

**PINAL COUNTY
EQUAL EMPLOYMENT OPPORTUNITY
PLAN SHORT FORM**

STEP 1: INTRODUCTORY STATEMENT

Name: Pinal County

Address: PO Box 1590 Florence, AZ 85132-1748

Contact Person: Mary Ellen Sheppard, Pinal County Human Resources Director

Telephone #: 520-866-6231

Date and effective duration of EEOP: January 1, 2020 – December 31, 2020

Policy Statement:

Pinal County is dedicated to maintaining a diverse workforce which reflects the community we serve. The County respects the differences and abilities of all our employees and is committed to provide them with the necessary opportunities, tools, and support to achieve their maximum potential.

Equitably managing a diverse workforce is at the heart of equal opportunity. Valuing diversity is the basis for a policy of inclusion. Diversity recognizes and respects the multitude of differences which employees bring to the workplace. Diversity complements organizational values that stress “enriching lives beyond expectations” through our non-negotiables: accountability, commitment, and teamwork. Diversity means striving to maintain an environment where executive leaders, manager, supervisors and employees all take steps to ensure Pinal County serves our community and treats one another with dignity and respect.

Pinal County is firmly committed to a policy of equal employment opportunity and will recruit, hire, train, and promote persons in all job classifications, without regard to race, color, religion, sex, or national origin. Employment decisions will be based to further the principle of equal employment opportunity. All personnel actions such as compensation, benefits, transfers, layoffs, return from layoff, company-sponsored training, education, tuition assistance, social and recreational programs will be administered without regard to race, color, religion, sex, or national origin.

Goals and objectives have been established that outline our good faith efforts in practicing equal employment opportunity. These goals are reviewed periodically to measure our progress. Pinal County is committed to making good faith effort to meet our goals.

STEP 2: WORKFORCE ANALYSIS

The statistical analysis of the County workforce for each job category, broken down by gender within each racial, color, and national origin group is contained as Attachment A to this plan.

STEP 3: COMMUNITY LABOR STATISTICS (CLS)

The statistical analysis of the community labor statistics for each job category, broken down by gender within each racial, color, and national origin group is contained as Attachment B to this plan.

STEP 4a: UTILIZATION CHART

A comparison of the County workforce and the Community Labor Statistics has been performed and the difference between the Community and the County was calculated by subtracting the percentages obtained in Step 3 (Community Statistics) from those obtained in Step 2 (Workforce Statistics). The results of this analysis are reflected in Attachment C.

STEP 4b: NARRATIVE UTILIZATION ANALYSIS (This availability is based on the Q2 2020 EMSI Workforce Data for 2019.)

A comparison between the community labor statistics and workforce analysis has resulted in the establishment of corrective goals and objectives to address the underrepresentation of minorities in the County's workforce as compared to their availability in the community workforce and enhance diversity overall. This availability is established by the Q2 2020 EMSI Workforce Data for 2019.

Underrepresentation by race/ethnic and gender is listed below. We have not listed areas that have representation differences of less than 1%, though we will take these differences into consideration when planning new recruitment strategies.

Discussion on Underrepresentation

Pinal County has compared our demographics with that in the community. Underrepresentation is determined to be those categories where underrepresentation is one percent (1%) or higher. Pinal County will continue to ensure that recruitment for vacant positions is widespread and that minorities and women are provided equal opportunity to employment and services.

Analysis

Job Category Underrepresentation

Officials & Administrators

American Indian & Alaskan Native Males	-2.5%
Hispanic or Latino Males	-9.3%
Black or African American Males	-2.3%
Hispanic or Latino Females	-1.0%

Professionals

American Indian & Alaskan Native Males	-2.5%
Hispanic or Latino Males	-11.4%

Technicians

Hispanic or Latino Males	-8.4%
Black or African American Males	-2.3%
White Females	-8.9%

Protective Service

Black or African American Males	-2.3%
American Indian or Alaska Native Males	-2.5%
Asian Males	-2.5%
White Females	-6.1%
American Indian or Alaskan Native Females	-1.6%
Black or African American Females	-2.2%
Hispanic or Latino Females	-7.4%

Paraprofessionals

White Males	-20.3%
Hispanic or Latino Males	-13.7%
Black African American Males	-2.3%
American Indian & Alaskan Native Males	-2.5%
American Indian & Alaskan Native Females	-1.6%

Administrative Support

White Males	-20.3%
Black or African American Males	-2.3%
American Indian or Alaskan Native Males	-2.5%
Hispanic or Latino Males	-13.7%
Black or African American Females	-1.6%

STEP 5: OBJECTIVES

Because all the minority categories identified are at least minimally underrepresented in one or more categories, Pinal County will enhance its efforts to attract minority candidates in those specific categories listed above and evaluate our promotional and recruitment practices to ensure all groups receive equal opportunity to secure employment.

STEP 6: STEPS TO ACHIEVE OBJECTIVES

Pinal County is committed to making its workforce reflect the relevant available community workforce demographics to ensure equal opportunity regardless of race, ethnicity, national origin, or gender. The following action steps summarize specific objectives to assist Pinal County in reaching this goal and fulfilling its objectives.

Action Steps:

Recognizing that our current employees are an effective recruitment tool, Pinal County will continually encourage employees that are affiliated with underrepresented populations to serve as ambassadors and promote employment with Pinal County.

Recruitment materials will reflect a culturally diverse workforce and demonstrate Pinal County's culture of diversity and respect.

Contact Arizona colleges, universities, and other higher education institutions to identify and engage in outreach opportunities with the minority populations on the campuses and those connected online.

Outreach to Central Arizona College to cultivate a partnership to encourage minority students to seek employment opportunities with Pinal County.

Engage in outreach to High Schools located in Pinal County to provide upcoming graduates with information concerning employment opportunities.

Develop contacts and advertise open positions in publications and other mediums that reach underrepresented populations.

Promote relationships with the Gila River, Tohono O'Odham and Ak-Chin Indian communities in order to identify opportunities to advertise Pinal County employment opportunities.

Continue to develop contacts with minority communities by working with established groups and organizations.

Strengthen our relationship with Pinal County Arizona @ Work to enhance outreach to minority populations.

Monitor recruitment practices and procedures to determine if recruitment efforts are enabling the County to meet and maintain hiring objectives.

Provide opportunities to enhance career development, and monitor participation by underrepresented employee populations.

Provide EEO communications to supervisors and managers on EEO policies, documentation, interview processes and employment requirements.

STEP 7: DISSEMINATION

Internal Dissemination

1. Pinal County includes the EEO Policy Statement in the Personnel Policies and Procedures and County Human Resources Website, and through these media sources, disseminates it to Elected Officials, Appointing Authorities and to all employees in the County.
2. Pinal County includes EEOP on the County Website at <http://pinalcountyz.gov/HR/Pages/RelatedLinks.aspx> and will seek other creative locations for inclusion.
3. Pinal County periodically updates the County's commitment to plan with managers, supervisors, and employees.
4. Pinal County places emphasis on EEO during training and orientation sessions.

External Dissemination

1. Pinal County includes the County's EEOP on the County web site.
2. Pinal County's written job announcements and other employment communiques contain Equal Opportunity clauses stating: "Equal Opportunity Employer" or "EOE".
3. Pinal County reminds applicants, vendors, and suppliers in writing of the County's EEOP by incorporating an equal opportunity or non-discrimination statements into applications, purchase orders, leases and contracts.

Attachment A

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION STATE AND LOCAL GOVERNMENT INFORMATION (EEO4)				APPROVED BY OMB 30460008	
EXCLUDE SCHOOL SYSTEMS AND EDUCATIONAL INSTITUTIONS (Read attached instructions prior to completing this form)				EXPIRES 12/31/2005	
DO NOT ALTER INFORMATION PRINTED IN THIS BOX CONTROL NUMBER : 04200110 Survey Year : 19			MAIL COMPLETED FORM TO: EEO-4 Reporting Center PO Box 8127 Reston VA 20195		
A. TYPE OF GOVERNMENT (Check one box only)					
<input type="checkbox"/> 1. State	<input checked="" type="checkbox"/> 2. County	<input type="checkbox"/> 3. City	<input type="checkbox"/> 4. Township	<input type="checkbox"/> 5. Special District	
<input type="checkbox"/> 6. Other (Specify)					
B. IDENTIFICATION					
1. NAME OF POLITICAL JURISDICTION (If same as label, skip to Item C)					
PINAL COUNTY					
2. Address Number and Street	CITY/TOWN	COUNTY	STATE/ZIP	EEOC USE ONLY	
PO BOX 1590	FLORENCE	PINAL	AZ-85232	A	
					B
C. FUNCTION					
(Check one box to indicate the function(s) for which this form is being submitted. Data should be reported for all departments and agencies in your government covered by the function(s) indicated. If you cannot supply the data for every agency within the function(s) attach a list showing name and address of agencies whose data are not included.)					
<input type="checkbox"/>	SUMMARY FUNCTION				
<input checked="" type="checkbox"/>	1. Financial Administration. Tax billing and collection, budgeting, purchasing, central accounting and similar financial administration carried on by a treasurer's, auditor's or comptroller's office and GENERAL CONTROL. Duties usually performed by boards of supervisors or commissioners, central administration offices and agencies, central personnel or planning agencies, all judicial offices and employees (judges, magistrates, bailiffs, etc.)	<input checked="" type="checkbox"/>	8. HEALTH. Provision of public health services, outpatient clinics, visiting nurses, food and sanitary inspections, mental health, alcohol rehabilitation service, etc.		
		<input checked="" type="checkbox"/>	9. HOUSING. Code enforcement, low rent public housing, fair housing ordinance enforcement, housing for elderly, housing rehabilitation, rent control.		
<input checked="" type="checkbox"/>	2. STREETS AND HIGHWAYS. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads, highways and bridges.	<input checked="" type="checkbox"/>	10. COMMUNITY DEVELOPMENT. Planning, zoning, land development, open space, beautification, preservation.		
<input checked="" type="checkbox"/>	3. PUBLIC WELFARE. Maintenance of homes and other institutions for the needy administration of public assistance. (Hospitals and sanatoriums should be reported as item 7.)	<input checked="" type="checkbox"/>	11. CORRECTIONS. Jails, reformatories, detention homes, halfway houses, prisons, parole and probation activities		
<input checked="" type="checkbox"/>	4. POLICE PROTECTION. Duties of a police department sheriff's, constable's, coroner's office, etc., including technical and clerical employees engaged in police activities.	<input checked="" type="checkbox"/>	12. UTILITIES AND TRANSPORTATION. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.		
<input type="checkbox"/>	5. FIRE PROTECTION. Duties of the uniformed fire force and clerical employees. (Report any forest fire protection activities as item 6.)	<input type="checkbox"/>	13. SANITATION AND SEWAGE. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.		
<input checked="" type="checkbox"/>	6. NATURAL RESOURCES. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc., and PARKS AND RECREATION. Provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums, museums, marinas, zoos, etc.	<input type="checkbox"/>	14. EMPLOYMENT SECURITY STATE GOVERNMENTS ONLY		
<input type="checkbox"/>	7. HOSPITALS AND SANATORIUMS. Operation and maintenance of institutions for inpatient medical care.	<input checked="" type="checkbox"/>	15. OTHER (Specify on Page Four)		

D. EMPLOYMENT DATA AS OF JUNE 30

FUNCTION TYPE 1

1. FULL-TIME EMPLOYEES (Temporary employees are not included)

JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	RACE/ETHNICITY														TOTALS (COLUMNS A-N)
		HISPANIC OR LATINO		NON-HISPANIC OR LATINO												
		MALE A	FEMALE B	MALE						FEMALE						
				WHITE C	BLACK OR AFRICAN AMERICAN D	ASIAN E	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER F	AMERICAN INDIAN OR ALASKAN NATIVE G	TWO OR MORE RACES H	WHITE I	BLACK OR AFRICAN AMERICAN J	ASIAN K	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER, L	AMERICAN INDIAN OR ALASKAN NATIVE M	TWO OR MORE RACES N	
Officials and Administrators	1. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	3. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	4. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	5. 33.0-42.9	2	0	0	0	0	0	0	0	2	0	0	0	0	0	4
	6. 43.0-54.9	0	4	5	0	0	0	0	0	3	0	0	0	0	0	12
	7. 55.0-69.9	1	10	12	0	0	0	0	0	21	2	0	0	1	0	47
	8. 70.0 Plus	3	2	40	0	0	0	0	0	27	1	1	0	0	0	74
Professionals	9. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	10. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	11. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	12. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	13. 33.0-42.9	0	5	1	1	0	0	0	0	2	0	0	0	0	9	
	14. 43.0-54.9	0	17	4	2	0	0	0	0	16	1	1	0	2	43	
	15. 55.0-69.9	2	9	16	1	1	0	0	0	21	0	2	0	0	52	
16. 70.0 Plus	2	4	36	2	2	0	0	0	19	2	1	0	0	68		
Technicians	17. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	18. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	19. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	20. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	21. 33.0-42.9	0	0	0	0	1	0	0	0	1	1	0	0	0	3	
	22. 43.0-54.9	0	1	5	0	1	0	1	0	1	0	1	0	0	10	
	23. 55.0-69.9	1	1	2	0	0	0	0	0	0	0	0	0	0	4	
	24. 70.0 Plus	0	0	2	0	0	0	0	0	0	0	0	0	0	2	
Protective Service Workers	25. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	26. 16.0-19.9	0	0	2	0	0	0	0	0	0	0	0	0	0	2	
	27. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	28. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	29. 33.0-42.9	6	1	11	0	1	0	0	0	3	0	0	0	0	22	
	30. 43.0-54.9	1	0	2	0	0	0	0	0	1	0	0	0	0	4	
	31. 55.0-69.9	0	0	2	0	0	0	0	0	0	0	0	0	0	2	
	32. 70.0 Plus	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Paraprofessionals	33. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	34. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	35. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	36. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	37. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	38. 43.0-54.9	0	6	0	0	0	0	0	0	7	2	0	0	0	15	
	39. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
40. 70.0 Plus	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Administrative Support	41. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	42. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	43. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	44. 25.0-32.9	4	17	0	0	0	0	0	0	24	3	1	0	1	50	
	45. 33.0-42.9	8	70	5	0	0	0	0	0	104	10	3	0	4	204	
	46. 43.0-54.9	5	30	2	1	0	0	0	0	51	2	2	0	1	94	
	47. 55.0-69.9	1	6	1	0	0	0	0	0	13	0	0	0	0	21	

D. EMPLOYMENT DATA AS OF JUNE 30

FUNCTION TYPE 1

1. FULL-TIME EMPLOYEES (Temporary employees are not included)

JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	RACE/ETHNICITY														TOTALS (COLUMNS A-N)
		HISPANIC OR LATINO		NON-HISPANIC OR LATINO												
		MALE A	FEMALE B	MALE						FEMALE						
				WHITE C	BLACK OR AFRICAN AMERICAN D	ASIAN E	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER F	AMERICAN INDIAN OR ALASKAN NATIVE G	TWO OR MORE RACES H	WHITE I	BLACK OR AFRICAN AMERICAN J	ASIAN K	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER, L	AMERICAN INDIAN OR ALASKAN NATIVE M	TWO OR MORE RACES N	
Skilled Craft Workers	49. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	50. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	51. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	52. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	53. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	54. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	55. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	56. 70.0 Plus	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service-Maintenance	57. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	58. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	59. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	60. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	61. 33.0-42.9	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	62. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	63. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	64. 70.0 Plus	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
65. TOTAL FULL TIME (Lines 1-64)	37	183	148	7	6	0	1	0	319	24	12	0	9	0	746	

2. OTHER THAN FULLTIME EMPLOYEES (Including temporary employees)

66.OFFICIALS/ADMIN	6	2	14	0	0	0	0	0	6	0	0	0	0	0	28
67.PROFESSIONALS	1	0	0	0	0	0	0	0	2	0	0	0	0	3	
68.TECHNICIANS	0	0	0	0	0	0	0	0	1	0	0	0	0	1	
69.PROTECTIVE SERVICE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
70.PARA-PROFESSIONAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
71.ADMIN. SUPPORT	11	26	15	1	0	0	1	0	32	5	1	0	1	93	
72.SKILLED CRAFT	1	0	0	0	0	0	0	0	0	0	0	0	0	1	
73.SERVICE/MAINTENANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
74. TOTAL OTHER THAN FULL TIME (Lines 66-73)	19	28	29	1	0	0	1	0	41	5	1	0	1	126	

3. NEW HIRES DURING FISCAL YEAR Permanent full time only JULY 1 - JUNE 30

75.OFFICIALS/ADMIN	0	0	7	0	0	0	0	0	3	1	0	0	0	11
76.PROFESSIONALS	1	4	16	3	0	0	0	0	10	0	1	0	0	35
77.TECHNICIANS	0	0	1	0	1	0	0	0	1	1	0	0	0	4
78.PROTECTIVE SERVICE	2	0	3	0	1	0	0	0	1	0	0	0	0	7
79.PARA-PROFESSIONAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
80.ADMIN. SUPPORT	3	22	1	0	0	0	0	0	34	5	2	0	4	71
81.SKILLED CRAFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0
82.SERVICE/MAINTENANCE	0	0	0	0	0	0	0	0	1	0	0	0	0	1
83. TOTAL NEW HIRES (Lines 75-82)	6	26	28	3	2	0	0	0	50	7	3	0	4	129

D. EMPLOYMENT DATA AS OF JUNE 30

FUNCTION TYPE 4

1. FULL-TIME EMPLOYEES (Temporary employees are not included)

JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	RACE/ETHNICITY														TOTALS (COLUMNS A-N)
		HISPANIC OR LATINO		NON-HISPANIC OR LATINO												
		MALE A	FEMALE B	MALE						FEMALE						
				WHITE C	BLACK OR AFRICAN AMERICAN D	ASIAN E	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER F	AMERICAN INDIAN OR ALASKAN NATIVE G	TWO OR MORE RACES H	WHITE I	BLACK OR AFRICAN AMERICAN J	ASIAN K	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER, L	AMERICAN INDIAN OR ALASKAN NATIVE M	TWO OR MORE RACES N	
Officials and Administrators	1. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	3. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	4. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	5. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	6. 43.0-54.9	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	7. 55.0-69.9	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
	8. 70.0 Plus	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2
Professionals	9. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	10. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	11. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	12. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	13. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	14. 43.0-54.9	1	1	2	0	0	0	0	0	1	0	0	0	0	0	5
	15. 55.0-69.9	0	1	0	1	0	0	0	0	2	1	0	0	0	0	5
16. 70.0 Plus	0	0	2	1	0	0	0	0	1	0	0	0	0	0	4	
Technicians	17. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	18. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	19. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	20. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	21. 33.0-42.9	1	0	1	0	0	0	0	0	3	1	0	0	0	0	6
	22. 43.0-54.9	1	0	1	0	0	0	0	0	1	0	0	0	0	0	3
	23. 55.0-69.9	3	0	6	0	0	0	0	0	0	0	0	0	0	0	9
	24. 70.0 Plus	1	0	6	0	0	0	0	0	0	0	0	0	0	0	7
Protective Service Workers	25. \$0.1-15.9	1	0	2	0	0	0	0	0	0	0	0	0	0	0	3
	26. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	27. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	28. 25.0-32.9	0	1	1	0	0	0	0	0	0	0	0	0	0	0	2
	29. 33.0-42.9	6	6	3	3	1	0	0	0	7	1	0	0	0	0	27
	30. 43.0-54.9	61	17	85	9	3	0	1	0	12	3	0	0	0	0	191
	31. 55.0-69.9	23	3	49	3	1	0	1	0	3	1	0	0	0	0	84
	32. 70.0 Plus	3	0	7	1	0	0	0	0	0	0	0	0	0	0	11
Paraprofessionals	33. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	34. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	35. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	36. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	37. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	38. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	39. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
40. 70.0 Plus	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Administrative Support	41. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	42. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	43. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	44. 25.0-32.9	1	0	0	0	0	0	0	0	1	0	0	0	0	0	2
	45. 33.0-42.9	0	0	1	0	0	0	0	0	4	0	0	0	0	0	5
	46. 43.0-54.9	0	4	3	0	0	0	0	0	0	0	0	0	0	0	7
	47. 55.0-69.9	0	1	1	0	0	0	0	0	2	0	0	0	0	0	4

D. EMPLOYMENT DATA AS OF JUNE 30

FUNCTION TYPE 4

1. FULL-TIME EMPLOYEES (Temporary employees are not included)

JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	RACE/ETHNICITY														TOTALS (COLUMNS A-N)
		HISPANIC OR LATINO		NON-HISPANIC OR LATINO												
		MALE A	FEMALE B	MALE						FEMALE						
				WHITE C	BLACK OR AFRICAN AMERICAN D	ASIAN E	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER F	AMERICAN INDIAN OR ALASKAN NATIVE G	TWO OR MORE RACES H	WHITE I	BLACK OR AFRICAN AMERICAN J	ASIAN K	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER, L	AMERICAN INDIAN OR ALASKAN NATIVE M	TWO OR MORE RACES N	
Skilled Craft Workers	49. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	50. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	51. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	52. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	53. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	54. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	55. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	56. 70.0 Plus	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service-Maintenance	57. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	58. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	59. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	60. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	61. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	62. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	63. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	64. 70.0 Plus	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
65. TOTAL FULL TIME (Lines 1-64)	103	34	172	19	5	0	2	0	37	7	0	0	0	0	0	379

2. OTHER THAN FULLTIME EMPLOYEES (Including temporary employees)

66.OFFICIALS/ADMIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
67.PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
68.TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
69.PROTECTIVE SERVICE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
70.PARA-PROFESSIONAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
71.ADMIN. SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
72.SKILLED CRAFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
73.SERVICE/MAINTENANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
74. TOTAL OTHER THAN FULL TIME (Lines 66-73)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

3. NEW HIRES DURING FISCAL YEAR Permanent full time only JULY 1 - JUNE 30

75.OFFICIALS/ADMIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76.PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
77.TECHNICIANS	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	2
78.PROTECTIVE SERVICE	7	4	5	4	1	0	0	0	5	0	0	0	0	0	0	26
79.PARA-PROFESSIONAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
80.ADMIN. SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
81.SKILLED CRAFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
82.SERVICE/MAINTENANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
83. TOTAL NEW HIRES (Lines 75-82)	7	4	5	4	1	0	0	0	7	1	0	0	0	0	0	29

D. EMPLOYMENT DATA AS OF JUNE 30

FUNCTION TYPE 8

1. FULL-TIME EMPLOYEES (Temporary employees are not included)

JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	RACE/ETHNICITY														TOTALS (COLUMNS A-N)
		HISPANIC OR LATINO		NON-HISPANIC OR LATINO												
		MALE A	FEMALE B	MALE						FEMALE						
				WHITE C	BLACK OR AFRICAN AMERICAN D	ASIAN E	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER F	AMERICAN INDIAN OR ALASKAN NATIVE G	TWO OR MORE RACES H	WHITE I	BLACK OR AFRICAN AMERICAN J	ASIAN K	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER, L	AMERICAN INDIAN OR ALASKAN NATIVE M	TWO OR MORE RACES N	
Skilled Craft Workers	49. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	50. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	51. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	52. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	53. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	54. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	55. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	56. 70.0 Plus	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service-Maintenance	57. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	58. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	59. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	60. 25.0-32.9	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
	61. 33.0-42.9	2	0	0	0	0	0	0	0	2	0	0	0	0	0	4
	62. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	63. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	64. 70.0 Plus	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
65. TOTAL FULL TIME (Lines 1-64)	7	37	10	1	0	0	0	0	0	40	1	0	0	0	0	96

2. OTHER THAN FULLTIME EMPLOYEES (Including temporary employees)

66.OFFICIALS/ADMIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
67.PROFESSIONALS	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	3
68.TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
69.PROTECTIVE SERVICE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
70.PARA-PROFESSIONAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
71.ADMIN. SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
72.SKILLED CRAFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
73.SERVICE/MAINTENANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
74. TOTAL OTHER THAN FULL TIME (Lines 66-73)	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	3

3. NEW HIRES DURING FISCAL YEAR Permanent full time only JULY 1 - JUNE 30

75.OFFICIALS/ADMIN	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
76.PROFESSIONALS	0	2	0	0	0	0	0	0	1	0	0	0	0	0	0	3
77.TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
78.PROTECTIVE SERVICE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
79.PARA-PROFESSIONAL	0	7	0	0	0	0	0	0	3	0	0	0	0	0	0	10
80.ADMIN. SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
81.SKILLED CRAFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
82.SERVICE/MAINTENANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
83. TOTAL NEW HIRES (Lines 75-82)	0	10	0	0	0	0	0	0	4	0	0	0	0	0	0	14

D. EMPLOYMENT DATA AS OF JUNE 30

FUNCTION TYPE 10

1. FULL-TIME EMPLOYEES (Temporary employees are not included)

JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	RACE/ETHNICITY														TOTALS (COLUMNS A-N)
		HISPANIC OR LATINO		NON-HISPANIC OR LATINO												
		MALE A	FEMALE B	MALE						FEMALE						
				WHITE C	BLACK OR AFRICAN AMERICAN D	ASIAN E	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER F	AMERICAN INDIAN OR ALASKAN NATIVE G	TWO OR MORE RACES H	WHITE I	BLACK OR AFRICAN AMERICAN J	ASIAN K	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER, L	AMERICAN INDIAN OR ALASKAN NATIVE M	TWO OR MORE RACES N	
Skilled Craft Workers	49. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	50. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	51. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	52. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	53. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	54. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	55. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	56. 70.0 Plus	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service-Maintenance	57. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	58. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	59. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	60. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	61. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	62. 43.0-54.9	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
	63. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	64. 70.0 Plus	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
65. TOTAL FULL TIME (Lines 1-64)	16	13	39	1	3	0	0	0	27	0	2	0	0	0	0	101

2. OTHER THAN FULLTIME EMPLOYEES (Including temporary employees)

66.OFFICIALS/ADMIN	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	3
67.PROFESSIONALS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
68.TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
69.PROTECTIVE SERVICE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
70.PARA-PROFESSIONAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
71.ADMIN. SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
72.SKILLED CRAFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
73.SERVICE/MAINTENANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
74. TOTAL OTHER THAN FULL TIME (Lines 66-73)	0	0	2	0	0	0	0	0	2	0	0	0	0	0	0	4

3. NEW HIRES DURING FISCAL YEAR Permanent full time only JULY 1 - JUNE 30

75.OFFICIALS/ADMIN	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2
76.PROFESSIONALS	1	0	2	0	0	0	0	0	1	0	0	0	0	0	0	4
77.TECHNICIANS	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	2
78.PROTECTIVE SERVICE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
79.PARA-PROFESSIONAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
80.ADMIN. SUPPORT	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
81.SKILLED CRAFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
82.SERVICE/MAINTENANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
83. TOTAL NEW HIRES (Lines 75-82)	2	1	4	0	0	0	0	0	2	0	0	0	0	0	0	9

D. EMPLOYMENT DATA AS OF JUNE 30

FUNCTION TYPE 11

1. FULL-TIME EMPLOYEES (Temporary employees are not included)

JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	RACE/ETHNICITY														TOTALS (COLUMNS A-N)
		HISPANIC OR LATINO		NON-HISPANIC OR LATINO												
		MALE A	FEMALE B	MALE						FEMALE						
				WHITE C	BLACK OR AFRICAN AMERICAN D	ASIAN E	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER F	AMERICAN INDIAN OR ALASKAN NATIVE G	TWO OR MORE RACES H	WHITE I	BLACK OR AFRICAN AMERICAN J	ASIAN K	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER, L	AMERICAN INDIAN OR ALASKAN NATIVE M	TWO OR MORE RACES N	
Skilled Craft Workers	49. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	50. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	51. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	52. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	53. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	54. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	55. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	56. 70.0 Plus	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service-Maintenance	57. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	58. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	59. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	60. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	61. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	62. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	63. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	64. 70.0 Plus	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
65. TOTAL FULL TIME (Lines 1-64)	35	39	55	17	1	0	3	0	47	10	1	0	0	1	209	

2. OTHER THAN FULLTIME EMPLOYEES (Including temporary employees)

66.OFFICIALS/ADMIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
67.PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
68.TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
69.PROTECTIVE SERVICE	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
70.PARA-PROFESSIONAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
71.ADMIN. SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
72.SKILLED CRAFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
73.SERVICE/MAINTENANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
74. TOTAL OTHER THAN FULL TIME (Lines 66-73)	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1

3. NEW HIRES DURING FISCAL YEAR Permanent full time only JULY 1 - JUNE 30

75.OFFICIALS/ADMIN	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
76.PROFESSIONALS	1	2	1	1	0	0	0	0	4	1	0	0	0	0	10
77.TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
78.PROTECTIVE SERVICE	4	3	3	3	0	0	0	0	6	2	0	0	0	0	21
79.PARA-PROFESSIONAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
80.ADMIN. SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
81.SKILLED CRAFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
82.SERVICE/MAINTENANCE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
83. TOTAL NEW HIRES (Lines 75-82)	5	5	4	4	0	0	0	0	11	3	0	0	0	0	32

D. EMPLOYMENT DATA AS OF JUNE 30

FUNCTION TYPE 15

1. FULL-TIME EMPLOYEES (Temporary employees are not included)

JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	RACE/ETHNICITY														TOTALS (COLUMNS A-N)
		HISPANIC OR LATINO		NON-HISPANIC OR LATINO												
		MALE A	FEMALE B	MALE						FEMALE						
				WHITE C	BLACK OR AFRICAN AMERICAN D	ASIAN E	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER F	AMERICAN INDIAN OR ALASKAN NATIVE G	TWO OR MORE RACES H	WHITE I	BLACK OR AFRICAN AMERICAN J	ASIAN K	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER, L	AMERICAN INDIAN OR ALASKAN NATIVE M	TWO OR MORE RACES N	
Skilled Craft Workers	49. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	50. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	51. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	52. 25.0-32.9	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
	53. 33.0-42.9	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	54. 43.0-54.9	1	0	4	0	0	0	0	0	0	0	0	0	0	0	5
	55. 55.0-69.9	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
	56. 70.0 Plus	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Service-Maintenance	57. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	58. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	59. 20.0-24.9	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2
	60. 25.0-32.9	8	12	7	1	0	0	0	0	14	0	1	0	0	1	44
	61. 33.0-42.9	3	3	8	0	0	0	0	0	1	0	0	0	0	0	15
	62. 43.0-54.9	8	0	5	0	0	0	0	0	0	0	0	0	0	0	13
	63. 55.0-69.9	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2
	64. 70.0 Plus	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
65. TOTAL FULL TIME (Lines 1-64)	33	16	33	1	0	0	0	0	0	24	1	1	0	0	2	111

2. OTHER THAN FULLTIME EMPLOYEES (Including temporary employees)

66.OFFICIALS/ADMIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
67.PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
68.TECHNICIANS	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
69.PROTECTIVE SERVICE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
70.PARA-PROFESSIONAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
71.ADMIN. SUPPORT	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
72.SKILLED CRAFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
73.SERVICE/MAINTENANCE	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	3
74. TOTAL OTHER THAN FULL TIME (Lines 66-73)	1	1	2	0	0	0	0	0	0	1	0	0	0	0	0	5

3. NEW HIRES DURING FISCAL YEAR Permanent full time only JULY 1 - JUNE 30

75.OFFICIALS/ADMIN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
76.PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
77.TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
78.PROTECTIVE SERVICE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
79.PARA-PROFESSIONAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
80.ADMIN. SUPPORT	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	3
81.SKILLED CRAFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
82.SERVICE/MAINTENANCE	7	1	6	0	0	0	0	0	0	5	0	0	0	0	0	19
83. TOTAL NEW HIRES (Lines 75-82)	9	2	6	0	0	0	0	0	0	5	0	0	0	0	0	22

Attachment B

Demographic	2019 Population	Percentage of Population
White, Non-Hispanic	132,386	
Males	67,708	20.3%
20 to 24 years	5,000	
25 to 29 years	6,748	
30 to 34 years	7,056	
35 to 39 years	8,137	
40 to 44 years	7,651	
45 to 49 years	7,929	
50 to 54 years	7,254	
55 to 59 years	8,479	
60 to 64 years	9,454	
Females	64,678	19.4%
20 to 24 years	4,304	
25 to 29 years	5,959	
30 to 34 years	6,603	
35 to 39 years	7,331	
40 to 44 years	6,839	
45 to 49 years	6,894	
50 to 54 years	7,075	
55 to 59 years	8,707	
60 to 64 years	10,966	
Black, Non-Hispanic	13,101	
Males	7,638	2.3%
20 to 24 years	922	
25 to 29 years	958	
30 to 34 years	980	
35 to 39 years	1,061	
40 to 44 years	866	
45 to 49 years	874	
50 to 54 years	779	
55 to 59 years	655	
60 to 64 years	544	
Females	5,463	1.6%
20 to 24 years	559	
25 to 29 years	581	
30 to 34 years	612	
35 to 39 years	726	
40 to 44 years	670	
45 to 49 years	625	
50 to 54 years	526	
55 to 59 years	583	
60 to 64 years	582	
American Indian or Alaskan Native, Non-Hispanic	13,563	
Males	8,235	2.5%
Under 5 years	726	
20 to 24 years	1,197	
25 to 29 years	1,410	
30 to 34 years	1,335	

35 to 39 years	830	
40 to 44 years	680	
45 to 49 years	629	
50 to 54 years	604	
55 to 59 years	492	
60 to 64 years	333	
Females	5,328	1.6%
20 to 24 years	627	
25 to 29 years	728	
30 to 34 years	769	
35 to 39 years	612	
40 to 44 years	544	
45 to 49 years	506	
50 to 54 years	530	
55 to 59 years	525	
60 to 64 years	488	
Asian, Non-Hispanic	5,092	
Males	2,533	0.8%
20 to 24 years	281	
25 to 29 years	334	
30 to 34 years	321	
35 to 39 years	337	
40 to 44 years	336	
45 to 49 years	326	
50 to 54 years	248	
55 to 59 years	193	
60 to 64 years	156	
Females	2,559	0.8%
20 to 24 years	228	
25 to 29 years	261	
30 to 34 years	253	
35 to 39 years	303	
40 to 44 years	330	
45 to 49 years	340	
50 to 54 years	276	
55 to 59 years	250	
60 to 64 years	318	
Native Hawaiian or Pacific Islander, Non-Hispanic	1,337	
Males	1,134	0.3%
20 to 24 years	89	
25 to 29 years	185	
30 to 34 years	189	
35 to 39 years	154	
40 to 44 years	177	
45 to 49 years	142	
50 to 54 years	102	
55 to 59 years	50	
60 to 64 years	46	
Females	203	0.1%
20 to 24 years	21	
25 to 29 years	28	

30 to 34 years	24	
35 to 39 years	26	
40 to 44 years	26	
45 to 49 years	20	
50 to 54 years	26	
55 to 59 years	20	
60 to 64 years	14	
Two or More Races, Non-Hispanic		
Males	2,068	0.6%
20 to 24 years	468	
25 to 29 years	322	
30 to 34 years	229	
35 to 39 years	290	
40 to 44 years	242	
45 to 49 years	171	
50 to 54 years	110	
55 to 59 years	131	
60 to 64 years	104	
Females	1,923	0.6%
20 to 24 years	355	
25 to 29 years	305	
30 to 34 years	223	
35 to 39 years	246	
40 to 44 years	196	
45 to 49 years	163	
50 to 54 years	146	
55 to 59 years	150	
60 to 64 years	140	
Hispanic or Latino	81,422	
Males	45,677	13.7%
20 to 24 years	6,794	
25 to 29 years	7,536	
30 to 34 years	6,952	
35 to 39 years	5,314	
40 to 44 years	5,467	
45 to 49 years	4,855	
50 to 54 years	3,546	
55 to 59 years	2,849	
60 to 64 years	2,364	
Females	35,744	10.7%
20 to 24 years	4,744	
25 to 29 years	4,844	
30 to 34 years	4,646	
35 to 39 years	4,739	
40 to 44 years	4,687	
45 to 49 years	3,633	
50 to 54 years	3,058	
55 to 59 years	2,787	
60 to 64 years	2,607	
Source: Emsi Q2 2020		

Attachment C

Utilization Analysis Chart

Relevant Labor Market: Pinal County, Arizona

Job Categories	Male							Female						
	White	Black or African American	Hispanic or Latino	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	White	Black or African American	Hispanic or Latino	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races
Officials/Administrators														
Workforce #/%	41.6%	0.0%	4.4%	0.0%	0.0%	0.0%	0.0%	38.7%	2.2%	11.7%	0.7%	0.7%	0.0%	0.0%
CLS #/%	20.3%	2.3%	13.7%	2.5%	0.8%	0.3%	0.6%	19.4%	2.2%	10.7%	1.6%	0.7%	0.1%	0.6%
Utilization #/%	21.3%	-2.3%	-9.3%	-2.5%	-0.8%	-0.3%	-0.6%	19.3%	0.0%	-1%	-0.9%	0.0%	-0.1%	-0.6%
Professionals														
Workforce #/%	33.1%	3.5%	2.3%	0.0%	1.7%	0.0%	0.0%	33.7%	1.7%	20.3%	1.2%	2.3%	0.0%	0.0%
CLS #/%	20.3%	2.3%	13.7%	2.5%	0.8%	0.3%	0.6%	19.4%	2.2%	10.7%	1.6%	0.7%	0.1%	0.6%
Utilization #/%	12.8%	1.2%	-11.4%	-2.5%	0.9%	-0.3%	-0.6%	14.3%	-0.4%	9.6%	-0.4%	1.6%	-0.1%	-0.6%
Technicians														
Workforce #/%	47.4%	0.0%	5.3%	5.3%	10.5%	0.0%	0.0%	10.5%	5.3%	10.5%	1.1%	5.3%	0.0%	0.0%
CLS #/%	20.3%	2.3%	13.7%	2.5%	0.8%	0.3%	0.6%	19.4%	2.2%	10.7%	1.6%	0.7%	0.1%	0.6%
Utilization #/%	27.4%	-2.3%	-8.4	2.8%	9.7%	0.3%	-0.6%	-8.9%	3.1%	-0.2%	-0.5%	4.6%	-0.1%	-0.6%
Protective Services														
Workforce #/%	56.7%	0.0%	23.3%	0.0%	3.3%	0.0%	0.0%	13.3%	0.0%	3.3%	0.0%	0.0%	0.0%	0.0%
CLS #/%	20.3%	2.3%	13.7%	2.5%	0.8%	0.3%	0.6%	19.4%	2.2%	10.7%	1.6%	0.7%	0.1%	0.6%
Utilization #/%	36.4%	-2.3%	9.6%	-2.5%	-2.5%	-0.3%	-0.6%	-6.1%	-2.2%	-7.4%	-1.6%	-0.7%	-0.1%	-0.6%

Administrative Support														
Workforce #/%	2.2%	0.3%	4.9%	0.0%	0.0%	0.0%	0.0%	52%	4.1%	33.3%	1.6%	1.6%	0.0%	0.0%
Civilian Labor Force #/%	20.3%	2.3%	13.7%	2.5%	0.8%	0.3%	0.6%	19.4%	2.2%	10.7%	1.6%	0.7%	0.1%	0.6%
Utilization #/%	-18.1%	-2.0%	-8.8%	-2.5%	-0.8%	-0.3%	-0.6%	32.6%	1.9%	22.6%	0.0%	0.9%	-0.1%	-0.6%
Paraprofessionals														
Workforce #/%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	46.7%	13.3%	40.0%	0.0%	0.0%	0.0%	0.0%
Civilian Labor Force #/%	20.3%	2.3%	13.7%	2.5%	0.8%	0.3%	0.6%	19.4%	2.2%	10.7%	1.6%	0.7%	0.1%	0.6%
Utilization #/%	-20.3%	-2.3%	-13.7%	-2.5%	-0.8%	-0.3%	-0.6%	27.3%	11.1%	29.3%	-1.6%	-0.7%	-0.1%	-0.6%

