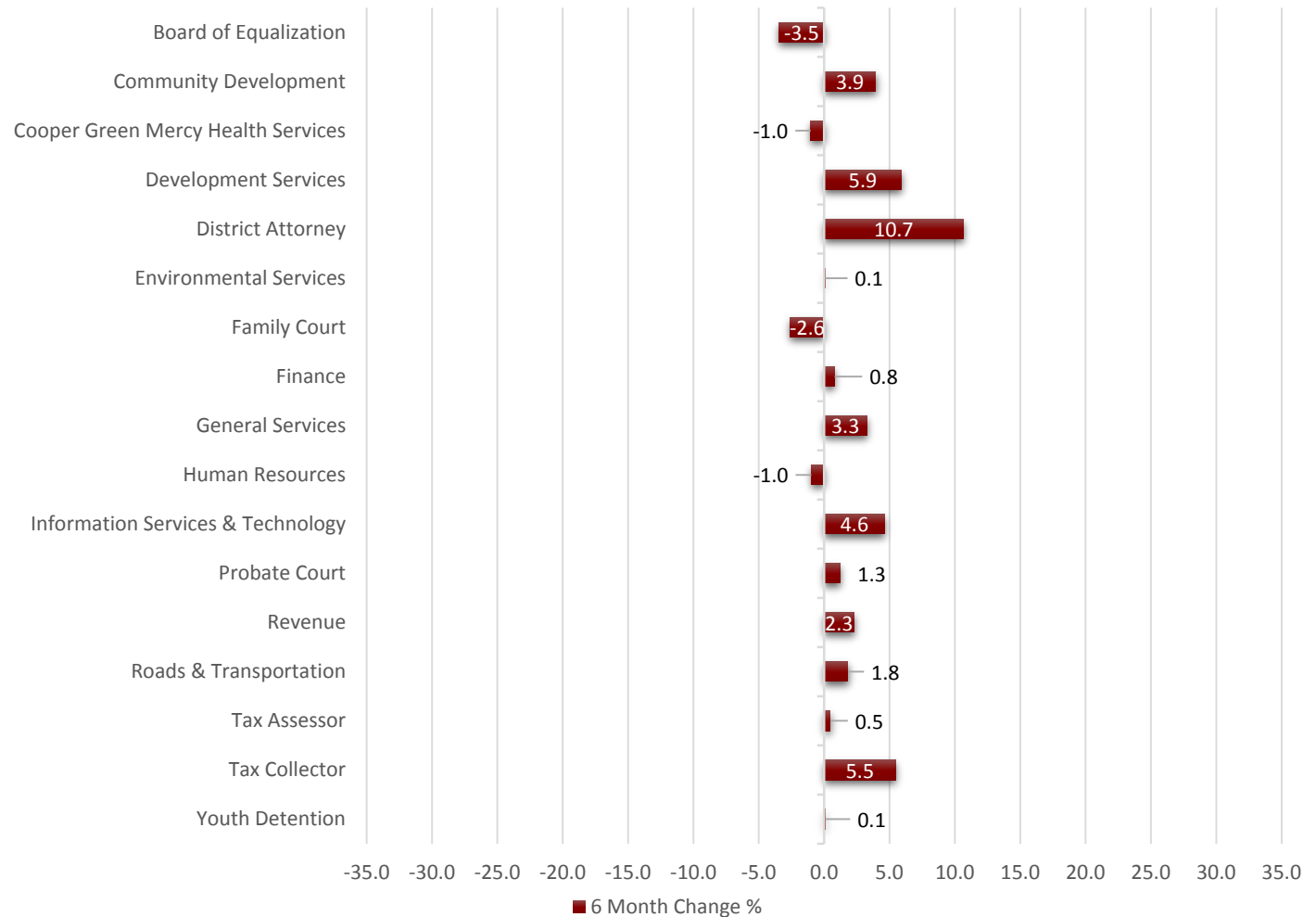
Figure 4. Gender Composition – Percent of Full Time Equivalent (FTE) female Employees by Department



Percentages represent Female FTEs in a department. Only departments with at least 20 employees are displayed.


Note that the above chart displays only the overall percentage of female FTEs in each Department, without regard to any possible differences in gender composition at different levels (e.g., entry-level vs. managerial). Departments range from 19.6% female (Environment Services) to 86.5% female (Tax Collector). The charts provided later in this section of the report provide greater detail and analysis of these results by department and job class.

Figure 5. Gender Composition – Percent of Changes in Full Time Equivalent (FTE) female Employees by Department



Represents percent change over previous 6 months. Only departments with at least 20 employees are displayed.

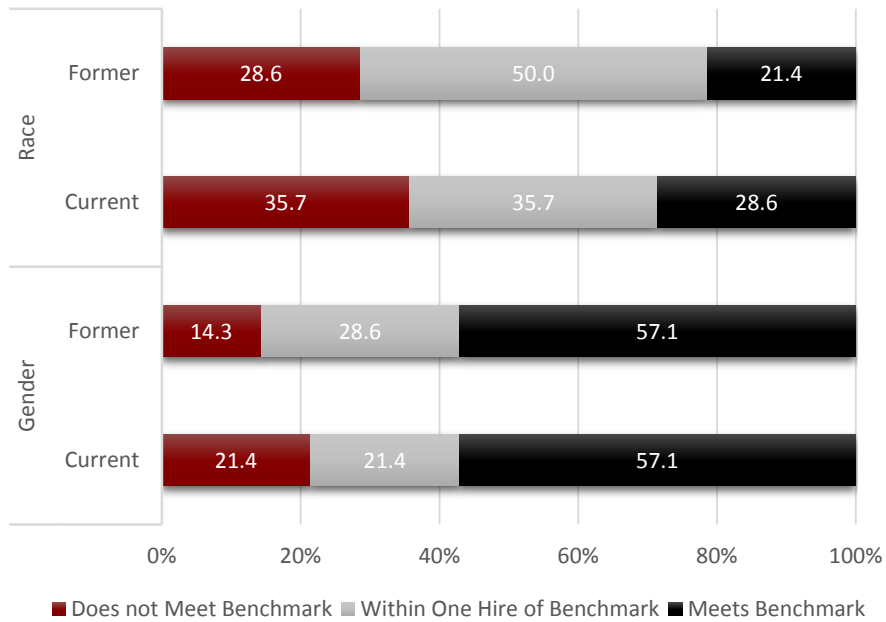
Of the 18 departments within Jefferson County having at least 20 employees, most showed no to small positive or negative percent changes in gender composition over the previous six-month period. Larger percentage increases observed in the District Attorney’s Office and Tax Collector departments are due to the removal of elected officials and State Court employees from the analysis. The charts provided later in this section of the report provide greater detail and analysis of these results by department and job class.



The charts in this section illustrate shifts in representation of Black and female employees in job classes by department between the previous and current reporting period. Based on the most recent 2010 U.S. Census, the percentage of Blacks in the civilian labor force of Jefferson County is 40.2% and females is 49.7%.

Appendix B provides departmental analyses by job class and an overview of the extent to which the County is meeting objectives of the Consent Decree.

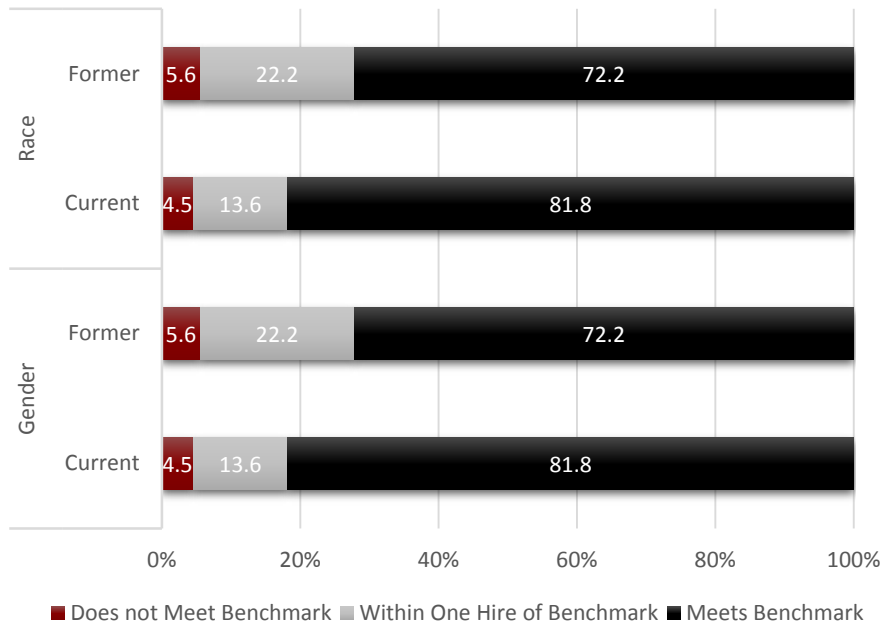
Figure 6. Percent of **Board of Equalization Department** job classes meeting Race and Gender Benchmarks



Race: Over the preceding 6 months, the percentage of jobs in the Board of Equalization meeting the Race benchmark increased by 7.2%. For the full breakdown of the Board of Equalization Department job classes, please see Table B1 in Appendix B.

Gender: Over the preceding 6 months, the percentage of jobs in the Board of Equalization meeting the Gender benchmark did not change. For the full breakdown of job classes in the Board of Equalization, please see Table B2 in Appendix B.

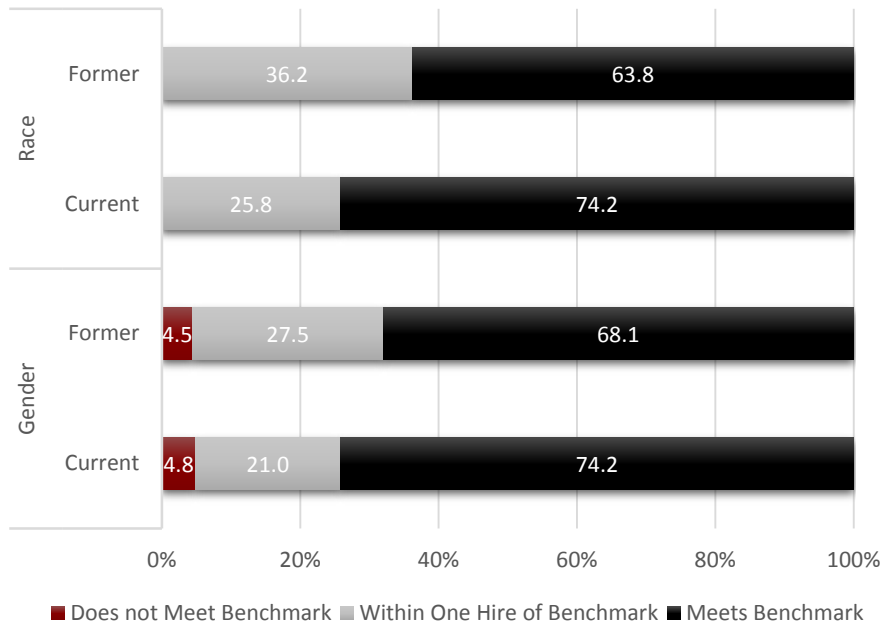
Figure 7. Percent of **Community Development Department** job classes meeting Race and Gender Benchmarks



Race: Over the preceding 6 months, the percentage of jobs in the Community Development Department meeting the Race benchmark increased by 9.6%. The job class of Principal Accountant had a positive percentage change. For the full breakdown of the Community Development Department job classes, please see Table B3 in Appendix B.

Gender: Over the preceding 6 months, the percentage of jobs in the Community Development Department meeting the Gender benchmark increased by 9.6%. The job class of Principal Accountant had a positive percentage change. For the full breakdown of the Community Development Department job classes, please see Table B4 in Appendix B.

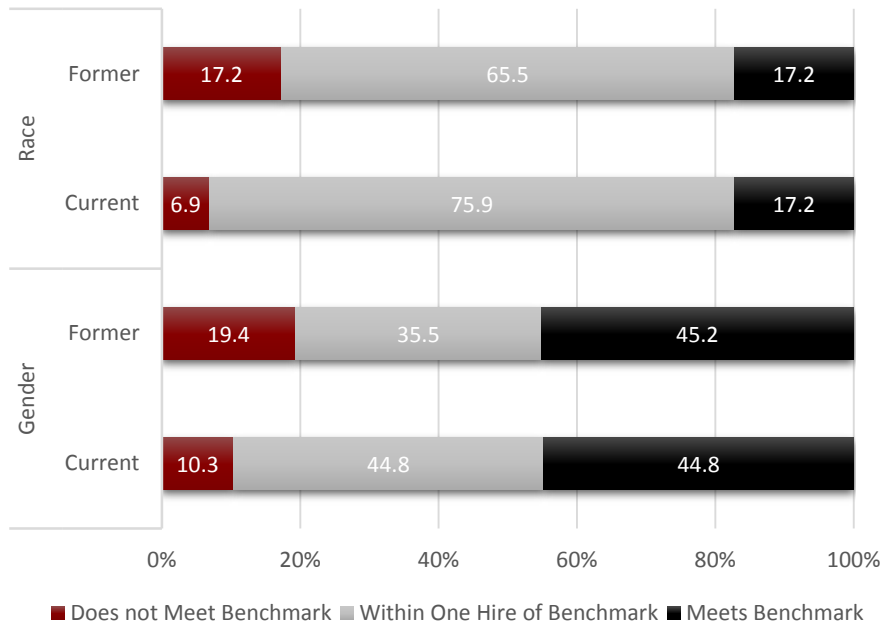
Figure 8. Percent of Cooper Green Mercy Health Services job classes meeting Race and Gender Benchmarks



Race: Over the preceding 6 months, the percentage of jobs in Cooper Green Mercy Health Services (CGMHS) meeting the Race benchmark increased by 10%. Some of the job classes that had a positive percentage include: Administrative Services Manager and User Support Specialist. For the full breakdown of the CGMHS job classes, please see Table B5 in Appendix B.

Gender: Over the preceding 6 months, the percentage of jobs CGMHS meeting the Gender benchmark increased by 5.7%. The Administrative Services Manager job class had a positive percentage change and Administrative Clerk had a negative change. For the full breakdown of job classes in CGMHS, please see Table B6 in Appendix B.

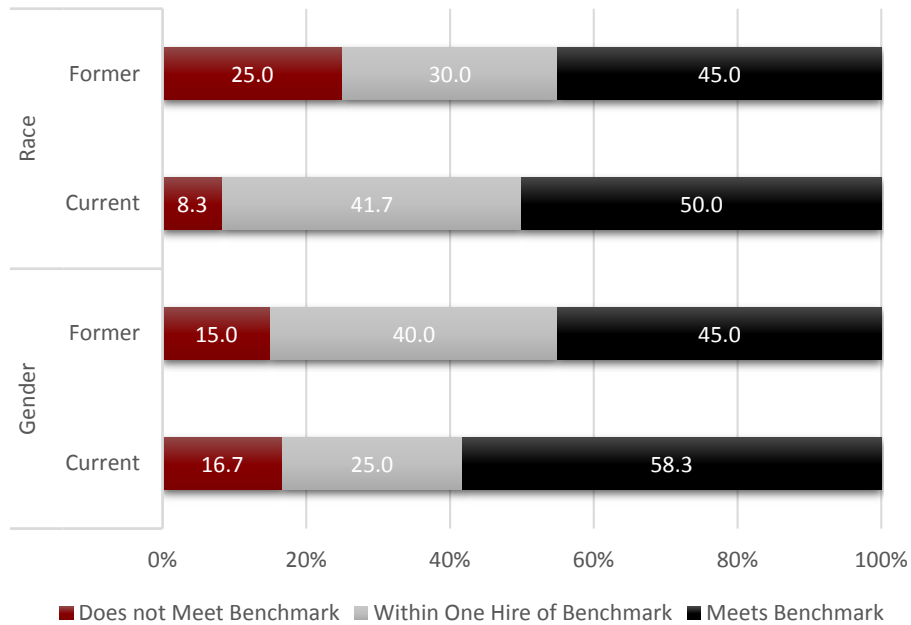
Figure 9. Percent of Development Services Department job classes meeting Race and Gender Benchmarks



Race: Over the preceding 6 months, the percentage of jobs in the Development Services Department meeting the Race benchmark did not change. In terms of individual jobs, the Chief Electrical Inspector had a positive percentage change. For the full breakdown of the Development Services Department job classes, please see Table B7 in Appendix B.

Gender: Over the preceding 6 months, the percentage of jobs in the Development Services Department meeting the Gender benchmark decreased by 0.4%. For the full breakdown of job classes in the Development Services Department, please see Table B8 in Appendix B.

Figure 10. Percent of **District Attorney Department** job classes meeting Race and Gender Benchmarks¹

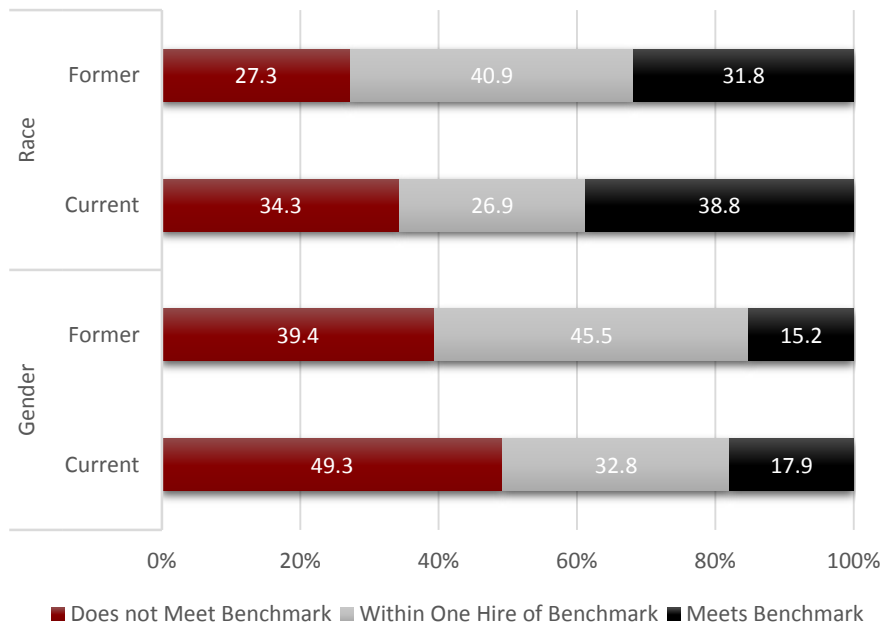


Race: Over the preceding 6 months, the percentage of jobs in the District Attorney Department meeting the Race benchmark increased by 5%. For the full breakdown of the District Attorney job classes, please see Table B9 in Appendix B.

Gender: Over the preceding 6 months, the percentage of jobs in the District Attorney Department meeting the Gender benchmark increased by 13.3%. For the full breakdown of the District Attorney job classes, please see Table B10 in Appendix B.

¹ As part of refining the data for analysis, HR removed elected and State Court employees from account for some of the percentage differential changes in the District Attorney's Office when

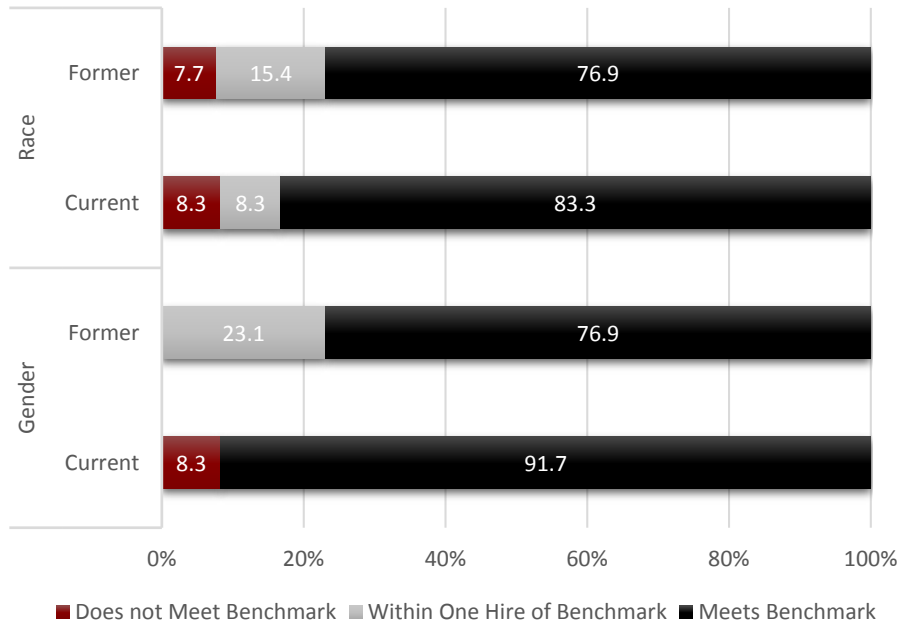
Figure 11: Percent of **Environmental Services** job classes Meeting Race & Gender Benchmark



Race: Over the preceding 6 months, the percentage of jobs in Environmental Services Department meeting the Race benchmark increased by 7%. Some of the job classes that had a positive percentage change include: Accounting Assistant I, GIS Technician I, Engineering Aide and Engineering Inspector. For the full breakdown of the Environmental Services Department job classes, please see Table B11 in Appendix B.

Gender: Over the preceding 6 months, the Environmental Services Department level of progress toward meeting the Gender benchmark increased by 2.7%. Some of the job classes that had a positive percentage change include GIS Technician I, Water Pollution Control Technician, Laborer II, and Appointed WWTP Operator II. For the full breakdown of the Environmental Services Department job classes, please see Table B12 in Appendix B.

Figure 12. Percent of **Family Court Department** job classes meeting Race and Gender Benchmarks²

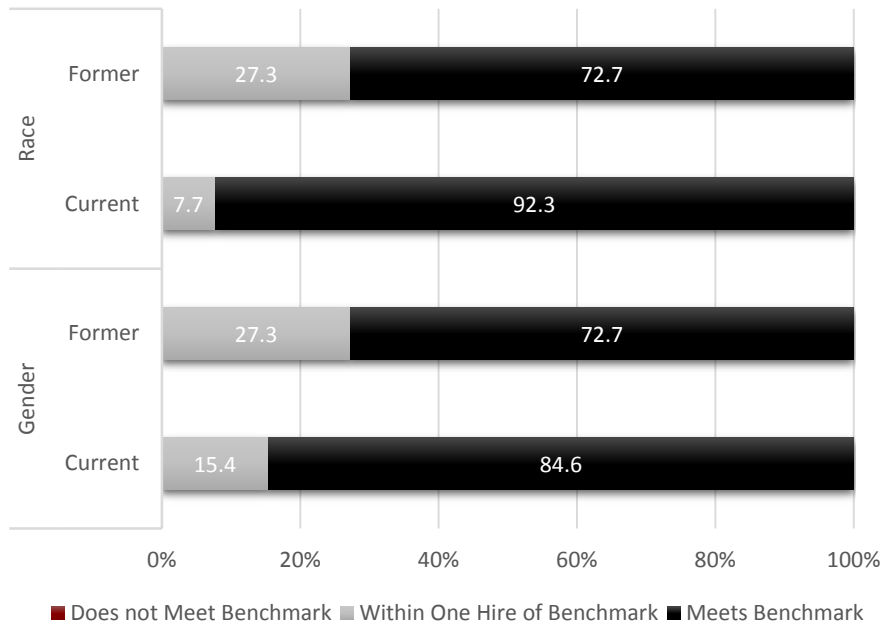


Race: Over the preceding 6 months, the percentage of jobs in Family Court meeting the Race benchmark increased by 6.4%. For the full breakdown of Family Court job classes, please see Table B13 in Appendix B.

Gender: Over the preceding 6 months, the percentage of jobs in Family Court meeting the Gender benchmark increased by 14.8%. For the full breakdown of Family Court job classes, please see Table B14 in Appendix B.

² As part of refining the data for analysis, HR removed elected and State Court employees from the departmental analysis. This data refinement method may account for some of the percentage differential changes in Family Court when comparing the last annual report to this report.

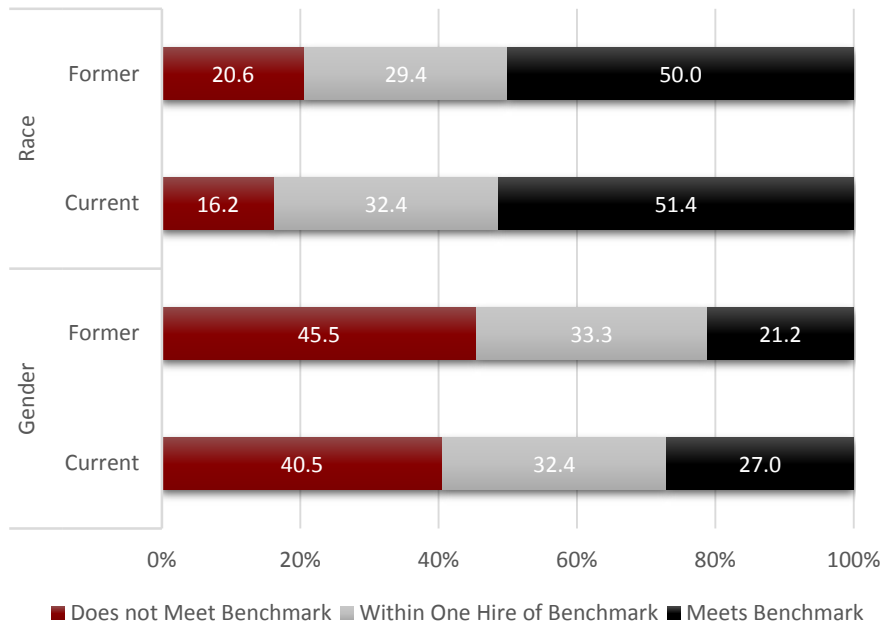
Figure 13. Percent of **Finance Department** job classes meeting Race and Gender Benchmarks



Race: Over the preceding 6 months, the percentage of jobs in the Finance Department meeting the Race benchmark increased by 19.6%. For the full breakdown of Finance Department job classes, please see Table B15 in Appendix B.

Gender: Over the preceding 6 months, the percentage of jobs in the Finance Department meeting the Gender benchmark increased by 11.9%. For the full breakdown of Finance Department job classes, please see Table B16 in Appendix B.

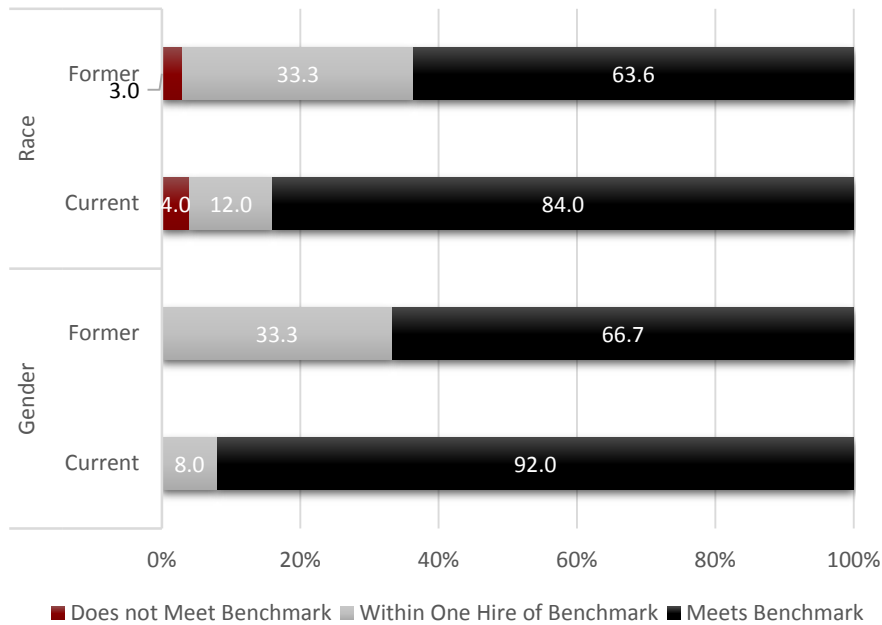
Figure 14. Percent of **General Services Department** job classes meeting Race and Gender Benchmarks



Race: Over the preceding 6 months, General Services increased the number of job classes meeting the Race benchmark by 1.4%. Some of the job classes that had a positive percentage change include: Stores Clerk, Electronics Technician, Skilled Laborer, Painter, Maintenance Repair Worker and Facilities Manager. For the full breakdown of the General Services Department job classes, please see Table B17 in Appendix B.

Gender: Over the preceding 6 months, General Services increased the number of job classes meeting the Gender benchmark by 5.8%. Some of the job classes that had a positive percentage change include: Stores Clerk, Administrative Services Manager, Skilled Laborer, and Facilities Manager. For the full breakdown of job classes in General Services, please see Table B18 in Appendix B.

Figure 15. Percent of **Human Resources Department** job classes meeting Race and Gender Benchmarks



Race: Over the preceding 6 months, the percentage of jobs in the Human Resources Department meeting the Race benchmark increased by 20.4%. Some of the job classes that had a positive percentage change include Business Partner Manager- Equity & Inclusion (a previously unpopulated class), Benefits Administrator and Records Management Specialist. For the full breakdown of the Human Resources Department job classes, please see Table B19 in Appendix B.

Gender: Over the preceding 6 months, the Human Resources Department increased the number of job classes meeting the Gender benchmark by 25.3%. Some of the job classes that had a positive percentage change include Business Partner Manager- Equity & Inclusion, Benefits Administrator and Records Management Specialist. For the full breakdown of job classes in the Human Resources Department, please see Table B20 in Appendix B.

Figure 16. Percent of **Information Services & Technology Department** job classes meeting Race and Gender Benchmarks



Race: Over the preceding 6 months, the Race benchmark remains the same at 60.0% in the Information Services & Technology Department. For the full breakdown of the Information Services & Technology Department job classes, please see Table B21 in Appendix B.

Gender: Over the preceding 6 months, the percentage of jobs in the Information Services & Technology Department meeting the Gender benchmark increased by 5.0%. The job classes of Senior Accountant, Personal Computer/Network Technician and Systems Analyst had positive percentage changes. For the full breakdown of job classes in the Information Services & Technology Department, please see Table B22 in Appendix B.

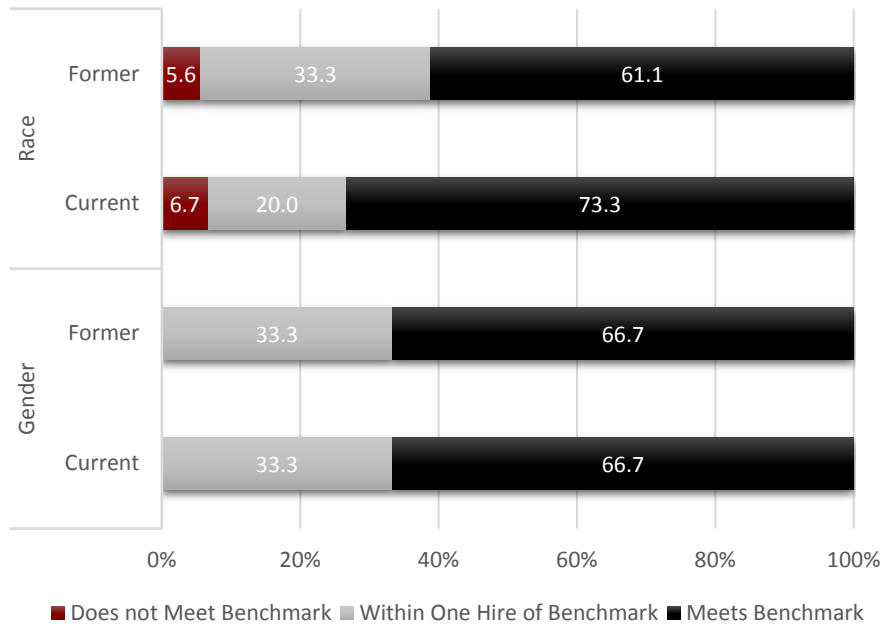
Figure 17. Percent of **Departments with Less Than 20 Employees** meeting Race and Gender Benchmarks



Race: Over the preceding 6 months, the percentage of jobs in the Departments with Less than 20 Employees meeting the Race benchmark decreased by 23.8%. The job class of Law Library Assistant had a positive percentage change. For the full breakdown of Departments with Less than 20 Employees job classes, please see Table B35 in Appendix B.

Gender: Over the preceding 6 months, the Departments with Less than 20 Employees meeting the Gender benchmark increased by 13%. For the full breakdown of job classes Departments with Less than 20 Employees, please see Table B36 in Appendix B.

Figure 18. Percent of **Probate Court Department** job classes meeting Race and Gender Benchmarks³

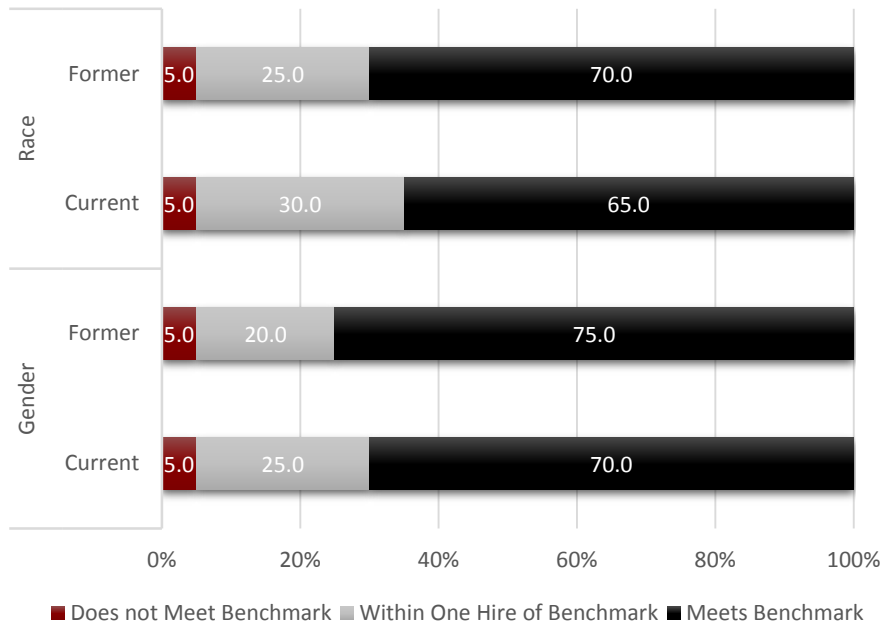


Race: Over the preceding 6 months, the percentage of jobs in the Probate Court Department meeting the Race benchmark increased by 12.2%. Some of the job classes that had a positive percentage change include Court Clerk and Principal Court Clerk. For the full breakdown of the Probate Court Department job classes, please see Table B23 in Appendix B.

Gender: Over the preceding 6 months, the percentage of jobs in the Probate Court Department meeting the Gender benchmark remained the same. For the full breakdown of job classes in the Probate Court Department, please see Table B24 in Appendix B.

³ As part of refining the data for analysis, HR removed elected and State Court employees from the departmental analysis. This data refinement method may account for some of the percentage differential changes in the Probate Court Department when comparing the last annual report to this report.

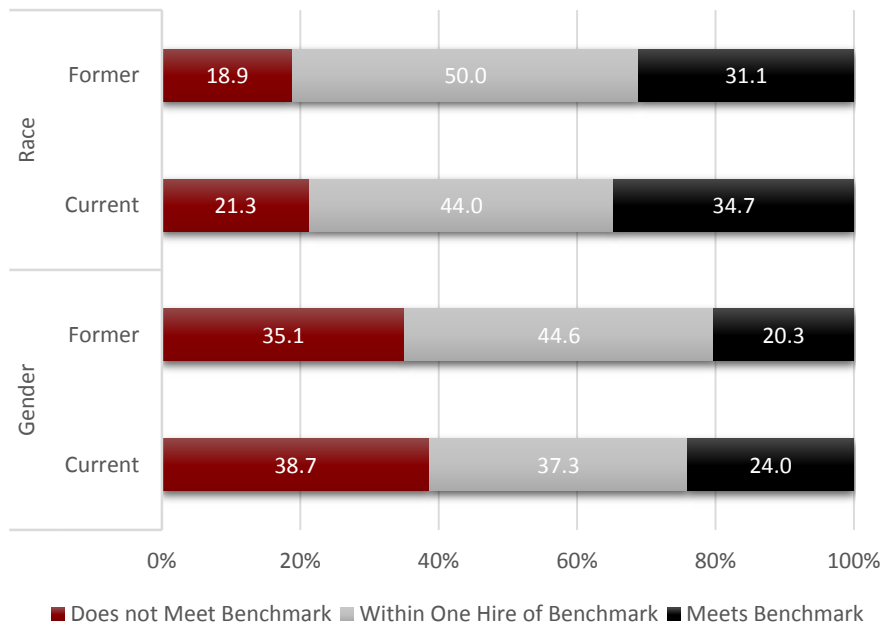
Figure 19. Percent of **Revenue Department** job classes meeting Race and Gender Benchmarks



Race: Over the preceding 6 months, the Revenue Department decreased the number of job classes meeting the Race benchmark by 5.0%. For the full breakdown in the Revenue Department, please see Table B25 in Appendix B.

Gender: Over the preceding 6 months, the Revenue Department decreased the number of job classes meeting the Gender benchmark by 5.0%. For the full breakdown in the Revenue Department, please see Table B26 in Appendix B.

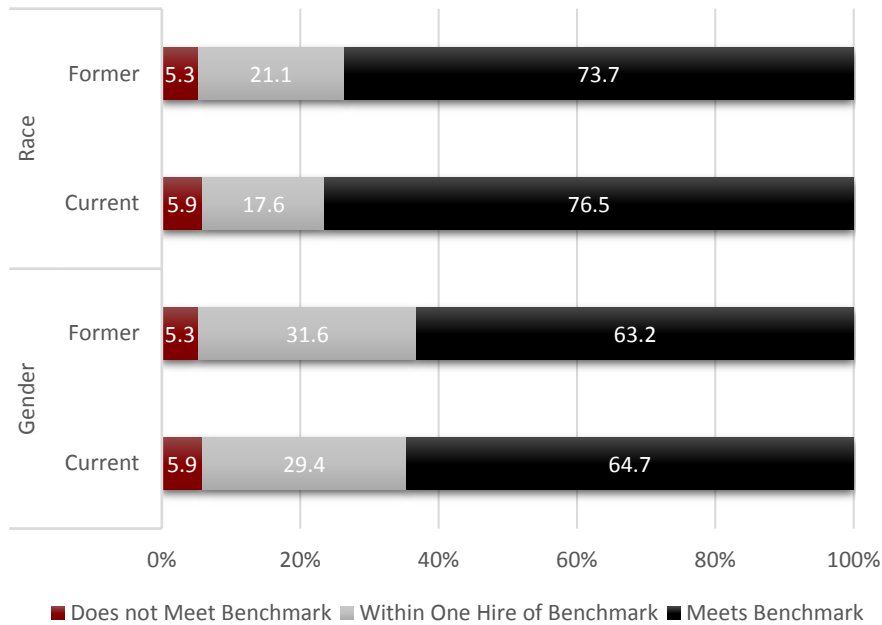
Figure 20: Percent of **Roads and Transportation Department** job classes Meeting Race & Gender Benchmark



Race: Over the preceding 6 months, the Roads and Transportation Department increased the number of job classes meeting the Race benchmark by 3.6%. Some of the job classes that had a positive percentage change include: Stores Clerk, GIS Technician II, Engineering Inspector, Land Acquisition Agent and Herbicide Applicator. For the full breakdown of the Roads and Transportation Department job classes, please see Table B27 in Appendix B.

Gender: Over the preceding 6 months, the Roads and Transportation Department increased the number of job classes meeting the Gender benchmark by 3.7%. Some of the job classes that had a positive percentage change include: Stores Clerk and GIS Technician II. For the full breakdown of job classes in Roads and Transportation, please see Table B28 in Appendix B.

Figure 21. Percent of **Tax Assessor Department** job classes meeting Race and Gender Benchmarks⁴

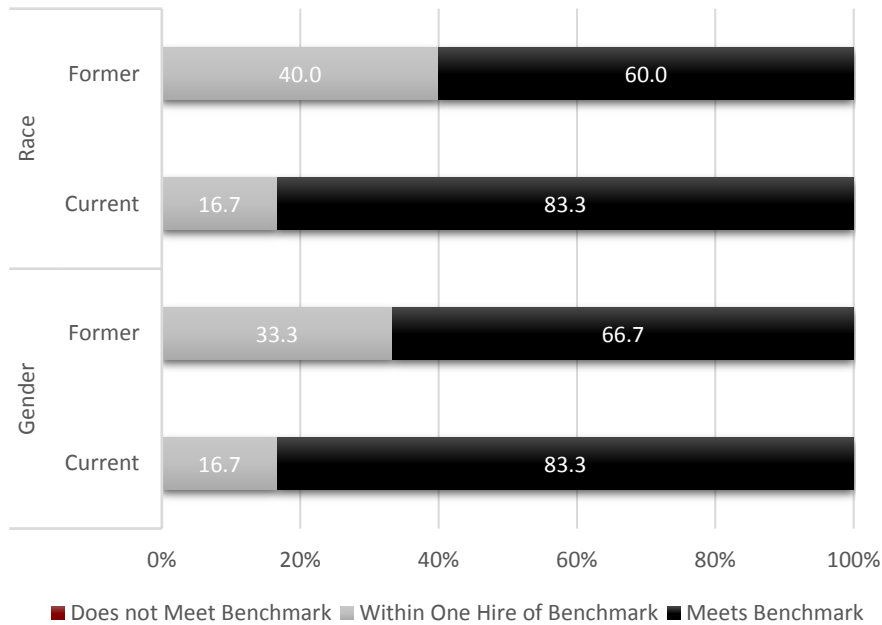


Race: Over the preceding 6 months, the percentage of jobs in the Tax Assessor Department meeting the Race benchmark increased by 2.8%. Some of the job classes that had a positive percentage change was Administrative Clerk, Accounting Assistant II and GIS Technician II. For the full breakdown of the Tax Assessor Department job classes, please see Table B29 in Appendix B.

Gender: Over the preceding 6 months, the Tax Assessor Department increased the number of job classes meeting the Gender benchmark by 1.5%. Some of the job classes that had a positive percentage change include GIS Technician II and Personal Property Appraiser. For the full breakdown of job classes in the Tax Assessor Department, please see Table B30 in Appendix B.

⁴ As part of refining the data for analysis, HR removed appointed, elected, Sheriff, and State Court employees from the departmental analysis. This data refinement method may account for some of the percentage differential changes in some departments when comparing the last annual report to this report.

Figure 22. Percent of **Tax Collector Department** job classes meeting Race and Gender Benchmarks⁵

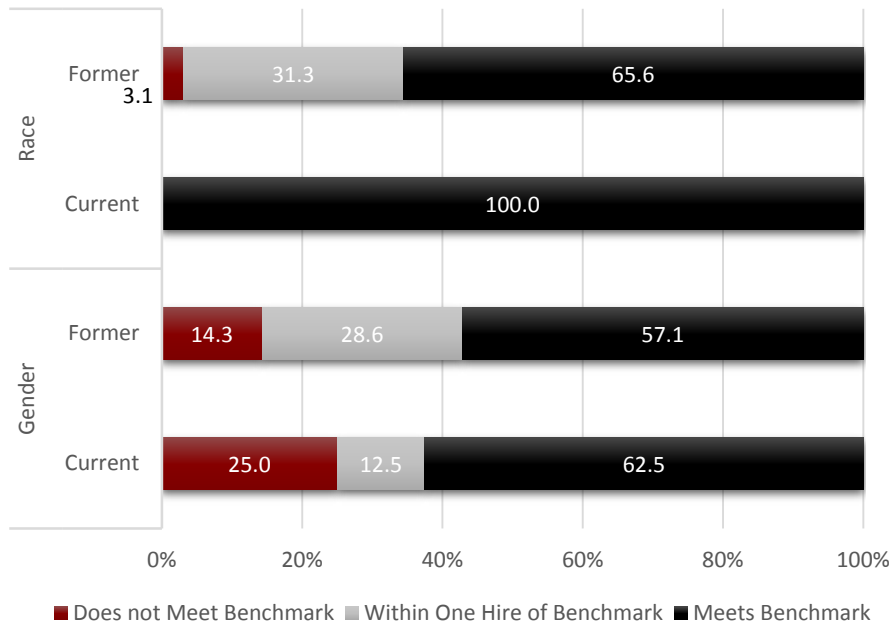


Race: Over the preceding 6 months, the percentage of jobs in the Tax Collector Department meeting the Race benchmark increased by 23.3%. Some of the job classes that had a positive percentage change include Principal Accountant and Manager of Tax Collection. For the full breakdown of the Tax Collector Department job classes, please see Table B31 in Appendix B.

Gender: Over the preceding 6 months, the percentage of jobs in the Tax Collector Department meeting the Gender benchmark increased by 16.6%. One job class that had a positive percentage change was Manager of Tax Collection. For the full breakdown of job classes in the Tax Collector Department, please see Table B32 in Appendix B.

⁵ As part of refining the data for analysis, HR removed appointed, elected, Sheriff, and State Court employees from the departmental analysis. This data refinement method may account for some of the percentage differential changes in some departments when comparing the last annual report to this report.

Figure 23. Percent of **Youth Detention Department** job classes meeting Race and Gender Benchmarks



Race: Over the preceding 6 months, the percentage of jobs in the Youth Detention Department meeting the Race benchmark increased by 34.4%. The job classes of Director of Youth Detention and Senior Juvenile Detention Officer had positive percentage changes. For the full breakdown of the Youth Detention Department job classes, please see Table B33 in Appendix B.

Gender: Over the preceding 6 months, the Youth Detention Department increased the number of job classes meeting the Gender benchmark by 5.4%. The job class of Director of Youth Detention had a positive percentage change. For the full breakdown of job classes in the Youth Detention Department, please see Table B34 in Appendix B.

Section 5. Semi-Annual Reporting – Metrics Analysis

Metric 1 – Employment Rates by Race Compliance (job titles specified in Consent Decree Paragraph 9)

Metric 2 – Employment Rates by Gender Compliance (job titles specified in Consent Decree Paragraph 9)

Metric 3 – Hiring by Race Compliance (from Consent Decree Paragraph 9)

Metric 4 – Hiring by Gender Compliance (from Consent Decree Paragraph 9)

Metric 5 – Employment Rates by Race Compliance (>80% eligibility)

Metric 6 – Employment Rates by Gender Compliance (>80% eligibility)

Metric 7 – Employment Percentage by Race Compliance (from Appendix A of the Consent Decree)

Metric 8 – Employment Percentage by Gender Compliance (from Appendix A of the Consent Decree)

Metric 9 – Number of Black Applicants by Race Compliance (from Appendix A of the Consent Decree)

Metric 10 – Number of female Applicants Gender Compliance (from Appendix A of the Consent Decree)

Metric 11 – Promotional Race Compliance (external Black applicants approximating the percentage of eligible Black applicants currently employed)

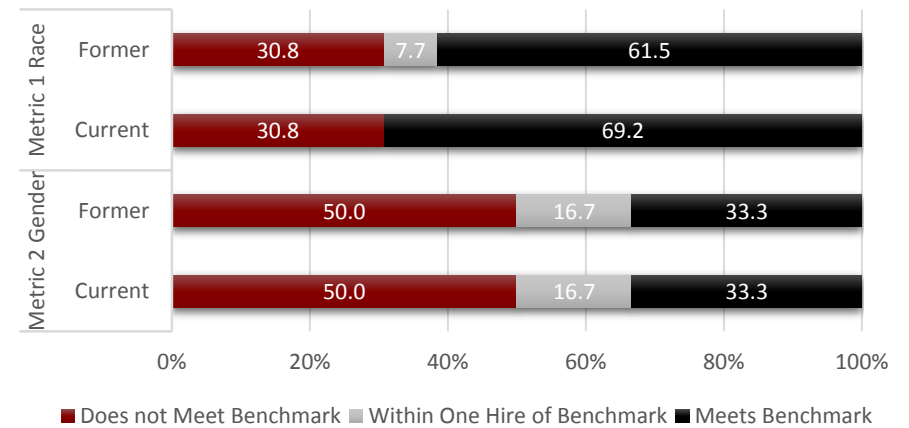
Metric 12 – Promotional Gender Compliance (external female applicants approximating the percentage of eligible female applicants currently employed)

This section of the report provides metric shifts over the past 6 months. The charts in this section illustrate shifts in representation of Black and female employees in job classes by metrics between the previous and current reporting period.

Appendix C provides metric analyses by job class and an overview of the extent to which the County is meeting objectives of the Consent Decree, separated into 12 metrics that address progress in employment, promotion, and applicant diversity. Job classes that are or are not currently in compliance with the mandates of the Consent Decree are highlighted.

Metrics 1 & 2: Using Metric 1, we evaluate whether the number of Black employees in job titles specified by Paragraph 9 of the Consent Decree approximates the respective percentage of Blacks in the civilian labor force of Jefferson County. Based on the most recent 2010 U.S. Census, the percentage of Blacks in the civilian labor force of Jefferson County is 40.2%. The change in employment rates for Black employees in these job classes during the relevant time period and the percentage of job classes that are in compliance with the Consent Decree are contained in Figure 27. Using Metric 2, we evaluate whether the number of female employees in job titles specified by Paragraph 9 of the Consent Decree approximates the respective percentage of females in the civilian labor force of Jefferson County. Based on the most recent U.S. Census, the percentage of females in the civilian labor force of Jefferson County is 49.7%. The change in employment rates for female employees in these jobs during the relevant time period, as well as whether or not these jobs are in compliance with the Consent Decree are contained in Figure 24.

Figure 24. Percent of job classes meeting Employment Rates by Race (Metric 1) and by Gender (Metric 2) (job titles specified in Paragraph 9 of the Consent Decree)



The full table for Metric 1 is presented in Table C1 in Appendix C. For Metric 1, over the preceding 6 months, 2 job classes (Accounting Assistant I and Administrative Clerk) show a negative percentage change. In addition, there are job classes that are not meeting the benchmark (Automotive Technician, Construction Equipment Operator, Heavy Equipment Operator and Public Works Supervisor (Construction or Sanitation)). However, the Truck Driver and Auditor job classes featured no meaningful changes in employment during the previous 6 months.

The full table for Metric 2 is presented in Table C2 in Appendix C. For Metric 2, over the preceding 6 months, there were no meaningful changes for relevant job classes. Four of the six job classes included in Metric 2 did not meet the benchmark (Deputy Sheriff, Engineering Aide, Security Officer, and Senior Civil Engineer). The Security Officer job class had one change in the total number of females hired and was within one hiring of meeting the benchmark. Both Deputy Sheriff and Security Officer job classes lost female employees over the preceding 6 months, while the Stores Clerk job class added female employees.

Metric 3: Using Metric 3, we evaluate whether the number of probationary (i.e., recent) hires of Black employees in job classes specified by Paragraph 9 of the Consent Decree approximates the respective percentage of Blacks in the certification list of employees for that position within Jefferson County (with ‘approximates’ defined as being at least 80% of the certification list availability). Each job features a different number of eligible employees based on the respective certification list figures. The change in employment rates for Black probation employees in these job classes during the relevant time period and the percentage of job classes that are in compliance with the Consent Decree are contained in Figure 25 below.

Figure 25. Percent of job classes meeting **Metric 3** – Hiring Race Compliance (hiring of Black applicants as specified in Consent Decree Paragraph 9)

Job Title	% of Black Employees on Certification List: 10/1/2017	% of Black Probationary Employees: 10/1/2017	% of Black Employees on Certification List: 4/1/2018	% of Black Probationary Employees: 4/1/2018	Current Total Probationary Employees	Current Total Black Probationary Employees	6 Month Change %	Change in Total Blacks Employed	Meeting Benchmark? ⁶
Accountant	80.0	66.7	79.5	100.0	1	1	-0.5	-1	Yes
Accounting Assistant I	72.7	--	75.0	100.0	2	2	2.3	2	Yes
Administrative Clerk	70.4	92.3	77.3	83.3	18	15	6.9	3	Yes
Auditor	0.0	--	78.3	--	0	0	--	0	--
Automotive Technician	0.0	--	0.0	--	0	0	--	0	--
Construction Equipment Operator	0.0	50.0	23.3	--	0	0	--	-1	--
Engineering Aide	73.6	100.0	0.0	100.0	3	3	-73.6	2	Yes
Heavy Equipment Operator	0.0	100.0	32.0	--	0	0	--	-1	--
Labor Supervisor	39.4	100.0	0.0	--	0	0	--	-2	--
Public Works Supervisor	0.0	--	0.0	--	0	0	--	0	--

⁶ Met Benchmark

Did Not Meet Benchmark

Within One Hire of Meeting Benchmark

Job Title	% of Black Employees on Certification List: 10/1/2017	% of Black Probationary Employees: 10/1/2017	% of Black Employees on Certification List: 4/1/2018	% of Black Probationary Employees: 4/1/2018	Current Total Probationary Employees	Current Total Black Probationary Employees	6 Month Change %	Change in Total Blacks Employed	Meeting Benchmark? ⁶
(Construction or Sanitation)									
Revenue Examiner	0.0	--	0.0	--	0	0	--	0	--
Truck Driver	68.8	77.3	62.7	--	0	0	--	-17	--
WWTP Operator I	0.0	--	0.0	--	0	0	--	0	--

For Metric 3, over the preceding 6 months, there has been no change in the percentage of Black probationary employees in the Engineering Aide job class. However, there is a change in the total number of Black employees in five job classes (Accountant, Construction Equipment Operator, Heavy Equipment Operator, Labor Supervisor, and Truck Driver). Of these job classes, the Truck Driver had the most significant decline in the total number of Black employees hired. The Accountant, Accounting Assistant I, Administrative Clerk and Engineering Aide all meet the benchmark.

Metric 4: Using Metric 4, we evaluate whether the number of probationary (i.e., recent) hires of female employees in job classes specified by Paragraph 9 of the Consent Decree approximates the respective percentage of females in the certification list of employees for that position within Jefferson County (with ‘approximates’ defined as being at least 80% of the certification list availability). Each job features a different number of eligible employees based on the respective certification list figures. The change in employment rates for female probationary employees in these job classes during the relevant time period and the percentage of job classes that are in compliance with the Consent Decree are contained in Figure 26 below.

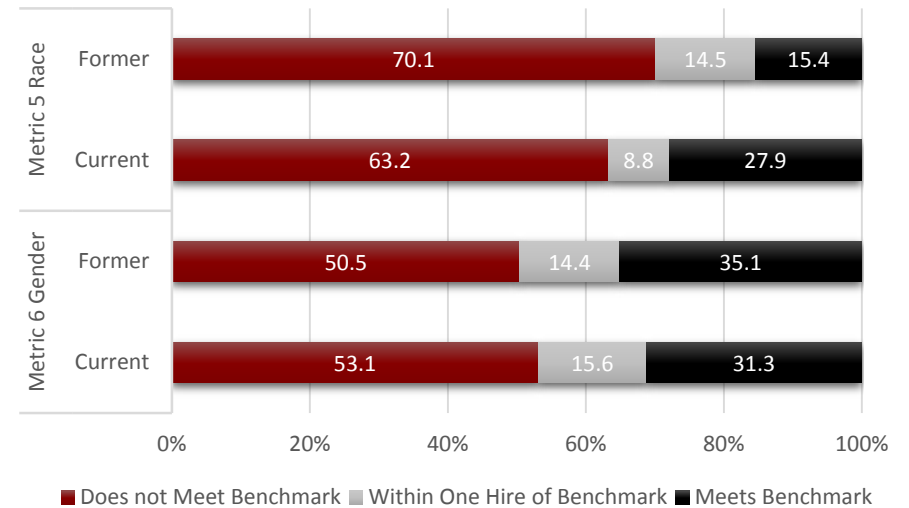
Figure 26. Percent of job classes meeting Metric 4 – Hiring Gender Compliance (hiring of female applicants as specified in Consent Decree Paragraph 9)

Job Title	% of Female Employees on Certification List: 10/1/2017	% of Female Probationary Employees: 10/1/2017	% of Female Employees on Certification List: 4/1/2018	% of Female Probationary Employees: 4/18/2018	Current Total Probationary Employees	Current Total Female Probationary Employees	6 Month Change %	Change in Total Females Employed	Meeting Benchmark?
Deputy Sheriff	23.1	36.8	26.5	0.0	8	0	3.4	-7	No
Drafter	0.0	--	0.0	--	0	0	--	0	--
Engineering Aide	28.7	0.0	0.0	0.0	3	0	-28.7	0	Yes
Revenue Examiner	0.0	--	0.0	--	0	0	--	0	--
Security Officer	37.8	100.0	37.2	28.6	7	2	-0.6	1	No
Senior Civil Engineer	0.0	--	0.0	--	0	0	--	0	--
Stores Clerk	0.0	--	41.7	66.7	3	2	41.7	2	Yes
Traffic Control Technician	8.1	--	0.0	--	0	0	--	0	--

For Metric 4, over the preceding 6 months, the percentage of probationary female employees in the Security Officer job class decreased to 28.6%. As can be seen in Figure 26 above, of the 8 job classes included, five did not have any recent hires. Of the remaining three job classes, two had recent hires and one decreased the number of female employees.

Metrics 5 & 6: Using Metric 5, we evaluate whether the number of Black employees in classified job positions for which an eligibility list included an applicant willing to work in Jefferson County approximate the respective percentage of Blacks on the eligibility lists (alternatively referred to as the register list) for those positions. For Metric 5, approximating the percentage of the eligibility list is defined as 80%. Each job features a different benchmark based on the job’s respective eligibility list. The change in employment rates for Black employees in these jobs during the relevant time period, as well as whether or not these jobs are in compliance with the Consent Decree are contained in Figure 27. For Metric 6, approximating the percentage of the eligibility list is defined as being at least 80% of the eligibility percentage. Each job features a different benchmark based on the job’s respective eligibility list. The change in employment rates for Black employees in these job classes during the relevant time period, as well as whether or not these job classes are in compliance with the Consent Decree are contained in Figure 27.

Figure 27. Percent of job classes meeting Employment Rates by Race Compliance (> 80% eligibility) and Metric 6 – Employment Rates Gender Compliance (>80% eligibility)

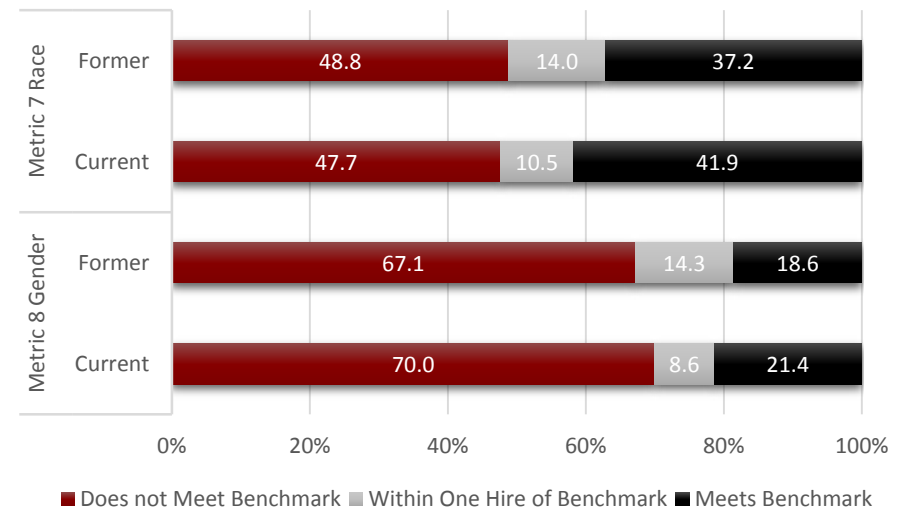


The full table for Metric 5 is presented in Table C5 in Appendix C. For Metric 5, over the preceding 6 months, two job classes (Stores Clerk and Property Appraiser) represent a negative percentage change of 5% or higher. There are eight job classes that featured 100% of Black employees on the registers.

The full table for Metric 6 is presented in Table C6 in Appendix C. For Metric 6, over the preceding 6 months, three job classes (Property Appraiser, Equity and Inclusion Business Partner and Health Information Services Technician) represent a negative percentage change of 7% or higher. There are eight job classes that featured 100% of female employees on the registers.

Metrics 7 & 8: Using Metric 7, we evaluate whether the number of Black employees in job titles specified by Appendix A of the Consent Decree approximates the respective percentage of Blacks in the civilian labor force of Jefferson County. Based on the most recent 2010 U.S. Census, the percentage of Blacks in the civilian labor force of Jefferson County is 40.2%. The change in employment rates for Black employees in these jobs during the relevant time period, as well as whether or not these jobs are in compliance with the Consent Decree are contained in Figure 28. Using Metric 8, we evaluate whether the number of female employees in job titles specified by Appendix B of the Consent Decree approximates the respective percentage of females in the civilian labor force of Jefferson County. Based on the most recent U.S. Census, the percentage of females in the civilian labor force of Jefferson County is 49.7%. The change in employment rates for female employees in these jobs during the relevant time period, as well as whether or not these jobs are in compliance with the Consent Decree are contained in Figure 28.

Figure 28. Percent of job classes meeting **Metric 7 – Employment Percentage by Race Compliance** (in Appendix A of the Consent Decree) and **Metric 8 – Employment Percentage by Gender Compliance** (in Appendix A of the Consent Decree).

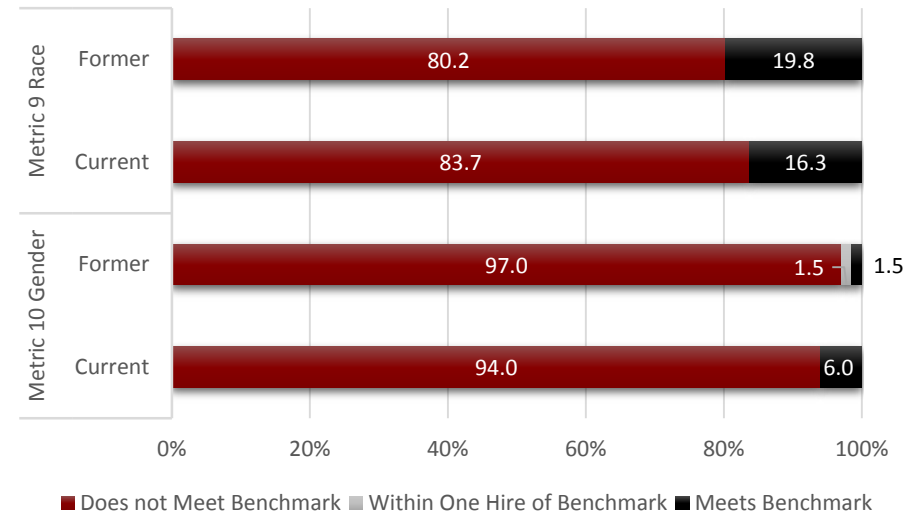


The full table for Metric 7 is presented in Table C7 in Appendix C. For Metric 7, over the preceding 6 months, overall there was an overall 2.2% change during this reporting period. With respect to 18 job classes (Administrative Analyst, Communications Operator I, Computer Operator II, Environmental Laboratory/Compliance Administrator, Medical Transcriber, Microphotographer, Planner, Public Safety Dispatcher II, Purchasing Agent, Revenue Examiner, Senior Auditor, Senior Civil Engineer, Senior Engineering Aide, Senior Engineering Inspector, Traffic Control Technician, Traffic Striping Machine Operator, WWTP Supervisor and Zoning Inspector), the percentage of Black employees remained constant.

The full table for Metric 8 is presented in Table C8 in Appendix C. For Metric 8, over the preceding 6 months, overall there was less than 1% change during this reporting period. With respect to 10 job classes (Administrative Analyst, Environmental Biologist, Environmental Laboratory/Compliance Administrator, Microphotographer, Principal Auditor, Revenue Examiner, Senior Accountant, Senior Administrative Intern, Senior Auditor and Tax Agent), the percentage of female employees remained constant.

Metrics 9 & 10: Using Metric 9, we evaluate whether the number of Black employees in all classified job positions as well as the unclassified position of Laborer approximate the respective percentage of Blacks on the eligibility lists (alternatively referred to as the register list) for those positions. For Metric 10, approximating the percentage of the eligibility list is defined as being at least 80% of the eligibility percentage. Each job features a different benchmark based on the job’s respective eligibility list. The change in employment rates for Black employees in these job classes during the relevant time period, as well as whether or not these job classes are in compliance with the Consent Decree are contained in Figure 29.

Figure 29. Percent of job classes Meeting **Metric 9** – Number of Black Applicants by Race Compliance (in Appendix A of the Consent Decree) and **Metric 10** – Number of female Applicants Gender Compliance (in Appendix A of the Consent Decree)



The full table for Metric 9 is presented in Table C9 in Appendix C. For Metric 9, over the preceding 6 months, the Computer Operator II job class reflects an 8.7% change in the number of Black applicants during this reporting period.

The full table for Metric 10 is presented in Table C10 in Appendix C. For Metric 10, over the preceding 6 months, the Computer Operator II job class reflects a 14% change in female applicants during this reporting period.

Metric 11: Using Metric 11, we evaluate whether the number of probationary (i.e., recent) hires of female employees in job classes specified by Paragraph 9 of the Consent Decree approximates the respective percentage of females in the certification list of employees for that position within Jefferson County (with ‘approximates’ defined as being at least 80% of the certification list availability). Each job features a different number of eligible employees based on the respective certification list figures. The change in employment rates for female probationary employees in these job classes during the relevant time period and the percentage of job classes that are in compliance with the Consent Decree are contained in Figure 30 below.

Figure 30. Percent of job classes meeting **Metric 11** – Promotional Race Compliance (external Black applicants approximating the percentage of eligible Black applicants currently employed)

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	% Availability in Applicant Pool	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Heavy Equipment Operator	28.0	28.0	--	25	7	0.0	0	--
Construction Equipment Operator	16.7	16.7	--	24	4	0.0	0	--
Labor Supervisor	61.5	61.5	0.0	13	8	0.0	0	Yes
Public Works Supervisor (Construction or Sanitation)	12.5	12.5	0.0	8	1	0.0	0	Yes
Total	28.6	28.6	--	70	20	0.0	50	--

For Metric 11, over the preceding 6 months, the data reflects no change in the total number of Black employees.

Metric 12: Using Metric 12, we evaluate whether the number of probationary (i.e., recent) hires of female employees in job classes specified by Paragraph 9 of the Consent Decree approximates the respective percentage of females in the certification list of employees for that position within Jefferson County (with ‘approximates’ defined as being at least 80% of the certification list availability). Each job features a different number of eligible employees based on the respective certification list figures. The change in employment rates for female probationary employees in these job classes during the relevant time period and the percentage of job classes that are in compliance with the Consent Decree are contained in Figure 31 below.

Figure 31. Percent of job classes meeting **Metric 12 – Gender Compliance** (external female applicants approximating the percentage of eligible female applicants currently employed)

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	% Availability in Applicant Pool	Current Total Employees	Current Total Female Employees	6 Month Change %	Change in Total Females Employed	Meeting Benchmark?
Construction Equipment Operator	0.0	0.0	0.0	24	0	0.0	0	Yes
Heavy Equipment Operator	4.0	4.0	0.0	25	1	0.0	0	Yes
Labor Supervisor	7.7	7.7	0.0	13	1	0.0	0	Yes
Public Works Supervisor (Construction or Sanitation)	12.5	12.5	0.0	8	1	0.0	0	Yes
Sheriff's Sergeant	0.0	0.0	0.0	1	0	0.0	0	Yes
Total	4.2	4.2	--	71	3	0.0	68	--

For Metric 12, over the preceding 6 months, all of the job classes met the benchmark. With respect to the five job classes, there was no change in female employees, as well as no change in the percentage availability in the applicant pool. More specifically, there are no females represented in either the Construction Equipment Operator or Sheriff's Sergeant job classes.

Section 6. Forward Thinking

Human Resources continues to work towards making progress to enhance the Consent Decree reporting structure and embed the equity and inclusion mindset throughout the County. The CEIO acknowledged nine (9) areas designated for E&I focus between October of 2017 and October of 2018 to be at the onset of this report. Human Resources has begun to make progress in most of the 9 areas listed below, however, much remains to be accomplished in the next six months.

- Develop and Communicate a Clear Vision

While the County now has a set vision and mission, E&I does not currently have a vision and mission. Before October, 2018, E&I should create a vision and mission and ensure it is clearly communicated to all employees.

- Professional Development and Coaching

To date, professional development and coaching has been conducted primarily through the Training & Organizational Development Division, and has been conducted in response to specific requests from Departments (e.g., Environmental Services) and individuals. Before October, 2018, E&I must focus on strategic, collaborative professional development and coaching initiatives that are proactive and ensure access and opportunity to development for all County employees.

- Talent Management

Several goals were identified for the CEIO prior to this report to enable Human Resources to track progress on opportunities for talent development for all in Jefferson County.

First, the CEIO was tasked with mapping job classes to organizational “levels” to facilitate pipeline analyses. Second, the CEIO was tasked with tracking whether changes in the percentage of Blacks and females are due to separations versus hires. Third, the CEIO was tasked with tracking the effectiveness of specific recruiting efforts over time so the effects of recruiting in prior cycles can

be integrated in reports. Finally, the CEIO was tasked with identifying job classes that require certifications which tend to be held by disproportionate numbers of whites and males. None of these goals have been met at this time. The solutions Human Resources are pursuing are software solutions; prior to implementing software solutions, the CEIO must take a step back and systematically address these four goals as identified in the October 2017 Annual Report.

- Recognition and Rewards

To date, there are no methods of recognition or rewards for Equity and Inclusion activities in the county. E&I must create and roll out at least one method of recognition or reward by October of 2018.

- Recruitment Strategies

While Strategic Relationship Management continues to proactively and creatively engage prospective applicants for Jefferson County jobs, these efforts can be more tightly linked to E&I activities. The CEIO must begin providing active feedback to SRM on jobs where Jefferson County continues to struggle in integrating and retaining diversity.

- Communication Transparency

Human Resources as a whole is working to improve its community transparency. However, E&I is actively communicating around *compliance* activities (e.g., policies) rather than *equity and inclusion* activities. As the CEIO begins to develop and implement equity and inclusion activities (e.g., rewards and recognition for individuals and departments), communication around these activities and initiatives must be transparent and readily available to all County employees.

- Leadership Initiatives

Initiatives for developing leaders throughout Jefferson County are only nascent. The CEIO must place a premium focus on *launching*, not just planning, at least one leadership initiative in Jefferson County that enables access and opportunity within the County.

- Employee Engagement

Human Resources must place a higher emphasis on leveraging the climate and culture survey to engage employees. To begin with, the CEIO and the Director of Human Resources must begin concerted messaging around the prior climate and culture survey, and what Human Resources learned from that survey. Then, Human Resources should work with Siena Consulting to re-administer the survey in September of 2018.

- Departmental Leadership Equity and Inclusion Metric Coaching

Finally, the CEIO has yet to meet one on one with Department Leaders on the results of the AAO reports. Therefore, before October 2018, the CEIO will partner with County leaders to review findings and discuss potential solutions towards making progress. These partnerships will allow the CEIO to help County leaders identify opportunities and develop strategies to enhance metrics in future reporting periods. In addition, HR will intentionally weave the mission, vision and values adopted by the County into everyday policies and practices. By doing this, HR's goal is to reinforce its commitment to assist the County to position itself to positively affect its workplace culture and work-life balance while striving to be an employer of choice.

Appendix A1: Recruited Jobs

Job Classes Recruited for During Current Reporting Cycle

Arborist
Assistant Director of Human Community Services and Economic Development
Assistant Highway District Superintendent
Bridge Maintenance Crew Leader
Business System and Reporting Manager
Buyer
Chief Accountant
Chief Building Inspector
Chief Electrical Inspector
Chief of Building Maintenance
Chief of Party
Chief of Security
Chief Plumbing, Gas, & Mechanical Inspector
Civil Engineer
Computer Operator II
Construction Supervisor
Deputy Court Administrator
Deputy Director of General Services
Director of Human Resources
Electrician
Electrician Supervisor
Electronics Technician
Engineering Aide
Engineering Inspector
Environmental Laboratory/Compliance Administrator
HVAC/Refrigeration Technician
Labor Supervisor
Laboratory Supervisor
Maintenance Repair Worker
PC Network Technician
Planning Technician
Plumber
Principal Accountant
Principal Buyer
Probation Officer
Public Works Coordinator
Senior Accountant
Senior Engineering Aide
Senior Engineering Drafter
Senior Maintenance Repair Worker
Senior Traffic Control Technician
Senior WWTP Maintenance Worker
Sewer Construction Maintenance Supervisor
Sewer Line Video Specialist
Sewer Service Inspector
Sewer Video Supervisor
Stores/Procurement Officer
Systems Analyst
Telecommunications Technician
Traffic Signal Worker
Traffic Striping Machine Operator
Truck Driver
Unclassified Laborer (Laborer II)
Water Pollution Control Technician
WWTP Manager
WWTP Operator II
WWTP Shift Supervisor
WWTP Shop Supervisor
WWTP Superintendent
WWTP Supervisor
Zoning Administrator

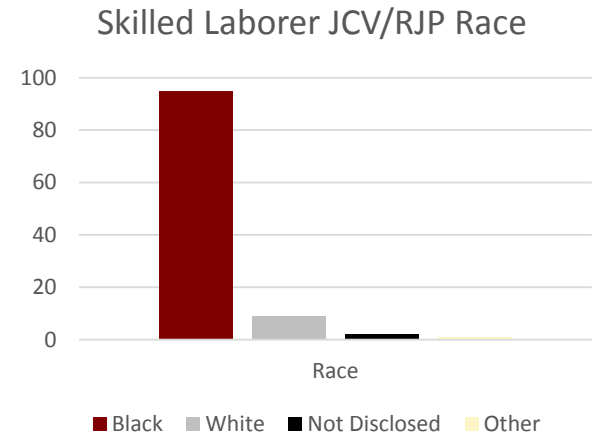
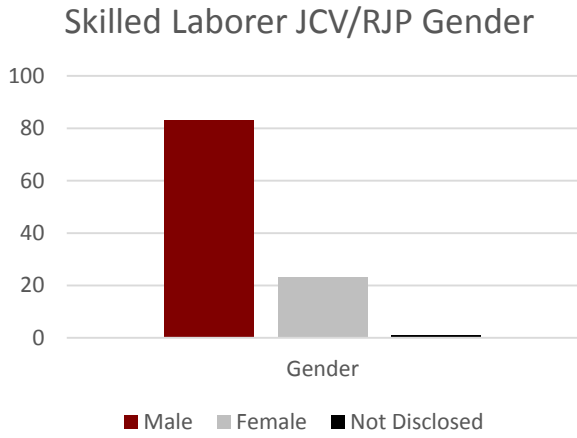
Appendix A2: Employee Selection
Data Tables

Table A1. Breakdown of Reporting Period Selection Process

Month	Test Administrations	Job Classes Tested	Graduate Assessments	Tests Assessed	Executive Assessment Centers	Integrations
October 2017	3	5	2	3	1	0
November 2017	0	0	1	4	1	2
December 2017	3	3	0	0	0	0

Table A2. Breakdown of Reporting Period JCV/RJP Administration

January 2018	4	6	0	0	1	0
February 2018	1	2	2	7	1	2
March 2018	2	6	2	2	0	0
Total:	13	22	7	16	4	4



Appendix B: Departmental
Data Summary & Tables

Table B1. Breakdown of **Board of Equalization** Job Classes Meeting Race Benchmark

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Administrative Clerk	75.0	73.3	15	11	-1.7	-1	Yes
Administrative Assistant	0.0	0.0	1	0	0.0	0	No
Administrative Supervisor	0.0	0.0	2	0	0.0	0	No
Administrative Coordinator	0.0	0.0	1	0	0.0	0	No
Administrative Services Manager	0.0	0.0	1	0	0.0	0	No
User Support Specialist	--	0.0	2	0	0.0	0	No
Senior Systems Analyst	0.0	0.0	1	0	0.0	0	No
Property Appraiser	25.0	26.1	23	6	1.1	2	No
Senior Real Property Appraiser	25.0	14.3	7	1	-10.7	-1	No
Property Appraisal Supervisor	0.0	100.0	1	1	100.0	1	Yes
Property Litigation Administrator-Jc	--	0.0	1	0	0.0	0	No
Appraisal Analyst	50.0	100.0	1	1	50.0	0	Yes
Chairman-Board of Equalization	100.0	100.0	1	1	0.0	0	Yes
Member, Board of Equalization	0.0	0.0	2	0	0.0	0	No
Property Litigation Administrator	0.0	--	0	--	0.0	0	--
Senior Appraisal Analyst	0.0	--	0	--	0.0	0	--
Total	38.5	35.6	59	21	-2.91	1	No

Table B2. Breakdown of **Board of Equalization** Job Classes Meeting Gender Benchmark

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Total Female Employees	6 Month Change %	Change in Total Females Employed	Meeting Benchmark?
Administrative Clerk	100.0	100.0	15	15	0.0	-1	Yes
Administrative Assistant	100.0	100.0	1	1	0.0	0	Yes
Administrative Supervisor	100.0	100.0	2	2	0.0	0	Yes
Administrative Coordinator	100.0	100.0	1	1	0.0	0	Yes
Administrative Services Manager	0.0	0.0	1	0	0.0	0	No
User Support Specialist	--	0.0	2	0	0.0	0	No
Senior Systems Analyst	100.0	100.0	1	1	0.0	0	Yes
Property Appraiser	31.3	34.8	23	8	3.5	3	No
Senior Real Property Appraiser	12.5	14.3	7	1	1.8	0	No
Property Appraisal Supervisor	0.0	0.0	1	0	0.0	0	No
Property Litigation Administrator-Jc	--	0.0	1	0	0.0	0	No
Appraisal Analyst	50.0	100.0	1	1	50.0	0	Yes
Chairman-Board of Equalization	100.0	100.0	1	1	0.0	0	Yes
Member, Board of Equalization	50.0	50.0	2	1	0.0	0	Yes
Property Litigation Administrator	0.0	--	0	--	0.0	0	--
Senior Appraisal Analyst	0.0	--	0	--	0.0	0	--
Total	57.7	54.2	59	32	-3.46	2	Yes

Table B3. Breakdown of **Community Development** Job Classes Meeting Race Benchmark

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Administrative Clerk	85.7	87.5	8	7	1.8	1	Yes
Information Specialist of Senior Citizen Services	--	100.0	1	1	100.0	1	Yes
Auditor	100.0	100.0	1	1	0.0	0	Yes
Accountant	50.0	100.0	2	2	50.0	1	Yes
Senior Accountant	100.0	100.0	1	1	0.0	0	Yes
Principal Accountant	0.0	100.0	1	1	100.0	1	Yes
Chief Accountant	--	100.0	1	1	100.0	1	Yes
Grants Management Coordinator	100.0	100.0	1	1	0.0	0	Yes
Senior Grants Management Coordinator	0.0	0.0	1	0	0.0	0	No
Administrative Analyst	50.0	50.0	2	1	0.0	0	Yes
Senior Administrative Analyst	100.0	100.0	3	3	0.0	0	Yes
Coordinator of Senior Citizens Services	--	100.0	1	1	100.0	1	Yes
Social Worker	--	100.0	1	1	100.0	1	Yes
Housing Rehabilitation Specialist	0.0	0.0	1	0	0.0	0	No
Senior Housing Rehabilitation Specialist	0.0	0.0	2	0	0.0	0	No
Community Resource Representative	100.0	100.0	2	2	0.0	0	Yes
Community Development Specialist	100.0	100.0	1	1	0.0	0	Yes
Workforce Planner	100.0	100.0	4	4	0.0	0	Yes
Economic Development Analyst	0.0	0.0	1	0	0.0	0	No
Economic Development Manager	100.0	100.0	1	1	0.0	0	Yes
Director of Community and Economic Development-JC	100.0	100.0	1	1	0.0	0	Yes
Deputy Director of Human Community & Economic Development	100.0	100.0	1	1	0.0	0	Yes
Total	75.0	81.6	38	31	6.58	7	Yes

Table B4. Breakdown of **Community Development** Job Classes Meeting Gender Benchmark

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Total Female Employees	6 Month Change %	Change in Total Females Employed	Meeting Benchmark?
Administrative Clerk	100.0	87.5	8	7	-12.5	0	Yes
Information Specialist of Senior Citizen Services	--	100.0	1	1	100.0	1	Yes
Auditor	100.0	100.0	1	1	0.0	0	Yes
Accountant	50.0	100.0	2	2	50.0	1	Yes
Senior Accountant	100.0	100.0	1	1	0.0	0	Yes
Principal Accountant	0.0	100.0	1	1	100.0	1	Yes
Chief Accountant	--	100.0	1	1	100.0	1	Yes
Grants Management Coordinator	100.0	100.0	1	1	0.0	0	Yes
Senior Grants Management Coordinator	100.0	100.0	1	1	0.0	0	Yes
Administrative Analyst	50.0	50.0	2	1	0.0	0	Yes
Senior Administrative Analyst	100.0	100.0	3	3	0.0	0	Yes
Coordinator of Senior Citizens Services	--	100.0	1	1	100.0	1	Yes
Social Worker	--	100.0	1	1	100.0	1	Yes
Housing Rehabilitation Specialist	0.0	0.0	1	0	0.0	0	No
Senior Housing Rehabilitation Specialist	0.0	0.0	2	0	0.0	0	No
Community Resource Representative	50.0	50.0	2	1	0.0	0	Yes
Community Development Specialist	100.0	100.0	1	1	0.0	0	Yes
Workforce Planner	100.0	100.0	4	4	0.0	0	Yes
Economic Development Analyst	100.0	100.0	1	1	0.0	0	Yes
Economic Development Manager	0.0	0.0	1	0	0.0	0	No
Director of Community and Economic Development-JC	0.0	0.0	1	0	0.0	0	No
Deputy Director of Human Community & Economic Development	100.0	100.0	1	1	0.0	0	Yes
Total	75.0	78.9	38	30	3.95	6	Yes

Table B5. Breakdown of **Cooper Green Mercy Health Services** Job Classes Meeting Race Benchmark

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	12 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Medical Transcriber	100.0	100.0	1	1	0.0	0	Yes
Medical Clerk	94.1	94.6	37	35	0.5	3	Yes
Administrative Clerk	100.0	100.0	3	3	0.0	1	Yes
Office Assistant	100.0	100.0	1	1	0.0	0	Yes
Administrative Supervisor	100.0	100.0	1	1	0.0	0	Yes
Senior Medical Secretary	100.0	100.0	1	1	0.0	0	Yes
Business Office Supervisor	100.0	100.0	1	1	0.0	0	Yes
Accounting Assistant I	85.7	85.7	7	6	0.0	0	Yes
Accounting Assistant II	100.0	100.0	2	2	0.0	2	Yes
Communications Operator I	100.0	100.0	2	2	0.0	0	Yes
Communications Operator II	100.0	100.0	1	1	0.0	0	Yes
Stores Clerk	100.0	100.0	2	2	0.0	0	Yes
Senior Accountant	0.0	0.0	1	0	0.0	0	No
Principal Accountant	100.0	100.0	1	1	0.0	0	Yes
Administrative Services Manager	--	100.0	1	1	100.0	1	Yes
Programmer Analyst	0.0	0.0	1	0	0.0	0	No
User Support Specialist	0.0	100.0	1	1	100.0	1	Yes
Security Officer	70.0	70.0	10	7	0.0	0	Yes
Senior Security Officer	100.0	100.0	1	1	0.0	0	Yes
Patient Care Technician	100.0	100.0	7	7	0.0	-1	Yes
Patient Referral Manager	0.0	0.0	1	0	0.0	0	No
Central Supply Technician	100.0	100.0	1	1	0.0	0	Yes
Oncology Nurse Practitioner	0.0	0.0	1	0	0.0	0	No
Psychiatric Mental Health Practitioner	0.0	0.0	1	0	0.0	0	No
Clinical Nurse Practitioner	50.0	50.0	6	3	0.0	0	Yes
Case Manager of RN	100.0	100.0	1	1	0.0	0	Yes
Clinical Nursing Director	100.0	100.0	1	1	0.0	0	Yes
Licensed Practical Nurse	76.2	82.6	23	19	6.4	3	Yes
Staff Nurse	85.7	85.7	7	6	0.0	0	Yes

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	12 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Charge Nurse	100.0	100.0	5	5	0.0	0	Yes
Senior Histology Technician	100.0	100.0	1	1	0.0	0	Yes
Biomedical Technician	0.0	0.0	1	0	0.0	0	No
Ultrasound Technician	100.0	100.0	1	1	0.0	0	Yes
Diagnostic Imaging Technologist	100.0	100.0	1	1	0.0	0	Yes
Special Imaging Technologist	80.0	100.0	4	4	20.0	0	Yes
Imaging Supervisor	0.0	0.0	1	0	0.0	0	No
Medical Laboratory Technician	100.0	100.0	4	4	0.0	0	Yes
Medical Technologist	50.0	50.0	2	1	0.0	0	Yes
Medical Technologist Supervisor	0.0	0.0	1	0	0.0	0	No
Respiratory Therapist	100.0	100.0	1	1	0.0	0	Yes
Occupational Therapist	0.0	0.0	1	0	0.0	0	No
Physical Therapist Assistant	100.0	100.0	1	1	0.0	0	Yes
Physical Therapist	50.0	50.0	2	1	0.0	0	Yes
Physical Therapy Manager	0.0	0.0	1	0	0.0	0	No
Health Services Project Administrator	0.0	0.0	1	0	0.0	0	No
Medical Education/Training Coordinator	100.0	100.0	1	1	0.0	0	Yes
Health Information Services Technician	100.0	100.0	3	3	0.0	1	Yes
Health Information Management Supervisor	100.0	100.0	1	1	0.0	0	Yes
Pharmacy Technician	71.4	75.0	8	6	3.6	1	Yes
Clinical Pharmacist	40.0	60.0	5	3	20.0	1	Yes
Pharmacy Manager	0.0	0.0	1	0	0.0	0	No
Driver/Messenger	0.0	0.0	1	0	0.0	0	No
Maintenance Repair Worker	50.0	50.0	6	3	0.0	0	Yes
Building Maintenance Superintendent	100.0	100.0	1	1	0.0	0	Yes
Chief Dietitian	100.0	100.0	1	1	0.0	0	Yes
Housekeeping Assistant	100.0	100.0	9	9	0.0	0	Yes
Senior Housekeeping Assistant	100.0	100.0	1	1	0.0	0	Yes
Senior Housekeeping Supervisor	100.0	100.0	1	1	0.0	0	Yes
Deputy Director - Cooper Green Mercy Health	0.0	0.0	1	0	0.0	0	No

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	12 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Services Exempt Exec							
Director of Cooper Green Mercy Health Services	100.0	0.0	1	0	-100.0	-1	No
Medical Physician-Ambulatory Clinics	0.0	0.0	1	0	0.0	0	No
Clinical Social Worker	--	50.0	2	1	50.0	1	Yes
Health System Administrator	0.0	--	0	--	0.0	0	--
Personnel Technician	0.0	--	0	--	0.0	0	--
Speech Language Pathologist	0.0	--	0	--	0.0	0	--
Staff Nurse - Baylor	0.0	--	0	--	0.0	0	--
Social Worker	100.0	--	0	--	-100.0	-1	--
Senior Maintenance Repair Worker	0.0	--	0	--	0.0	0	--
Medical Personnel Coordinator	0.0	--	0	--	0.0	0	--
Total	77.5	79.6	196	156	2.09	11	Yes

Table B6. Breakdown of **Cooper Green Mercy Health Services** Job Classes Meeting Gender Benchmark

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Female Employees	6 Month Change %	Change in Total Females Employed	Meeting Benchmark?
Medical Transcriber	100.0	100.0	1	1	0.0	0	Yes
Medical Clerk	97.1	100.0	37	37	2.9	4	Yes
Administrative Clerk	100.0	66.7	3	2	-33.3	0	Yes
Office Assistant	100.0	100.0	1	1	0.0	0	Yes
Administrative Supervisor	100.0	100.0	1	1	0.0	0	Yes
Senior Medical Secretary	100.0	100.0	1	1	0.0	0	Yes
Business Office Supervisor	100.0	100.0	1	1	0.0	0	Yes
Accounting Assistant I	100.0	100.0	7	7	0.0	0	Yes
Accounting Assistant II	100.0	100.0	2	2	0.0	1	Yes
Communications Operator I	100.0	100.0	2	2	0.0	0	Yes
Communications Operator II	0.0	0.0	1	0	0.0	0	No
Stores Clerk	50.0	50.0	2	1	0.0	0	Yes
Senior Accountant	0.0	0.0	1	0	0.0	0	No
Principal Accountant	0.0	0.0	1	0	0.0	0	No
Administrative Services Manager	--	100.0	1	1	100.0	1	Yes
Programmer Analyst	100.0	100.0	1	1	0.0	0	Yes
User Support Specialist	0.0	0.0	1	0	0.0	0	No
Security Officer	30.0	30.0	10	3	0.0	0	No
Senior Security Officer	100.0	100.0	1	1	0.0	0	Yes
Patient Care Technician	100.0	100.0	7	7	0.0	-1	Yes
Patient Referral Manager	100.0	100.0	1	1	0.0	0	Yes
Central Supply Technician	100.0	100.0	1	1	0.0	0	Yes
Oncology Nurse Practitioner	100.0	100.0	1	1	0.0	0	Yes
Psychiatric Mental Health Practitioner	0.0	0.0	1	0	0.0	0	No
Clinical Nurse Practitioner	83.3	83.3	6	5	0.0	0	Yes
Case Manager of RN	100.0	100.0	1	1	0.0	0	Yes
Clinical Nursing Director	0.0	0.0	1	0	0.0	0	No

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Female Employees	6 Month Change %	Change in Total Females Employed	Meeting Benchmark?
Licensed Practical Nurse	85.7	82.6	23	19	-3.1	1	Yes
Staff Nurse	100.0	100.0	7	7	0.0	0	Yes
Charge Nurse	100.0	100.0	5	5	0.0	0	Yes
Senior Histology Technician	100.0	100.0	1	1	0.0	0	Yes
Biomedical Technician	0.0	0.0	1	0	0.0	0	No
Ultrasound Technician	100.0	100.0	1	1	0.0	0	Yes
Diagnostic Imaging Technologist	100.0	100.0	1	1	0.0	0	Yes
Special Imaging Technologist	60.0	75.0	4	3	15.0	0	Yes
Imaging Supervisor	100.0	100.0	1	1	0.0	0	Yes
Medical Laboratory Technician	100.0	100.0	4	4	0.0	0	Yes
Medical Technologist	50.0	50.0	2	1	0.0	0	Yes
Medical Technologist Supervisor	100.0	100.0	1	1	0.0	0	Yes
Respiratory Therapist	100.0	100.0	1	1	0.0	0	Yes
Occupational Therapist	100.0	100.0	1	1	0.0	0	Yes
Physical Therapist Assistant	100.0	100.0	1	1	0.0	0	Yes
Physical Therapist	0.0	0.0	2	0	0.0	0	No
Physical Therapy Manager	100.0	100.0	1	1	0.0	0	Yes
Health Services Project Administrator	0.0	0.0	1	0	0.0	0	No
Medical Education/Training Coordinator	100.0	100.0	1	1	0.0	0	Yes
Health Information Services Technician	100.0	66.7	3	2	-33.3	0	Yes
Health Information Management Supervisor	100.0	100.0	1	1	0.0	0	Yes
Pharmacy Technician	85.7	75.0	8	6	-10.7	0	Yes
Clinical Pharmacist	80.0	80.0	5	4	0.0	0	Yes
Pharmacy Manager	100.0	100.0	1	1	0.0	0	Yes
Driver/Messenger	0.0	0.0	1	0	0.0	0	No
Maintenance Repair Worker	16.7	16.7	6	1	0.0	0	No
Building Maintenance	0.0	0.0	1	0	0.0	0	No

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Female Employees	6 Month Change %	Change in Total Females Employed	Meeting Benchmark?
Superintendent							
Chief Dietitian	100.0	100.0	1	1	0.0	0	Yes
Housekeeping Assistant	66.7	66.7	9	6	0.0	0	Yes
Senior Housekeeping Assistant	100.0	100.0	1	1	0.0	0	Yes
Senior Housekeeping Supervisor	0.0	0.0	1	0	0.0	0	No
Deputy Director - Cooper Green Mercy Health Services Exempt Exec	0.0	0.0	1	0	0.0	0	No
Director of Cooper Green Mercy Health Services	100.0	0.0	1	0	-100.0	-1	No
Medical Physician-Ambulatory Clinics	100.0	100.0	1	1	0.0	0	Yes
Health System Administrator	0.0	--	0	--	0.0	0	--
Personnel Technician	0.0	--	0	--	0.0	0	--
Speech Language Pathologist	100.0	--	0	--	-100.0	-1	--
Staff Nurse - Baylor	0.0	--	0	--	0.0	0	--
Social Worker	100.0	--	0	--	-100.0	-1	--
Senior Maintenance Repair Worker	0.0	--	0	--	0.0	0	--
Medical Personnel Coordinator	0.0	--	0	--	0.0	0	--
Total	79.1	77.8	194	151	-1.26	3	Yes

Table B7. Breakdown of **Development Services** Job Classes Meeting Race Benchmark

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Administrative Clerk	50.0	50.0	2	1	0.0	0	Yes
Administrative Supervisor	--	0.0	1	0	0.0	0	No
Business Office Supervisor	0.0	0.0	1	0	0.0	0	No
Communications Operator II	0.0	0.0	1	0	0.0	0	No
Education/Training Coordinator	0.0	0.0	1	0	0.0	0	No
G.I.S. Technician II	0.0	0.0	1	0	0.0	0	No
G.I.S. Specialist	0.0	0.0	1	0	0.0	0	No
G.I.S. Database Supervisor	0.0	0.0	1	0	0.0	0	No
Systems Analyst	0.0	0.0	1	0	0.0	0	No
Planning Technician	50.0	100.0	1	1	50.0	0	Yes
Landscape Architect	0.0	0.0	1	0	0.0	0	No
Planner	50.0	50.0	2	1	0.0	0	Yes
Principal Planner	0.0	0.0	1	0	0.0	0	No
Chief Civil Engineer	0.0	0.0	1	0	0.0	0	No
Principal Engineering Construction Inspector	0.0	0.0	1	0	0.0	0	No
Director of Storm Water Management	0.0	0.0	1	0	0.0	0	No
Electrical Inspector	0.0	0.0	1	0	0.0	0	No
Chief Electrical Inspector	--	100.0	1	1	100.0	1	Yes
Plumbing, Gas and Mechanical Inspector	0.0	0.0	3	0	0.0	0	No
Chief Plumbing, Gas and Mechanical Inspector	--	0.0	1	0	0.0	0	No
Building Inspector	0.0	0.0	3	0	0.0	0	No
Chief Building Inspector	--	0.0	1	0	0.0	0	No
Plans Examiner	0.0	0.0	1	0	0.0	0	No
Senior Plans Examiner	0.0	0.0	1	0	0.0	0	No
Zoning Inspector	100.0	100.0	2	2	0.0	0	Yes
Senior Sanitation and Ordinance Inspector	0.0	0.0	1	0	0.0	0	No

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Water Pollution Control Technician	--	0.0	1	0	0.0	0	No
Environmental Biologist	0.0	0.0	1	0	0.0	0	No
Education/Training Manager	0.0	0.0	1	0	0.0	0	No
Total	17.0	16.7	36	6	-0.33	-3	No

Table B8. Breakdown of **Development Services** Job Classes Meeting Gender Benchmark

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Total Female Employees	6 Month Change %	Change in Total Females Employed	Meeting Benchmark?
Administrative Clerk	50.0	50.0	2	1	0.0	0	Yes
Administrative Supervisor	--	100.0	1	1	100.0	1	Yes
Business Office Supervisor	100.0	100.0	1	1	0.0	0	Yes
Communications Operator II	100.0	100.0	1	1	0.0	0	Yes
Education/Training Coordinator	100.0	100.0	1	1	0.0	0	Yes
G.I.S. Technician II	0.0	0.0	1	0	0.0	0	No
G.I.S. Specialist	100.0	100.0	1	1	0.0	0	Yes
G.I.S. Database Supervisor	100.0	100.0	1	1	0.0	0	Yes
Systems Analyst	100.0	100.0	1	1	0.0	0	Yes
Planning Technician	50.0	100.0	1	1	50.0	0	Yes
Landscape Architect	0.0	0.0	1	0	0.0	0	No
Planner	0.0	0.0	2	0	0.0	0	No
Principal Planner	0.0	0.0	1	0	0.0	0	No
Chief Civil Engineer	0.0	0.0	1	0	0.0	0	No
Principal Engineering Construction Inspector	0.0	0.0	1	0	0.0	0	No
Director of Storm Water Management	100.0	100.0	1	1	0.0	0	Yes
Electrical Inspector	0.0	0.0	1	0	0.0	0	No
Chief Electrical Inspector	--	0.0	1	0	0.0	0	No
Plumbing, Gas and Mechanical Inspector	0.0	0.0	3	0	0.0	0	No
Chief Plumbing, Gas and Mechanical Inspector	--	0.0	1	0	0.0	0	No
Building Inspector	0.0	0.0	3	0	0.0	0	No
Chief Building Inspector	--	0.0	1	0	0.0	0	No
Plans Examiner	0.0	0.0	1	0	0.0	0	No
Senior Plans Examiner	0.0	0.0	1	0	0.0	0	No
Zoning Inspector	50.0	50.0	2	1	0.0	0	Yes
Senior Sanitation and Ordinance Inspector	0.0	0.0	1	0	0.0	0	No

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Total Female Employees	6 Month Change %	Change in Total Females Employed	Meeting Benchmark?
Water Pollution Control Technician	--	0.0	1	0	0.0	0	No
Environmental Biologist	100.0	100.0	1	1	0.0	0	Yes
Education/Training Manager	100.0	100.0	1	1	0.0	0	Yes
Total	30.2	36.1	36	13	5.91	-3	No

Table B9. Breakdown of **District Attorney** Job Classes Meeting Race Benchmark

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	12 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Administrative Clerk	83.3	80.0	10	8	-3.3	3	Yes
Legal Secretary	70.0	77.8	9	7	7.8	0	Yes
Accounting Assistant II	--	100.0	2	2	100.0	2	Yes
Paralegal	100.0	100.0	1	1	0.0	0	Yes
Investigator of Checks and Warrants	50.0	40.0	5	2	-10.0	0	No
District Attorney's Investigator	100.0	100.0	4	4	0.0	1	Yes
Deputy District Attorney: Level III- Birmingham	23.5	0.0	1	0	-23.5	-4	No
Deputy District Attorney: Level I-Bessemer	0.0	0.0	1	0	0.0	0	No
Deputy District Attorney: Level I-Bessemer, County	33.3	0.0	1	0	-33.3	-1	No
Appointed Clerk District Attorney-Bessemer	100.0	100.0	1	1	0.0	0	Yes
Appointed Clerk District Attorney-Birmingham	0.0	0.0	1	0	0.0	0	No
Supernumerary District Attorney	0.0	0.0	2	0	0.0	0	No
Chief Deputy District Attorney - Bessemer	100.0	--	0	--	-100.0	-1	--
Chief Deputy District Attorney - Birmingham	100.0	--	0	--	-100.0	-1	--
Deputy District Attorney: Level I - Birmingham	0.0	--	0	--	0.0	0	--
Deputy District Attorney: Level II - Birmingham	0.0	--	0	--	0.0	0	--
Deputy District Attorney: Level II - Bessemer	0.0	--	0	--	0.0	0	--
Deputy District Attorney: Level II - Bessemer	0.0	--	0	--	0.0	0	--
Deputy District Attorney: Level III - Bessemer	66.7	--	0	--	-66.7	-2	--
Deputy District Attorney: Level III - Bessemer	0.0	--	0	--	0.0	0	--
Senior Legal Secretary	0.0	--	0	--	0.0	0	--
Total	36.3	65.8	38	25	29.49	-4	Yes

Table B10. Breakdown of **District Attorney** Job Classes Meeting Gender Benchmark

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Total Female Employees	12 Month Change %	Change in Total Females Employed	Meeting Benchmark?
Administrative Clerk	100.0	90.0	10	9	-10.0	3	Yes
Legal Secretary	90.0	88.9	9	8	-1.1	-1	Yes
Accounting Assistant II	--	100.0	2	2	100.0	2	Yes
Paralegal	100.0	100.0	1	1	0.0	0	Yes
Investigator of Checks and Warrants	0.0	0.0	5	0	0.0	0	No
District Attorney's Investigator	33.3	50.0	4	2	16.7	1	Yes
Deputy District Attorney: Level III- Birmingham	64.7	100.0	1	1	35.3	-10	Yes
Deputy District Attorney: Level I-Bessemer	0.0	0.0	1	0	0.0	0	No
Deputy District Attorney: Level I-Bessemer, County	33.3	0.0	1	0	-33.3	-1	No
Appointed Clerk District Attorney-Bessemer	100.0	100.0	1	1	0.0	0	Yes
Appointed Clerk District Attorney-Birmingham	0.0	0.0	1	0	0.0	0	No
Supernumerary District Attorney	0.0	0.0	2	0	0.0	0	No
Chief Deputy District Attorney - Bessemer	100.0	--	0	--	-100.0	-1	--
Chief Deputy District Attorney - Birmingham	0.0	--	0	--	0.0	0	--
Deputy District Attorney: Level I - Birmingham	40.0	--	0	--	-40.0	-2	--
Deputy District Attorney: Level II - Birmingham	26.7	--	0	--	-26.7	-4	--
Deputy District Attorney: Level II - Bessemer	33.3	--	0	--	-33.3	-1	--
Deputy District Attorney: Level II - Bessemer	0.0	--	0	--	0.0	0	--
Deputy District Attorney: Level III - Bessemer	66.7	--	0	--	-66.7	-2	--
Deputy District Attorney: Level III - Bessemer	100.0	--	0	--	-100.0	-1	--
Senior Legal Secretary	100.0	--	0	--	-100.0	-1	--
Total	52.5	63.2	38	24	10.66	-18	Yes

Table B11. Breakdown of **Environmental Services** Job Classes Meeting Race Benchmark

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Administrative Clerk	64.3	66.7	15	10	2.4	1	Yes
Administrative Assistant	100.0	100.0	2	2	0.0	0	Yes
Administrative Supervisor	100.0	100.0	1	1	0.0	0	Yes
Accounting Assistant I	50.0	90.0	10	9	40.0	8	Yes
Accounting Assistant II	100.0	100.0	5	5	0.0	3	Yes
Communications Operator II	75.0	75.0	4	3	0.0	0	Yes
Accountant	--	100.0	1	1	100.0	1	Yes
Administrative Analyst	--	0.0	1	0	0.0	0	No
Principal Administrative Analyst	100.0	100.0	1	1	0.0	0	Yes
Public Relations Coordinator	0.0	0.0	1	0	0.0	0	No
Network Systems Administrator I	0.0	0.0	1	0	0.0	0	No
Network Systems Administrator II	0.0	0.0	1	0	0.0	0	No
G.I.S. Technician I	0.0	100.0	1	1	100.0	1	Yes
G.I.S. Specialist	0.0	0.0	1	0	0.0	0	No
G.I.S. Database Supervisor	0.0	0.0	1	0	0.0	0	No
Systems Analyst	0.0	0.0	2	0	0.0	0	No
Civil Engineer	--	0.0	2	0	0.0	0	No
Senior Civil Engineer	50.0	50.0	2	1	0.0	0	Yes
Chief Civil Engineer	0.0	0.0	3	0	0.0	0	No
Deputy Director of Environmental Services	0.0	0.0	1	0	0.0	0	No
Director of Environmental Services	0.0	0.0	1	0	0.0	0	No
Engineering Aide	0.0	33.3	3	1	33.3	1	No
Senior Engineering Aide	0.0	0.0	1	0	0.0	0	No
Sewer Construction/Maintenance Supervisor	0.0	0.0	1	0	0.0	0	No
Chief of Party	0.0	0.0	3	0	0.0	0	No
Engineering Inspector	0.0	27.8	18	5	27.8	5	No
Senior Engineering Inspector	50.0	16.7	6	1	-33.3	0	No

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Principal Engineering Construction Inspector	33.3	50.0	2	1	16.7	0	Yes
Principal Engineering Land Survey Inspector	--	0.0	1	0	0.0	0	No
Drafter	0.0	0.0	1	0	0.0	0	No
Electronics Technician	25.0	25.0	8	2	0.0	0	No
Senior Electronics Technician	0.0	0.0	1	0	0.0	0	No
Sewer Grease & Oil Inspector	--	20.0	5	1	20.0	1	No
Sewer Line Maintenance Inspector	16.7	9.1	11	1	-7.6	-1	No
Sewer Service Supervisor	100.0	100.0	1	1	0.0	0	Yes
Water Pollution Control Technician	0.0	0.0	3	0	0.0	0	No
Senior Water Pollution Control Technician	0.0	50.0	4	2	50.0	0	Yes
Environmental Laboratory/Compliance Administrator	100.0	100.0	1	1	0.0	0	Yes
Laboratory Supervisor	100.0	100.0	1	1	0.0	0	Yes
Truck Driver	100.0	100.0	2	2	0.0	-1	Yes
Heavy Equipment Operator	33.3	38.9	18	7	5.6	0	No
Construction Equipment Operator	25.0	25.0	8	2	0.0	-1	No
Skilled Laborer	72.7	81.6	38	31	8.9	7	Yes
Labor Supervisor	66.7	80.0	5	4	13.3	0	Yes
Construction Supervisor	0.0	0.0	3	0	0.0	0	No
Public Works Supervisor (Construction or Sanitation)	0.0	0.0	3	0	0.0	0	No
Bridge Maintenance Worker	100.0	100.0	1	1	0.0	0	Yes
Sewer Video Specialist	53.8	55.6	9	5	1.8	-2	Yes
Sewer Video Supervisor	0.0	0.0	8	0	0.0	0	No
Sewer Video Operations Supervisor	0.0	0.0	1	0	0.0	0	No
WWTP Maintenance Worker	16.7	16.7	6	1	0.0	0	No
Senior WWTP Maintenance Worker	26.3	29.4	17	5	3.1	0	No
WWTP Shop Supervisor	0.0	0.0	4	0	0.0	0	No
Closed Circuit TV Technician	0.0	0.0	1	0	0.0	0	No

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
WWTP Operator I	39.4	40.6	32	13	1.2	0	Yes
WWTP Shift Supervisor	22.2	24.0	25	6	1.8	0	No
WWTP Operator II	14.3	18.2	11	2	3.9	0	No
WWTP Supervisor	25.0	25.0	4	1	0.0	0	No
WWTP Superintendent	0.0	0.0	2	0	0.0	0	No
WWTP Manager	25.0	20.0	5	1	-5.0	0	No
Environmental Coordinator	100.0	100.0	1	1	0.0	0	Yes
HVAC/Refrigeration Technician	0.0	0.0	1	0	0.0	0	No
Electrician	33.3	33.3	9	3	0.0	0	No
Electrician Supervisor	100.0	100.0	1	1	0.0	0	Yes
Laborer II	92.3	87.5	8	7	-4.8	-5	Yes
Laborer III	60.0	71.4	7	5	11.4	-1	Yes
Appointed Wwtp Operater II	--	60.0	5	3	60.0	3	Yes
Painter	0.0	--	0	--	0.0	0	--
Plans Examiner	0.0	--	0	--	0.0	0	--
Programmer Analyst	0.0	--	0	--	0.0	0	--
Tapping Machine Operator	0.0	--	0	--	0.0	0	--
Total	39.9	41.9	363	152	1.97	20	Yes

Table B12. Breakdown of **Environmental Services** Job Classes Meeting Gender Benchmark

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Total Female Employees	6 Month Change %	Change in Total Females Employed	Meeting Benchmark?
Administrative Clerk	92.9	93.3	15	14	0.4	1	Yes
Administrative Assistant	100.0	100.0	2	2	0.0	0	Yes
Administrative Supervisor	100.0	100.0	1	1	0.0	0	Yes
Accounting Assistant I	88.9	80.0	10	8	-8.9	0	Yes
Accounting Assistant II	100.0	100.0	5	5	0.0	0	Yes
Communications Operator II	100.0	100.0	4	4	0.0	0	Yes
Accountant	--	100.0	1	1	100.0	1	Yes
Administrative Analyst	--	0.0	1	0	0.0	0	No
Principal Administrative Analyst	0.0	0.0	1	0	0.0	0	No
Public Relations Coordinator	100.0	100.0	1	1	0.0	0	Yes
Network Systems Administrator I	0.0	0.0	1	0	0.0	0	No
Network Systems Administrator II	0.0	0.0	1	0	0.0	0	No
G.I.S. Technician I	0.0	100.0	1	1	100.0	1	Yes
G.I.S. Specialist	0.0	0.0	1	0	0.0	0	No
G.I.S. Database Supervisor	0.0	0.0	1	0	0.0	0	No
Systems Analyst	0.0	0.0	2	0	0.0	0	No
Civil Engineer	--	0.0	2	0	0.0	0	No
Senior Civil Engineer	50.0	50.0	2	1	0.0	0	Yes
Chief Civil Engineer	33.3	33.3	3	1	0.0	0	No
Deputy Director of Environmental Services	0.0	0.0	1	0	0.0	0	No
Director of Environmental Services	0.0	0.0	1	0	0.0	0	No
Engineering Aide	0.0	0.0	3	0	0.0	0	No
Senior Engineering Aide	0.0	0.0	1	0	0.0	0	No
Sewer Construction/Maintenance Supervisor	0.0	0.0	1	0	0.0	0	No
Chief of Party	0.0	0.0	3	0	0.0	0	No
Engineering Inspector	0.0	11.1	18	2	11.1	2	No
Senior Engineering Inspector	0.0	0.0	6	0	0.0	0	No

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Total Female Employees	6 Month Change %	Change in Total Females Employed	Meeting Benchmark?
Principal Engineering Construction Inspector	0.0	0.0	2	0	0.0	0	No
Principal Engineering Land Survey Inspector	--	0.0	1	0	0.0	0	No
Drafter	0.0	0.0	1	0	0.0	0	No
Electronics Technician	0.0	0.0	8	0	0.0	0	No
Senior Electronics Technician	0.0	0.0	1	0	0.0	0	No
Sewer Grease & Oil Inspector	--	0.0	5	0	0.0	0	No
Sewer Line Maintenance Inspector	16.7	18.2	11	2	1.5	0	No
Sewer Service Supervisor	0.0	0.0	1	0	0.0	0	No
Water Pollution Control Technician	0.0	33.3	3	1	33.3	1	No
Senior Water Pollution Control Technician	25.0	25.0	4	1	0.0	0	No
Environmental Laboratory/Compliance Administrator	100.0	100.0	1	1	0.0	0	Yes
Laboratory Supervisor	0.0	0.0	1	0	0.0	0	No
Truck Driver	33.3	0.0	2	0	-33.3	-1	No
Heavy Equipment Operator	4.8	5.6	18	1	0.8	0	No
Construction Equipment Operator	0.0	0.0	8	0	0.0	0	No
Skilled Laborer	12.1	13.2	38	5	1.1	1	No
Labor Supervisor	0.0	0.0	5	0	0.0	0	No
Construction Supervisor	0.0	0.0	3	0	0.0	0	No
Public Works Supervisor (Construction or Sanitation)	0.0	0.0	3	0	0.0	0	No
Bridge Maintenance Worker	0.0	0.0	1	0	0.0	0	No
Sewer Video Specialist	0.0	0.0	9	0	0.0	0	No
Sewer Video Supervisor	0.0	12.5	8	1	12.5	1	No
Sewer Video Operations Supervisor	0.0	0.0	1	0	0.0	0	No
WWTP Maintenance Worker	16.7	16.7	6	1	0.0	0	No
Senior WWTP Maintenance Worker	0.0	0.0	17	0	0.0	0	No
WWTP Shop Supervisor	0.0	0.0	4	0	0.0	0	No
Closed Circuit TV Technician	0.0	0.0	1	0	0.0	0	No

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Total Female Employees	6 Month Change %	Change in Total Females Employed	Meeting Benchmark?
WWTP Operator I	15.2	15.6	32	5	0.4	0	No
WWTP Shift Supervisor	18.5	16.0	25	4	-2.5	-1	No
WWTP Operator II	7.1	9.1	11	1	2.0	0	No
WWTP Supervisor	25.0	25.0	4	1	0.0	0	No
WWTP Superintendent	0.0	0.0	2	0	0.0	0	No
WWTP Manager	25.0	20.0	5	1	-5.0	0	No
Environmental Coordinator	100.0	100.0	1	1	0.0	0	Yes
HVAC/Refrigeration Technician	0.0	0.0	1	0	0.0	0	No
Electrician	0.0	0.0	9	0	0.0	0	No
Electrician Supervisor	0.0	0.0	1	0	0.0	0	No
Laborer II	30.8	37.5	8	3	6.7	-1	No
Laborer III	10.0	0.0	7	0	-10.0	-1	No
Appointed WWTP Operator II	--	20.0	5	1	20.0	1	No
Painter	0.0	--	0	--	0.0	0	--
Plans Examiner	0.0	--	0	--	0.0	0	--
Programmer Analyst	0.0	--	0	--	0.0	0	--
Tapping Machine Operator	0.0	--	0	--	0.0	0	--
Total	19.5	19.6	363	71	0.06	4	No

Table B13. Breakdown of **Family Court** Job Classes Meeting Race Benchmark

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Administrative Clerk	94.4	88.2	17	15	-6.2	-2	Yes
Administrative Supervisor	100.0	100.0	1	1	0.0	0	Yes
Senior County Court Clerk	--	50.0	2	1	50.0	1	Yes
Court Clerk	85.7	100.0	6	6	14.3	0	Yes
Principal Court Clerk	100.0	100.0	2	2	0.0	0	Yes
Chief Court Clerk	100.0	100.0	1	1	0.0	0	Yes
Accountant	0.0	50.0	2	1	50.0	1	Yes
Principal Accountant	100.0	100.0	1	1	0.0	0	Yes
Probation Officer	63.6	64.7	34	22	1.1	1	Yes
Senior Probation Officer	22.2	33.3	6	2	11.1	0	No
Principal Probation Officer	0.0	0.0	3	0	0.0	0	No
Chief Probation Officer	100.0	100.0	1	1	0.0	0	Yes
Deputy Court Administrator	100.0	--	0	--	-100.0	-1	--
Senior Court Clerk	100.0	--	0	--	-100.0	-1	--
Total	71.1	69.7	76	53	-1.36	-1	Yes

Table B14. Breakdown of **Family Court** Job Classes Meeting Gender Benchmark

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Total Female Employees	6 Month Change %	Change in Total Females Employed	Meeting Benchmark?
Administrative Clerk	100.0	94.1	17	16	-5.9	-2	Yes
Administrative Supervisor	100.0	100.0	1	1	0.0	0	Yes
Senior County Court Clerk	--	100.0	2	2	100.0	2	Yes
Court Clerk	100.0	83.3	6	5	-16.7	-2	Yes
Principal Court Clerk	100.0	100.0	2	2	0.0	0	Yes
Chief Court Clerk	100.0	100.0	1	1	0.0	0	Yes
Accountant	0.0	0.0	2	0	0.0	0	No
Principal Accountant	100.0	100.0	1	1	0.0	0	Yes
Probation Officer	66.7	67.6	34	23	0.9	1	Yes
Senior Probation Officer	66.7	66.7	6	4	0.0	-2	Yes
Principal Probation Officer	0.0	66.7	3	2	66.7	2	Yes
Chief Probation Officer	0.0	100.0	1	1	100.0	1	Yes
Deputy Court Administrator	100.0	--	0	--	-100.0	-1	--
Senior Court Clerk	100.0	--	0	--	-100.0	-1	--
Total	78.9	76.3	76	58	-2.58	-2	Yes

Table B15. Breakdown of **Finance** Job Classes Meeting Race Benchmark

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Administrative Clerk	100.0	100.0	4	4	0.0	3	Yes
Accounting Assistant II	100.0	100.0	9	9	0.0	2	Yes
Buyer	--	100.0	4	4	100.0	4	Yes
Principal Buyer	--	80.0	5	4	80.0	4	Yes
Purchasing Coordinator	--	100.0	1	1	100.0	1	Yes
Purchasing Agent	--	100.0	1	1	100.0	1	Yes
Accountant	100.0	100.0	2	2	0.0	1	Yes
Senior Accountant	40.0	33.3	6	2	-6.7	0	No
Principal Accountant	50.0	60.0	5	3	10.0	1	Yes
Chief Accountant	100.0	100.0	1	1	0.0	-1	Yes
Administrative Analyst	--	100.0	1	1	100.0	1	Yes
Deputy Director Of Finance	100.0	100.0	1	1	0.0	0	Yes
Chief Financial Officer	100.0	100.0	1	1	0.0	0	Yes
Accounting Assistant I	0.0	--	0	--	0.0	0	--
Personnel Technician	0.0	--	0	--	0.0	0	--
Risk Management Coordinator	100.0	--	0	--	-100.0	-1	--
Total	78.3	82.9	41	34	4.63	16	Yes

Table B16. Breakdown of **Finance** Job Classes Meeting Gender Benchmark

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Total Female Employees	6 Month Change %	Change in Total Females Employed	Meeting Benchmark?
Administrative Clerk	100.0	100.0	4	4	0.0	3	Yes
Accounting Assistant II	100.0	100.0	9	9	0.0	2	Yes
Buyer	--	100.0	4	4	100.0	4	Yes
Principal Buyer	--	80.0	5	4	80.0	4	Yes
Purchasing Coordinator	--	100.0	1	1	100.0	1	Yes
Purchasing Agent	--	0.0	1	0	0.0	0	No
Accountant	100.0	100.0	2	2	0.0	1	Yes
Senior Accountant	100.0	100.0	6	6	0.0	1	Yes
Principal Accountant	50.0	60.0	5	3	10.0	1	Yes
Chief Accountant	100.0	100.0	1	1	0.0	-1	Yes
Administrative Analyst	--	100.0	1	1	100.0	1	Yes
Deputy Director Of Finance	100.0	100.0	1	1	0.0	0	Yes
Chief Financial Officer	0.0	0.0	1	0	0.0	0	No
Accounting Assistant I	0.0	--	0	--	0.0	0	--
Personnel Technician	0.0	--	0	--	0.0	0	--
Risk Management Coordinator	100.0	--	0	--	-100.0	-1	--
Total	87.0	87.8	41	36	0.80	16	Yes

Table B17. Breakdown of **General Services** Job Classes Meeting Race Benchmark

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	12 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Administrative Clerk	66.7	85.7	7	6	19.0	5	Yes
Administrative Assistant	100.0	100.0	1	1	0.0	0	Yes
Administrative Supervisor	100.0	100.0	1	1	0.0	0	Yes
Accounting Assistant II	--	100.0	3	3	100.0	3	Yes
Stores Clerk	--	100.0	1	1	100.0	1	Yes
Stores/Procurement Officer	100.0	100.0	1	1	0.0	0	Yes
Senior Accountant	100.0	100.0	1	1	0.0	0	Yes
Principal Accountant	100.0	100.0	1	1	0.0	0	Yes
Administrative Services Manager	0.0	0.0	1	0	0.0	0	No
Electronics Technician	16.7	44.4	9	4	27.7	3	Yes
Security Officer	69.7	67.7	31	21	-2.0	-2	Yes
Senior Security Officer	50.0	71.4	7	5	21.4	4	Yes
Truck Driver	0.0	0.0	1	0	0.0	0	No
Skilled Laborer	80.0	90.0	10	9	10.0	5	Yes
Labor Supervisor	100.0	100.0	1	1	0.0	0	Yes
Assistant Chief of Elections	0.0	0.0	1	0	0.0	0	No
Voting Machine Technician	50.0	50.0	2	1	0.0	0	Yes
Chief of Elections Operation	100.0	100.0	1	1	0.0	0	Yes
Landscape Crew Leader	0.0	0.0	1	0	0.0	0	No
Cabinetmaker	0.0	0.0	3	0	0.0	0	No
Plumber	0.0	0.0	2	0	0.0	0	No
HVAC/Refrigeration Technician	33.3	50.0	2	1	16.7	0	Yes
Painter	--	28.6	7	2	28.6	2	No
Painter Superintendent	0.0	0.0	1	0	0.0	0	No
Electrician	33.3	20.0	5	1	-13.3	0	No
Electrician Supervisor	--	0.0	1	0	0.0	0	No
Maintenance Repair Worker	50.0	52.9	17	9	2.9	1	Yes
Senior Maintenance Repair Worker	28.6	23.1	13	3	-5.5	-1	No
Building Maintenance Supervisor	0.0	0.0	1	0	0.0	0	No

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	12 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Chief of Building Maintenance	0.0	33.3	3	1	33.3	1	No
Equipment/Structural Mechanic	0.0	0.0	1	0	0.0	0	No
Facilities Manager	0.0	25.0	4	1	25.0	1	No
Director of General Services	0.0	0.0	1	0	0.0	0	No
Laborer II	66.7	40.0	5	2	-26.7	0	No
Appointed Chief Administrative Analyst	100.0	100.0	1	1	0.0	0	Yes
Deputy Director General Services	100.0	100.0	1	1	0.0	0	Yes
Chief of Security	100.0	0.0	1	0	-100.0	-1	No
Total	49.6	52.7	150	79	3.07	19	Yes

Table B18. Breakdown of **General Services** Job Classes Meeting Gender Benchmark

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Total Female Employees	12 Month Change %	Change in Total Females Employed	Meeting Benchmark?
Administrative Clerk	66.7	85.7	7	6	19.0	2	Yes
Administrative Assistant	100.0	100.0	1	1	0.0	0	Yes
Administrative Supervisor	100.0	100.0	1	1	0.0	1	Yes
Accounting Assistant II	--	100.0	3	3	100.0	3	Yes
Stores Clerk	--	100.0	1	1	100.0	1	Yes
Stores/Procurement Officer	100.0	100.0	1	1	0.0	0	Yes
Senior Accountant	100.0	100.0	1	1	0.0	0	Yes
Principal Accountant	100.0	100.0	1	1	0.0	0	Yes
Administrative Services Manager	0.0	100.0	1	1	100.0	1	Yes
Electronics Technician	0.0	0.0	9	0	0.0	0	No
Security Officer	27.3	25.8	31	8	-1.5	-1	No
Senior Security Officer	0.0	28.6	7	2	28.6	2	No
Truck Driver	0.0	0.0	1	0	0.0	0	No
Skilled Laborer	0.0	10.0	10	1	10.0	1	No
Labor Supervisor	0.0	0.0	1	0	0.0	0	No
Assistant Chief of Elections	0.0	0.0	1	0	0.0	0	No
Voting Machine Technician	0.0	0.0	2	0	0.0	0	No
Chief of Elections Operation	0.0	0.0	1	0	0.0	0	No
Landscape Crew Leader	0.0	0.0	1	0	0.0	0	No
Cabinetmaker	0.0	0.0	3	0	0.0	0	No
Plumber	0.0	0.0	2	0	0.0	0	No
HVAC/Refrigeration Technician	0.0	0.0	2	0	0.0	0	No
Painter	--	0.0	7	0	0.0	0	No
Painter Superintendent	0.0	0.0	1	0	0.0	0	No
Electrician	0.0	0.0	5	0	0.0	0	No
Electrician Supervisor	--	0.0	1	0	0.0	0	No
Maintenance Repair Worker	12.5	11.8	17	2	-0.7	0	No
Senior Maintenance Repair Worker	0.0	0.0	13	0	0.0	0	No

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Total Female Employees	12 Month Change %	Change in Total Females Employed	Meeting Benchmark?
Building Maintenance Supervisor	0.0	0.0	1	0	0.0	0	No
Chief of Building Maintenance	0.0	0.0	3	0	0.0	0	No
Equipment/Structural Mechanic	0.0	0.0	1	0	0.0	0	No
Facilities Manager	0.0	25.0	4	1	25.0	1	No
Director of General Services	0.0	0.0	1	0	0.0	0	No
Laborer II	0.0	0.0	5	0	0.0	0	No
Appointed Chief Administrative Analyst	0.0	0.0	1	0	0.0	0	No
Deputy Director General Services	100.0	100.0	1	1	0.0	0	Yes
Chief of Security	0.0	0.0	1	0	0.0	0	No
Total	17.4	20.7	150	31	3.27	10	No

Table B19. Breakdown of **Human Resources** Job Classes Meeting Race Benchmark

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	12 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Administrative Clerk	100.0	100.0	1	1	0.0	0	Yes
Administrative Assistant	100.0	100.0	1	1	0.0	0	Yes
Administrative Supervisor	100.0	100.0	1	1	0.0	0	Yes
Accounting Assistant II	100.0	100.0	5	5	0.0	0	Yes
Payroll Manager	100.0	100.0	1	1	0.0	0	Yes
Administrative Analyst	100.0	100.0	1	1	0.0	0	Yes
Senior Systems Analyst	100.0	100.0	1	1	0.0	0	Yes
Chief Equity & Inclusion Officer	--	100.0	1	1	100.0	1	Yes
Equity And Inclusion Business Partner	66.7	50.0	4	2	-16.7	0	Yes
Business Partner Manager - Equity & Inclusion	--	100.0	1	1	100.0	1	Yes
Human Resources Project Coordinator	100.0	100.0	2	2	0.0	0	Yes
Benefits Administrator	100.0	100.0	1	1	0.0	0	Yes
Business Processing Manager	--	100.0	1	1	100.0	1	Yes
Business Management Specialist	100.0	100.0	2	2	0.0	-1	Yes
Training & Organizational Development Advisor	100.0	100.0	3	3	0.0	-1	Yes
Human Resources Technician	50.0	33.3	3	1	-16.7	-1	No
Human Resources Analyst	0.0	100.0	1	1	100.0	1	Yes
Assessment and Development Specialist	20.0	16.7	6	1	-3.3	0	No
Compensation Advisor	100.0	75.0	4	3	-25.0	1	Yes
Talent Sourcing Specialist	100.0	100.0	4	4	0.0	0	Yes
Selection Manager	100.0	100.0	1	1	0.0	0	Yes
Senior Assessment and Development Specialist	33.3	33.3	3	1	0.0	0	No
Human Resources Division Manager	100.0	100.0	3	3	0.0	2	Yes
Test Administration Coordinator I	0.0	0.0	1	0	0.0	0	No
Director of Human Resources	100.0	100.0	1	1	0.0	0	Yes
Appointed Employee Relations Officer	0.0	--	0	--	0.0	0	--

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	12 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Appointed HR Project Coordinator	0.0	--	0	--	0.0	0	--
Appointed Personnel Analyst II	0.0	--	0	--	0.0	0	--
Appointed Principal Administrative Analyst-Receive	0.0	--	0	--	0.0	0	--
Deputy Director Of Human Resources Exempt Executive	0.0	--	0	--	0.0	0	--
Equal Opportunity/Affirm Action Manager	100.0	--	0	--	-100.0	-1	--
HRIS Manager	100.0	--	0	--	-100.0	-1	--
Industrial-Organizational Psychologist	0.0	--	0	--	0.0	0	--
Principal Administrative Analyst	0.0	--	0	--	0.0	0	--
Talent Sourcing Manager	100.0	--	0	--	-100.0	-1	--
Training And Development Manager	0.0	--	0	--	0.0	0	--
Total	78.0	75.5	53	40	-2.53	1	Yes

Table B20. Breakdown of **Human Resources** Job Classes Meeting Gender Benchmark

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Total Female Employees	12 Month Change %	Change in Total Females Employed	Meeting Benchmark?
Administrative Clerk	100.0	100.0	1	1	0.0	0	Yes
Administrative Assistant	100.0	100.0	1	1	0.0	0	Yes
Administrative Supervisor	100.0	100.0	1	1	0.0	0	Yes
Accounting Assistant II	100.0	100.0	5	5	0.0	0	Yes
Payroll Manager	100.0	100.0	1	1	0.0	0	Yes
Administrative Analyst	100.0	100.0	1	1	0.0	0	Yes
Senior Systems Analyst	0.0	0.0	1	0	0.0	0	No
Equity & Inclusion Officer	--	100.0	1	1	100.0	1	Yes
Equity And Inclusion Business Partner	66.7	50.0	4	2	-16.7	0	Yes
Business Partner Manager - Equity & Inclusion	--	100.0	1	1	100.0	1	Yes
Human Resources Project Coordinator	100.0	100.0	2	2	0.0	0	Yes
Benefits Administrator	100.0	100.0	1	1	0.0	0	Yes
Business Processing Manager	--	100.0	1	1	100.0	1	Yes
Business Management Specialist	100.0	100.0	2	2	0.0	-1	Yes
Training & Organizational Development Advisor	100.0	100.0	3	3	0.0	-1	Yes
Human Resources Technician	75.0	66.7	3	2	-8.3	-1	Yes
Human Resources Analyst	0.0	100.0	1	1	100.0	1	Yes
Assessment and Development Specialist	60.0	66.7	6	4	6.7	1	Yes
Compensation Advisor	100.0	100.0	4	4	0.0	2	Yes
Talent Sourcing Specialist	100.0	100.0	4	4	0.0	0	Yes
Selection Manager	100.0	100.0	1	1	0.0	0	Yes
Senior Assessment and Development Specialist	33.3	33.3	3	1	0.0	0	No
Human Resources Division Manager	100.0	66.7	3	2	-33.3	1	Yes
Test Administration Coordinator I	100.0	100.0	1	1	0.0	0	Yes
Director of Human Resources	100.0	100.0	1	1	0.0	0	Yes
Appointed Employee Relations Officer	0.0	--	0	--	0.0	0	--

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Total Female Employees	12 Month Change %	Change in Total Females Employed	Meeting Benchmark?
Appointed HR Project Coordinator	0.0	--	0	--	0.0	0	--
Appointed Personnel Analyst II	0.0	--	0	--	0.0	0	--
Appointed Principal Administrative Analyst-Receive	0.0	--	0	--	0.0	0	--
Deputy Director Of Human Resources Exempt Executive	0.0	--	0	--	0.0	0	--
Equal Opportunity/Affirm Action Manager	100.0	--	0	--	-100.0	-1	--
HRIS Manager	0.0	--	0	--	0.0	0	--
Industrial-Organizational Psychologist	100.0	--	0	--	-100.0	-1	--
Personnel Division Manager	100.0	--	0	--	-100.0	-1	--
Principal Administrative Analyst	0.0	--	0	--	0.0	0	--
Talent Sourcing Manager	100.0	--	0	--	-100.0	-4	--
Training And Development Manager	0.0	--	0	--	0.0	0	--
Total	84.0	83.0	53	44	-0.98	2	Yes

Table B21. Breakdown of **Information Services & Technology** Job Classes Meeting Race Benchmark

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Meeting Benchmark ?
Administrative Supervisor	100.0	100.0	1	1	0.0	0	Yes
Senior Accountant	--	100.0	1	1	100.0	1	Yes
Computer Operator	100.0	100.0	1	1	0.0	0	Yes
Computer Operator III	100.0	100.0	1	1	0.0	0	Yes
Business Systems and Reporting Manager	50.0	50.0	2	1	0.0	0	Yes
Senior Systems Architect	100.0	100.0	1	1	0.0	0	Yes
Application Developer	50.0	50.0	2	1	0.0	0	Yes
Personal Computer/Network Technician	57.1	62.5	8	5	5.4	1	Yes
Network Systems Administrator I	50.0	33.3	3	1	-16.7	0	No
Network Systems Administrator II	0.0	0.0	3	0	0.0	0	No
G.I.S. Specialist	0.0	0.0	1	0	0.0	0	No
Manager of Information Technology Infrastructure	0.0	0.0	1	0	0.0	0	No
Systems Analyst	0.0	0.0	7	0	0.0	0	No
Senior Systems Analyst	0.0	0.0	2	0	0.0	0	No
Database Administrator	0.0	0.0	1	0	0.0	0	No
Business Systems Analyst	100.0	100.0	1	1	0.0	0	Yes
Manager Systems Analysis	100.0	100.0	1	1	0.0	0	Yes
Telecommunications Technician	50.0	50.0	2	1	0.0	0	Yes
Chief Information Officer/Director IT	100.0	0.0	1	0	-100.0	-1	No
Appointed Information Technology Transition Manager	--	100.0	1	1	100.0	1	Yes
Communications Coordinator	0.0	--	0	--	0.0	0	--
SAP Application Specialist	0.0	--	0	--	0.0	0	--
Total	41.7	41.5	41	17	-0.24	2	Yes

Table B22. Breakdown of **Information Services & Technology** Job Classes Meeting Gender Benchmark

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Total Female Employees	6 Month Change %	Change in Total Females Employed	Meeting Benchmark ?
Administrative Supervisor	100.0	100.0	1	1	0.0	0	Yes
Senior Accountant	--	100.0	1	1	100.0	1	Yes
Computer Operator	0.0	0.0	1	0	0.0	0	No
Computer Operator III	100.0	100.0	1	1	0.0	0	Yes
Business Systems and Reporting Manager	100.0	100.0	2	2	0.0	0	Yes
Senior Systems Architect	0.0	0.0	1	0	0.0	0	No
Application Developer	50.0	50.0	2	1	0.0	0	Yes
Personal Computer/Network Technician	14.3	25.0	8	2	10.7	1	No
Network Systems Administrator I	0.0	0.0	3	0	0.0	0	No
Network Systems Administrator II	0.0	0.0	3	0	0.0	0	No
G.I.S. Specialist	100.0	100.0	1	1	0.0	0	Yes
Manager of Information Technology Infrastructure	0.0	0.0	1	0	0.0	0	No
Systems Analyst	0.0	14.3	7	1	14.3	1	No
Senior Systems Analyst	0.0	0.0	2	0	0.0	0	No
Database Administrator	0.0	0.0	1	0	0.0	0	No
Business Systems Analyst	100.0	100.0	1	1	0.0	0	Yes
Manager Systems Analysis	0.0	0.0	1	0	0.0	0	No
Telecommunications Technician	0.0	0.0	2	0	0.0	0	No
Chief Information Officer/Director IT	0.0	0.0	1	0	0.0	0	No
Appointed Information Technology Transition Manager	--	0.0	1	0	0.0	0	No
Communications Coordinator	0.0	--	0	--	0.0	0	--
SAP Application Specialist	0.0	--	0	--	0.0	0	--
Total	22.2	26.8	41	11	4.63	3	No

Table B23. Breakdown of **Probate Court** Job Classes Meeting Race Benchmark

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Administrative Clerk	80.0	80.0	5	4	0.0	0	Yes
Senior County Court Clerk	100.0	66.7	6	4	-33.3	3	Yes
Court Clerk	52.9	61.1	18	11	8.2	2	Yes
Principal Court Clerk	40.0	50.0	4	2	10.0	0	Yes
Chief Clerk Probate Court	100.0	100.0	1	1	0.0	0	Yes
Chief Deputy Clerk-Probate Court	100.0	100.0	1	1	0.0	0	Yes
Accounting Assistant II	66.7	66.7	3	2	0.0	0	Yes
Microphotographer	100.0	100.0	2	2	0.0	0	Yes
Accountant	100.0	100.0	1	1	0.0	0	Yes
Senior Accountant	0.0	0.0	1	0	0.0	0	No
Principal Accountant	100.0	0.0	1	0	-100.0	-1	No
Elections Supervisor	100.0	100.0	1	1	0.0	0	Yes
Mental Health Coordinator - Probate Court	100.0	100.0	1	1	0.0	0	Yes
Deputy Probate Judge	0.0	0.0	1	0	0.0	0	No
Confidential Judicial Assistant	0.0	0.0	2	0	0.0	0	No
Bailiff/Court Security	0.0	--	0	--	0.0	0	--
Probate Judge Number I	0.0	--	0	--	0.0	0	--
Probate Judge Number II	0.0	--	0	--	0.0	0	--
Total	57.8	62.5	48	30	4.70	4	Yes

Table B24. Breakdown of **Probate Court** Job Classes Meeting Gender Benchmark

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Total Female Employees	6 Month Change %	Change in Total Females Employed	Meeting Benchmark?
Administrative Clerk	100.0	100.0	5	5	0.0	0	Yes
Senior County Court Clerk	100.0	83.3	6	5	-16.7	4	Yes
Court Clerk	88.2	94.4	18	17	6.2	2	Yes
Principal Court Clerk	80.0	75.0	4	3	-5.0	-1	Yes
Chief Clerk Probate Court	100.0	100.0	1	1	0.0	0	Yes
Chief Deputy Clerk-Probate Court	0.0	0.0	1	0	0.0	0	No
Accounting Assistant II	100.0	100.0	3	3	0.0	0	Yes
Microphotographer	50.0	50.0	2	1	0.0	0	Yes
Accountant	0.0	0.0	1	0	0.0	0	No
Senior Accountant	0.0	0.0	1	0	0.0	0	No
Principal Accountant	100.0	0.0	1	0	-100.0	-1	No
Elections Supervisor	100.0	100.0	1	1	0.0	0	Yes
Mental Health Coordinator - Probate Court	0.0	0.0	1	0	0.0	0	No
Deputy Probate Judge	100.0	100.0	1	1	0.0	0	Yes
Confidential Judicial Assistant	100.0	100.0	2	2	0.0	0	Yes
Bailiff/Court Security	0.0	--	0	--	0.0	0	--
Probate Judge Number I	0.0	--	0	--	0.0	0	--
Probate Judge Number II	100.0	--	0	--	-100.0	-1	--
Total	80.0	81.3	48	39	1.25	3	Yes

Table B25. Breakdown of **Revenue** Job Classes Meeting Race Benchmark

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Administrative Clerk	87.5	87.5	16	14	0.0	0	Yes
Administrative Assistant	100.0	100.0	4	4	0.0	-2	Yes
Administrative Supervisor	66.7	66.7	3	2	0.0	0	Yes
Business Office Supervisor	100.0	100.0	1	1	0.0	0	Yes
Accounting Assistant I	66.7	58.8	17	10	-7.9	-6	Yes
Accounting Assistant II	80.3	82.4	74	61	2.1	4	Yes
Senior Stores Clerk	--	100.0	1	1	100.0	1	Yes
Auditor	85.7	87.5	8	7	1.8	1	Yes
Senior Auditor	50.0	33.3	6	2	-16.7	-2	No
Principal Auditor	0.0	0.0	1	0	0.0	0	No
Accountant	0.0	0.0	2	0	0.0	0	No
Senior Accountant	66.7	66.7	6	4	0.0	0	Yes
Principal Accountant	50.0	40.0	5	2	-10.0	-1	No
Chief Accountant	0.0	0.0	1	0	0.0	0	No
Revenue Examiner	50.0	50.0	2	1	0.0	0	Yes
Assistant Director of Revenue	--	0.0	1	0	0.0	0	No
Director of Revenue	0.0	0.0	1	0	0.0	0	No
Administrative Analyst	100.0	100.0	1	1	0.0	0	Yes
Laborer II	100.0	100.0	1	1	0.0	0	Yes
Chief Deputy Director of Revenue	100.0	100.0	1	1	0.0	0	Yes
Business Manager	0.0	--	0	--	0.0	0	--
Deputy Director of Revenue	0.0	--	0	--	0.0	0	--
Total	73.1	73.7	152	112	0.58	-5	Yes

Table B26. Breakdown of **Revenue** Job Classes Meeting Gender Benchmark

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Total Female Employees	6 Month Change %	Change in Total Females Employed	Meeting Benchmark?
Administrative Clerk	100.0	100.0	16	16	0.0	0	Yes
Administrative Assistant	100.0	100.0	4	4	0.0	-2	Yes
Administrative Supervisor	100.0	100.0	3	3	0.0	0	Yes
Business Office Supervisor	100.0	100.0	1	1	0.0	0	Yes
Accounting Assistant I	79.2	82.4	17	14	3.2	-5	Yes
Accounting Assistant II	88.7	90.5	74	67	1.8	4	Yes
Senior Stores Clerk	--	100.0	1	1	100.0	1	Yes
Auditor	57.1	62.5	8	5	5.4	1	Yes
Senior Auditor	12.5	16.7	6	1	4.2	0	No
Principal Auditor	100.0	100.0	1	1	0.0	0	Yes
Accountant	100.0	100.0	2	2	0.0	0	Yes
Senior Accountant	83.3	83.3	6	5	0.0	0	Yes
Principal Accountant	50.0	40.0	5	2	-10.0	-1	No
Chief Accountant	0.0	0.0	1	0	0.0	0	No
Revenue Examiner	100.0	100.0	2	2	0.0	0	Yes
Assistant Director of Revenue	--	0.0	1	0	0.0	0	No
Director of Revenue	0.0	0.0	1	0	0.0	0	No
Administrative Analyst	100.0	100.0	1	1	0.0	0	Yes
Laborer II	100.0	100.0	1	1	0.0	0	Yes
Chief Deputy Director of Revenue	0.0	0.0	1	0	0.0	0	No
Business Manager	100.0	--	0	--	-100.0	-1	--
Deputy Director of Revenue	0.0	--	0	--	0.0	0	--
Total	80.6	82.9	152	126	2.29	-3	Yes

Table B27. Breakdown of **Roads & Transportation** Job Classes Meeting Race Benchmark

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Administrative Clerk	75.0	75.0	8	6	0.0	0	Yes
Administrative Assistant	0.0	0.0	1	0	0.0	0	No
Administrative Supervisor	0.0	0.0	1	0	0.0	0	No
Accounting Assistant I	0.0	0.0	1	0	0.0	0	No
Accounting Assistant II	33.3	42.9	7	3	9.6	1	Yes
Auto Parts Clerk	100.0	100.0	1	1	0.0	0	Yes
Senior Auto Parts Clerk	0.0	0.0	2	0	0.0	0	No
Auto Parts Manager	0.0	0.0	1	0	0.0	0	No
Stores Clerk	--	50.0	2	1	50.0	1	Yes
Accountant	0.0	0.0	1	0	0.0	0	No
Principal Accountant	100.0	100.0	1	1	0.0	0	Yes
Administrative Analyst	0.0	0.0	1	0	0.0	0	No
Senior Administrative Analyst	100.0	100.0	1	1	0.0	0	Yes
G.I.S. Technician I	100.0	100.0	1	1	0.0	0	Yes
G.I.S. Technician II	--	100.0	1	1	100.0	1	Yes
G.I.S. Specialist	0.0	0.0	1	0	0.0	0	No
Systems Analyst	100.0	100.0	1	1	0.0	0	Yes
Civil Engineer	0.0	0.0	3	0	0.0	0	No
Senior Civil Engineer	0.0	0.0	1	0	0.0	0	No
Chief Civil Engineer	0.0	0.0	1	0	0.0	0	No
Highway Operations Coordinator	0.0	0.0	1	0	0.0	0	No
Traffic Sign Painter	0.0	0.0	1	0	0.0	0	No
Traffic Striping Machine Operator	50.0	50.0	2	1	0.0	0	Yes
Traffic Striping Machine Crewleader	0.0	0.0	1	0	0.0	0	No
Traffic Maintenance Worker	44.4	50.0	10	5	5.6	1	Yes
Traffic Signs and Markings Supervisor	0.0	0.0	1	0	0.0	0	No
Traffic Maintenance Supervisor	100.0	100.0	1	1	0.0	0	Yes
Traffic Maintenance Superintendent	0.0	0.0	1	0	0.0	0	No
Traffic Signal Worker	60.0	66.7	6	4	6.7	1	Yes

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Traffic Control Technician	50.0	50.0	4	2	0.0	0	Yes
Senior Traffic Control Technician	100.0	100.0	1	1	0.0	0	Yes
Traffic Control Superintendent	100.0	100.0	1	1	0.0	0	Yes
County Traffic Engineer	0.0	0.0	1	0	0.0	0	No
Engineering Aide	100.0	100.0	4	4	0.0	3	Yes
Senior Engineering Aide	100.0	100.0	1	1	0.0	0	Yes
Chief of Party	0.0	0.0	2	0	0.0	0	No
Engineering Inspector	0.0	25.0	8	2	25.0	2	No
Senior Engineering Inspector	0.0	0.0	4	0	0.0	0	No
Principal Engineering Construction Inspector	0.0	0.0	3	0	0.0	0	No
Drafter	0.0	0.0	1	0	0.0	0	No
Land Acquisition Agent	0.0	33.3	3	1	33.3	1	No
County Property Manager	0.0	0.0	1	0	0.0	0	No
Senior Land Acquisition Agent	0.0	0.0	1	0	0.0	0	No
Chief Land Acquisition Agent	0.0	0.0	1	0	0.0	0	No
Security Officer	66.7	66.7	6	4	0.0	0	Yes
Herbicide Applicator	33.3	50.0	4	2	16.7	1	Yes
Truck Driver	58.3	61.8	34	21	3.5	0	Yes
Heavy Equipment Operator	0.0	0.0	6	0	0.0	0	No
Construction Equipment Operator	11.1	12.5	16	2	1.4	0	No
Street Paving Supervisor	0.0	0.0	3	0	0.0	0	No
Skilled Laborer	57.1	56.5	23	13	-0.6	1	Yes
Labor Supervisor	33.3	33.3	6	2	0.0	0	No
Construction Supervisor	0.0	0.0	2	0	0.0	0	No
Public Works Supervisor (Construction or Sanitation)	0.0	0.0	4	0	0.0	0	No
Public Works Coordinator	0.0	0.0	2	0	0.0	0	No
Bridge Maintenance Worker	0.0	25.0	4	1	25.0	1	No
Bridge Maintenance Crewleader	50.0	33.3	3	1	-16.7	0	No
Bridge Maintenance/Construction Supervisor	33.3	33.3	3	1	0.0	0	No

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Equipment Service Writer	0.0	0.0	1	0	0.0	0	No
Tire Shop Supervisor	33.3	0.0	1	0	-33.3	-1	No
Mobile Equipment Manager	100.0	100.0	1	1	0.0	0	Yes
Automotive Technician	16.7	18.2	11	2	1.5	0	No
Automotive/Heavy Equipment Shop Supervisor	50.0	33.3	3	1	-16.7	0	No
Arborist	100.0	100.0	1	1	0.0	0	Yes
Senior Arborist	0.0	0.0	1	0	0.0	0	No
Landscape Crew Leader	0.0	0.0	2	0	0.0	0	No
Electrician	0.0	0.0	1	0	0.0	0	No
Equipment/Structural Mechanic	0.0	0.0	1	0	0.0	0	No
Assistant Highway District Superintendent	0.0	0.0	2	0	0.0	0	No
Highway District Superintendent	0.0	0.0	1	0	0.0	0	No
Laborer II	92.0	94.4	18	17	2.4	-6	Yes
Director of Road & Transportation	0.0	0.0	1	0	0.0	0	No
Deputy Director Road & Transportation	0.0	0.0	1	0	0.0	0	No
Deputy Director of Roads & Transportation II	0.0	0.0	1	0	0.0	0	No
Senior Engineering Drafter	0.0	100.0	1	1	100.0	1	Yes
Traffic Analyst	0.0	--	0	--	0.0	0	--
Total	39.8	41.8	261	109	1.96	8	Yes

Table B28. Breakdown of **Roads & Transportation** Job Classes Meeting Gender Benchmark

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Total Female Employees	12 Month Change %	Change in Total Female Employed	Meeting Benchmark?
Administrative Clerk	100.0	100.0	8	8	0.0	0	Yes
Administrative Assistant	0.0	0.0	1	0	0.0	0	No
Administrative Supervisor	100.0	100.0	1	1	0.0	0	Yes
Accounting Assistant I	0.0	0.0	1	0	0.0	0	No
Accounting Assistant II	83.3	85.7	7	6	2.4	1	Yes
Auto Parts Clerk	100.0	100.0	1	1	0.0	0	Yes
Senior Auto Parts Clerk	50.0	50.0	2	1	0.0	0	Yes
Auto Parts Manager	0.0	0.0	1	0	0.0	0	No
Stores Clerk	--	50.0	2	1	50.0	1	Yes
Accountant	100.0	100.0	1	1	0.0	0	Yes
Principal Accountant	100.0	100.0	1	1	0.0	0	Yes
Administrative Analyst	0.0	0.0	1	0	0.0	0	No
Senior Administrative Analyst	100.0	100.0	1	1	0.0	0	Yes
G.I.S. Technician I	0.0	0.0	1	0	0.0	0	No
G.I.S. Technician II	--	100.0	1	1	100.0	1	Yes
G.I.S. Specialist	100.0	100.0	1	1	0.0	0	Yes
Systems Analyst	0.0	0.0	1	0	0.0	0	No
Civil Engineer	0.0	0.0	3	0	0.0	0	No
Senior Civil Engineer	0.0	0.0	1	0	0.0	0	No
Chief Civil Engineer	100.0	100.0	1	1	0.0	0	Yes
Highway Operations Coordinator	100.0	100.0	1	1	0.0	0	Yes
Traffic Sign Painter	0.0	0.0	1	0	0.0	0	No
Traffic Striping Machine Operator	0.0	0.0	2	0	0.0	0	No
Traffic Striping Machine Crewleader	0.0	0.0	1	0	0.0	0	No
Traffic Maintenance Worker	0.0	0.0	10	0	0.0	0	No
Traffic Signs and Markings Supervisor	0.0	0.0	1	0	0.0	0	No
Traffic Maintenance Supervisor	0.0	0.0	1	0	0.0	0	No
Traffic Maintenance Superintendent	0.0	0.0	1	0	0.0	0	No
Traffic Signal Worker	0.0	0.0	6	0	0.0	0	No

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Total Female Employees	12 Month Change %	Change in Total Female Employed	Meeting Benchmark?
Traffic Control Technician	0.0	0.0	4	0	0.0	0	No
Senior Traffic Control Technician	0.0	0.0	1	0	0.0	0	No
Traffic Control Superintendent	0.0	0.0	1	0	0.0	0	No
County Traffic Engineer	0.0	0.0	1	0	0.0	0	No
Engineering Aide	0.0	0.0	4	0	0.0	0	No
Senior Engineering Aide	0.0	0.0	1	0	0.0	0	No
Chief of Party	0.0	0.0	2	0	0.0	0	No
Engineering Inspector	16.7	25.0	8	2	8.3	1	No
Senior Engineering Inspector	0.0	0.0	4	0	0.0	0	No
Principal Engineering Construction Inspector	0.0	0.0	3	0	0.0	0	No
Drafter	0.0	0.0	1	0	0.0	0	No
Land Acquisition Agent	50.0	66.7	3	2	16.7	1	Yes
County Property Manager	0.0	0.0	1	0	0.0	0	No
Senior Land Acquisition Agent	0.0	0.0	1	0	0.0	0	No
Chief Land Acquisition Agent	100.0	100.0	1	1	0.0	0	Yes
Security Officer	33.3	33.3	6	2	0.0	0	No
Herbicide Applicator	0.0	0.0	4	0	0.0	0	No
Truck Driver	19.4	20.6	34	7	1.2	0	No
Heavy Equipment Operator	0.0	0.0	6	0	0.0	0	No
Construction Equipment Operator	0.0	0.0	16	0	0.0	0	No
Street Paving Supervisor	0.0	0.0	3	0	0.0	0	No
Skilled Laborer	14.3	17.4	23	4	3.1	1	No
Labor Supervisor	16.7	16.7	6	1	0.0	0	No
Construction Supervisor	0.0	0.0	2	0	0.0	0	No
Public Works Supervisor (Construction or Sanitation)	20.0	25.0	4	1	5.0	0	No
Public Works Coordinator	0.0	0.0	2	0	0.0	0	No
Bridge Maintenance Worker	0.0	0.0	4	0	0.0	0	No
Bridge Maintenance Crewleader	0.0	0.0	3	0	0.0	0	No
Bridge Maintenance/Construction Supervisor	0.0	0.0	3	0	0.0	0	No

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Total Female Employees	12 Month Change %	Change in Total Female Employed	Meeting Benchmark?
Equipment Service Writer	0.0	0.0	1	0	0.0	0	No
Tire Shop Supervisor	0.0	0.0	1	0	0.0	0	No
Mobile Equipment Manager	0.0	0.0	1	0	0.0	0	No
Automotive Technician	0.0	0.0	11	0	0.0	0	No
Automotive/Heavy Equipment Shop Supervisor	0.0	0.0	3	0	0.0	0	No
Arborist	0.0	0.0	1	0	0.0	0	No
Senior Arborist	0.0	0.0	1	0	0.0	0	No
Landscape Crew Leader	0.0	0.0	2	0	0.0	0	No
Electrician	0.0	0.0	1	0	0.0	0	No
Equipment/Structural Mechanic	0.0	0.0	1	0	0.0	0	No
Assistant Highway District Superintendent	0.0	0.0	2	0	0.0	0	No
Highway District Superintendent	0.0	0.0	1	0	0.0	0	No
Laborer II	20.0	22.2	18	4	2.2	-1	No
Director of Road & Transportation	0.0	0.0	1	0	0.0	0	No
Deputy Director Road & Transportation	100.0	100.0	1	1	0.0	0	Yes
Deputy Director of Roads & Transportation II	100.0	100.0	1	1	0.0	0	Yes
Senior Engineering Drafter	0.0	100.0	1	1	100.0	1	Yes
Traffic Analyst	0.0	--	0	--	0.0	0	--
Total	18.1	19.9	261	52	1.82	6	No

Table B29. Breakdown of Tax Assessor Job Classes Meeting Race Benchmark

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Administrative Clerk	76.5	83.3	18	15	6.8	2	Yes
Administrative Assistant	100.0	100.0	1	1	0.0	0	Yes
Administrative Supervisor	0.0	0.0	1	0	0.0	0	No
Accounting Assistant II	50.0	55.6	9	5	5.6	0	Yes
Auditor	100.0	100.0	2	2	0.0	0	Yes
Senior Auditor	100.0	100.0	1	1	0.0	0	Yes
G.I.S. Technician I	25.0	25.0	4	1	0.0	0	No
G.I.S. Technician II	40.0	57.1	7	4	17.1	2	Yes
G.I.S. Specialist	50.0	50.0	4	2	0.0	0	Yes
G.I.S. Database Supervisor	50.0	50.0	2	1	0.0	0	Yes
Chief Personal Property Appraiser	0.0	0.0	1	0	0.0	0	No
Personal Property Appraiser	50.0	44.4	9	4	-5.6	0	Yes
Senior Personal Property Appraiser	--	0.0	1	0	0.0	0	No
Appointed Chief Deputy Tax Assessor-Birmingham	100.0	100.0	1	1	0.0	0	Yes
Appointed Chief Deputy Tax Assessor-Bessemer	100.0	100.0	1	1	0.0	0	Yes
Appointed Clerk Tax Assessor-Birmingham	100.0	100.0	1	1	0.0	0	Yes
Appointed Clerk Tax Assessor-Bessemer	100.0	100.0	1	1	0.0	0	Yes
Senior Property Appraiser	0.0	--	0	--	0.0	0	--
Tax Assessor - Jefferson County	100.0	--	0	--	-100.0	-1	--
Assistant Tax Assessor - Bessemer Division	100.0	--	0	--	-100.0	-1	--
Total	60.3	62.5	64	40	2.20	2	Yes

Table B30. Breakdown of Tax Assessor Job Classes Meeting Gender Benchmark

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Total Female Employees	6 Month Change %	Change in Total Females Employed	Meeting Benchmark?
Administrative Clerk	100.0	100.0	18	18	0.0	1	Yes
Administrative Assistant	100.0	100.0	1	1	0.0	0	Yes
Administrative Supervisor	100.0	100.0	1	1	0.0	0	Yes
Accounting Assistant II	70.0	66.7	9	6	-3.3	-1	Yes
Auditor	100.0	100.0	2	2	0.0	0	Yes
Senior Auditor	0.0	0.0	1	0	0.0	0	No
G.I.S. Technician I	75.0	75.0	4	3	0.0	0	Yes
G.I.S. Technician II	40.0	42.9	7	3	2.9	1	Yes
G.I.S. Specialist	25.0	25.0	4	1	0.0	0	No
G.I.S. Database Supervisor	50.0	50.0	2	1	0.0	0	Yes
Chief Personal Property Appraiser	0.0	0.0	1	0	0.0	0	No
Personal Property Appraiser	75.0	77.8	9	7	2.8	1	Yes
Senior Personal Property Appraiser	--	0.0	1	0	0.0	0	No
Appointed Chief Deputy Tax Assessor-Birmingham	0.0	0.0	1	0	0.0	0	No
Appointed Chief Deputy Tax Assessor-Bessemer	100.0	100.0	1	1	0.0	0	Yes
Appointed Clerk Tax Assessor-Birmingham	100.0	100.0	1	1	0.0	0	Yes
Appointed Clerk Tax Assessor-Bessemer	100.0	100.0	1	1	0.0	0	Yes
Assistant Tax Assessor - Bessemer Division	0.0	--	0	--	0.0	0	--
Senior Property Appraiser	0.0	--	0	--	0.0	0	--
Tax Assessor - Jefferson County	100.0	--	0	--	-100.0	-1	--
Total	71.4	71.9	64	46	0.47	1	Yes

Table B31. Breakdown of **Tax Collector** Job Classes Meeting Race Benchmark

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Administrative Clerk	90.9	88.9	9	8	-2.0	-2	Yes
Accounting Assistant II	66.7	73.3	15	11	6.6	1	Yes
Accountant	100.0	100.0	1	1	0.0	0	Yes
Principal Accountant	0.0	100.0	1	1	100.0	1	Yes
Chief Accountant	100.0	100.0	1	1	0.0	0	Yes
Tax Agent	100.0	75.0	4	3	-25.0	-1	Yes
Senior Tax Agent	100.0	100.0	1	1	0.0	0	Yes
Manager of Tax Collection	0.0	100.0	1	1	100.0	1	Yes
Appointed Chief Deputy Tax Collector-Birmingham	100.0	100.0	1	1	0.0	0	Yes
Appointed Chief Deputy Tax Collector-Bessemer	0.0	0.0	1	0	0.0	0	No
Appointed Clerk Tax Collector-Birmingham	0.0	0.0	1	0	0.0	0	No
Appointed Clerk Tax Collector-Bessemer	100.0	100.0	1	1	0.0	0	Yes
Tax Collector	0.0	--	0	--	0.0	0	--
Assistant Tax Collector - Bessemer Division	100.0	--	0	--	-100.0	-1	--
Senior Accountant	0.0	--	0	--	0.0	0	--
Total	71.4	78.4	37	29	6.98	-1	Yes

Table B32. Breakdown of **Tax Collector** Job Classes Meeting Gender Benchmark

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Total Female Employees	6 Month Change %	Change in Total Female Employed	Meeting Benchmark?
Administrative Clerk	100.0	100.0	9	9	0.0	-2	Yes
Accounting Assistant II	93.3	86.7	15	13	-6.6	-1	Yes
Accountant	100.0	100.0	1	1	0.0	0	Yes
Principal Accountant	100.0	100.0	1	1	0.0	0	Yes
Chief Accountant	100.0	100.0	1	1	0.0	0	Yes
Tax Agent	75.0	75.0	4	3	0.0	0	Yes
Senior Tax Agent	100.0	100.0	1	1	0.0	0	Yes
Manager of Tax Collection	0.0	100.0	1	1	100.0	1	Yes
Appointed Chief Deputy Tax Collector-Birmingham	0.0	0.0	1	0	0.0	0	No
Appointed Chief Deputy Tax Collector-Bessemer	100.0	100.0	1	1	0.0	0	Yes
Appointed Clerk Tax Collector-Birmingham	0.0	0.0	1	0	0.0	0	No
Appointed Clerk Tax Collector-Bessemer	100.0	100.0	1	1	0.0	0	Yes
Tax Collector	0.0	--	0	--	0.0	0	--
Assistant Tax Collector - Bessemer Division	0.0	--	0	--	0.0	0	--
Senior Accountant	100.0	--	0	--	-100.0	-1	--
Total	83.3	86.5	37	32	3.19	-3	Yes

Table B33. Breakdown of **Youth Detention** Job Classes Meeting Race Benchmark

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Administrative Clerk	100.0	100.0	1	1	0.0	0	Yes
Juvenile Detention Officer	81.6	81.1	37	30	-0.5	-1	Yes
Senior Juvenile Detention Officer	--	75.0	4	3	75.0	3	Yes
Senior Probation Officer	100.0	100.0	1	1	0.0	0	Yes
Security Officer	100.0	100.0	1	1	0.0	0	Yes
Cook	100.0	100.0	4	4	0.0	-1	Yes
Senior Food Services Supervisor	100.0	100.0	1	1	0.0	0	Yes
Director Of Youth Detention	0.0	100.0	1	1	100.0	1	Yes
Total	85.1	84.0	50	42	-1.10	2	Yes

Table B34. Breakdown of **Youth Detention** Job Classes Meeting Gender Benchmark

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Total Female Employees	6 Month Change %	Change in Total Females Employed	Meeting Benchmark?
Administrative Clerk	100.0	100.0	1	1	0.0	0	Yes
Juvenile Detention Officer	21.1	24.3	37	9	3.2	1	No
Senior Juvenile Detention Officer	--	0.0	4	0	0.0	0	No
Senior Probation Officer	100.0	100.0	1	1	0.0	0	Yes
Security Officer	100.0	100.0	1	1	0.0	0	Yes
Cook	80.0	75.0	4	3	-5.0	-1	Yes
Senior Food Services Supervisor	0.0	0.0	1	0	0.0	0	No
Director Of Youth Detention	0.0	100.0	1	1	100.0	1	Yes
Total	31.9	32.0	50	16	0.10	1	No

Table B35. Breakdown of **Departments with Less than 20 Employees** Job Classes Meeting Race Benchmark

Department Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	12 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Budget Management Office	--	66.7	3	2	66.7	2	Yes
Board Of Registrars	11.1	22.2	9	2	11.1	1	No
Coroner/Medical Examiner	35.3	35.3	17	6	0.0	0	No
County Attorney	40.0	53.8	13	7	13.8	3	Yes
County Manager	60.0	60.0	5	3	0.0	0	Yes
Law Library	--	25.0	4	1	25.0	1	No
Treasurer	75.0	83.3	6	5	8.3	-1	Yes
Commissioner	47.1	--	0	--	-47.1	-8	--
Purchasing	90.0	--	0	--	-90.0	-9	--
Utility Pool/Utility Team	90.0	--	0	--	-90.0	-9	--
Total	52	45.6	57	26	-6.39	-27	Yes

Table B36. Breakdown of **Departments with Less Than 20 Employees** Job Classes Meeting Gender Benchmark

Department Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Total Female Employees	12 Month Change %	Change in Total Female Employed	Meeting Benchmark?
Budget Management Office	--	100.0	3	3	100.0	3	Yes
Board Of Registrars	66.7	66.7	9	6	0.0	0	Yes
Coroner/Medical Examiner	41.2	41.2	17	7	0.0	0	Yes
County Attorney	70.0	69.2	13	9	-0.8	2	Yes
County Manager	40.0	40.0	5	2	0.0	0	No
Law Library	--	100.0	4	4	100.0	4	Yes
Treasurer	87.5	100.0	6	6	12.5	-1	Yes
Commissioner	47.1	--	0	--	-47.1	-8	--
Purchasing	80.0	--	0	--	-80.0	-8	--
Utility Pool/Utility Team	90.0	--	0	--	-90.0	-9	--
Total	56.9	64.9	57	37	8.01	-21	Yes

Table C1. Breakdown of Metric 1 job classes Meeting Race Benchmark

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Accountant	54.5	69.2	13	9	14.7	3	Yes
Accounting Assistant I	73.2	71.4	35	25	-1.7	-5	Yes
Administrative Clerk	78.2	77.8	180	140	-0.5	7	Yes
Auditor	90.0	90.9	11	10	0.9	1	Yes
Automotive Technician	16.7	18.2	11	2	1.5	0	No
Construction Equipment Operator	16.7	16.7	24	4	0.0	-1	No
Engineering Aide	33.3	71.4	7	5	38.1	4	Yes
Heavy Equipment Operator	25.9	28.0	25	7	2.1	0	No
Labor Supervisor	57.1	61.5	13	8	4.4	0	Yes
Public Works Supervisor (Construction or Sanitation)	11.1	12.5	8	1	1.4	0	No
Revenue Examiner	50.0	50.0	2	1	0.0	0	Yes
Truck Driver	58.5	60.5	38	23	2.0	-1	Yes
WWTP Operator I	39.4	40.6	32	13	1.2	0	Yes
Total	59.6	62.2	399	248	2.6	8	Yes

Table C2. Breakdown of Metric 2 job classes Meeting Gender Benchmark

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Total Female Employees	6 Month Change %	Change in Total Females Employed	Meeting Benchmark?
Deputy Sheriff	18.6	18.1	408	74	-0.4	-2	No
Engineering Aide	0.0	0.0	7	0	0.0	0	No
Revenue Examiner	100.0	100.0	2	2	0.0	0	Yes
Security Officer	30.0	29.2	48	14	-0.8	-1	No
Senior Civil Engineer	33.3	33.3	3	1	0.0	0	No
Stores Clerk	50.0	60.0	5	3	10.0	2	Yes
Total	20.3	19.9	473	94	-0.4	-1	No

Table C3. Breakdown of Metric 3 job classes Meeting Race Benchmark

Job Title	% of Black Employees on Certification List: 10/1/2017	% of Black Probational Employees: 10/1/2017	% of Black Employees on Certification List: 4/1/2018	% of Black Probational Employees: 4/1/2018	Current Total Probationary Employees	Current Total Black Probationary Employees	6 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Accountant	80.0	66.7	79.5	100.0	1	1	-0.5	-1	Yes
Accounting Assistant I	72.7	--	75.0	100.0	2	2	2.3	2	Yes
Administrative Clerk	70.4	92.3	77.3	83.3	18	15	6.9	3	Yes
Auditor	0.0	--	78.3	--	0	0	--	0	--
Automotive Technician	0.0	--	0.0	--	0	0	--	0	--
Construction Equipment Operator	0.0	50.0	23.3	--	0	0	--	-1	--
Engineering Aide	73.6	100.0	0.0	100.0	3	3	-73.6	2	Yes
Heavy Equipment Operator	0.0	100.0	32.0	--	0	0	--	-1	--
Labor Supervisor	39.4	100.0	0.0	--	0	0	--	-2	--
Public Works Supervisor (Construction or Sanitation)	0.0	--	0.0	--	0	0	--	0	--
Revenue Examiner	0.0	--	0.0	--	0	0	--	0	--
Truck Driver	68.8	77.3	62.7	--	0	0	--	-17	--
WWTP Operator I	0.0	--	0.0	--	0	0	--	0	--

Table C4. Breakdown of Metric 4 job classes Meeting Gender Benchmark

Job Title	% of Female Employees on Certification List: 10/1/2017	% of Female Probationary Employees: 10/1/2017	% of Female Employees on Certification List: 4/1/2018	% of Female Probationary Employees: 4/18/2018	Current Total Probationary Employees	Current Total Female Probationary Employees	6 Month Change %	Change in Total Females Employed	Meeting Benchmark?
Deputy Sheriff	23.1	36.8	26.5	0.0	8	0	3.4	-7	No
Drafter	0.0	--	0.0	--	0	0	--	0	--
Engineering Aide	28.7	0.0	0.0	0.0	3	0	-28.7	0	Yes
Revenue Examiner	0.0	--	0.0	--	0	0	--	0	--
Security Officer	37.8	100.0	37.2	28.6	7	2	-0.6	1	No
Senior Civil Engineer	0.0	--	0.0	--	0	0	--	0	--
Stores Clerk	0.0	--	41.7	66.7	3	2	41.7	2	Yes
Traffic Control Technician	8.1	--	0.0	--	0	0	--	0	--

Table C5. Breakdown of Metric 5 job classes Meeting Race Benchmark

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	% of Black Employees on Register: 4/1/2018	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Within Compliance?
Medical Clerk	93.5	94.6	-1.0	37	35	1.0	6	Yes
Administrative Clerk	80.0	80.0	--	145	116	0.0	12	--
Administrative Assistant	83.3	83.3	--	12	10	0.0	0	--
Legal Secretary	77.8	77.8	100.0	9	7	0.0	0	No
Senior Legal Secretary	0.0	0.0	--	1	0	0.0	0	--
Magistrate	--	--	45.0	0	--	--	--	--
Magistrate Supervisor	--	--	--	0	--	--	--	--
Court Clerk	68.4	70.8	--	24	17	2.4	4	--
Senior Court Clerk	100.0	100.0	--	1	1	0.0	0	--
Business Office Supervisor	66.7	66.7	--	3	2	0.0	0	--
Accounting Assistant I	69.7	71.4	--	35	25	1.7	2	--
Accounting Assistant II	82.2	81.6	--	147	120	-0.6	9	--
Communications Operator I	100.0	100.0	--	2	2	0.0	0	--
Public Safety Dispatcher I	--	--	--	0	--	--	--	--
Public Safety Dispatcher II	--	--	0.0	0	--	--	--	--
Public Safety Dispatcher III	--	--	--	0	--	--	--	--
Auto Parts Manager	0.0	0.0	--	1	0	0.0	0	--
Stores Clerk	100.0	80.0	100.0	5	4	-20.0	2	Yes
Senior Stores Clerk	--	100.0	--	1	1	100.0	1	--
Mail Room & Stores Supervisor	--	--	--	0	--	--	--	--
Senior Buyer	--	--	--	0	--	--	--	--
Inventory Manager	--	--	--	0	--	--	--	--
Assistant Purchasing Agent	--	--	--	0	--	--	--	--
Purchasing Agent	100.0	100.0	--	1	1	0.0	0	--
Senior Auditor	55.6	55.6	--	9	5	0.0	0	--
Principal Auditor	0.0	0.0	--	1	0	0.0	0	--
Budget Analyst	0.0	0.0	--	1	0	0.0	0	--
Risk Management	--	--	71.4	0	--	--	--	--

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	% of Black Employees on Register: 4/1/2018	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Within Compliance?
Coordinator								
Business Manager	--	--	--	0	--	--	--	--
Tax Agent	75.0	75.0	81.3	4	3	0.0	0	Yes
Revenue Examiner	50.0	50.0	--	2	1	0.0	0	--
Grants Management Coordinator	100.0	100.0	85.7	1	1	0.0	0	Yes
Senior Grants Management Coordinator	0.0	0.0	85.7	1	0	0.0	0	No
Storm Water Program Manager	--	--	--	0	--	--	--	--
Administrative Services Manager	0.0	25.0	--	4	1	25.0	1	--
Administrative Analyst	50.0	50.0	--	8	4	0.0	0	--
Senior Administrative Analyst	100.0	100.0	87.5	4	4	0.0	0	Yes
Education/Training Coordinator	0.0	0.0	--	1	0	0.0	0	--
City Clerk I	--	--	--	0	--	--	--	--
City Clerk II	--	--	--	0	--	--	--	--
City Clerk III	--	--	--	0	--	--	--	--
Juvenile Detention Officer	78.6	81.1	--	37	30	2.5	8	--
Senior Probation Officer	42.9	42.9	--	7	3	0.0	0	--
Principal Probation Officer	0.0	0.0	--	3	0	0.0	0	--
Social Worker	100.0	100.0	--	1	1	0.0	0	--
Law Library Assistant	0.0	50.0	--	2	1	50.0	1	--
Senior Attorney	--	--	--	0	--	--	--	--
Computer Operator	100.0	100.0	83.3	1	1	0.0	0	Yes
Application Developer	50.0	50.0	--	2	1	0.0	0	--
Personal Computer/Network Technician	57.1	62.5	--	8	5	5.4	1	--
Programmer Analyst	0.0	0.0	45.5	1	0	0.0	0	No
User Support Specialist	0.0	33.3	100.0	3	1	33.3	1	No
G.I.S. Technician II	37.5	50.0	--	10	5	12.5	2	--

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	% of Black Employees on Register: 4/1/2018	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Within Compliance?
Systems Analyst	10.0	9.1	0.0	11	1	-0.9	0	Yes
Database Administrator	0.0	0.0	33.3	1	0	0.0	0	No
Business Systems Analyst	100.0	100.0	--	1	1	0.0	0	--
Property Appraiser	31.6	26.1	27.3	23	6	-5.5	0	Yes
County Property Appraiser	--	--	0.0	0	--	--	--	--
Property Appraisal Supervisor	100.0	100.0	--	1	1	0.0	0	--
Equity & Inclusion Officer	100.0	100.0	--	1	1	0.0	0	--
Equity And Inclusion Business Partner	66.7	75.0	--	4	3	8.3	1	--
Human Resources Project Coordinator	100.0	100.0	90.0	2	2	0.0	0	Yes
Benefits Administrator	100.0	100.0	71.4	1	1	0.0	0	Yes
Business Processing Manager	100.0	100.0	88.9	1	1	0.0	0	Yes
Training & Organizational Development Advisor	100.0	100.0	58.3	3	3	0.0	0	Yes
Human Resources Technician	33.3	33.3	--	3	1	0.0	0	--
Human Resources Analyst	--	100.0	83.1	1	1	100.0	1	Yes
Assessment and Development Specialist	20.0	16.7	60.0	6	1	-3.3	0	No
Employee Relations Advisor	--	--	--	0	--	--	--	--
Talent Sourcing Specialist	100.0	100.0	--	4	4	0.0	0	--
Senior Urban Designer	--	--	28.6	0	--	--	--	--
Architect	--	--	--	0	--	--	--	--
Senior Planner	--	--	16.7	0	--	--	--	--
Senior Civil Engineer	33.3	33.3	--	3	1	0.0	0	--
Chief Civil Engineer	0.0	0.0	--	5	0	0.0	0	--
City Engineer-VH	--	--	--	0	--	--	--	--
Traffic Striping Machine Operator	50.0	50.0	40.0	2	1	0.0	0	Yes
Traffic Signs and Markings Supervisor	0.0	0.0	35.7	1	0	0.0	0	No

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	% of Black Employees on Register: 4/1/2018	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Within Compliance?
Traffic Maintenance Superintendent-BH	--	--	50.0	0	--	--	--	--
Sewer Construction/Maintenance Supervisor	0.0	0.0	33.3	1	0	0.0	0	No
Chief of Party	0.0	0.0	--	5	0	0.0	0	--
Principal Engineering Construction Inspector	16.7	16.7	8.7	6	1	0.0	0	Yes
Senior Engineering Drafter	--	100.0	--	1	1	100.0	1	--
Communications Coordinator	--	--	46.2	0	--	--	--	--
Land Acquisition Agent	0.0	33.3	--	3	1	33.3	1	--
Senior Land Acquisition Agent	0.0	0.0	60.0	1	0	0.0	0	No
Air Pollution Instrumentation Technician	--	--	--	0	--	--	--	--
Lifeguard	--	--	100.0	0	--	--	--	--
Recreation Leader	--	--	--	0	--	--	--	--
Parks & Recreation Superintendent II	--	--	--	0	--	--	--	--
Exhibit Designer	--	--	--	0	--	--	--	--
Museum Curator	--	--	33.3	0	--	--	--	--
Assistant Fire Chief	--	--	50.0	0	--	--	--	--
Firefighter	--	--	0.0	0	--	--	--	--
Fire Battalion Chief II	--	--	--	0	--	--	--	--
Fire Prevention Inspector I	--	--	82.9	0	--	--	--	--
Fire Prevention Inspector II	--	--	--	0	--	--	--	--
Fire Chief I	--	--	--	0	--	--	--	--
Fire Chief II	--	--	--	0	--	--	--	--
Fire Chief III	--	--	--	0	--	--	--	--
Chief Electrical Inspector	--	100.0	22.2	1	1	100.0	1	Yes
Chief Plumbing, Gas and Mechanical Inspector	0.0	0.0	--	1	0	0.0	0	--

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	% of Black Employees on Register: 4/1/2018	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Within Compliance?
Building Inspections Officer	--	--	29.8	0	--	--	--	--
Senior Plans Examiner	0.0	0.0	63.6	1	0	0.0	0	No
Zoning Supervisor	--	--	--	0	--	--	--	--
Zoning Administrator	--	--	33.3	0	--	--	--	--
Sewer Line Maintenance Inspector	9.1	9.1	--	11	1	0.0	0	--
Sanitation and Ordinance Inspector	--	--	--	0	--	--	--	--
Public Safety Director	--	--	--	0	--	--	--	--
Police Officer	--	--	51.0	0	--	--	--	--
Police Sergeant	--	--	37.1	0	--	--	--	--
Police Lieutenant	--	--	41.1	0	--	--	--	--
Police Captain	--	--	45.5	0	--	--	--	--
Police Chief I	--	--	--	0	--	--	--	--
Police Chief II	--	--	--	0	--	--	--	--
Police Chief III	--	--	100.0	0	--	--	--	--
Parking Enforcement Supervisor	--	--	83.3	0	--	--	--	--
Animal Control Aide	--	--	--	0	--	--	--	--
Property Control Clerk	--	--	79.2	0	--	--	--	--
Corrections Officer	--	--	--	0	--	--	--	--
Clinical Nurse Practitioner	50.0	50.0	52.0	6	3	0.0	0	Yes
Licensed Practical Nurse	80.0	82.6	16.7	23	19	2.6	3	Yes
Charge Nurse	100.0	100.0	0.0	5	5	0.0	0	Yes
Epidemiological Analyst	--	--	60.0	0	--	--	--	--
Public Health Nurse	--	--	100.0	0	--	--	--	--
Biomedical Technician	--	0.0	--	1	0	0.0	0	--
Physical Therapist	50.0	50.0	66.7	2	1	0.0	0	No
Water Pollution Control Technician	0.0	0.0	--	4	0	0.0	0	--
Public Health Language	--	--	--	0	--	--	--	--

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	% of Black Employees on Register: 4/1/2018	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Within Compliance?
Worker								
Disease Intervention Specialist	--	--	--	0	--	--	--	--
Environmental Health Specialist	--	--	--	0	--	--	--	--
Environmental Health Program Supervisor	--	--	--	0	--	--	--	--
Dental Assistant	--	--	77.3	0	--	--	--	--
Dental Hygienist	--	--	--	0	--	--	--	--
Clinical Dentist	--	--	0.0	0	--	--	--	--
Assistant Director of Clinical Services	--	--	--	0	--	--	--	--
Public Health Medical Officer	--	--	--	0	--	--	--	--
Nutrition Consultant	--	--	--	0	--	--	--	--
Senior Nutrition Consultant	--	--	16.7	0	--	--	--	--
Health Information Services Technician	100.0	100.0	--	3	3	0.0	1	--
Driver/Messenger	0.0	0.0	--	1	0	0.0	0	--
Landfill Operations Attendant	--	--	--	0	--	--	--	--
Herbicide Applicator	33.3	50.0	--	4	2	16.7	1	--
Truck Driver	62.2	62.2	100.0	37	23	0.0	0	No
Heavy Equipment Operator	28.0	28.0	--	25	7	0.0	0	--
Construction Equipment Operator	16.7	16.7	--	24	4	0.0	0	--
Brush and Trash Supervisor	--	--	--	0	--	--	--	--
Skilled Laborer	73.3	74.6	76.6	71	53	1.3	9	Yes
Labor Supervisor	61.5	61.5	45.7	13	8	0.0	0	Yes
Public Works Supervisor (Construction or Sanitation)	12.5	12.5	--	8	1	0.0	0	--
Bridge Maintenance Worker	40.0	40.0	--	5	2	0.0	0	--
Shop Helper	--	--	70.3	0	--	--	--	--
Equipment Service Worker	--	--	--	0	--	--	--	--

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	% of Black Employees on Register: 4/1/2018	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Within Compliance?
Equipment Service Writer	0.0	0.0	43.8	1	0	0.0	0	No
Maintenance Mechanic	--	--	--	0	--	--	--	--
Automotive Technician	18.2	18.2	--	11	2	0.0	0	--
Automotive/Heavy Equipment Shop Supervisor	33.3	33.3	--	3	1	0.0	0	--
Gardener	--	--	--	0	--	--	--	--
Landscape Crew Leader	0.0	0.0	52.4	3	0	0.0	0	No
Park Maintenance Supervisor	--	--	--	0	--	--	--	--
Sewer Video Specialist	55.6	55.6	73.7	9	5	0.0	0	No
Sewer Video Supervisor	0.0	0.0	--	8	0	0.0	0	--
WWTP Shop Supervisor	0.0	0.0	--	4	0	0.0	0	--
WWTP Manager	16.7	16.7	--	6	1	0.0	0	--
Utility Service Representative	--	--	94.1	0	--	--	--	--
Water Utility Service Worker	--	--	66.7	0	--	--	--	--
Power Distribution Helper	--	--	77.8	0	--	--	--	--
Cabinetmaker	0.0	0.0	22.2	3	0	0.0	0	No
Plumber	0.0	0.0	0.0	2	0	0.0	0	Yes
HVAC/Refrigeration Technician	33.3	33.3	--	3	1	0.0	0	--
Painter	0.0	28.6	--	7	2	28.6	2	--
Senior Building Custodian	--	--	100.0	0	--	--	--	--
Maintenance Repair Worker	47.6	52.2	65.7	23	12	4.6	2	No
Chief of Building Maintenance	33.3	33.3	--	3	1	0.0	0	--
Facilities Manager	0.0	25.0	--	4	1	25.0	1	--
Total	60.9	62.3	--	962	599	1.4	437	--

Table C6. Breakdown of Metric 6 job classes Meeting Gender Benchmark

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	% of Female Employees on Register: 4/1/2018	Current Total Employees	Current Total Female Employees	6 Month Change %	Change in Total Females Employed	Within Compliance?
Medical Clerk	100.0	100.0	--	37	37	0.0	6	--
Administrative Clerk	96.2	93.1	--	145	135	-3.1	10	--
Administrative Assistant	91.7	91.7	--	12	11	0.0	0	--
Legal Secretary	88.9	88.9	100.0	9	8	0.0	0	Yes
Senior Legal Secretary	100.0	100.0	--	1	1	0.0	0	--
Magistrate	--	--	85.0	0	--	--	--	--
Magistrate Supervisor	--	--	--	0	--	--	--	--
Court Clerk	94.7	91.7	--	24	22	-3.1	4	--
Senior Court Clerk	100.0	100.0	--	1	1	0.0	0	--
Business Office Supervisor	100.0	100.0	--	3	3	0.0	0	--
Accounting Assistant I	84.8	82.9	--	35	29	-2.0	1	--
Accounting Assistant II	91.1	91.2	--	147	134	0.0	11	--
Communications Operator I	100.0	100.0	--	2	2	0.0	0	--
Public Safety Dispatcher I	--	--	--	0	--	--	--	--
Public Safety Dispatcher II	--	--	100.0	0	--	--	--	--
Public Safety Dispatcher III	--	--	--	0	--	--	--	--
Auto Parts Manager	0.0	0.0	--	1	0	0.0	0	--
Stores Clerk	50.0	60.0	100.0	5	3	10.0	2	No
Senior Stores Clerk	--	100.0	--	1	1	100.0	1	--
Mail Room & Stores Supervisor	--	--	--	0	--	--	--	--
Senior Buyer	--	--	--	0	--	--	--	--
Inventory Manager	--	--	--	0	--	--	--	--
Assistant Purchasing Agent	--	--	--	0	--	--	--	--
Purchasing Agent	0.0	0.0	--	1	0	0.0	0	--
Senior Auditor	11.1	11.1	--	9	1	0.0	0	--
Principal Auditor	100.0	100.0	--	1	1	0.0	0	--

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	% of Female Employees on Register: 4/1/2018	Current Total Employees	Current Total Female Employees	6 Month Change %	Change in Total Females Employed	Within Compliance?
Budget Analyst	100.0	100.0	--	1	1	0.0	0	--
Risk Management Coordinator	--	--	71.4	0	--	--	--	--
Business Manager	--	--	--	0	--	--	--	--
Tax Agent	75.0	75.0	87.5	4	3	0.0	0	Yes
Revenue Examiner	100.0	100.0	--	2	2	0.0	0	--
Grants Management Coordinator	100.0	100.0	71.4	1	1	0.0	0	Yes
Senior Grants Management Coordinator	100.0	100.0	57.1	1	1	0.0	0	Yes
Storm Water Program Manager	--	--	--	0	--	--	--	--
Administrative Services Manager	50.0	75.0	--	4	3	25.0	2	--
Administrative Analyst	62.5	62.5	--	8	5	0.0	0	--
Senior Administrative Analyst	100.0	100.0	91.7	4	4	0.0	0	Yes
Education/Training Coordinator	100.0	100.0	--	1	1	0.0	0	--
City Clerk I	--	--	--	0	--	--	--	--
City Clerk II	--	--	--	0	--	--	--	--
City Clerk III	--	--	--	0	--	--	--	--
Juvenile Detention Officer	28.6	24.3	--	37	9	-4.2	1	--
Senior Probation Officer	71.4	71.4	--	7	5	0.0	0	--
Principal Probation Officer	66.7	66.7	--	3	2	0.0	0	--
Social Worker	100.0	100.0	--	1	1	0.0	0	--
Law Library Assistant	100.0	100.0	--	2	2	0.0	1	--
Senior Attorney	--	--	--	0	--	--	--	--
Computer Operator	0.0	0.0	16.7	1	0	0.0	0	No
Application Developer	50.0	50.0	--	2	1	0.0	0	--
Personal Computer/Network	14.3	25.0	--	8	2	10.7	1	--

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	% of Female Employees on Register: 4/1/2018	Current Total Employees	Current Total Female Employees	6 Month Change %	Change in Total Females Employed	Within Compliance?
Technician								
Programmer Analyst	100.0	100.0	63.6	1	1	0.0	0	Yes
User Support Specialist	0.0	0.0	0.0	3	0	0.0	0	Yes
G.I.S. Technician II	50.0	50.0	--	10	5	0.0	1	--
Systems Analyst	10.0	18.2	0.0	11	2	8.2	1	Yes
Database Administrator	0.0	0.0	8.3	1	0	0.0	0	No
Business Systems Analyst	100.0	100.0	--	1	1	0.0	0	--
Property Appraiser	42.1	34.8	36.4	23	8	-7.3	0	Yes
County Property Appraiser	--	--	20.0	0	--	--	--	--
Property Appraisal Supervisor	0.0	0.0	--	1	0	0.0	0	--
Chief Equity & Inclusion Officer	100.0	100.0	--	1	1	0.0	0	--
Equity And Inclusion Business Partner	66.7	50.0	--	4	2	-16.7	0	--
Human Resources Project Coordinator	100.0	100.0	80.0	2	2	0.0	0	Yes
Benefits Administrator	100.0	100.0	90.5	1	1	0.0	0	Yes
Business Processing Manager	100.0	100.0	100.0	1	1	0.0	0	Yes
Training & Organizational Development Advisor	100.0	100.0	66.7	3	3	0.0	0	Yes
Human Resources Technician	66.7	66.7	--	3	2	0.0	0	--
Human Resources Analyst	--	100.0	91.0	1	1	100.0	1	Yes
Assessment and Development Specialist	60.0	66.7	80.0	6	4	6.7	1	Yes
Employee Relations Advisor	--	--	--	0	--	--	--	--
Talent Sourcing Specialist	100.0	100.0	--	4	4	0.0	0	--
Senior Urban Designer	--	--	42.9	0	--	--	--	--
Architect	--	--	--	0	--	--	--	--

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	% of Female Employees on Register: 4/1/2018	Current Total Employees	Current Total Female Employees	6 Month Change %	Change in Total Females Employed	Within Compliance?
Senior Planner	--	--	50.0	0	--	--	--	--
Senior Civil Engineer	33.3	33.3	--	3	1	0.0	0	--
Chief Civil Engineer	40.0	40.0	--	5	2	0.0	0	--
City Engineer-VH	--	--	--	0	--	--	--	--
Traffic Striping Machine Operator	0.0	0.0	20.0	2	0	0.0	0	No
Traffic Signs and Markings Supervisor	0.0	0.0	7.1	1	0	0.0	0	No
Traffic Maintenance Superintendent-BH	--	--	16.7	0	--	--	--	--
Sewer Construction/Maintenance Supervisor	0.0	0.0	4.8	1	0	0.0	0	No
Chief of Party	0.0	0.0	--	5	0	0.0	0	--
Principal Engineering Construction Inspector	0.0	0.0	4.3	6	0	0.0	0	No
Senior Engineering Drafter	--	100.0	--	1	1	100.0	1	--
Communications Coordinator	--	--	7.7	0	--	--	--	--
Land Acquisition Agent	50.0	66.7	--	3	2	16.7	1	--
Senior Land Acquisition Agent	0.0	0.0	60.0	1	0	0.0	0	No
Air Pollution Instrumentation Technician	--	--	--	0	--	--	--	--
Lifeguard	--	--	0.0	0	--	--	--	--
Recreation Leader	--	--	--	0	--	--	--	--
Parks & Recreation Superintendent II	--	--	--	0	--	--	--	--
Exhibit Designer	--	--	--	0	--	--	--	--
Museum Curator	--	--	100.0	0	--	--	--	--
Assistant Fire Chief	--	--	0.0	0	--	--	--	--
Firefighter	--	--	0.0	0	--	--	--	--

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	% of Female Employees on Register: 4/1/2018	Current Total Employees	Current Total Female Employees	6 Month Change %	Change in Total Females Employed	Within Compliance?
Fire Battalion Chief II	--	--	--	0	--	--	--	--
Fire Prevention Inspector I	--	--	54.9	0	--	--	--	--
Fire Prevention Inspector II	--	--	--	0	--	--	--	--
Fire Chief I	--	--	--	0	--	--	--	--
Fire Chief II	--	--	--	0	--	--	--	--
Fire Chief III	--	--	--	0	--	--	--	--
Chief Electrical Inspector	--	0.0	0.0	1	0	0.0	0	Yes
Chief Plumbing, Gas and Mechanical Inspector	0.0	0.0	--	1	0	0.0	0	--
Building Inspections Officer	--	--	2.1	0	--	--	--	--
Senior Plans Examiner	0.0	0.0	0.0	1	0	0.0	0	Yes
Zoning Supervisor	--	--	--	0	--	--	--	--
Zoning Administrator	--	--	50.0	0	--	--	--	--
Sewer Line Maintenance Inspector	18.2	18.2	--	11	2	0.0	0	--
Sanitation and Ordinance Inspector	--	--	--	0	--	--	--	--
Public Safety Director	--	--	--	0	--	--	--	--
Police Officer	--	--	24.7	0	--	--	--	--
Police Sergeant	--	--	10.4	0	--	--	--	--
Police Lieutenant	--	--	17.2	0	--	--	--	--
Police Captain	--	--	15.9	0	--	--	--	--
Police Chief I	--	--	--	0	--	--	--	--
Police Chief II	--	--	--	0	--	--	--	--
Police Chief III	--	--	0.0	0	--	--	--	--
Parking Enforcement Supervisor	--	--	66.7	0	--	--	--	--
Animal Control Aide	--	--	--	0	--	--	--	--
Property Control Clerk	--	--	87.5	0	--	--	--	--
Corrections Officer	--	--	--	0	--	--	--	--

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	% of Female Employees on Register: 4/1/2018	Current Total Employees	Current Total Female Employees	6 Month Change %	Change in Total Females Employed	Within Compliance?
Clinical Nurse Practitioner	83.3	83.3	84.0	6	5	0.0	0	Yes
Licensed Practical Nurse	85.0	82.6	16.7	23	19	-2.4	2	Yes
Charge Nurse	100.0	100.0	66.7	5	5	0.0	0	Yes
Epidemiological Analyst	--	--	90.0	0	--	--	--	--
Public Health Nurse	--	--	100.0	0	--	--	--	--
Biomedical Technician	--	0.0	--	1	0	0.0	0	--
Physical Therapist	0.0	0.0	100.0	2	0	0.0	0	No
Water Pollution Control Technician	0.0	25.0	--	4	1	25.0	1	--
Public Health Language Worker	--	--	--	0	--	--	--	--
Disease Intervention Specialist	--	--	--	0	--	--	--	--
Environmental Health Specialist	--	--	--	0	--	--	--	--
Environmental Health Program Supervisor	--	--	--	0	--	--	--	--
Dental Assistant	--	--	95.5	0	--	--	--	--
Dental Hygienist	--	--	--	0	--	--	--	--
Clinical Dentist	--	--	0.0	0	--	--	--	--
Assistant Director of Clinical Services	--	--	--	0	--	--	--	--
Public Health Medical Officer	--	--	--	0	--	--	--	--
Nutrition Consultant	--	--	--	0	--	--	--	--
Senior Nutrition Consultant	--	--	100.0	0	--	--	--	--
Health Information Services Technician	100.0	66.7	--	3	2	-33.3	0	--
Driver/Messenger	0.0	0.0	--	1	0	0.0	0	--
Landfill Operations Attendant	--	--	--	0	--	--	--	--
Herbicide Applicator	0.0	0.0	--	4	0	0.0	0	--

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	% of Female Employees on Register: 4/1/2018	Current Total Employees	Current Total Female Employees	6 Month Change %	Change in Total Females Employed	Within Compliance?
Truck Driver	18.9	18.9	0.0	37	7	0.0	0	Yes
Heavy Equipment Operator	4.0	4.0	--	25	1	0.0	0	--
Construction Equipment Operator	0.0	0.0	--	24	0	0.0	0	--
Brush and Trash Supervisor	--	--	--	0	--	--	--	--
Skilled Laborer	11.7	14.1	16.6	71	10	2.4	3	Yes
Labor Supervisor	7.7	7.7	14.3	13	1	0.0	0	No
Public Works Supervisor (Construction or Sanitation)	12.5	12.5	--	8	1	0.0	0	--
Bridge Maintenance Worker	0.0	0.0	--	5	0	0.0	0	--
Shop Helper	--	--	2.7	0	--	--	--	--
Equipment Service Worker	--	--	--	0	--	--	--	--
Equipment Service Writer	0.0	0.0	6.3	1	0	0.0	0	No
Maintenance Mechanic	--	--	--	0	--	--	--	--
Automotive Technician	0.0	0.0	--	11	0	0.0	0	--
Automotive/Heavy Equipment Shop Supervisor	0.0	0.0	--	3	0	0.0	0	--
Gardener	--	--	--	0	--	--	--	--
Landscape Crew Leader	0.0	0.0	9.5	3	0	0.0	0	No
Park Maintenance Supervisor	--	--	--	0	--	--	--	--
Sewer Video Specialist	0.0	0.0	21.1	9	0	0.0	0	No
Sewer Video Supervisor	12.5	12.5	--	8	1	0.0	0	--
WWTP Shop Supervisor	0.0	0.0	--	4	0	0.0	0	--
WWTP Manager	16.7	16.7	--	6	1	0.0	0	--
Utility Service Representative	--	--	17.6	0	--	--	--	--

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	% of Female Employees on Register: 4/1/2018	Current Total Employees	Current Total Female Employees	6 Month Change %	Change in Total Females Employed	Within Compliance?
Water Utility Service Worker	--	--	0.0	0	--	--	--	--
Power Distribution Helper	--	--	8.3	0	--	--	--	--
Cabinetmaker	0.0	0.0	0.0	3	0	0.0	0	Yes
Plumber	0.0	0.0	0.0	2	0	0.0	0	Yes
HVAC/Refrigeration Technician	0.0	0.0	--	3	0	0.0	0	--
Painter	0.0	0.0	--	7	0	0.0	0	--
Senior Building Custodian	--	--	33.3	0	--	--	--	--
Maintenance Repair Worker	14.3	13.0	2.9	23	3	-1.2	0	Yes
Chief of Building Maintenance	0.0	0.0	--	3	0	0.0	0	--
Facilities Manager	0.0	25.0	--	4	1	25.0	1	--
Total	56.0	55.7	--	962	536	-0.3	479	--

Table C7. Breakdown of Metric 7 job classes Meeting Race Benchmark

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Assistant Automotive Technician	0.0	0.0	0	0	--	0	--
Accountant	54.5	69.2	13	9	14.7	3	Yes
Administrative Analyst	50.0	50.0	8	4	0.0	0	Yes
Administrative Intern	0.0	0.0	0	0	--	0	--
Administrative Clerk	78.2	77.8	180	140	-0.5	7	Yes
Architect	0.0	0.0	0	0	--	0	--
Auditor	90.0	90.9	11	10	0.9	1	Yes
Automotive Technician	16.7	18.2	11	2	1.5	0	No
Building Inspector	0.0	0.0	3	0	0.0	0	No
Building Maintenance Supervisor	0.0	0.0	1	0	0.0	0	No
Buyer	0.0	100.0	4	4	100.0	4	Yes
Carpenter	0.0	0.0	0	0	--	0	--
Chief Accountant	60.0	75.0	4	3	15.0	0	Yes
Chief of Building Maintenance	0.0	33.3	3	1	33.3	1	No
Chief of Party	0.0	0.0	5	0	0.0	0	No
Closed Circuit TV Technician	0.0	0.0	1	0	0.0	0	No
Communications Operator I	100.0	100.0	2	2	0.0	0	Yes
Computer Operator II	100.0	100.0	1	1	0.0	0	Yes
Construction Equipment Operator	16.7	16.7	24	4	0.0	-1	No
County Traffic Engineer	0.0	0.0	1	0	0.0	0	No
Database Administrator	0.0	0.0	1	0	0.0	0	No
Deputy Sheriff	27.9	27.7	408	113	-0.2	-1	No
Drafter	0.0	0.0	2	0	0.0	0	No
Electrical Inspector	0.0	0.0	1	0	0.0	0	No
Electrician	30.8	26.7	15	4	-4.1	0	No
Engineering Aide	33.3	71.4	7	5	38.1	4	Yes
Engineering Inspector	14.3	26.9	26	7	12.6	4	No
Environmental Biologist	0.0	0.0	1	0	0.0	0	No
Environmental Laboratory/Compliance Administrator	100.0	100.0	1	1	0.0	0	Yes

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Equipment Service Worker	0.0	0.0	0	0	--	0	--
Guard	0.0	0.0	0	0	--	0	--
Heavy Equipment Operator	25.9	28.0	25	7	2.1	0	No
Herbicide Applicator	33.3	50.0	4	2	16.7	1	Yes
Housing Rehabilitation Specialist	0.0	0.0	1	0	0.0	0	No
HVAC/Refrigeration Technician	25.0	33.3	3	1	8.3	0	No
Labor Supervisor	57.1	61.5	13	8	4.4	0	Yes
Land Acquisition Agent	0.0	33.3	3	1	33.3	1	No
Landscape Architect	0.0	0.0	1	0	0.0	0	No
Legal Secretary	63.6	70.0	10	7	6.4	0	Yes
Maintenance Repair Worker	50.0	52.2	23	12	2.2	1	Yes
Maintenance Mechanic	0.0	0.0	0	0	--	0	--
Medical Transcriber	75.0	75.0	4	3	0.0	0	Yes
Microphotographer	100.0	100.0	2	2	0.0	0	Yes
Painter	0.0	22.2	9	2	22.2	2	No
Personnel Analyst I	0.0	0.0	0	0	--	0	--
Planner	50.0	50.0	2	1	0.0	0	Yes
Plans Examiner	0.0	0.0	2	0	0.0	0	No
Plumber	0.0	0.0	2	0	0.0	0	No
Plumbing, Gas and Mechanical Inspector	0.0	0.0	3	0	0.0	0	No
Principal Accountant	64.7	66.7	18	12	2.0	1	Yes
Principal Auditor	0.0	0.0	1	0	0.0	0	No
Principal Buyer	75.0	80.0	5	4	5.0	1	Yes
Public Safety Dispatcher I	0.0	0.0	0	0	--	0	--
Public Safety Dispatcher II	100.0	100.0	3	3	0.0	0	Yes
Public Works Coordinator	0.0	0.0	2	0	0.0	0	No
Public Works Supervisor (Construction or Sanitation)	11.1	12.5	8	1	1.4	0	No
Purchasing Agent	100.0	100.0	1	1	0.0	0	Yes
Revenue Examiner	50.0	50.0	2	1	0.0	0	Yes
Security Officer	70.0	68.8	48	33	-1.3	-2	Yes
Sewer Construction/Maintenance Supervisor	0.0	0.0	1	0	0.0	0	No

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Sewer Video Specialist	53.8	55.6	9	5	1.7	-2	Yes
Sewer Video Supervisor	0.0	0.0	8	0	0.0	0	No
Sewer Service Inspector	16.7	9.1	11	1	-7.6	-1	No
Shop Helper	0.0	0.0	0	0	--	0	--
Skilled Laborer	67.8	76.0	75	57	8.2	17	Yes
Senior Auditor	55.6	55.6	9	5	0.0	0	Yes
Senior Civil Engineer	33.3	33.3	3	1	0.0	0	No
Senior Engineering Aide	50.0	50.0	2	1	0.0	0	Yes
Senior Engineering Inspector	10.0	10.0	10	1	0.0	0	No
Senior Maintenance Repair Worker	28.6	23.1	13	3	-5.5	-1	No
Senior Stores Clerk	0.0	100.0	1	1	100.0	1	Yes
Senior WWTP Maintenance Worker	30.0	33.3	18	6	3.3	0	No
Stores Clerk	100.0	80.0	5	4	-20.0	2	Yes
Systems Analyst	11.1	9.1	11	1	-2.0	0	No
Tapping Machine Operator	0.0	0.0	0	0	--	0	--
Tax Agent	100.0	75.0	4	3	-25.0	-1	Yes
Traffic Control Technician	50.0	50.0	4	2	0.0	0	Yes
Traffic Maintenance Worker	44.4	50.0	10	5	5.6	1	Yes
Traffic Planning Technician	0.0	0.0	0	0	--	0	--
Traffic Striping Machine Operator	50.0	50.0	2	1	0.0	0	Yes
Truck Driver	58.5	60.5	38	23	2.0	-1	Yes
WWTP Shift Supervisor	22.2	23.1	26	6	0.9	0	No
WWTP Maintenance Worker	16.7	16.7	6	1	0.0	0	No
WWTP Operator I	39.4	40.6	32	13	1.2	0	Yes
WWTP Supervisor	25.0	25.0	4	1	0.0	0	No
Zoning Inspector	100.0	100.0	2	2	0.0	0	Yes
Total	42.8	44.9	1233	554	2.2	42	Yes

Table C8. Breakdown of Metric 8 job classes Meeting Gender Benchmark

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Total Female Employees	6 Month Change %	Change in Total Females Employed	Meeting Benchmark?
Accountant	72.7	76.9	13	10	4.2	2	Yes
Administrative Analyst	62.5	62.5	8	5	0.0	0	Yes
Auditor	70.0	72.7	11	8	2.7	1	Yes
Automotive Technician	0.0	0.0	11	0	0.0	0	No
Building Maintenance Supervisor	0.0	0.0	1	0	0.0	0	No
Buyer	0.0	100.0	4	4	100.0	4	Yes
Carpenter	0.0	--	0	0	--	0	--
Chief Accountant	40.0	75.0	4	3	35.0	1	Yes
Chief of Building Maintenance	0.0	0.0	3	0	0.0	0	No
Chief of Party	0.0	0.0	5	0	0.0	0	No
Chief of Security	0.0	0.0	1	0	0.0	0	No
Closed Circuit TV Technician	0.0	0.0	1	0	0.0	0	No
Computer Operator II	0.0	0.0	1	0	0.0	0	No
Construction Equipment Operator	0.0	0.0	24	0	0.0	0	No
County Traffic Engineer	0.0	0.0	1	0	0.0	0	No
Database Administrator	0.0	0.0	1	0	0.0	0	No
Deputy Sheriff	18.6	18.1	408	74	-0.4	-2	No
Drafter	0.0	0.0	2	0	0.0	0	No
Electrician	0.0	0.0	15	0	0.0	0	No
Engineering Aide	0.0	0.0	7	0	0.0	0	No
Engineering Inspector	14.3	15.4	26	4	1.1	1	No
Environmental Biologist	100.0	100.0	1	1	0.0	0	Yes
Environmental Laboratory/Compliance Administrator	100.0	100.0	1	1	0.0	0	Yes
Equipment Service Worker	0.0	--	0	0	--	0	--
Heavy Equipment Operator	3.7	4.0	25	1	0.3	0	No
Herbicide Applicator	0.0	0.0	4	0	0.0	0	No
HVAC/Refrigeration Technician	0.0	0.0	3	0	0.0	0	No
Labor Supervisor	7.1	7.7	13	1	0.5	0	No

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Total Female Employees	6 Month Change %	Change in Total Females Employed	Meeting Benchmark?
Land Acquisition Agent	50.0	66.7	3	2	16.7	1	Yes
Maintenance Repair Worker	13.6	13.0	23	3	-0.6	0	No
Maintenance Mechanic	0.0	--	0	0	--	0	--
Microphotographer	50.0	50.0	2	1	0.0	0	Yes
Painter	0.0	0.0	9	0	0.0	0	No
Painter	0.0	0.0	9	0	0.0	0	No
Plumber	0.0	0.0	2	0	0.0	0	No
Principal Auditor	100.0	100.0	1	1	0.0	0	Yes
Principal Buyer	75.0	80.0	5	4	5.0	1	Yes
Property Appraiser	31.3	34.8	23	8	3.5	3	No
Public Information Officer	0.0	--	0	0	--	0	--
Public Works Coordinator	0.0	0.0	2	0	0.0	0	No
Public Works Supervisor (Construction or Sanitation)	11.1	12.5	8	1	1.4	0	No
Purchasing Agent	0.0	0.0	1	0	0.0	0	No
Revenue Examiner	100.0	100.0	2	2	0.0	0	Yes
Security Officer	30.0	29.2	48	14	-0.8	-1	No
Sewer Construction/Maintenance Supervisor	0.0	0.0	1	0	0.0	0	No
Sewer Video Specialist	0.0	0.0	9	0	0.0	0	No
Sewer Video Supervisor	0.0	12.5	8	1	12.5	1	No
Sewer Service Inspector	16.7	18.2	11	2	1.5	0	No
Sewer Service Supervisor	0.0	0.0	1	0	0.0	0	No
Sheriff's Sergeant	11.7	11.8	76	9	0.2	0	No
Skilled Laborer	11.9	14.7	75	11	2.8	4	No
Senior Accountant	82.4	82.4	17	14	0.0	0	Yes
Senior Administrative Intern	100.0	100.0	1	1	0.0	0	Yes
Senior Auditor	11.1	11.1	9	1	0.0	0	No
Senior Engineering Aide	0.0	0.0	2	0	0.0	0	No
Senior Engineering Inspector	0.0	0.0	10	0	0.0	0	No
Senior Maintenance Repair Worker	0.0	0.0	13	0	0.0	0	No
Senior Property Appraiser	11.1	14.3	7	1	3.2	0	No
Senior WWTP Maintenance Worker	0.0	0.0	18	0	0.0	0	No

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	Current Total Employees	Current Total Female Employees	6 Month Change %	Change in Total Females Employed	Meeting Benchmark?
Tapping Machine Operator	0.0	--	0	0	--	0	--
Tax Agent	75.0	75.0	4	3	0.0	0	Yes
Traffic Control Technician	0.0	0.0	4	0	0.0	-3	No
Traffic Maintenance Worker	0.0	0.0	10	0	0.0	0	No
Traffic Planning Technician	0.0	--	0	0	--	0	--
Truck Driver	19.5	18.4	38	7	-1.1	7	No
Voting Machine Technician	0.0	0.0	2	0	0.0	-8	No
WWTP Shift Supervisor	18.5	15.4	26	4	-3.1	4	No
WWTP Maintenance Worker	16.7	16.7	6	1	0.0	-4	No
WWTP Operator I	15.2	15.6	32	5	0.5	4	No
WWTP Supervisor	25.0	25.0	4	1	0.0	-4	No
Total	18.0	18.7	1116	209	0.7	14	No

Table C9. Breakdown of Metric 9 job classes Meeting Race Benchmark

Job Title	% of Black Applicants: 10/1/2017	% of Black Applicants: 4/1/2018	Current Total Applicants	Current Total Black Applicants	6 Month Change %	Within Compliance?
Assistant Automotive Technician	--	--	0	0	--	--
Accountant	--	81.6	158	129	--	Yes
Administrative Analyst	--	--	0	0	--	--
Administrative Intern	--	--	0	0	--	--
Administrative Clerk	83.4	--	0	0	--	--
Architect	100.0	--	0	0	--	--
Auditor	--	--	0	0	--	--
Automotive Technician	53.0	--	0	0	--	--
Building Inspector	--	--	0	0	--	--
Building Maintenance Supervisor	--	--	0	0	--	--
Buyer	--	--	0	0	--	--
Carpenter	--	--	0	0	--	--
Chief Accountant	--	--	0	0	--	--
Chief of Building Maintenance	29.3	--	0	0	--	--
Chief of Party	66.7	--	0	0	--	--
Closed Circuit TV Technician	--	--	0	0	--	--
Communications Operator I	--	--	0	0	--	--
Computer Operator II	93.3	84.6	52	44	-8.7	Yes
Construction Equipment Operator	--	--	0	0	--	--
County Traffic Engineer	--	--	0	0	--	--
Database Administrator	--	--	0	0	--	--
Deputy Sheriff	--	--	0	0	--	--
Drafter	--	--	0	0	--	--
Electrical Inspector	--	42.9	7	3	--	Yes
Electrician	--	44.4	18	8	--	Yes
Engineering Aide	--	--	0	0	--	--
Engineering Inspector	--	--	0	0	--	--
Environmental Biologist	--	--	0	0	--	--
Environmental Laboratory/Compliance	--	--	0	0	--	--

Job Title	% of Black Applicants: 10/1/2017	% of Black Applicants: 4/1/2018	Current Total Applicants	Current Total Black Applicants	6 Month Change %	Within Compliance?
Administrator						
Equipment Service Worker	68.6	--	0	0	--	--
Equipment Service Worker	68.6	--	0	0	--	--
Guard	--	--	0	0	--	--
Heavy Equipment Operator	--	--	0	0	--	--
Herbicide Applicator	68.0	--	0	0	--	--
Housing Rehabilitation Specialist	--	--	0	0	--	--
HVAC/Refrigeration Technician	70.8	--	0	0	--	--
Land Acquisition Agent	40.0	--	0	0	--	--
Landscape Architect	--	--	0	0	--	--
Legal Secretary	--	72.2	162	117	--	Yes
Maintenance Repair Worker	--	71.2	66	47	--	Yes
Maintenance Mechanic	43.6	--	0	0	--	--
Medical Transcriber	--	--	0	0	--	--
Microphotographer	--	--	0	0	--	--
Painter	52.8	--	0	0	--	--
Personnel Analyst I	--	--	0	0	--	--
Planner	--	--	0	0	--	--
Plans Examiner	--	45.8	24	11	--	Yes
Plumber	50.0	--	0	0	--	--
Plumbing, Gas and Mechanical Inspector	--	--	0	0	--	--
Principal Accountant	--	79.3	87	69	--	Yes
Principal Auditor	--	--	0	0	--	--
Principal Buyer	--	--	0	0	--	--
Public Safety Dispatcher I	--	78.4	394	309	--	Yes
Public Safety Dispatcher II	--	--	0	0	--	--
Public Works Coordinator	--	--	0	0	--	--
Purchasing Agent	--	--	0	0	--	--
Revenue Examiner	--	--	0	0	--	--
Security Officer	--	--	0	0	--	--
Sewer Construction/Maintenance Supervisor	32.4	--	0	0	--	--

Job Title	% of Black Applicants: 10/1/2017	% of Black Applicants: 4/1/2018	Current Total Applicants	Current Total Black Applicants	6 Month Change %	Within Compliance?
Sewer Video Specialist	--	75.8	33	25	--	Yes
Sewer Video Supervisor	43.5	--	0	0	--	--
Sewer Service Inspector	52.9	--	0	0	--	--
Shop Helper	--	74.6	59	44	--	Yes
Skilled Laborer	81.9	--	0	0	--	--
Senior Auditor	--	--	0	0	--	--
Senior Civil Engineer	--	--	0	0	--	--
Senior Engineering Aide	--	--	0	0	--	--
Senior Engineering Inspector	--	--	0	0	--	--
Senior Maintenance Repair Worker	--	--	0	0	--	--
Senior Stores Clerk	--	--	0	0	--	--
Senior WWTP Maintenance Worker	--	--	0	0	--	--
Stores Clerk	--	--	0	0	--	--
Systems Analyst	--	--	0	0	--	--
Tapping Machine Operator	--	--	0	0	--	--
Tax Agent	--	92.2	51	47	--	Yes
Traffic Control Technician	--	--	0	0	--	--
Traffic Maintenance Worker	--	83.7	86	72	--	Yes
Traffic Planning Technician	--	--	0	0	--	--
Traffic Striping Machine Operator	--	--	0	0	--	--
Truck Driver	72.9	--	0	0	--	--
WWTP Shift Supervisor	--	35.0	20	7	--	No
WWTP Maintenance Worker	--	--	0	0	--	--
WWTP Operator I	--	--	0	0	--	--
WWTP Supervisor	--	--	0	0	--	--
Zoning Inspector	--	82.0	50	41	--	Yes
Total	74.2	76.8	1267	973	2.6	Yes

Table C10. Breakdown of Metric 10 job classes Meeting Gender Benchmark

Job Title	% of Female Applicants: 10/1/2017	% of Female Applicants: 4/1/2018	Current Total Applicants	Current Total Female Applicants	6 Month Change %	Within Compliance?
Accountant	--	82.3	158	130	--	Yes
Administrative Analyst	--	--	0	0	--	--
Auditor	--	--	0	0	--	--
Automotive Technician	1.5	--	0	0	--	--
Building Maintenance Supervisor	--	--	0	0	--	--
Buyer	--	--	0	0	--	--
Carpenter	--	--	0	0	--	--
Chief Accountant	--	--	0	0	--	--
Chief of Building Maintenance	4.9	--	0	0	--	--
Chief of Party	16.7	--	0	0	--	--
Chief of Security	--	--	0	0	--	--
Closed Circuit TV Technician	--	--	0	0	--	--
Computer Operator II	53.3	67.3	52	35	14.0	Yes
Construction Equipment Operator	--	--	0	0	--	--
County Traffic Engineer	--	--	0	0	--	--
Database Administrator	--	--	0	0	--	--
Deputy Sheriff	--	--	0	0	--	--
Drafter	--	--	0	0	--	--
Electrician	--	5.6	18	1	--	No
Engineering Aide	--	--	0	0	--	--
Engineering Inspector	--	--	0	0	--	--
Environmental Biologist	--	--	0	0	--	--
Environmental Laboratory/Compliance Administrator	--	--	0	0	--	--
Equipment Service Worker	0.0	--	0	0	--	--
Heavy Equipment Operator	--	--	0	0	--	--
Herbicide Applicator	16.0	--	0	0	--	--
HVAC/Refrigeration Technician	2.1	--	0	0	--	--
Land Acquisition Agent	45.0	--	0	0	--	--

Job Title	% of Female Applicants: 10/1/2017	% of Female Applicants: 4/1/2018	Current Total Applicants	Current Total Female Applicants	6 Month Change %	Within Compliance?
Maintenance Repair Worker	--	1.5	66	1	--	No
Maintenance Mechanic	10.3	--	0	0	--	--
Microphotographer	--	--	0	0	--	--
Painter	13.9	--	0	0	--	--
Painter	13.9	--	0	0	--	--
Plumber	10.0	--	0	0	--	--
Principal Auditor	--	--	0	0	--	--
Principal Buyer	--	--	0	0	--	--
Property Appraiser	37.5	--	0	0	--	--
Public Information Officer	--	--	0	0	--	--
Public Works Coordinator	--	--	0	0	--	--
Purchasing Agent	--	--	0	0	--	--
Revenue Examiner	--	--	0	0	--	--
Security Officer	--	--	0	0	--	--
Sewer Construction/Maintenance Supervisor	0.0	--	0	0	--	--
Sewer Video Specialist	--	24.2	33	8	--	No
Sewer Video Supervisor	0.0	--	0	0	--	--
Sewer Service Inspector	8.8	--	0	0	--	--
Sewer Service Supervisor	--	--	0	0	--	--
Skilled Laborer	16.2	--	0	0	--	--
Senior Accountant	--	80.7	109	88	--	Yes
Senior Administrative Intern	--	--	0	0	--	--
Senior Auditor	--	--	0	0	--	--
Senior Engineering Aide	--	--	0	0	--	--
Senior Engineering Inspector	--	--	0	0	--	--
Senior Maintenance Repair Worker	--	--	0	0	--	--
Senior Property Appraiser	--	--	0	0	--	--
Senior WWTP Maintenance Worker	--	--	0	0	--	--
Tapping Machine Operator	--	--	0	0	--	--
Tax Agent	--	92.2	51	47	--	Yes
Traffic Control Technician	--	--	0	0	--	--

Job Title	% of Female Applicants: 10/1/2017	% of Female Applicants: 4/1/2018	Current Total Applicants	Current Total Female Applicants	6 Month Change %	Within Compliance?
Traffic Maintenance Worker	--	14.0	86	12	--	No
Traffic Planning Technician	--	--	0	0	--	--
Truck Driver	17.4	--	0	0	--	--
Voting Machine Technician	--	--	0	0	--	--
WWTP Shift Supervisor	--	25.0	20	5	--	No
WWTP Maintenance Worker	--	--	0	0	--	--
WWTP Operator I	--	--	0	0	--	--
WWTP Supervisor	--	--	0	0	--	--
Total	13.6	55.1	593	327	41.5	Yes

Table C11. Breakdown of Metric 11 job classes Meeting Race Benchmark

Job Title	% of Black Employees: 10/1/2017	% of Black Employees: 4/1/2018	% Availability in Applicant Pool	Current Total Employees	Current Total Black Employees	6 Month Change %	Change in Total Blacks Employed	Meeting Benchmark?
Heavy Equipment Operator	28.0	28.0	--	25	7	0.0	0	--
Construction Equipment Operator	16.7	16.7	--	24	4	0.0	0	--
Labor Supervisor	61.5	61.5	0.0	13	8	0.0	0	Yes
Public Works Supervisor (Construction or Sanitation)	12.5	12.5	0.0	8	1	0.0	0	Yes
Total	28.6	28.6	--	70	20	0.0	50	--

Table C12. Breakdown of Metric 12 job classes Meeting Gender Benchmark

Job Title	% of Female Employees: 10/1/2017	% of Female Employees: 4/1/2018	% Availability in Applicant Pool	Current Total Employees	Current Total Female Employees	6 Month Change %	Change in Total Females Employed	Meeting Benchmark?
Construction Equipment Operator	0.0	0.0	0.0	24	0	0.0	0	Yes
Heavy Equipment Operator	4.0	4.0	0.0	25	1	0.0	0	Yes
Labor Supervisor	7.7	7.7	0.0	13	1	0.0	0	Yes
Public Works Supervisor (Construction or Sanitation)	12.5	12.5	0.0	8	1	0.0	0	Yes
Sheriff's Sergeant	0.0	0.0	0.0	1	0	0.0	0	Yes
Total	4.2	4.2	--	71	3	0.0	68	--