(PART I. COUNTY OF KANE (EXCLUDING ELECTED OFFICIALS) -- AGENCY'S WORKFORCE -- 2006 ANIMAL CONTROL DEPARTMENT

			MALE					FEMALE				
Job Category		**TOTAL**	**B**	**W**	**H**	**A/PI**	**AI/AN**	**B**	**W**	**H**	**A/PI**	**AI/AN**
Officials/Administrators		1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	1 100%	0 0%	0 0%	0 0%
Professionals		Animal Control Department does not have any employees in this job category										
Technicians		Animal Control Department does not have any employees in this job category										
Protective Services	Sworn											
	Non-sworn (Animal Control Officers)	3 100%	0 0%	1 33.333%	0 0%	0 0%	0 0%	0 0%	2 66.666%	0 0%	0 0%	0 0%
Para-Professional		This category no longer exists in the 2000 census data										
Office/Clerical		4 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	4 100%	0 0%	0 0%	0 0%
Skilled Craft		Animal Control Department does not have any employees in this job category										
Service/Maintenance		Animal Control Department does not have any employees in this job category										

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KEY

B – Black
W - White
H - Hispanic

A/PI - Asian or Pacific Islander
AI/AN - American Indian or Alaskan Native

(PART I. COUNTY OF KANE (EXCLUDING ELECTED OFFICIALS) —UTILIZATION ANALYSIS -- 2006 ANIMAL CONTROL DEPARTMENT

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% -.7%	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 %		NOT APPLICABLE									
TECHNICIANS Workforce #/% CLS #/% Utilization %		NOT APPLICABLE									
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %										
	NON-SWORN Workforce #/% Civ. Labor Force #/% Utilization %	33.333% 30.9 % 2.433%	0% 7.3% -7.3%	0% 0% 0 %	0% 0% 0%	0% 0% 0%	66.666% 49.1% 17.566%	0% 3.6% -3.6%	0% 7.3% -7.3%	0% 0% 0%	0% 0% 0%
PARA-PROFESSIONAL Workforce CLS #/% Utilization		THIS CATEGORY NO LONGER EXISTS IN THE 2000 CENSUS DATA									
OFFICE/CLERICAL Workforce CLS #/% Utilization		0% 25.9% -25.9%	0% 1.4% -1.4%	0% 5% -5%	0% .7% -.7%	0% .1% -.1%	100% 52.8 % 47.2%	0% 3.5% -3.5%	0% 8.9% -8.9%	0% .7 % -.7%	0% .1% -.1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %		NOT APPLICABLE									
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %		NOT APPLICABLE									

8/1/06

NARRATIVE UTILIZATION ANAYLSIS

A comparison of Animal Control's work force to the community labor statistics for Kane County indicates under utilization of minorities in all areas, and an under utilization of males in the office/clerical area.

Protective services, which has only three employee's, has one male.

Animal Control has only eight employee's, which limits the ability to have every minority represented.

OBJECTIVES

With the expansion of the department next year and the hiring of more staff, efforts will be made to recruit some minority workers, if they apply and meet qualifications for the positions. Technician staff openings will be made available.

Posting of positions will continue on the county website. Position postings will be made available at training sites for vet techs. All postings will include the statement "EEO Employer/Program."