Utilization Analysis by Job Category

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V
1	**Job Category**	**Salary Range**	**Total Workforce**					**Male**							**Female**							
2	**Use EEO-4**	**($XX,000-XX,000)**	**All**	**WM**	**MM**	**WF**	**MF**	**W**	**AI/AN**	**B**	**H/L**	**A**	**NHOPI**	**Multi**	**W**	**AI/AN**	**B**	**H/L**	**A**	**NHOPI**	**Multi**	
3	**1 - Officials & Administrators**																					
4	Current Workforce	114,000-145,600	**554**	**310**	**85**	**120**	**39**	310	4	48	12	15	1	5	120	2	23	5	7	-	2	<--Entry
5	Percent in Category	^Entry		56.0%	15.3%	21.7%	7.0%	56.0%	0.7%	8.7%	2.2%	2.7%	0.2%	0.9%	21.7%	0.4%	4.2%	0.9%	1.3%	0.0%	0.4%	
6	Percent of Availability							51.1%	0.2%	2.0%	1.9%	3.1%	0.0%	0.9%	36.1%	0.0%	1.6%	1.2%	1.1%	0.0%	0.8%	<--Entry
9	Percent Underutilized											0%			14%			0%			0%	
10	Underutilized (Yes/No)								No	No	No	Yes	No	No	Yes	No	No	Yes	No	No	Yes	
11	Number Needed to Reach Parity								-	-	-	2	-	-	79	-	-	1	-	-	2	
12	Planned percent increase Year 1											0%			6%			100%				<--Entry
13	Planned percent increase Year 2											100%			6%							<--Entry
14	Planned percent increase Year 3														6%							<--Entry
15	Planned percent increase Year 4														6%							<--Entry
16																						
17	**2 - Professionals**																					
18	Current Workforce	114,000-145,600	**625**	**288**	**77**	**212**	**48**	288	1	34	11	26	1	4	212	3	14	7	21	-	3	<--Entry
19	Percent in Category	^Entry		46.1%	12.3%	33.9%	7.7%	46.1%	0.2%	5.4%	1.8%	4.2%	0.2%	0.6%	33.9%	0.5%	2.2%	1.1%	3.4%	0.0%	0.5%	
20	Percent of Availability							37.7%	0.1%	2.4%	1.1%	4.0%	0.0%	0.8%	45.1%	0.2%	2.5%	1.4%	3.8%	0.0%	1.0%	<--Entry
23	Percent Underutilized													0%	11%		0%	0%	0%		1%	
24	Underutilized (Yes/No)								No	No	No	No	No	No	Yes	No	Yes	Yes	Yes	No	Yes	
25	Number Needed to Reach Parity								-	-	-	-	-	-	69	-	1	1	2	-	3	
26	Planned percent increase Year 1														7%		100%	100%	0%			<--Entry
27	Planned percent increase Year 2														7%				100%			<--Entry
28	Planned percent increase Year 3														13%							<--Entry
29	Planned percent increase Year 4														15%							<--Entry
30																						
31	**3 - Technicians**																					
32	Current Workforce	89,440-145,600	**261**	**112**	**41**	**80**	**28**	112	1	17	4	16	1	2	80	-	15	3	8	-	2	<--Entry
33	Percent in Category	^Entry		42.9%	15.7%	30.7%	10.7%	42.9%	0.4%	6.5%	1.5%	6.1%	0.4%	0.8%	30.7%	0.0%	5.7%	1.1%	3.1%	0.0%	0.8%	
34	Percent of Availability							34.8%	0.0%	3.6%	1.2%	3.8%	0.1%	1.3%	41.8%	0.1%	4.8%	1.1%	5.8%	0.1%	1.5%	<--Entry
37	Percent Underutilized													1%	11%				3%		1%	
38	Underutilized (Yes/No)								No	No	No	No	No	Yes	Yes	No	No	No	Yes	No	Yes	
39	Number Needed to Reach Parity								-	-	-	-	-	1	29	-	-	-	7	-	1	
40	Planned percent increase Year 1														14%				29%			<--Entry
41	Planned percent increase Year 2														14%				29%			<--Entry
42	Planned percent increase Year 3														14%				29%			<--Entry
43	Planned percent increase Year 4														10%				14%			<--Entry
44																						

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	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V
1	Job Category	Salary Range	Total Workforce					Male							Female							
2	Use EEO-4	($XX,000-XX,000)	All	WM	MM	WF	MF	W	AI/AN	B	H/L	A	NHOPI	Multi	W	AI/AN	B	H/L	A	NHOPI	Multi	
45	**4 - Protective Service**																					
46	Current Workforce	114,000-145,600	**151**	**74**	**52**	**14**	**11**	74	1	22	5	22	-	2	14	-	5	3	3	-	-	<--Entry
47	Percent in Category	^Entry		49.0%	34.4%	9.3%	7.3%	49.0%	0.7%	14.6%	3.3%	14.6%	0.0%	1.3%	9.3%	0.0%	3.3%	2.0%	2.0%	0.0%	0.0%	
48	Percent of Availability							51.9%	1.1%	13.4%	2.9%	3.5%	0.0%	2.0%	16.6%	0.0%	4.3%	1.7%	1.7%	0.0%	0.9%	<--Entry
51	Percent Underutilized								0%					1%	7%		1%				1%	
52	Underutilized (Yes/No)								No	No	No	No	No	Yes	Yes	No	Yes	No	No	No	Yes	
53	Number Needed to Reach Parity								-	-	-	-	-	1	11	-	1	-	-	-	1	
54	Planned percent increase Year 1														36%		0%					<--Entry
55	Planned percent increase Year 2														27%		100%					<--Entry
56	Planned percent increase Year 3														9%							<--Entry
57	Planned percent increase Year 4														27%							<--Entry
58																						
59	**5 - Paraprofessional**																					
60	Current Workforce	89,440-145,600	**10**	**4**	**1**	**2**	**3**	4	-	-	1	-	-	-	2	-	3	-	-	-	-	<--Entry
61	Percent in Category	^Entry		40.0%	10.0%	20.0%	30.0%	40.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	20.0%	0.0%	30.0%	0.0%	0.0%	0.0%	0.0%	
62	Percent of Availability							7.1%	0.1%	5.0%	0.7%	2.3%	0.0%	0.6%	51.7%	0.9%	20.0%	4.3%	4.9%	0.0%	2.4%	<--Entry
65	Percent Underutilized														32%							
66	Underutilized (Yes/No)								No	No	No	No	No	No	Yes	No	No	No	No	No	No	
67	Number Needed to Reach Parity								-	-	-	-	-	-	3	-	-	-	-	-	-	
68	Planned percent increase Year 1														0%							<--Entry
69	Planned percent increase Year 2														0%							<--Entry
70	Planned percent increase Year 3														0%							<--Entry
71	Planned percent increase Year 4														0%							<--Entry
72																						
73	**6 - Administrative Support**																					
74	Current Workforce	68,640-145,600	**165**	**44**	**30**	**64**	**27**	44	1	16	5	7	-	1	64	1	19	-	4	-	3	<--Entry
75	Percent in Category	^Entry		26.7%	18.2%	38.8%	16.4%	26.7%	0.6%	9.7%	3.0%	4.2%	0.0%	0.6%	38.8%	0.6%	11.5%	0.0%	2.4%	0.0%	1.8%	
76	Percent of Availability							32.3%	0.1%	3.2%	1.8%	2.6%	0.0%	1.2%	46.1%	0.3%	4.7%	3.0%	3.5%	0.0%	1.4%	<--Entry
79	Percent Underutilized													1%	7%			3%	1%			
80	Underutilized (Yes/No)								No	No	No	No	No	No	Yes	No	No	Yes	Yes	No	No	
81	Number Needed to Reach Parity								-	-	-	-	-	-	12	-	-	4	1	-	-	
82	Planned percent increase Year 1														42%			0%	100%			<--Entry
83	Planned percent increase Year 2														25%			50%				<--Entry
84	Planned percent increase Year 3														17%			25%				<--Entry
85	Planned percent increase Year 4														17%			25%				<--Entry
86																						

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	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V
1	**Job Category**	**Salary Range**	**Total Workforce**					**Male**							**Female**							
2	**Use EEO-4**	**($XX,000-XX,000)**	**All**	**WM**	**MM**	**WF**	**MF**	**W**	**AI/AN**	**B**	**H/L**	**A**	**NHOPI**	**Multi**	**W**	**AI/AN**	**B**	**H/L**	**A**	**NHOPI**	**Multi**	
87	**7 - Skilled Craft**																					
88	Current Workforce	114,000-145,600	**723**	**551**	**138**	**24**	**10**	551	7	62	28	34	1	6	24	1	6	3	-	-	-	**<--Entry**
89	Percent in Category	**^Entry**		76.2%	19.1%	3.3%	1.4%	76.2%	1.0%	8.6%	3.9%	4.7%	0.1%	0.8%	3.3%	0.1%	0.8%	0.4%	0.0%	0.0%	0.0%	
90	Percent of Availability							63.2%	0.3%	5.5%	7.6%	7.1%	0.0%	1.1%	7.9%	0.0%	2.4%	1.0%	3.6%	0.0%	0.3%	**<--Entry**
93	Percent Underutilized										**4%**	**2%**		**0%**	**5%**		**2%**	**1%**	**4%**		**0%**	
94	Underutilized (Yes/No)								**No**	**No**	**Yes**	**Yes**	**No**	**Yes**	**Yes**	**No**	**Yes**	**Yes**	**Yes**	**No**	**Yes**	
95	Number Needed to Reach Parity								-	-	**26**	**17**	-	**1**	**33**	-	**11**	**4**	**26**	-	**1**	
96	Planned percent increase Year 1										12%	6%			9%		9%	0%	8%			**<--Entry**
97	Planned percent increase Year 2										12%	6%			9%		9%	50%	8%			**<--Entry**
98	Planned percent increase Year 3										12%	6%			9%		9%	50%	8%			**<--Entry**
99	Planned percent increase Year 4										12%	6%			9%		9%	0%	8%			**<--Entry**
100																						
101	**8 - Service-Maintenance**																					
102	Current Workforce	68,640-145,600	**1508**	**501**	**688**	**136**	**183**	501	10	534	40	97	1	6	136	2	158	8	9	-	6	**<--Entry**
103	Percent in Category	**^Entry**		33.2%	45.6%	9.0%	12.1%	33.2%	0.7%	35.4%	2.7%	6.4%	0.1%	0.4%	9.0%	0.1%	10.5%	0.5%	0.6%	0.0%	0.4%	
104	Percent of Availability							39.3%	0.4%	7.7%	7.6%	3.5%	0.0%	1.6%	26.1%	0.3%	4.5%	4.9%	3.1%	0.0%	1.1%	**<--Entry**
107	Percent Underutilized										**5%**			**1%**	**17%**	**0%**		**4%**	**3%**		**1%**	
108	Underutilized (Yes/No)								**No**	**No**	**Yes**	**No**	**No**	**Yes**	**Yes**	**Yes**	**No**	**Yes**	**Yes**	**No**	**Yes**	
109	Number Needed to Reach Parity								-	-	**74**	-	-	**17**	**257**	**2**	-	**65**	**37**	-	**9**	
110	Planned percent increase Year 1										14%				8%	0%		12%	3%			**<--Entry**
111	Planned percent increase Year 2										14%				8%	50%		12%	3%			**<--Entry**
112	Planned percent increase Year 3										14%				8%	50%		12%	3%			**<--Entry**
113	Planned percent increase Year 4										14%				8%	0%		12%	3%			**<--Entry**
114																						
115	Notes:																					
116																						
117																						
118																						