



**ADVISORY COUNCIL ON
EQUAL EMPLOYMENT OPPORTUNITY (ACEEO)**

March 24, 2023

9:30 a.m. – 11:30 a.m.

2530 Arnold Drive (Training Room)

Martinez, Ca 94553

The objective of the ACEEO is to help build an inclusive workforce in an environment that fosters dignity and respect for the individual.

PUBLIC ACCESS AND PUBLIC COMMENT INSTRUCTIONS

The public may attend this meeting in person at the above location.

The public also may attend this meeting remotely via Zoom or call-in. Login information and call-in information is provided below.

JOIN ZOOM MEETING

Join from PC, Mac, Linux, iOS or Android: <https://ccccounty-us.zoom.us/j/86701713701?pwd=VUREdjN4a05lWVQ2MzBwYzQyeXlyUT09>

HOW TO JOIN THE MEETING VIA CALL-IN:

Zoom meeting Dial-In-Number:

USA 214 765 0478

Conference code: 684505

Meeting ID: 867 0171 3701

HOW TO PROVIDE PUBLIC COMMENT:

Persons who wish to address the ACEEO during public comment on matters within the jurisdiction of the ACEEO that are not on the agenda, or who wish to comment with respect to an item on the agenda, may comment in person, via Zoom, or via call-in. Those participating in person should stand when called upon. Those participating via Zoom should indicate they wish to speak by using the “raise your hand” feature in the Zoom app. Those calling in should indicate they wish to speak by addressing the advisory body.

For assistance with remote access contact:

Antoine Wilson at (925) 839-0544

Public comments may also be submitted before the meeting by email at: Antoine.Wilson@riskm.cccounty.us or by voicemail at (925) 335-1455. Comments submitted by email or voicemail will be included in the record of the meeting but will not be read or played aloud during the meeting.

Miguel Mauricio, Chair
Amrita Kaur, Vice Chair

Agenda Items:	Items may be taken out of order based on the business of the day and preference of the Committee	
• Introduction / Roll Call		9:30 a.m.
• Public Comment – Limited to 3 Minutes per Speaker		9:35 a.m.
• <u>Action Item</u> Review and Approve the February 24, 2023, Minutes		9:40 a.m.
• <u>Action Item</u> Speaker – Barbara Elliott, ADA Title I Program Manager		9:45 a.m.
• <u>Action Item</u> Discuss Status of SBE Subcommittee Recommendations		10:30 a.m.
• <u>Action Item</u> Discuss 2022 EEO Outreach and Recruitment Plan		10:45 a.m.
• <u>Action Item</u> Discuss and Approve ACEEO In-Person Meeting Site		11:15 a.m.
• Roundtable Discussion/Public Comment (3-minute commentary limit)		11:20 a.m.
• Adjourn		11:30 a.m.
• The next ACEEO meeting is scheduled for April 28, 2023		
<p>The ACEEO will provide reasonable accommodations for persons with disabilities planning to attend. Contact the staff person listed below at least 72 hours before the meeting.</p> <p>Any disclosable public records related to an open session item on a regular meeting agenda distributed by the County to a majority of members of the ACEEO less than 96 hours prior to that meeting are available for public inspection at 2530 Arnold Drive, #140 during normal business hours.</p> <p>For Additional Information Contact: Antoine J. Wilson Equal Employment Opportunity Officer Phone (925) 335-1455, Fax (925) 500-0086 antoine.wilson@riskm.cccounty.us</p>		
ACEEO Members:		
Vacant: Labor-Trade Member Seat	Vacant: Business Member Seat	
Allwyn Brown: Committee Member Seat #1	Roosevelt Gipson, Jr.: Education Member Seat	
Angela Malala: Community Member Seat #2	Vacant: Disability Seat	
Eric Maldonado: Community Member Seat #3	Fabiola Quintero: Union Member Seat #1	
Miguel Mauricio: Community Seat #4	Vacant: Union Member Seat #2	
Lara DeLaney: Management Seat #1	Leonard Ramirez: Veteran's Seat	
Amrita Kaur: Management Seat #2		

ADVISORY COUNCIL ON EQUAL EMPLOYMENT OPPORTUNITY MEMBERS

LABOR-TRADE MEMBER SEAT

(VACANT)

Appointed: October 20, 2020

Expires: November 30, 2023

COMMUNITY MEMBER SEAT #1

Allwyn Brown

Appointed: February 9, 2021

Expires: November 30, 2023

COMMUNITY MEMBER SEAT #2

Angela Malala

Appointed: October 20, 2020

Expires: November 30, 2023

COMMUNITY MEMBER SEAT #3

Eric Maldonado

Appointed: June 22, 2021

Expires: November 30, 2025

COMMUNITY MEMBER SEAT #4

Miguel Mauricio

Appointed: April 12, 2022

Expires: November 30, 2024

MANAGEMENT MEMBER SEAT #1

Lara DeLaney

Appointed: October 12, 2021

Expires: November 30, 2025

MANAGEMENT MEMBER SEAT #2

Amrita Kaur

Appointed: October 12, 2021

Expires: November 30, 2024

BUSINESS MEMBER SEAT

(VACANT)

Appointed: May 14, 2019

Expires: November 30, 2024

EDUCATION MEMBER SEAT

Roosevelt Gibson, Jr

Appointed: December 1, 2019

Expires: November 30, 2025

DISABILITY SEAT

(VACANT)

Appointed:

Expires: November 30, 2025

UNION MEMBER SEAT #1

Fabiola Quintero

Appointed: April 12, 2022

Expires: November 30, 2024

UNION MEMBER SEAT #2

(VACANT)

Appointed:

Expires: November 30, 2025

VETERAN'S SEAT

Leonard Ramirez

Appointed: April 12, 2022

Expires: November 30, 2024

STAFF TO ACEEO

Antoine Wilson

Equal Employment Opportunity Officer

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Piedad Fracasso

Clerk-Experienced Level

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TO: Sub-Committee on Small Business Enterprises Program
FROM: Miguel Mauricio
DATE: 01/09/23
SUBJECT: Recommendations for Contra Costa County Small Business Enterprises Program

I. Summary of Recommendations

- A. Increase the SBE program applicability threshold for purchasing and professional/personal service contracts from \$100,000 to \$200,000, or some higher limit, in order to provide more small businesses contracting opportunities with the County.
- B. Increase local bid preferences from 5% to 7% for SBE bidders on County contracts.
- C. Create a guide for applicants to follow in order to make it easier to apply for County contracts.
- D. Recommend including census tract data in analysis of contracts awarded.
- E. Require contractors that receive government contracts and do not qualify as an SBE to set aside a portion of their subcontracts for SBEs.
- F. Improve contract tracking efforts in order to hold non-SBE contractors accountable for subcontracting requirements. Also improve tracking efforts to improve data collection.
- G. Analyze E-outreach program to guarantee maximum outreach.
- H. Increase outreach efforts via social media and other means, in order to connect more potential SBE to government contracting opportunities.

II. Deep Dive on Recommendations

- A. *Increase the SBE program applicability threshold for qualifying small businesses to \$200,000, or some higher limit in order to provide more contracting opportunities to more small businesses.* Currently, the Small Business Enterprise (SBE) Program applies to: (1) County-funded construction contracts of \$100,000 or less; (2) purchasing transactions of \$100,000 or less; and (3) professional/personal service contracts of \$100,000 or less.¹ The most recent reports on the County's progress of awarding at least 50% of contracts to small businesses through the SBE program annually shows that the County continues to miss their goal.²

For example, for all 334 professional/personal services contracts, 149 went to SBEs – 46.4% of all contracts for the category.³ For purchasing transaction contracts, 313 of the 1021 contracts awarded, or 21.2%, went to SBEs.⁴ The only category of contracts that met the 50% benchmark was the category of construction contracts, which awarded 100% of its contracts to SBEs.⁵ However, there were only 3 contracts in total for that category.

Nonetheless, the biggest takeaway from the most recent data indicates that the County is not meeting its own imposed goal.

One way to help the County get closer to reaching its goal, while giving SBEs in the county a better chance to be awarded a County contract, would be to increase the contract limit as suggested above. Considering the increase in the cost of goods and services since the

¹ <https://www.contracosta.ca.gov/4517/Small-Business-Enterprise-Programs>

² Cynthia Shehorn (Procurement Services Manager), Memo Relating to Small Business Enterprise, Outreach, and Local Program Report for July through December 2021 (Mar. 21, 2022).

³ *Id.*

⁴ *Id.*

⁵ *Id.*

pandemic began, along with inflation, small businesses in the county could benefit from these contracts, while also helping the County reach its goal by potentially attracting new small businesses in the County.

- B. *Increase local businesses bid preferences from 5% to 7% for SBE bidders on County contracts.* In order to meet the County’s goals under the SBE program, the Board of Supervisors should consider increasing the bid preference to 7%.

Currently, for opportunities exceeding \$25,000, the Local Business Preference Program allows for local businesses to submit a new offer if within 5% of the lowest bidder.⁶ In the most recent report, there were no instances of the Bid Preference utilized in this reporting period.⁷ Perhaps increasing this number would place small businesses in the area in more competitive positions when applying for contracts. At the very least, this would increase the likelihood that SBE bidders receive a government contract in scenarios where they are close to the highest bidder, which would get the County closer to its 50% goal.

- C. *Create a guide for applicants to follow in order to make it easier to apply for County contracts.* The current [website](#) is simple and straightforward.⁸ This is very good in my opinion. Sometimes government websites can be difficult to navigate or overly complex. However, I would add a guide for each of the programs listed on the SBE website, or a general guide for all the programs, for applying for a County contract pursuant to the SBE program.

Although the website is easy to navigate, it does not give enough direction to applicants who want to apply to the program. [Alameda County has a guide](#) for its program, but it is far too long and complex. A guide for applicants should be straightforward, easy to read, and relatively short. It should also be in multiple languages.

- D. *Recommend including census tract data in analysis of contracts awarded.* It would be helpful to include data on where exactly small businesses from Contra Costa that apply and receive government contracts are from. One way of collecting this data would be to disaggregate data by census tracts within the county or look at the various municipalities where small businesses are applying from and receiving County contracts.

This would help us, as well as the County, answer questions such as: are small businesses from one part of the county overwhelmingly applying for County contracts? Is there a disproportionate allocation of contracts to small businesses from one census tract or municipality? Having this information would help us, and the Board of Supervisors, have better information to create policies around awarding contracts. Moreover, this information can help the County advance the cause of equal employment and contracting for everyone living in the county.

- E. *Require contractors that receive government contracts of a certain threshold and do not qualify as an SBE to set aside a portion of their subcontracts for SBEs.* Alameda County requires this of their non-SBE contractors (“County purchases over \$25k from non SLEBS require a minimum 20% SLEB participation.”). This is a good way to help small businesses

⁶ *Id.*

⁷ *Id.*

⁸ <https://www.contracosta.ca.gov/4517/Small-Business-Enterprise-Programs>

thrive in the county and for the County to meet their goals of awarding a certain percentage of County contracts to SBEs.

- F. *Improve contract tracking efforts in order to hold non-SBE contractors accountable for subcontracting requirements. Also improve tracking efforts to improve data collection.* Alameda County tracks their contract awards in a centrally located database.⁹ They use this tracking system in order to have good data to make better informed policies and decisions and to hold contractors accountable. For example, if a contractor was awarded a County contract, but the contractor did not comply with all of the requirements that the County imposes on contractors, the County could use their tracking process to make sure that the contractor is not awarded a contract next time. Contra Costa should reevaluate its tracking policy and institute reforms to achieve similar goals.
- G. *Analyze E-outreach program to guarantee maximum outreach.* The e-outreach system is an effective way to reach out to small businesses in the county. However, to truly analyze the program's impact, we recommend disclosing more data to determine if the system is reaching out to as many small businesses as possible.

For example, the current data in reports only discloses how many businesses that are contacted via this program actually apply for a County contract, but it does not disclose how the process of outreach occurs, which small businesses are contacted, or how small businesses are included in the outreach process to begin with.¹⁰ This disclosure of information would give the County better data to work with and provide a better picture to base future policies on.

- H. *Increase outreach efforts via social media, and other means, in order to connect more potential SBE to government contracting opportunities.* One of the biggest barriers to improving the SBE program and awarding County contracts to potential SBEs in the county is outreach. One way to directly advertise County contracts is via social media. Both Santa Clara and Alameda counties reported how outreach is one of the biggest barriers to reaching County goals and diversifying the small businesses in their counties that are awarded government contracts. Social media is an easy and accessible way to channel information and encourage small businesses to register as SBEs and apply for government contracts.

⁹ Meeting with Alameda County Procurement Administrator Detra Dohen on 8/30/2022.

¹⁰ Taken from the March 2022 report mentioned above: "E-Outreach Report: In order to encourage the use of small, local, and disadvantaged businesses, the County's E-Outreach Program requires bids and Request for Proposals greater than \$10,000 to be solicited online. For this period, there were 34 bids totaling \$20,072,078 that fell within the parameters of the program. The data specific to electronic solicitations is developed and provided by the Purchasing Division of the Public Works Department and reflects outreach to small, women-owned, minority-owned, local, disabled veteran-owned, and disadvantaged business enterprises. During this reporting period, 34 bids were conducted using the BidSync e-outreach site. Notifications were sent to 267,328 businesses, of which 31.6% are considered small, local, or disadvantaged business enterprises."

ACEEO Goals/Priorities for 2023

- Fill open ACEEO seats
- Schedule speakers and topics that align with the ACEEO focus on employment and equity within the County
- Follow-through on the SBE recommendations
- Create a list of sub-committees to be created to address the goals of the ACEEO. The ACEEO feels that the use of sub-committees allows more time to devote to a specific project.
- Establish or create a linkage to the relevant aspects of the Office of Racial Equity and Social Justice (ORESJ) as it is being developed

CONTRA COSTA COUNTY



OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY 2022 - 2025 OUTREACH REPORT AND RECRUITMENT PLANS

EXECUTIVE SUMMARY

The purpose of this Equal Employment Opportunity (EEO) Plan is to insure full and equal participation of men and women regardless of gender and race/ethnicity in the workforce. The Office of Equal Employment Opportunity is responsible for assessing Contra Costa County's (the County) workforce and analyzing underrepresentation within it. We distribute the plan findings to each department and help them develop and disseminate outreach and recruitment plans for the following year. Our goals are to reach qualified underrepresented groups to apply for vacancies where deficiencies are identified and to diversify our applicant pools and workforce.

In order to determine underrepresentation, EEO performs a demographics analysis of the County's workforce, which is known as benchmarking. Benchmarking is one tool used for achieving workforce diversity and involves analyzing the demographic make-up of the County over a specific period to determine the overall diversity of our workforce. This is the function of this report as it provides statistical analyses of the County's progress toward employing a workforce that represents all racial/ethnic groups and genders in proportion to their availability in the relevant civilian labor force.

EEO conducts underrepresentation analysis by race/ethnicity and gender as defined by the occupational categories within each department. An occupational category is a broad grouping of job classes, which require similar levels of skill and training. EEO compares the County's workforce to the

local labor market data which is compiled by the United States Department of the Census Bureau (Census) using the Equal Employment Opportunity Tabulation (EEO Tabulation). The EEO Tabulation is a benchmark for comparing the gender and racial makeup of an organization's workforce.

The analysis relies on subtraction: the percentage of employees in the business's workforce in a particular job category, cross-classified by race, national origin and sex, minus the percentage of workers in the same job category in the relevant labor market, also cross classified by race, national origin and sex.

Once each department's workforce has been analyzed, EEO will assist them in developing the departmental plans. This includes researching best practices, compiling and analyzing data, and designing, scheduling, and conducting training sessions to create comprehensive and effective plans. A successful EEO Plan is not based on quotas but rather involves a commitment to equal employment opportunity, self-analysis, transparency and the identification and removal of barriers.

As of December 31, 2022, Contra Costa County employed 9231 employees. Each department with underrepresentation of 10% or more in the gender and race/ethnicity¹ categories are required to create a strategic outreach and recruitment plan, which addresses the identified deficiencies in each occupational group.

¹ The Census Bureau categorizes ethnicity into two categories: Hispanic or Latino OR not Hispanic or Latino. The terms "Hispanic," "Latino," and "Spanish" are used interchangeably

BACKGROUND

In April of 2014, the Human Resources (HR) Department convened a Recruitment Opportunities Work Group consisting of representatives from the Human Resources Department, Office of the County Counsel, and the Office of Equal Employment Opportunity (EEO). The County Administrator tasked the group with establishing a post-Consent Decree framework to ensure that the County's workforce reflected the demographics of the communities we serve. Outreach was created to explore new and innovative ways to reach people who are underrepresented in the County's workforce. The goal is to provide equal employment opportunities for all qualified persons seeking employment with the County and special districts governed by the Board of Supervisors.

On July 1, 2015, the County implemented its outreach and recruitment plans for Fiscal Year (FY) 15-

16. The goals of the plans are to promote equity and inclusion throughout the County's workforce. County departments along with EEO were instructed to conduct strategic outreach and recruitment efforts, which were specifically designed to reach qualified under-represented groups within the constituents we serve.

METHODOLOGY

In order to determine under-representation in each department, the EEO Officer annually compares the County's workforce data to the availability of qualified people who reside in the local labor market and who are 16 years old or older. The County's workforce data within this report is derived from employment records from the Human Resources PeopleSoft database. The local labor market data is compiled by the 2014-2018 United States Department of the Census Bureau (Census) using the Equal Employment Opportunity Tabulation (EEO Tabulation), which is a benchmark for comparing the gender and racial makeup of an organization's workforce.

The EEO Tabulation is sponsored by four Federal agencies consisting of the Equal Employment Opportunity Commission (EEOC), the Employment Litigation Section of the Civil Rights Division at the Department of Justice (DOJ), the Office of Federal Contract Compliance Programs (OFCCP) at the Department of Labor, and the Office of Personnel Management (OPM). The most recent EEO Tabulation was released on March 1, 2021, and it examines labor force diversity using Census data. It is produced for federal agencies and state and local governments responsible for monitoring employment practices and enforcing civil rights laws for the workforce.

The current reporting format involves the use of statistical data to determine underrepresentation within each County department. EEO conducted utilization analysis by race and gender as defined by the occupational categories within each department. An occupational category is a broad grouping of job classes, which require similar levels of skill and training. The occupational categories listed in the report were obtained by cross referencing with the US Census Bureau, the Department of Labor and the Equal Employment Opportunity Commission. The following is a list of the occupational categories and definitions used to complete the analysis for this EEO Plan:

- ***Officials/Managers – Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments. This category includes titles such as department heads, directors, deputy directors, etc.***

- Professionals – Occupations, which require specialized and theoretical knowledge, which is usually acquired through college training or through work experiences and other training which provides comparable knowledge. Includes: accountants, personnel and labor relations workers, police and fire captains and lieutenants.
- Technicians – Occupations, which 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 and operators, drafters, survey and mapping technicians, radio operators, technicians, police and fire sergeants, inspectors, first-line supervisors.
- Protective Services: Sworn – Occupations in which sworn workers are entrusted with public safety, security and protection from destructive forces. Includes: police officers, fire fighters.
- Protective Services: Non-sworn – Occupations in which workers aid, guidance, or protection in a specific area. Includes: animal control workers, crossing guards, lifeguards, and other protective service workers.
- Administrative Support – Occupations in which workers are responsible for internal and external communications, recording and retrieval of data and/or information and other paperwork required in an office. Includes: customer service, payroll clerks, meter readers, dispatchers, secretaries, receptionists, etc.
- Skilled Craft – Occupations in which workers perform duties which require manual skill and a 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, equipment operators, highway maintenance workers, first-line supervisors of mechanics and other skilled crafts people.
- 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. Includes: groundskeepers, sewer workers, garage laborers, custodial person.

TOTAL COUNTY WORKFORCE

As of December 31, 2022, the County employed 9,231 employees. Representation rates, which are presented in percentages, are estimated indicators of whether or not a particular racial/ethnic or gender group is represented at a level comparable to the group's existence in the local labor market. Once underrepresentation has been identified, the departments provide steps they will take to assist in increasing the applicant flow of diverse qualified individuals for the underrepresented group(s) through outreach. The County's job classes are determined by

HR and assigned to an occupational category based upon the United States Census Bureau's definitions of them.

The analysis relies on subtraction: the percentage of employees in the business's workforce in a particular job category, cross-classified by race, ethnicity and sex, minus the percentage of workers in

the same job category in the relevant labor market, also cross classified by race, ethnicity and sex². For example, if the business's workforce analysis chart shows 20 percent Asian males in the Professionals job category, and if the community labor statistics table shows that in the relevant labor market, 40 percent of Professionals are Asian males, then the business is underusing Asian males in the job category by 20 percent. Below is the data chart for the County's gender employment demographics as of December 31, 2022, which reveals the analysis and underrepresentation as mentioned above.

²As defined by the Department of Justice Office of Justice Programs Equal Employment Opportunity Plans

³These numbers are broken into two separate categories. The first number represents the Census data for eligible people who reside in Contra Costa County, are 16 years or older and who are working or looking for work. The second number represents the total population for Contra Costa County

The departments are required to reach out to individuals depending on where their underrepresentation exists. Each racial/ethnic and gender category is separate from the other and requires departments to outreach to all groups where it has been determined that low representation exists. As the County's EEO Officer, I am responsible for conducting outreach efforts to community-based organizations (cbos). The outreach efforts place an emphasis on attracting underrepresented groups within the County's workforce through ongoing marketing and recruitment efforts.

Departmental outreach plans are attached to this report and involve data collection to arrive at specific conclusions. All departments and their workforce go through the same process as described above to determine their underrepresentation. Data collection is a systematic process of gathering observations or measurements and analyzing accurate insights for research using standard validated techniques.

This report will provide insights into our workforce and give a broader understanding and concise snapshot of the County's underrepresentation, which includes an analysis of the following:

- I. New Hire Data
- II. Promotional Data
- III. Voluntary Termination Data
- IV. Involuntary Termination Data

I. NEW HIRE DATA

The County continues to encourage job applicants, new hires and employees to self-identify their gender and race/ethnicity to assist with voluntary diversity and inclusion initiatives. Based on the results of those who self-identify, EEO can review the gender and racial/ethnic data that is provided and make informed decisions about our outreach. Below is the statistical data for new hires within a 5-year time span.

The number of males and females who were hired during the relevant calendar years. EEO reviewed data over a 5-year span and concluded with the following:

- In 2017, a total of 790 people were hired. 565 females were hired compared to 225 males.
- In 2020, a total of 879 people were hired. 580 females were hired compared to 299 males.
- In 2022, a total of 1596 people were hired. 1001 females were hired compared to 595 males.

EEO delved further into the hiring analysis by reviewing the races/ethnicities of employees that were hired during the relevant timeframe. This data provided further information about the County's hiring trends, which are listed on the next page.

This table illustrates the number of males and females who were hired during the relevant calendar years. EEO reviewed data over a 5-year span and concluded with the following:

- The hiring of White employees decreased by 6 percentage points between 2017 and 2022.
- The hiring of Black employees increased by 1 percentage point between 2017 and 2022.
- The hiring of Hispanic employees decreased by 1 percentage point from 2017-2022.
- The hiring of Asian employees increased by 10 percentage points from 2017-2022.
- The hiring of NHPI employees increased by 1 percentage points from 2017-2022.
- The hiring of AIAN employees remained at 0% between 2017-2022.
- The hiring of employees who declare 2 or more races decreased by 5 percentage points from 2017-2022.

II. PROMOTIONS

Applicants must have probationary or regular permanent status in the County on or before the final filing date of the recruitment in order to participate in promotional examinations.

The graph illustrates the percentages of people promoted during calendar years 2017, 2020 and 2022 based on sex/gender. The statistical analysis is listed below:

- There were 800 people who promoted in 2017. 512 were female while 288 were male.
- There were 540 people who promoted in 2020. 350 were females while 190 were male.
- There were 1097 people who promoted in 2022. 703 were female while 394 were male.

III. Terminations

Terminations include both voluntary and involuntary resignations. Voluntary employment terminations are initiated solely by the employee while involuntary terminations initiated solely by the employer and is usually due to negative behavior, poor performance, layoff, etc. EEO reviewed the voluntary and involuntary resignations for calendar years 2017, 2020 and 2022. In 2020, there were 500 employees who were terminated. In 2020, there were 681 employees who were terminated.

- The data indicates that from 2014 to 2017 the rate of females who were terminated decreased from 70% to 65%.
- The data indicates that from 2020 to 2022, the rate of terminated females increased from 65% to 70% while male termination rates decreased from 35% to 30%.

- White employees were terminated from 2017 through 2022 saw an increase of 7% from 2017 to 2020. From 2020 to 2022, the numbers decreased by 9%.
- Black employees remained the same from 2017 to 2022.
- Hispanic employees increased by 3%.
- Asian employees increased by 1%.
- The American Indian/Alaska Native employees increased by 1%.
- The Native Hawaii/Pacific Islander employees increased by 2%.
- The employees who identify as 2 or more races decreased by 1%.

IV. CONCLUSION

The data presented in this report provides the County stakeholders, managers, employees and the public detailed information regarding the County's outreach and recruitment efforts. Although we have made strides towards achieving workforce equity, there are areas that still need to be addressed. One area of note is the equitable distribution of jobs. Currently the County is comprised of 65% females and 35% males while the County's population is 51% females and 49% males. The gender and race/ethnicity data for both is listed below.

	Males	Females	Total	Percentage of Workforce
White	1547	2064	3830	41%
Black	358	1072	1453	15%
Hispanic	578	1487	2065	22%
Asian	475	982	1457	15%
NHPI	38	84	122	1%
AIAN	18	30	48	1%
2 or more races	169	329	498	5%
Total	3183	6048	9231	100%

The data shows that white males and females makeup 41% of the workforce whereas people of color make up 59%. White employees were hired, promoted, and terminated more than other employees. These trends continue to stress the importance for the County to continue its outreach and recruitment strategic efforts. The areas of opportunities and improvement are:

- Continue conducting outreach electronically via social media platforms and other web-based job posting applications;
- Create additional marketing tools such as brochures and power point presentations, which are designed to reach under-represented groups;
- Continue providing additional training to the departmental EEO Coordinators to help them to become more knowledgeable of targeted outreach, under-representation, and creating more effective outreach plans;
- Continue promoting a work environment that is free from all forms of discrimination and harassment; Eliminate unnecessary institutional practices, barriers and policies that affect applicants and employees negatively;
- Increases awareness and acceptance of all protected bases that are covered by federal and/or state law; and,
- Outline the County’s EEO Program and the specific steps utilized to achieve a diverse workforce.
- Contain statistical data relative to the County’s workforce that identifies the occupational job categories where employees of certain racial/ethnic and/or gender/sex groups are under- represented; and

- Identify specific action plans to correct under-representation.

The County will continue to work with community-based organizations, colleges, universities and professional organizations to assist the County in attaining equity and inclusion within our workforce. The County remains committed to the recruitment, hiring, retention, and promotion of a diverse workforce. EEO strives to support all County departments in creating enriching programs and positive environments so current and prospective employees have a sense of purpose and value to do their very best work.

**CONTRA COSTA COUNTY
2022 OUTREACH AND RECRUITMENT DATA
9231 EMPLOYEES**

GENDER

Demographics By Gender	Total Department Workforce ¹¹	Male (%)	Female (%)
Officials and Administrators			
County Workforce	357	33	67
Census Data	X	58	42
Underrepresentation	X	-25	X
Professionals			
County Workforce	3656	30	70
Census Data	X	47	53
Underrepresentation	X	-17	X
Technicians			
County Workforce	1027	41	59
Census Data	X	51	49
Underrepresentation	X	-10	X
Administrative Support			
County Workforce	2757	17	83
Census Data	X	38	62
Underrepresentation	X	-21	X
Service Maintenance			
County Workforce	337	66	34
Census Data	X	57	43
Underrepresentation	X	X	-9
Skilled Craft			
County Workforce	76	97	3
Census Data	X	94	6
Underrepresentation	X	X	-3
Protective Services (Sworn)			
County Workforce	814	83	17
Census Data	X	77	23
Underrepresentation	X	X	-6
Protective Services (Non-Sworn)			
County Workforce	207	65	35
Census Data	X	58	42
Underrepresentation	X	X	-7

¹¹ The total number of people who had worked for the County at least one day during the 2022 calendar year.

**CONTRA COSTA COUNTY
2022 OUTREACH AND RECRUITMENT DATA
9231 EMPLOYEES**

RACES AND ETHNICITY

Demographics by Race and Ethnicity ¹²	White (%)	Black (%)	Hispanic (%)	Asian (%)	Native Hawaiian/ Pacific Islander (%)	American Indian/ Alaska Native (%)	Two or More Races (%)
Officials and Administrators							
County Workforce	53	18	12	10	0	1	6
Census Data	60	6	13	17	0	0	4
Underrepresentation	-7	X	1	-7	X	X	X
Professionals							
County Workforce	39	15	16	21	1	0	8
Census Data	55	6	11	23	0	0	4
Underrepresentation	-16	X	X	-2	X	X	X
Technicians							
County Workforce	35	14	21	22	2	1	5
Census Data	42	9	26	19	0	0	4
Underrepresentation	-7	X	-5	X	X	X	X
Administrative Support							
County Workforce	33	18	30	12	2	1	4
Census Data	47	10	22	16	1	0	4
Underrepresentation	-14	X	X	-4	X	X	X
Service Maintenance							
County Workforce	23	16	40	17	1	1	2
Census Data	28	10	43	13	1	0	5
Underrepresentation	-5	X	-3	X	X	X	-3
Skilled Craft							
County Workforce	63	7	20	8	0	1	1
Census Data	41	6	41	8	0	0	4
Underrepresentation	X	X	-21	X	X	X	-3
Protective Services (Sworn)							
County Workforce	60	9	22	5	1	0	3
Census Data	44	20	17	11	1	0	6
Underrepresentation	X	-11	X	-6	X	X	-3
Protective Services (Non-Sworn)							
County Workforce	44	22	23	6	1	1	3
Census Data	39	12	33	8	5	0	3
Underrepresentation	X	X	-10	-2	-4	X	-1

¹² The Census Bureau categorizes ethnicity into two categories: Hispanic or Latino OR not Hispanic or Latino. The terms "Hispanic," "Latino," and "Spanish" are used interchangeably. Some respondents identify with all three terms while others may identify with only one of these three specific terms. Hispanics or Latinos who identify with the terms "Hispanic," "Latino," or "Spanish" are those who classify themselves in one of the specific Hispanic, Latino, or Spanish categories as Mexican, Puerto Rican, or Cuban. People who do not identify with one of the specific origins listed indicate that they are "another Hispanic, Latino, or Spanish origin" are those whose origins are from Spain, the Spanish-speaking countries of Central or South America, or the Dominican Republic.

**AGRICULTURE/WEIGHTS & MEASURES
2022 OUTREACH AND RECRUITMENT DATA
38 EMPLOYEES**

GENDER

Demographics By Gender	Total Department Workforce ¹³	Male (%)	Female (%)	Census Data by Job Category
Officials and Administrators				
County Workforce	1	100	0	X
Census Data	X	58	42	99,920
Underrepresentation	X	X	-42	X
Professionals				
County Workforce	5	40	60	X
Census Data	X	47	53	128,635
Underrepresentation	X	-7	X	X
Technicians				
County Workforce	14	71	29	X
Census Data	X	51	49	32,055
Underrepresentation	X	X	-20	X
Administrative Support				
County Workforce	2	0	100	X
Census Data	X	38	62	130,360
Underrepresentation	X	-38	X	X
Service Maintenance				
County Workforce	16	62	38	X
Census Data	X	57	43	135,860
Underrepresentation	X	X	-5	X

¹³ The total number of people who had worked for the County at least one day during the 2022 calendar year.

**AGRICULTURE/WEIGHTS & MEASURES
2022 OUTREACH AND RECRUITMENT DATA
38 EMPLOYEES
RACE AND ETHNICITY**

Demographics by Race and Ethnicity ¹⁴	White (%)	Black (%)	Hispanic (%)	Asian (%)	Native Hawaiian/ Pacific Islander (%)	American Indian/ Alaska Native (%)	Two or more Races (%)
Officials and Administrators							
County Workforce	100	0	0	0	0	0	0
Census Data	60	6	13	17	0	0	4
Underrepresentation	X	-6	-13	-17	X	X	-4
Professionals							
County Workforce	100	0	0	0	0	0	0
Census Data	55	6	11	23	0	0	4
Underrepresentation	X	-6	-11	-23	X	X	-4
Technicians							
County Workforce	57	14	15	7	0	0	7
Census Data	42	9	26	19	0	0	4
Underrepresentation	X	X	-11	-12	X	X	X
Administrative Support							
County Workforce	100	0	0	0	0	0	0
Census Data	47	10	22	16	1	0	4
Underrepresentation	X	-10	-22	-16	-1	X	-4
Service Maintenance							
County Workforce	38	6	31	19	0	6	0
Census Data	28	10	43	13	1	0	5
Underrepresentation	X	-4	-12	X	-1	X	-5

¹⁴ The Census Bureau categorizes ethnicity into two categories: Hispanic or Latino OR not Hispanic or Latino. The terms "Hispanic," "Latino," and "Spanish" are used interchangeably. Some respondents identify with all three terms while others may identify with only one of these three specific terms. Hispanics or Latinos who identify with the terms "Hispanic," "Latino," or "Spanish" are those who classify themselves in one of the specific Hispanic, Latino, or Spanish categories as Mexican, Puerto Rican, or Cuban. People who do not identify with one of the specific origins listed indicate that they are "another Hispanic, Latino, or Spanish origin" are those whose origins are from Spain, the Spanish-speaking countries of Central or South America, or the Dominican Republic.

**ANIMAL SERVICES
2022 OUTREACH AND RECRUITMENT DATA
62 EMPLOYEES
GENDER**

Demographics By Gender	Total Department Workforce ¹⁵	Male (%)	Female (%)	Census Data Population by Job Category
Officials and Administrators				
County Workforce	3	33	67	X
Census Data	X	58	42	99,920
Underrepresentation	X	-25	X	X
Professionals				
County Workforce	7	57	43	X
Census Data	X	47	53	128,635
Underrepresentation	X	X	-10	X
Technicians				
County Workforce	26	42	56	X
Census Data	X	51	49	32,055
Underrepresentation	X	-9	X	X
Administrative Support				
County Workforce	15	7	93	X
Census Data	X	38	62	130,360
Underrepresentation	X	-31	X	X
Service Maintenance				
County Workforce	11	36	64	X
Census Data	X	57	43	135,860
Underrepresentation	X	-21	X	X

¹⁵ The total number of people who had worked for the County at least one day during the 2022 calendar year.

**ANIMAL SERVICES
2022 OUTREACH AND RECRUITMENT DATA
62 EMPLOYEES**

RACE AND ETHNICITY

Demographics by Race and Ethnicity ¹⁶	White (%)	Black (%)	Hispanic (%)	Asian (%)	Native Hawaiian/ Pacific Islander (%)	American Indian/ Alaska Native (%)	2 or more Races (%)
Officials and Administrators							
County Workforce	67	0	33	0	0	0	0
Census Data Population	60	6	13	17	0	0	4
Underrepresentation	X	-6	X	-17	X	X	-4
Professionals							
County Workforce	71	0	29	0	0	0	0
Census Data Population	55	6	11	23	0	0	4
Underrepresentation	X	-6	X	-23	X	X	-4
Technicians							
County Workforce	46	8	35	0	7	4	0
Census Data Population	42	9	26	19	0	0	4
Underrepresentation	X	-1	X	-19	X	X	-4
Administrative Support							
County Workforce	47	0	47	0	6	0	0
Census Data Population	47	10	22	16	1	0	4
Underrepresentation	X	-10	X	-16	X	X	-4
Service Maintenance							
County Workforce	27	0	37	18	0	9	9
Census Data Population	28	10	43	13	1	0	5
Underrepresentation	X	-10	-6	X	-1	X	-5

¹⁶ The Census Bureau categorizes ethnicity into two categories: Hispanic or Latino OR not Hispanic or Latino. The terms "Hispanic," "Latino," and "Spanish" are used interchangeably. Some respondents identify with all three terms while others may identify with only one of these three specific terms. Hispanics or Latinos who identify with the terms "Hispanic," "Latino," or "Spanish" are those who classify themselves in one of the specific Hispanic, Latino, or Spanish categories as Mexican, Puerto Rican, or Cuban. People who do not identify with one of the specific origins listed indicate that they are "another Hispanic, Latino, or Spanish origin" are those whose origins are from Spain, the Spanish-speaking countries of Central or South America, or the Dominican Republic.

**ASSESSOR
2022 OUTREACH AND RECRUITMENT DATA
97 EMPLOYEES
GENDER**

Demographics By Gender	Total Department Workforce ¹⁷	Male (%)	Female (%)	Census Data Population by Job Category
Officials and Administrators				
County Workforce	3	33	67	X
Census Data Population	X	58	42	99,920
Underrepresentation	X	-25	X	X
Professionals				
County Workforce	48	52	48	X
Census Data Population	X	47	53	128,635
Underrepresentation	X	X	-5	X
Technicians				
County Workforce	3	0	100	X
Census Data Population	X	51	49	32,055
Underrepresentation	X	-51	X	X
Administrative Support				
County Workforce	43	12	88	X
Census Data Population	X	38	62	130,360
Underrepresentation	X	-26	X	X

¹⁷ The total number of people who had worked for the County at least one day during the 2022 calendar year.

**ASSESSOR
2022 OUTREACH AND RECRUITMENT DATA
97 EMPLOYEES**

RACE AND ETHNICITY

Demographics by Race and Ethnicity ¹⁸	White (%)	Black (%)	Hispanic (%)	Asian (%)	Native Hawaiian/ Pacific Islander (%)	American Indian/ Alaska Native (%)	2 or More Races (%)
Officials and Administrators							
County Workforce	67	0	0	0	0	0	33
Census Data	60	6	13	17	0	0	4
Underrepresentatio	X	-6	-13	-17	X	X	X
Professionals							
County Workforce	58	2	8	11	0	2	19
Census Data	55	6	11	23	0	0	4
Underrepresentatio	X	-4	-3	-12	X	X	X
Technicians							
County Workforce	67	0	0	33	0	0	0
Census Data	42	9	26	19	0	0	4
Underrepresentatio	X	-9	-26	X	X	X	-4
Administrative Support							
County Workforce	58	14	16	10	0	0	2
Census Data	47	10	22	16	1	0	4
Underrepresentatio	X	X	-6	-6	-1	X	-2

¹⁸ The Census Bureau categorizes ethnicity into two categories: Hispanic or Latino OR not Hispanic or Latino. The terms "Hispanic," "Latino," and "Spanish" are used interchangeably. Some respondents identify with all three terms while others may identify with only one of these three specific terms. Hispanics or Latinos who identify with the terms "Hispanic," "Latino," or "Spanish" are those who classify themselves in one of the specific Hispanic, Latino, or Spanish categories as Mexican, Puerto Rican, or Cuban. People who do not identify with one of the specific origins listed indicate that they are "another Hispanic, Latino, or Spanish origin" are those whose origins are from Spain, the Spanish-speaking countries of Central or South America, or the Dominican Republic.

**AUDITOR – CONTROLLER
2022 OUTREACH AND RECRUITMENT DATA
45 EMPLOYEES
GENDER**

Demographics By Gender	Total Department Workforce ¹⁹	Male (%)	Female (%)	Census Data Population by Job Category
Officials and Administrators				
County Workforce	2	50	50	X
Census Data Population	X	58	42	99,920
Underrepresentation	X	-8	X	X
Professionals				
Professionals	24	21	79	X
Census Data Population	X	47	53	128,635
Underrepresentation	X	-26	X	X
Administrative Support				
Administrative Support	19	16	84	X
Census Data Population	X	38	62	130,360
Underrepresentation	X	-22	X	X

¹⁹ The total number of people who had worked for the County at least one day during the 2022 calendar year.

**AUDITOR-CONTROLLER
2022 OUTREACH AND RECRUITMENT DATA
45 EMPLOYEES**

RACE AND ETHNICITY

Demographics by Race and Ethnicity ²⁰	White (%)	Black (%)	Hispanic (%)	Asian (%)	Native Hawaiian/ Pacific Islander (%)	American Indian Alaska Native (%)	Two or More Races (%)
Officials and Administrators							
County Workforce	50	0	0	0	0	0	50
Census Data Population	60	6	13	17	0	0	4
Underrepresentation	-10	-6	-13	-17	X	X	X
Professionals							
County Workforce	33	9	17	29	4	0	8
Census Data Population	55	6	11	23	0	0	4
Underrepresentation	-22	X	X	X	X	X	X
Administrative Support							
County Workforce	32	21	21	5	5	0	16
Census Data Population	47	10	22	16	1	0	4
Underrepresentation	-15	X	-1	-11	X	X	X

²⁰ The Census Bureau categorizes ethnicity into two categories: Hispanic or Latino OR not Hispanic or Latino. The terms "Hispanic," "Latino," and "Spanish" are used interchangeably. Some respondents identify with all three terms while others may identify with only one of these three specific terms. Hispanics or Latinos who identify with the terms "Hispanic," "Latino," or "Spanish" are those who classify themselves in one of the specific Hispanic, Latino, or Spanish categories as Mexican, Puerto Rican, or Cuban. People who do not identify with one of the specific origins listed indicate that they are "another Hispanic, Latino, or Spanish origin" are those whose origins are from Spain, the Spanish-speaking countries of Central or South America, or the Dominican Republic.

**CHILD SUPPORT SERVICES
2022 OUTREACH AND RECRUITMENT DATA
114 EMPLOYEES
GENDER**

Demographics By Gender	Total Department Workforce ²¹	Male (%)	Female (%)	Census Data Population by Job Category
Officials and Administrators				
County Workforce	2	0	100	X
Census Data	X	58	42	99,920
Underrepresentation	X	-58	X	X
Professionals				
County Workforce	24	29	71	X
Census Data	X	47	53	128,635
Underrepresentation	X	-18	X	X
Technicians				
County Workforce	1	100	0	X
Census Data	X	51	49	32,055
Underrepresentation	X	X	-49	X
Administrative Support				
County Workforce	87	18	82	X
Census Data	X	38	62	130,360
Underrepresentation	X	-20	X	X

²¹ The total number of people who had worked for the County at least one day during the 2022 calendar year.

**CHILD SUPPORT SERVICES
2022 OUTREACH AND RECRUITMENT DATA
114 EMPLOYEES**

RACE AND ETHNICITY

Demographics by Race	White (%)	Black (%)	Hispanic (%)	Asian (%)	Native Hawaiian/ Pacific Islander	American Indian/	2 or more Races (%)
Officials and Administrators							
County Workforce	50	0	50	0	0	0	0
Census Data Population	60	6	13	17	0	0	4
Underrepresentation	-10	-6	X	-17	X	X	-4
Professionals							
County Workforce	71	4	13	8	0	0	4
Census Data Population	55	6	11	23	0	0	4
Underrepresentation	X	-2	X	-15	X	X	X
Technicians							
County Workforce	0	0	0	0	0	0	100
Census Data Population	42	9	26	19	0	0	4
Underrepresentation	-42	-9	-26	-19	X	X	X
Administrative Support							
County Workforce	49	18	21	8	0	0	4
Census Data Population	47	10	22	16	1	0	4
Underrepresentation	X	X	-1	-8	-1	X	X

**CLERK- RECORDER- ELECTIONS
2022 OUTREACH AND RECRUITMENT DATA
79 EMPLOYEES**

GENDER

Demographics By Gender	Total Department Workforce ²³	Male (%)	Female (%)	Census Data Population by Job Category
Officials and Administrators				
County Workforce	3	33	67	X
Census Data	X	58	42	99,920
Underrepresentation	X	-25	X	X
Professionals				
County Workforce	9	56	44	X
Census Data	X	47	53	128,635
Underrepresentation	X	X	-9	X
Technicians				
County Workforce	3	67	33	X
Census Data	X	51	49	32,055
Underrepresentation	X	X	-16	X
Administrative Support				
County Workforce	64	28	72	X
Census Data	X	38	62	130,360
Underrepresentation	X	-10	X	X

²³ The total number of people who had worked for the County at least one day during the 2022 calendar year.

**CLERK-RECORDER-ELECTIONS
2022 OUTREACH AND RECRUITMENT DATA
79 EMPLOYEES
RACE AND ETHNICITY**

Demographics by Race and Ethnicity ²⁴	White (%)	Black (%)	Hispanic (%)	Asian (%)	Native Hawaiian/ Pacific Islander (%)	American Indian/ Alaska Native (%)	2 or more Races (%)
Officials and Administrators							
County Workforce	67	0	0	33	0	0	0
Census Data	60	6	13	17	0	0	4
Underrepresentation	X	-6	-13	X	X	X	-4
Professionals							
County Workforce	56	0	44	0	0	0	0
Census Data	55	6	11	23	0	0	4
Underrepresentation	X	-6	X	-23	X	X	-4
Technicians							
County Workforce	66	0	0	34	0	0	0
Census Data	42	9	26	19	0	0	4
Underrepresentation	X	-9	-26	X	X	X	-4
Administrative Support							
County Workforce	31	14	30	19	2	1	3
Census Data	47	10	22	16	1	0	4
Underrepresentation	-16	X	X	X	X	X	-1

²⁴ The Census Bureau categorizes ethnicity into two categories: Hispanic or Latino OR not Hispanic or Latino. The terms "Hispanic," "Latino," and "Spanish" are used interchangeably. Some respondents identify with all three terms while others may identify with only one of these three specific terms. Hispanics or Latinos who identify with the terms "Hispanic," "Latino," or "Spanish" are those who classify themselves in one of the specific Hispanic, Latino, or Spanish categories as Mexican, Puerto Rican, or Cuban. People who do not identify with one of the specific origins listed indicate that they are "another Hispanic, Latino, or Spanish origin" are those whose origins are from Spain, the Spanish-speaking countries of Central or South America, or the Dominican Republic.

**CONSERVATION & DEVELOPMENT
2022 OUTREACH AND RECRUITMENT DATA
150 EMPLOYEES**

GENDER

Demographics By Gender	Total Department Workforce ²⁵	Male (%)	Female (%)	Census Data Population by Job Category
Officials and Administrators				
County Workforce	9	56	44	X
Census Data Population	X	58	42	99,920
Underrepresentation	X	-2	X	X
Professionals				
County Workforce	68	57	43	X
Census Data Population	X	47	53	128,635
Underrepresentation	X	X	-10	X
Technicians				
County Workforce	43	63	37	X
Census Data Population	X	51	49	32,055
Underrepresentation	X	X	-12	X
Administrative Support				
County Workforce	24	13	87	X
Census Data Population	X	38	62	130,360
Underrepresentation	X	-25	X	X
Service Maintenance				
County Workforce	6	83	17	X
Census Data Population	X	57	43	135,860
Underrepresentation	X	X	-26	X

²⁵ The total number of people who had worked for the County at least one day during the 2022 calendar year.

**CONSERVATION & DEVELOPMENT
2022 OUTREACH AND RECRUITMENT DATA
150 EMPLOYEES**

RACE AND ETHNICITY

Demographics by Race and Ethnicity ²⁶	White (%)	Black (%)	Hispanic (%)	Asian (%)	Native Hawaiian/Pacific Islander (%)	American Indian/Alaska Native (%)	Two or More Races (%)
Officials and Administrators							
County Workforce	67	0	11	22	0	0	0
Census Data	60	6	13	17	0	0	4
Underrepresentation	X	-6	-2	X	X	X	-4
Professionals							
County Workforce	44	9	15	22	0	0	10
Census Data	55	6	11	23	0	0	4
Underrepresentation	-11	X	X	-1	X	X	X
Technicians							
County Workforce	60	7	21	10	2	0	0
Census Data	42	9	26	19	0	0	4
Underrepresentation	X	-2	-5	-9	X	X	-4
Administrative Support							
County Workforce	46	8	25	17	0	0	4
Census Data	47	10	22	16	1	0	4
Underrepresentation	-1	-2	X	X	-1	X	X
Service Maintenance							
County Workforce	17	50	33	0	0	0	0
Census Data	28	10	43	13	1	0	5
Underrepresentation	-11	X	-10	-13	-1	X	-5

²⁶ The Census Bureau categorizes ethnicity into two categories: Hispanic or Latino OR not Hispanic or Latino. The terms "Hispanic," "Latino," and "Spanish" are used interchangeably. Some respondents identify with all three terms while others may identify with only one of these three specific terms. Hispanics or Latinos who identify with the terms "Hispanic," "Latino," or "Spanish" are those who classify themselves in one of the specific Hispanic, Latino, or Spanish categories as Mexican, Puerto Rican, or Cuban. People who do not identify with one of the specific origins listed indicate that they are "another Hispanic, Latino, or Spanish origin" are those whose origins are from Spain, the Spanish-speaking countries of Central or South America, or the Dominican Republic.

**COUNTY ADMINISTRATOR
2022 OUTREACH AND RECRUITMENT DATA
115 EMPLOYEES**

GENDER

Demographics By Gender	Total Department Workforce ²⁷	Male (%)	Female (%)	Census Data Population by Job Category
Officials and Administrators				
County Workforce	21	48	52	X
Census Data Population	X	58	42	99,920
Underrepresentation	X	-10	X	X
Professionals				
County Workforce	45	42	58	X
Census Data Population	X	47	53	128,635
Underrepresentation	X	-5	X	X
Technicians				
County Workforce	28	82	18	X
Census Data Population	X	51	49	32,055
Underrepresentation	X	X	-31	X
Administrative Support				
County Workforce	20	10	90	X
Census Data Population	X	38	62	130,360
Underrepresentation	X	-28	X	X
Skilled Craft				
County Workforce	1	100	0	X
Census Data Population	X	94	6	37,840
Underrepresentation	X	X	-6	X

²⁷ The total number of people who had worked for the County at least one day during the 2022 calendar year.

**COUNTY ADMINISTRATOR
2022 OUTREACH AND RECRUITMENT DATA
115 EMPLOYEES
RACE AND ETHNICITY**

Demographics by Race and Ethnicity ²⁸	White (%)	Black (%)	Hispanic (%)	Asian (%)	Native Hawaiian/Pacific Islander (%)	American Indian Alaska Native (%)	Two or More Races (%)
Officials and Administrators							
County Workforce	52	10	10	19	0	0	9
Census Data	60	6	13	17	0	0	4
Underrepresentation	X	X	-3	X	X	X	X
Professionals							
County Workforce	51	5	13	25	2	0	4
Census Data Population	55	6	11	23	0	0	4
Underrepresentation	-4	-1	X	X	X	X	X
Technicians							
County Workforce	32	11	11	39	0	0	7
Census Data	42	9	26	19	0	0	4
Underrepresentation	-10	X	-15	X	X	X	X
Administrative Support							
County Workforce	70	10	10	0	0	0	10
Census Data	47	10	22	16	1	0	4
Underrepresentation	X	X	-12	-16	-1	X	X
Skilled Craft							
County Workforce	100	0	0	0	0	0	0
Census Data	41	6	41	8	0	0	4
Underrepresentation	X	-6	-41	-8	X	X	-4

²⁸ The Census Bureau categorizes ethnicity into two categories: Hispanic or Latino OR not Hispanic or Latino. The terms "Hispanic," "Latino," and "Spanish" are used interchangeably. Some respondents identify with all three terms while others may identify with only one of these three specific terms. Hispanics or Latinos who identify with the terms "Hispanic," "Latino," or "Spanish" are those who classify themselves in one of the specific Hispanic, Latino, or Spanish categories as Mexican, Puerto Rican, or Cuban. People who do not identify with one of the specific origins listed indicate that they are "another Hispanic, Latino, or Spanish origin" are those whose origins are from Spain, the Spanish-speaking countries of Central or South America, or the Dominican Republic.

**COUNTY COUNSEL
2022 OUTREACH AND RECRUITMENT DATA
49 EMPLOYEES**

GENDER

Demographics By Gender	Total Department Workforce ²⁹	Male (%)	Female (%)	Census Data Population by Job Category
Officials and Administrators				
County Workforce	6	33	67	X
Census Data	X	58	42	99,920
Underrepresentation	X	-25	X	X
Professionals				
County Workforce	30	33	67	X
Census Data	X	47	53	128,635
Underrepresentation	X	-14	X	X
Administrative Support				
County Workforce	13	31	69	X
Census Data	X	38	62	130,360
Underrepresentation	X	-7	X	X

²⁹ The total number of people who had worked for the County at least one day during the 2022 calendar year.

**COUNTY COUNSEL
2022 OUTREACH AND RECRUITMENT DATA
49 EMPLOYEES**

RACE AND ETHNICITY

Demographics by Race and Ethnicity ³⁰	White (%)	Black (%)	Hispanic (%)	Asian (%)	Native Hawaiian/Pacific Islander (%)	American Indian / Alaska Native (%)	Two or More Races (%)
Officials and Administrators							
County Workforce	83	17	0	0	0	0	0
Census Data Population	60	6	13	17	0	0	4
Underrepresentation	X	X	-13	-17	X	X	-4
Professionals							
County Workforce	63	7	10	10	0	0	10
Census Data Population	55	6	11	23	0	0	4
Underrepresentation	X	X	-1	-13	X	X	X
Administrative Support							
County Workforce	23	31	23	23	0	0	0
Census Data Population	47	10	22	16	1	0	4
Underrepresentation	-24	X	X	X	-1	X	-4

³⁰ The Census Bureau categorizes ethnicity into two categories: Hispanic or Latino OR not Hispanic or Latino. The terms "Hispanic," "Latino," and "Spanish" are used interchangeably. Some respondents identify with all three terms while others may identify with only one of these three specific terms. Hispanics or Latinos who identify with the terms "Hispanic," "Latino," or "Spanish" are those who classify themselves in one of the specific Hispanic, Latino, or Spanish categories as Mexican, Puerto Rican, or Cuban. People who do not identify with one of the specific origins listed indicate that they are "another Hispanic, Latino, or Spanish origin" are those whose origins are from Spain, the Spanish-speaking countries of Central or South America, or the Dominican Republic.

**DISTRICT ATTORNEY
2022 OUTREACH AND RECRUITMENT DATA
209 EMPLOYEES**

GENDER

Demographics By Gender	Total Department Workforce ³¹	Male (%)	Female (%)	Census Data Population by Job Category
Officials and Administrators				
County Workforce	9	56	44	X
Census Data Population	X	58	42	99,920
Underrepresentation	X	-2	X	X
Professionals				
County Workforce	98	50	50	X
Census Data Population	X	47	53	128,635
Underrepresentation	X	X	-3	X
Technicians				
County Workforce	25	88	12	X
Census Data Population	X	51	49	32,055
Underrepresentation	X	X	-37	X
Administrative Support				
County Workforce	77	13	87	X
Census Data Population	X	38	62	130,360
Underrepresentation	X	-25	X	X

³¹ The total number of people who had worked for the County at least one day during the 2022 calendar year.

**DISTRICT ATTORNEY
2022 OUTREACH AND RECRUITMENT DATA
209 EMPLOYEES
RACE AND ETHNICITY**

Demographics by Race and Ethnicity ³²	White (%)	Black (%)	Hispanic (%)	Asian (%)	Native Hawaiian/Pacific Islander (%)	American Indian/Alaska Native (%)	2 or more Races (%)
Officials and Administrators							
County Workforce	56	22	0	11	0	0	11
Census Data Population	60	6	13	17	0	0	4
Underrepresentation	-4	X	-13	-6	X	X	X
Professionals							
County Workforce	64	10	11	9	0	1	5
Census Data Population	55	6	11	23	0	0	4
Underrepresentation	X	X	X	-14	X	X	X
Technicians							
County Workforce	56	16	12	8	4	0	4
Census Data Population	42	9	26	19	0	0	4
Underrepresentation	X	X	-14	-11	X	X	X
Administrative Support							
County Workforce	39	19	34	5	3	0	0
Census Data Population	47	10	22	16	1	0	4
Underrepresentation	-8	X	X	-11	X	X	-4

³² The Census Bureau categorizes ethnicity into two categories: Hispanic or Latino OR not Hispanic or Latino. The terms "Hispanic," "Latino," and "Spanish" are used interchangeably. Some respondents identify with all three terms while others may identify with only one of these three specific terms. Hispanics or Latinos who identify with the terms "Hispanic," "Latino," or "Spanish" are those who classify themselves in one of the specific Hispanic, Latino, or Spanish categories as Mexican, Puerto Rican, or Cuban. People who do not identify with one of the specific origins listed indicate that they are "another Hispanic, Latino, or Spanish origin" are those whose origins are from Spain, the Spanish-speaking countries of Central or South America, or the Dominican Republic.

**EMPLOYMENT AND HUMAN SERVICES
2022 OUTREACH AND RECRUITMENT DATA
1582 EMPLOYEES**

GENDER

Demographics By Gender	Total Department Workforce ³³	Male (%)	Female (%)	Census Data Population by Job Category
Officials and Administrators				
County Workforce	62	10	90	X
Census Data	X	58	42	99,920
Underrepresentation	X	-48	X	X
Professionals				
County Workforce	582	17	83	X
Census Data	X	47	53	128,635
Underrepresentation	X	-30	X	X
Technicians				
County Workforce	29	45	55	X
Census Data	X	51	49	32,055
Underrepresentation	X	-6	X	X
Administrative Support				
County Workforce	897	13	87	X
Census Data	X	38	62	130,360
Underrepresentation	X	-25	X	X
Service Maintenance				
County Workforce	12	67	33	X
Census Data	X	57	43	135,860
Underrepresentation	X	X	-10	X

³³ The total number of people who had worked for the County at least one day during the 2022 calendar year.

**EMPLOYMENT AND HUMAN SERVICES
2022 OUTREACH AND RECRUITMENT DATA
1582 EMPLOYEES
RACE AND ETHNICITY**

Demographics by Race and Ethnicity ³⁴	White (%)	Black (%)	Hispanic (%)	Asian (%)	Native Hawaiian/ Pacific Islander (%)	American Indian/ Alaska Native (%)	Two or more Races (%)
Officials and Administrators							
County Workforce	39	35	16	3	0	2	5
Census Data Population	60	6	13	17	0	0	4
Underrepresentation	-21	X	X	-14	X	X	X
Professionals							
County Workforce	27	27	26	10	1	1	8
Census Data Population	55	6	11	23	0	0	4
Underrepresentation	-28	X	X	-13	X	X	X
Technicians							
County Workforce	48	14	7	11	3	0	17
Census Data Population	42	9	26	19	0	0	4
Underrepresentation	X	X	-19	-8	X	X	X
Administrative Support							
County Workforce	27	26	30	11	1	1	4
Census Data Population	47	10	22	16	1	0	4
Underrepresentation	-20	X	X	-5	X	X	X
Service Maintenance							
County Workforce	25	0	50	25	0	0	0
Census Data Population	28	10	43	13	1	0	5
Underrepresentation	-3	-10	X	X	-1	X	-5

³⁴ The Census Bureau categorizes ethnicity into two categories: Hispanic or Latino OR not Hispanic or Latino. The terms "Hispanic," "Latino," and "Spanish" are used interchangeably. Some respondents identify with all three terms while others may identify with only one of these three specific terms. Hispanics or Latinos who identify with the terms "Hispanic," "Latino," or "Spanish" are those who classify themselves in one of the specific Hispanic, Latino, or Spanish categories as Mexican, Puerto Rican, or Cuban. People who do not identify with one of the specific origins listed indicate that they are "another Hispanic, Latino, or Spanish origin" are those whose origins are from Spain, the Spanish-speaking countries of Central or South America, or the Dominican Republic.

**FIRE PROTECTION DISTRICT
2022 OUTREACH AND RECRUITMENT DATA
488 EMPLOYEES**

GENDER

Demographics By Gender	Total Department Workforce ³⁵	Male (%)	Female (%)	Census Data Population by Job Category
Officials and Administrators				
County Workforce	17	76	24	X
Census Data	X	58	42	99,920
Underrepresentation	X	X	-18	X
Professionals				
County Workforce	140	96	4	X
Census Data	X	47	53	128,635
Underrepresentation	X	X	-49	X
Technicians				
County Workforce	32	84	16	X
Census Data	X	51	49	32,055
Underrepresentation	X	X	-33	X
Protective Services (Sworn)				
County Workforce	232	95	5	X
Census Data	X	77	23	10,715
Underrepresentation	X	X	-18	X
Protective Services (Non-Sworn)				
County Workforce	26	100	0	X
Census Data	X	58	42	780
Underrepresentation	X	X	-42	X
Administrative Support				
County Workforce	36	28	72	X
Census Data	X	38	62	130,360
Underrepresentation	X	-10	X	X
Skilled Craft Workers				
County Workforce	1	100	0	X
Census Data	X	94	6	37,840
Underrepresentation	X	X	-6	X
Service Maintenance				
County Workforce	4	100	0	X
Census Data	X	57	43	135,860
Underrepresentation	X	X	-43	X

³⁵ The total number of people who had worked for the County at least one day during the 2022 calendar year.

**FIRE PROTECTION DISTRICT
2022 OUTREACH AND RECRUITMENT DATA
488 EMPLOYEES**

RACE AND ETHNICITY

Demographics by Race and Ethnicity ³⁶	White (%)	Black (%)	Hispanic (%)	Asian (%)	Native Hawaiian/ Pacific Islander (%)	American Indian Alaska Native (%)	Two or More Races (%)
Officials and Administrators							
County Workforce	76	12	6	0	0	6	0
Census Data	60	6	13	17	0	0	4
Underrepresentation	X	X	-7	-17	X	X	-4
Professionals							
County Workforce	73	6	11	4	2	2	2
Census Data	55	6	11	23	0	0	4
Underrepresentation	X	X	X	-19	X	X	-2
Technicians							
County Workforce	69	9	13	3	0	0	6
Census Data	42	9	26	19	0	0	4
Underrepresentation	X	X	-13	-16	X	X	X
Administrative Services							
County Workforce	61	3	22	14	0	0	0
Census Data	47	10	22	16	1	0	4
Underrepresentation	X	-7	X	-2	-1	X	-4
Skilled Craft							
County Workforce	100	0	0	0	0	0	0
Census Data	41	6	41	8	0	0	4
Underrepresentation	X	-6	-41	-8	X	X	-4
Service Maintenance							
County Workforce	75	0	0	25	0	0	0
Census Data	28	10	43	13	1	0	5
Underrepresentation	X	-10	-43	X	-1	X	-5
Protective Services (Sworn)							
County Workforce	69	3	21	2	0	1	4
Census Data	44	20	17	11	1	0	6
Underrepresentation	X	-17	X	-9	-1	X	-2
Protective Services (Non-Sworn)							
County Workforce	77	4	15	0	0	0	4
Census Data	39	12	33	8	5	0	3
Underrepresentation	X	-8	-18	-8	-5	X	X

³⁶ The Census Bureau categorizes ethnicity into two categories: Hispanic or Latino OR not Hispanic or Latino. The terms "Hispanic," "Latino," and "Spanish" are used interchangeably. Some respondents identify with all three terms while others may identify with only one of these three specific terms. Hispanics or Latinos who identify with the terms "Hispanic," "Latino," or "Spanish" are those who classify themselves in one of the specific Hispanic, Latino, or Spanish categories as Mexican, Puerto Rican, or Cuban. People who do not identify with one of the specific origins listed indicate that they are "another Hispanic, Latino, or Spanish origin" are those whose origins are from Spain, the Spanish-speaking countries of Central or South America, or the Dominican Republic.

**HEALTH SERVICES
2022 OUTREACH AND RECRUITMENT DATA
4037 EMPLOYEES**

GENDER

Demographics By Gender	Total Department Workforce ³⁷	Male (%)	Female (%)	Census Data Population by Job Category
Officials and Administrators				
County Workforce	146	27	73	X
Census Data Population	X	58	42	99,920
Underrepresentation	X	-31	X	X
Professionals				
County Workforce	2163	23	77	X
Census Data Population	X	47	53	128,635
Underrepresentation	X	-24	X	X
Technicians				
County Workforce	651	24	76	X
Census Data Population	X	51	49	32,055
Underrepresentation	X	-27	X	X
Administrative Support				
County Workforce	941	16	84	X
Census Data Population	X	38	62	130,360
Underrepresentation	X	-22	X	X
Service Maintenance				
County Workforce	134	49	51	X
Census Data Population	X	57	43	135,860
Underrepresentation	X	-8	X	X
Protective Services (Non-Sworn)				
County Workforce)	2	0	100	X
Census Data Population	X	58	42	780
Underrepresentation	X	-58	X	X

³⁷ The total number of people who had worked for the County at least one day during the 2022 calendar year.

**HEALTH SERVICES
2022 OUTREACH AND RECRUITMENT DATA
4037 EMPLOYEES**

RACE AND ETHNICITY

Demographics by Race and Ethnicity ³⁸	White (%)	Black (%)	Hispanic (%)	Asian (%)	Native Hawaiian/ Pacific Islander (%)	American Indian/ Alaska Native (%)	Two or More Races (%)
Officials and Administrators							
County Workforce	53	16	12	13	1	0	5
Census Data Population	60	6	13	17	0	0	4
Underrepresentation	-7	X	-1	-4	X	X	X
Professionals							
County Workforce	35	14	15	27	1	0	8
Census Data Population	55	6	11	23	0	0	4
Underrepresentation	-20	X	X	X	X	X	X
Technicians							
County Workforce	20	18	26	29	2	1	4
Census Data Population	42	9	26	19	0	0	4
Underrepresentation	-22	X	X	X	X	X	X
Administrative Services							
County Workforce	26	17	39	11	2	1	4
Census Data Population	47	10	22	16	1	0	4
Underrepresentation	-21	X	X	-5	X	X	X
Service Maintenance							
County Workforce	13	18	39	24	3	0	3
Census Data Population	28	10	43	13	1	0	5
Underrepresentation	-15	X	-4	X	X	X	2
Protective Services (Non-Sworn)							
County Workforce	0	0	50	0	0	50	0
Census Data Population	39	12	33	8	5	0	3
Underrepresentation	-39	-12	X	-8	-5	X	-3

³⁸ The Census Bureau categorizes ethnicity into two categories: Hispanic or Latino OR not Hispanic or Latino. The terms "Hispanic," "Latino," and "Spanish" are used interchangeably. Some respondents identify with all three terms while others may identify with only one of these three specific terms. Hispanics or Latinos who identify with the terms "Hispanic," "Latino," or "Spanish" are those who classify themselves in one of the specific Hispanic, Latino, or Spanish categories as Mexican, Puerto Rican, or Cuban. People who do not identify with one of the specific origins listed indicate that they are "another Hispanic, Latino, or Spanish origin" are those whose origins are from Spain, the Spanish-speaking countries of Central or South America, or the Dominican Republic.

**HUMAN RESOURCES
2022 OUTREACH AND RECRUITMENT DATA
39 EMPLOYEES
GENDER**

Demographics By Gender	Total Department Workforce ³⁹	Male (%)	Female (%)	Census Data Population by Job Category
Officials and Administrators				
County Workforce	5	40	60	X
Census Data Population	X	58	42	99,920
Underrepresentation	X	-18	X	X
Professionals				
County Workforce	19	21	79	X
Census Data Population	X	47	53	128,635
Underrepresentation	X	-26	X	X
Administrative Support				
County Workforce	15	13	87	X
Census Data Population	X	38	62	130,360
Underrepresentation	X	-25	X	X

³⁹ The total number of people who had worked for the County at least one day during the 2022 calendar year.

**HUMAN RESOURCES
2022 OUTREACH AND RECRUITMENT DATA
39 EMPLOYEES**

RACE AND ETHNICITY

Demographics by Race and Ethnicity ⁴⁰	White (%)	Black (%)	Hispanic (%)	Asian (%)	Native Hawaiian/Pacific Islander (%)	American Indian Alaska Native (%)	Two or More Races (%)
Officials and Administrators							
County Workforce	40	40	0	20	0	0	0
Census Data	60	6	13	17	0	0	4
Underrepresentation	-20	X	-13	X	X	X	-4
Professionals							
County Workforce	47	16	5	32	0	0	0
Census Data	55	6	11	23	0	0	4
Underrepresentation	-8	X	X	-2	X	X	-4
Administrative Support							
County Workforce	13	27	26	27	7	0	0
Census Data	47	10	22	16	1	0	4
Underrepresentation	-34	X	X	X	X	X	-4

⁴⁰ The Census Bureau categorizes ethnicity into two categories: Hispanic or Latino OR not Hispanic or Latino. The terms "Hispanic," "Latino," and "Spanish" are used interchangeably. Some respondents identify with all three terms while others may identify with only one of these three specific terms. Hispanics or Latinos who identify with the terms "Hispanic," "Latino," or "Spanish" are those who classify themselves in one of the specific Hispanic, Latino, or Spanish categories as Mexican, Puerto Rican, or Cuban. People who do not identify with one of the specific origins listed indicate that they are "another Hispanic, Latino, or Spanish origin" are those whose origins are from Spain, the Spanish-speaking countries of Central or South America, or the Dominican Republic.

LIBRARY
2022 OUTREACH AND RECRUITMENT DATA
296 EMPLOYEES
GENDER

Demographics By Gender	Total Department Workforce ⁴¹	Male (%)	Female (%)	Census Data Population by Job Category
Officials and Administrators				
County Workforce	4	25	75	X
Census Data Population	X	58	42	99,920
Underrepresentation	X	-33	X	X
Professionals				
County Workforce	59	17	83	X
Census Data Population	X	47	53	128,635
Underrepresentation	X	-30	X	X
Technicians				
County Workforce	11	36	64	X
Census Data Population	X	51	49	32,055
Underrepresentation	X	-15	X	X
Administrative Support				
County Workforce	222	27	73	X
Census Data Population	X	38	62	130,360
Underrepresentation	X	-11	X	X

⁴¹ The total number of people who had worked for the County at least one day during the 2022 calendar year.

**LIBRARY
2022 OUTREACH AND RECRUITMENT DATA
296 EMPLOYEES**

RACE AND ETHNICITY

Demographics by Race and Ethnicity ⁴²	White (%)	Black (%)	Hispanic (%)	Asian (%)	Native Hawaiian/Pacific Islander (%)	American Indian/Alaska Native (%)	Two or more Races (%)
Officials and Administrators							
County Workforce	75	0	25	0	0	0	0
Census Data Population	60	6	13	17	0	0	4
Underrepresentation	X	-6	X	-17	X	X	-4
Professionals							
County Workforce	69	3	19	4	0	0	5
Census Data Population	55	6	11	23	0	0	4
Underrepresentation	X	-3	X	-19	X	X	X
Technicians							
County Workforce	45	9	10	9	9	0	18
Census Data Population	42	9	26	19	0	0	4
Underrepresentation	X	X	-16	-10	X	X	X
Administrative Support							
County Workforce	57	5	16	16	1	0	5
Census Data Population	47	10	22	16	1	0	4
Underrepresentation	X	-5	-6	X	X	X	X

⁴² The Census Bureau categorizes ethnicity into two categories: Hispanic or Latino OR not Hispanic or Latino. The terms "Hispanic," "Latino," and "Spanish" are used interchangeably. Some respondents identify with all three terms while others may identify with only one of these three specific terms. Hispanics or Latinos who identify with the terms "Hispanic," "Latino," or "Spanish" are those who classify themselves in one of the specific Hispanic, Latino, or Spanish categories as Mexican, Puerto Rican, or Cuban. People who do not identify with one of the specific origins listed indicate that they are "another Hispanic, Latino, or Spanish origin" are those whose origins are from Spain, the Spanish-speaking countries of Central or South America, or the Dominican Republic.

**PROBATION
2022 OUTREACH AND RECRUITMENT DATA
286 EMPLOYEES
GENDER**

Demographics By Gender	Total Department Workforce ⁴³	Male (%)	Female (%)	Census Data Population by Job Category
Officials and Administrators				
County Workforce	21	43	57	X
Census Data	X	58	42	99,920
Underrepresentation	X	-15	X	X
Professionals				
County Workforce	32	56	44	X
Census Data	X	47	53	128,635
Underrepresentation	X	X	-9	X
Technicians				
County Workforce	3	100	0	X
Census Data	X	51	49	32,055
Underrepresentation	X	X	-49	X
Administrative Support				
County Workforce	27	19	81	X
Census Data	X	38	62	130,360
Underrepresentation	X	-19	X	X
Service Maintenance				
County Workforce	13	77	23	X
Census Data	X	57	43	135,860
Underrepresentation	X	X	-20	X
Protective Services (Sworn)				
County Workforce	95	43	57	X
Census Data	X	77	23	10,715
Underrepresentation	X	-34	X	X
Protective Services (Non-Sworn)				
County Workforce	95	62	38	X
Census Data	X	58	42	780
Underrepresentation	X	X	-4	X

⁴³ The total number of people who had worked for the County at least one day during the 2022 calendar year.

**PROBATION
2022 OUTREACH AND RECRUITMENT DATA
286 EMPLOYEES**

RACE AND ETHNICITY

Demographics by Race and Ethnicity ⁴⁴	White (%)	Black (%)	Hispanic (%)	Asian (%)	Native Hawaiian/ Pacific Islander (%)	American Indian Alaska Native (%)	Two or More Races (%)
Officials and Administrators							
County Workforce	33	29	14	10	0	0	14
Census Data	60	6	13	17	0	0	4
Underrepresentation	-27	X	X	-7	X	X	X
Professionals							
County Workforce	44	22	22	9	0	0	3
Census Data	55	6	11	23	0	0	4
Underrepresentation	-11	X	X	-14	X	X	-1
Technicians							
County Workforce	100	0	0	0	0	0	0
Census Data	42	9	26	19	0	0	4
Underrepresentation	X	-9	-26	-19	X	X	-4
Administrative Services							
County Workforce	48	8	15	22	0	0	7
Census Data	47	10	22	16	1	0	4
Underrepresentation	X	-2	-7	X	-1	X	X
Service Maintenance							
County Workforce	23	31	31	15	0	0	0
Census Data	28	10	43	13	1	0	5
Underrepresentation	-5	X	-12	X	-1	X	-5
Protective Services (Sworn)							
County Workforce	34	27	33	2	0	0	4
Census Data	44	20	17	11	1	0	6
Underrepresentation	-10	X	X	-9	-1	X	-2
Protective Services (Non-Sworn)							
County Workforce	30	32	28	6	1	1	2
Census Data	39	12	33	8	5	0	3
Underrepresentation	-9	X	-5	-2	-4	X	-1

⁴⁴ The Census Bureau categorizes ethnicity into two categories: Hispanic or Latino OR not Hispanic or Latino. The terms "Hispanic," "Latino," and "Spanish" are used interchangeably. Some respondents identify with all three terms while others may identify with only one of these three specific terms. Hispanics or Latinos who identify with the terms "Hispanic," "Latino," or "Spanish" are those who classify themselves in one of the specific Hispanic, Latino, or Spanish categories as Mexican, Puerto Rican, or Cuban. People who do not identify with one of the specific origins listed indicate that they are "another Hispanic, Latino, or Spanish origin" are those whose origins are from Spain, the Spanish-speaking countries of Central or South America, or the Dominican Republic.

**PUBLIC DEFENDER
2022 OUTREACH AND RECRUITMENT PLANS
152 EMPLOYEES
GENDER**

Demographics By Gender	Total Department Workforce ⁴⁵	Male (%)	Female (%)	Census Data Population by Job Category
Officials and Administrators				
County Workforce	14	21	79	X
Census Data Population	X	58	42	99,920
Underrepresentation	X	-37	X	X
Professionals				
County Workforce	99	35	65	X
Census Data Population	X	47	53	128,635
Underrepresentation	X	-12	X	X
Administrative Support				
County Workforce	39	21	79	X
Census Data Population	X	38	62	130,360
Underrepresentation	X	-17	X	X

⁴⁵ The total number of people who had worked for the County at least one day during the 2022 calendar year.

**PUBLIC DEFENDER
2022 OUTREACH AND RECRUITMENT PLANS
152 EMPLOYEES**

RACE AND ETHNICITY

Demographics by Race and Ethnicity ⁴⁶	White (%)	Black (%)	Hispanic (%)	Asian (%)	Native Hawaiian/ Pacific Islander (%)	American Indian/ Alaska Native (%)	2 or more Races (%)
Officials and Administrators							
County Workforce	57	21	7	8	0	0	7
Census Data	60	6	13	17	0	0	4
Underrepresentation	X	X	-6	-9	X	X	X
Professionals							
County Workforce	54	13	17	12	0	0	4
Census Data	55	6	11	23	0	0	4
Underrepresentation	-1	X	X	-11	X	X	X
Administrative Support							
County Workforce	18	28	46	5	0	0	3
Census Data	47	10	22	16	1	0	4
Underrepresentation	-29	X	X	-11	-1	X	-1

⁴⁶ The Census Bureau categorizes ethnicity into two categories: Hispanic or Latino OR not Hispanic or Latino. The terms "Hispanic," "Latino," and "Spanish" are used interchangeably. Some respondents identify with all three terms while others may identify with only one of these three specific terms. Hispanics or Latinos who identify with the terms "Hispanic," "Latino," or "Spanish" are those who classify themselves in one of the specific Hispanic, Latino, or Spanish categories as Mexican, Puerto Rican, or Cuban. People who do not identify with one of the specific origins listed indicate that they are "another Hispanic, Latino, or Spanish origin" are those whose origins are from Spain, the Spanish-speaking countries of Central or South America, or the Dominican Republic.

**PUBLIC WORKS
2022 OUTREACH AND RECRUITMENT DATA
389 EMPLOYEES**

GENDER

Demographics By Gender	Total Department Workforce ⁴⁷	Male (%)	Female (%)	Census Data Population by Job Category
Officials and Administrators				
County Workforce	16	62	38	X
Census Data	X	58	42	99,920
Underrepresentation	X	X	-4	X
Professionals				
County Workforce	92	49	51	X
Census Data	X	47	53	128,635
Underrepresentation	X	X	-2	X
Technicians				
County Workforce	40	87	13	X
Census Data	X	51	49	32,055
Underrepresentation	X	X	-36	X
Administrative Support				
County Workforce	52	38	61	X
Census Data	X	38	62	130,360
Underrepresentation	X	X	-1	X
Skilled Craft				
County Workforce	74	97	3	X
Census Data	X	94	6	37,840
Underrepresentation	X	X	-3	X
Service Maintenance				
County Workforce	115	83	17	X
Census Data	X	57	43	135,860
Underrepresentation	X	X	-26	X

⁴⁷ The total number of people who had worked for the County at least one day during the 2022 calendar year.

**PUBLIC WORKS
2022 OUTREACH AND RECRUITMENT DATA
389 EMPLOYEES**

RACE AND ETHNICITY

Demographics by Race and Ethnicity ⁴⁸	White (%)	Black (%)	Hispanic (%)	Asian (%)	Native Hawaiian/ Pacific Islander (%)	American Indian/ Alaska Native (%)	2 or more Races (%)
Officials and Administrators							
County Workforce	62	6	13	13	0	0	6
Census Data	60	6	13	17	0	0	4
Underrepresentation	X	X	X	-4	X	X	X
Professionals							
County Workforce	49	5	14	27	1	0	4
Census Data	55	6	11	23	0	0	4
Underrepresentation	-6	-1	X	X	X	X	X
Technicians							
County Workforce	62	3	13	5	2	5	10
Census Data	42	9	26	19	0	0	4
Underrepresentation	X	-6	-13	-14	X	X	X
Administrative Support							
County Workforce	44	2	19	27	6	0	2
Census Data	47	10	22	16	1	0	4
Underrepresentation	-3	-8	-3	X	X	X	-2
Service Maintenance							
County Workforce	31	20	41	6	0	1	1
Census Data	28	10	43	13	1	0	5
Underrepresentation	X	X	-2	-7	-1	X	-4
Skilled Craft Workers							
County Workforce	62	7	21	8	0	1	1
Census Data	41	6	41	8	0	0	4
Underrepresentation	X	X	-20	X	X	X	-3

⁴⁸ The Census Bureau categorizes ethnicity into two categories: Hispanic or Latino OR not Hispanic or Latino. The terms "Hispanic," "Latino," and "Spanish" are used interchangeably. Some respondents identify with all three terms while others may identify with only one of these three specific terms. Hispanics or Latinos who identify with the terms "Hispanic," "Latino," or "Spanish" are those who classify themselves in one of the specific Hispanic, Latino, or Spanish categories as Mexican, Puerto Rican, or Cuban. People who do not identify with one of the specific origins listed indicate that they are "another Hispanic, Latino, or Spanish origin" are those whose origins are from Spain, the Spanish-speaking countries of Central or South America, or the Dominican Republic.

SHERIFF-CORONER
2022 OUTREACH AND RECRUITMENT DATA
967 EMPLOYEES
GENDER

Demographics By Gender	Total Department Workforce ⁴⁹	Male (%)	Female (%)	Census Data Population by Job Category
Officials and Administrators				
County Workforce	9	56	44	X
Census Data Population	X	58	42	99,920
Underrepresentation	X	-2	X	X
Professionals				
County Workforce	98	71	29	X
Census Data Population	X	47	53	128,635
Underrepresentation	X	X	-24	X
Technicians				
County Workforce	115	72	28	X
Census Data Population	X	51	49	32,055
Underrepresentation	X	X	-21	X
Administrative Support				
County Workforce	148	14	86	X
Census Data Population	X	38	62	130,360
Underrepresentation	X	-24	X	X
Service Maintenance				
County Workforce	26	73	27	X
Census Data Population	X	57	43	135,860
Underrepresentation	X	X	-16	X
Protective Services (Sworn)				
County Workforce	487	85	15	X
Census Data Population	X	77	23	10,715
Underrepresentation	X	X	-8	X
Protective Services (Non-Sworn)				
County Workforce	84	60	40	X
Census Data Population	X	58	42	780
Underrepresentation	X	X	-2	X

⁴⁹ The total number of people who had worked for the County at least one day during the 2022 calendar year.

**SHERIFF-CORONER
2022 OUTREACH AND RECRUITMENT DATA
967 EMPLOYEES**

RACE AND ETHNICITY

Demographics by Race and Ethnicity ⁵⁰	White (%)	Black (%)	Hispanic (%)	Asian (%)	Native Hawaiian/ Pacific Islander (%)	American Indian/ Alaska Native (%)	Two or More Races (%)
Officials and Administrators							
County Workforce	89	0	11	0	0	0	0
Census Data	60	6	13	17	0	0	4
Underrepresentation	X	-6	-2	-17	X	X	-4
Professionals							
County Workforce	66	5	13	10	0	0	6
Census Data	55	6	11	23	0	0	4
Underrepresentation	X	-1	X	-13	X	X	X
Technicians							
County Workforce	76	2	12	5	0	0	5
Census Data	42	9	26	19	0	0	4
Underrepresentation	X	-7	-14	-14	X	X	X
Administrative Services							
County Workforce	52	14	19	9	2	0	4
Census Data	47	10	22	16	1	0	4
Underrepresentation	X	X	-3	-7	X	X	X
Service Maintenance							
County Workforce	19	0	58	19	0	0	4
Census Data	28	10	43	13	1	0	5
Underrepresentation	-9	-10	X	X	-1	X	-1
Protective Services (Sworn)							
County Workforce	61	9	20	6	1	0	3
Census Data	44	20	17	11	1	0	6
Underrepresentation	X	-11	X	-5	X	X	-3
Protective Services (Non-Sworn)							
County Workforce	50	17	19	8	2	0	4
Census Data	39	12	33	8	5	0	3
Underrepresentation	X	X	-14	X	-3	X	X

⁵⁰ The Census Bureau categorizes ethnicity into two categories: Hispanic or Latino OR not Hispanic or Latino. The terms "Hispanic," "Latino," and "Spanish" are used interchangeably. Some respondents identify with all three terms while others may identify with only one of these three specific terms. Hispanics or Latinos who identify with the terms "Hispanic," "Latino," or "Spanish" are those who classify themselves in one of the specific Hispanic, Latino, or Spanish categories as Mexican, Puerto Rican, or Cuban. People who do not identify with one of the specific origins listed indicate that they are "another Hispanic, Latino, or Spanish origin" are those whose origins are from Spain, the Spanish-speaking countries of Central or South America, or the Dominican Republic.

**TREASURER-TAX COLLECTOR25
2022 OUTREACH AND RECRUITMENT DATA
25 EMPLOYEES**

GENDER

Demographics By Gender	Total Department Workforce ⁵¹	Male (%)	Female (%)	Census Data Population by Job Category
Officials and Administrators				
County Workforce	3	0	100	X
Census Data Population	X	58	42	99,920
Underrepresentation	X	-58	X	X
Professionals				
County Workforce	7	29	71	X
Census Data Population	X	47	53	128,635
Underrepresentation	X	-18	X	X
Technicians				
County Workforce	3	33	67	X
Census Data Population	X	51	49	32,055
Underrepresentation	X	-18	X	X
Administrative Support				
County Workforce	12	8	92	X
Census Data Population	X	38	62	130,360
Underrepresentation	X	-30	X	X

⁵¹ The total number of people who had worked for the County at least one day during the 2022 calendar year.

**TREASURER-TAX COLLECTOR
2022 OUTREACH AND RECRUITMENT DATA
25 EMPLOYEES**

RACE AND ETHNICITY

Demographics by Race and Ethnicity ⁵²	White (%)	Black (%)	Hispanic (%)	Asian (%)	Native Hawaiian/Pacific Islander (%)	American Indian Alaska Native (%)	Two or More Races (%)
Officials and Administrators							
County Workforce	0	0	33	34	0	0	33
Census Data Population	60	6	13	17	0	0	4
Underrepresentation	-60	-6	X	X	X	X	X
Professionals							
County Workforce	29	0	57	14	0	0	0
Census Data Population	55	6	11	23	0	0	4
Underrepresentation	-26	-6	X	-9	X	X	-4
Technicians							
County Workforce	33	67	0	0	0	0	0
Census Data Population	42	9	26	19	0	0	4
Underrepresentation	-9	X	-26	-19	X	X	-4
Administrative Support							
8	25	33	17	25	0	8	8
Census Data Population	47	10	22	16	1	0	4
Underrepresentation	-22	X	-5	X	-1	X	X

⁵² The Census Bureau categorizes ethnicity into two categories: Hispanic or Latino OR not Hispanic or Latino. The terms "Hispanic," "Latino," and "Spanish" are used interchangeably. Some respondents identify with all three terms while others may identify with only one of these three specific terms. Hispanics or Latinos who identify with the terms "Hispanic," "Latino," or "Spanish" are those who classify themselves in one of the specific Hispanic, Latino, or Spanish categories as Mexican, Puerto Rican, or Cuban. People who do not identify with one of the specific origins listed indicate that they are "another Hispanic, Latino, or Spanish origin" are those whose origins are from Spain, the Spanish-speaking countries of Central or South America, or the Dominican Republic.

**VETERANS SERVICES
2022 OUTREACH AND RECRUITMENT DATA
11 EMPLOYEES**

GENDER

Demographics By Gender	Total Department Workforce ⁵³	Male (%)	Female (%)	Census Data Population by Job Category
Officials and Administrators				
County Workforce	1	100	0	X
Census Data Population	X	58	42	99,920
Underrepresentation	X	X	-42	X
Professionals				
County Workforce	6	83	17	X
Census Data Population	X	47	53	128,635
Underrepresentation	X	X	-36	X
Administrative Support				
County Workforce	4	50	50	X
Census Data Population	X	38	62	130,360
Underrepresentation	X	X	-12	X

⁵³ The total number of people who had worked for the County at least one day during the 2022 calendar year.

**VETERANS SERVICES
2022 OUTREACH AND RECRUITMENT DATA
11 EMPLOYEES
RACE AND ETHNICITY**

Demographics by Race and Ethnicity ⁵⁴	White (%)	Black (%)	Hispanic (%)	Asian (%)	Native Hawaiian/ Pacific Islander (%)	American Indian/ Alaska Native (%)	Two or more Races (%)
Officials and Administrators							
County Workforce	100	0	0	0	0	0	0
Census Data	60	6	13	17	0	0	4
Underrepresentation	X	-6	-13	-17	X	X	-4
Professionals							
County Workforce	33	33	17	17	0	0	0
Census Data	55	6	11	23	0	0	4
Underrepresentation	X	X	X	-6	X	X	-4
Administrative Support							
County Workforce	50	0	0	25	0	0	25
Census Data	47	10	22	16	1	0	4
Underrepresentation	X	-10	-22	X	-1	X	X

⁵⁴ The Census Bureau categorizes ethnicity into two categories: Hispanic or Latino OR not Hispanic or Latino. The terms "Hispanic," "Latino," and "Spanish" are used interchangeably. Some respondents identify with all three terms while others may identify with only one of these three specific terms. Hispanics or Latinos who identify with the terms "Hispanic," "Latino," or "Spanish" are those who classify themselves in one of the specific Hispanic, Latino, or Spanish categories as Mexican, Puerto Rican, or Cuban. People who do not identify with one of the specific origins listed indicate that they are "another Hispanic, Latino, or Spanish origin" are those whose origins are from Spain, the Spanish-speaking countries of Central or South America, or the Dominican Republic.