ATTACHMENT A -- **AGENCY'S WORKFORCE – 2006 SUPERVISOR OF ASSESSMENTS** **(See Step 2)**

			MALE					FEMALE				
Job Category		**TOTAL**	**B**	**W**	**H**	**A/PI**	**AI/AN**	**B**	**W**	**H**	**A/PI**	**AI/AN**
Officials/Administrators		3 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	3 100%	0 0%	0 0%	0 0%
Professionals		1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 100%	0 0%	0 0%	0 0%
Technicians												
Protective Services	Sworn*											
	Non-Sworn											
Para-Professional												
Office/Clerical		18 100%	1 5.555%	2 11.111%	1 5.555%	0 0%	0 0%	0 0%	14 77.777%	0 0%	0 0%	0 0%
Skilled Craft												
Service/Maintenance												

8/1/06

ATTACHMENT D -- **Utilization Analysis – 2006 Supervisors of Assessments** (See Step 4a)

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 #/% CLS #/% Utilization %		0% 59.3% -59.3%	0% 1.8% -1.8%	0% 3.1% -3.1%	0% .7% -.75	0% 0% 0%	100% 29.8% 70.2%	0% 1.4% -1.4%	0% 2.6% -2.6	0% .5% -.5%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %		0% 41.2% -41.2%	0% 1.4% -1.4%	0% 2.3% -2.3%	0% 1.6% -1.6%	0% .1% -.1%	100% 47.1% 52.9%	0% 1.9% -1.9%	0% 2.4% -2.4%	0% 1.4% -1.4%	0% .1% -.1%
TECHNICIANS Workforce #/% CLS #/% Utilization %											
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %										
	NON-SWORN Workforce #/% Civ. Labor Force #/% Utilization %										
PARA-PROFESSIONAL Workforce CLS #/% Utilization											
OFFICE/CLERICAL Workforce CLS #/% Utilization		11.111% -25.9% -14.789%	5.555% 1.4% 4.155%	5.555% 5% .555%	0% .7% -.7%	0% .1% -.1%	77.777% 52.8% 24.977%	0% 3.5% -3.5%	0% 8.9% -8.9%	0% .7% -.7%	0% .1% -.1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %											
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %											

Supervisor of Assessments

Narrative Utilization Analysis By Category
(Addressing -3% or more range)

Officials/Executive:

- Underutilization of males White/Hispanic, White males having the largest discrepancy (-59.3%) Hispanic (-3.1%).

Professionals:

- Underutilization of White males. Discrepancy (-41.2%).

Office/Clerical

- Underutilization of White males/Black and Hispanic females. White males having the largest discrepancy (-14.8%).
  Black females (-3.5%) Hispanic females (-8.9%)

Supervisor of Assessments Office is comprised of 20 positions.

After reviewing the results of the Utilization Analysis, we have found in the categories Officials/Administrators and Office/Clerical, underutilization is attributed to promoting from within, long-term employees, automation and attrition – the latter two reducing head count. The Professional category reflects 1 position.

Objectives

Continue to accept all applications and methods implemented by Human Resources for diversified applicants.

Additional Reports Requested:

1. Disciplinary Actions Regarding Employees
   (In the preceding Fiscal Year)
   - None

2. Application -Promotion Or Transfer -by an Employee
   (In the preceding Fiscal Year)
   - None

3. Employment Practices
   - A simple questionnaire is used to define cognitive ability and work ethic.