

# EEOP Short Form



Wed Nov 18 18:54:45 EST 2009

## Step 1: Introductory Information

<b>Grant Title:</b>	Byrne JAG Local ARRA 2009	<b>Grant Number:</b>	2009 SB B9 1974
<b>Grantee Name:</b>	Clark County, Sheriff Dept.	<b>Award Amount:</b>	\$188,404.00
<b>Grantee Type:</b>	Local Government Agency		
<b>Address:</b>	707 W. 13th Street Vancouver, Washington 98660		
<b>Contact Person:</b>	John Lawler	<b>Telephone #:</b>	360-397-4173
<b>Contact Address:</b>	707 W. 13th Street Vancouver, Washington 98660		
<b>DOJ Grant Manager:</b>	Kathy Mason	<b>DOJ Telephone #:</b>	202-514-8692

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<b>Grant Title:</b>	Byrne JaG Local Non-RA 2009	<b>Grant Number:</b>	2009 DJ BX 0618
<b>Grantee Name:</b>	Clark county, Sheriff Dept.	<b>Award Amount:</b>	\$65,300.00
<b>Grantee Type:</b>	Local Government Agency		
<b>Address:</b>	707 W. 13th ST. Vancouver, Washington 98660		
<b>Contact Person:</b>	John Lawler	<b>Telephone #:</b>	360-397-4173
<b>Contact Address:</b>	707 W. 13th ST. Vancouver, Washington 98660		
<b>DOJ Grant Manager:</b>	Jeffery Felten-Green	<b>DOJ Telephone #:</b>	202-514-8872

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<b>Grant Title:</b>	Byrne JAG Local 2008	<b>Grant Number:</b>	2008 DJ BX 0227
<b>Grantee Name:</b>	Clark County, Sheriff Dept.	<b>Award Amount:</b>	\$45,236.00
<b>Grantee Type:</b>	Local Government Agency		
<b>Address:</b>	707 W. 13th St Vancouver, Washington 98660		
<b>Contact Person:</b>	John Lawler	<b>Telephone #:</b>	360-397-4173
<b>Contact Address:</b>	707 W. 13th St Vancouver, Washington 98660		
<b>DOJ Grant Manager:</b>	Lucia Turck	<b>DOJ Telephone #:</b>	202-305-1619

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**Grant Title:** WA Law Enforcement & Comm. Technology  
**Grant Number:** 2009 DJ BX 0618  
**Grantee Name:** Clark County, Sheriff Dept.  
**Award Amount:** \$148,410.00  
**Grantee Type:** Local Government Agency  
**Address:** 707 W. 13th ST.  
Vancouver  
98660  
**Contact Person:** John Lawler  
**Telephone #:** 360-397-4173  
**Contact Address:** 707 W. 13th ST.  
Vancouver  
98660  
**DOJ Grant Manager:** Jeffery Felten Green  
**DOJ Telephone #:** 202-514-8874

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**Grant Title:** Byrne JAG State NTF ARRA 2009  
**Grant Number:** FO9 34721 006  
**Grantee Name:** Clark county, Sheriff Dept.  
**Award Amount:** \$155,042.00  
**Grantee Type:** Local Government Agency  
**Address:** 707 W. 13th St  
Vancouver, Washington  
98660  
**Contact Person:** John Lawler  
**Telephone #:** 360-397-4173  
**Contact Address:** 707 W. 13th St  
Vancouver, Washington  
98660

**State Granting Agency:** WA Dept. of Commercd  
**Grant Number:** FO9 34721 006  
**Contact Name:** Harvey Queen  
**Contact Address:** 128-10th Avenue SW  
Olympia, Washington  
98504  
**Telephone #:** 360-725-3034

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**Grant Title:** Neighborhood Probation and Parole Officers  
**Grant Number:** 2009-SC-B9-0141  
**Grantee Name:** Clark Co. District Court Corredtions.  
**Award Amount:** \$575,971.00  
**Grantee Type:** Local Government Agency  
**Address:** 500 W 11th St  
Vancouver, Washington

98660

**Contact Person:** Tim Podhora **Telephone #:** 360-397-5643  
**Contact Address:** 500 W 11th St  
Vancouver, Washington  
98660  
**DOJ Grant Manager:** Jeffrey Felten-Green **DOJ Telephone #:** 202-514-8874

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**Grant Title:** Bulletproof Vest Partnership **Grant Number:** 2009-BO-BX-09048302  
**Grantee Name:** Clark County, Sheriff Department **Award Amount:** \$3,006.00  
**Grantee Type:** Local Government Agency  
**Address:** 707 W. 13th Street  
Vancouver, Washington  
98660  
**Contact Person:** John Lawler **Telephone #:** 360-397-4173  
**Contact Address:** 707 W. 13th Street  
Vancouver, Washington  
98660  
**DOJ Grant Manager:** vests@usdoj.gov **DOJ Telephone #:** 877-758-3787

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**Grant Title:** Byrne JAG State Gand ARRA 2009 **Grant Number:** FO9 34721 405  
**Grantee Name:** Clark county, Sheriff Dept. **Award Amount:** \$193,326.00  
**Grantee Type:** Local Government Agency  
**Address:** 707 W. 13th St.  
Vancouver, Washington  
98660  
**Contact Person:** John Lawler **Telephone #:** 360-397-4173  
**Contact Address:** 707 W. 13th St.  
Vancouver, Washington  
98660  
**State Granting Agency:** City of Vancouver **Grant Number:** FO 9 34721-405  
**Contact Name:** Brenda Tryon  
**Contact Address:** 1610 C Street  
Vancouver, Washington  
98688  
**Telephone #:** 360-487-8000

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**Grant Title:** Juvenile Accountability Block Grant **Grant Number:** 0663-9825-04  
**Grantee Name:** Clark County, Juvenile Court Services **Award Amount:** \$27,770.00  
**Grantee Type:** Local Government Agency  
**Address:** 500 W. 11th St  
Vancouver, Washington  
98666  
**Contact Person:** Escamilla, Pat **Telephone #:** 360-397-2201  
**Contact Address:** 500 W. 11th St  
Vancouver, Washington  
98666  
**State Granting Agency:** DSHS **Grant Number:** 0663-9825-04  
**Contact Name:** Randy Sparks  
**Contact Address:** 6840 Capitol Blvd. SE  
Tumwater, Washington  
98504  
**Telephone #:** 360-902-8099

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**Grant Title:** Comm. Organizing & Gang Abatement **Grant Number:** F09-34721-420  
**Grantee Name:** Clark County Dept. of Community Services **Award Amount:** \$40,000.00  
**Grantee Type:** Local Government Agency  
**Address:** 1601 E. Fourth Plain  
Vancouver, Washington  
98661  
**Contact Person:** Ron Curtin **Telephone #:** 360-397-2130  
**Contact Address:** 1601 E. Fourth Plain  
Vancouver, Washington  
98661  
**State Granting Agency:** WA Dept. of Commerce **Grant Number:** F09-34721-420  
**Contact Name:** Harvey Queen  
**Contact Address:** PO Box 42525  
Olympia, Washington  
98504  
**Telephone #:** 360-725-3034

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**Grant Title:** Narcotics Task Force: Safe/Drug Free Unit  
**Grant Number:** MO9-34021-006  
**Grantee Name:** Clark Count Sheriff Office  
**Award Amount:** \$192,243.00  
**Grantee Type:** Local Government Agency  
**Address:** 707 West 13th Street  
Vancouver, Washington  
98660

**Contact Person:** John Lawler  
**Telephone #:** 360-397-4173  
**Contact Address:** 707 West 13th Street  
Vancouver, Washington  
98660

**State Granting Agency:** WA State Dept. of Commerce  
**Grant Number:** MO9-34021-006  
**Contact Name:** Harvey Queen  
**Contact Address:** 128 10th Avenue SE  
Olympia, Washington  
98504  
**Telephone #:** 360-725-3034

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**Grant Title:** Juvenile Justice and Delinquency Prevention  
**Grant Number:** 025-VANC-WA-PS09  
**Grantee Name:** Clark County Children's Justice Center  
**Award Amount:** \$10,000.00  
**Grantee Type:** Local Government Agency  
**Address:** PO Box 61992  
Vancouver, Washington  
98666

**Contact Person:** Mary Blanchette  
**Telephone #:** 360-397-5624  
**Contact Address:** PO Box 61992  
Vancouver, Washington  
98666

**State Granting Agency:** Natioinal Children's Alliance  
**Grant Number:** 025-VANC-WA-PS09  
**Contact Name:** Matt Freeze  
**Contact Address:** 516 C Street NE  
Washington, DC, District of Columbia  
20002  
**Telephone #:** 202-548-0090

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**Grant Title:** State Criminal Alien Assistance Program  
**Grant Number:** 2009-AP-BX-0426  
**Grantee Name:** Clark County Sheriff Office  
**Award Amount:** \$57,223.00  
**Grantee Type:** Local Government Agency  
**Address:** 707 West 13th Street  
Vancouver, Washington  
98666  
**Contact Person:** John Lawler  
**Telephone #:** 360-397-4173  
**Contact Address:** 707 West 13th Street  
Vancouver, Washington  
98666  
**DOJ Grant Manager:** SCAAP Inquiries  
**DOJ Telephone #:** 202-353-4411

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**Grant Title:** Prosecution Restoration Program  
**Grant Number:** FO9-34721-034  
**Grantee Name:** Clark County Prosec. Atty Office  
**Award Amount:** \$180,000.00  
**Grantee Type:** Local Government Agency  
**Address:** 1013 Franklin Street  
Vancouver, Washington  
98660  
**Contact Person:** Shari Jensen  
**Telephone #:** 360-397-2261  
**Contact Address:** 1013 Franklin Street  
Vancouver, Washington  
98660  
**State Granting Agency:** WA Comm., Trade and Econ. Dev.  
**Grant Number:** FO9-34721-034  
**Contact Name:** Bill Johnston  
**Contact Address:** 128 10th Ave. SE  
Olympia, Washington  
98504  
**Telephone #:** 360-725-3030

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**Grant Title:** Methamphetamine Initiative Grant  
**Grant Number:** 2009 CK WX 0392  
**Grantee Name:** Clark County Sheriff Dept.  
**Award Amount:** \$33,201.00  
**Grantee Type:** Local Government Agency  
**Address:** 707 W. 13th St.  
Vancouver, Washington  
98660  
**Contact Person:** John Lawler  
**Telephone #:** 360-397-2211

**Contact Address:** 707 W. 13th St.  
Vancouver, Washington  
98660

**State Granting Agency:** WA Assoc. of Sheriffs and Police Chiefs      **Grant Number:** 2009 CK WX 0392

**Contact Name:** Nancy Morris

**Contact Address:** 3060 Willamette Dr. NE  
Lacey, Washington  
98516

**Telephone #:** 360-486-2380

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### **Policy Statement:**

3.1 EQUAL OPPORTUNITY AND NON-DISCRIMINATION. The County policy of equal opportunity and nondiscrimination extends to all employment-related matters, including hiring, layoffs, promotion, transfer, work assignments, pay, benefits, discipline and training. Any form of discrimination based on race, color, religion, creed, sex, national origin, age, marital status, the presence of any sensory, mental, or physical disability or the use of a trained dog guide or service animal by a disabled person, sexual orientation/gender identity, veterans status or any other status protected by law is strictly prohibited. In addition, the County supports and promotes the goals and benefits of a diverse workforce in all departments and levels of the organization. The County will strive to encourage and support workforce diversity through a range of activities, to include outreach recruitment to increase the diversity of candidate pools for job openings, monitoring workforce data to address issues of under-representation of protected classes, and appropriate training.

USDOJ, Office

## **Step 4b: Narrative Underutilization Analysis**

Based on Table, Step 4a, the significantly under-represented groups are:

1. White females in Technicians (-17%), Protective Services-Sworn (-2%), Protective Services-Non-Sworn (-22%), and Service-Maintenance(-10%)
2. Hispanic males in Protective Services-Sworn (-3%)
3. Asian males in Administrative Support (-1%) and females in Professionals (-1%)
4. Black males in Administrative Support (-1%)

We believe the on line DOJ available labor market pools do not fully reflect our labor pool. We recruit from the OR-WA PMSA (primary metropolitan statistical area)for some positions and from the County for others. Our data shows these two differences (from the DOJ Step 4a Table) in significant under-represented groups:

White Females: Technicians -8%; Prot.Services/Non Sworn -3%.

All of the other groups are nearly identical in the DOJ and Clark PMSA analysis.

Please see the attached hard copy document that illustrates our available OR-WA PMSA labor market.

## **Step 5 & 6: Objectives and Steps**

### **1. To encourage equal employment opportunities for Hispanic males in the Protective Services Sworn job category**

a. Data for recent and upcoming vacancies are examined; evaluate advertising practices and encourage hiring managers to explore and utilize industry specific advertising as well as outreach events. Reports will be made to elected officials/department heads. Collaborate with managers during the recruitment process to sustain awareness of goals. Recruiting contacts will be reviewed annually to determine effectiveness in referring diversity of applicants. Be represented at recruitment functions, meetings of community groups, local schools, colleges, and training programs. Identify and participate in job fairs and other recruitment functions that will assist in reaching potential applicants for positions including those for which significant underutilization has been identified.

### **2. To encourage equal employment opportunities for Asians: males (Administrative Support) and females (Professionals)**

a. Meetings will be held with all managers to identify problem areas, and in the formulation of effective solutions. The importance of complying with Clark EEOP will be discussed annually and communicated in writing with union officials. Nondiscrimination clause is included in union contracts. All contractual provisions will be reviewed to ensure they are nondiscriminatory. All employment announcements contain: Equal Opportunity Employer. The application is reviewed to determine compliance with the latest EEO regulations . Recruiting sources are annually informed of County EEOP. Suggestions of additional sources are solicited. Recruiting contacts will be reviewed to determine effectiveness in referring diverse applicants. Annually, meet with Temporary agencies to review EEO policy and plan.

### **3. To encourage equal employment opportunities for Black males in the Administrative Support category**

a. Postings are distributed to recruiting sources. Sessions with the Board held to review EEOP results. Solicit minority-and women-owned businesses. Bid proposals include EEO language. Advertise with Assoc. of Minority Entrepreneurs . Federal bids include nondiscrimination requirements and encourage contractors to solicit quotes from subs who are Disadvantaged Businesses . Written notice to all vendors and contractors on how to obtain County's EEOP. Present at recruitment functions, meetings of community groups, local schools, colleges, and training programs. Attend up to six job fairs and send female and minority staff to recruit at local community colleges, technical schools, universities, career expos, and conferences. Include community groups in recruitment. Increase relationships in ethnically and socially diverse communities and partner with community partners.

#### **4. To encourage equal employment opportunities for white females in these job categories: Technicians, Protective Services (Sworn and Non Sworn), and Service-Maintenance**

a. Track recruitment, screening, hiring, promotion, termination, transfer and discipline rates through the use of a standard report. Review data related to job categories that show significant underutilization to identify issues that may pose barriers for any protected class. Develop training of interview panels to increase understanding of bias and favoritism as well as clarification of the panels roles and responsibilities in the hiring process. Continue incorporating one or more diversity-related questions in supplemental questionnaires and/or interviews for all positions. Interview panels will include diverse members of the county workforce. Implement Diversity Strategic Plan throughout the county by broadening the talents, perspectives and relationships of the workforce in order to provide quality services to our public. See Diversity Plan for details.

#### **5. To encourage equal employment opportunities for all other underutilized categories and groups:**

a. The EEO policy is included in the Human Resources Policy Manual made available to all employees on the Intranet and within their departments. Post electronic copies of EEOP on county internet and intranet. Policies are communicated to employees during the initial new employee orientation. The county's commitment to EEO is presented as part of our orientation program for new employees. And periodically through standard employee communication processes. The EEO policy and discrimination complaint process is published semi-annually in the Clark County employee newsletter.

#### **Step 7a: Internal Dissemination**

The EEO policy is included in the Human Resources Policy Manual made available to all employees on the Intranet and within their departments. Post electronic copies on county internet and intranet. Policies are communicated to employees during the initial new employee orientation. The county's commitment to EEO is presented as part of our orientation program for new employees and periodically through standard employee communication processes. The EEO policy and discrimination complaint process is published semi-annually in the Clark County employee newsletter. Appropriate annual reports made to elected officials/department heads. Informal discussions held annually with county employees regarding the county EEO policy and Plan. Continue to collaborate with hiring managers during the recruitment process. Annual meetings will be held with all managers and all supervisory personnel to ensure compliance with our EEO policy to assist the managers in identifying problem areas, and in the formulation of effective solutions. State and federal EEO notices will be posted on bulletin boards throughout the county. The importance of complying with Federal EEO regulations will be discussed annually and communicated in writing with union officials to secure their understanding and cooperation. A nondiscrimination clause is included in union contracts. All contractual provisions will be reviewed to ensure they are nondiscriminatory. Prospective employees will be notified that they may obtain a copy of the EEOP on request. Public work session with the Board of County Commissioners will be held annually to review the EEOP progress and results and reinforce the county commitment as an Equal Opportunity Employer. Implement Diversity Strategic Plan throughout the county by broadening the talents, perspectives and relationships of the workforce in order to provide quality services to our public.

#### **Step 7b: External Dissemination**

Bound copies of the EEOP will be sent to the County Public Library to be put on display in the Main Library and in the reading rooms of neighborhood libraries throughout the County. Include a wider range of community groups in recruitment. Increase relationships in various ethnically and socially diverse communities and partner with community partners and organizations which will lead to developing protocols that increase diversity of pools. The county will be represented at recruitment functions, meetings of community groups, local schools, colleges, and training programs, reasserting the county's commitment to the EEOP. The County's Contracting Office will provide written notice to all vendors and contractors that they may obtain a copy of the County's EEOP on request. The County EEO policy is included in recruiting material. Job announcements are regularly distributed to the recruiting sources encouraging them to refer qualified applicants to assist in the implementation of our EEO policy. Annually, meet with Temporary agencies (NW

Staffing and Employer Overload) to review EEO policy and plan. Recruiting sources are annually informed in writing of County EEOP. All employment opportunity announcements contain the message: Equal Opportunity Employer. Post electronic copies of EEOP on county internet.

**Utilization Analysis Chart**  
**Relevant Labor Market: Clark County, Washington**

Job Categories	Male							Female						
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
<b>Officials/Administrators</b>														
Workforce #/%	84/55%	2/1%	3/2%	0/0%	1/1%	0/0%	1/1%	57/38%	0/0%	2/1%	0/0%	2/1%	0/0%	0/0%
CLS #/%	14,285/59%	300/1%	75/0%	115/0%	420/2%	15/0%	105/0%	8,320/34%	175/1%	75/0%	45/0%	260/1%	40/0%	45/0%
Utilization #/%	-4%	0%	2%	-0%	-1%	-0%	0%	3%	-1%	1%	-0%	0%	-0%	-0%
<b>Professionals</b>														
Workforce #/%	161/43%	2/1%	5/1%	2/1%	9/2%	1/0%	0/0%	177/47%	5/1%	4/1%	0/0%	3/1%	1/0%	3/1%
CLS #/%	12,640/45%	285/1%	210/1%	65/0%	495/2%	20/0%	130/0%	12,850/46%	305/1%	170/1%	105/0%	450/2%	35/0%	80/0%
Utilization #/%	-2%	-0%	1%	0%	1%	0%	-0%	1%	0%	0%	-0%	-1%	0%	1%
<b>Technicians</b>														
Workforce #/%	80/52%	2/1%	0/0%	1/1%	4/3%	0/0%	1/1%	56/36%	5/3%	2/1%	0/0%	2/1%	0/0%	2/1%
CLS #/%	1,330/36%	85/2%	55/1%	0/0%	70/2%	4/0%	20/1%	1,970/53%	44/1%	25/1%	10/0%	85/2%	10/0%	15/0%
Utilization #/%	16%	-1%	-1%	1%	1%	-0%	0%	-17%	2%	1%	-0%	-1%	-0%	1%
<b>Protective Services: Sworn</b>														
Workforce #/%	218/77%	3/1%	6/2%	2/1%	2/1%	1/0%	4/1%	41/14%	0/0%	2/1%	2/1%	0/0%	1/0%	2/1%
CLS #/%	1,995/74%	100/4%	10/0%	25/1%	20/1%	0/0%	40/1%	455/17%	25/1%	4/0%	4/0%	20/1%	10/0%	0/0%
Utilization #/%	3%	-3%	2%	-0%	-0%	0%	-0%	-2%	-1%	1%	1%	-1%	-0%	1%
<b>Protective Services: Non-sworn</b>														
Workforce #/%	24/50%	1/2%	1/2%	0/0%	1/2%	1/2%	0/0%	19/40%	0/0%	0/0%	1/2%	0/0%	0/0%	0/0%
Civilian Labor Force #/%	30/34%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	55/62%	0/0%	0/0%	4/4%	0/0%	0/0%	0/0%
Utilization #/%	16%	2%	2%	0%	2%	2%	0%	-22%	0%	0%	-2%	0%	0%	0%
<b>Administrative Support</b>														
Workforce #/%	27/6%	2/0%	0/0%	0/0%	0/0%	0/0%	1/0%	352/81%	19/4%	9/2%	2/0%	10/2%	5/1%	5/1%
CLS #/%	12,365/28%	365/1%	315/1%	45/0%	405/1%	20/0%	135/0%	27,335/63%	1,015/2%	335/1%	145/0%	645/1%	140/0%	245/1%
Utilization #/%	-22%	-0%	-1%	-0%	-1%	-0%	-0%	19%	2%	1%	0%	1%	1%	1%

Job Categories	Male							Female						
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
<b>Skilled Craft</b>														
Workforce #/%	88/89%	2/2%	1/1%	1/1%	0/0%	1/1%	0/0%	6/6%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	17,550/85%	860/4%	210/1%	190/1%	325/2%	35/0%	170/1%	1,105/5%	45/0%	10/0%	10/0%	105/1%	0/0%	10/0%
Utilization #/%	4%	-2%	-0%	0%	-2%	1%	-1%	1%	-0%	-0%	-0%	-1%	0%	-0%
<b>Service/Maintenance</b>														
Workforce #/%	57/66%	4/5%	2/2%	0/0%	0/0%	0/0%	1/1%	22/26%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	23,655/50%	1,975/4%	415/1%	280/1%	925/2%	85/0%	380/1%	16,655/35%	1,090/2%	355/1%	235/0%	1,035/2%	90/0%	245/1%
Utilization #/%	16%	0%	1%	-1%	-2%	-0%	0%	-10%	-2%	-1%	-0%	-2%	-0%	-1%



# CC EEO Utilization Totals Analysis Report

As Of: 30-JUN-2009

CCHREE08

Job Category	Total	Males							Females						
		W	B	H	A	NH/OPI	AI/AN	Two_M	W	B	H	A	NH/OPI	AI/AN	Two_M
Officials/Administrators, agency #	156	86	3	2	1	0	0	1	59	2	0	2	0	0	0
Officials/Administrators, agency %		55.0%	2.0%	1.0%	1.0%	0.0%	0.0%	1.0%	38.0%	1.0%	0.0%	1.0%	0.0%	0.0%	0.0%
Community Rep'n %		55.0%	1.0%	2.0%	2.0%	0.0%	0.0%	1.0%	35.0%	0.0%	1.0%	2.0%	0.0%	0.0%	1.0%
Utilization Difference		0.0%	1.0%	( 1.0%)	( 1.0%)	0.0%	0.0%	0.0%	3.0%	1.0%	( 1.0%)	( 1.0%)	0.0%	0.0%	( 1.0%)
Professionals, agency #	381	162	5	2	9	1	2	0	184	3	5	3	1	0	3
Professionals, agency %		43.0%	1.0%	1.0%	2.0%	0.0%	1.0%	0.0%	48.0%	1.0%	1.0%	1.0%	0.0%	0.0%	1.0%
Community Rep'n %		43.0%	1.0%	1.0%	3.0%	0.0%	0.0%	1.0%	44.0%	1.0%	1.0%	2.0%	0.0%	0.0%	1.0%
Utilization Difference		0.0%	0.0%	0.0%	( 1.0%)	0.0%	1.0%	( 1.0%)	4.0%	0.0%	0.0%	( 1.0%)	0.0%	0.0%	0.0%
Technicians, agency #	158	81	0	2	4	0	1	1	58	2	5	2	0	0	2
Technicians, agency %		51.0%	0.0%	1.0%	3.0%	0.0%	1.0%	1.0%	37.0%	1.0%	3.0%	1.0%	0.0%	0.0%	1.0%
Community Rep'n %		40.0%	1.0%	3.0%	3.0%	0.0%	0.0%	1.0%	45.0%	1.0%	2.0%	3.0%	0.0%	0.0%	1.0%
Utilization Difference		11.0%	( 1.0%)	( 2.0%)	0.0%	0.0%	1.0%	0.0%	( 8.0%)	0.0%	1.0%	( 2.0%)	0.0%	0.0%	0.0%
Sworn Protective Services, agency #	291	222	7	3	2	1	2	4	43	2	0	0	1	2	2
Sworn Protective Services, agency %		76.0%	2.0%	1.0%	1.0%	0.0%	1.0%	1.0%	15.0%	1.0%	0.0%	0.0%	0.0%	1.0%	1.0%
Community Rep'n %		70.0%	2.0%	3.0%	1.0%	0.0%	1.0%	2.0%	17.0%	0.0%	1.0%	0.0%	0.0%	0.0%	1.0%
Utilization Difference		6.0%	0.0%	( 2.0%)	0.0%	0.0%	0.0%	( 1.0%)	( 2.0%)	1.0%	( 1.0%)	0.0%	0.0%	1.0%	0.0%
Non-Sworn Protective Services, agency #	53	26	1	1	1	1	0	0	22	0	0	0	0	1	0
Non-Sworn Protective Services, agency %		49.0%	2.0%	2.0%	2.0%	2.0%	0.0%	0.0%	42.0%	0.0%	0.0%	0.0%	0.0%	2.0%	0.0%
Community Rep'n %		43.0%	0.0%	1.0%	2.0%	1.0%	0.0%	2.0%	45.0%	0.0%	4.0%	0.0%	0.0%	1.0%	3.0%
Utilization Difference		6.0%	2.0%	1.0%	0.0%	1.0%	0.0%	( 2.0%)	( 3.0%)	0.0%	( 4.0%)	0.0%	0.0%	1.0%	( 3.0%)
Office/Clerical, agency #	442	25	0	2	0	0	0	1	362	10	20	10	5	2	5
Office/Clerical, agency %		6.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	82.0%	2.0%	5.0%	2.0%	1.0%	0.0%	1.0%
Community Rep'n %		28.0%	1.0%	1.0%	1.0%	0.0%	0.0%	0.0%	63.0%	1.0%	2.0%	2.0%	0.0%	0.0%	1.0%
Utilization Difference		( 22.0%)	( 1.0%)	( 1.0%)	( 1.0%)	0.0%	0.0%	0.0%	19.0%	1.0%	3.0%	0.0%	1.0%	0.0%	0.0%
Skilled Craft, agency #	101	90	1	2	0	1	1	0	6	0	0	0	0	0	0
Skilled Craft, agency %		89.0%	1.0%	2.0%	0.0%	1.0%	1.0%	0.0%	6.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Community Rep'n %		85.0%	1.0%	4.0%	2.0%	0.0%	1.0%	1.0%	5.0%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%
Utilization Difference		4.0%	0.0%	( 2.0%)	( 2.0%)	1.0%	0.0%	( 1.0%)	1.0%	0.0%	0.0%	( 1.0%)	0.0%	0.0%	0.0%
Service/Maintenance, agency #	84	56	2	3	0	0	0	1	22	0	0	0	0	0	0
Service/Maintenance, agency %		67.0%	2.0%	4.0%	0.0%	0.0%	0.0%	1.0%	26.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Community Rep'n %		50.0%	1.0%	4.0%	2.0%	0.0%	1.0%	1.0%	35.0%	1.0%	2.0%	2.0%	0.0%	1.0%	1.0%
Utilization Difference		17.0%	1.0%	0.0%	( 2.0%)	0.0%	( 1.0%)	0.0%	( 9.0%)	( 1.0%)	( 2.0%)	( 2.0%)	0.0%	( 1.0%)	( 1.0%)
<b>Total, All Groups</b>	<b>1666</b>	<b>748</b>	<b>19</b>	<b>17</b>	<b>17</b>	<b>4</b>	<b>6</b>	<b>8</b>	<b>756</b>	<b>19</b>	<b>30</b>	<b>17</b>	<b>7</b>	<b>5</b>	<b>12</b>

<b>Key</b>	
<b>B - Black or African American</b>	<b>NH/OPI - Native Hawaiian or Other Pacific Islander</b>
<b>W - White</b>	<b>AI/AN - American Indian or Alaska Native</b>
<b>H - Hispanic or Latino</b>	<b>Two_M - Two or More Races</b>