PART I. COUNTY OF KANE (NON ELECTED DEPARTMENT) – 2007 DEVELOPMENT 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		11 100%	0 0%	9 81.818%	0 0%	0 0%	0 0%	0 0%	2 18.818%	0 0%	0 0%	0 0%
Professionals		20 100%	0 0%	9 45%	0 0%	0 0%	0 0%	1 5%	10 50%	0 0%	0 0%	0 0%
Technicians		3 100%	0 0%	2 66.666%	0 0%	1 33.333%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Protective Services	Sworn	The Development Department does not have any employees in this job category										
	Non-Sworn	The Development Department does not have any employees in this job category										
Para-Professional		This category no longer exists in the 2000 census data										
Office/Clerical		11 100%	0 0%	4 36.363%	0 0%	0 0%	0 0%	0 0%	5 45.454%	2 18.181%	0 0%	0 0%
Skilled Craft		1 100%	0 0%	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%
Service/Maintenance		14 100%	1 7.142%	12 85.714%	1 7.142%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%

08/29/07

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 (NON ELECTED DEPARTMENT) – 2007 DEVELOPMENT 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 #/% CLS #/% Utilization %		81.818% 59.3% 22.518%	0% 1.8% -1.8%	0% 3.1% -3.1%	0% .7% -.7%	0% 0% 0%	18.818% 29.8% -10.982%	0% 1.4% -1.4%	0% 2.6% -2.6%	0% .5% -.5%	0% 0% 0%
PROFESSIONALS Workforce #/% CLS #/% Utilization %		45% 41.2% 3.8%	0% 1.4% -1.4%	0% 2.3% -2.3%	0% 1.6% -1.6%	0% .1% -.1%	50% 47.1% 2.9%	5% 1.9% 3.1%	0% 2.4% -2.4%	0% 1.4% -1.4%	0% .1% -.1%
TECHNICIANS Workforce #/% CLS #/% Utilization %		66.666% 42.2% 24.466%	0% 2.2% -2.2%	0% 4% -4%	33.333% 1.2% 32.133%	0% 0% 0%	0% 40.5% -40.5%	0% 3.6% -3.6%	0% 3.3% -3.3%	0% 1.8% -1.8%	0% 0% 0%
PROTECTIVE SERVICES	SWORN Workforce #/% CLS #/% Utilization %	NOT APPLICABLE									
	NON-SWORN Workforce #/% CLS #/% Utilization %	NOT APPLICABLE									
PARA-PROFESSIONAL Workforce CLS #/% Utilization		THIS CATEGORY NO LONGER EXISTS IN THE 2000 CENSUS DATA									
OFFICE/CLERICAL Workforce CLS #/% Utilization		36.363% 25.9% 10.463%	0% 1.4% -1.4%	0% 5% -5%	0% .7% -.7%	0% .1% -.1%	45.454% 52.8% -7.346%	0% 3.5% -3.5%	18.181% 8.9% 9.281%	0% .7% -.7%	0% .1% -.1%
SKILLED CRAFT Workforce #/% CLS #/% Utilization %		100% 68.5% 31.5%	0% 2.4% -2.4%	0% 17.9% -17.9%	0% .7% -.7%	0% .3% -.3%	0% 4.4% -4.4%	0% .6% -.6%	0% 3.8% -3.8%	0% .4% -.4%	0% 0% 0%
SVCS/MAINTENANCE Workforce #/% CLS #/% Utilization %		85.714% 28.4% 57.314%	7.142% 3.3% 3.842%	7.142% 27.9% -20.758%	0% .9% -.9%	0% .1% -.1%	0% 19.7% -19.7%	0% 2.9% -2.9%	0% 14.6% -14.6%	0% .1% -.1%	0% .9% -.9%

9/14/07

KANE COUNTY DEVELOPMENT AND RESOURCE MANAGEMENT DEPARTMENT NARRATIVE UTILIZATION ANALYSIS

An analysis of Kane County Development and Resource Management's workforce statistics, as compared to the Community Labor Statistics, reveals the underutilization of certain gender/race/national origin combinations. Specifically, the following categories indicate the greatest concern of under-representation:

- Officials/Executives: Male Hispanic (-3.1%) and Female White (-10.982%)
- Technicians: Male Hispanic (-4%), and Female White, Black and Hispanic (-40.5%, -3.6% and -3.3%, respectively)
- Office/Clerical: Male Hispanic (-5%), Female White (-7.346%) and Female Black (-3.5%)
- Skilled Craft: Male Hispanic (-17.9%), Female White (-4.4%) and Female Hispanic (-3.8%)
- Svcs/Maintenance: Male Hispanic (-20.758%), Female White (-19.7%) and Female Hispanic (-14.6%)

The Development and Resource Management Department utilizes the Kane County Human Resource Department for advertising and recruitment of potential applicants. Job Postings are listed on the Kane County website for public view. In addition, the Water Resource division utilizes the Illinois Association of Floodplain and Stormwater Management, as well as the Kane County Chronicle for advertisement of Engineer employment opportunities.

The Kane County Human Resource Department abides by all rules set forth by the EEOP in their employment process. All applications and resumes are received through the HR office, and then forwarded to the corresponding division for consideration. Therefore, the Development and Resource Management Department conducts interviews and hires based solely on specific qualifications.

KANE COUNTY DEVELOPMENT & RESOURCE MANAGEMENT DEPARTMENT

Hiring Procedures

The Kane County Development & Resource Management Department does not require pre-employment testing. All eligible employment candidates submit applications and resumes to the Kane County Human Resource Management Department, who in turn forwards the information to the Department for review of listed qualifications, as per EEOP standards.

PROMOTIONS AND TRANSFERS
Development Resource Management Department

TYPES	MALE					FEMALE				
	WHITE	BLACK	HISPANIC	ASIAN	AM. INDIAN	WHITE	BLACK	HISPANIC	ASIAN	AM. INDIAN
Promotion Request	2	0	0	0	0	3	0	1	0	0
Transfer Request	3	0	0	0	0	1	0	0	0	0
Promotion Granted	2	0	0	0	0	3	0	1	0	0
Transfer Granted	3	0	0	0	0	1	0	0	0	0

DISCIPLINARY ACTIONS PER CATEGORY
Development Resource Management Department

TYPES	MALE					FEMALE				
	WHITE	BLACK	HISPANIC	ASIAN	AM. INDIAN	WHITE	BLACK	HISPANIC	ASIAN	AM. INDIAN
Suspension Indefinately	0	0	0	0	0	0	0	0	0	0
Suspension For A Term	1	0	0	0	0	0	0	0	0	0
Time Off Without Pay	1	0	0	0	0	0	0	0	0	0
Time Off With Pay	0	0	0	0	0	0	0	0	0	0
Written Reprimand	1	0	0	0	0	0	0	0	0	0
Oral Reprimand	0	0	0	0	0	0	0	0	0	0