PART II. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL) – 2006 SHERIFF WORKFORCE

Job Category		TOTAL	MALE B	MALE W	MALE H	MALE A/PI	MALE AI/AN	FEMALE B	FEMALE W	FEMALE H	FEMALE A/PI	FEMALE AI/AN
Officials/Administrators		10 100%	0 0%	9 90%	1 10%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Professionals		17 100%	2 11.764%	13 76.470%	0 0%	0 0%	0 0%	0 0%	2 11.764%	0 0%	0 0%	0 0%
Technicians		The Sheriff's Office does not have any employees in this job category										
Protective Services	Sworn	212 100%	12 5.660%	154 72.641%	12 5.660%	6 2.830%	1 .471%	3 1.415%	22 10.377%	1 .471%	1 .471%	0 0%
	Non-Sworn	25 100%	2 8%	9 36%	1 4%	0 0%	0 0%	0 0%	11 44%	2 8%	0 0%	0 0%
Para-Professional		THIS CATEGORY NOT LONGER EXISTS IN THE 2000 CENSUS DATA										
Office/Clerical		29 100%	0 0%	2 6.896%	0 0%	0 0%	0 0%	1 3.448%	22 75.862%	3 10.344 %	0 0%	0 0%
Skilled Craft		3 100%	0 0%	3 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Service/Maintenance		10 100%	1 10%	5 50%	2 20%	1 10%	0 0%	0 0%	0 0%	1 10%	0 0%	0 0%

* FOR POLICE DEPARTMENT GRANTEES ONLY: First fill out additional breakdown of sworn "officials," below.

Job Category	TOTAL	B	W	H	A/PI	AI/AN	B	W	H	A/PI	AI/AN
Chiefs, Deputy Chiefs	5 100%	0 0%	4 80%	1 20%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Captains, Inspectors	3 100%	0 0%	3 100%	0 %	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Lieutenants	16 100%	1 6.25%	14 87.5%	0 0%	0 0%	0 0%	0 0%	1 6.25%	0 0%	0 0%	0 0%
Sergeants, Detectives	30 100%	2 6.666%	25 83.333%	1 3.333%	1 3.333%	1 3.333%	0 0%	0 0%	0 0%	0 0%	0 0%
TOTALS [6]	54 100%	3 5.555%	46 85.185%	2 3.703%	1 1.851%	1 1.851%	0 0%	1 1.851%	0 0%	0 0%	0 0%

KEY

W – White B – Black A/PI - Asian or Pacific Islander
H – Hispanic AI/AN - American Indian or Alaskan Native

PART II. COUNTY OF KANE (OFFICE OF ELECTED OFFICIAL)– 2006 SHERIFF UTILIZATION ANALYSIS

JOB GROUP CATEGORY (CLS = Community Labor Statistics)*		MALE White	MALE Black	MALE Hispanic	MALE Asian	MALE American Indian	FEMALE White	FEMALE Black	FEMALE Hispanic	FEMALE Asian	FEMALE American Indian
OFFICIALS/EXECUTIVE	Workforce #/%	90%	0%	10%	0%	0%	0%	0%	0%	0%	0%
	CLS #/%	59.3%	1.8%	3.1%	.7%	0%	29.8%	1.4%	2.6%	.5%	0%
	Utilization %	30.7%	-1.8%	6.9%	-.7%	0%	-29.8%	-1.4%	-2.6%	-.5%	0%
PROFESSIONALS	Workforce #/%	76.470%	11.764%	0%	0%	0%	11.764%	0%	0%	0%	0%
	CLS #/%	41.2%	1.4%	2.3%	1.6%	.1%	47.1%	1.9%	2.4%	1.4%	.1%
	Utilization %	35.27%	10.364%	-2.3%	-1.6%	-.1%	-35.336%	-1.9%	-2.4%	-1.4%	-.1%
TECHNICIANS	Workforce #/%	NOT APPLICABLE									
	CLS #/%										
	Utilization %										
PROTECTIVE SERVICES	SWORN										
	Workforce #/%	72.641%	5.660%	5.660%	2.830%	.471%	10.377%	1.415%	.471%	.471%	0%
	CLS #/%	64%	8.1%	6.8%	.5%	0%	16.2%	1.9%	1%	.5%	0%
	Utilization %	8.641%	-2.44%	-1.14%	2.33%	.471%	-5.823%	-.485%	-.529%	-.029%	0%
	NON-SWORN										
	Workforce #/%	36%	8%	4%	0%	0%	44%	0%	8%	0%	0%
	Civ. Labor Force #/%	30.9%	7.3%	0%	0%	0%	49.1%	3.6%	7.3%	0%	0%
	Utilization %	5.1%	.7%	4%	0%	0%	-5.1%	-3.6%	.7%	0%	0%
PARA-PROFESSIONAL	Workforce	THIS CATEGORY NOT LONGER EXISTS IN THE 2000 CENSUS DATA									
	CLS #/%										
	Utilization										
OFFICE/CLERICAL	Workforce	6.896%	0%	0%	0%	0%	75.862%	3.448%	10.344%	0%	0%
	CLS #/%	25.9%	1.4%	5%	.7%	.1%	52.8%	3.5%	8.9%	.7%	.1%
	Utilization	-19.004%	-1.4%	-5%	-.7%	-.1%	23.062%	.052%	1.444%	-.7%	-.1%
SKILLED CRAFT	Workforce #/%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	CLS #/%	68.5%	2.4%	17.9%	.7%	.3%	4.4%	.6%	3.8%	.4%	0%
	Utilization %	31.5%	-2.4%	-17.9%	-.7%	-.3%	-4.4%	-.6%	-3.8%	-.4%	0%
SVCS/MAINTENANCE	Workforce #/%	50%	10%	20%	10%	0%	0%	0%	10%	0%	0%
	CLS #/%	28.4%	3.3%	27.9%	.9%	.1%	19.7%	2.9%	14.6%	.1%	.9%
	Utilization %	21.6%	6.7%	-7.9%	9.1%	-.1%	-19.7%	-2.9%	-4.6%	-.1%	-.9%

Kane County
Sheriff's Office

2005
Labor Analysis

A comparison of the 2006 Sheriff Utilization Analysis indicates that White female representation is under-represented in both the Executive and Professional work force. This under-representation is partially due to the Law Enforcement profession mostly being predominately male. Recent movement within the Law Enforcement field has begun to lessen the wide spread under-representation. The Sheriff's Office has, through recent years, lost additional female representation because of resignation.

The analysis also indicates that there is under-representation in the White females in the sworn protection services category. The belief that the Law Enforcement field is predominately male field gives us this under-representation. In time, with more females applying for law enforcement positions with the Sheriff's Office, the representation will more favor the community labor statistics. When this happens, the Executive and Professional work force will also improve.

The analysis also indicates an under-representation of black females in the non-sworn category.

In the Office/Clerical work force of the Sheriff's Office, the analysis indicates an under-representation of White males. This is the result of historically these positions are held by females.

In the Skilled Craft work force, which is our fleet management that includes 3 employees, we are under-represented in the Hispanic male, White female and Hispanic female categories.

In the Service/Maintenance work force the analysis indicates an under-representation of White female and Hispanic female employees. This result is because this field is predominately a male field.

Question 1 The number of disciplinary actions taken against employees for 2005.

During 2005, a total of 44 disciplinary actions were taken against employees of the Kane County Sheriff's Office. The following is an analysis of those actions.

SWORN -	M/B-	LETTER OF REPRIMAND-	15.
SWORN-	M/C -	LETTER OF REPRIMAND-	02.
SWORN-	M/D-	LETTER OF REPRIMAND-	05
SWORN-	F/B-	LETTER OF REPRIMAND-	03
SWORN-	F/C-	LETTER OF REPRIMAND-	01
MAIN/SER	M/B-	LETTER OF REPRIMAND-	01
SWORN-	M/E-	SUSPENSION W/O PAY-	01
SWORN-	M/B-	SUSPENSION W/O PAY-	07
SWORN-	M/D-	SUSPENSION W/O PAY-	02
SWORN-	F/C-	SUSPENSION W/O PAY-	01
SWORN-	M/B-	RESIGNATION/TERMINATION-	04
SWORN-	M/D-	RESIGNATION/TERMINATION-	01
NON-SWORN	F/B	RESIGNATION/TERMINATION-	01

Question 2. The number of employees who made application for promotion or transfer for year 2005.

The Kane County Merit Commission conducts the promotional process for our Sworn personnel. All inquiries regarding the promotional process should be directed to the Commission.

The Kane County Sheriff's Office is given an alphabetical listing of all who the Commission certifies as being qualified. The Office selects a person off the list.

The remainder of job classification all promotions and transfers are handled according to contract ional agreement. The Kane County Sheriff's Office has three distinct labor agreements. There is no record of promotions or transfers within this group for year 2005.

Question 3 A detailed Narrative statement setting forth the employment polices and practices.

The Kane County Sheriff's Office employment testing procedures for Sworn personnel is handled by the Kane County Merit Commission, which receives their authority under state statute. Inquiries regarding their policies and procedures should be directed to the Commission.

The Kane County Sheriff's Office conducts the following testing procedures for our non-sworn employees, which are our tele-communicators. Job applicants are put through a combination of three written tests one that measures memory recall, basic math skills, vocabulary skills, and general reasoning skills, a second that measures mapping skills and a third that measures typing skills. The applicant also is involved in an oral interview process, each of the four procedures account for 25% of the total result of the applicant's grade. A 70 percent is needed in order to pass the initial process.

Those applicants who have achieved the 70 percent are placed on a list and certified as qualified candidates for hire. A background investigation, medical and psychological screening is conducted and after successfully passing this process, the applicant is hired.

List of publications used.

The Kane County Merit Commission handles all publicity regarding upcoming testing dates for Sworn personnel. All inquiries regarding their procedure should be directed to the Commission.

The Department of Human Resources of Kane County handles the remainder of the job classifications public notice and all inquiries should be directed to the Department.