

Appendices

Appendix A: Progress Report

Females (Promo = promotion)

Job Category	Prior AAP Total Employee #	Prior AAP Total Females #	Prior AAP Total Females %	Prior AAP Availability Females %	Total Hires & Promo #	Total Hired #	Male Hired #	Females Hired #	Un-known Hired #	Females Hired %	Total Promo #	Male Promo #	Females Promo #	Un-known Promo #	Females Promo %	Actual Females Hiring (%)	Females Had Goals in Prior AAP?	Females Goal Met?
Officials and Managers	555	161	29.0%	38.3%	206	58	38	20	0	34.5%	148	108	40	0	27.0%	29.1%	Yes	No
Professionals	617	268	43.4%	50.7%	289	207	120	87	0	42.0%	82	44	38	0	46.3%	43.3%	Yes	No
Technicians	328	153	46.7%	55.3%	114	86	36	50	0	58.1%	28	20	8	0	28.6%	50.9%	Yes	No
Protective Services: Sworn	126	18	14.3%	19.1%	28	20	16	4	0	20.0%	8	6	2	0	25.0%	21.4%	Yes	Yes
Protective Services: Non-sworn	19	4	21.1%	28.6%	11	11	9	2	0	31.0%	0	0	0	0	0.0%	18.2%	Yes	No
Paraprofessionals	10	5	50.0%	74.1%	3	2	2	0	0	0.0%	1	0	1	0	100.0%	33.3%	Yes	No
Administrative Support	149	82	55.0%	57.7%	46	33	15	18	0	54.5%	13	5	8	0	61.5%	56.5%	Yes	No
Skilled Craft	696	33	4.7%	15.6%	133	111	104	7	0	6.3%	22	22	0	0	0.0%	5.3%	Yes	No
Service Maintenance	1364	289	21.2%	40.8%	790	767	595	172	0	22.4%	23	19	4	0	17.4%	22.3%	Yes	No
Total	3864	1013	26.2%		1620	1295	935	360	0	27.8%	325	224	101	0	31.1%			

Racial or Ethnic Minorities (Promo = promotion; RE = Racial or Ethnic Minorities)

Job Category	Prior AAP Total Employee #	Prior AAP Total RE #	Prior AAP Total RE %	Prior AAP Availability RE %	Total Hires & Promo #	Total Hired #	Non-RE Hired #	RE Hired #	Un-known Hired #	RE Hired %	Total Promo #	Non-RE Promo #	RE Promo #	Un-known Promo #	RE Promo %	Actual RE Hiring (%)	RE Had Goals in Prior AAP?	RE Goal Met?
Officials and Managers	555	127	22.9%	No Goal	206	58	42	16	0	27.6%	148	117	31	0	20.9%	22.8%	No	
Professionals	617	128	20.8%	No Goal	289	207	145	62	0	30.0%	82	64	18	0	22.0%	27.7%	No	
Technicians	328	89	27.1%	28.0%	114	86	47	39	0	45.3%	28	17	11	0	39.3%	43.9%	Yes	Yes
Protective Services: Sworn	126	51	40.5%	No Goal	28	20	11	9	0	45.0%	8	3	5	0	62.5%	50.0%	No	
Protective Services: Non-sworn	19	7	36.8%	Monitor	11	11	2	9	0	81.8%	0	0	0	0	0.0%	81.8%	No	
Paraprofessionals	10	4	40.0%	Monitor	3	2	1	1	0	50.0%	1	0	1	0	100.0%	66.7%	No	
Administrative Support	149	58	38.9%	No Goal	46	33	24	9	0	27.3%	13	11	2	0	15.4%	23.9%	No	
Skilled Craft	696	146	21.0%	34.2%	133	111	74	37	0	33.3%	22	18	4	0	18.2%	30.8%	Yes	No
Service Maintenance	1364	805	59.0%	No Goal	790	767	184	583	0	76.0%	23	6	17	0	73.9%	75.9%	No	
Total	3864	1415	36.6%		1620	1295	530	765	0	59.1%	325	236	89	0	27.4%			

Persons with Disabilities (Promo = promotion; PWD = Persons with Disabilities)

Job Category	Prior AAP Total Employee #	Prior AAP Total PWD #	Prior AAP Total PWD %	Prior AAP Availability PWD %	Total Hires & Promo #	Total Hired #	PWD Hired #	Non-PWD Hired #	Un-known Hired #	PWD Hired %	Total Promo #	Non-PWD Promo #	PWD Promo #	Un-known Promo #	PWD Promo %	Actual PWD Hiring (%)	PWD Had Goals in Prior AAP?	PWD Goal Met?
Officials and Managers	555	27	4.9%	3.8%	206	58	7	51	0	12.1%	148	146	2	0	1.4%	4.4%	Yes	Yes
Professionals	617	36	5.8%	No Goal	289	207	21	186	0	10.1%	82	75	7	0	8.5%	9.7%	No	
Technicians	328	25	7.6%	No Goal	114	86	6	80	0	7.0%	28	26	2	0	7.1%	7.0%	No	
Protective Services: Sworn	126	1	0.8%	Monitor	28	20	2	18	0	10.0%	8	8	0	0	0.0%	7.1%	No	
Protective Services: Non-sworn	19	1	5.3%	Monitor	11	11	0	11	0	0.0%	0	0	0	0	0.0%	0.0%	No	
Paraprofessionals	10	1	10.0%	Monitor	3	2	0	2	0	0.0%	1	0	1	0	100.0%	33.3%	No	
Administrative Support	149	10	6.7%	6.0%	46	33	3	30	0	10.0%	13	11	2	0	15.4%	10.9%	Yes	Yes
Skilled Craft	696	17	2.4%	5.1%	133	111	6	105	0	5.4%	22	20	2	0	9.1%	6.0%	Yes	Yes
Service Maintenance	1364	21	1.5%	8.5%	790	767	22	745	0	2.9%	23	23	0	0	0.0%	2.8%	Yes	No
Total	3864	139	3.6%		1620	1295	67	1228	0	5.2%	325	309	16	0	4.9%			

Appendix B: Separation Analysis

Total Separations (Sep = Separation; RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Separation Type	Total % by Sep Type	Sep Type ¹ Females % within Sep Type	Sep Type ² Sep Type % within Total Females Sep	Sep Type ¹ RE % within Sep Type	Sep Type ² Sep Type % within Total RE Sep	Sep Type ¹ PWD % within Sep Type	Sep Type ² Sep Type % within Total PWD Sep
Dismissal or Non-Certification	12.1%	37.3%	14.3%	62.0%	16.6%	3.2%	10.6%
Resignation	40.4%	31.2%	40.0%	48.6%	43.6%	3.8%	42.6%
End Internship	7.7%	58.0%	14.1%	36.0%	6.1%	4.0%	8.5%
Retirement	22.4%	25.9%	18.4%	17.1%	8.5%	3.8%	23.4%
Death	1.0%	46.2%	1.5%	15.4%	0.3%	7.7%	2.1%
Lay-off	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Termination without Rights	16.4%	22.3%	11.7%	68.4%	24.9%	2.8%	12.8%
Total Separations	1308	412		591		47	

Officials and Managers (Sep = Separation; RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Separation Type	Total % by Sep Type	Sep Type ¹ Females % within Sep Type	Sep Type ² Sep Type % within Total Females Sep	Sep Type ¹ RE % within Sep Type	Sep Type ² Sep Type % within Total RE Sep	Sep Type ¹ PWD % within Sep Type	Sep Type ² Sep Type % within Total PWD Sep
Dismissal or Non-Certification	3.6%	25.0%	2.9%	25.0%	4.5%	0.0%	0.0%
Resignation	52.7%	36.2%	60.0%	25.9%	68.2%	0.0%	0.0%
End Internship	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Retirement	34.5%	23.7%	25.7%	7.9%	13.6%	0.0%	100.0%
Death	0.9%	100.0%	0.9%	0.0%	0.0%	0.0%	0.0%
Lay-off	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Termination without Rights	8.2%	33.3%	8.6%	33.3%	13.6%	0.0%	0.0%
Total Separations	110	35		22		3	

Professionals (Sep = Separation; RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Separation Type	Total % by Sep Type	Sep Type ¹ Females % within Sep Type	Sep Type ² Sep Type % within Total Females Sep	Sep Type ¹ RE % within Sep Type	Sep Type ² Sep Type % within Total RE Sep	Sep Type ¹ PWD % within Sep Type	Sep Type ² Sep Type % within Total PWD Sep
Dismissal or Non-Certification	8.5%	21.4%	5.0%	42.9%	17.6%	0.0%	0.0%
Resignation	57.9%	41.1%	65.0%	26.3%	73.5%	7.4%	63.6%
End Internship	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Retirement	26.2%	37.2%	26.7%	7.0%	8.8%	4.7%	18.2%
Death	1.2%	0.0%	0.0%	0.0%	0.0%	50.0%	9.1%
Lay-off	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Termination without Rights	6.1%	20.0%	3.3%	0.0%	0.0%	10.0%	9.1%
Total Separations	164	60		34		11	

Technicians (Sep = Separation; RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Separation Type	Total % by Sep Type	Sep Type ¹ Females % within Sep Type	Sep Type ² Sep Type % within Total Females Sep	Sep Type ¹ RE % within Sep Type	Sep Type ² Sep Type % within Total RE Sep	Sep Type ¹ PWD % within Sep Type	Sep Type ² Sep Type % within Total PWD Sep
Dismissal or Non-Certification	7.5%	61.5%	8.2%	61.5%	12.1%	15.4%	16.7%
Resignation	16.8%	65.5%	19.4%	44.8%	19.7%	13.8%	33.3%
End Internship	57.8%	58.0%	59.2%	36.0%	54.5%	4.0%	33.3%
Retirement	11.0%	42.1%	8.2%	21.1%	6.1%	5.3%	8.3%
Death	1.2%	100%	2.0%	0.0%	0.0%	0.0%	0.0%
Lay-off	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Termination without Rights	5.8%	30.0%	3.1%	50.0%	7.6%	10.0%	8.3%
Total Separations	172	97		66		12	

Protective Services: Sworn (Sep = Separation; RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Separation Type	Total % by Sep Type	Sep Type ¹ Females % within Sep Type	Sep Type ² Sep Type % within Total Females Sep	Sep Type ¹ RE % within Sep Type	Sep Type ² Sep Type % within Total RE Sep	Sep Type ¹ PWD % within Sep Type	Sep Type ² Sep Type % within Total PWD Sep
Dismissal or Non-Certification	3.7%	50.0%	11.1%	0.0%	0.0%	0.0%	0.0%
Resignation	75.9%	17.1%	77.8%	43.9%	78.3%	2.4%	100%
End Internship	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Retirement	9.3%	0.0%	0.0%	20.0%	4.3%	0.0%	0.0%
Death	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Lay-off	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Termination without Rights	9.3%	20.0%	11.1%	80.0%	17.4%	0.0%	0.0%
Total Separations	54	9		23		1	

Protective Services: Non-sworn (Sep = Separation; RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Separation Type	Total % by Sep Type	Sep Type ¹ Females % within Sep Type	Sep Type ² Sep Type % within Total Females Sep	Sep Type ¹ RE % within Sep Type	Sep Type ² Sep Type % within Total RE Sep	Sep Type ¹ PWD % within Sep Type	Sep Type ² Sep Type % within Total PWD Sep
Dismissal or Non-Certification	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Resignation	100%	50.0%	100%	50.0%	100%	0.0%	0.0%
End Internship	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Retirement	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Death	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Lay-off	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Termination without Rights	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Separations	6	3		3		0	

Paraprofessionals (Sep = Separation; RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Separation Type	Total % by Sep Type	Sep Type ¹ Females % within Sep Type	Sep Type ² Sep Type % within Total Females Sep	Sep Type ¹ RE % within Sep Type	Sep Type ² Sep Type % within Total RE Sep	Sep Type ¹ PWD % within Sep Type	Sep Type ² Sep Type % within Total PWD Sep
Dismissal or Non-Certification	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Resignation	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
End Internship	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Retirement	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Death	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Lay-off	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Termination without Rights	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Separations	0	0		0		0	

Administrative Support (Sep = Separation; RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Separation Type	Total % by Sep Type	Sep Type ¹ Females % within Sep Type	Sep Type ² Sep Type % within Total Females Sep	Sep Type ¹ RE % within Sep Type	Sep Type ² Sep Type % within Total RE Sep	Sep Type ¹ PWD % within Sep Type	Sep Type ² Sep Type % within Total PWD Sep
Dismissal or Non-Certification	16.7%	57.1%	15.4%	28.6%	16.7%	14.3%	33.3%
Resignation	28.6%	50.0%	23.1%	50.0%	50.0%	0.0%	0.0%
End Internship	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Retirement	38.1%	81.3%	50.0%	6.3%	8.3%	12.5%	66.7%
Death	2.4%	100%	3.8%	0.0%	0.0%	0.0%	0.0%
Lay-off	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Termination without Rights	14.3%	100%	23.1%	50.0%	25.0%	0.0%	0.0%
Total Separations	42	26		12		3	

Skilled Craft (Sep = Separation; RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Separation Type	Total % by Sep Type	Sep Type ¹ Females % within Sep Type	Sep Type ² Sep Type % within Total Females Sep	Sep Type ¹ RE % within Sep Type	Sep Type ² Sep Type % within Total RE Sep	Sep Type ¹ PWD % within Sep Type	Sep Type ² Sep Type % within Total PWD Sep
Dismissal or Non-Certification	12.8%	26.7%	33.3%	46.7%	29.2%	0.0%	0.0%
Resignation	33.3%	7.7%	25.0%	15.4%	25.0%	7.7%	60.0%
End Internship	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Retirement	47.0%	9.1%	41.7%	16.4%	37.5%	0.0%	0.0%
Death	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Lay-off	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Termination without Rights	6.0%	0.0%	0.0%	14.3%	4.2%	28.6%	40.0%
Total Separations	117	12		24		5	

Service Maintenance (Sep = Separation; RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Separation Type	Total % by Sep Type	Sep Type ¹ Females % within Sep Type	Sep Type ² Sep Type % within Total Females Sep	Sep Type ¹ RE % within Sep Type	Sep Type ² Sep Type % within Total RE Sep	Sep Type ¹ PWD % within Sep Type	Sep Type ² Sep Type % within Total PWD Sep
Dismissal or Non-Certification	16.0%	36.9%	22.5%	70.9%	18.0%	1.9%	16.7%
Resignation	38.8%	26.9%	39.6%	68.7%	42.1%	2.0%	41.7%
End Internship	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Retirement	18.2%	21.4%	14.8%	24.8%	7.1%	2.6%	25.0%
Death	0.8%	40.0%	1.2%	40.0%	0.5%	0.0%	0.0%
Lay-off	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Termination without Rights	26.2%	22.0%	21.9%	78.0%	32.3%	1.2%	16.7%
Total Separations	643	170		407		12	