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#### I. WHY AN AFFIRMATIVE ACTION PLAN?

Government contractors have required Affirmative Action plans for more than 30 years. Under Public Law 88-352, Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, all State and local governments that have 15 or more employees are required to keep records and to make such reports to the Equal Employment Opportunity Commission as are specified in the regulation of the commission. State and Local Government Report EEO-4 is being utilized by Federal government agencies that have responsibilities with respect to equal employment opportunity. The Wisconsin Fair Employment Act prohibits employers with one or more employees from discriminating on the basis of age, race, creed, color, disability, marital status, sex, national origin, ancestry, sexual orientation, arrest record or conviction record, membership in the armed forces, or the use or nonuse of lawful products away from the workplace during nonworking hours (WI Stat. Sec. 111.31). The Act specifically states that it does not require an employer to adopt an affirmative action plan to correct an imbalance in the workforce.

#### II. PURPOSE

The purpose of affirmative action plans is covered in the Office of Federal Contract Compliance Program (OFCCP) at 41 CFR 60-2.10:

An affirmative action program is a set of specific and results-orientated Procedures that a contractor commits itself to apply every good-faith effort.

The objective of those procedures plus such efforts is equal employment opportunity. Procedures without effort to make them work are meaningless, and effort, undirected by specific and meaningful procedures, is inadequate.

An acceptable affirmative action program must include an analysis of areas within which the contractor is deficient in the utilization of minority groups and women and, further, goals and timetables to which the contractor's good-faith efforts must be directed to correct the deficiencies and thus to achieve prompt and full utilization of minorities and women at all levels and in all segments of its workforce where deficiencies exist.

#### III. HISTORY

Employment discrimination takes place when something adverse happens to an applicant or employee because of his or her race, sex, color, religion, national origin, disability, age, or veteran status in addition to those areas covered by Wisconsin Title VII.

The major laws going back more than 150 years that have affected today's employment picture and affirmative action requirements are:

#### Race - 1866 and 1871

The first legal requirement for equality among races in the United States was the Civil rights Act of 1866, an aftermath of the Civil War. This law gave all people the same rights to make contracts and hold property. The law prohibited the states from passing any laws or using any procedures that denied anyone all the rights and privileges to which the Constitution and U.S. citizenship entitled them.

# Discrimination – 1964 Civil Rights Act

The 1964 Civil Rights Act prohibits discrimination based on race, color, creed, religion, gender and national origin. The Age Discrimination in Employment act (ADEA), and the 1972 Equal Employment Act, which created the Equal Employment Opportunity Commission (EEOC), followed it.

Executive Order 11246, signed by President Johnson in 1965, required affirmative action in federal employment and by federal contractors. The order is enforced by the Office of Federal Contract Compliance Programs of the U.S. Department of Labor (OFCCP).

#### **National Origin**

The term national origin applies to a person's country of origin or ancestor's country of origin, cultural, or linguistic characteristics. National origin discrimination can also involve such consideration as marriage to a person with a different country or origin, membership or an origination of people with different national origins, or attendance at churches or temples. National Origin is particularly important in the recruitment and selection process. Considerations of race color, creed, or national origin can overflow into areas such as race-related appearance, garnishments, conviction records, and language use on the job, verbal expression and basic educational requirements.

#### Sex

Title VII of the Civil Rights Act of 1964 (later amended under the Equal Opportunity Act of 1972) included sex as a "protected class." The EEOC enforces Title VII.

#### Equal Pay

The Equal Pay Act of 1963 requires equal pay for workers of both sexes who perform jobs that require equal skill, effort, and responsibility. It permits wage differentials under bona fide seniority systems or merit review systems.

#### Age

The age Discrimination in Employment Act of 1967 (ADEA), amended in 1987 and again in 1984, prohibits private employers of 20 or more people from discriminating against employees over age 40 in any way because of age. The Act covers everyone age 40 and over.

#### Disability

The federal Rehabilitation Act of 1973 prohibits employment practices that discriminate on the basis of disability. The federal Americans with Disabilities Act (ADA) prohibits discrimination in employment based on disability.

#### Veterans

In 1974 The Vietnam Era Veterans Readjustment Assistance Act (VEVRAA) was enacted, providing the federal contractors take affirmative action for the employment of disabled veterans and Vietnam-era veterans. This law also covers veterans who served on a campaign or expedition for which a campaign badge has been authorized, in addition to special disabled veterans and Vietnam-era veterans.

#### Pregnancy

An amendment to the Civil Rights Act of 1964 requires employers to treat pregnancy and related disabilities the same as any other disability under the employer's leave of absence policy and medical coverage plans.

#### **Protected Classes**

Under federal law the following are considered to be "protected classes":

- Race Black, Hispanic, Asian/Pacific Islander, or American Indian.
- **Religion** all aspects of religious observance and practice, as well as belief.
- Sex female (including the sexual harassment of women or of males and same-sex harassment). The term "sex" also includes pregnancy, childbirth, and related medical conditions.
- **Age** over age 40.
- National origin country of one's ancestry.
- **Disabled individual** both the Rehabilitation Act and American with Disabilities Act (ADA) consider an individual to be disabled if he or she has a physical or mental impairment that substantially

limits one or more major life activities, has a record of such an impairment, or is regarded by others as having such an impairment. The EEOC interprets "impairment" to include any physiological disorder or condition, cosmetic disfigurement, anatomical loss, or any mental or physiological disorder.

- Individual with disability the ADA uses the same definitions as the Rehabilitation Act of 1973.
- Veterans Veterans covered under the current law now include special disabled veterans, veterans of the Vietnam era, and an expanded definition which includes veterans of the World War II, Korea, the Persian Gulf War, Somalia and Bosnia.
- **Genetics** The Genetics Information Nondiscrimination Act (GINA) of 2008 prohibits employers from discriminating on the basis of information derived from genetic tests.
- Additional protected classes in Wisconsin Arrest/conviction record, marital status, sexual orientation, military service, use or nonuse of lawful products.

Affirmative action is more than nondiscrimination, more than a poster on the bulletin board, or a line about nondiscrimination practices in the organization's "Help Wanted" advertisements. Nondiscrimination requires that all discriminatory conditions, whether purposeful or inadvertent, be eliminated. Affirmative action means positive efforts to recruit, employ, train, and promote workers who traditionally have been discriminated against in the job market.

Affirmative action is not preferential treatment, nor does it mean that unqualified persons should be hired or promoted over other people. It means that positive steps must be taken to provide equal opportunity for those who have been discriminated against in the past and who may continue to suffer the effects of that discrimination.

Affirmative action may be required when it is clear that there is "underutilization" in one or more jobs. Under-utilization is defined as having fewer minorities and women in a particular category than would reasonably be expected, based on their availability. The starting point is identification of some discriminatory effect on that applicant or employee as to pay, benefits, or status within the organization. Affirmative Action should be viewed as the *tool*; and Equal Employment Opportunity (EEO) should be viewed as the ultimate *goal*.

#### IV. AFFIRMATIVE ACTION TODAY

Affirmative action is firmly entrenched in the United States' organizational structure and culture. The idea of separate male and female jobs has virtually disappeared. Opportunities for women and minorities to be employed and to advance in our society are greater than ever before. Women and minorities have broken into the top echelons of American business and education. Business and education organizations have found that equal employment opportunity is the sound management of human resources. Supervisors and managers are now accustomed to an atmosphere of affirmative action and are advancing employees on the basis of their abilities, regardless of their gender, race, or physical appearance. For many businesses and organizations affirmative action just makes sense. Having an organization with sound practices while maintaining consistency can go a long way in securing a stable workforce.

# V. CITY OF APPLETON NONDISCRIMINATION POLICIES

# **Affirmative Action**

The City of Appleton Affirmative Action Policy includes the following policy statement:

It is the official policy of the City of Appleton to provide equal employment opportunities for all qualified and qualifiable persons without regard to race, color, creed, religion, national origin, ancestry, age, sex/gender, handicap or disability, arrest/conviction record, marital status, sexual orientation, gender identity and gender expression, political affiliation, results of genetic testing, honesty testing, pregnancy, childbirth or related medical condition, military service, disabled veteran or covered veteran status, service in the U.S. Armed Forces, the State Defense force, National Guard of any state, or any other reserve component of the United States or State military forces, use or nonuse of lawful products off the employer's premises during non-working hours, or any other non-merit factors, except where such factors constitute a bona fide occupational qualification or substantially relate to the circumstances of a particular job or licensed activity, and with proper regard for privacy and constitutional rights as citizens. This equal employment opportunity is applicable to all phases of employment including job assignment, job restructuring, reasonable accommodation for disabled individuals, recruitment, selection, promotion, transfer, compensation, lay-off, re-call, training and development, corrective action, demotion, termination, leave or benefits, licensing or union membership, and all other components of the City of Appleton Human Resources system.

#### Harassment and Discrimination

The City of Appleton's Harassment and Discrimination Policy includes the following policy statement:

It is the policy of the City of Appleton that all employees have the right to work in an environment free of all forms of harassment. The City of Appleton will not tolerate, condone, or allow harassment by any employees or other non-employees who conduct business with the City. The City of Appleton considers harassment and discrimination of others forms to be serious employee misconduct. Therefore, the City will take direct and immediate action to prevent such behavior, and to remedy all reported instances of harassment and discrimination. A violation of this City policy can lead to discipline up to and including termination, with repeated violations, even if "minor," resulting in greater levels of discipline as appropriate.

#### VI. RESPONSIBILITY FOR IMPLEMENTATION

The City of Appleton recognizes that an Affirmative Action Plan requires a commitment and cooperation from all levels of City management and staff. Therefore, affirmative action responsibilities have been assigned accordingly as detailed below and in the policy.

#### **Mayor**

The Mayor is responsible for:

- 1. Evaluating the Affirmative Action performances of the City Department Heads and managers.
- 2. Ensuring the Affirmative Action Officer is following the guidelines as set forth in the plan.

#### **Affirmative Action Officer**

The City Human Resources Director and or designee shall be charged with the responsibility and authority to develop, implement, administer and review the Affirmative Action plan. The Officer shall have full access to all departmental policies and procedures, rules and regulations, including personnel files, background investigation reports, and other documents or information relating to any aspect of the City of Appleton Human Resources operations. The Director may assign a designee to assist with the Affirmative Action Officer responsibilities.

In the area of overall administration of the City's policy of Equal Employment and Affirmative Action, general responsibilities of the Affirmative Action Officer shall consist of, but are not limited to, the following areas:

- 1. Training: Provide training for department heads, managers and supervisors on the provisions of Affirmative Action and Equal Employment Opportunity laws, rules and regulations as they relate to individual departmental operations.
- 2. Review Internal Policies: Ensure that the City of Appleton's Human Resources policies, procedures and practices are in accordance with the Standards for a Merit System of Personnel Administration and Uniform Guidelines on Employee Selection Procedures. Review labor agreements for nondiscriminatory language and include in the contracts if it does not already exist.
- 3. Identify problem areas: Work with department heads to determine problem areas of employment and service delivery and to establish goals and methods, plus reasonable timetables to eliminate discrimination, should any exist, and to achieve a representative work force.

- 4. Communicate: Disseminate and communicate the City of Appleton's Equal Employment Opportunity/Affirmative Action Policy to all City of Appleton employees and make available to the Community.
- 5. Analysis and Research: Monitor the operation and effectiveness of the plan and compliance with the Standards and Uniform Guidelines, including periodic evaluation of hiring and promotion patterns, and take any remedial steps necessary to resolve shortcomings.
- 6. Recruitment Strategies: Develop strategies to ensure women and minorities, veterans, and people with disabilities who have the skills and who are currently in the workforce will be recruited through Affirmative Action measures.
- 7. Retention Efforts: Training provided to all employees on diversity/inclusion. The City of Appleton also has a strong Harassment Policy and an Affirmative Action Statement.
- 8. Ensuring equal opportunity and compliance: All employees will be afforded full opportunity and will be encouraged to participate in all company-sponsored educational, training, social and recreational functions. All facilities will be comparable for both sexes.

#### VII. DISSEMINATION OF THE POLICY

The City of Appleton has established various channels of communication to ensure that employees and the community are aware of the city's positive posture relative to equal employment opportunity and affirmative action.

#### Internal Dissemination

The policy statement signed by the Mayor will be posted prominently on key bulletin boards throughout the City where other State and Federal Employment related posters are posted.

The affirmative action policy will be included in the Human Resources Policy Manual and a statement covered in all collective bargaining agreements.

Formal training presentations will be made to management, supervisors, and employees from time to time concerning affirmative action.

New employees will be formally made aware of our Affirmative Action policy and Harassment and Discrimination policy during the City of Appleton "New Employee Orientation" program. Employees shall receive copies of said policies.

All employees will receive annually a copy of the Equal Employment Opportunity/Affirmative Action statement either through a special communication, City bulletin boards, training, City newsletter or intranet.

#### **External Dissemination**

The Affirmative Action plan will be disseminated to all unions representing City of Appleton employees.

The City will notify recruiting sources in writing that the City of Appleton is an equal opportunity employer.

The City of Appleton's application for employment will include the phrase "Equal Opportunity Employer".

The City of Appleton will communicate its commitment to equal employment opportunity by recruitment advertising through the regular media and through minority and women publications.

All "Help Wanted" advertisements will carry the notice "Equal Opportunity Employer" and this designation is included in recruiting brochures, the City web site and literature.

The federal government poster "Equal Opportunity and the Law" and pertinent State of Wisconsin posters will be posted at all locations where other State and Federal posters are posted.

All memberships paid for by the City shall be administered without regard to any of the protected classes. Such organizations shall not limit membership on the basis of any protected class.

#### VIII. STATEMENTS OF POLICY

#### Policy statement from the Mayor

TO: City of Appleton Employees
City of Appleton Suppliers
Employment Applicants
The Community

The City of Appleton has a strong commitment to the community we serve and our employees. As an equal opportunity employer, we strive to have a workforce that reflects the community we serve. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class.

The City of Appleton Equal Employment Opportunity (EEO) policy applies to all employment actions, including but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation.

All applicants and employees have the right to file complaints alleging discrimination. Retaliation against an individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

The City of Appleton is committed to providing reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion, absent undue hardship.

As the City of Appleton's Mayor, I maintain overall responsibility and accountability for the City of Appleton's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed Jay Ratchman, Human Resources Director as the City of Appleton's EEO Officer. Jay Ratchman will report directly to me and acts with my authority with all levels of management, labor unions, and employees.

All City of Appleton executives, management, and supervisory personnel, however, share in the responsibility for implementing and monitoring the City of Appleton's EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. The City of Appleton will evaluate its managers' and supervisors' performance on their successful implementation of the City of Appleton's policies and procedures, in the same way the City of Appleton assesses their performance regarding other agency's goals.

The City of Appleton is committed to undertaking and developing a written nondiscrimination program that sets forth the policies, practices and procedures, with goals and timetables, to which the agency is committed and make the EEO Program available for inspection by any employee or applicant for employment upon request.

I am personally committed to a workplace that acts upon its daily responsibility to treat all applicants and employees with dignity and respect, as well as equitably under the guidelines of our EEO Policy and Program.

Date: <u>6/19/2023</u>
Date: <u>4/19/2023</u>

Mayor Jake Woodford

Affirmative Action Officer

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# IX. WORK FORCE AND UTILIZATION ANALYSIS

# Policy statement sent to Unions

June 16, 2023

Sincerely,

Kim Kamp

#### AFFIRMATIVE ACTION STATEMENT

The City of Appleton is an equal opportunity employer. Pursuant to our EEO policy, we are taking affirmative action to provide equal employment opportunities for all qualified and qualifiable persons without regard to race, color, creed, religion, national origin, ancestry, age, sex/gender, handicap or disability, arrest/conviction record, marital status, sexual orientation, gender identity and gender expression, political affiliation, results of genetic testing, honesty testing, pregnancy, childbirth or related medical condition, military service, disabled veteran or covered veteran status, service in the U.S. Armed Forces, the State Defense force, National Guard of any state, or any other reserve component of the United States or State military forces, use or nonuse of lawful products off the employer's premises during non-working hours, or any other non-merit factors, except where such factors constitute a bona fide occupational qualification or substantially relate to the circumstances of a particular job or licensed activity, and with proper regard for privacy and constitutional rights as citizens.

A copy of our current posted affirmative action policy is enclosed.

Deputy Director Human Resources

#### X. WORK FORCE AND UTILIZATION ANALYSIS

The purpose of this section is to compare the composition of the current City work force, the composition of the labor force, and the skills of persons available to work for the City. This comparison will help determine the City's utilization of categories of males, females, and minorities. MSA shall mean Metropolitan Statistical Area for the Appleton-Neenah-Menasha-Oshkosh area.

- 1. Equal Employment Opportunity/Affirmative Action Program Data
  - a. Exhibit I: 2021 Economic and Workforce Profile Outagamie County

Population, labor force, and unemployment data for the area that the City of Appleton recruits from are provided in this profile, with a breakdown by age group, occupational group, and industry.

b. Exhibit II: Total Employed in the Civilian Labor Force Employed ages 16+ for Outagamie County

The employed population in Outagamie County is further broken down by industry, nationality, and gender.

- c. Exhibit III: The City of Appleton EEO survey year 2021
  This survey summarizes personnel by job category, nationality, and gender.
- d. Exhibit IV: EEO Category Code Definitions
- e. Exhibit V: EEO Ethnic Definitions
- f. Exhibit VI: City of Appleton Affirmative Action Policy
- g. Exhibit VII: City of Appleton Employment Discrimination Complaint Form
- 2. Analysis of Affirmative Action Program Statistics

The focus of this analysis is to determine whether certain groups of people are underrepresented in the City of Appleton workforce. This is accomplished by comparing the composition of the current workforce with the composition of the labor force in the relevant recruitment area. Underrepresented is defined broadly as having fewer of a certain group in each job category than would reasonably be expected by their composition in the labor force. For under-representation not to exist requires the percentage representation of each sex, racial and ethnic group in all job categories to be similar between the work force and labor force. In addition, before such a determination can be made, availability data must also be examined. Under-utilization is defined as having fewer minorities and women in a particular category than would reasonably be expected, based on their availability.

- a) Exhibit I, page 4 indicates that the January 1, 2020 estimated population of Outagamie County is 187,661.
- b) Exhibit II, indicates that the total Outagamie County employed population is 97,602, consisting of 52.3% males and 47.7% females. Additionally, whites represent 92.3% of the employed population, with minorities representing 7.7% of the employed population.
- c) Exhibit II, indicates that the largest percentage of those employed are in "management, business, science, and arts occupations," "service occupations," or "sales and office occupations." In these categories, females represent 53%, 62%, and 63.9% of the workforce respectively. The percentage of whites represent 93.2%, 90%, and 94.7% respectively.
- d) Exhibit III, indicates that percentage of City of Appleton employees (full-time and part-time) are comprised of 61.6% males and 38.4% females, with whites (full-time and part-time males and females) representing 94% of the workforce and minorities 6% of the workforce.
- e) Exhibit III, indicates that the percentage of (full-time) employees are employed as 1.7% "officials and administrators," 16.1% "professionals," 7% "technicians," 33.9% "protective service workers," 1.2% "paraprofessionals," 12% "administrative support," 5.9% "skilled craft workers," and 19.9% "service-maintenance,"

#### X. ASSESSMENT OF EMPLOYMENT PRACTICES AND PLAN MONITORING:

Equal opportunity can be provided through the development of Human Resources policies and practices, which are fair and equitable in their treatment of current and potential employees. In order to attain such standards, an assessment of current policies and practices must be continuously undertaken. The components normally included in such an assessment are in the areas of recruitment and selection, which includes written and skill tests, interviews, qualification and reference inquiries, training, promotion, classification, corrective action, transfer, termination, and other conditions of employment. Affirmative action can be taken in the following areas to provide a Human Resources system that accommodates the principles and theory of equal opportunity.

1. The effectiveness of a successful recruitment and selection program with regard to affirmative action can be determined by examining the make up of applicants for position vacancies and by conducting an audit of the applicant flow through each step of the selection process for position openings within various job categories.

Records for these processes have been partially established and maintained by sex, race/ethnic groups, and age

Upon request a report to show the applicant flow for all open positions is distributed to Department Directors.

# Target Date: Ongoing

2. In addition to record keeping systems, special efforts must be exerted to disseminate information and recruit qualified under-represented applicants for job categories in which individuals are under-represented. The Human Resources Department will make an affirmative effort in its recruitment for women and minorities for under-represented positions.

The City of Appleton utilizes the Internet, Job fairs and lists of women and minority organizations that the City Open Position list is sent to weekly. The Human Resources Department uses an online application system that allows for position to be widely advertised and allows potential applicants to register for automatic notification when positions become available. The City Diversity and Inclusion Coordinator also utilizes community connections to highlight recruitment opportunities.

#### **Target Date: Ongoing**

3. The validity, reliability and objectivity of selection devices, including written tests, interview questions, background and reference checks, need to be continuously reviewed and refined in accordance with the guidelines. These devices, in order to be lawful,

should be job-related and should eliminate adverse effects on groups that are underrepresented in City of Appleton job classifications.

Human Resources will continue to review current devises to ensure no potential problems exist.

Target Date: Ongoing

4. Opportunities for training, promotions and the like should be equally offered without regard to non-merit factors. Systematic efforts to discover employees with potential and develop them through career advancement in both the classroom and on the job need to be developed. Such training programs can be used, as a vehicle to advance persons to job categories in which they are under-represented, but it would also assure that employees are trained as needed to assure high quality performance.

Efforts are made to work with employees when a particular department identifies potential career advancement. The City's insurance carrier offers many types of training that are offered to employees. Additionally, the City conducts annual General Employee and Supervisory Training that is required.

Target Date: Ongoing

5. The Classification Plan for non-represented employees needs to be continuously evaluated to ensure the provision of equitable and adequate compensation. This would include updating job descriptions when significant changes in duties occur and conducting or commissioning salary surveys to ensure salaries are competitive to recruit and retain competent employees.

Each time a position becomes available the job description and the job task analysis are reviewed and updated. The Compensation Classification Plan is under review currently to ensure it is competitive with the market, this project is scheduled to be complete in July 2022.

Target Date: Ongoing

6. Review issues that are brought to the attention of the Human Resources Department in the exit interview process that relate to affirmative action issues, while maintaining the confidentiality of the individual providing the information (unless otherwise directed).

Human Resources Generalists performing the exit interviews will inform the Director or Deputy Director of any concerns discovered as part of the exit interview process. In addition all exit interview forms are reviewed by the Director and Deputy Director.

Target Date: Ongoing

7. Continue to evaluate job specifications to determine the job relatedness of the minimum qualifications, training and experience requirements, to identify and remove any artificial barriers to employment. Continue to review Union contracts to monitor for disparate impact.

Human Resources Generalists will continue to review and modify job specifications, as jobs become open to ensure that no artificial barriers exist. The Human Resources Director and City Attorney's Office will review contract changes, side letters and other documents related to the Union contract on a ongoing basis to monitor for disparate impact.

#### **Target Date: Ongoing**

8. Develop and conduct a training program for all City of Appleton Supervisors to ensure knowledge and compliance with legal obligations related to employment practices covered by Affirmative Action.

All City of Appleton supervisors will be trained on this plan and their legal obligations as it relates to Affirmative Action.

# Target Date: Ongoing

9. A statement is posted where applicants typically fill out applications and the public posting areas of City of Appleton facilities providing instruction to follow VII, Dissemination of the Policy and include a mechanism <u>for reporting complaints.</u>

Each employee or applicant is responsible for bringing to the attention of their supervisor or the departments listed below, any employment decision that he or she feels conflicts with the letter or spirit of the law. Applicants and employees may bring their concerns by using the Employment Discrimination Complaint Form on the City's website or obtaining one from the Human Resources Department, Legal Services Department, or the Mayor's office. Complaints may be filed with the Human Resources Department, the Legal Services Department or the Office of the Mayor. Retaliation against an individual who files a charge of complaint or discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

The Affirmative Action policy is posted prominently with other State and Federal Posting, on the internet where applicants apply for City positions, on bulletin boards throughout the City where employees report to work and on other pertinent communications for all employees/applicants. A complaint log will be maintained for complaints. This log will include name of the complainant, basis of the

complaint(s), the protected group, date of initial contact, date of resolution, the resolution reached, and the name of the investigator.

Target Date: On-going

10. Meetings between the EEO Officer and Mayor are held on a weekly basis. These meeting include discussions related to hiring, promotion, review of statistical data, EEO complaints, efforts for outreach, policy, practices and goals.

Target Date: On-going

# Outagamie County

2021 WORKFORCE PROFILE







Wis Conomy

# 2021 Wisconsin Overview

The COVID-19 pandemic has been the primary influence on the economy and workforce activity in Wisconsin since March of 2020. The two-month recession attributable to COVID-19 ended the longest economic expansion on record. Reactions to COVID-19 affected every industry and geography in the state. The results were seen in stark terms over the course of a few months and throughout the following year. Job numbers plummeted. Unemployment insurance claims skyrocketed. The workforce sagged but remained fairly intact. The unemployment rate shot up from near record lows in March 2020, to almost 15% in April 2020 in the state. By November 2021, statewide unemployment had returned to historic lows.

The outlook for the state's economy is positive, although the ramifications of new viral strains are yet to be determined. Wisconsin's GDP is on the verge of overtaking pre-COVID levels and state job numbers have returned to 96% of pre-pandemic levels. A few industries' employment, such as manufacturing, construction and professional business services, are back near or over pre-pandemic levels.

Private businesses continue to voice concerns about their inability to attract talent and workers in general. The primary underlying challenge is the demographic situation of Baby Boomers exiting the workforce. This lifecycle event will continue to complicate the ability of employers to find workers and talent. This is not just a Wisconsin problem but one that affects the upper Midwest, the U.S. as a whole, much of Western Europe, and in fact, the developed world. Even China faces a talent shortage. Many of the solutions offered to attract workers to a particular firm are microeconomic solutions in practice (e.g., wage increases, signing bonuses, schedule flexibility), while the underlying demographic trends and quantity challenge are a macroeconomic problem.



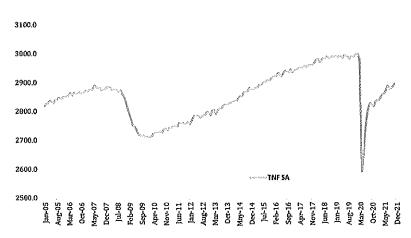


#### **Employment**

Wisconsin's labor force held relatively steady through the pandemic, decreasing from 3.075 million in February 2020, to 3.054 million in December 2020. It has since recovered to 3.109 million as of August 2021.

The jobs situation, in contrast, was severely impacted by the pandemic and has not fully recovered. Total nonfarm jobs peaked in February 2020, at 2.997 million on a seasonally adjusted basis. By April 2020, 407,800 jobs had been lost. As of November 2021, jobs totaled 2.893 million, still down some 104,000 from February 2020 levels.

#### Graphic 1: Wisconsin Jobs



The unemployment rate path was equally volatile. Wisconsin's March 2020 seasonally adjusted unemployment rate was near historic lows at 3.2%. By that April, it had risen to 14.8%. It has since decreased to 3.0% as of November 2021, tied with the previous record low from November 2018.

#### Short-run Outlook?

As this is being written in December of 2021, job growth has slowed and has even recorded negative months. The industry that suffered the greatest impact from COVID-19 has been the leisure and hospitality industry, losing more than 50% of its jobs at one point. All other industries have been affected in some manner; for example, manufacturing lost less than 5% of its jobs, and recovered more quickly, as have the construction, and warehousing and distribution sectors. Even so, workers are scarce.

Businesses' pursuit of workers has brought about wage and benefit increases along with signing bonuses and other incentives to try to attract workers. There are, however, other workforce barriers such as transportation, dependent care, housing affordability, and the uncertainty of workplace safety surrounding COVID-19 that also need to be overcome.

Supply logistics interruptions have been a factor through the pandemic. Disruptions in global supply chains have forced input shortages in many industries, raising prices and curtailing production. Most notable has been the lack of semiconductors, affecting almost every industry, particularly the automobile manufacturers. Sorting out and readjusting the global supply chain will take time. Further disruptions cannot be ruled out depending on additional COVID waves.

The supply bottlenecks have put unwelcome upward pressure on inflation, sending the price of raw materials, food, and energy higher, increasing the PPI (Producer Price Index) and the CPI (Consumer Price Index). U.S. PPI final demand index rose 8.3% for the 12 months ended in August, the largest advance since 12-month data were first calculated in November 2010. Likewise, over the last 12 months, the all-items CPI increased 5.3% before seasonal adjustment.

Expectations are for inflation pressures to ease as supply chains are reconstructed and altered; however, the timing of that is uncertain.





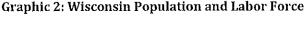
# Long-run Challenge?

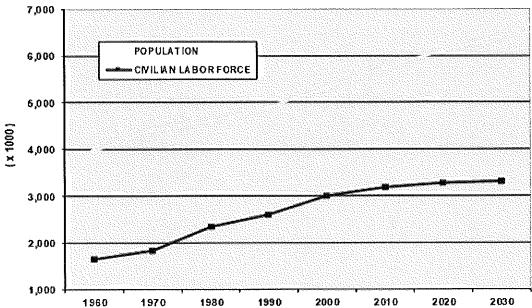
The primary long-term challenge facing Wisconsin's economic future remains workforce quantity. The demographic situation facing the state, other upper-Midwest states, and most of the western economies will advance unaltered in the coming decades.

While Wisconsin's population will continue to grow over the next 20 years, the workforce faces serious constraints. The labor force trend began to flatten in 2008 as the first Baby Boomers (those born in 1946) reached age 62 and began to leave the workforce. Baby Boomers continue to exit the workforce in great numbers.

And, with home prices surging and investment portfolio values at historic highs, older workers may decide, as many did before the housing bubble burst in 2007, to leave the workforce now and permanently.

The number of retiring Baby Boomers nearly matches the influx of new workers, resulting in a slow-growing workforce and placing constraints on the ability of employers across industries to secure talent. Many businesses report that the lack of available workers has hindered expansion, and in some cases, even curtailed the ability to meet current business needs.





There are four solutions to the macroeconomic labor quantity challenge: 1) offshoring production, 2) immigration, 3) mitigating barriers to employment of the chronically unemployed, and 4) technological advancement. Critical to the technology solution is the concomitant match of labor skills with technologies' sophistication. This is true for designing, building, installing, operating, and maintaining the advanced equipment as well as for development of the infrastructure and facilities needed to support technological progress.

Worker skills must align with skills demanded by the position. If you have the talent and not the job, the talent goes elsewhere. If you have the job and not the talent, the job goes elsewhere. For Wisconsin to successfully compete in the global economy, the state needs to attract and retain everybody it can and educate and train everybody to match the requirements of the new technologies.



# **Outagamie County**

# Population and Demographics

Over the course of the 2010s, population growth in Outagamie County was faster than Wisconsin but slower than the national rate. During the previous decade, the county's population grew by 10,966 residents (6.2%). This rate of population growth is more than three percentage points lower than the 9.7% growth experienced in the 2000s. Much like Wisconsin as a whole, the decelerating population growth is very much at the heart of the long-run workforce challenges that are expected to persist after the pandemic. Within the county, 39% of the population growth was accounted for by the towns of Grand Chute and Greenville. Appleton itself accounted for 12% of the county's overall growth.

Graphic 3: 10 Most Populous Municipalities in County

	2010 Census	2020 Final Estimate	Numeric Change	Percent Change
Appleton, City	60,045	61,317	1,272	2.12%
Grand Chute, Town	20,919	23,227	2,308	11.03%
Kaukauna, City	15,462	16,363	901	5.83%
Greenville, Town	10,309	12,267	1,958	18.99%
Little Chute, Village	10,449	11,947	1,498	14.34%
Kimberly, Village	6,468	7,137	669	10.34%
Buchanan, Town	6,755	7,055	300	4.44%
Freedom, Town	5,842	6,088	246	4.21%
Oneida, Town	4,678	4,739	61	1.30%
Center, Town	3,402	3,648	246	7.23%
Outagamie County	176,695	187,661	10,966	6.21%
Wisconsin	5,686,986	5,854,594	167,608	2.95%
United States	308,745,538	329,484,123	20,738,585	6.72%

Source: Demographic Services Center, Wisconsin Department of Administration

Compounding the state's workforce issues is the fact that, in recent memory, Wisconsin has experienced near-zero net migration, and to a lesser extent, that is also true in Outagamie County. Since 2010, the net migration rates were 0.3% and 1.3% in Wisconsin and Outagamie County, respectively. Natural increase (the difference between births and deaths) was responsible for much of the recent population growth. The county's natural increase rate over the past decade was 4.9%, which is over two percentage points higher than the state. However, natural increase is expected to decline in the coming decades because the state's fertility rate has been below replacement level since 1975.

Graphic 4: Components of Population Change

■ Natural Increase %

■ Net Migration %

4.92% 3.97% 2.67% 2.74% 0.28%

Wisconsin

**United States** 

Outagamie

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# **Employment by Industry**

Over the course of 2020, employment in the county decreased by 5,801 jobs (5.3%) across all industries. Unsurprisingly, these employment losses were primarily caused by the pandemic and the many changes in work and daily life that followed. One summary table attempting to provide a single snapshot of annual employment dynamics does not fully portray the monthly volatilities experienced to date; however, it helps to illustrate the relative size of various sectors of the local economy and how they were uniquely affected.

Graphic 5: 2020 Annual Employment by Industry

	2020 Average Monthly Employment	1-year Numeric Change	1-year Percent Change	Percent of Total Employment	7	otal Payroll	Percent of Total Payroll
Construction	8,010	-320	-3.84%	7.77%	S	564,816,254	10.48%
Education & Health Services	19,956	-373	-1.83%	19.35%	\$	1,004,632,814	18.64%
Financial Activities	6,472	34	0.53%	6.28%	\$	500,203,290	9.28%
Information	920	-88	-8.73%	0.89%	s	55,405,222	1.03%
Leisure & Hospitality	8,307	-2,239	-21.23%	8.06%	\$	137,137,153	2.54%
Manufacturing	19,531	-684	-3.38%	18.94%	\$	1,231,705,747	22.85%
Natural Resources & Mining	810	-27	-3.23%	0.79%	\$	37,214,501	0.69%
Other Services	3,236	-836	-20.53%	3.14%	\$	112,509,820	2.09%
Professional & Business Services	12,612	6	0.05%	12.23%	\$	678,853,811	12.59%
Public Administration	3,232	-42	-1.28%	3.13%	\$	165,892,578	3.08%
Trade, Transportation, Utilities	20,036	-1,231	-5.79%	19.43%	\$	901,632,175	16.73%
All Industries	103,121	- 5,801	-5.33%	100.00%	\$	5,390,003,365	100.00%

Source: WI DWD, Labor Market Information, QCEW 2020

As was common throughout many other counties across the state in 2020, the Leisure and Hospitality industry in Outagamie County experienced the greatest employment losses in both numeric and percentage terms. Even though it only made up 8.1% of total employment and 2.5% of total payroll, it accounted for 38.6% of the decline in overall employment. Additionally, the industry was more adversely impacted in Outagamie County compared to the state as a whole. Statewide, the industry's employment declined by 19.9% and accounted for 37.9% of the overall annual decrease,

Over the course of 2020, employment in the county decreased by 5,801 jobs (5.3%) across all industries.

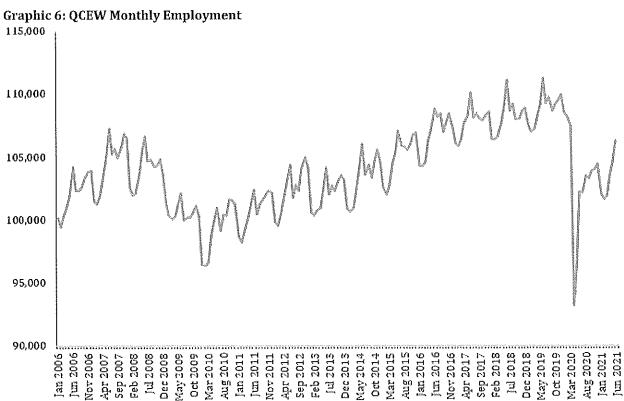
While much of the attention regarding the economic impacts of the pandemic was concentrated on Leisure and Hospitality (L&H), and deservedly so, it is worth noting that employment losses were also widely felt in many other industries in the county, albeit with lesser degrees of severity.

Collectively, employment in Outagamie County's three largest industries: (1)Education & Health Services, (2) Manufacturing, and (3) Trade, Transportation, & Utilities) declined by 2,288 in 2020. To put that into perspective, the employment losses in those three industries (3,526) were roughly equivalent to those experienced in L&H (2,239). However, all of the top three industries are significantly larger than L&H, so the proportional losses were more moderate –less than 10%.

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# **Total Monthly Employment**

Ongoing economic disruption and volatility driven by the COVID-19 pandemic complicate efforts to separate structural economic shifts from short-term changes. One important thing to note is that Outagamie County's annual employment grew by about 1,200 jobs on average over the course of the 2010s. When one fully considers the scope of economic impacts caused by the pandemic, it is necessary to consider the growth that likely would have occurred if recent trends continued.

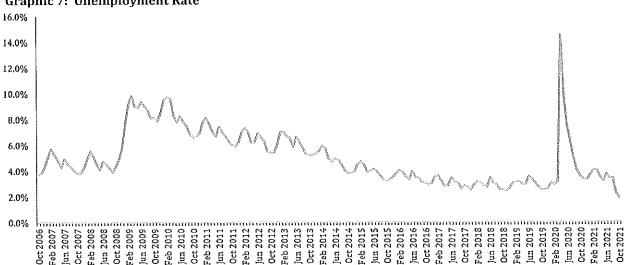


Source: WI DWD, Labor Market Information, QCEW Second Quarter, Outagamie County

Looking more closely at March 2020 and beyond, it is not difficult to see that this period stands in sharp contrast to the relative stability of the previous decade. Local employment declined by over 14,000 jobs (13.3%) in just one month, and the subsequent recovery period has been inconsistent. The most rapid rebound occurred in the spring and early summer of 2020, but the following winter experienced more employment declines than normal in the midst of a new COVID wave at the time. As of June 2021 (the latest month county-level jobs data are available), Outagamie County recovered approximately 91% of those lost jobs. If accurate inferences can be drawn from state level data, which are more current, employment growth continued through the summer of 2021. Newly-released jobs reports suggest that the labor market recovery is still very much ongoing as of this writing. However, future surges of COVID-19 are a potential threat to continuing economic growth.

# **Unemployment and Labor Force Participation**

In contrast to the Great Recession, the increase in unemployment that occurred at the onset of the pandemic was more severe but less persistent. While Outagamie County's unemployment rate never exceeded 10% in the aftermath of the 2008 financial crisis, in April 2020 it climbed up by over 11 percentage points to 14.5%. And while it took about six years after 2008 for the unemployment rate to return to its pre-recessionary level, six months after the initial spike in April 2020, it was already down to 3.5%. Additionally, the unemployment decline has been more pronounced in the second half of 2021, from 3.4% in August to 1.9% in October. While this is widely recognized as a period of rapid labor market tightening, declines in labor force participation cause the unemployment rate to underestimate the extent of joblessness.

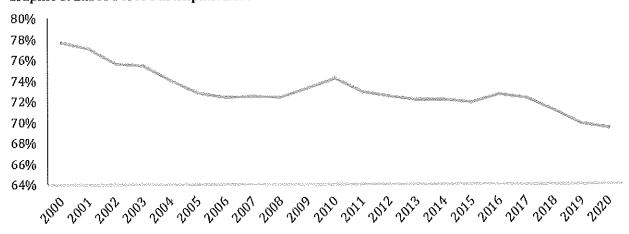


Graphic 7: Unemployment Rate

Source: Local Area Unemployment Statistics (LAUS), Bureau of Labor Statistics, Outagamie County

Even though much of the recent attention on the labor market has focused on the difficulty employers face with finding and retaining workers, it is important to remember that some of those pressures were building up well before the pandemic – and will likely persist afterwards. Outagamie County's labor force participation rate (LFPR) has been trending steadily downward since 2000, the time when the oldest members of the Baby Boomer generation were in the latest stages of their prime working years. In 2020, the local LFPR was at 69.4%. The annual rate of decline in 2020 was slower compared to recent years but still represents a challenge to future economic growth.





Source: WI DWD, Office of Economic Advisors (OEA), Outagamie County



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Total:	90,158	980		3,042	1,620
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Management, business,					
tions:	13,924	200	224	533	231
Management, business, and financial occupations:	7,085	54			121
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Computer and					
mathematical	1,468	20	13	90	45
Architecture and engineering occupations	1,596	Ō	47	35	33
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Education, legal, community					
occupations:	2,530	88	61	101	0
Community and social			1	L3	o
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and media occupations	815	7	41	53	0
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and other technical		•			
occupations	814	4	0	28	0
technicians	180	9	14	27	Ö
Service occupations:	4,594	139	7	286	218
Healthcare support occupations	90	0	Ųs	46	0
Protective service	793	17	55	38 8	3 5 5
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Sales and office occupations:	8.357	87	125	184	33
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construction, and maintenance occupations:	7.615	32	177	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	103
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Construction and extraction	200				50
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Architecture and				÷	
engineering occupations	157		0		
Life, physical, and social science occupations	181	0	22	10	О
Education, legal, community					
service, arts, and media occupations:	5,713	94	118	21.4	52
Community and social	1 000	26		14	Ó
Legal occupations		11	7	14	O
Education, training, and library occupations	3,659	51	84	155	8
Arts, design,					
entertainment, sports, and media occupations	846	σı	16	31	12
Healthcare practitioners	3,763	13	70	118	17
Health diagnosing and					
and other technical	1	)	1	л 7	17
Health technologists and					•
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Protective service				•	1
occupations: prevention, and other	280	C	10	I +	1,
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supervisors	189	0	10	14	17
Law enforcement workers including	91	0		O	0
Food preparation and	2	27	Ď.	Σ Δ	100
Building and grounds	1/11/11				
cleaning and maintenance occupations	794	0	37	0	38
Personal care and service	2.087	12	43	77	39
Sales and office occupations:	14,679	88	191	412	192
Sales and related occupations	4,659	24	41	174	124

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Office and administrative					
support occupations	10,020	44	150	238	53
Natural resources,					
construction, and maintenance					
occupations:	419	O	36	25	29
Farming, fishing, and					
forestry occupations	123	O	19	0	20
Construction and extraction					
occupations	159	0	0	<b>35</b>	Ö
installation, maintenance,					
and repair occupations	137	o	17	0	9
Production, transportation,					
and material moving					
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o	0 2	0	0	0	0	0	4	0	0	0	0	0	6
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# Reporting Year: 2021

	D,	EMPLOYM	ENT DA	TA AS	OF JUNE	30	Ft	inction 1	- FINA	VCIAL AD	MINISTI	RATION/G	ENERAL	. CONT	 R(
							RACE	/ETHNIC	ITY						
		ANIC OR TINO				·	NOT	-HISPAN	IC OR LA	TINO					T
		1	ļ		М	ALE	<del></del>				FEN	IALE			
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASTAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWALIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	TOTALS
		<b>.</b>	3. 1	IEW HIRE	S DURIN	G EEO-4 FX	SCAL YEA	R CIULY	1 JUNE	30)		L			L
75. OFFICIALS - ADMINISTRATORS													1		0
76. PROFESSIONALS			1	1						<del>  -</del> -	1				
77. TECHNICIANS					1	,						-			3
78, PROTECTIVE SERVICE							<u>-</u>								1
79. PARAPROFESSIONALS									1						0
80. ADMINISTRATIVE SUPPORT									3						3
81, SKILLED CRAFT															
82. SERVICE - MAINTENANCE															0
83, TOTAL NEW HIRES															· · · · · ·
(LINES 75 82)	0	0	1	1	1	0	0	0	4	0	1	0	0	0	8

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

→		D. E	MPLOYM	ENT DAT	A AS O	JUNE	30	Fun	ction 2 -	STREE	TS AND F	IIGHWA'	YS			
						1.	FULL-TIN	IE EMPLO	YEES							
									THNICI	TY						
ŀ	<u> </u>	HTCD/	ANIC OR	Ţ .				NOT-	ISPANI	C OR LAT	INO					
1		LA	TINO			М/	\LE		i			FEM				
]	-		1				₹	_ [			z		20	z		
JOB CATEGORY	ANNUAL SALARY (in thousands 000)	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATTVE HAWALIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	TOTALS
	1. \$0.1 15.9															0
Ø	2, \$16.0 - 19,9									ļ. <u></u>		ļ	<u> </u>			1 0
្ច ខ្លុំ	3, \$20.0 - 24.9									ļ		<u> </u>				0
결절	4, \$25.0 - 32.9									<u> </u>		<u> </u>				
걸점	5. \$33.0 - 42.9												_			0
FI	6, \$43.0 ~ 54.9									<u> </u>						0
OFFICIALS - ADMINISTRATORS	7. \$55.0 - 69.9									<u> </u>		1				0
4										1		<u> </u>			<u> </u>	1
	8, \$70,0 PLUS	<del>                                     </del>	_												ļ	0
	9, \$0,1 - 15,9	-		-						T						0
S	10, \$16.0 - 19.9															0
Ž	11, \$20.0 - 24.9				<b>-</b>											0
PROFESSIONALS	12. \$25.0 - 32.9				-								·	!	<u> </u>	0
띮	13, \$33,0 - 42,9	<del> </del>		_	+											0
8	14. \$43.0 54.9	<u> </u>		1			_								1	1
	15, \$55.0 - 69.9	<u> </u>		14	<del></del>					3						17
ز لـــا	16. \$70.0 PLUS	<u> </u>		- 1-4	<del></del>			1		-						0
·	17, \$0,1 - 15,9	1						<del>                                     </del>	<del>†                                      </del>						1	0
S	18. \$16.0 - 19.9				+				<del>                                     </del>							0_
TECHNICIANS	19, \$20.0 - 24.9	1							<b>-</b>			-				0
걸	20, \$25,0 - 32,9	<u> </u>				_					_				1	0
H	21. \$33.0 - 42.9	ļ								_						2
	22. \$43.0 - 54.9			2			_			2			<del></del>			12
•	23, \$55,0 69,9	1		9							-	_		<del></del>		1
Ì	24, \$70,0 PLUS			1				_	-							0
bri	25 40 1 . 15 0									<del> </del>			_	<b> </b>	<del>                                     </del>	0
2	26. \$16.0 - 19.9								-				_	- <del> </del>		0
<u>8</u>	27, \$20,0 24,9	1								-		+-	_		+	0
l ii	28. \$25.0 - 32.9										_  _				+	0
}	29. \$33.0 42.9							_					_			0
E C	30, \$43.0 - 54.9	t t								_		_		-	-	0
PROTECTIVE SERVICE	31. \$55.0 69.9	£ .									_   -					0
l g	32, \$70.0 PLUS													-	-	0
	20 40 4 45 0	1										_		<u> </u>	-	0
A	34, \$16.0 19.9															0
PARAPROFESSIONALS	35. \$20.0 - 24.9	<b>I</b>										_				0
IS	36. \$25.0 - 32.9	" <b>I</b>											_	_		0
<u>E</u>	37. \$33.0 - 42.9	l l													_	
280	38. \$43.0 - 54.5	<b>I</b>														0
🖁	38, \$43.0 - 54.5	L														0
PA	39, \$55,0 - 69,5 40, \$70,0 PLUS	1														0

			EMPLOY								EETS AN	D THOIT	WAIS			
<del></del>		<u> </u>				1,	FULL-T	(ME EMPL								
		HTSI	PANIC OR						/ETHN10						,	
			ATINO				(817)	NOT	'-HISPAN	IIC OR L	ATINO					4
					1		IALE		1	<del> </del>		FE	MALE		1	
JOB CATEGORY	ANNUAL SALARY (in thousands 000)	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	тот
	41. \$0.1 - 15.9				1							<del> </del>				
2	42. \$16.0 19.9						·					ļ <u>.</u>				(
ADMINISTRATIVE SUPPORT	43, \$20.0 - 24.9				T					<del> </del> -	+	<del> </del>	-			(
K G	44, \$25,0 - 32,9						<del></del>				<u> </u>		ļ			
N	45. \$33.0 42.9		1		"	<u> </u>	<del>                                     </del>			<b>!</b>						(
M S	46. \$43.0 54.9									1		ļ	<del>                                     </del>			-
₹	47. \$55.0 69.9			1		<b></b>				4	<del> </del>	<del> </del> _	+ $ +$			4
	48. \$70.0 PLUS			1			1 - +			ļ	<del>                                      </del>	<u> </u>				
	49. \$0.1 - 15.9			† <del></del>	<del> </del>		<del>                                     </del>				<del> </del>					
j-	50, \$16.0 - 19.9									·						(
Ž	51. \$20.0 - 24.9						-				<del> </del>		ļ			-
Ü	52. \$25.0 - 32.9						<u> </u>		·	<u> </u>	<del> </del>					0
H	53, \$33,0 - 42,9										-					- 0
SERVICE - SKILLED CRAFT	54. \$43.0 54.9			i									<del> </del> _			(
Ψ,	55, \$55,0 - 69,9			8			<del> </del>									
	56, \$70,0 PLUS			4							<del> </del>					
	57. \$0.1 - 15.9										<u> </u>		ļ			
- 1	58. \$16.0 - 19.9										<b></b>					[
S	59. \$20.0 - 24.9										<del>                                     </del>					0
	60, \$25.0 - 32,9										<del>  </del>					0
	61, \$33,0 - 42,9										<del>                                     </del>					0
Ă	62, \$43.0 - 54,9			6												0
	63, \$55,0 - 69,9			17						1	<del></del>					6
	64. \$70.0 PLUS			14												18
	TAL FULL-TIME (NES 1-64)	1	1	78	0	0	0	0	0	12	0	0	0	a	0	92
						OTHE	R THAN FU	LLAYME								
	CIALS -				Ĩ		- mais (U			:25			<del>- T</del>			
	NISTRATORS												1			0
	ESSIONALS NICIANS															0
	ECTIVE SERVICE			1												1
	PROFESSIONALS															0
	NISTRATIVE															0
SUPP										1						1
SERV																0
MAIN	TENANCE  L OTHER THAN			9		1				2						12
FULL	TIME ES 66 - 73)	0	0	10	0	1	c	ó	0	3	0	0	a	0	o	14

#### Reporting Year: 2021

· \	D. E	MPLOYMI	ENT DAT	ra as oi	F JUNE :	30	Fu	nction 2	- STREE	TS AND	HIGHW	AYS			
_							RACE/	ETHNICI	TY						
	HISPA	NIC OR					NOT-	HISPANI	C OR LAT	INO					
	LAT	INO			МА	LE				: I	FEM	IALE	i		
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASTAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	TOTALS
			3.	NEW HIRE	S DURIN	G EEO-4 F	ISCAL YE	AR (JULY	1 - JUNI	E 30)					1
75, OFFICIALS ADMINISTRATORS													,,		0
76, PROFESSIONALS			1												1 0
77, TECHNICIANS				_			ļ <u></u>			<del> </del>	<del> </del>				0
78, PROTECTIVE SERVICE				_		<u> </u>			<u> </u>	_			<u> </u>	-	0
79. PARAPROFESSIONALS							1		ļ		<del> </del>	1			1
80. ADMINISTRATIVE SUPPORT		1													1 1
81. SKILLED CRAFT			11	_	-		ļ	-			-			<del> </del>	
82. SERVICE - MAINTENANCE			4					<u> </u>	<u> </u>	-			<u> </u>		4
83. TOTAL NEW HIRES	0	1	6	0	0	0	0	0	0	0	0	0	0	0	7
(LINES 75 - 82)			<u> </u>	 L DEPART	MENTE/A	GENCIES	INCLUDE	L D TN THT	 S FUNCT	ON REPO	_\ RT	_1	1	<u> </u>	

e. departments/agencies included in this function repor WI0450100

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

g. Remarks about this function report

		<u>,</u>	. EMPLOYN	TENT D	HIA AS					- POLIC	CE PROTE	CTION				
		I				1,	FULL-TI	ME EMPL								
		1170							/ETHNIC							
		HIS	PANIC OR ATINO		······			TOM	-HISPAN	IC OR LA	ATINO	···				
	1	<del> </del>		<u> </u>		<u> </u>	ALE			ļ		FE	MALE			7
JOB CATEGORY	ANNUAL SALARY (In thousands 000)	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWALIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	тота
	1. \$0.1 - 15.9									<u> </u>	<b>-</b>		-			
RS	2. \$16.0 19.9					<b> </b>							-			0
S. C.	3. \$20.0 - 24.9						+ -				+		<del> </del>			0
젊	4, \$25,0 - 32,9						<del>                                     </del>				<del></del>					0
E SE	5. \$33.0 - 42.9				- <del></del>		<del>                                     </del>				_		<u> </u>			0
OFFICIALS - ADMINISTRATORS	6. \$43.0 - 54.9					<u> </u>	<del> </del>				<b> </b>					0
Ą	7. \$55.0 ~ 69.9				· <del> </del>						-					0
	8. \$70.0 PLUS			1							<u> </u>					0
	9. \$0.1 - 15.9		<u> </u>	<u> </u>	<del> </del>		<del> </del>				ļ					1
Ŋ	10, \$16,0 - 19.9			···	<del> </del>		<del>  -</del> -				<u> </u>					0
₹	11. \$20.0 - 24.9						<del> </del>				<del>                                     </del>		ļ <u> </u>			0
Ü	12, \$25.0 - 32,9						<del>       </del>				ļ	·				0
PROFESSIONALS	13. \$33.0 - 42.9				<del> </del>		<del>  -  </del>				<b> </b>					0
ă	14. \$43.0 54.9		<del></del>	<u> </u>	<del>                                     </del>											0
Ď,	15. \$55.0 - 69.9			<u> </u>									<u> </u>			0
	16. \$70.0 PLUS										<del>                                     </del>					^ _
	17. \$0.1 - 15.9				<del> </del>		<del> </del>			3		· · · · · · ·				
	18. \$16.0 ~ 19.9			<del></del>	<del> </del>											υ
SN	19. \$20.0 24.9		<del> </del>													0
ğ	20. \$25.0 - 32.9												_			0
Ä	21, \$33.0 - 42.9															0
TECHNICIANS	22. \$43.0 54.9				<del> </del>											0
r	23. \$55.0 ~ 69.9				<del>  </del>		<u></u>									0
	24. \$70.0 PLUS															0
	25. \$0.1 - 15.9											[				· o
ដ្ឋ	26. \$16.0 - 19.9															0
SERVICE	27. \$20.0 - 24.9	<del></del>														0
Ю	28, \$25,0 - 32,9															0
È	29. \$33.0 - 42.9															0
PROTECTIVE	30. \$43.0 - 54.9															0
Ş l	31. \$55.0 - 69.9	2	<del> </del>	22												0
<u>ቪ</u>	32. \$70.0 PLUS	3			2					1						27
,,	33, \$0.1 - 15.9			62	1	4		1		9						80
ALS	34. \$16.0 - 19.9															0
PARAPROFESSIONALS	35. \$20.0 24.9															0
SSI	36. \$25.0 ~ 32.9				-											0
诺 	37. \$33.0 ~ 42.9															0
R.	38, \$43,0 - 54.9															0
\$				1												1
à	39, \$55,0 - 69,9								_							0
i	40. \$70.0 PLUS					1	- 1	- 1-			1					0

		D.	EMPLOYM	ENT DAT	A AS O					- POLICI	E PROTE	CTION				·· <del>······</del>
						1,	FULL-TIN		YEES ETHNICI					,		
	-			T						C OR LAT	TNO ·					
			ANIC OR ITINO			MA		NOIT	HISPANA	COREAL		FEM	ALE			
	ANNUAL				N	469		N S	щ		CAN			IAN	IJ.	
JOB CATEGORY	ANNUAL SALARY (in thousands 000)	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASTAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NAŤIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	TOTAL
	41. \$0.1 - 15.9					ļ						!				0
Ē	42. \$16.0 - 19.9		<u>.</u>			ļ				<b></b>						0
É.	43. \$20.0 - 24.9										<u> </u>					0
<b>88</b>	44. \$25.0 - 32.9									İ						0
ADMINISTRATIVE SUPPORT	45. \$33.0 - 42.9					1				2						3
SE	46, \$43.0 - 54.9					1	1			8						8
ğ	45, \$43.0 - 54.9 47, \$55.0 - 69.9	<del>                                     </del>								10						10
•		1								1						1
	48. \$70.0 PLUS				-											0
	49. \$0.1 - 15.9	<b> </b>				<u> </u>				·	<b>—</b>					0
E	50, \$16.0 - 19.9		_		<u> </u>	1		<b></b>		<u> </u>		<u> </u>				0
SKILLED CRAFT	51. \$20.0 - 24.9					<u> </u>		<del> </del>	<b></b>	<u> </u>	<del></del>	<del>                                     </del>	<b>-</b>			0
Ö	52. \$25.0 - 32.9				ļ					<u> </u>						0
Ξ	53, \$33.0 - 42.9							ļ	ļ						<u> </u>	0
豆	54, \$43,0 - 54,9							ļ <u>.</u>					<u> </u>			<del>                                     </del>
Ñ	55, \$55.0 - 69.9	1						<u> </u>							<del> </del> -	
	56. \$70.0 PLUS		1					<u> </u>		·				<u> </u>	<b></b>	0
ئى <sup>.</sup>	57. \$0.1 - 15.9														<b>_</b>	0
																0
SERVICE - MAINTENANCE	59, \$20,0 - 24.9								1						ļ	0
ÿ₹	39, \$20,0 * 27,5										1					0
ξE	60, \$25,0 - 32,9	<del> </del>														0
照片	61. \$33.0 - 42.9	1	_		<del>                                     </del>		<b>—</b>	<u> </u>								0
" ξ	62, \$43.0 - 54.9				<del>- </del>			<b>-</b>	1							0
	63, \$55,0 - 69,9	<b>-</b>			<del></del>	_					+	<del></del>			1	0
	64. \$70.0 PLUS	<u></u>							-				<del> </del>		1	
	TOTAL FULL-TIME	5	0	86	3	5	0	1	0	34	0	0	0	0	0	134
	(LINES 1-64)					2. OT	HER THAN	FULL-TI	4E EMPL	OYEES						
66. DI	FFICIALS -	T														0
Al	OMINISTRATORS				<del>- </del>						-		1	1	-	<del> </del> 0
67. P	ROFESSIONALS				-					-	-	ļ·	<u> </u>		1	0
68, TI	ECHNICIANS							-	<u> </u>					-		0
69. PI	ROTECTIVE SERVICE								<del></del>	-			<del> </del>	1		
70. P	ARAPROFESSIONALS			9		1				1	_			<del> </del>	+	11
71. A	DMINISTRATIVE UPPORT														_	0
	KILLED CRAFT	<u> </u>														- 0
73. S	ERVICE AINTENANCE															0
74. T	OTAL OTHER THAN ULL-TIME	0	0	9	0	1	0	0	0	1	0	0	0	0	0	1'

Reporting Year: 2021

		EMPLOYM								E PROT	LOTION							
	uren	ANIC OR	1					ETHNIC										
		TINO					NOT	HISPAN	IC OR LA	TINO					<u> </u>			
		1		1	AMER. AMERICAN OR OTHER ISLAN TWO OR ISLAN AMERICAN OR ALA NATIVE HA OR OTHER I ISLANI THOO OR INTO OR													
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN ASTAN ASTAN OR OTHER PACIFIC ISLANDER OR OTHER PACIFIC ISLANDER OR ALASKA NATIVE HAWAIIAN OR ALASKA AMERICAN INDIAN OR ALASKA														
7F OFFICIAL O		T	3, 1	NEW HIRE	S DURING	G EEO-4 FI	SCAL YEA	R (JULY	1 – JUNE	30)			L		·			
75. OFFICIALS ADMINISTRATORS															0			
76. PROFESSIONALS															0			
77. TECHNICIANS															0			
78. PROTECTIVE SERVICE	11	ļ <u></u>	5	1 1				_	1			-			8			
79. PARAPROFESSIONALS															0			
80. ADMINISTRATIVE SUPPORT									2						2			
31. SKILLED CRAFT							- +											
82. SERVICE – MAINTENANCE															0			
83. TOTAL NEW HIRES (LINES 75 - 82)	1	0	5	1	0	0	0	0	3	0	0	0	0	0	10			
VI0450100			E. 1	DEPARTM	ENTS/AG	ENCIES IN	CLUDED 1	N THIS	FUNCTIO	N REPORT	,	<u> </u>		l				

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

→, <i>)</i>		D, I	MPLOYM	ENT DAT	A AS O	FJUNE	30	Fun	ction 5 -	FIRE PI	ROTECTI	ON				
						1,		4E EMPLO	YEES							
								RACE/	ETHNICI	TY						
	1	HISP/	ANIC OR					NOT-	HISPANI	C OR LAT	INO					<u> </u>
		LA	TINO			M/	ALE					FEM	ALE			ł
JOB CATEGORY	ANNUAL SALARY (In thousands 000)	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	TOTALS
	1. \$0.1 - 15.9												<u> </u>			0
ន្ត												<u> </u>	<u> </u>			0
. 2	3, \$20.0 - 24,9															0
RAE	4, \$25,0 - 32,9															0
걸돐	5. \$33.0 - 42.9									<u> </u>						0
L KE	6. \$43.0 - 54.9											<u> </u>				0
OFFICIALS - ADMINISTRATORS	7. \$55.0 - 69.9															0
1	8. \$70.0 PLUS			1												1 1
	9, \$0,1 - 15.9													<u> </u>		0
	10, \$16,0 - 19,9	<del>                                     </del>	1												ļ	0
PROFESSIONALS	11. \$20.0 - 24.9															0
No	12, \$25.0 - 32.9														ļ	0
SSI				-												0
垬	13, \$33.0 - 42.9				<u> </u>											0
J. Z.	14, \$43,0 - 54,9	<del> </del>		1	<u> </u>											11
	15, \$55.0 - 69.9			4				1		2						7
<del> -</del>	16. \$70.0 PLUS	-													ļ	0
	17, \$0,1 - 15,9	<u> </u>													<u> </u>	0
ស្ន	18, \$16.0 - 19.9															a
Ā	19, \$20.0 - 24.9	<del> </del>			1										<u> </u>	0
TECHNICIANS	20. \$25.0 - 32.9				<del>                                     </del>											0
3	21, \$33,0 - 42,9	<del>- </del>	_			<del>                                     </del>			1							0
#	22, \$43.0 - 54.9	1			<del></del>	_			<del>                                     </del>							0
	23, \$55,0 69,9	_														0
-	24, \$70.0 PLUS	<del>                                     </del>														0
빙	25, \$0.1 - 15.9	-		_												0_
\$	26. \$16.0 19.9				<del> </del>		+-		1							0
PROTECTIVE SERVICE	27, \$20,0 - 24.9		<del></del>						1							0
\ Z	28, \$25.0 - 32.9			_												a
5	29, \$33,0 - 42,9		-						<u> </u>							0
1 27.0	30, \$43,0 - 54.9			17		1									1	18
PR	31, \$55.0 - 69.9	1		65		1			+	2						67
	32, \$70,0 PLUS			60											1	0
2	33, \$0,1 - 15.9	E .		1		+			1	_						0
PARAPROFESSIONALS	34. \$16.0 - 19.9			_		+	<del> </del>		+							0
ors	35. \$20.0 - 24.9		_			_	_		1	_		1				0
I SE	36, \$25.0 - 32.9	i				-			+							0
S	37. \$33.0 - 42.9		_		_	-			<b>—</b>		_					0
§	38, \$43,0 - 54,9				-				-							0
A	39, \$55,0 - 69,9	ŀ												,	1	0
	40, \$70.0 PLUS						I		<b>.</b>			<b>i</b>	1			

ļ		D,	EMPLOY	MENT DA	ATA AS (	OF JUNE				5 - FIRE	PROTE	CTION				
						1.	FULL-T	ME EMP	LOYEES							
1								RACI	E/ETHNI	CITY						
		HIS	PANIC OR ATINO					NO.	T-HISPA	NIC OR L	ATINO					
1			T			M	ALE					F	EMALE			7
JOB CATEGORY	ANNUAL SALARY (in thousands 000)	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWALIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	TOTAL
	41. \$0.1 ~ 15.9	<b>—</b>		<del> </del>	<del> </del>		<del>                                     </del>			<del> </del>	<del></del>					
Щ	42, \$16,0 - 19,9		<del>                                     </del>		1						-					0
[ ]	43, \$20,0 - 24,9	l — —			<del> </del>		<del> </del>		<b> </b>				<u> </u>			0
58	44. \$25.0 - 32.9			1	<del>-</del>				<del> </del>		<del></del>					0
N SE	45. \$33.0 - 42.9		<del>                                     </del>	<b>—</b>	<u> </u>	<del> </del>	<del>  </del>		<del> </del>	<del> </del>						0
ADMINISTRATIVE SUPPORT	46. \$43.0 ~ 54.9		<del>                                     </del>		ļ	<del> </del>			<b> </b>	<b>-</b>	.	<del> </del>	_			0
8	47. \$55,0 - 69,9			-	<del>                                     </del>		<del>  </del>				ļ	<del> </del>	_			0
	48, \$70.0 PLUS			<del> </del>			<del>  </del>			-	<del>- </del>	<b> </b>				0
	49. \$0.1 - 15.9			<del> </del>	<del></del> -		<del>                                     </del>			<del> </del>	<u> </u>					0
i	50. \$16.0 - 19.9		<u> </u>	<del> </del>	<del> </del>	ļ ———				ļ	<del></del>	·				0
F	51. \$20.0 - 24.9			<del> </del>	<del>-</del>					ļ						0
8	52. \$25.0 32.9					<u></u>				-	<del></del>	<u> </u>	_			0
SKILLED CRAFT	53. \$33.0 - 42.9				<del> </del>											0
뷸	54. \$43.0 - 54.9		<del> </del>	<del>                                     </del>	<del> </del>	<del></del>	-			<b></b>		ļ <u>.</u>				0
(v)	55. \$55.0 - 69.9	1		<del> </del>					· · · · · · · · · · · · · · · · · · ·	ļ	<del> </del>	ļ	<u> </u>			0
	56. \$70.0 PLUS				† · · · · · · · · · · · · · · · · · · ·					<u> </u>		ļ —				_ ′ _
	57. <b>\$</b> 0.1 - 15.9			<del> </del>			<u>-</u> -			ļ <u>.</u>	ļ					
	58. \$16.0 19.9		<u> </u>	<u> </u>	<del>  </del>	i				<u> </u>		<del> </del>	- I			U
Ç	59. \$20.0 ~ 24.9	·	<u> </u>							ļ. — .		<u> </u>	ļl			0
SERVICE - MAINTENANCE	60. \$25.0 - 32,9				<b>-</b>					<u> </u>	<u> </u>	ļ				0
RAY TE	61. \$33.0 - 42.9									<u></u>	·	<del> </del>				0
SE	62. \$43.0 - 54.9										<u> </u>		-			0
2	63, \$55,0 - 69,9			<u></u>						<u> </u>	<u> </u>					00
	64. \$70.0 PLUS										<u> </u>	<u> </u>	<del>  -  </del>			0
65. TO	TAL FULL-TIME				<del></del>											0
	(NES 1-64)	1	0	88	0	1	0	1	0	4	0	٥	0	0	o	95
			<del></del>	]	2,	OTUE	D THAN E	11 77145		l	<u> </u>					·
66, OFFI						JIME	R THAN FU	rr-11WE	EWALOA	EES			<u> </u>	т		
	NISTRATORS									<u> </u>					ł	0
	ESSIONALS															0
68, TECH															1	0
	ECTIVE SERVICE															0
	PROFESSIONALS															0
SUPP	J.									1						1
	ED CRAFT															0
	TENANCE															0
FULL	L OTHER THAN TIME ES 66 ~ 73)	0	o	0	0	0	0	0	o	1	0	0	0	0	0	1

#### Reporting Year: 2021

	D, E	MPLOYM	ENT DAT	ra as oi	JUNE	30	Fu	nction 5	- FIRE P	ROTECT	ION				
							RACE/	ETHNICI	TY						
		NIC OR		NOT-HISPANIC OR LATINO  MALE  FEMALE											
	LAT	INO			MA	LE					FEM	1	1		
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWALIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	TOTALS
		<b>1</b>	3. /	NEW HIRE	S DURIN	G EEO-4 F	SCAL YE	AR (JULY	1 – JUN	30)					
75. OFFICIALS - ADMINISTRATORS															0
76, PROFESSIONALS						<u> </u>									0
77, TECHNICIANS									<u> </u>		ļ				0
78, PROTECTIVE SERVICE			4			<u> </u>		ļ	ļ	-	ļ <u> </u>				4
79, PARAPROFESSIONALS		<u>.</u>			<u> </u>						<del>                                     </del>				0
80. ADMINISTRATIVE SUPPORT					<u> </u>										, 0
81. SKILLED CRAFT									<u> </u>			_		<del> </del>	0
82. SERVICE - MAINTENANCE															0
83. TOTAL NEW HIRES	0	0	4	0	a	0	0	0	0	0	o	0	0	0	4
(LINES 75 - 82)						GENCIES :	1	<u></u>	1	_L			<u> </u>	<u> </u>	

WI0450100

f. Departments/Agencies not included in this function report

		D.	EMPLOYN	IENT DA	TA AS C					- NATU	RAL RES	OURCE	S/PARKS	AND RE	CREAT	01
		l				1,	FULL-TI	ME EMPL							<b></b> ,,,	
				1				RACE	/ETHNIC	ITY						
			ANIC OR TINO	<b> </b>			······································	NOT	-HISPAN	IC OR LA	TINO					]
			1	-		M/	ALE			ļ		FE	MALE			
ЈОВ САТЕGORY	ANNUAL SALARY (in thousands 000)	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWALIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	TOTALS
	1. \$0.1 - 15.9				1											
S	2, \$16,0 - 19,9									<u> </u>	<del> </del> -		<del>-</del>			D
S-CTX	3, \$20,0 - 24,9										<del> </del> -	<u> </u>	-			0
₹2	4. \$25.0 32.9									<del> </del>			-			0
E SI	5. \$33.0 - 42.9		·	† -	·					ļ	-					0
OFFICIALS - ADMINISTRATORS	6. \$43.0 - 54.9			<del>-</del>	<u> </u>											0
ΑĐ	7. \$55.0 - 69.9		·							<b></b>						0
	8, \$70,0 PLUS			<del> </del>	-		-				<u> </u>		+ +			0
	9. \$0.1 - 15.9	<del></del>		<del> </del>						ļ <u>.</u>			<u> </u>			0
Ø	10, \$16,0 - 19,9			<del> </del>						ļ <u>.</u>						0
<u> </u>	11. \$20.0 - 24.9			·	<u> </u>											0
ĝ	12. \$25.0 - 32.9															0
PROFESSIONALS	13. \$33.0 - 42.9			<del> </del>	[											0
ii.	14, \$43.0 - 54.9		<u> </u>								ļ		ļ			0
쫎	15, \$55,0 - 69,9			1												0
	16. \$70.0 PLUS			4						2	i i					
	17. \$0.1 - 15.9			7						1	- 1					
	18. \$16.0 - 19.9															0
NS	19, \$20.0 - 24.9			ļ												0
E E	20. \$25.0 - 32.9															0
TECHNICIANS	21, \$33.0 ~ 42.9															0
	22. \$43.0 - 54.9			· · · · · · · ·												0
H	23, \$55.0 - 69.9				<u> </u>											0
	24. \$70.0 PLUS			4												4
	25. \$0.1 - 15.9															0
8	26. \$16.0 - 19.9	·														0
SERVICE	27. \$20.0 - 24.9															0
S																0
PROTECTIVE	28, \$25.0 - 32.9															0
ᇤ	29. \$33.0 - 42.9															0
Ö	30, \$43.0 - 54,9															0
Q.	31. \$55.0 - 69.9															0
	32, \$70,0 PLUS															0
ร์ รั	33. \$0.1 - 15.9															0
20	34, \$16,0 - 19,9															0
PARAPROFESSIONALS	35. \$20.0 - 24.9															0
Ĕ.	36, \$25,0 - 32,9			<b>-</b>												0
PRC -	37. \$33.0 - 42.9															a
<b>X</b>	38, \$43.0 ~ 54.9											T				0
A -	39, \$55,0 69.9															0
	40, \$70,0 PLUS					<u> </u>				T					i	0

					T 210 01	JUNE			nction 6							<del></del>
						1.	FULL-TIN									
									ETHNICI							
	1		NIC OR					NOT-	HISPANI	C OR LAT	INO					ĺ
	<u> </u>	LAT	INO	1		MA						FEM/		1		
JOB CATEGORY	ANNUAL SALARY (in thousands 000)	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASTAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATTVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	TOTALS
	41, \$0.1 - 15.9															0
щ	42, \$16.0 19.9										<u> </u>					0
<b>2</b> . F	43, \$20.0 - 24.9															0
\$ E	44, \$25,0 - 32,9															0
12 M												·				0
B S	45, \$33.0 - 42.9		-													0
ADMINISTRATIVE SUPPORT	46. \$43.0 - 54.9		+							1						1
•	47, \$55.0 - 69.9			- <del> </del>		<del>                                     </del>					<u> </u>					0
	48, \$70,0 PLUS			_		1	1		l	<u> </u>	<u> </u>	<u> </u>				0
	49, \$0.1 ~ 15.9				<u> </u>	<b>-</b>		<u> </u>		<u> </u>			<u> </u>			0
H	50, \$16.0 - 19.9		1		<u> </u>	<del>                                     </del>			1	<del> </del>		<u> </u>				0
SKILLED CRAFT	51, \$20.0 - 24.9								<u> </u>	<del> </del>		<b>†</b>				0
ບ	52, \$25.0 - 32.9							ļ				<del>                                     </del>				0
4	53, \$33.0 ~ 42.9				<u> </u>						<u> </u>	-	-		<b> </b>	1 0
뒃	54. \$43.0 - 54.9							ļ —	-	<u> </u>				<u> </u>		0
ά,	55, \$55.0 - 69.9							<u> </u>				<u> </u>		<del> </del>	<b>-</b>	1
	56, \$70,0 PLUS			1	<u> </u>				<u> </u>			<del>-</del>	·		<del>                                     </del>	,
/	57. \$0.1 - 15.9									ļ				<u> </u>	-	0
	58, \$16.0 - 19.9							<u> </u>						-	<b>_</b>	0
SERVICE - MAINTENANCE	59, \$20.0 - 24.9								<u> </u>				<u> </u>		.]	
58	60. \$25.0 - 32.9			Ţ,	1									ļ <u> </u>	ļ	0
ΣE	61, \$33.0 - 42.9	1														0
집집	62, \$43,0 - 54,9			1												_ 1
Z	63, \$55.0 - 69.9	<del>-                                    </del>	1	12							1					12
		1														0
	64. \$70.0 PLUS				<del>                                     </del>									0	0	27
	OTAL FULL-TIME	0	0	23	0	0	0	0	0	4	0	0	0	<u> </u>		
(	LINES 1-64)	1				2. OTI	HER THAN	FULL-TI	ME EMPLO	OYEES						
	TOTALC					1				,		į				0
ADI	FICIALS MINISTRATORS							<u> </u>	ļ			<u> </u>	<u> </u>			
67. PRC	OFESSIONALS			1						1	_				ļ <u>.</u>	2
	CHNICIANS								ļ							0
	OTECTIVE SERVICE								1							0
	RAPROFESSIONALS													-		0
71. ADI	MINISTRATIVE PPORT			1						4					ļ	5
	ILLED CRAFT													ļ		0
73. SE	RVICE - INTENANCE	4	1	90				1	1	117				-	1	215
74. TO	TAL OTHER THAN LL-TIME	4	1	92	0	0	0	1	1	122	0	0	0	0	1	222

	D,	EMPLOYM	ENT DA	TA AS C	)F JUNE	30	Fı	unction 6	- NATU	RAL RES	OURCE	S/PARKS	AND RE	CREAT	
								/ETHNIC				ON THE CO	THE THE	ONLA	<u></u> -
		ANIC OR						-HISPAN		TINO					T
	1.A	TINO	·	1	M.	ALE					FEI	1ALE			1
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	TOTAL
			з. г	EW HIRE	S DURING	3 EEO-4 FI	SCAL YEA	R (JULY	1 – JUNE	30)		L1	I		<u></u>
75. OFFICIALS ADMINISTRATORS															0
76, PROFESSIONALS									1	<b> </b>					1
77. TECHNICIANS															0
78. PROTECTIVE SERVICE															0
79. PARAPROFESSIONALS															0
80. ADMINISTRATIVE SUPPORT															0
81. SKILLED CRAFT		<u> </u>													0
82. SERVICE MAINTENANCE			1												1
83. TOTAL NEW HIRES															
(LINES 75 - 82)	0	0	1	0	0	0	0	0	1	0	0	0	0	0	2
WI0450100			E. I	DEPARTM	ENTS/AG	ENCIES IN	CLUDED :	IN THIS I	UNCTIO	N REPORT	•				

· ``}		D. E	MPLOYM	ENT DAT	A AS O	JUNE				HEALTI	4					
_ <i>_</i> _						1.	FULL-TIM	IE EMPLO	YEES							
								RACE/	ETHNICI	TY						
1	ľ	HISPA	NIC OR					NOT-	HISPANI	C OR LAT	INO					
1	ł		TINO			M	ALE					FEM				
JOB CATEGORY	ANNUAL SALARY (in thousands 000)	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWALIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	TOTALS
	1. \$0.1 - 15.9											1				0
ស្ង	2, \$16.0 - 19.9									<u> </u>		<u> </u>				0
įÖ	3, \$20.0 - 24.9									ļ		ļ	<u> </u>			0
Z A	4. \$25.0 - 32.9					i										0
걸달	5, \$33.0 - 42.9					Ţ						<u> </u>				0
FE	6, \$43.0 - 54.9	<del>                                     </del>														0
OFFICIALS - ADMINISTRATORS	7. \$55.0 69.9										<u> </u>	<u> </u>	ļ			0
*	8, \$70.0 PLUS		- <del> </del>	<u> </u>											ļ <u>.</u>	0
		<u> </u>														0
	9, \$0,1 - 15,9															0
รร	10, \$16.0 - 19.9	ļ ————	<u> </u>													0
S.	11, \$20.0 - 24.9		<u> </u>													0
PROFESSIONALS	12, \$25,0 - 32,9	1													<u> </u>	0
E.	13, \$33.0 - 42.9	1	<del></del>		1										<u> </u>	0
7.K	14, \$43,0 - 54.9	<del> </del>	_	1								_				1
}	15, \$55,0 69,9 16, \$70,0 PLUS	<u> </u>	<del>                                     </del>	1						1						2
<i>ا</i> ۔ ۔۔ا		<del>                                     </del>	+													0
,	17. \$0.1 - 15.9	<b>-</b>		· ·												0
Š	18. \$16.0 - 19.9														ļ	0
TECHNICIANS	19. \$20.0 - 24.9					1 –									ļ <u>.</u>	0
) j	20. \$25.0 - 32.9	1											<u> </u>			0
3	21, \$33,0 - 42.9	1		1												1
"	22, \$43.0 - 54.9				+	<b>—</b>										0
	23, \$55,0 69,9	_		_	<del></del>				1	1						1
	24, \$70,0 PLUS		-		_	<u> </u>										0
VICE	25. \$0.1 - 15.9	+	-													0_
١	26, \$16.0 19.9					_		1 -	1							0
PROTECTIVE SER	27. \$20.0 - 24.9	1		_												0
\( \bar{\bar{\bar{\bar{\bar{\bar{\bar{	28, \$25,0 - 32,9	1														0
5	29. \$33.0 42.9					<b>-</b>										0
5	30, \$43.0 - 54.9	1								1						0
PR	31. \$55.0 - 69.9	<b>I</b>				_										0
<u> </u>	32. \$70.0 PLUS								-							٥
SI	33, \$0.1 15.9	1				_			_							0
PARAPROFESSIONALS	34. \$16.0 - 19.9							<b>1</b>	1							0
Si	35, \$20.0 - 24. <u>9</u>	l l														0
ES	36. \$25.0 - 32.5							<del></del>								0
ROF	37. \$33.0 - 42.5	1				+ -			<b>-</b>							0
'AP	38, \$43,0 - 54.9					_	<del>-  </del>		_							0
) AR	39, \$55.0 ~ 69,9			_				_		<u> </u>						0
	40. \$70.0 PLUS		L								I					

		D,	EMPLOY	IENT D	ATA AS	OF JUN	E 30	F	unction	8 - HEA	LTH		····			
ļ . <del></del>	T	т				1,	FULL-T	IME EMPL	LOYEES							
		ļ							/ETHNI	CITY			·	·		
			ANIC OR							NIC OR L	ATINO					T
		<u> </u>	ATINO				IALE					Fi	EMALE			-
JOB CATEGORY	ANNUAL SALARY (in thousands 000)	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASTAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	TOTALS
	41. \$0.1 15.9			·		1				<u> </u>						<u> </u>
Fi	42, \$16.0 - 19.9				<del>-</del>	<del> </del>				<del> </del>	<del> </del>					0
E	43, \$20,0 - 24,9				<del> </del> -	<del> </del>	<del> </del> -									0
5.9	44. \$25.0 - 32.9			<u> </u>	<del>-</del>		<del> </del>			ļ	<u> </u>					0
Spec	45. \$33.0 ~ 42.9			<u> </u>	<del> </del>		ļ			<del></del>						0
ADMINISTRATIVE SUPPORT	46, \$43.0 - 54.9		<u> </u>	1	<u> </u>	<del> </del>				<del> </del>		<u> </u>				0
₹	47. \$55,0 - 69,9		<del> </del>				<del>                                     </del>			1	<u> </u>	<u> </u>		-		1
	48, \$70.0 PLUS			<u> </u>		<del> </del>	<del>  </del>					<u> </u>				0
	49. \$0.1 - 15.9		<del></del>		╅┈━┈	ļ						ļ. <u></u>				0
	50, \$16,0 - 19,9			<del> </del>			<del>                                     </del>			ļ		ļ <u></u>				0
¥	51. \$20.0 - 24.9				<del> </del>					-	<del> </del>	ļ				0
SKILLED CRAFT	52. \$25.0 - 32.9		<del> </del>				<del>  </del>			+	<del></del>	<u> </u>				0
=	53. \$33.0 ~ 42.9				ļ		-	···		<u> </u>	-l	<del> </del>				0
₫	54. \$43.0 - 54.9					<del> </del> -				ļ	-	<u> </u>	- <del></del>			0
l w	55, \$55,0 - 69,9						<del>                                     </del>			ļ	<del> </del>	<del> </del> _				0
	56. \$70.0 PLUS		† · · · · · · · · · · · · · · · · · · ·							ļ <u>.</u>	<del> </del>	ļ <u>.                                  </u>	-			^ _
	57. \$0.1 ~ 15.9										ļ	<u> </u>	ļ			<u>.</u>
***	58. \$16.0 - 19.9		<u> </u>				· · · · · · · · · · · · · · · · · · ·			<b> </b>						Ü
Ü	59, \$20.0 - 24.9			· · · · · · · · · · · · · · · · · · ·									<del>  </del>			0
SERVICE - MAINTENANCE	60. \$25.0 - 32.9									<del> </del> _	<u> </u>	<u> </u>	1			0
NTE	61. \$33.0 42.9										<del> </del>					0
(AI	62, \$43.0 - 54.9									<u> </u>			ļ			0
-	63, \$55,0 - 69,9									· — · ·		 				a
	64. \$70.0 PLUS					·				<u> </u>		<u> </u>				0
65. TO	TAL FULL-TIME												ļ <u> </u>			0
	INES 1-64)	0	0	3	0	0	0	0	0	3	0	0	0	0	0	6
					2,	OTHE	R THAN FU	II.TIME	EMBLOY	L	L					
66. OFFI					T T		- TOMB CO	FF-(TIME	FIMPLOY	EES			<u>                                     </u>	т		
	INISTRATORS										<u> </u>		[	ļ	!	0
	ESSIONALS			1						20			1 - 1	1	1	23
	INICIANS	_		_1												1
	ECTIVE SERVICE		<u> </u>													0
	PROFESSIONALS															0
SUPP																0
	ED CRAFT															0
	TENANCE															0
FULL	L OTHER THAN TIME ES 66 - 73)	0	0	2	0	0	o	a	0	20	0	0	0	1	1	24

#### Reporting Year: 2021

7	D, E	MPLOYM	ENT DAT	TA AS O	F JUNE :	30	Fu	nction 8	- HEALT	H					
							RACE/	ETHNICI	ΤΥ						
Ī	HISPA	NIC OR					NOT-	HISPANI	C OR LAT	INO					
	LAT	INO			MA	LE					FEM	ALE			
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWALIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	TOTALS
			3. 1	NEW HIRE	S DURIN	G EEO-4 F	ISCAL YE	AR (JULY	1 – JUN	E 30)					<del>г</del>
75. OFFICIALS -															0
ADMINISTRATORS 76. PROFESSIONALS													ļ		0
77. TECHNICIANS				•	]										0
78, PROTECTIVE SERVICE											<u> </u>				0
79. PARAPROFESSIONALS									<u> </u>				<u> </u>		0
80. ADMINISTRATIVE SUPPORT			i i			ļ	ļ								0
81, SKILLED CRAFT								ļ							0
82. SERVICE – MAINTENANCE															0
83. TOTAL NEW HIRES	0	0	a	0	a	0	0	0	0	0	0	0	0	0	0
(LINES 75 – 82)						GENCIES		1					J	<u>.l.</u>	

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

WI0450100

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

		D,	EMPLOYN	1ENT DA	TA AS C					- Hous	ING					
						<u>1.</u>	FULL-TI	ME EMPL								
		UYCD	SNYO OD						/ETHNIC							· , · · · · · · · · · · · · · · · · · ·
		LA	ANIC OR ATINO					TON	-HISPAN	IIC OR LA	TINO					
			Τ		1	M	ALE			<b> </b>		FE.	MALE			
JOB CATEGORY	ANNUAL SALARY (in thousands 000)	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	TOTAL
	1. \$0.1 - 15.9							· · · · · · · · · · · · · · · · · · ·		<del> </del>	<del> </del>					ļ
RS.	2. \$16.0 - 19,9									<del></del>	1		<u> </u>			0
S.	3, \$20,0 - 24,9						1 1			<del> </del>	<del> </del> -	-	+			0
뀵	4. \$25.0 - 32.9									<del></del>			<del> </del>			0
OFFICIALS - ADMINISTRATORS	5, \$33,0 - 42.9						<del>                                     </del>					<u> </u>				0
ρÃ	6. \$43.0 - 54.9			1							<u> </u>		ļ			0
AD.	7. \$55.0 - 69.9			1	ii											0
	8, \$70.0 PLUS		<b>1</b>						-		<del> </del>	<del> </del>	-			0
	9. \$0.1 15.9										ļ <u></u>					0
Ŋ	10. \$16.0 - 19.9	<del></del>	· · · · · · · · · · · · · · · · · · ·										<u> </u>			0
Ϋ́	11. \$20.0 - 24.9									-						0
PROFESSIONALS	12. \$25.0 - 32.9										<del> </del>					0
ËŠ	13. \$33.0 - 42.9							-								0
Š	14. \$43.0 - 54.9															0
Δ,	15. \$55.0 - 69.9												<u></u>			0
	16. \$70.0 PLUS		,	1												_ ^ _
	17. \$0.1 15.9			<u> </u>												
76	18. \$16.0 - 19.9										·					υ
AR	19. \$20.0 - 24.9				1											0
TECHNICIANS	20. \$25.0 ~ 32.9															G
Ϋ́	21, \$33.0 42.9															0
7EC	22. \$43.0 - 54.9														I	0
-	23, \$55.0 69.9			1												0
	24. \$70.0 PLUS			6												1
щ	25. \$0.1 15.9															6
Ę	26. \$16.0 - 19.9															0
ZER.	27, \$20.0 - 24,9												_			0
Ä.	28. \$25.0 32.9														- +	0
Ę.	29. \$33.0 – 42,9															0
PROTECTIVE SERVICE	30. \$43.0 - 54.9															0
8	31. \$55.0 ~ 69.9															0
144	32, \$70,0 PLUS															0
Ŋ	33. \$0.1 - 15.9															0
PARAPROFESSIONALS	34. \$16.0 - 19.9							· ·								0
SIO	35. \$20.0 - 24.9															
ES	36. \$25.0 ~ 32.9					- T										0
ROF	37. \$33.0 - 42.9															0
AP.	38, \$43.0 - 54.9									<del></del>						0
AR	39, \$55.0 ~ 69,9							1								0
	40. \$70.0 PLUS															0

7		D. E	MPLOYM	ENT DAT	A AS OI	E JUNE 3	0	Fu	nction 9	HOUSIN	1G					
- /							FULL-TIM	IE EMPLO	YEES							
								RACE/	ETHNICI	Y						
	[	HISPA	NIC OR					NOT-	HISPANI	OR LATI	NO					
ļ			INO			MAI	_E					FEM/				1
JOB CATEGORY	ANNUAL SALARY (in thousands 090)	· MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWALIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	TOTALS
	41. \$0.1 - 15.9															0
ш	42, \$16,0 - 19,9															0
Ž.	1			<u> </u>								:				0
2 4	43, \$20.0 - 24.9			<u> </u>	-											0
25 55	44, \$25.0 – 32.9															0
ADMINISTRATIVE SUPPORT	45. \$33.0 42.9		1		-	<b>—</b>										0
ğ	46. \$43.0 - 54.9		<u> </u>	<del></del>		1										0
ų	47, \$55.0 - 69.9			<del>                                     </del>		1										0
	48, \$70.0 PLUS				-	-										0
	49. \$0.1 15.9		-		<del>                                     </del>	<del>                                     </del>				T						0
E	50, \$16.0 - 19.9	<u> </u>	<del> </del>		l	-	<u> </u>									0
AS.	51. \$20.0 - 24.9				ļ	<del> </del>	<del> </del>				† —					0
SKILLED CRAFT	52, \$25.0 - 32.9				ļ <u> </u>		<u> </u>		<u> </u>	<del>                                     </del>			<u> </u>		T	0
Ξ	53, \$33,0 - 42,9		<u> </u>			-			<u> </u>				1			0
X	54, \$43,0 - 54,9	<del> </del>			<del>                                     </del>						ļ					0
. * *	55, \$55.0 - 69.9				ļ <u>.</u>			<u> </u>		-	1					0
	56. \$70.0 PLUS							<u> </u>	<del> </del>	ļ · · · · · ·						0
<u> </u>	57. <b>\$0.1</b> – 15.9	<u> </u>			<del></del>				ļ <u> </u>		<b>-</b>				<u> </u>	0
щ	58, \$16.0 19.9	<u> </u>			<del> </del> -			<del>                                     </del>	<del> </del>			ļ ———				0
L S	59. \$20.0 - 24.9					_	-		<u> </u>	-					1	0
SERVICE - MAINTENANCE	60, \$25.0 - 32.9	ļ			_				<del></del>		+	-			<del>                                     </del>	0
S F	61, \$33,0 - 42,9						<del></del>	1			·				-	0
νŠ	62. \$43.0 - 54.9		<u> </u>			_		<del>-</del>							<b>—</b>	0
_	63, \$55,0 - 69,9						<del> </del>				<del>-</del>	1		-	-	0
	64, \$70.0 PLUS								<del></del>	<del>-</del>		i	<b>+</b>	1	-	_
65. T	OTAL FULL-TIME	0	0	8	0	0	0	0	0	0	0	0	0	0	0	8
	(LINES 1-64)		_L		<u> </u>			<u> </u>		l				L	J	
			<del>_, ·</del>		<del></del>	2. OTI	HER THAN	FULL-TIN	ME EMPLO	IAEER	<u> </u>	T			<u> </u>	
	FICIALS -		1	1	1					1		<u></u>				0
	MINISTRATORS															0
	OFESSIONALS				-											0
	CHNICIANS	-	<del> </del>		1		1									0
	OTECTIVE SERVICE				1	<del>- </del>			-							0
	RAPROFESSIONALS		_		1											0
SL	MINISTRATIVE PPORT											-			+	0_
72. Sk	ILLED CRAFT	<del> </del>						-	_	-			<b>—</b>	1		
	RVICE - VINTENANCE											_	_			0
	TAL OTHER THAN	0	. 0	0	O	0	0	0	0	0	0	0	0	0	0	0
1 0	LINES 66 - 73)										_i	1	. <b>.</b>			

### Reporting Year: 2021

	D.	EMPLOYM	ENI DA	IIA AS C	IF JUNE	30	Ft	inction 8	- HOUS	SING							
							RACE	ETHNIC	ITY								
		ANIC OR TINO					NOT	HISPAN	IC OR LA	TINO							
		Τ		BLACK OR AFRICAN  BLACK OR AFRICAN  ANTINE HAWATTAN  OR OTHER PACIFIC  TWO OR OTHER PACIFIC  AMERICAN INDIAN  OR OTHER PACIFIC  AMERICAN INDIAN  OR OTHER PACIFIC  ISLANDER  OR OTHER PACIFIC  AMERICAN INDIAN  OR ALFRICAN  OR OTHER PACIFIC  ISLANDER  OR OTHER PACIFIC  ISLANDER  OR OTHER PACIFIC  ISLANDER  OR ALFRICAN  OR ALFRICAN  OR ALFRICAN  AMERICAN INDIAN  OR ALTIVE  NATIVE  AMERICAN INDIAN  OR ALTIVE  ANTINE  TWO OR MORE													
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWALIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	TOTAL		
		<del></del>	3. 1	NEW HIRE	SDURIN	G EEO-4 FI	SCAL YEA	R (JULY	1 - JUNI	E 30)	·	<del> </del>			i		
75. OFFICIALS ADMINISTRATORS				1				İ				}			0		
76. PROFESSIONALS																	
77. TECHNICIANS														•	0		
78. PROTECTIVE SERVICE															0		
79. PARAPROFESSIONALS										<del> </del>					0		
80. ADMINISTRATIVE SUPPORT															0		
81. SKILLED CRAFT																	
82. SERVICE - MAINTENANCE															0		
83. TOTAL NEW HIRES (LINES 75 - 82)	0	0	0	0	o	0	0	0	0	0	0	0	0	0	0		

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

L		D. E	MPLOYM	ENT DAT	A AS O	F JUNE	30	Fun	ction 10	- COMM	UNITY D	EVELOF	MENT			
<i>}</i> _						1.	FULL-TII	4E EMPLO	YEES							
								RACE/	ETHNICI	TY						
		HISPA	NIC OR					NOT-	HISPANI	C OR LAT	INO					
		LA.	TINO			MA	LE					FEM				
JOB CATEGORY	ANNUAL SALARY (in thousands 000)	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWALIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	TOTALS
	1, \$0,1 ~ 15,9										ļ					0
တ္ဆ	2. \$16.0 19.9					l										0
. 2	3, \$20,0 - 24,9		1													C
A S	4, \$25,0 - 32,9															0
[ \frac{1}{2} \frac{1}{2} \]	5. \$33.0 - 42.9						1			<u> </u>						0
OFFICIALS - ADMINISTRATORS	6. \$43.0 - 54.9											<u> </u>				0
Î	7. \$55.0 69.9															0
	8. \$70.0 PLUS				<b>†</b>					1						1
<b> </b>	9, \$0,1 - 15,9	<b>_</b>														0
	10. \$16.0 - 19.9	1														0
ALS	11, \$20.0 - 24.9															0
	12. \$25.0 - 32.9															Q.
SS																0
PROFESSIONALS	13, \$33.0 - 42.9															0
PR(	14, \$43.0 - 54.9 15, \$55.0 - 69.9			1										1		2
	16, \$70.0 PLUS		_	2						2		T		l		4
F _/	17, \$0.1 – 15.9				<u> </u>											0
ļ	18, \$16.0 - 19.9				-											0
ည်		<del></del>														0
TECHNICIANS	19, \$20,0 - 24,9	1	<del></del>		1											0
ij	20. \$25.0 - 32.9	3							<b>T</b>							0
5	21, \$33,0 - 42,9	1														0
#	22, \$43,0 - 54,9	1		1			_									11_
	23, \$55,0 - 69,9	<del> </del>		1					†	1						2
	24. \$70.0 PLUS	<del> </del>			<del></del>				<b>-</b>							0
VICE	25, \$0.1 - 15.9		<u> </u>					-								0
Z Z	26. \$16.0 19.9							1	- I							0
SE	27, \$20,0 24,9				<del></del>			1	1							0
PROTECTIVE SER	28, \$25.0 - 32.9							1	T							0
6	29, \$33,0 - 42,9								1							0
D TC	30. \$43.0 54.9				<del> </del>		_									0
§	31, \$55.0 - 69.9	- 1							<b>T</b>							0
	32, \$70.0 PLUS							_								0
រុ	33, \$0,1 15,9	ŧ			-											0
PARAPROFESSIONALS	34, \$16.0 19.9	3			-											0
Ois	35, \$20,0 - 24,9			-		-	_									0
FES	36, \$25.0 - 32,9	- 1						1								0
RO	37. \$33.0 - 42.9	Į.			_					<del>-</del>						0
A	38, \$43.0 ~ 54.9	1	<u> </u>					_		1						1
PAR	39, \$55,0 - 69,9	1		_	+					_						0
	40. \$70.0 PLUS	_L												L		·

		D,	EMPLOY	IENT DA	ATA AS	OF JUNE	30	I	unction	10 ~ CO	MMUNIT	Y DEVE	LOPMENT	•		<u>-</u>
<u> </u>		1				1.	FULL-T	IME EMP	LOYEES							<del></del>
									/ETHNI	CITY						
			ANIC OR							NIC OR L	ATINO					1
		1.7	ONITA	ļ. <u></u>		м	ALE				· · · · · · · · · · · · · · · · · · ·	е	EMALE			1
	ANNILAI				z		70				T	· ·		T	T	1
JOB CATEGORY	ANNUAL SALARY (in thousands 000)	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC	AMERICAN INDIAN OR ALASKA NATTVE	TWO OR MORE RACES	TOTAL
	41. \$0.1 - 15.9		<u> </u>		ļ	<del> </del>	<del>                                     </del>	· · · · · ·	<u> </u>	<del>-</del>					ļ	
ш	42. \$16.0 - 19.9			<del>-</del>	<del> </del>	ļ					<u> </u>					0
E.	43, \$20,0 - 24,9		- <del></del>	<del> </del>	<del> </del>				ļ		_					0
OR OR	44. \$25.0 - 32.9				ļ		<u> </u>			<del> </del>	_	-				0
SII	45. \$33.0 - 42.9		<del> </del>			<del> </del>			ļ	-						0
ADMINISTRATIVE SUPPORT	46. \$43.0 - 54.9		<del> </del>	1	<del> </del>	<del> </del>	<del>  </del>		<u> </u>	<u> </u>	<b> </b>					0
AD	1			1	ļ		<u> </u>			1 1		ļ				2
	47. \$55.0 - 69.9 48. \$70.0 PLUS		<del> </del>	<u> </u>								<u> </u>				0
	1		<del> </del>		<del> </del>	ļ										0
_	49, \$0.1 - 15.9 50, \$16.0 - 19.9		<u> </u>	<del> </del>	<del> </del>	<u> </u>					ļ					0
Ħ			<del> </del>	<u> </u>	ļ					ļ						0
CR.	51. \$20.0 - 24.9															0
SKILLED CRAFT	52. \$25.0 ~ 32.9				ļ . <u> </u>											a
井	53. \$33.0 42.9			ļ		ļ										0
SK	54, \$43,0 - 54,9		ļ													0
	55, \$55,0 - 69,9															n
	56. \$70.0 PLUS			ļ												
	57. \$0.1 - 15.9															- u
빙	58. \$16.0 - 19.9		<del> </del>	ļ												0
SERVICE - MAINTENANCE	59. \$20.0 - 24.9			<b> </b> -												0
ž Į	60. \$25.0 - 32.9															0
L SER	61. \$33.0 42.9															0
Σ	62, \$43.0 - 54.9		<b>.</b>									-	1 .		-	0
}	63, \$55,0 - 69,9															0
	64, \$70.0 PLUS															0
	TAL FULL-TIME	0	0	6	0	0	0						1			
<u>(L</u>	INES 1-64)				<u> </u>			0	0	6	0	0	0	1	0	13
					2	. ОТНЕ	R THAN FU	LL-TIME	EMPLOY	'EES			<u> </u>			
66. OFFIC	CIALS INISTRATORS	i				-		ı							1	0
	ESSIONALS										ļ <u>.</u>					
	INICIANS												<u> </u>			0
	ECTIVE SERVICE										<del> </del>		<del>   </del>			0
	PROFESSIONALS															0
	NISTRATIVE															0
	ED CRAFT															0
73. SERV.																0
FULL	L OTHER THAN -TIME ES 66 73)	0	a	0	0	0	0	o	0	0	0	o	o	0	0	0

#### Reporting Year: 2021

	D, E	мрьоум	ENT DAT	ra as oi	F JUNE :	30				I YTINUN	DEVELO	PMENT			
<u> </u>							RACE/	ETHNICI	TY						· · · · · · · · · · · · · · · · · · ·
		NIC OR					том-	HISPANI	C OR LAT	INO					
	LAT	INO			MA	LE	·····				FEM	ALE	——		
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWALIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	TOTALS
			3, 1	NEW HIRE	S DURIN	G EEO-4 F	SCAL YE	AR (JULY	1 - JUNI	₹30)					·
75. OFFICIALS - ADMINISTRATORS															0
76, PROFESSIONALS									<u> </u>		ļ				0_
77. TECHNICIANS									<u> </u>		ļ				0
78, PROTECTIVE SERVICE											ļ				0
79, PARAPROFESSIONALS			ļ		<b></b>						ļ <u> </u>				0
80. ADMINISTRATIVE SUPPORT									<u>                                     </u>						0
81. SKILLED CRAFT						ļ			ļ		ļ <u>.</u>			<b>-</b>	0
82, SERVICE – MAINTENANCE													1		0
83. TOTAL NEW HIRES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
(LINES 75 - 82)		1		<u> </u>	<u> </u>		<u> </u>	<u></u>	1		1	<u> </u>	1	<u> </u>	

e. departments/agencies included in this function report
Wi0450100

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

			ENTLO III	IENI DA	TA AS C					2 - UTILI	ITIES AN	D TRAN	SPORTAT	ION		
						1.	FULL-TI	ME EMPL								
		LITED	ANIC OR	7	·				ETHNIC							<del></del>
			ANIC OR ATINO				A. P.	NOT	HISPAN	IC OR LA	TINO					_
			T		Τ	Pi	ALE	I			1	FE?	MALE			
JOB CATEGORY	ANNUAL SALARY (In thousands 000)	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATTVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	TOTAL
	1. \$0.1 - 15.9															0
RS	2. \$16.0 - 19.9															0
S-S	3, \$20,0 - 24.9				1						ļ <u>-</u>					0
14 E	4. \$25.0 32.9										<u> </u>		<del>  </del>			0
OFFICIALS - ADMINISTRATORS	5. \$33.0 42.9						1			<u> </u>	<del></del>	<u> </u>				0
ρŘ	6, \$43.0 54.9															0
Ą	7. \$55.0 - 69.9										†					0
	8. \$70.0 PLUS			1												.1
	9, \$0,1 15,9															0
S	10, \$16,0 - 19,9										<del>                                     </del>					0
PROFESSIONALS	11. \$20.0 - 24.9															0
SIO	12. \$25.0 - 32.9										1	* ****				0
FES	13. \$33.0 ~ 42.9															0
8	14, \$43,0 - 54,9	· · · · · · · · · · · · · · · · · · ·														0
д	15. \$55.0 - 69,9			2						1						9
	16. \$70.0 PLUS			5						2						-
	17, \$0,1 15,9															— υ -
Ŋ	18, \$16.0 - 19.9	·····														0
Z	19. \$20.0 - 24.9															0
TECHNICIANS	20, \$25,0 - 32,9															0
CH	21, \$33.0 42.9															0
1	22. \$43.0 ~ 54.9		<u></u>													0
	23. \$55.0 - 69.9			2												2
	24. \$70.0 PLUS			3					[							3
띩	25. \$0.1 ~ 15.9															0
RVI	26. \$16.0 - 19.9		<del> </del>													0
N III	27. \$20.0 - 24.9															0
ž	28. \$25.0 - 32.9															0
123	29, \$33,0 - 42,9															0
PROTECTIVE SERVICE	30. \$43.0 - 54.9															0
9	31, \$55.0 - 69.9															0
	32, \$70,0 PLUS															0
ALS	33, \$0.1 - 15.9															0
PARAPROFESSIONALS	34. \$16.0 - 19.9 35. \$20.0 - 24.9		<del></del>													0
SSI	36, \$25.0 - 32.9															0
E C	37. \$33.0 - 42.9															0
PR	38. \$43.0 - 54.9															a
₹ I	39. \$55.0 ~ 69.9								+							0
à	40. \$70.0 PLUS					<del></del>										0

		D, E	MPLOYM	ENT DAT	A AS O	JUNE				2 - UTILIT	IES AND	TRANS	PORTAT	ION		
		·····				1.	FULL-TIN									· · · · · · · · · · · · · · · · · · ·
1	-								ETHNICI HTSDANT	C OR LATI	NO.					
	ļ		NIC OR INO			MA		NOTE	IISFANI	CORENTS	.,,,	FEM/	ALE			
ļ	ANNUAL				CAN	, rim		IAN	Щ.		CAN			TAN	Ж	
JOB CATEGORY	SALARY (in thousands 000)	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	TOTALS
	41, \$0,1 - 15,9				,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,											0
Fin i	42. \$16.0 - 19.9															0
Ĕ	43, \$20.0 - 24.9															0
8 8 8	44. \$25.0 - 32.9									<u> </u>						0
EP P	45. \$33.0 - 42.9									2						2
ADMINISTRATIVE SUPPORT	46, \$43.0 - 54.9									2			<u> </u>			2
ΨP	47. \$55.0 - 69.9															0_
	48. \$70.0 PLUS								1			İ				0
	49, \$0,1 - 15,9			<u> </u>												0
	50, \$16,0 - 19,9															0
5	51. \$20.0 - 24.9	<u> </u>														0
8	51, \$20.0 = 24.9					<u> </u>										0
SKILLED CRAFT					<b> </b>	1										0
뉥	53, \$33.0 - 42.9 54, \$43,0 - 54.9			1												1
쏬	55. \$55.0 - 69.9	<del>                                     </del>		5	T			1								5
, }		-	<u> </u>	3						1						4
- )	56, \$70.0 PLUS					<b>-</b>	T									a
	57, \$0,1 - 15,9							1	1							0
. 8	58. \$16.0 - 19.9		<b>-</b>										T		<u> </u>	0
SERVICE ~ MAINTENANCE	59. \$20.0 - 24.9				<del> </del>											0
ž E	60. \$25.0 - 32.9	-		5	-	<u> </u>		-	1	1	1				1	7
E SE	61. \$33.0 - 42.9	1		16		<del></del>		1		6	1					24
Υ Σ	62. \$43.0 - 54.9	<u> </u>		6	1				1	1					1	8
	63, \$55,0 - 69,9			5		<del> </del>		2								7
	64. \$70.0 PLUS					+										70
	TOTAL FULL-TIME (LINES 1-64)	1	0	54	1	0	0	2	0	16	2	0	0	0	0	76
		1	7			2. OT	HER THAN	LOUR-IX	IC EMPL	1 223			Į.		1	0
66, OF	FICIALS - MINISTRATORS															
	OFESSIONALS														ļ	0
	CHNICIANS	1							1							0
	OTECTIVE SERVICE															0
	RAPROFESSIONALS															0
71, AD	MINISTRATIVE IPPORT												ļ			0
	(ILLED CRAFT										_			+		0
73, SE	RVICE AINTENANCE			8						2	-			-		10
	OTAL OTHER THAN JLL-TIME	0	0	8	0	0	0	0	0	2	0	o	0	. 0	0	10

Control Number: 55300160

	D.	EMPLOYM	IENT DA	TA AS C	PAUL 10	30				TIES AN	D TRAN	SPORTA	TION		
	HISP	ANIC OR						/ETHNIC							<del></del>
		ATINO			М	ALE	NOI	-HISPAN	COR LA	INO	er.	1ALE			4
·	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	TOTALS
		T	3. 1	EW HIRE	S DURIN	G EEO-4 F	SCAL YE	R (JULY	1 – JUNE	30)		·	L	.,	L
75. OFFICIALS – ADMINISTRATORS															0
76. PROFESSIONALS															0
77. TECHNICIANS															0
78. PROTECTIVE SERVICE															0
79. PARAPROFESSIONALS															<del>                                     </del>
80. ADMINISTRATIVE SUPPORT									1						1
81, SKILLED CRAFT			1												1
82. SERVICE – MAINTENANCE			5	1					2	1				-	9
83. TOTAL NEW HIRES (LINES 75 – 82)	0	0	6	1	0	0	0	o	3	1	o	0	0	0	11
1410450400			<b>E.</b> [	DEPARTM	ENTS/AG	ENCIES IN	ICLUDED :	IN THIS	FUNCTIO	N REPORT	•	<u>I</u> .			
WI0450100					-										

<i>L</i>		D. E	MPLOYM	ENT DAT	A AS O	JUNE	30	Fun	ctlon 13	- SANIT	ATION A	ND SEW	AGE			
						1.	FULL-TIM	4E EMPLO	YEES						·	
								RACE/	ETHNICI	TY						
ŀ		HISPA	NIC OR					NOT-	HISPANI	C OR LA	TINO					
	ŀ		INO			MA	ALE				· · · · · · · · · · · · · · · · · · ·	FEM				
JOB CATEGORY	ANNUAL SALARY (in thousands 000)	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATTVE HAWALIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	TOTALS
	1, \$0.1 - 15.9				<u> </u>					<u> </u>						0
ສ	2. \$16.0 - 19.9			1						ļ		ļ				<del></del>
<u>, 2</u>	3, \$20,0 24,9			}								<u> </u>				0
\$ \$	4, \$25,0 - 32.9					l										0
걸덮	5, \$33,0 - 42,9						T						ļ			0
H. N.	6, \$43.0 - 54.9															0
OFFICIALS - ADMINISTRATORS	7. \$55.0 - 69.9				1	1							<b> </b>			0
*	7. \$55.0 - 69.9 8. \$70.0 PLUS			1		T						1				1
																0
	9, \$0,1 - 15.9					1										0
ALS.	10, \$16,0 - 19,9	ļ		-	<b>—</b>											0
NO NO	11. \$20.0 - 24.9					<del> </del>										0
PROFESSIONALS	12, \$25,0 - 32,9				-	<b>—</b>										0
ii.	13. \$33.0 - 42.9					<b>-</b>			<b>\</b>					·		0
280	14. \$43.0 54.9	+														0
	15, \$55,0 - 69,9	<b></b>		5		-										5
H	16, \$70.0 PLUS							-						1		0
	17. \$0.1 - 15.9				_	-	<u> </u>	<u> </u>								0
S S	18. \$16.0 - 19.9	ļ				_										0
TECHNICIANS	19, \$20.0 - 24.9							1							T	0
	20. \$25.0 - 32.9							-			_					0
I K	21. \$33.0 - 42.9	-														0
Ä	22, \$43.0 - 54.9							<u> </u>	-						1	1
	23, \$55,0 - 69,9			• 1		_	_	ļ			_					0
	24. \$70.0 PLUS						_						<del>- </del>			0
Щ	25. \$0.1 - 15.9												<del> </del>	<u> </u>	+	0
YICE	26. \$16.0 - 19.9							-							1	0
ÄÄ	27, \$20.0 - 24.9								+ -							0
PROTECTIVE SER'	28, \$25,0 - 32,9						_	-					<del>-  </del>	<del>- </del>	+	0
l É	29, \$33,0 - 42,9								<u> </u>	_				<del></del>	+	0
) H	30, \$43.0 - 54.9											_		-		<del>-   -   -  </del>
8	31, \$55,0 - 69,9						_		<b></b>	_	_			<del></del>	-	0
۵.	32. \$70.0 PLUS												_	+		0
w	33, \$0,1 - 15,9												_			0
4	34, \$16.0 - 19.9	- 1													-	0
5	35, \$20,0 - 24,9															0
SS	36, \$25.0 - 32.9												<del></del>		+	0
1 10	37. \$33.0 - 42.9														+	0
PR	38, \$43,0 - 54,9															0
PARAPROFESSIONALS	39. \$55.0 - 69.9	ŧ														
1 2	40. \$70.0 PLUS								l	<u> </u>		-			1	0

			EMPLOY	ALINI DA	IIA AS C	7F JUNE 1.		(ME EMPL		13 " OAI	IOITATIO	N AIND 8	EWAGE			
			<del></del>			t.,	FULL*I.			NY-11						
		HIS	ANIC OR						/ETHNI	VIC OR LA						η
			ATINO			M	ALE	NUI	-nispai	VIC OR LA	ATINO					-
					T	17			l	<del> </del> -	T	FE	MALE			
JOB CATEGORY	ANNUAL SALARY (in thousands 000)	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	TOTALS
	41. \$0.1 - 15.9								<u></u>		<del> </del>					
2	42, \$16.0 - 19.9				<del> </del>	<del></del>					<del> </del>	<del></del>	<b></b>	]		0
Ę,	43. \$20.0 - 24.9						<b></b>						<del> </del>			0
Ęģ	44. \$25.0 – 32.9			1	1					<u> </u>		<del> </del> -	-		*****	0
ADMINISTRATIVE SUPPORT	45. \$33.0 - 42.9				<del> </del>						-	<del> </del>				0
ÄΫ́	46. \$43.0 - 54.9			1						1	<del> </del>	-				0
¥	47. \$55.0 69.9			1						<del></del>	·					1
	48. \$70,0 PLUS			1			<b> </b>			<del> </del>	+	1				1
	49. \$0.1 - 15.9									<del> </del>		<del> </del> -	<del>                                     </del>			1
-	50, \$16.0 - 19.9			1			<del> </del>			<del> </del>		-				0
¥.	51. \$20.0 - 24.9											ļ				0
SKILLED CRAFT	52, \$25,0 - 32,9				<b>†</b>						<del> </del>	·				0
딤	53. \$33.0 - 42.9									ļ <u> </u>	<del> </del>	<del> </del>				0
뒫	54. \$43.0 54.9			<del>                                     </del>	I		-		· ·	<u> </u>	<del> </del>	ļ <u></u>	ļ			0
S	55, \$55.0 ~ 69.9	***************************************	<del> </del>	4												0
	56, \$70,0 PLUS									2	-					R
	57. \$0.1 - 15.9								<del></del>		<del> </del>	<del> </del>	<u>                                     </u>			
	58. \$16.0 - 19.9										<del> </del>	ļ <u>.</u>				u .
ij	59. \$20.0 - 24.9		<u> </u>									<del> </del>				0
SERVICE - MAINTENANCE	60. \$25.0 - 32.9	······································									<del> </del>					0
≥ E	61. \$33.0 - 42.9										ļ					0
₩ Į	62. \$43.0 - 54.9			2												0
Σ	63, \$55,0 ~ 69,9			15		1				1	ļ					3
	64. \$70.0 PLUS			5						<u>.</u>						16
65. TO	TAL FULL-TIME															5
	INES 1-64)	0	0	35	0	1	0	0	0	4	9	0	0	0	0	40
			<u> </u>		2.	OTHE	R THAN FU	I I STIME	EMDI OV	rre		l	l			
66. OFFI					1	Ī		14116	Lear LOT	<u> </u>	<u> </u>		<u> </u>			
	INISTRATORS ESSIONALS	<del>-</del> ·														0
	INICIANS															0
			· · · · · · · · · · · · · · · · · · ·													0
	PROFESSIONALS									·						0
	INISTRATIVE															0
SUPF	ORT											,		1		0
	LED CRAFT															0
	TENANCE			1						1						2
	AL OTHER THAN -TIME	0	a	1	a	0	0	0	0							
(LIN	IES 66 - 73)			-	-	1		۷	٧	1	0	0	0	0	0	2

Control Number: 55300160

WI0450100

Reporting Year: 2021

Jurisdiction: APPLETON CITY

7	D. E	MPLOYM	ENT DAT	TA AS O	F JUNE :	30	Fu	nction 13	3 - SANI	ATION A	ND SEV	VAGE			
- /							RACE/	ETHNICI	TY						
<u> </u>		NIC OR					NOT-	HISPANI	C OR LAT	INO					
	LAT	INO	<u> </u>		МА	LE					FEM				
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAITAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	TOTALS
		1	3.	NEW HIRE	S DURIN	G EEO-4 F.	ISCAL YE	AR (JULY	1 - JUNI	30)				I	
75. OFFICIALS - ADMINISTRATORS															0
76, PROFESSIONALS										<u> </u>	ļ	ļ		:	0
77. TECHNICIANS					ļ				<u> </u>	<u> </u>		1	<u> </u>	<u></u>	0
78, PROTECTIVE SERVICE					<u> </u>	<b></b>					<u> </u>				1 0
79, PARAPROFESSIONALS					ļ				<u> </u>		<u> </u>			-	\ <u>'</u>
80. ADMINISTRATIVE SUPPORT															0
81. SKILLED CRAFT														-	0
82. SERVICE - MAINTENANCE									-	<u> </u>					0
83. TOTAL NEW HIRES	0	0	0	0	o	0	0	0	0	0	0	0	0	0	0
(LINES 75 - 82)	<u> </u>	<u> </u>				<u> </u>	<u> </u>	1					1		

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

		D,	EMPLOYN	IENT DA	TA AS C					5 - OTH	ER					
		[				1	FULL-TI	ME EMPL								
				T				RACE	/ETHNIC	ITY						
		HISP	PANIC OR ATINO				·-····································	NOT	HISPAN	IC OR LA	TINO					
			1	<del> </del>	Т	M/	ALE	<del></del>		ļ <u>.</u>		FE	MALE			
JOB CATEGORY	ANNUAL SALARY (in thousands 000)	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	ТОТА
·	1, \$0,1 - 15,9									<del> </del>	<del> </del>	_	<u> </u>			
S	2. \$16.0 19.9		<u> </u>	<del></del>												0
STO	3, \$20,0 - 24,9				<del></del>											0
₫ 2	4, \$25.0 - 32.9										<del> </del>					0
SIS	5. \$33.0 - 42.9										<del> </del> -		1			0
E	6. \$43.0 - 54.9		1		<del>                                     </del>											0
OFFICIALS - ADMINISTRATORS	7. \$55.0 ~ 69.9				<del>                                     </del>								-			0
	8. \$70.0 PLUS			1												0
	9. \$0.1 - 15.9			<del>  '</del>						1			ļ			2
ιn.	10, \$16.0 - 19,9								·							0
M M	11. \$20.0 - 24.9															0
PROFESSIONALS	12. \$25.0 - 32.9			ļ	!!											0
355	13. \$33.0 - 42.9											············				0
E O	14. \$43.0 - 54.9			<del>                                     </del>												0
쯗	15. \$55.0 69.9			1						4		1				ជិ
	16, \$70,0 PLUS		1				·			3						
	17. \$0.1 - 15.9		<u> </u>	1						3						
	18. \$16.0 - 19.9			-												Ü
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A P	39, \$55.0 69.9									1						1
	40. \$70.0 PLUS															

Control Number: 55300160

Jurisdiction: APPLETON CITY

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						1	FULL-TIN	ME EMPLO	YEES							
								RACE/	ETHNICI	TY						
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	<u> </u>	I.A1	TINO	1		MA						FEM				
JOB CATEGORY	ANNUAL SALARY (In thousands 000)	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWALIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATTVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	TOTALS
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<b>₹</b> 8	44, \$25.0 - 32.9															0
TSI PP (	45. \$33.0 - 42.9									1		1				2
Š				1						4						5
ADMINISTRATIVE SUPPORT	46, \$43.0 - 54.9			1						1						1
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SERVICE MAINTENANCE	60, \$25.0 - 32.9				1	-			<b> </b>		<u> </u>				<u> </u>	1
I KR	61. \$33.0 - 42.9	ļ		1	ļ	<del>                                     </del>	<b></b>		<del> </del>				<u> </u>	<u> </u>		1
X X	62, \$43,0 - 54,9	ļ		1			<del> </del>	1					<del> </del>	·	1	0
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	TOTAL FULL-TIME	0	2	14	1	0	0	0	0	24	0	3	0	a	0	44
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	TOTAL C	1	1		1	2. OTF	I I I I I I I I I I I I I I I I I I I	- GERTIAN	,		Т					7
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71, AD	OMINISTRATIVE OPPORT	2		56		2				114	1	5				180
	ILLED CRAFT													-		0
73. SE	RVICE AINTENANCE			1						2					<u> </u>	-3
74.TC	TAL OTHER THAN	2	0	60	0	2	0	G	0	122	1	5	0	0	0	192
(1	LINES 66 - 73)	<u> </u>				<u> </u>	<u> </u>							1		

Control Number: 55300160 Jurisdiction: APPLETON CITY

### Reporting Year: 2021

	D.	EMPLOYM	ENT DA	TA AS C	F JUNE	30			5 - OTH	ER					
	NTCD	ANIC OR						ETHNIC							
		TINO		***************************************			NOT	HISPAN:	IC OR LA	TINO					
	· · · · · · · · · · · · · · · · · · ·			1	M	ALE			<b> </b>	1	FEI	MALE			]
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	TOTALS
3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 – JUNE 30)															<u> </u>
75. OFFICIALS ADMINISTRATORS															0
76. PROFESSIONALS			1						1						2
77, TECHNICIANS		<u> </u>													0
78, PROTECTIVE SERVICE													i		0
79. PARAPROFESSIONALS		<u> </u>							1						1
80. ADMINISTRATIVE SUPPORT			1						1		1				3
81, SKILLED CRAFT															. 0
82. SERVICE MAINTENANCE									,						0
83. TOTAL NEW HIRES (LINES 75 - 82)	0	0	2		0	0	0	0	3	0	1	0	0	0	6

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

Control Number: 55300160
Jurisdiction: APPLETON CITY

### Reporting Year: 2021

		SUMMARY OF	FUNC	TIONS	
V	1 - FINANCIAL ADMINISTRATION/GE	NERAL CONTROL	V	9 - HOUSING	
V	2 - STREETS AND HIGHWAYS		V	10 - COMMUNI	TY DEVELOPMENT
	3 - PUBLIC WELFARE			11 - CORRECTI	ONS
V	4 - POLICE PROTECTION		V	12 - UTILITIES	AND TRANSPORTATION
V	5 - FIRE PROTECTION		✓	13 - SANITATI	ON AND SEWAGE
V	6 - NATURAL RESOURCES/PARKS AN	ID RECREATION		14 - EMPLOYM	ENT SECURITY
	7 - HOSPITALS		~	15 - OTHER	
V	8 - HEALTH				
and	TTIFICATION. I certify that the info was reported in accordance with a hishable by law, US Code, Title 18, S	accompanying instru	is rep	oort is correct and the correct of t	and true to the best of my knowledge alse statements on this report are
	ME OF CERTIFYING OFFICIAL Kamp		TITI Depu	.E ty Director of Hum	an Resources
100	ILING ADDRESS N APPLETON STREET			EPHONE NUMB 832-6426	ER
APP	LETON WI, 54911				
DA'	<b>TE</b> 6/2021	EMAIL ADDRESS kim.kamp@appleton.org			TYPED NAME Klm Kamp

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### EXHIBIT IV. EEO CATEGORY CODE DEFINITIONS

OFFICIAL/ADMINISTRATORS: Occupations requiring administrative personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual departments or special phases of a firm's operations. Includes: department heads, bureau chiefs, division chiefs, directors, deputy directors, controllers, wardens, superintendents, sheriffs, police and fire chiefs and inspectors, examiners (bank, hearing, motor vehicle, warehouse), inspectors (construction, building, safety, renthousing, fire, transportation), assessors, tax appraisers and investigators, coroners, farm managers and kindred workers.

**PROFESSIONALS:** Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dieticians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists and kindred workers.

TECHNICIANS: Occupations that require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers, drafters, survey and mapping technicians, licensed practical nurses, photographers, radio operators, technical illustrators, highway technicians, technicians (medical, dental, electronic, physical sciences), inspectors (production or processing inspectors, testers and weighers), and kindred workers.

**PROTECTIVE SERVICES:** Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance) and kindred workers.

PARA PROFESSIONALS: Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Includes: research assistants, medical aides, child support workers, policy auxiliary welfare service aides, recreation assistants, homemaker aides, home health aides, library assistant and clerks, ambulance drivers and attendants and kindred workers.

**OFFICE/CLERICAL:** Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales worker, cashiers, toll collectors, and kindred workers.

**SKILLED CRAFT:** Occupations in which workers perform jobs which require special manual skill and thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plan operators, and kindred workers.

SERVICE/MAINTENANCE: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundkeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

**OPERATIVE:** Occupations included in this category are bus drivers.

### EEO ETHNIC DEFINITIONS

White (not of Hispanic origin): All persons having origins in any of the original peoples of Europe, North Africa or the Middle East.

Black (not of Hispanic origin): All persons having origins in any of the Black racial groups of Africa.

<u>Hispanic:</u> All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

Asian or Pacific Islander: All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, India, Japan, Korea, the Philippine Islands and Samoa.

American Indian or Alaskan Native (AIAN): All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.

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CITY OF APPLETON POLICY	TITLE: AFFIRMATIVI	E ACTION
REVIEW DATE: December 2006	LAST UPDATE: March 2015 June 2023 (administrative change only)	SECTION: Human Resources
POLICY SOURCE: Human Resources Department	AUDIENCE: All employées & applicants	TOTAL PAGES: 5
Reviewed by Legal Services Department Date: April 2015	Committee Approval Date: May 11, 2015	Council Approval Date: May 20, 2015

### I, PURPOSE

The purpose of this policy is to provide equal employment opportunities for all qualified and qualifiable persons.

### II. POLICY

It is the official policy of the City of Appleton to provide equal employment opportunities for all qualified and qualifiable persons without regard to race, color, creed, religion, national origin, ancestry, age, sex/gender, handicap or disability, arrest/conviction record, marital status, sexual orientation, gender identity and gender expression, political affiliation, results of genetic testing, honesty testing, pregnancy, childbirth or related medical condition, military service, disabled veteran or covered veteran status, service in the U.S. Armed Forces, the State Defense force, National Guard of any state, or any other reserve component of the United States or State military forces, use or nonuse of lawful products off the employer's premises during non-working hours, or any other non-merit factors, except where such factors constitute a bona fide occupational qualification or substantially relate to the circumstances of a particular job or licensed activity, and with proper regard for privacy and constitutional rights as citizens. This equal employment opportunity is applicable to all phases of employment including job assignment, job restructuring, reasonable accommodation for disabled individuals, recruitment, selection, promotion, transfer, compensation, lay-off, re-call, training and development, corrective action, demotion, termination, leave or benefits, licensing or union membership, and all other components of the City of Appleton Human Resources system.

### III. DISCUSSION

The Human Resources Director shall have responsibility for:

- 1. Designating an Affirmative Action Officer for the City of Appleton.
- 2. Developing, coordinating and administering the City's Affirmative Action Program.
- 3. Instructing department heads and supervisory personnel on provisions of the Equal Employment laws and the City's Affirmative Action Program especially in areas where contractual compliance with Affirmative Action provisions is required for

- Federal and State funding purposes.
- 4. Implementing, monitoring and modifying the City's Affirmative Action Program reporting system to measure effectiveness and to determine where progress has been made and where further action is needed.
- 5. Analyzing all aspects of Human Resources policies and practices.
- 6. Coordinating a communication network that will provide the community and all City employees with information concerning the City's Affirmative Action Program.
- 7. Keeping department heads and appropriate City officials informed of changes in the law, relevant court cases, and administrative rulings that might affect the City's Affirmative Action Program.
- 8. Working with department heads to determine specific problem areas of their employment practices and resolving any problems that may exist.
- 9. Designing and maintaining audit and recordkeeping procedures for the collection of statistical data. Compiling and submitting Equal Employment Opportunity reports that may be required by law.
- 10. Reviewing and revising the contents of the program annually in order to identify new problems that might arise.
- 11. Handling any complaints that may arise out of implementation of the plan.

### Department Heads shall have responsibility for:

- 1. Assisting in identifying problem areas and establishing agency and unit goals and objectives.
- 2. Being actively involved with local minority organizations, women's and disabled groups, community action organizations and community service programs designed to promote EEO.
- 3. Participating actively in periodic audits of all aspects of employment in order to identify and to remove barriers obstructing the achievement of specified goals and objectives.
- 4. Holding regular discussions with other managers, supervisors, and employees to assure the agency's policies and procedures are being followed.
- 5. Reviewing the qualifications of all employees to ensure that minorities, people with disabilities, and women are given full opportunities for transfers, promotions, training, salary increases, and other forms of compensation.
- 6. Participating in the review and/or investigation of complaints alleging discrimination.

- 7. Conducting and supporting career counseling for all employees.
- 8. Participating in periodic audits to ensure that each agency unit is in compliance (e.g EEO posters are properly displayed on all employee bulletin boards).
- 9. Committing themselves and their department to comply with the Affirmative Action Program.
- 10. Assisting the Human Resources Director in the implementation of training and promotional programs within their department.
- 11. Implementing all aspects of the City of Appleton's Affirmative Action Program as it applies to their department, ensuring that policies and practices are non-discriminatory with regard to race, color, creed, ancestry, religion, national origin, age, marital status, arrest/conviction record, sex/gender, handicap or disability, sexual orientation, gender identity and gender expression, political affiliation or results of genetic testing, honesty testing, pregnancy or childbirth or related medical condition, military service, disabled veteran or covered veteran status, service in the U.S. Armed Forces, the State Defense force, National Guard of any state, or any other reserve component of the United States or State military forces, use or nonuse of lawful products off the employer's premises during non-working hours.
- 12. Ensuring that supervisors and staff in their department fully understand the Affirmative Action Program.

### **Employee Responsibility**

1. All employees have the responsibility for carrying out their assigned duties and providing City services without regard to race, color, creed, ancestry, religion, national origin, age, marital status, arrest/conviction record, sex/gender, handicap or disability, sexual orientation, gender identity and gender expression, political affiliation, results of genetic testing, honesty testing, pregnancy, childbirth or related medical condition, military service, disabled veteran or covered veteran status, service in the U.S. Armed Forces, the State Defense force, National Guard of any state, or any other reserve component of the United Stated or State military forces, use or nonuse of lawful products off the employer's premises during nonworking hours.

### IV PROCEDURES

### Records Review

The Human Resources Director shall have full access to all departmental policies and procedures, rules and regulations, including Human Resources files, documents, background investigation

reports and any other documents or information relating to job restructuring, recruitment and selection, promotion, transfer, compensation, lay-off, re-call, training and development, corrective action, termination and all other components of the City of Appleton Human Resources system.

### Department Review

The Human Resources Director shall be as involved as he/she deems appropriate in all phases of job restructuring, recruitment and selection, promotion, transfer, compensation, lay-off, re-call, training and development, corrective action, demotion, termination and all other components of the City of Appleton Human Resources system where this policy may apply. This involvement shall be to insure that the City's Affirmative Action Program is fully understood and adhered to by all City departments and employees.

To ensure that the City of Appleton's Affirmative Action Program is communicated to all employees, applicants and citizens, the following steps shall be taken:

- 1. The Affirmative Action Plan shall be distributed to all City departments.
- 2. The policy statement shall be prominently displayed in conspicuous public places on City bulletin boards.
- 3. All employees shall receive annually the Equal Employment
  Opportunity/Affirmative Action statement to affirm the City's commitment to the
  Equal Employment Opportunity Policy and the Affirmative Action Plan.
- 4. All newly hired employees shall receive a copy of the Affirmative Action Policy.
- 5. All newly hired and existing employees shall receive Harassment and Discrimination training.
- 6. All employment applications along with other personnel documents will include the phrase "An Equal Opportunity Employer."
- 7. All advertisements for open positions shall include the phrase "An Equal Opportunity Employer."
- 8. The Open Positions list, a telephone Job Line recording of information regarding job openings, established for greater community access to this information shall include the phrase "An Equal Opportunity Employer."
- 9. The plan shall be reviewed on an annual basis.
- 10. This policy will be posted on the City's Human Resources web page.

### **Complaint Process**

Each employee or applicant is responsible for bringing to the attention of their supervisor or the departments listed below, any employment decision that he or she feels conflicts with the letter or spirit of the law. Applicants and employees may bring their concerns by using the Employment Discrimination Complaint Form on the City's website or obtaining one from the Human

Resources Department, Legal Services Department, or the Mayor's office. Complaints may be filed with the Human Resources Department, the Legal Services Department or the Office of the Mayor.

## Instructions for Adverse Impact Analysis Worksheets

step process: As explained on the EEOC website, adverse impact is determined by a four-

- selected from a group by the number of applicants from that group) 1 - Calculate the rate of selection for each group (divide the number of persons
- 2 Observe which group has the highest selection rate
- that of the highest group (divide the selection rate for a group by the selection 3 - Calculate impact ratios by comparing the selection rate for each group with rate for the highest group)
- group. If it is, adverse impact is indicated in most circumstances 4 - Observe whether the selection rate for any group is substantially less (i.e. usually less then 4/5ths or 80 percent) than the selection rate for the highest

See http://www.eeoc.gov/policy/docs/ganda\_clarify\_procedures.html

Users are limited to entering data into specific cells (dark yellow).

# See http://www.eeoc.gov/employers/eeo4survey/e4instruct.cfm

as having a disability and/or as a veteran. hires, also report the total number of applicants and employees who self-identify Complete for promotions, hires, terminations, and training. For promotions and

requires additional narrative regarding discipline. See Section 2.2.6 of the EEO department-level analyses that roll up into the 8 EEO-4 categories. FTA also of the applicable workforce. For terminations, FTA requires agencies to conduct HIA does not require analysis for any groups constituting less than two percent

## Instructions for Adverse Impact Analysis Worksheets

Pacific Islander, or Multi-Multiracial. Al/AN-American Indian/Alaska Native, B-Black or African American, Enter the number of male and female employees in each group W-White, H/L-Hispanic or Latino, A-Asian American, NHOPI-Native Hawaiian and Other

categories. form by sex and ethnicity and is not required for individual employment Enter data for applicants and employees who self identify as having a disability (see Section 1.6) and/or as a veteran. The information is required in summary

### Four-Fifths Adverse Impact Analysis by Job Category Hires

Ratio to Highest Rate	Selection Rate	Total Hires	Number Applied	-Service-Maintenance	) 2 2 3	Ratio to Highest Rate	Selection Rate	otal Hires	Number Applied	- Skilled Craft	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Selection Rate	otal Hires	6 - Administrative Support	roterilai Auveise Ilipaci (Tesiwo)	catio to Highest Rate	election Rate	otal Hires	lumber Applied	- Paraprofessional	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	olai riles	Number Applied	1 - Protective Service	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Selection Rate	Number Applied	- Technicians	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Selection Rate	otal Hires	Number Applied	- Professionals	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Polartion Rate	Number Applied	- Officials & Administrators	Joh Galedony Lose ceed-	Int Codeman // log EF
					(Yes/No)						'es/No)					(20/140)	(20/12)					'es/No)					es/No)					es/No)						'es/No)				ors	j	3 2
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N/A	N/A		3		N/A	NA	N/A	1			N/A	N/A	N/A				N/A	N/A				N/A	N/A	N/A			N/A	N.A	N/A	1 1		N/A	N/A	N/A				N/A	N/A	N/A			M	1
N/A	N/A				N/A	N/A	NA		-		NA	NA	N/A				N/A	NA				N/A	N/A	NA			WA	NA	N/A			NA	N/A	N/A				A/N	N/A	N/A			F	AUAUA
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### Four-Fifths Adverse Impact Analysis by Job Category Hires

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### Four-Fifths Adverse Impact Analysis by Job Category Promotions

Ratio to Highest Rate	Selection Rate	Total Promotions	8 -Service-Maintenance	Lotellial Caverse Impact (1 course)	Ratio to Highest Kate	Selection Rate	Total Promotions	Number Applied	7 - Skilled Craft	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Selection Rate	Total Promotions	Number Applied	6 - Administrative Support	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Selection Rate	Total Promotions	Number Applied	5 - Paraprofessional	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Selection Rate	Total Promotions	4 - Flotective Service	A Brotoctive Service	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Selection Rate	Total Promotions	Number Applied	3 - Technicians	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Selection Rate	Total Promotions	Number Applied	2 - Professionals	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Selection Rate	Total Promotions	Number Applied	1 - Officials & Administrators	Job Category (Use EEO-4)	
N/A	NA		ı				NI/A	,		N/A	N/A	N/A	-			N/A	NA	N/A	-	,		N/A	N/A	N/A				N/A	N/A	N/A	-	-		No	100.0%	20.0%	1	5		N/A	NA	NA	-	-		Male	Total
N/A	N/A		-		2/5	2/2/2	N/A	,		N/A	N/A	N/A	,	t		NA	NA	N/A	-	,		N/A	N/A	N/A	,	-		N/A	N/A	N/A	1	1		N/A	NA	A/N	_	1		N/A	NA	NA	,	-		Female	<b>12</b>
N/A	N/A	1	,		2/2	2/2	NI/A	1		N/A	N/A	A/N				N/A	Z N	NA				N/A	N/A	Z/A				N/A	NA	N/A				No	100.0%	20.0%	1	5		N/A	NA	NA A				М	
N/A	N/A		,		N/A	2 2	N/A			N/A	N/A	N/A				N/A	NA A	Z				N/A	N/A	N.				N/A	N/A	N/A				N/A	NA	N/A				N/A	N/A	N/A				п	¥
NA	N/A				N/A	N/A	N/A			N/A	N/A	N/A				N/A	N/A	NA		1		N/A	N/A	N/A				N/A	NA	N/A				N/A	N/A	N/A	-			N/A		N/A				M	AUAN
N/A	N/A		-		N/A	N/A	N/A			N/A	N/A	N/A				NA	NA	N.				N/A	N/A	N/A				NA	N/A	N/A				NA	NA	N/A		•		7	N/A	N/A				- F	AN
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### Four-Fifths Adverse Impact Analysis by Job Category Promotions

Job Category (Use EE0-4) Total W
Male Female M
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VI-term	Selection Rate	I otal Promotions	Number Applied	Veterans		Selection Rate	Total Promotions	Number Applied	Persons with Disabilities	
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Notes:

### Four-Fifths Adverse Impact Analysis by Job Category Training

Ratio to Highest Rate	Training Rate	Total Trained	Total Workforce	8 -Service-Maintenance	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Training Rate	Total Trained	Total Workforce	7 - Skilled Craft	Potential Adverse Impact (Tes/No)	Ratio to Highest Rate	Training Rate	Total Trained	Total Workforce	6 - Administrative Support	College and Cloud and Colored	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Topining Date	Total Trained	Total Workforce	5 - Paraprofessional	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Training Rate	Total Trained	Total Workforce	4 - Protective Service	Potential Adverse Impact (Yes/No)	Patio to Highest Rate	Total Irained	Total Workforce	3 - Technicians	Potential Adverse Impact (Yes/No)	Datio to Dichost Date	Training Date	Total Trained	Total Workforce	2 - Professionals	Potental Adverse Impact (Yes/No)	Ratio to Highest Rate	Training Rate	Total Trained	Total Workforce	1 - Officials & Administrators	and category (ose and a)	
100.0%	100.0%	43	43		N/A	N/A	NA	,	-		N/A	N/A	X X		-			N/A	N	N/A		,		N/A	N/A	NA		,		N/A	N/A	N//A			No	100.0%	300 00%	וני	3		NO	100.0%	100.0%		_		Male	To
100.0%	100.0%	18	18		N/A	N/A	N/A				NO	W0.001	100.0%	2	2			N/A	X.	N/A		-		N/A	Z	NA		1		N/A	N/A	N/A .			8	100.0%	100 0%	7	5		No	100.0%	100.0%	1			Female	Total
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N/A	N/A	1			N/A	N/A	NA		1			200	2/2/2	N/A				N/A	A/N	N/A		-		5	2 2 3	N/A	N/A			N/A	NA.	N/A			N/A	N/A	N/A				2	N/A	N/A				M	Ŧ
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N/A	N/A				N/A	N.	N/A	100000000000000000000000000000000000000				N/A	NIA	2/2				N/A	N/A	N/A				100	N/A	2 2	A//A			N/A	N/A	N/A	•		N/A	N/A	Z	,	100			N/A	Z/A	A110			W	N N
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### Four-Fifths Adverse Impact Analysis by Job Category Training

Potential Adverse Impact (Yes/No) No No No No No Job Category (Use EE0-4) N/A N/A No Ti N/A N/A N/A N/A N/A

### Four-Fifths Adverse Impact Analysis by Job Category Terminations

Potential Adverse Impact (Yes/No)	Ratio to Lowest Rate	Involuntary Termination Rate	Total Involuntary Terminations	Total Workforce	4 - Protective Service	Potential Adverse Impact (Yes/No)	Ratio to Lowest Rate	Involuntary Termination Rate	Total Involuntary Terminations	Total Workforce	3 - Technicians	Potential Adverse Impact (Yes/No)	Ratio to Lowest Rate	Involuntary Termination Rate	Total Involuntary Terminations	Total Workforce	2 - Professionals	Potential Adverse Impact (Yes/No)	Ratio to Lowest Rate	Involuntary Termination Rate	Total Involuntary Terminations	Total Workforce	1 - Officials & Administrators	Job Category (Use EEU-4)	
es/No)		w	ns St			es/No)			กร			_			ns			es/No)	_		ns		Suc		
N/A	N/A	N/A	_	1		N/A	N/A	N/A	,	-		No.	100.0% 1	H		ω		No O	00.0% 1	0.0%				Male F	Total
N/A	N/A	N/A	-	<b>1</b>		N/A	N/A	N/A	-	-		S	00.0%	0.0%	-	5		No	00.0%	0.0%	•			Female	
N/A	N/A	N/A				N/A	N/A	N/A				ŏ	100.0%	0.0%		3		No	100.0%	0.0%				М	W
N/A	N/A	N/A				N/A	N/A	N/A				S	100.0%	0.0%		5		No	100.0%	0.0%				'n	٧
N/A	N/A	NA				N/A	N/A	N/A				N/A	N/A	N/A				N/A	N/A	N/A				М	2
N/A	N/A	N/A				N/A	N/A	N/A				N/A	N/A	N/A	70 00 00 00 00 00 00 00 00 00 00 00 00 0			N/A	N/A	N/A				F	AUAN
N/A	N/A	NA				N/A	N/A	N/A				N/A	N/A	N/A				N/A	N/A	N/A				М	
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N/A	N/A	N/A				N/A	N/A	N/A				N/A	N/A	N/A				N/A	N/A	N/A				F	A
N/A	N/A	N/A				ZX	NA	N/A		S STEERING S		N/A	NA	N/A				N/A	N/A	N/A				М	N
N/A	N/A	N/A		1		N/A	N/A	N/A				N/A	N/A	N/A	I			NA	N/A	N/A				F	NHOPI
N/A	NA	N/A				NA	NA	N/A	1			N/A	N/A	N/A				N/A	N/A	N/A				М	
N/A	N/A	N/A	1			N/A	NA	NA	1			N/A	NA	N/A	1			N/A	N/A	NA				Ti	M

### Four-Fifths Adverse Impact Analysis by Job Category Terminations

Job Category (Use EEO-4)  5 - Paraprofessional Total Workforce Total Involuntary Terminations Involuntary Termination Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)  6 - Administrative Support Total Workforce Total Involuntary Terminations Involuntary Termination Rate Ratio to Lowest Rate Ratio to Lowest Rate	Male F  Male F  NUA  NUA  NUA  NUA  NUA  NUA  NUA			W F		AliAN F NIA NIA NIA NIA NIA NIA NIA		WAA LEE		H/L F N/A N/A N/A N/A N/A N/A			NA NA NA NA NA NA NA NA NA NA NA NA NA N	NAA NAA NAA NAA NAA NAA NAA NAA NAA NAA	MIA NIA NIA NIA NIA NIA NIA NIA NIA NIA N	MIA NIA NIA NIA NIA NIA NIA NIA NIA NIA N
Total Involuntary Terminations Total Involuntary Termination Rate Involuntary Termination Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)		N/A A	N/A A A A	N/A N/A	NA NA	N/A/A/A	NA NA .	N/A N/A	N/A N/A	NA AN			N N N N N N N N N N N N N N N N N N N	N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A	NIA NIA NIA NIA NIA NIA NIA NIA NIA NIA
- Skilled Craft																
Total Workforce Total Involuntary Terminations	1 1						r. (			_						
Involuntary Termination Rate Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	$\top$	N/A			N/A N/A	N/A N/A N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A	N/A N/A	N/A	N/A	N/A N/A
8 -Service-Maintenance	43	18	40	15				ω			- 38					1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Total Involuntary Terminations	-1							ı			Ħ		1		1	
Involuntary Termination Rate Ratio to Lowest Rate	2.3%	0.0%	2.5%	0.0%	NA		Z.			N/A	1	N/A			N/A N/A	
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Notes:

## Instructions for Adverse Impact Analysis Worksheets

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step process: As explained on the EEOC website, adverse impact is determined by a four-

- selected from a group by the number of applicants from that group) 1 - Calculate the rate of selection for each group (divide the number of persons
- 2 Observe which group has the highest selection rate
- that of the highest group (divide the selection rate for a group by the selection 3 - Calculate impact ratios by comparing the selection rate for each group with rate for the highest group)
- group. If it is, adverse impact is indicated in most circumstances 4 - Observe whether the selection rate for any group is substantially less (i.e. usually less then 4/5ths or 80 percent) than the selection rate for the highest

See http://www.eeoc.gov/policy/docs/qanda\_clarify\_procedures.html

Users are limited to entering data into specific cells (dark yellow).

# See http://www.eeoc.gov/employers/eeo4survey/e4instruct.cfm

as having a disability and/or as a veteran. hires, also report the total number of applicants and employees who self-identify Complete for promotions, hires, terminations, and training. For promotions and

department-level analyses that roll up into the 8 EEO-4 categories. FTA also of the applicable workforce. For terminations, FTA requires agencies to conduct requires additional narrative regarding discipline. See Section 2.2.6 of the EEO HIA does not require analysis for any groups constituting less than two percent

## Instructions for Adverse Impact Analysis Worksheets

Pacific Islander, or Multi-Multiracial. H/L-Hispanic or Latino, A-Asian American, NHOPI-Native Hawaiian and Other Al/AN-American Indian/Alaska Native, B-Black or African American, Enter the number of male and female employees in each group W-White,

categories. form by sex and ethnicity and is not required for individual employment Enter data for applicants and employees who self identify as having a disability (see Section 1.6) and/or as a veteran. The information is required in summary

### Four-Fifths Adverse Impact Analysis by Job Category Hires

Ratio to Highest Rate	lotal riles	Tatal Lines	Number Applied	8 -Service-Maintenance	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Selection Rate	Total Hires	Number Applied	7 - Skilled Craft	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Selection Rate	Total Hires	Number Applied	6 - Administrative Support	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Selection Rate	Total Hires	Number Applied	5 - Paraprofessional	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Selection Rate	Total Hires	Number Applied	4 - Protective Service	Loternal Makerse Impact ( results)	Detential Adverse Impact (Yes/No)	Detection Rate	Post miles	Number Applied	3 - Technicians		Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Selection Rate	Total Hires	Number Applied	2 - Professionals	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Selection Rate	Total Hires	Number Applied	1 - Officials & Administrators	and consideration of	has Cathonny I lea SEO At
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### Four-Fifths Adverse Impact Analysis by Job Category Hires

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### Four-Fifths Adverse Impact Analysis by Job Category Promotions

Ratio to Highest Rate	Selection Rate	Total Promotions	8 -Service-Maintenance	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Selection Rate	Total Promotions	/ - Skilled Crait	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Selection Rate	Total Promotions	Number Applied	6 - Administrative Support	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Selection Rate	Total Promotions	Number Applied	5 - Paraprofessional	Loteling Makel Schillback (1 column)	Dottortial Adverse Impact (Yes/No)	Selection Rate	Colorido Bato	Number Applied	4 - Protective Service	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Selection Rate	Total Promotions	3 - recrification	3 Tochnicians	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Selection Rate	Total Promotions	Number Applied	2 - Professionals	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Selection Rate	Total Promotions	Number Applied	1 - Officials & Administrators	Job Category (Use EEU-4)	
N/A	N/A			NA	N/A	N/A	.	-	N/A	N/A	Z/A	,	,		N/A	N/A	N/A	,	,		14/7	NIA	Z Ž	N/A	-		N/A	N/A	N/A				Š	100.0%	50.0%	1	2		N/A	N.A	N/A				Maie	70
N/A	N/A			N/A	N/A	Z/A	, ,		N/A	N/A	N/A	-			NA	N/A	N/A	1	ī		1407	N/A	Z/A	N/A			N/A	NA	N/A				N/A	N/A	N/A	-	-		NA	N/A	N/A	,	,		Female	Total
N/A	N/A	1		N/A	N/A	N/A			N/A	Z/A	A/N				NA	N/A	N/A					N/A	N Z	N/A			N/A	N/A	N/A		L		No	100.0%	50.0%	4	2		N/A	N.A	N/A				M	
N/A	N/A			N/A	N/A	N/A			N/A	N/A	N/A				N/A	N/A	N/A	1				N/A	N/A	N/A			N/A	N/A	- 1				N/A	N/A	N/A	*			N/A	N/A	N/A				F	W
N/A	N/A	7	_	N/A	N/A	N/A		•	N/A	N/A	N/A				N/A	NA	NA					N/A	N/A	N/A			N/A	N/A	¥.	1			N/A	N/A	N/A	ı			NA	N/A	N/A				М	AL
N/A	N/A		_	N/A	NA	N/A			N/A	N/A	N/A	r	-		N/A	N/A	NA		,			N/A	N/A	N/A			N/A	N/A	N/A	•	1		N/A	NA	N/A	T.	1		NA	N/A	N/A				F	AUAN
NIA	N/A		_	N/A	N/A	N/A		-	N/A	N/A	N/A		-		N/A	NA	NA					N/A	N/A	N/A			N/A	N/A	N/A		1		NA	N/A	N/A	•	•		Z	N/A	N/A				M	æ
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N/A	N/A	7	1	N/A	N/A	N/A	t		N/A	N/A	N/A				N/A	N/A	NA					N/A	NA :	A/N			N/A	N/A	N/A		1		N/A	N/A	N/A	1			N/A	N/A	N/A				M	Ŧ
N/A	N/A		,	N/A	N/A	N/A			N/A	N/A	N/A				N/A	NA	NA ANA					N/A	N/A	N/A			N/A	N/A	N/A		-		N/A	N/A	N/A				NA	N/A	N/A				Ŧ	7
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N/A	N/A			N/A	N/A	N/A			N/A	N/A	N/A		(100 m)		N/A	NA	N/A					N/A	N/A				N/A	N/A	N/A				N/A	NA	N/A				7	N/A	N/A				F	A
N/A	N/A		,	N/A	N/A	N/A	ı		N/A	N/A	ΝΆ				NA	N/A	N/A					N/A	N/A				N/A	N/A	N/A				N/A	NA	N/A				2	N1/A	N/A				M	HN
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N/A	N/A		,	N/A	N/A	N/A			N/A	N/A	N/A	-	1		N/A	N/A	N/A					N/A	N/A	Z/A			N/A	N/A	N/A		+		N/A	N.	NA	1			N/A	N N	ZZ				TI	

### Four-Fifths Adverse Impact Analysis by Job Category Promotions

Notes: Potential Adverse Impact (Yes/No) Job Category (Use EEO-4) Maie Female M F
N/A N/A N/A N/A M F N/A N/A AUAN M F N/A N/A N/A P M F M N/A N/A N/A N/A NHOPI N/A N/A

Total Promotions		Number Applied	Veterans Male Female W F M	Total W Al/AN	Selection Rate N/A N/A N/A N/A N/A N/A	Total Promotions	Number Applied	Persons with Disabilities Wale Female W F M	Total W Allah
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### Four-Fifths Adverse Impact Analysis by Job Category Training

Ratio to Highest Rate	Training Rate	Total Trained	8 -Service-Maintenance	Potential Adverse impact (Tes/NO)	Ratio to Highest Rate	Training Rate	Total Trained	Total Workforce	7 - Skilled Craft	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Training Rate	Total Trained	Total Workforce	6 - Administrative Support	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Training Rate	Total Trained	Total Workforce	5 - Paraprofessional	Potential Adverse Impact (Tes/No)	Ratio to Highest Rate	Training Rate	Total Trained	Total Workforce	4 - Protective Service	1 Official Control of the Control	Potential Adverse Impact (Yes/No)	Datio to Highest Date	Total Irained	Total Workforce	3 - Technicians	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Training Rate	Total Trained	Total Workforce	2 - Professionals	Potential Adverse impact (Tes/No)	Ratio to Highest Rate	Training Rate	Total Trained	Total Workforce	1 - Officials & Administrators	Job Category (Use EE0.4)	
100.0%	100.0%	4 1	41	KWI	N/A	NA		ı		NA	N/A	N/A	-	-		No	100.0%	100.0%	3	3		N/A	, <u>z</u>	N/A		_			N/A	2/2	N/A -			N/A	N/A	N/A		-		No	700.0%	100.0%	122 22			Male	7
100,0%	100.0%	7 27	13	N/A	N/A	N/A	-	-		No	100.0%	100.0%	2	2		No	100.0%	100.0%	3	3		N/A	N/A	N/A	1				N/A	N/A/S	N/A -			N/A	NA	N/A	,	_		N	NO.UVe	100.0%	200			Female	Total
100.0%	100.0%	39	39	Z.	N/A	N/A		1		N/A	NA	N/A				No	100.0%	100.0%	3	3		IV/A	N/A	N/A	L. C. C. C. C. C. C. C. C. C. C. C. C. C.				NA.	2/2/2	N.V.	ı		NA	N/A	N/A				No	NO.001	100.0%	2000	4		S	
100.0%	100.0%	9	9	N/A	N/A	N/A				NO	100.0%	100.0%	2	2		No	100.0%	100.0%	3	3		AM	N/A	N/A					N/A	N/A	N/A			N/A	N/A	N/A				NO	100.0%	100.0%	10000	J. Company		т	€
N/A	N/A		1	2	N/A	X.		1		N/A	N/A	N/A				NA	N/A	N/A				2	N/A	N/A	1	-			N/A	N/A	N/A			N/A	NA NA	N/A				N/A	N/A	N/A				M	AIAN
N/A	N/A	-	1	18/2A	Z	NA		ı		N/A	N/A	NA				NA	NA	N/A				NA.	N/A	N/A					N/A	N/A	N/A	1		N/A	NA	N/A	1			NA	N/A	N/A				F	No
N/A	N/A		1	3	Z	N/A		•		N/A	N/A	N/A				N/A	NA	N/A	1			N/A	N/A	N/A			iji s		N.	N/A	N/A			N/A	N/A	NA	1	1		2	N N	N/A	71/A			М	D
100.0%	100.0%	3	3	2	N/A	N/A				N/A	N/A	NA				N/A	N.	N/A	1000			N/A	Z Z	NA NA					N.	N/S	N/A			N/A	NA NA	N/A		1		2	2 2	N/A	N / A			TI	
N/A	N/A	4	1		N/A	N.A		,		N/A	N/A	N/A		1		N/A	NA	N/A				200	N/A	NA		1			N/A	N/A	2/4	1	-	N/A	N/A	N/A	1			14/2	2 2	Z/Z				M	H/L
N/A	N/A	•		1877	N/A	NA A				N/A	N/A	N/A		100 100 100 100 100 100 100 100 100 100		N/A	NA	NA				N/A	N/A	N/A		ı			N/A	N/A		1		N/A	Z Z	N/A	1			3	N/A	N/2				П	
N/A	N/A		1		N/A	NA		1		N/A	N/A	N/A	1	ì		N/A	NA	N/A		200		3		N/A		•			NA	N/A	N/A			NA	NA ANA	NA					N/N	N/A	N/A			М	A
N/A	N/A	•	1		N/A	NA				NA	NA	N/A				N/A	NA	NA		1			Z   N	N/A		1			N/A	N/A	N/A	1		NA	NA NA	N/A	1				N/N	N/N	VIV.			F	
N/A	N/A	1	1		N/A	N/A		1		WA	NA	N/A				N/A	NA	NA				2	N/A	NA					NA	N/A	N/A	ì		N/A	Z Z	NA				5	N/A	N/N	N (A			М	NHOPI
N/A	N/A	•			2/2	NA				N/A	N/A	N/A				N/A	N/A	N/A	1			Ž	2 2	N/A					N/A	NA	N/2	n.		N/A	Z Z	NA				3	Z Z	N/A	NA .			F	10(
NA	N/A		,	14/5	2/2	NA				N/A	N/A	N/A				N/A	N/A	N/A		3		7		N/A		t			N/A	N/A	N/6	1		N/A	Z Z	N/A	1			145	2/2	2 // X	2/2			М	M
N/A	N/A	7		3		NA				NA	NA	NA		***************************************		N/A	NA	Ν̈́	1			N/A	N/A	N/A					N/A	N/A	N/A			NA	N.A	N/A	1			2	Z Z	N/A	Z   -			п	

### Four-Fifths Adverse Impact Analysis by Job Category Training

Potential Adverse Impact (Yes/No)
Notes: Job Category (Use EEO-4) Male No Female M No No No. Al/AN NHOPI N/A NA P

### Four-Fifths Adverse Impact Analysis by Job Category Terminations

Potential Adverse Impact (Yes/No)	Ratio to Lowest Rate	Involuntary Termination Rate	Total Involuntary Terminations	Total Workforce	4 - Protective Service	Potential Adverse Impact (Yes/No)	Ratio to Lowest Rate	Involuntary Termination Rate	Total Involuntary Terminations	Total Workforce	3 - Technicians	Potential Adverse Impact (Yes/No)	Ratio to Lowest Rate	Involuntary Termination Rate	Total Involuntary Terminations	Total Workforce	2 - Professionals	Potential Adverse Impact (Yes/No)	Ratio to Lowest Rate	Involuntary Termination Rate	Total Involuntary Terminations	Total Workforce	1 - Officials & Administrators	Job Gategory (USE EEG-4)	
	z					Ĺ	z						z	z				_	100	0.0%			S		
N/A N/A	_	N/A N/A	-	1		N/A N/A		N/A N/A	1	-		N/A N/A	N/A N/A	N/A N/A		-		No No	100.0% 100.0%	0.0%	,			Male Female	Total
N/A		N/A	1				N/A	N/A		- 98898888		N/A	N/A	N/A	1			No	100.0%		-	٠		ale M	
N/A	N/A	N/A				N/A	N/A	N/A				N/A	N/A	NA				No	% 100.0%	0.0%		-		П	W
N/A	N/A	N/A				N/A	N/A	N/A				N/A	N/A	N/A				N/A	N/A	N/A				M	ΑU
N/A	N/A	N/A				N/A	N/A	N/A				N/A	N/A	N/A				N/A	N/A	N/A				F	AllAN
N/A	NA	NA	•	1		N/A	N/A	N/A	r	ı		N/A	N/A	NS N				N/A	N/A	N/A	•			Z	В
N/A	N/A	N/A	1			N/A	N/A	N/A		i i		N/A	N/A	N/A	3	1		N/A	N/A	N/A		•		'n	
N/A		L	1	I		N/A	-	N/A		L		N/A	L	N/A				N/A	-		1000		_	M	Ή
N/A N/A	-	N/A N/A		1			N/A N/A			1		_	N/A N/A		1	1		H	N/A N/A			•		F S	
	A N/A			1			A N/A	H		1		A N/A	-	A N/A	1	1		_	A N/A	ļ		1		F	Α
I N/A	N/A	N/A		1		N/A	N/A	N/A		1		N/A	N/A	N/A	1999			N/A				1		М	Z
N/A	N/A	N/A				N/A	N/A	N/A	9	1		N/A	N/A	N.A				N/A	N/A	N/A		1		П	NHOPI
N/A	N/A	NA	1	1		N/A	N/A	N.A		4		N/A	NA	NA				NA	N/A	N/A		1		М	M
N/A	N/A	N/A				N/A	N/A	N/A	1			N/A	N/A	NA	1 m			N/A	N/A	N/A	1			TI	

### Four-Fifths Adverse Impact Analysis by Job Category Terminations

Job Category (Use EEO-4) 5 - Paraprofessional Total Workforce	Male 3	Total Female	M 3	W F	M	AI/AN F	M		M		M	П		M NH		NHOPI F
Total Workforce	3													-	-	
Total Involuntary Terminations	ı														1	
Involuntary Termination Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	l	N/A		N/A	N/A N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A	N/A N/A		N/A N/A
Potential Adverse Impact (Yes/No)	No	No.	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A	N/A	N/A N/A	N/A N/A
6 - Administrative Support						1										
Total Workforce	-		2		2		•		1	•			1	-	1	1
Total Involuntary Terminations	1									•			t I	1	1	
Involuntary Termination Rate	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	z	Ď	'A N/A	N/A	N/A N/A	N/A N/A
Ratio to Lowest Rate	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Σ		N/A	N/A N/A	N/A N/A N/A
Potential Adverse Impact (Yes/No)	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	z	ř	_	_	N/A	N/A N/A
7 - Skilled Craft																
Total Workforce	1														-	-
Total Involuntary Terminations		-														
Involuntary Termination Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Ä		N/A	N/A N/A	N/A N/A N/A
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	z	N/A	/A N/A		N/A	N/A N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	_	N/A	I/A N/A	_	N/A N/A	N/A N/A N/A
8 -Service-Maintenance			1		1											
Total Workforce	41	12	39	9			t	3						1		
Total involuntary Terminations	1		<b>.</b>													
Involuntary Termination Rate	2.4%	0.0%	Article Control of th	0.0%	N/A	N/A	N/A	0.0%	N/A	A/N	N/A		N/A	N/A	N/A N/A	N/A N/A N/A
Ratio to Lowest Rate	0.0%		2.6%		_	N/A	N/A		A/N	N/A	N/A		Z/A	N/A N/A	N/A	
Dotantial Advance Impact (Yee/No.)		100.0%	2.6%	100.0%	-			700.0%	100						1 1/1/1	

Notes:

Discipline Rate	Safety	Potential Adverse Imi	Postio to I guinest Posts	Discipline Rate	Attanda	5 - Paraprofessional	Potential Adverse Impact (Yes/No)	Ratio to Lowest Rate	Discipline Rate	<enter discipline="" type=""></enter>	Potential Adverse Impact (Yes/No)	Ratio to Lowest Rate	Discipline Rate	<enter discipline="" type=""></enter>	Potential Adverse in	Ratio to Lowest Rate	Discipline Rate	<enter discipline="" type=""></enter>	Potential Adverse In	Ratio to Lowest Rate	Disciplina Data	Policy Violation	Datential Adverse in	Discipline Rate	Discipling Pots	Potential Adverse Impact	Ratio to Lowest Rate	Discipline Rate	Attendance	Total Workforce	4 - Protective Service	Foreither Adverse Hillback (Testino)	Potantial Adverse Inc	Datio to I purcet Date	Circling Pate	Potential Adverse Impact (Yes/No)	Ratio to Lowest Rate	Discipline Rate	<enter discipline="" type=""></enter>	Potential Adverse Imi	Discipline Kate	<enter discip<="" th=""><th>Potential Adverse Impact (Yes/No)</th><th>Ratio to Lowest Rate</th><th>Discipline Rate</th><th>Policy Violation</th><th>Potential Adverse Imp</th><th>Patio to Lowest Pate</th><th>Discipline Rate</th><th>Potential Adverse In</th><th>Ratio to Lowest Rate</th><th>Discipline Rate</th></enter>	Potential Adverse Impact (Yes/No)	Ratio to Lowest Rate	Discipline Rate	Policy Violation	Potential Adverse Imp	Patio to Lowest Pate	Discipline Rate	Potential Adverse In	Ratio to Lowest Rate	Discipline Rate
	¥	ipact (Yes/No)		Co			pact (Yes/No)			line Type>	pact (Yes/No)	,		line Type>	ipact (Yes/No)			line Type>	pact (Yes/No)		A CONTRACTOR OF THE CONTRACTOR	lation (168/NO)	mact (Yee/No)		y	pact (Yes/No)			ince		ce	ipack (165/NO)	mont (Vac/No.)		ine lype>	ipact (Yes/No)			line Type>	pact (Yes/No)		line Type>	ipact (Yes/No)			blation	noact (Yes/No)		V	ipact (Yes/No)		
0.0%	ı	No S	100.0%	0.0%	(	3	N/A	N/A	N/A	,	N/A	N/A	N/A	r	N/A	N/A	N/A	-	N/A	N/A	N/A	2	2/2/3	N/A	3	N/A	N/A	N/A	-			3	N/A	2/2	N/A	N/A	N/A	N/A		N. A.	Z Z		N/A	N/A	N/A	_	Z 5	N/A	N/A	N/A	N/A	N/A
0.0%	,	No No	100.0%	0 0%		ı.	N/A	N/A	N/A		N/A	N/A	N/A	ı	N/A	N/A	N/A		N/A	N/A	N/A	Š	2/2/2	N/A		N/A	NA	N/A				3		NIA N	N/A	N/A	N/A	ΝΆ		\$ 5	N/A		N/A	N/A	N/A	,	× 5	N/A	N/A	N/A	N/A	N/A
0.0%		No.	100.0%	o 0%		۵	N/A	N/A	N/A		N/A	N/A	Z.		N/A	N/A	A/N		NA.	N/A	NI/A	3	2/2/2	N/2	N/A	N/A	NA	NA				3	N/A	2/2	A/IN	N/A	N/A	N/A		Z S	Z Z		NA	N/A	NA		<u> </u>	N/A	N/A	N/A	N/A	N/A
0.0%		No.	100.0%	0 0%	•	۵	N/A	N/A	N/A		N/A	N/A	N/A		N/A	N/A	A/N		N/A	N/A	V/V	3	N/2	N/A	NIA	N/A	NA	N/A				1	N/A	N/A	N/A	N/A	N/A	ΝΆ		N/A	N/A		NA	N/A	N/A		NA S	N/A	N/A	NA	N/A	N/A
N/A	•	N/S	N/A	N/A			N/A	NA	N/A	•	N/A	N/A	N/A		NA	N/A	N/A		NA	N S	N/A	5	N/5	NI/A	N1/A	Ş	N/A	N/A	•			155	N 2	200	N/A	N/A	N/A	N/A		Z 5	N/A		N/A	N/A	N/A		X S	N/A	N/A	NA	N/A	N/A
N/A		N/A	N/A	N/A			N/A	N/A	N/A		N/A	N/A	N/A		N/A	N/A	N/A		N/A	N/A	N/A	5	2/2	N/A	N'/A	Š	N/A	N/A				145	2/2	N/A	Z/A	N/A	N/A	N/A		N X	Z Z		N/A	N/A	N/A		X S	N/A	N/A	N/A	N/A	N/A
N/A		N/A	N/A	N/P		r i	N/A	N/A	N/A		N/A	N/A	N/A		N/A	N/A	N/A		N/A	N/A	NI/A	3	2/2	N/N	NI/A	N.A	N/A	N/A		1		3	N/A	2/2	N/A	N/A	N/A	ΝΆ		N N			N/A	N/A	N/A		N S	N/A	NA.	N/A	N/A	N/A
N/A		NA.	2/2	N/A			N/A	N/A	N/A		N/A	N/A	N/A		N/A	N/A	N/A		N.A	N/A		5	N/N	N/A	NI/A	N/A	NA	NA	T.			2	2/2	200	N/A	N/A	NA	N/A	•	X 5	× ×		N/A	N/A	N/A	•	N/S	N/A	WA.	NA	N/A	N/A
N/A		NA.	2/2	N/A		ı	N/A	N/A	N/A		N/A	N/A	N/A		N/A	N.A	N/A		N.A	N S	NI/A	3	2/2	N/2	NI/A	N/A	N.A	NA	C			3	N/A	N/A	N/A -	N/A	N/A	N/A	t	N/S	Z Z		N/A	N/A	N/A		N S	N/A	N/A	N/A	N/A	N/A
N/A		N.	N/A	N/A			N/A	N/A	N/A		N/A	N/A	N/A		N/A	N/A	ΝΆ	7	N.A	N/A	N/A	5	2/2/2	N/A	N// -	×	N/A	N/A				5	N/A	2/2	N/A	N/A	NA	N/A		X 5	N/A		N/A	N/A	N/A		N S	N/A	N/A	N/A	N/A	N/A
N/A		NA S	2/2	N/A			N/A	N/A	N/A		N/A	N/A	N/A		N/A	N/A	N/A	(A)	N/A	X :	NI/A	3	2 2	N/A	N'/A	NA A	N/A	N/A		•		5	N/A	25	N/A	N/A	N/A	N/A		X 5	Z Z		N/A	N/A	N/A		N S	N/A	N/A	N/A	N/A	N/A
N/A	•	NA.	N/A	N/A		ı	N/A	N/A	N/A		N/A	N/A	N/A	1	N/A	N/A	N/A		N.	Z Z	N/A	3	2/2	N/A		N/A	N/A	N/A				25	N/A	2 3	N/A	N/A	N/A	N/A		Z 3			N/A	N/A	N/A		X 5	N/A	N/A -	N/A	N/A	N/A
N/A		N/A	N/A	N/A			N/A	N/A	N/A	ï	N/A	N/A	N/A		N/A	N/A	N/A	1	N/A	N.S.	N/A	3	N/A	N/A	N / /	NA A	N/A	N/A				5	N/A	200	N/A +	N/A	N/A	N/A	C	N/A	Z Z		N/A	N/A	N/A		X 5	N/A	N/A	N/A	N/A	N/A
N/A		NA S	N/A	N/A		ı	N/A	NA	N/A		NA	N/A	N/A		N/A	N/A	N/A		N :	N.	A/I/A	3	N/A	Z N		NA A	N/A	N/A				200	2 2	3	N/A	N/A	N/A	N/A		N S			N/A	N/A	N/A		Z S	N/A	N/A	NA	N/A	N/A
N/A		N/A	N/A	N/A		ı	N/A	NA	N/A		N/A	N/A	N/A		N/A	N/A	N/A	(6) (1)	NA.	N/A	N/A	3	N/A	N/A	V. V.	N/A	N/A	N/A				5	N/A	200	N/2	N/A	N/A	N/A		N/S	N/A		N/A	N/A	N/A		N/A	N/A	N/A -		N/A	N/A
N/A		NA:	N/A	N/A			N/A	N/A			N/A	N/A	N/A		N/A	N/A	N/A		N.	NA.	A)/A	5	N/A	N 2	N1/A	\$	NIA	N/A		ı		Š	N/A	25	N/A	N/A	N/A	N/A		N/A	N/A		N/A	N/A	N/A		W 5	N/A	N/A -	N/A	N/A	N/A
	<entry< td=""><td></td><td>1_</td><td>F 100 y</td><td>1</td><td>^Entry</td><td> <b></b></td><td>ž</td><td></td><td><entry< td=""><td>·</td><td></td><td></td><td>Entry</td><td>4</td><td>1</td><td>·i</td><td><entry< td=""><td></td><td></td><td>1110</td><td>Λπntrv</td><td></td><td></td><td><anuty< td=""><td>1</td><td>1</td><td></td><td>&lt;-Entry</td><td><entry< td=""><td>- 1200 B</td><td>223</td><td>. I</td><td></td><td><entry< td=""><td>1</td><td></td><td></td><td><entry< td=""><td></td><td>1</td><td><entry< td=""><td></td><td>!</td><td></td><td><entry< td=""><td></td><td></td><td><entry< td=""><td>1</td><td></td><td></td></entry<></td></entry<></td></entry<></td></entry<></td></entry<></td></entry<></td></anuty<></td></entry<></td></entry<></td></entry<>		1_	F 100 y	1	^Entry	 <b></b>	ž		<entry< td=""><td>·</td><td></td><td></td><td>Entry</td><td>4</td><td>1</td><td>·i</td><td><entry< td=""><td></td><td></td><td>1110</td><td>Λπntrv</td><td></td><td></td><td><anuty< td=""><td>1</td><td>1</td><td></td><td>&lt;-Entry</td><td><entry< td=""><td>- 1200 B</td><td>223</td><td>. I</td><td></td><td><entry< td=""><td>1</td><td></td><td></td><td><entry< td=""><td></td><td>1</td><td><entry< td=""><td></td><td>!</td><td></td><td><entry< td=""><td></td><td></td><td><entry< td=""><td>1</td><td></td><td></td></entry<></td></entry<></td></entry<></td></entry<></td></entry<></td></entry<></td></anuty<></td></entry<></td></entry<>	·			Entry	4	1	·i	<entry< td=""><td></td><td></td><td>1110</td><td>Λπntrv</td><td></td><td></td><td><anuty< td=""><td>1</td><td>1</td><td></td><td>&lt;-Entry</td><td><entry< td=""><td>- 1200 B</td><td>223</td><td>. I</td><td></td><td><entry< td=""><td>1</td><td></td><td></td><td><entry< td=""><td></td><td>1</td><td><entry< td=""><td></td><td>!</td><td></td><td><entry< td=""><td></td><td></td><td><entry< td=""><td>1</td><td></td><td></td></entry<></td></entry<></td></entry<></td></entry<></td></entry<></td></entry<></td></anuty<></td></entry<>			1110	Λπntrv			<anuty< td=""><td>1</td><td>1</td><td></td><td>&lt;-Entry</td><td><entry< td=""><td>- 1200 B</td><td>223</td><td>. I</td><td></td><td><entry< td=""><td>1</td><td></td><td></td><td><entry< td=""><td></td><td>1</td><td><entry< td=""><td></td><td>!</td><td></td><td><entry< td=""><td></td><td></td><td><entry< td=""><td>1</td><td></td><td></td></entry<></td></entry<></td></entry<></td></entry<></td></entry<></td></entry<></td></anuty<>	1	1		<-Entry	<entry< td=""><td>- 1200 B</td><td>223</td><td>. I</td><td></td><td><entry< td=""><td>1</td><td></td><td></td><td><entry< td=""><td></td><td>1</td><td><entry< td=""><td></td><td>!</td><td></td><td><entry< td=""><td></td><td></td><td><entry< td=""><td>1</td><td></td><td></td></entry<></td></entry<></td></entry<></td></entry<></td></entry<></td></entry<>	- 1200 B	223	. I		<entry< td=""><td>1</td><td></td><td></td><td><entry< td=""><td></td><td>1</td><td><entry< td=""><td></td><td>!</td><td></td><td><entry< td=""><td></td><td></td><td><entry< td=""><td>1</td><td></td><td></td></entry<></td></entry<></td></entry<></td></entry<></td></entry<>	1			<entry< td=""><td></td><td>1</td><td><entry< td=""><td></td><td>!</td><td></td><td><entry< td=""><td></td><td></td><td><entry< td=""><td>1</td><td></td><td></td></entry<></td></entry<></td></entry<></td></entry<>		1	<entry< td=""><td></td><td>!</td><td></td><td><entry< td=""><td></td><td></td><td><entry< td=""><td>1</td><td></td><td></td></entry<></td></entry<></td></entry<>		!		<entry< td=""><td></td><td></td><td><entry< td=""><td>1</td><td></td><td></td></entry<></td></entry<>			<entry< td=""><td>1</td><td></td><td></td></entry<>	1		

Technology   100	NI/A		1			, 473		, 47.4		107.		14/74	17/4	147	Civilian Vale
Marie   Mari	- 6	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Z/A	N/A	N/A	N/A	Discipling Bate
Marie   Mari	M.	Ž		Š	2/2	\ \ !	3	NA	Š	25	Ž	NΑ	N/A	N/A	Potential Adverse Impact (Yes/No)
Maidon		N.A	Z N	N/A	N.A.	N/A	N.	N/A	Z	N/A	NA A	N.A	N/A	NA	Ratio to Lowest Rate
100.0%   1	+	N/A	N/A	N/A	N/A	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Discipline Rate
100.096   100.096   100.096   100.096   NA   NA   NA   NA   NA   NA   NA   N					-					1			-	1	Safety
100.0%   100.0%   100.0%   100.0%   NA   NA   NA   NA   NA   NA   NA   N		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Potential Adverse Impact (Yes/No)
100.0%   100.0%   100.0%   100.0%   NA   NA   NA   NA   NA   NA   NA   N	_	N/A	N/A	N/A	N/A	N/A	N/A	A/N	N/A	N/A	N/A	N/A	N/A	K.	Ratio to Lowest Rate
100.0%   100.0%   100.0%   100.0%   100.0%   NA   NA   NA   NA   NA   NA   NA   N		N/A	N.A.	¥,	N/A	N/A		N/A	N.A	N/A	NA	N/A		\$	Discipline Rate
100.0%   100.0%   100.0%   100.0%   NA   NA   NA   NA   NA   NA   NA   N					No. William (State of the Control of			Establishment (Control				100	.	-	Attendance
100.0%   1							_								7 - Skilled Craft
100.0%   100.0%   100.0%   100.0%   NA   NA   NA   NA   NA   NA   NA   N															
100.0%   100.0%   100.0%   100.0%   NA   NA   NA   NA   NA   NA   NA   N	H	N/A	N/A	N/A	NA	N/A	N/A	N/A	N/A	N/A	No	N/A	NO.	N/A	Potential Adverse Impact (Yes/No)
100.0%   100.0%   100.0%   100.0%   NA   NA   NA   NA   NA   NA   NA   N	╁╌	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	Ratio to Lowest Rate
No.   No.	Н	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N.	Discipline Rate
No.   No.									1				-	,	<enter discipline="" type=""></enter>
100.0%   100.0%   100.0%   NA   NA   NA   NA   NA   NA   NA   N	-	N/A	N/A	N/A	N/A	N.	N/A	A/N	N/A	N/A	8	N/A	No.	N/A	Potential Adverse Impact (Yes/No)
No.   No.	_	N/A	N/A	\$	N/A	NA	N/A	N/A	N/A	N/A	100.0%	NA.	100.0%	N/A	Ratio to Lowest Rate
No. 00.0%   100.0%   100.0%   NIA	1	N/A	N.A	N.	N/A	N/A	N/A	N/A	N/A	N.	0.0%	Z.	0.0%	N/A	Discipline Rate
100.0%   100.0%   100.0%   100.0%   N/A							1	1						*	<enter discipline="" type=""></enter>
100.0%   100.0%   100.0%   100.0%   N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N.	No	N/A	Potential Adverse Impact (Yes/No)
100.0%   100.0%   100.0%   100.0%   N/A	N/A	N/A	Z A	N/A	N.	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	Ratio to I owest Rate
100.0%   100.0%   100.0%   100.0%   NA   NA   NA   NA   NA   NA   NA   N	X.	N/A	N/A	N/A	N/A	N/A	N/A	A/N	N/A	NA	0.0%	N/A	0.0%	N/A	Discipline Rate
100.09%   100.	Š	3		5		5	3	- NA	5	3	70	3	NO.	N/A	Potential Adverse Impact (Yes/No)
100.09%   100.09%   100.09%   100.09%   NNA	2/2	N/N	2/2	N/A	2/2	N/A	N/A	2/2	N/A	N/A	070.00F	N/A	100.0%	NA NA	Ratio to Lowest Rate
No	2 2	N/A	N A	3	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	NA	Discipline Rate
100.0%   100.0%   100.0%   100.0%   No		NI/A	N / A	A LIV		NIA -		N//A			2		-		Policy Violation
100.0%   100.0%   100.0%   100.0%   100.0%   NA   NA   NA   NA   NA   NA   NA   N	K	N/A	N/A	K	N/A	N/A	N/A	N/A	NA	N/A	20	N/A	No	N/A	Potential Adverse Impact (Yes/No)
100.0%   100.0%   100.0%   N/A   N	N/A	N/A	N/A	N/A	N/A	A/N	A/N	A/N	N/A	N/A	100.0%	N/A	100.0%	N/A	Ratio to Lowest Rate
100.0%   100.0%   100.0%   100.0%   N/A	N/A	Z/A	NA	N/A	N/A	N/A	N/A	N/A	N/A	NA	0.0%	N/A	#DIV/0!	S.	Discipline Rate
100.0%   100.0%   100.0%   N/A   N		180	5	5	3	5		- 7	5	Š	ž	Š	#014/01	22	Potential Adverse Impact (Tes/No)
100.0%   100.0%   100.0%   100.0%   N/A	N/A	N/A	N/A		Z/Z	Z Z	N/A	Z N	N/A	N/A	100.0%	Z Z	100.0%	Z Z	Ratio to Lowest Rate
100.0%   100.0%   100.0%   100.0%   N/A	Z	N/A	N/A	N/A	NA	N/A	N/A	N/A	N/A	N/A	350.0%	NA	350.0%	NA	Discipline Rate
100,0%   1							0.500 (0.000)	(c-10) (c) (c)			7		7	1	Attendance
100,0%   100,0%   100,0%   100,0%   N/A				•							2		2	1	Total Workforce
100,0%   100,0%   100,0%   100,0%   N/A															6 - Administrative Support
100.0%   100.0%   100.0%   100.0%   N/A	N	N/A	N/A	N/A	NΑ	N/A	N/A	NA	N/A	NA	No	No	No	No	Potential Adverse Impact (Yes/No)
100.0%   100.0%   100.0%   100.0%   N/A	N/A	N/A	N/A	N.	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	100.0%	Ratio to Lowest Rate
100,0%   100,0%   100,0%   100,0%   N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	0.0%	Discipline Rate
100,0%   1													-	5	<enter discipline="" type=""></enter>
100,0%   1	N/A	N/A	N/A	N/A	N/A	A/N	N/A	N/A	A/N	N/A	No	No	No	No	Potential Adverse Impact (Yes/No)
100,0%   1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	100.0%	Ratio to Lowest Rate
100,0%   1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	0.0%	Discipline Rate
100,0%   100,0%   100,0%   100,0%   N/A							1		1	3	ć	Ž	-	,   <del>2</del>	Potential Adverse Impact (Tes/No)
100,0%   100,0%   100,0%   100,0%   N/A	<u> </u>	N/A	N/S	N/A	Z/2	N/A	N/A	N/N	N/A	N/A	NO.070	NIO .0%	NO.0%	NO.096	Rato to Lowest Rate
100.0% 100.0% 100.0% 100.0% N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A		N/A	N/A	NIA	N/A	N/A	N/A	N/A	NA NA	N/A	0.0%	0.0%	0.0%	0.0%	Discipline Rate
100.0%   100.0%   100.0%   100.0%   N/A			• • • • • • • • • • • • • • • • • • • •					W. Stephenson							<enter discipline="" type=""></enter>
100.0%   1	N.A	N/A	N/A	N/A	N/A	NA	NS	N/A	N/A	N/A	S	8	No	N 0	Potential Adverse Impact (Yes/No)
100.0%   100.0%   100.0%   N/A   N	z	N/A	N/A	N/A	N/A	NA	N/A	N/A	N/A	N/A	100.0%	%0.001	100.0%	100.0%	Ratio to Lowest Rate
100.0%   100.0%   100.0%   100.0%   N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	0.0%	Discipline Rate
100.0% 100.0% 100.0% N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A					5	5	5	1	3	2	70	NG.	י	NO.	Potential Adverse impact (Tes/No)
		NI/A	N/2	NI/A	NIA	VIV	VIIV	VIV	NI/A	VIIA	77)		N1	, i -	4

Potential Adverse Impact (Yes/No)	Ratio to Lowest Rate	Discipline Rate	<enter discipline="" type=""></enter>	Potential Adverse impact (Yes/No)	Ratio to Lowest Rate	Discipline Rate	<enter discipline="" type=""></enter>	Potential Adverse Impact (Yes/No)	Ratio to Lowest Rate	Discipline Rate	<enter discipline="" type=""></enter>	Potential Adverse Impact (Yes/No)	Ratio to Lowest Rate	Discipline Rate	Policy Violation	Potential Adverse Impact (Yes/No)	Ratio to Lowest Rate	Discipline Rate	Safety	Potential Adverse Impact (Yes/No)	Ratio to Lowest Rate	Discipline Rate	Attendance	Total Workforce	8 -Service-Maintenance	Potential Adverse Impact (Yes/No)	Ratio to Lowest Rate	Discipline Rate	<enter discipline="" type=""></enter>	Potential Adverse Impact (Yes/No)	Ratio to Lowest Rate	Discipline Rate	<enter discipline="" type=""></enter>	Potential Adverse Impact (Yes/No)	Ratio to Lowest Rate	Discipline Rate	<enter discipline="" type=""></enter>	Potential Adverse Impact (Yes/No)
No	100.0%	0.0%	ı	No	100.0%	0.0%		20	100.0%	0.0%		8	0.0%	4.9%	2	No	92.0%	63.4%	26	N 0	100.0%	63.4%	26	41		N/A	N/A	N/A	ı	N/A	N/A	N/A		N/A	N/A	N/A		N/A
No	100.0%	0.0%	ī	No	100.0%	0.0%		No	100.0%	0.0%		S	100.0%	0.0%	1	No	100.0%	58.3%	7	No	63.4%	100.0%	12	12		N/A	N/A	N/A	ı	N/A	N/A	N/A		N/A	N/A	N/A		N/A
No	100.0%	0.0%		N	100.0%	0.0%		S	100.0%	0.0%		8	0.0%	5.1%	2	Yes	72.2%	61.5%	24	8	100.0%	64.1%				N/A	N/A	N/A		N/A	N/A	N/A		N/A	N/A	N/A		NA
No	100.0%	0.0%		N <sub>O</sub>	100.0%	0.0%		N	100.0%	0.0%		8	100.0%	0.0%		S	100.0%	44.4%	4	N <sub>O</sub>	82.4%	77.8%	7	9		N/A	N/A	N/A		N/A	N/A	N/A		N/A	N/A	N/A		N/N
N/A	N/A	N/A		N/A	N/A	N/A		N/A	N/A	NA	r	N/A	NA	N/A		NA	N/A	N/A	2	N/A	N/A	N/A	4			N/A	N/A	N/A		N/A	N/A	N/A		N/A	N/A	N/A	í	×××
N/A	N/A	N/A		N/A	N/A	N/A		N/A	N/A	N/A	ı	NA	N/A	N/A		N/A	NA	N/A		N/A	N/A	N/A				N/A	N/A	N/A		N/A	NA	Z/A		N/A	N/A	N/A		Z
N/A	N/A	N/A		N/A	N/A	N/A	L	N/A	N/A	N/A		N/A	N/A	N/A	•	N/A	N/A	N/A		N/A	N/A	N/A				N/A	N/A	N/A	,	N/A	N/A	N/A	1	N/A	N/A	N/A	ī	N/A
8	100.0%	0.0%		8	100.0%	0.0%	r	S	100.0%	0.0%		8	100.0%	0.0%		Yes	44.4%	100.0%	3	Yes	38.5%	166.7%	5	3		N/A	N/A	N/A		N/A	N/A	N/A		N/A	N/A	N/A		N.
N/A	N/A	N/A		N/A	N/A	N/A		N/A	N/A	N/A		N/A	N.A	N/A		NA	N/A	N/A	j J	N/A	N/A	N/A				N/A	N/A	N/A		N/A	N/A	N/A	T.	N/A	N/A	N/A		2
N/A	N/A	N/A		N/A	N/A	N/A		N/A	NA	N/A	ı	N/A	N/A	N/A		N/A	N/A	N/A	ï	N/A	N/A	N/A	ľ			N/A	N/A	N/A		N/A	N/A	N/A	1	N/A	N/A	N/A		N/A
N/A	N/A	N/A	-	N/A	N/A	N/A	C	N/A	NA	N/A		N/A	N/A	N/A		N/A	N/A	N/A	ı	Z,	N/A	N/A				N/A	N/A	N/A	-	N/A	N/A	N/A		N/A	N/A	N/A		N/A
N/A	N/A	N/A		N/A	N/A	N/A	L	N/A	N/A	N/A	ı	NA	N/A	N/A		N/A	NA	N/A		N/A	N/A	N/A				N/A	N/A	N/A		N/A	N/A	N/A	1	N/A	N/A	N/A		VA.
N/A	N/A	N/A	-	N/A	N/A	N/A	r	N/A	N/A	N/A	ï	N/A	N/A	N/A		N/A	N/A	N/A	1	N/A	N/A	N/A	ť			N/A	N/A	N/A	-	N/A	N/A	N/A	1	N/A	N/A	N/A	-	V.
N/A	N/A	N/A	•	N/A	N/A	N/A	•	N/A	N/A	N/A		NA	N/A	N/A	,	N/A	N/A	N/A	1	N/A	N/A	N/A	ı			N/A	N/A	N/A		N/A	N/A	N/A		N/A	N/A	N/A	•	NΑ
N/A	N/A	N/A	-	N/A	N/A	N/A		N/A	N/A	N/A	T.	N/A	N/A	N/A		N/A	N/A	N/A	-	N/A	N/A	N/A				N/A	N/A	N/A	F	N/A	N/A	N/A		N/A	N/A	N/A		N/A
N/A	N/A			1	N/A	N/A		N/A	N/A	N/A	1	l	N/A	N/A	•	N/A	NA	l			N/A	N/A		ı.		N/A	N/A	N/A	·	N/A	N/A	N/A	100000000000000000000000000000000000000	N/A	N/A	N/A		N/A
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### Instructions for Adverse Impact Analysis Worksheets

Now

step process: As explained on the EEOC website, adverse impact is determined by a four-

- selected from a group by the number of applicants from that group) 1 - Calculate the rate of selection for each group (divide the number of persons
- 2 Observe which group has the highest selection rate
- rate for the highest group) that of the highest group (divide the selection rate for a group by the selection 3 - Calculate impact ratios by comparing the selection rate for each group with
- group. If it is, adverse impact is indicated in most circumstances 4 - Observe whether the selection rate for any group is substantially less (i.e. usually less then 4/5ths or 80 percent) than the selection rate for the highest

See http://www.eeoc.gov/policy/docs/ganda\_clarify\_procedures.html

Users are limited to entering data into specific cells (dark yellow).

# See http://www.eeoc.gov/employers/eeo4survey/e4instruct.cfm

as having a disability and/or as a veteran. hires, also report the total number of applicants and employees who self-identify Complete for promotions, hires, terminations, and training. For promotions and

department-level analyses that roll up into the 8 EEO-4 categories. FTA also requires additional narrative regarding discipline. See Section 2.2.6 of the EEO of the applicable workforce. For terminations, FTA requires agencies to conduct FIA does not require analysis for any groups constituting less than two percent

## Instructions for Adverse Impact Analysis Worksheets

Pacific Islander, or Multi-Multiracial. H/L-Hispanic or Latino, A-Asian American, NHOPI-Native Hawaiian and Other Al/AN-American Indian/Alaska Native, B-Black or African American, Enter the number of male and female employees in each group W-White,

categories. form by sex and ethnicity and is not required for individual employment Enter data for applicants and employees who self identify as having a disability (see Section 1.6) and/or as a veteran. The information is required in summary

#### Four-Fifths Adverse Impact Analysis by Job Category Hires

Ratio to Highest Rate	Selection Rate	Total Hires	Number Applied	8 -Service-Maintenance	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Selection Rate	Total Hires	Number Applied	7 - Skilled Craft	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Selection Rate	Total Hires	Number Applied	6 - Administrative Support	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Selection Rate	Total Hires	Number Applied	5 - Paraprofessional	Potential Adverse Impact (Tes/No)	Ratio to Highest Rate	Selection Rate	Total Hires	Number Applied	4 - Protective Service	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Selection Rate	Total Hires	5 - Jechnicians	2 Tablician	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Selection Rate	Total Hires	Number Applied	2 - Professionals	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Selection Rate	Total Hires	Number Applied	1 - Officials & Administrators	Job Category (Use EEO-4)	
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#### Four-Fifths Adverse Impact Analysis by Job Category Hires

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	Selection Rate	Total Hires	Number Applied	Veterans		Selection Rate	Total Hires	Number Applied	Persons with Disabilities	
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#### Four-Fifths Adverse Impact Analysis by Job Category Promotions

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#### Four-Fifths Adverse Impact Analysis by Job Category Promotions

Potential Adverse Impact (Yes/No)
Notes: Job Category (Use EEO-4) | Total | W | F | Male | Female | M | F | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A M F N/A NHOPI N/A F N/A N/A

Selection Rate	Total Promotions	Number Applied	Veterans		Selection Rate	Total Promotions	Number Applied	Persons with Disabilities	
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#### Four-Fifths Adverse Impact Analysis by Job Category Training

Ratio to Highest Rate	Training Rate	Total Trained	Total Workforce	8 -Service-Maintenance	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Training Rate	Total Trained	Total Workforce	7 - Skilled Craft	Fotelital Adverse impact (Tealito)	Ratio to mignest Rate	Training Nate	Total Iraineo	Total Workforce	6 - Administrative Support		Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Training Rate	Total Trained	Total Workforce	5 - Paraprofessional	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Training Rate	Total Trained	Total Workforce	4 - Protective Service	Potential Adverse Impact (Yes/No)	Ratio to Highest Rate	Training Rate	Total Trained	Total Workforce	3 - Technicians	Folential Adverse impact (1 carro)	Rato to rightest Nate	I falling rate	Total Hallieu	TOTAL PROPERTY	Total Maderia	2 - Professionals	Potential Adverse Impact (Yes/No)		Training Rate	Total Trained	Total Workforce	1 - Officials & Administrators	The second field and	inh Category (I se FFOL)
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#### Four-Fifths Adverse Impact Analysis by Job Category Training

Potential Adverse Impact (Yes/No) Job Category (Use EE0-4) 

#### Four-Fifths Adverse Impact Analysis by Job Category Terminations

Potential Adverse Impact (Yes/No)	Ratio to Lowest Rate	Involuntary Termination Rate	Total Involuntary Terminations	Total Workforce	4 - Protective Service	Potential Adverse Impact (Yes/No)	Ratio to Lowest Rate	Involuntary Termination Rate	Total Involuntary Terminations	Total Workforce	3 - Technicians		Potential Adverse Impact (Yes/No)	Ratio to Lowest Rate	Involuntary Termination Rate	Total Involuntary Terminations	Total Workforce	2 - Professionals	Potential Adverse Impact (Yes/No)	Ratio to Lowest Rate	Involuntary Termination Rate	Total Involuntary Terminations	Total Workforce	1 - Officials & Administrators	Job Category (USE/ECU-4)	
N/A	N/A	N/A		ı		N.	N/A	N/A	ŧ	-			N/A	NA	N/A	•	,		N <sub>o</sub>	100.0%	0.0%	f	_		Male	To
N/A	N/A	N/A	ı	-		N/A	N/A	N/A	ł	1			N/A	N/A	N/A	1	ı		No	100.0%	0.0%	1	_		Female	Total
N/A	N/A	N/A				N/A	N/A	N/A					N/A	N/A	N				No	100.0%	0.0%				M	
N/A	N/A	N/A				N/A	N/A	N/A					N/A	N/A	N/A				No	100.0%	0.0%		4		F	W
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N/A	NA	N/A				N/A	NA	N/A					N/A	N/A	N/A		100		N/A	N/A	N/A				F	AIAN
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N/A	N/A	N/A	1	1		N/A	N/A	N/A	1	1			N/A	N/A	N/A	1	1		N/A	N/A	N/A	1			M	A
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#### Four-Fifths Adverse Impact Analysis by Job Category Terminations

	7	Total	W	V	Al/AN	Ž	Ø	•	<b>1</b> H		A		NHOP	<u>P</u>	M	
Job Category (Use EEU-4)	Male	Female	М	F	M	'n	M	F	M	F	М	T	M	F	M	F
5 - Paraprofessional																
Total Workforce	2	3	2	3												
Total Involuntary Terminations	-	-														
Involuntary Termination Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
									110							
6 - Administrative Support																
Total Workforce	_	2		2				-	-	1	1					
Total Involuntary Terminations		1												1	1	
Involuntary Termination Rate	A/N	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
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Total Workforce	1						ı	1	ı	ı		1	1			
Total Involuntary Terminations	-	-					1	1	1	1	Ţ	1	•			
Involuntary Termination Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	A/N	A/N	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N.	Ä
8 Samila Maintanana																
Total Workforce	31	7	30	G)										£		
Total Involuntary Terminations	-	1														
Involuntary Termination Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	2000	100.0%	100,0%	N/A	N/A	100.0%	100.0%	Z	N/A	N/A	N/A	Z/Z	N/A	N	NA
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Protective Service</th><th>Potential Adverse Impact (Yes/No)</th><th>Ratio to Lowest Rate</th><th>Discipline Rate</th><th><enter discipline="" type=""></enter></th><th>Potential Adverse Impact (Yes/No)</th><th>Ratio to Lowest Rate</th><th>Discipline Rate</th><th><enter discipline="" type=""></enter></th><th>Potential Adverse Impact (Y</th><th>Discipline Nate</th><th>Enter Discipline Ty</th><th>Potential Adverse Impact (Yes/No)</th><th>Ratio to Lowest Rate</th><th>Discipline Rate</th><th><enter discipline="" type=""></enter></th><th>Potential Adverse Impact (Y</th><th>Ratio to Lowest Rate</th><th>Discipline Rate</th><th>CEnter Discipline Type&gt;</th><th>Datastial Advance Impact (Y</th><th>Discipline Kate</th><th>Pinkindan Baka</th></enter></th></enter></th></enter>	Potential Adverse Impact (Yes/No)	Ratio to Lowest Rate	Discipline Rate	<enter discipline="" type=""></enter>	Total Workforce	5 - Paraprofessional	L Occupant Mayor on the middle (1	Detential Adverse Impact (Yes/No.)	Batio to I owest Rate	Discipline Rate	<enter discipline="" th="" tvi<=""><th>Potential Adverse Impact (Yes/No)</th><th>Ratio to Lowest Rate</th><th>Discipline Rate</th><th><enter discipline="" type=""></enter></th><th>Potential Adverse Impact (Yes/No</th><th>Ratio to Lowest Rate</th><th>Discipline Rate</th><th><enter discipline="" type=""></enter></th><th>Potential Adverse Impact (Yes/No</th><th>Ratio to Lowest Rate</th><th>Discipline Rate</th><th><enter discipline="" type=""></enter></th><th>Potential Adverse Impact (Yes/No)</th><th>Ratio to Lowest Rate</th><th>Discipline Rate</th><th><enter discipline="" th="" type<=""><th>Potential Adverse Impact (Yes/No)</th><th>Ratio to Lowest Rate</th><th>Discipline Rate</th><th>Affarta Discipling Types</th><th>Total Morldone</th><th>4 - 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